

AGENDA

SPECIAL

CITY COUNCIL MEETING

MONDAY, AUGUST 15, 2016

****6:00 P.M.****

CITY COUNCIL CHAMBERS, CITY HALL - 45 LYON TERRACE
BRIDGEPORT, CONNECTICUT

Prayer

Pledge of Allegiance

Roll Call

MATTERS TO BE ACTED UPON:

- 171-15** Contracts Committee Report re: (Ref. #73-14) Memorandum of Understanding (MOU) with National Association of Government Employees, Local RI-200 (NAGE) regarding their Collective Bargaining Unit Agreement.
- 172-15** Contracts Committee Report re: (Ref. #185-14) Memorandum of Understanding (MOU) with Bridgeport City Supervisor's Association (BCSA) regarding their Collective Bargaining Unit Agreement.

CITY OF BRIDGEPORT
SPECIAL CITY COUNCIL MEETING
MONDAY, AUGUST 15, 2016

6:00 P.M.

CALL TO ORDER

Council President McCarthy called the special meeting to order at 6:07 p.m.

PRAYER

Council President McCarthy requested Council Member McBride-Lee lead those present in prayer.

PLEDGE OF ALLEGIANCE

Council President McCarthy requested Council Member Salter lead those present in reciting the Pledge of Allegiance.

ROLL CALL

City Clerk Lydia Martinez called the roll.

The following members were present:

130th District: Kathryn Bukovsky
131st District: Denese Taylor-Moye, Jack Banta
132nd District: John Olson,
133rd District: Thomas McCarthy, Jeanette Herron
134th District: Michelle Lyons
135th District: Mary McBride-Lee, Richard Salter
136th District:
137th District: Aidee Nieves
138th District: Anthony Paoletto, Nessah Smith
139th District:

A quorum was present.

MATTERS TO BE ACTED UPON:

171-15 Contracts Committee Report re: (Ref. #73-14) Memorandum of Understanding (MOU) with National Association of Government Employees, Local RI-200 (NAGE) regarding their Collective Bargaining Unit Agreement.

Council Member Banta requested a roll call vote.

City of Bridgeport
City Council
Special Meeting
August 15, 2016

ATTEST
CITY CLERK

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2016 AUG 22 P 4: 31

Council Member Herron reported that there was a Contracts Committee meeting during the previous week and that the Committee vote had not been unanimous, which was why this item was on the agenda.

Council Member Olson asked Mr. Freddino, the NAGE Vice President to report on how the Union voted. Mr. Freddino came forward and said that the contract had been presented to the union membership.

Council Member Brantley joined the meeting at 6:12 p.m.

Mr. Freddino gave an overview of the contract terms.

Council Member Banta asked what would happen after the contract expires. Mr. Freddino said that the union would go back into negotiations.

Mr. Freddino said that the final vote count was 119 in favor and 79 against.

**** COUNCIL MEMBER PAOLETTO MOVED TO APPROVE AGENDA ITEM 171-15 CONTRACTS COMMITTEE REPORT RE: (REF. #73-14) MEMORANDUM OF UNDERSTANDING (MOU) WITH NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES, LOCAL RI-200 (NAGE) REGARDING THEIR COLLECTIVE BARGAINING UNIT AGREEMENT.**

**** COUNCIL MEMBER MCBRIDE-LEE SECONDED.**

**** THE MOTION TO APPROVE PASSED WITH ELEVEN (11) IN FAVOR (TAYLOR-MOYE, BRANTLEY, OLSON, MCCARTHY, HERRON, LYONS, MCBRIDE-LEE, SALTER, NIEVES, PAOLETTO, AND SMITH); ONE (1) OPPOSED (BANTA) AND ONE (1) ABSTENTION (BUKOVSKY).**

172-15 Contracts Committee Report re: (Ref. #185-14) Memorandum of Understanding (MOU) with Bridgeport City Supervisor's Association (BCSA) regarding their Collective Bargaining Unit Agreement.

Council Member Olson asked if the Union President was in attendance to address the Council. He was told that the Union President was not, but that Ms. Hawkins, the head of Labor Relations was. Ms. Hawkins came forward and gave an overview of the contract terms for the Council Members.

Council Member Brantley asked when the contract would expire. Ms. Hawkins stated that it would expire in 2018.

Council Member Herron said that at the Contracts Committee meeting, the Council Members had asked about many of the details of the contract.

Council Member McBride-Lee said that regarding jobs, that something was better than nothing. While the give-backs were difficult, people still would be able to support their families.

Council Member Taylor-Moye said that she was happy that there was a good relationship with the unions and that she could see that the due diligence had been done. She then asked if there was any possibility of changing the MOU once it was approved. Ms. Hawkins said that this was a binding contract, but added that there were some situations that were not covered, such as the grant funded positions or employees who might be facing disciplinary issues.

Council Member Taylor-Moye asked how many members voted in favor of the contract. Ms. Hawkins replied that she had not been told the final vote counts, but only that the contract has been approved.

Council Member Bukovsky asked if the City Supervisor's salary increase noted in the contract would remain the same in 2017. Ms. Hawkins said this was correct.

A roll call vote was requested.

**** COUNCIL MEMBER PAOLETTO MOVED TO APPROVE AGENDA ITEM 172-15 CONTRACTS COMMITTEE REPORT RE: (REF. #185-14) MEMORANDUM OF UNDERSTANDING (MOU) WITH BRIDGEPORT CITY SUPERVISOR'S ASSOCIATION (BCSA) REGARDING THEIR COLLECTIVE BARGAINING UNIT AGREEMENT.**

**** COUNCIL MEMBER HERRON SECONDED.**

**** THE MOTION TO APPROVE PASSED WITH TWELVE (12) IN FAVOR (BUKOVSKY, TAYLOR-MOYE, BRANTLEY, OLSON, MCCARTHY, HERRON, LYONS, MCBRIDE-LEE, SALTER, NIEVES, PAOLETTO, AND SMITH); ONE (1) OPPOSED (BANTA).**

Following the vote, Council Member Lyons asked for a point of personal privilege. She then asked Ms. Hawkins why there were so many jobs lost in AFSCME Local 1522. Ms. Hawkins explained that all the unions were asked to make concessions. AFSCME Local 1522 did not negotiate or attend any of the discussions. All the unions were asked to come to the table. AFSCME Local 1522 did not respond.

Council President McCarthy thanked Ms. Hawkins for taking a leadership role.

Council Member Lyons stated that a number of jobs had been lost.

Some members of AFSCME Local 1522 were in the audience and said that they had been upstairs in a meeting and did not know about this. One member asked what she would have to give up to keep her job because the union did not represent her. She then went on to speak about her concerns about the situation including not letting a child walk home alone in the dark because the bus routes were changed.

Council President McCarthy suggested they may wish to contact the Department of Labor regarding these issues. Both Council Members Herron and Lyons said that they would be available to speak with people after the meeting. Council President McCarthy said that he would also be available after the meeting.

Council Member Olson said that the Mayor did not give one extra penny to the BOE and that the Council was not standing up to the unions.

A Union official said that the voting on the contract was supposed to start at 5:30 p.m. but when he got to the site at 5:00 p.m., there were already ballots in the box because the union president had told people to vote early.

Council Member McCarthy thanked everyone for their input.

ADJOURNMENT

**** COUNCIL MEMBER PAOLETTO MOVED TO ADJOURN.
** COUNCIL MEMBER BANTA SECONDED.
** THE MOTION PASSED UNANIMOUSLY.**

The meeting adjourned at 6:40 p.m.

Respectfully submitted,

S. L. Soltes
Telesco Secretarial Services



OFFICE OF THE MAYOR
CITY OF BRIDGEPORT, CONNECTICUT
MARGARET E. MORTON GOVERNMENT CENTER
999 BROAD STREET
BRIDGEPORT, CONNECTICUT 06604
TELEPHONE (203) 576-7201
FAX (203) 576-3913

JOSEPH P. GANIM
Mayor

August 8, 2016

The Honorable Lydia Martinez
City Clerk
City of Bridgeport
45 Lyon Terrace
Bridgeport, CT 06604

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2016 AUG 10 P 4: 37
ATTEST
CITY CLERK

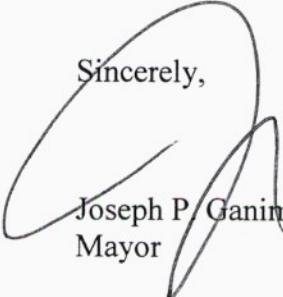
Dear Lydia Martinez,

Pursuant to and in accordance with Chapter 5, Section (a) of the Charter of the City of Bridgeport, I am hereby requesting Special Meeting with the City Council for Monday, August 15, 2016 at 6:00 p.m. to consider the following:

1. **171-15 (Ref. #73-14)** Memorandum of Understanding (MOU) with National Association of Government Employees, Local RI-200 (NAGE) regarding their Collective Bargaining Agreement.
2. **172-15 (Ref. #185-14)** Memorandum of Understanding (MOU) with Bridgeport City Supervisor's Association (BCSA) regarding their Collective Bargaining Agreement.

Should you have any questions, please do not hesitate to contact my office.

Sincerely,


Joseph P. Ganim
Mayor

Item# 171-15 (Ref. # 73-14)

Memorandum of Understanding (MOU) with National Association of Government Employees, Local R1-200 (NAGE) regarding their Collective Bargaining Agreement.



Report
of
Committee
on
Contracts

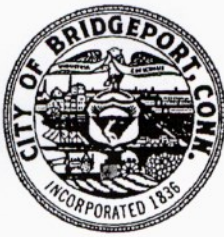
City Council Meeting Date: August 15, 2016
(Special Meeting)

Attest: Lydia N. Martinez
Lydia N. Martinez, City Clerk

Approved by: Joseph P. Danim
Joseph P. Danim, Mayor

Date Signed: _____

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2016 AUG 23 P 12:30
ATTEST
CITY CLERK



City of Bridgeport, Connecticut

Office of the City Clerk

To the City Council of the City of Bridgeport.

The Committee on **Contracts** begs leave to report; and recommends for adoption the following resolution:

Item No. 171-15 (Ref. #73-14)

RESOLVED, That the attached Memorandum of Understanding (MOU) between the City of Bridgeport and the National Association of Government Employees, Local R1-200 (NAGE) for the period of July 1, 2014 thru June 30, 2018, be and it hereby is, in all respects, approved, ratified and confirmed.

RESPECTFULLY SUBMITTED,
THE COMMITTEE ON
CONTRACTS

Jack O. Banta
Jack O. Banta, D-131st, Co-Chair

Jeanette Herron
Jeanette Herron, D-133rd, Co-Chair

Not Present
Milta I. Feliciano, D-137th

Richard D. Salter Sr.
Richard D. Salter, Sr., D-135th

Not Present
James Holloway, D-139th

Not Present
Alfredo Castillo, D-136th

Anthony R. Paoletto
Anthony R. Paoletto, D-138th

City Council Date: August 15, 2016 Special Meeting

MEMORANDUM OF UNDERSTANDING
Between the
THE CITY OF BRIDGEPORT
And the
NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES, RI-200

In order to assist in resolving the financial challenges currently facing the City of Bridgeport while preserving public services, the City of Bridgeport and National Association of Government Employees, RI-200 agree to the following provisions:

1. DURATION

The collective bargaining agreement between the City and the National Association of Government Employees, RI-200 which expires on June 30, 2018 is hereby modified as set forth below. Except as modified by this agreement, the provisions of the July 1, 2014 – June 30, 2018 contract remain in effect.

2. GENERAL WAGES AND MONETARY PAYMENTS

Article 26, General Increases, of the contract is amended to include the following language:

- a. 26.1 Effective July 1, 2014 there shall be a three percent (3%) increase across the board.
- b. 26.1a Effective January 1, 2016 there shall be a two and one-half percent (2.5%) increase across the board.
- c. 26.1b Effective January 1, 2017 there shall be no general wage increase across the board paid to any NAGE employee.
- d. 26.1c Effective January 1, 2018 there shall be a two percent (2%) increase across the board.

3. JOB SECURITY

From July 1, 2016 and through June 30, 2018 there shall be no loss of employment for the National Association of Government Employees, RI -200, subject to the following conditions:

- a. Protection from loss of employment is for permanent employees and does not apply to:
 - i. Employees in the initial working test period, on probation;
 - ii. Those who leave at the natural expiration of a fixed appointment term, including expiration of any employment with an end date;
 - iii. Expiration of a temporary, duration or special appointment;
 - iv. Termination of grant or other outside funding specified for a particular position;
 - v. Employees separated from employment for disciplinary reasons.

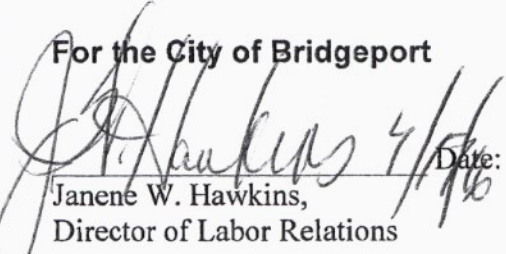
b. The City is not precluded from noticing layoff in order to accomplish any of the above, or for layoffs outside the dates July 1, 2016 – June 30, 2018.

4. APPROVAL

This agreement is subject to the approval of the City Council pursuant to City Charter, Article 5.

Signatures:

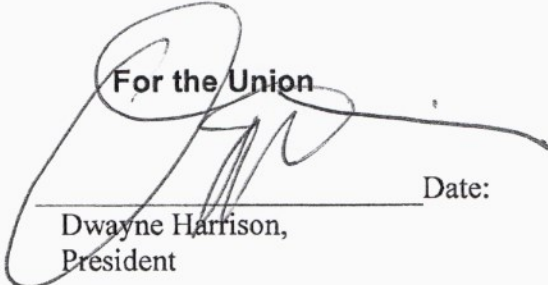
For the City of Bridgeport



Janene W. Hawkins,
Director of Labor Relations

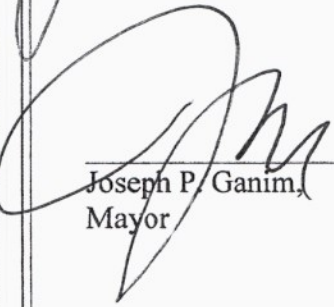
Date: 4/16/16

For the Union



Dwayne Harrison,
President

Date: 7-19-16



Joseph P. Ganim,
Mayor

Date:

LABOR RELATIONS OFFICE
City of Bridgeport
45 Lyon Terrace
Bridgeport, Connecticut 06604

Item# 172-15 (Ref. # 185-14)

Memorandum of Understanding (MOU) with Bridgeport
City Supervisors Association (BCSA) regarding their
Collective Bargaining Agreement.



Report
of
Committee
on
Contracts

City Council Meeting Date: August 15, 2016

(Special Meeting)

Attest: Lydia N. Martinez

Lydia N. Martinez, City Clerk

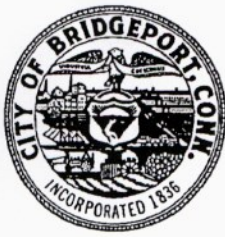
Approved by: _____

Joseph P. Ganim, Mayor

Date Signed: _____

8/22/16

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2016 AUG 23 P 12:30
ATTEST
CITY CLERK



City of Bridgeport, Connecticut Office of the City Clerk

To the City Council of the City of Bridgeport.

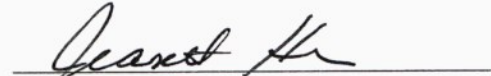
The Committee on **Contracts** begs leave to report; and recommends for adoption the following resolution:

Item No. 172-15 (Ref. #185-14)

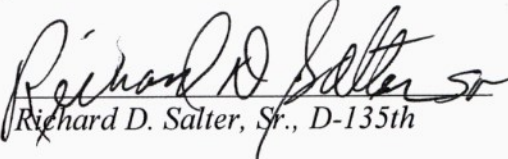
RESOLVED, That the attached Memorandum of Understanding (MOU) between the City of Bridgeport and the Bridgeport City Supervisors Association (BCSA) for the period of July 1, 2013 thru June 30, 2018, be and it hereby is, in all respects, approved, ratified and confirmed.

RESPECTFULLY SUBMITTED,
THE COMMITTEE ON
CONTRACTS


Jack O. Banta, D-131st, Co-Chair

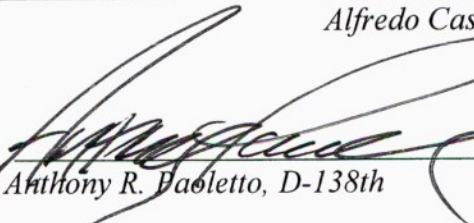

Jeanette Herron, D-133rd, Co-Chair

Not Present
Milta I. Feliciano, D-137th


Richard D. Salter, Sr., D-135th

Not Present
James Holloway, D-139th

Not Present
Alfredo Castillo, D-136th


Anthony R. Paoletto, D-138th

City Council Date: August 15, 2016 Special Meeting

MEMORANDUM OF UNDERSTANDING
Between the
THE CITY OF BRIDGEPORT
And the
BRIDGEPORT CITY SUPERVISOR'S ASSOCIATION

In order to assist in resolving the financial challenges currently facing the City of Bridgeport while preserving public services, the City of Bridgeport and Bridgeport City Supervisor's Association agree to the following provisions:

1. DURATION

The collective bargaining agreement between the City of Bridgeport and the Bridgeport City Supervisor's Association which expires on June 30, 2018 is hereby modified as set forth below. Except as modified by this agreement, the provisions of the July 1, 2013 – June 30, 2018 contract remain in effect.

2. GENERAL WAGES AND MONETARY PAYMENTS

Article 18, General Increases, of the contract is amended to include the following language:

- a. 18.1A Effective July 1, 2013, the annual salary of employees covered by this agreement shall be increased by three percent (3%).
- b. 18.1B Effective July 1, 2014, the annual salary of the employees covered by this agreement shall be increased three percent (3%)
- c. 18.1C Effective July 1, 2015, the annual salary covered by this agreement shall be increased by two and one-half percent (2.5%)
- d. 18.1D *Effective July 1, 2016 there shall be **no general wage increase** across the board paid to any BCSA employee.*
- e. 18.1E Effective July 1, 2017, the annual salary covered by this agreement shall be increased by two percent (2%).

3. JOB SECURITY

From July 1, 2016 and through June 30, 2018 there shall be no loss of employment for the Bridgeport City Supervisor's Association, subject to the following conditions:

- a. Protection from loss of employment is for permanent employees and does not apply to:
 - i. Employees in the initial working test period, on probation;
 - ii. Those who leave at the natural expiration of a fixed appointment term, including expiration of any employment with an end date;
 - iii. Employees separated from employment for disciplinary reasons.

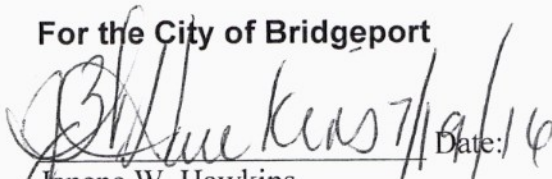
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4. APPROVAL


This agreement is subject to the approval of the City Council pursuant to City Charter, Article 5.

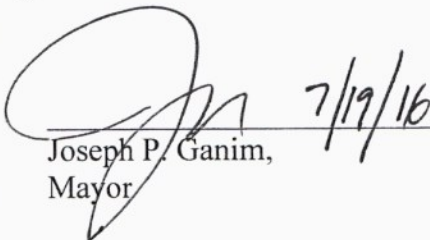
Signatures:

For the City of Bridgeport


Date: 7/19/16
Janene W. Hawkins,
Director of Labor Relations

For the Union


Date: 7/19/16
Anthony Cavalli,
President


Date: 7/19/16
Joseph P. Ganim,
Mayor