

MEMORANDUM

Municipal Accountability Review Board

To: Members of the Municipal Accountability Review Board

From: Julian Freund, OPM

Subject: West Haven Nurses Union Settlement Agreement

Date: December 3, 2018

Background

The current collective bargaining agreement between the West Haven Board of Education and the West Haven Federation of Nurses has a term of September 1, 2017 to August 31, 2021, but left wages for FY 2019/20 and FY 2020/21 subject to wage reopeners. A Settlement Agreement on the wage reopeners dated November 5, 2018 was approved by the union and the Board of Education.

This Agreement is not subject to review by the local legislative body (City Council) under the Municipal Employees Relations Act. Section 367 of Public Act 17-2 provides the MARB with the same opportunity as the municipal legislative body to approve or reject collective bargaining agreements or amendments in Tier III municipalities. OPM is currently reviewing what role the MARB may have with regard to MERA contracts negotiated by local boards of education.

Wage Provisions of Settlement Agreement

The Settlement Agreement provides for wage adjustments in FY 2019/20 and FY 2020/21 as follows:

- FY 2019/20: 0% general wage increase with no step advancements
- FY 2020/21: 1% general wage increase with no step advancement

The base salaries for the employees covered in this collective bargaining unit total approximately \$1,030,000 in the adopted FY 2018/19 budget.

The remainder of the Sept. 2017 – Aug. 2021 collective bargaining agreement is unchanged.

Recent History of Wage Increases

The Settlement Agreement follows four years of general wage increases ranging from 0% to 1.75% as follows:

- FY 2018/19: 0% general wage increase except for employees at top step (1%), plus step advancement

- FY 2017/18: 1% plus step advancement
- FY 2016/17: 1.75% plus step advancement
- FY 2015/16: 1.75% plus step advancement

Attachments

- November 5, 2018 Settlement Agreement

Cc:

Robert Dakers, OPM

Alison Fisher, OPM

Riju Das, OTT

Mayor Nancy Rossi, City of West Haven

Neal Cavallaro, Superintendent, West Have BOE

Matthew Cavallaro, Business Manager, West Haven BOE

Ron Cicatelli, Director of Finance, City of West Haven

SETTLEMENT AGREEMENT

THIS SETTLEMENT AGREEMENT is made by and entered into this 5TH day of November, 2018 by and between the WEST HAVEN BOARD OF EDUCATION (the "Board") and the WEST HAVEN FEDERATION OF NURSES, AFT LOCAL 1547 (the "Federation") (the Board and Federation are referred to sometimes collectively as the "Parties").

RECITALS:


- A. The Parties entered into a collective bargaining agreement for the period September 1, 2017 – August 31, 2021 (CBA).
- B. The CBA has a wage reopener for 2019-20 and 2020-21.
- C. The Parties have agreed to settle the reopener on the terms set forth below.

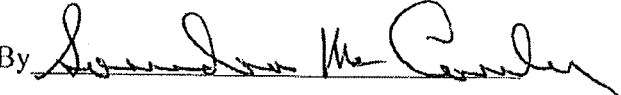
NOW, THEREFORE, the Parties agree as follows:

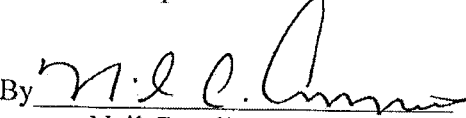
- 1. For 2019-20, there shall be a "hard freeze", i.e., no step movement and no general wage increase; nurses shall continue to be paid the salary they were paid for 2018-19.
- 2. For 2020-21, there shall be a one (1%) percent general wage increase; however, there shall be no step advancement.
- 3. All other terms and conditions of the CBA shall remain in effect and unchanged.
- 4. The foregoing settlement is subject to approval by the Board and the full rank and file of the Federation.

West Haven Board of Education

West Haven Federation of Nurses, AFT Local 1547

By 
Rosemary Russo
Chairperson

By 

By 
Neil Cavallaro
Superintendent of Schools

By 