

**Tentative Successor Collective Bargaining Agreement  
September 23, 2014**

The City of Stamford ("City") and UAW Local 2377 ("Union") hereby agree that this document shall be considered a final resolution of the successor agreement to the current-contract in effect for this bargaining unit.

1. This agreement incorporates the language of the current-contract except as specifically changed herein, and further incorporates changes to the current contract reached by tentative agreement before or during the arbitration process currently in effect.
2. The agreement shall be seven (7) years in duration, with effective dates of July 1, 2010 through June 30, 2017. However, the pension and retiree health care provisions of this agreement shall not expire on June 30<sup>th</sup>, 2017, and shall continue in effect unchanged absent mutual agreement otherwise until June 30, 2025. With respect to the provisions of the agreement expiring on June 30<sup>th</sup>, 2017, an arbitrator's award on a successor agreement if necessary shall be due no later than January 1, 2018.
3. There shall be a general wage increase of the following percentages:

<b>Year</b>	<b>Percentages</b>
7/1/10 – 6/30/11	2.0 % effective June 30, 2011
7/1/11 – 6/30/12	0.0 %
7/1/12 – 6/30/13	2.0%
7/1/13 – 6/30/14	2.0%
7/1/14 – 6/30/15	2.0%
7/1/15 – 6/30/16	2.25%
7/1/16 - 6/30/17	2.5%

4. Mandatory electronic deposit with electronic records shall be implemented for all unit employees. However, no employee shall be denied the right to receive paper statements unless the City is able to provide computer access to a digital statement at that employee's work place.
5. Wages shall be retroactive for all current employees, former employees who died while employed by the City after 7/1/2010, and retirees/spouses currently drawing a pension benefit;
6. The revised health and prescription plan shall be as set forth in the Summary of Benefits attached hereto as Exhibit A. Said plan shall become effective no earlier than 1/1/15. Any employee eligible for normal retirement on or before 9/30/15 may retire on or before that date under the terms of the former health plan; [Appendix A is the "Proposed" column of City Ex 35, except that the out of pocket maximums shall be half the amounts set forth in the relevant cells of that exhibit and except that the pharmacy copays shall be 5/15/30, double for mail order. In addition, pursuant to current practice, the parties acknowledge that employees shall be charged the preferred co-pays for non-preferred drugs if their doctor fills out a report indicating that the non-preferred drug is medically appropriate due to the particular circumstances of that employee]. Any out of pocket or deductible expenditures made in 2015 shall count towards deductibles and out of pocket maximums under the new plan for that year. Members may participate in the voluntary CIGNA wellness program without cost.
7. The health/Rx cost share shall be as 12% effective upon ratification. It shall increase to 13% on 7/1/15, to 13.5% on 7/1/16, and to 14% on 4/1/17.
8. No pension exchange for sick leave for new hires;
9. No pension exchange for vacation for new hires;
10. Retirement at age 60 with 10 years; effective January 1, 2015 employees shall no longer be eligible to retire at age 58 with 15. Employees with 25 years or more of service and 55 years or more of age will not be affected by this change.
11. 66% max pension for new hires. Employees who reach the maximum shall not make pension contributions.
12. Pension Multiplier and Earnings. The multiplier for years of service shall be unchanged for people with 25 or more years of service as of 1/1/15, or who were otherwise eligible to retire on or before January 1, 2015. Other employees

hired before January 1, 2015 shall have their pension multiplier changed to 1.75% only for years of service beginning on and after 1/1/15. Employees hired on or after January 1, 2015 shall have a pension multiplier of 1.5%. The pension shall be based upon the average of the person's highest 3 years of earnings. Only the final 10 years of employment shall be reviewed for this purpose absent the specific request otherwise by the employee.

13. Employees who are eligible for normal retirement on or before 12/31/14 shall contribute one-third (33.33%) for the City's pre-65 retiree health plan. Employees not eligible for normal retirement on or before 12/31/14 shall pay fifty 50% percent for the City's pre-65 retiree health plan, provided they retire on or before June 30, 2015. Employees not eligible for normal retirement on or before 12/31/14 who retire on or after July 1, 2015 shall pay a percentage of the retiree healthcare premium for the pre-65 plan as follows: 50% at age 64, and 2% more for each year under age 64. However this group shall pay 50% regardless of age if they retire as a result of an involuntary layoff.
14. Except as reflected in paragraph 11, CERF pension contributions shall be as follows (not retroactive):

Effective 1/1/15	Percentages
Employees with ongoing pension multipliers below 2%	4.5%
Employees with ongoing pension multipliers of 2%	5%

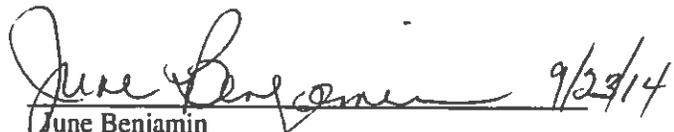
15. Employees in the following departments under the Office of Operations -- Facilities Maintenance, Vehicle Maintenance, and Marina, including inventory clerk, equipment mechanic, maintenance workers, tree climbers, executive secretary, working foreman, marina supervisor, and marina worker-- shall work 37.5 hours per week.
16. Nothing in this CBA shall limit the Superior Court's authority to revoke or reduce an employee's or former employee's pension pursuant to C.G.S. § 1-110, et al.

City of Stamford

Local 2377 UAW

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