**MEMORANDUM**

**Municipal Accountability Review Board**

To: Members of the Municipal Accountability Review Board

From: Julian Freund, OPM

Subject: West Haven Teachers Union Settlement Agreement

Date: September 27, 2018

**Background**

The current collective bargaining agreement between the West Haven Board of Education and the West Haven Federation of Teachers was originally ratified in 2014 for a period of four years (Sept. 2014 – Aug. 2018). In 2017, the parties extended the agreement to August 2021 but left wages for FY 2019/20 and FY 2020/21 subject to wage reopeners. A Settlement Agreement on the wage reopeners dated August 30, 2018 was recently approved by the union and the Board of Education, and subsequently filed with the City Clerk on Sept. 18.

Section 367 of Public Act 17-2 provides the MARB with the same opportunity to approve or reject the Settlement Agreement as the municipal legislative body. Action by the MARB would need to be taken within 30 days of filing the Settlement Agreement (i.e. by Oct. 17). Alternatively, the MARB could opt to take no action on the Settlement Agreement. The West Haven City Council, if it decides to take action, has the same 30-day timeframe to approve or reject the Settlement Agreement.

**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 $38.25 million 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 2% 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: Between 1% and 2% (depending on current step), plus step advancement
* FY 2015/16: 0% general wage increase except for employees at top step (1.2% to 1.4%), plus step advancement

Please contact me if you have any questions or need any further information on this.

**Attachments**

* August 30, 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