

**OFFICE OF THE CORPORATION COUNSEL
CITY OF WATERBURY
MEMORANDUM**

To: The Honorable Board of Aldermen
From: Attorney Justin Soares
Attorney Joseph Britton
Date: December 4, 2025
Re: Executive Summary of 2025-2029 CHCA Nurse Supervisors Collective Bargaining Agreement

Enclosed please find the proposed successor Collective Bargaining Agreement (“contract”) between the **Nurse Supervisor Bargaining Unit (CHCA/AFSCME)** and the **City of Waterbury**, negotiated pursuant to the Municipal Employee Relations Act, Conn. Gen. Stat. § 7-467 et seq. The following represents an executive summary of the changes to the Agreement resulting from the Parties’ Tentative Agreement, as well as the financial impact of the wage package. The Union has ratified the Tentative Agreement.

Duration: Article XX

July 1, 2025 – June 30, 2029 (4 Years)

Salaries: Article XV, § 2

2025-26 (Year 1): 1.5% General Wage Increase, Step migration.

- Projected cost of Year 1 = \$27,278.28

2026-27 (Year 2): Step Advancement

- Projected cost of Year 2 = \$5,368.85

2027-28 (Year 3): 1.5% General Wage Increase

- Projected cost of Year 3 = \$4,107.18

2028-29 (Year 4): 1.5% General Wage Increase

- Projected cost of Year 4 = \$4,168.79

Insurance: Article XVII

2025-26 (Year 1):

- 22% EE premium cost share
- City funds 45% of HDHP Deductible

2026-27 (Year 2):

- 23% EE premium cost share

- City funds 40% of HDHP Deductible

2027-28 (Year 3):

- 23% EE premium cost share
- City funds 40% of HDHP Deductible

2028-29 (Year 4):

- 24% EE premium cost share
- City funds 35% of HDHP Deductible

Additional Changes:

Article IV, § 2:

Language added to clarify that the work day can be scheduled beyond the student school day.

Article IV, § 3:

New provision regarding work beyond scheduled hours in event of a public health emergency and the process for an employee to apply for compensatory time off. (Deleted existing language regarding Public Health Emergency Clinic Work previously set out at Article XV, Section 6).

Article V, § 1:

Memorializes the addition of Juneteenth as a paid Holiday for employees in this bargaining unit.

Article VII, § 3:

Reduces the maximum number of days that an employee can request to take paid educational leave from 30 days per calendar year to 5 days per calendar year (from 210 hours to 35 hours per calendar year).

Article XV, § 5:

Increases the threshold and the process for an employee to receive acting pay for performing the job functions of the Director of Clinical services.

Article XVIII, § 3:

Adds a provision regarding mandatory professional development, notice requirements and time to complete mandatory professional development.

Article XVIII, § 4:

Provides for reimbursement of CPR/First Aid training courses taken by employees, provided each course has been approved by the Director of Public Health.

Appendix B:

New Appendix related to City Insurance programs intended to manage utilization of medical services, discretion to elect a change in prescription formularies and to curb waste related to diabetic testing supplies. The language provides the City with the option to turn on any of these programs at its discretion after the effective date of CBA.