



CITY OF DANBURY

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MAYOR

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March 19, 2008

Honorable Members of the Common Council
City of Danbury, Connecticut

RE: Collective Bargaining Agreement between The City of Danbury and The
Danbury Municipal Employees' Association, Inc. UPSEU, Local 424, Unit 14

Dear Members of the Common Council:

I am very pleased to present to the council a proposed agreement between the City of Danbury and The Danbury Municipal Employees' Association, Inc. UPSEU, Local 424, Unit 14. Representatives of the City and the Union engaged in good faith negotiations to present an agreement that would greatly benefit all. The proposed agreement is a 2 year term beginning July 1, 2007 and ending June 30, 2009. A copy of the agreement is on file in the City Clerk's office for your review.

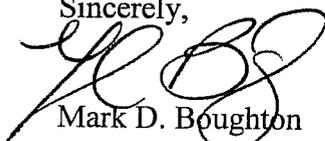
The agreement includes wage increases of 3.5% and 3.5% annually for each year included in this contract. There has been no change to the Health Insurance or Pension benefits.

Language throughout the contract has been clarified such as updates to the FMLA and Military leave sections in order to comply with state and federal law. Additionally, greater flexibility has been gained in the use of sick time allowing employees to utilize their sick time in 1 hour increments as opposed to half day increments.

In the area of reclassifications, a side letter has been included that will allow a revision to the reclassification system. The parties have agreed to continue to meet and develop a more comprehensive and updated process to ensure appropriate compensation for specific designated positions.

Your vote in favor of this agreement would produce positive effects for all involved.

Sincerely,


Mark D. Boughton
Mayor