****

**STATE OF CONNECTICUT**

***OFFICE OF POLICY AND MANAGEMENT***

**Office of Labor Relations**

**July 28, 2011**

## General Notice 2011-17

## TO: Labor Relations Designees

**SUBJECT: Synopsis of Revised Tentative 2011 SEBAC Agreement**

Attached is a copy of the Revised 2011 SEBAC Agreement. It is identical to the original 2011 SEBAC Agreement described in OLR General Notice 2011-08 except for the following differences.

1. Health Care – The language of the revised agreement makes it clear that the State Employees Health Care plan is not part of Sustinet or any similar program. Although under the original agreement the State Employees Health Care plan would not have been part of Sustinet, or any similar program, new language was added due to the confusion regarding that issue.
2. Retirement Dates – The September 1, 2011 date by which an individual had to retire under the present plan of benefits for retirees was moved to October 1, 2011. The change was made so that individuals would have sufficient time to make the decision to retire following ratification of the agreement. Therefore, all of the “September 2, 2011” dates were changed to “October 2, 2011”, in the revised agreement.
3. Wage increases – Wage increase received under the 2009 SEBAC Agreement would be rolled back to the amount the employee was receiving prior to the increase. Any payments already made would be offset against future increases. For example, if the revised agreement is ratified after three payments of the increased amounts have been paid; the increase to be paid in 2013 will be delayed by an additional three pay periods after July 1, 2013. Any lump sum payments that were paid in July 2011 will be recouped by dividing the lump sum amount paid by 23 and deducting the resultant amount from the employee’s check over the next 23 pay periods.

There were some other minor changes; however, none of them materially changed the original 2011 SEBAC Agreement.

The wage portions of the revised Agreement are subject to ratification by each of the bargaining units and are tied to the layoff protection provided in the Agreement. The employees who are members of any bargaining unit that ratifies their wage concession agreement (presuming ratification of the overall revised SEBAC Agreement) would have the same layoff protection that they would have had under the original agreement.

For example, if a permanent employee who is a member of a bargaining unit which ratifies their wage concession agreement has been laid off, they will be returned to state employment. Any such employee, who has been noticed for layoff, shall have such layoff notice rescinded. This would apply regardless of the exact wording of the layoff notice. However, this may mean that the individual may be afforded a comparable opportunity under the provisions of the SEBAC agreement in another state agency.

If the revised Tentative Agreement is ratified, the Pension and Health care changes will be extended to nonrepresented employees.

Agency Labor Relations Designees with questions may contact the Office of Labor Relations at 418-6447.

# Linda J. Yelmini

Linda J. Yelmini

Director of Labor Relations