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**STATE OF CONNECTICUT**

***OFFICE OF POLICY AND MANAGEMENT***

**Office of Labor Relations**

**August 29, 2011**

## General Notice 2011-20

## TO: Labor Relations Designees

**SUBJECT: Longevity for individuals who retire May 1, 2011 – October 1, 2011**

In accordance with past practice, the longevity for October 1, 2011 for individuals who retired on May 1, 2011 – August 1, 2011 was prorated and paid to them. In accordance with the Longley decision, these final longevity payments are included in final average salary.

The SEBAC Agreement provides that the October 1, 2011 longevity payment will not be made in capped units (typically Executive Branch units) and will be lower in equivalent amounts in uncapped units (typically Judicial and higher education units).

**Individuals who Retired May 1 to August 1, 2011**

As the SEBAC Agreement will not be final until August 31, 2011 (assuming no legislative action), individuals who retired May 1, 2011 – August 1, 2011 and received prorated longevity payments will retain them.

**Individuals who Retire Effective September 1 or October 1, 2011**

Members of bargaining units with capped longevity who retire on September 1 or October 1, 2011 will not be eligible for longevity payments. Members of bargaining units with uncapped longevity who retire on September 1 or October 1, 2011 are eligible for longevity or prorated longevity based upon the lower amounts.

**Longevity Payments for individuals who continue to be employed**

Individuals who are members of bargaining units that ratified the individual bargaining unit agreements regarding wage concessions which are part of the SEBAC Agreement [all, except State Police (NP-1) and Correctional Supervisors (NP-8)] will not be entitled to the payment of longevity in October, 2011.

Individuals who are members of bargaining units with uncapped longevity will be entitled to lower longevity payments based upon their collective bargaining contracts.

Pursuant to a statutory change and the requisite implementation plan, managers and other nonrepresented employees who received longevity payments in April 2011 will continue to receive such payments based on the years of service they had on September 1, 2011. Therefore, longevity payments should be calculated in such manner.

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

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