



# STATE OF CONNECTICUT

## Office of Labor Relations

July 8, 2015

**GENERAL NOTICE: 2015-05**

**TO: Labor Relations Designees**

**SUBJECT: Maintenance (NP-2) SCOPE Stipulated Agreement**

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The Office of Labor Relations has reached an agreement with Connecticut Employees Union Independent (CEUI), the Maintenance (NP-2) bargaining unit, to resolve the pending NP-2 SCOPE Appeals and related class reevaluation grievances. All reevaluations and salary adjustment will be effective July 10, 2015.

The Office of Labor Relations and the Department of Administrative Services has developed a summary of the agreement, which is provided in the Joint Memorandum attached to this Notice. A copy of the Agreement is also attached for your reference.

Should you have any questions regarding the implementation of this agreement please contact Carla Martin, Statewide Human Resources Manager, 860-713-5060, [carla.martin@ct.gov](mailto:carla.martin@ct.gov). Contractual questions should be directed to Ernest Lowe, Labor Relations Specialist, at the Office of Labor Relations 860-418-6348, [ernest.lowe@ct.gov](mailto:ernest.lowe@ct.gov).

A handwritten signature in blue ink that reads "Lisa Grasso Egan".

Lisa Grasso Egan

Undersecretary for Labor Relations



**STATE OF CONNECTICUT**  
*Office of Labor Relations*  
*And*  
*Department of Administrative Services*

July 7, 2015

DAS-OLR Joint Memorandum

TO: Labor Relations Designees

SUBJECT: Maintenance (NP-2) SCOPE Stipulated Agreement

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As you are aware the SCOPE (State Coalition on Pay Equity) Agreement allows for classification studies to be completed by the Department of Administrative Services, for each bargaining unit covered by the SCOPE Agreement. The 2011 SEBAC Agreement modified the Objective Job Evaluation process by eliminating Master Evaluation Committee review and allowing for interim bargaining, as stated below:

"...The current practice for five (5) year reviews will continue and OJE adjustments may be resolved for jobs which the Union believes have substantial changes in duties through interim bargaining and, if necessary, arbitration (rather than through the Master Evaluation Committee).  
.."

Although the SEBAC 2011 Agreement eliminated evaluations by the Master Evaluation Committee, the Department of Administrative Services continues to evaluate classes based on the criteria referenced in Section 5-200c of the General Statutes, which is to evaluate job classes utilizing the Objective Job Evaluation system.

Over the past year the Office of Labor Relations led negotiations between the Department of Administrative Services (DAS) and Connecticut Employees Union Independent (CEUI), the Maintenance (NP-2) bargaining unit, to resolve the pending NP-2 SCOPE Appeals and related class reevaluation grievances, stemming from the results of the NP-2 SCOPE Classification Study, completed by DAS, in November of 2013. Recently, the parties reached an agreement; a copy of which is attached to this notice.

All reevaluations and salary adjustments will be effective July 10, 2015. The new salaries will be calculated using the round-up method (i.e. the step closest to but not less than the employee's current rate.) The agreement includes but is not limited the following reevaluations and new classifications:

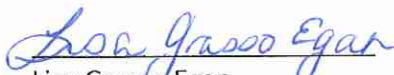
**REEVALUATIONS**

Class Title	Class Code	Current Salary Group	Negotiated Salary Group
Qualified Craft Worker Intern	6819	TC 13	TC 14
Qualified Craft Worker (Auto & Mechanical Equipment)	6727	TC 17	TC 18
Qualified Craft Worker (Locksmith)	6729	TC 17	TC 18

**NEW CLASSES**

Class Title	Class Code	Salary Group
Environmental Controls Maintainer	3485	FM 15
Landscape Technician	9060	TC 14
Master Gardener	5532	TC 16
Maintenance Supervisor 1 (Utilities)	5567	TC 22
Maintenance Supervisor 2 (Utilities)	5568	TC 24
Material Storage Specialist	8149	TC 14
Qualified Craft Worker (Roofing)	6813	TC 17
Qualified Craft Worker (Utilities)	6818	TC 18
University Arborist	8924	TC 18

Implementation instructions will be issued by the Department of Administrative Services and/or the CORE-CT Office. Should you have any questions regarding the implementation of this agreement please contact Carla Martin, Statewide Human Resources Manager, 860-713-5060, [carla.martin@ct.gov](mailto:carla.martin@ct.gov). Contractual questions should be directed to Ernest Lowe, Labor Relations Specialist, at the Office of Labor Relations 860-418-6348, [ernest.lowe@ct.gov](mailto:ernest.lowe@ct.gov).

  
Lisa Grasso Egan  
Undersecretary for Labor Relations

  
Pamela L. Libby, Director  
Statewide Human Resources Management

**STIPULATED AGREEMENT**  
between  
**THE STATE OF CONNECTICUT**  
and  
**THE CONNECTICUT EMPLOYEES UNION INDEPENDENT (CEUI) LOCAL 511, SERVICE EMPLOYEES  
INTERNATIONAL UNION (SEIU) (NP-2)**

In resolution of all pending NP-2 SCOPE Appeals and/or related class reevaluation grievances concerning the classes referenced in this agreement, the State of Connecticut ("State") and the Maintenance & Service Unit (NP-2) ("Union") hereby agree as follows:

1. The State will implement a salary group adjustment for the classification of Qualified Craft Worker Intern, in class code 6819, Salary Group TC 13. The Salary Group will be adjusted to TC 14. For state employees compensation will be in accordance with guidelines for computing salary adjustments set forth by the Department of Administrative Services', "Determining Salary Upon Change in a Job Class."
2. The State will implement a salary group adjustment for the classification of Qualified Craft Worker (Locksmith), in class code 6729, Salary Group TC 17. The Salary Group will be adjusted to TC 18. The salaries of the incumbents shall be calculated using the round-up method.
3. The State will implement a salary group adjustment for the classification of Qualified Craft Worker (Automotive and Mechanical Equipment), in class code 6727, Salary Group TC 17. The Salary Group will be adjusted to TC 18. The salaries of the incumbents shall be calculated using the round-up method.
4. The State will establish a new classification of Qualified Craft Worker (Roofing), in class code 6813, established at Salary Group TC 17 at the University of Connecticut to perform in-house roofing functions. Based on the size, type, and number of buildings at the Storrs campus a complement of tradesmen skilled in the alterations, repair, and maintenance of industrial size roofing systems is required. These particular skills may require recruitment outside of the Storrs campus as well. Employees at the University of Connecticut currently performing these duties in the class of Qualified Craft Worker (Carpentry), class code 6821, Salary Group TC 17 will be reclassified to the new classification of Qualified Craft Worker (Roofing) at Salary Group TC 17.
5. The State will establish a new classification of Qualified Craft Worker (Utilities), in class code 6818, established at Salary Group TC 18 at the University of Connecticut, working directly with high pressure steam distribution, chilled water distribution and storm water systems, requiring a different skill set than the Qualified Craft Worker (Plumbing and Steamfitting), in class code 5584, Salary Group TC 18. Additionally, the new classes of Maintenance Supervisor 1 (Utilities), in class code 5567, Salary Group TC 22 and Maintenance Supervisor 2 (Utilities), in class code 5568, Salary Group TC 24 will be implemented to supervise and work with the Qualified Craft Worker (Utilities). Employees at the University of Connecticut currently performing utilities duties in the respective classes will be reclassified to the appropriate classification.
6. The State will establish a new classification of Environmental Controls Maintainer, in class code 3485, established at Salary Group FM 15 at the University of Connecticut Health Center to perform environmental control monitoring and maintenance functions for the University's Health Center facilities. These positions will be responsible for monitoring, operating, and adjusting building energy management systems. Employees at University of Connecticut Health Center currently performing these duties in the class of Skilled Maintainer, class code 0427, Salary Group TC 14 will be reclassified to the new classification of Environmental Controls Maintainer at Salary Group TC 15. The salaries of the incumbents reclassified to the new classification of Environmental Controls Maintainer shall be calculated using the round-up method.

7. The State will establish a new classification of Landscape Technician, in class code 9060, established at Salary Group TC 14 at the University of Connecticut, University of Connecticut Health Center, Western Connecticut State University, Eastern Connecticut State University, Central Connecticut State University, and Southern Connecticut State University to independently perform a full range of landscaping tasks to beautify and maintain the visual appearance of a campus, operating and maintaining large construction and landscaping equipment such as front end loader, backhoe, a boom/bucket truck, street sweeper truck, five (5) ton or greater capacity trucks. Qualifying employees in various classifications will be reclassified depending on their current assignment, once they meet the Experience and Training and Special Requirements outlined in the class specification. The salaries of the incumbents reclassified to the new classification of Landscaping Technician shall be calculated using the round-up method.

8. The State will establish a new classification of Master Gardener, in class code 5532, established at Salary Group 16, specifically at the University of Connecticut. The Master Gardener classification is being established in order to perform landscape design functions for the University's main and regional campuses. Employees at University of Connecticut currently performing the duties of Master Gardner will be reclassified to the new classification of Master Gardner once they meet the Experience and Training and Special Requirements outlined in the class specification. The salaries of the incumbents reclassified to the new classification of Master Gardner shall be calculated using the round-up method. One incumbent currently in the class specification of Skilled Maintainer shall be reclassified to the new classification of Master Gardener and shall have one (1) year to obtain a State of Connecticut Supervisory Certification for pesticide application in order to meet the Experience and Training requirements of the classification.

9. The State will establish a new classification of University Arborist, in class code 8924, established at Salary Group 18, specifically at the University of Connecticut. The University Arborist classification is being established in order to perform technical tree maintenance duties including removing, planting, transplanting, pruning, and preventing and diagnosing diseases and parasitism. Employees at University of Connecticut currently performing the duties of University Arborist in the class of University Arboriculturist, class code 8930, Salary Group TC 17 will be reclassified to the new classification of University Arborist at Salary Group 18, once they meet the Experience and Training and Special Requirements outlined in the class specification. The salaries of the incumbents reclassified to the new classification of University Arborist shall be calculated using the round-up method.

10. The employees reclassified to the new class titles of Landscape Technician, Master Gardener and University Arborist must meet all the Special Requirements outlined in the class specifications.

11. The State will establish a new classification of Material Storage Specialist, in class code 8149, established at Salary Group TC 14 to perform complex storekeeping duties as the sole position responsible for the storeroom. In addition to the establishment of the Material Storage Specialist classification and in order to properly address current practices and procedures within the field of Storekeeping (receiving or distributing stores or supplies), the classification of Material Storage Supervisor 3, class code 5564, Salary Group TC 20 shall be red-circled. The Material Storage Supervisor 3 classification shall be eliminated through attrition.

12. The Department of Administrative Services (DAS) will work with the University of Connecticut concerning staffing issues at the University of Connecticut's Water Reclamation Plant. Additionally, DAS will work with the University of Connecticut to establish an entry level classification at the Water Reclamation Plant, in order to address pay equity and retention issues.

13. The parties agree that the newly established classification of Support Services Supervisor, class code 3589, established in Salary Group 22, is a negotiated salary group and will be reviewed during the time period of the next Scope review for the bargaining unit.

14. If employees in titles referenced in this agreement are currently serving a working test period, they must complete their working test period in the new classification.

- 15. The State and the Union agree that all salary adjustments will be effective July 10, 2015. The State and the Union further agree that the salary calculation referred to as the round-up method is defined as the step closest to but not less than the employee's current rate.
- 16. In consideration of this agreement the Union hereby agrees not to file, pursue or support any grievances, prohibited practice complaints, discrimination (CHRO and EEOC) complaints, lawsuits and any other legal or administrative actions on behalf of the issue.
- 17. Disputes regarding the terms of this agreement shall be handled under the general or unit specific grievance processes described in Section Six of the SCOPE Agreement.
- 18. The parties agree that no other NP-2 SCOPE Appeals shall be implemented before January 1, 2010.
- 19. The Union agrees that they will not exercise their right to request a class re-evaluation under Article 25 Class Reevaluations, as any changes that affects the evaluation of a class will be captured in the next review of bargaining unit classes.
- 20. Newly established classifications covered by this agreement are exempt from the language outlined in the 2011 SEBAC Agreement, which states, "New positions will be subject to bargaining and arbitration one year after their creation and an individual being in the position, whichever is later." The parties agree that Salary Groups for these classes are negotiated.
- 21. It is further understood that classes identified in the NP-2 Scope Study Report, dated November 29, 2013, as being "Exempt From Study", newly established classifications covered by this agreement and all eligible classes covered under the Maintenance & Service (NP-2) Collective Bargaining Agreement, will not be studied before January 1, 2017.
- 22. The classes of Department of Transportation Drawbridge Attendant, class code 7406, and the Department of Transportation Rest Area Attendant, class code 7405, are listed in the NP-2 Scope Study Report, dated November 29, 2013, as "Exempt from the OJE process". The State and the Union agree that these two classes shall be studied in the same manner as the rest of the bargaining unit, in future classification studies.

FOR THE UNION

*[Signature]*  
 CEUI, Local 511, SEIU  
 Date 6/18/15

FOR THE STATE

*[Signature]* 6/19/15  
 Dept. of Administrative Services Date  
*[Signature]* 6/19/15  
 Office of Labor Relations Date