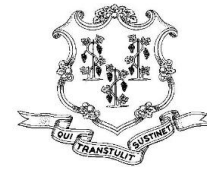




# STATE OF CONNECTICUT MANAGEMENT ADVISORY COUNCIL



## **REGULAR MEETING MINUTES** CONNECTICUT MANAGEMENT ADVISORY COUNCIL **Wednesday, September 18 at 10:00 AM** via [MS TEAMS](#) [www.CTMAC.gov](http://www.CTMAC.gov)

### **I. CALL TO ORDER**

- Quorum Confirmation
  - Quorum Confirmed 10:03 AM

### **II. STANDING COMMITTEE REPORTS**

- Credentials Committee – Vice Chair Wytrykowska
  - TBD Agency meeting
  - Agencies still need to have their elections
  - Have not heard from some agencies
  - Letters coming out in November for next year
  - Questions:
    - Can you send out who you send election info to for each agency???
  - Monthly Agency CT MAC Representatives Meeting - TBD
  - Recognizing Agencies in CT MAC
  - Agencies without election results for 2024:
    - Agricultural Experiment Station
    - Aging and Disability Services (Formerly Rehabilitation Services)
    - Attorney General
    - Consumer Protection
    - Education
    - Energy & Environmental Protection
    - Office of State Ethics, Freedom of Information and the State Elections
    - Enforcement Commission
    - Labor
    - Military
    - Motor Vehicles
    - Policy and Management
    - Social Services
    - Transportation
    - Treasurer
- 2024 Managers Day Committee- Vice Chair Wytrykowska
  - Great speakers
  - 3 managers will be honored
  - Will announce this week the winners
  - High number of nominations
    - 17 people
  - Registration
    - Keep sending out Registration
  - Awards
  - Will be raffles
  - Food
  - Timesheets code is in the chat
  - Registration link will be resent
  - 11:30 – 3:30 PM is the event
  - 10-11-24 is the Date

- Register as early as possible

### **III. BYLAW TASKFORCE – Taskforce Chair Amy Ravitz**

- Have a chair (AMY)
- Want to have future discussion
- Work on bylaws amend to add to MAC
- Will vote on the amendment
- Working on agency at large
  - Will represent a manager who work for an agency that does not have enough managers to be recognized
- Anything else that you want to discuss for bylaws, bring up in open forum
- Will add new drafts in following meetings
- Interested in joining, send email to CT MAC email address
  - About 4 hours per year (1 per quarter)
- Reps or Alts should be on a committee
  - Need to sign up for a committee

### **IV. LIST SERV MAINTAINER REPORT – Sec. McAuliffe**

- Emails come in
- Add to list serv
- Email CT MAC to get on the list serv

### **V. WEB MASTER REPORT – E. Blackmon**

- Website is up to date
  - With exception of agency elections

### **VI. CT MAC LIAISON/MEMBER VOLUNTEER REPORT – OUTS**

- COWAG
  - No report
- Managers Sick Leave Bank
  - Received 2 new applications
  - If you don't know how to apply, info on website
    - Need to send email to HR business partner first

### **VII. UPCOMING SPEAKERS/PRESENTATIONS**

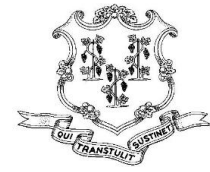
- November meeting
  - Alice to present on Proff Development
- Any updates on compensation and classification study, will get updates on that as well, if available

### **VIII. COMMUNICATION WITH ADMINISTRATION**

- Comp Time
  - Managers earn but cant use
  - Communicated this to Administration
  - Use our notes from this meeting to drive that conversation
- want to make sure we are bringing up the issues in real time



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- Surveys have been left open
  - Please respond if you have not yet
- Used to gather info for our communications with the Administration
- Items to address (examples):
  - Travel reimbursement for union vs travel for Managers
  - Stipends for translation
- 

### **IX. APPROVAL OF MEETING MINUTES for July 2024**

- Motion Erica
- Second Amy
- 14 Yay
- 0 no
- 0 abstain

### **X. APPROVAL OF TREASURER REPORT July and August 2024**

- Motion Erica
- Second Raffaella
- 11 Yay
- 0 no
- 0 abstain

### **XI. OPEN FLOOR**

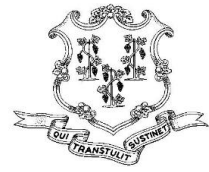
- N. Henderson: Question on working on Holidays??
  - What is the actual language on this??
  - Send question to MAC President for a response
- R. Calciano: manager gets hired, gets letter, 80hours per week etc
  - Management said you are on salary, not an hourly employee
  - What is the factual reality of that??
    - Are we on salary??
    - Are we hourly??
      - Gray area between the 2 items
    - Work over 40 hours, how are we treated the same???
  - Being on call
    - Happens across state
    - This is a concern; need parity for managers
  - An item that can be brought to administration for discussion
    - Not equal across the 2 groups
  - Look over grievance process
    - ERB will not review matters of compensation for groups
    - Only OLR will review the group request
- A. Gumbs: Put leave slip, how long will it take??
  - Another gray area
  - Each manager has different style
    - Some as they come in; some don't do it this way
  - Have clear communication with supervisor
- E. Blackmon

- Comp time info
- 17-1 management personnel policy
  - In the chat
  - Read the policy for discussion
- N. Jerard
  - Inconsistencies with the earning of comp time
  - Expiration of comp time
    - Auto in CORE
    - Varies union to union for expiration
  - Issue had been brought up to Administration
    - Admi said they will look into it
  - Have stated that managers lose 100's of hours of comp time
- V. Borges
  - Explaining the COVID impact on the comp time
  - Not normal day to day comp time
  - Never given opportunity to use comp time earned
- N. Jerard
  - Managers never had a chance to use the comp time, especially in COVID
  - Context is very important to this convo
  - Admin will look into expired comp time
    - Employees disproportionately affected
- L. Clarke
  - Been in comp time "situation"
    - Expiring time that is on the books
    - Union can grieve the comp time issue
    - Not possible to take hours
      - Get paid out???
- N. Jerard
  - Some unions gets paid out, others do not
  - The union we are compared to DOES NOT
  - Important conversation
  - Paid out comp time is paid as straight time
    - Cost savings??
- L. ward
  - Holiday comp time is always paid out
  - Reg. comp time
    - Needs OPM seal of approval
    - Proof of duress
      - Such as COVID
- N. Jerard
  - Can look up in CORE
    - Will get this info
  - There is a way to get matters of comp for individuals
    - Cant be about classification
    - Will not review this type of matter

## **XII. ADJOURNMENT**



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**NEXT MEETING: November 20, 2024, at 10:00 AM VIS MS TEAMS**