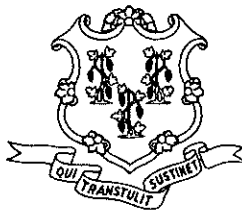


**EDUCATION ADMINISTRATORS (P-3A)
COLLECTIVE BARGAINING AGREEMENT**

between



State of Connecticut

and



**Connecticut State Employees Association
SEIU Local 2001**

Effective: July 1, 2016

Expires: June 30, 2021

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The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement.

The parties agree, however, that the duty to bargain to the extent required by law over the decision to terminate or amend regulations, general letters, administrative directives, and agency rules or orders, reduced to writing and uniformly applied to employees since July 1, 1979, which are herein incorporated by reference, shall be neither waived nor diminished except as indicated otherwise herein.

ARTICLE 3 - SUPERSEDEENCE

The inclusion of language in this Agreement concerning matters formerly governed by law, regulations, or policy directive shall not be deemed a preemption of the entire subject matter. Accordingly, statutes, rules, regulations, and administrative directives or orders shall not be construed to be superseded by any provision of this Agreement except as provided in the Supersedeence Appendix to this Agreement or where, by necessary implication, no other construction is tenable.

ARTICLE 4 - MANAGEMENT RIGHTS

Except as otherwise limited by an express provision of this Agreement, the State reserves and retains all the lawful and customary rights, powers and prerogatives of public management. Such rights include establishing standards of productivity and performance of its employees; determining the mission of an agency and the methods and means necessary to fulfill that mission, including the contracting out of or the discontinuation of services, positions, or programs in whole or in part; the determination of the content of job classification; the appointment, promotion, assignment, direction and transfer of personnel; the suspension, demotion, discharge or any other action against its employees; the relief from duty of its employees because of lack of work; the establishment of reasonable work rules; and the taking of all necessary actions to carry out its mission in emergencies.

ARTICLE 5 - UNION RIGHTS

Section One. Employer representatives shall deal with Union-designated stewards or representatives exclusively in the processing of grievances or any other aspect of contract administration.

Section Two. There shall be ten (10) stewards for the State Department of Education, and one (1) steward each for three Bureaus within the DORS: Bureau of Education and Services for the Blind, the Bureau of Rehabilitation Services, and the Office of Early Childhood, and three (3) at-large stewards. On an annual basis, the Union will furnish the State employer with the current list of stewards designated to represent any segment of the employees covered by this Agreement, specifying the jurisdiction of each steward. The Union will notify the State employer regarding any changes. The stewards shall have super seniority with respect to all other unit employees in regard to the following:

- (a) Layoff – stewards shall be the last employees laid off in their agency.

practicable, the State will cooperate in permitting a contact period, not to exceed one (1) hour, for the steward and any newly hired employee.

Section Nine. A bank of up to four hundred (400) hours for each year of the contract shall be granted for Steward Training, Union Conventions or Union Business, and new employee orientation. When this bank of hours is depleted, additional time may be granted by the employer for union business. The Union will request such time from the employer in writing, whenever possible at least two (2) weeks prior to the utilization of said hours, including the names of the employees and the time required. Up to ten (10) percent of the annual hours may be carried over into a succeeding contract year but all leave excesses shall expire on the final date of this Agreement.

Section Ten. Neither party shall discriminate against or harass an employee for membership or non-membership in the Union or lawful activity of Union stewards on behalf of the Union.

Section Eleven. The Union may request the use of State facilities outside of normal working hours for Union meetings. Permission will not be unreasonably denied. The Union will reimburse the State for any expenses incurred in the usage of such facilities and will assume the responsibility for the security and condition of the area.

Section Twelve. Coding of Union Time. Employees shall code their time spent conducting Union business as follows:

LUBEA: Union Steward Employee Agency	Paid leave for union stewards and other union officials to attend to contract administration duties at the steward's or official's own agency and work site that does not involve the participation of management representatives (e.g., meet with an employee(s) to process a grievance).
LUBEO: Union Steward Employee Outside Agency	Paid leave for union stewards and other union officials to attend to contract administration duties away from the steward's or official's own agency and/or work site that does not involve the participation of management representatives (e.g., meet with an employee(s) to process a grievance).
LUBLP: Union Business Leave Paid	Paid leave for union stewards and other union officials when they are authorized to leave their work site on Union Business Leave (UBL). This time is deducted from the contractual bank of hours provided in each contract for such things as

Compensation or for any payroll period in which earnings received are insufficient to cover the amount of deduction, nor shall such deductions be made from subsequent payrolls to cover the period in question (non-retroactive).

Section Seven. Payroll deduction of Union dues shall be discontinued for other employee organizations not parties to this Agreement.

Section Eight. The State employer shall continue its practice of payroll deductions as authorized by employees for purposes other than payment of Union dues or agency service fees. Additional payroll deductions shall also be authorized if approved by the State in advance.

Section Nine. The Union shall indemnify the State for any liability or damages incurred by the State in compliance with Sections Two, Four, Five and Six of this Article.

Section Ten. The existing system of voluntary payroll deduction for the Union's Political Action Fund shall be continued.

Section Eleven. The State will provide the Union with a monthly report of the new hires and separations in the bargaining unit. The report shall contain the employee name, agency, job title and effective date of the action, as was shown in the sample report prepared by the Department of Administrative Services during the negotiations for this agreement.

ARTICLE 7 - EMPLOYEE BILL OF RIGHTS

Section One. Both management and unit employees shall promote a harmonious and democratic atmosphere of respect and dignity. Neither party shall participate in behavior which in any way damages that atmosphere.

Section Two. An employee shall be entitled to Union representation at each step of the grievance procedure.

Section Three. No record of complaint against any employee shall be kept in an employee's personnel file unless such record includes identification of the complainant.

Section Four. Working conditions shall reflect a respect for the professional role of the employees.

ARTICLE 8 - NON-DISCRIMINATION

Section One. The parties agree to work jointly to implement positive and aggressive Affirmative Action programs in order to redress the effects of past discrimination, if any, whether intentional or unintentional; to eliminate present discrimination, if any; to prevent further discrimination; and to ensure equal opportunity in the application of this Agreement.

Section Two. Notwithstanding any provisions of this Agreement to the contrary, the Employer shall have the right and duty to take all actions necessary to comply with the provisions of the Americans with Disabilities Act, 42 U.S.C. 12101, et seq. Upon request the Employer will meet and discuss specific concerns identified by the Union; however, this shall not delay any actions taken to comply

prior supervisor supervised the employee. When an employee is rated "unsatisfactory," the rating supervisor shall state reasons, and if practicable, suggestions for improvement. All unsatisfactory evaluations must be discussed with the employee at an informal meeting to be scheduled by the rating supervisor, normally within seven (7) days after the employee has seen the report. For the purpose of deciding eligibility for an annual pay increment, an unsatisfactory evaluation filed by the May 15th prior to the increase date, shall be considered in any denial of such increment.

Section Two. Disputes over unsatisfactory evaluations shall be subject to the grievance and arbitration procedure for tenured employees only; and shall be subject to the grievance procedure only and not to arbitration for employees in the probationary period. In any such arbitration, the arbitrator shall not substitute his/her judgment for that of the evaluator in applying the relevant evaluation standards unless the evaluator can be shown to have acted arbitrarily and capriciously.

Section Three. Review of all existing evaluation forms and procedures shall be an appropriate subject for the Labor Management Committee.

Section Four. Promotional Review. After three (3) years in a classification in an agency, each employee in the unclassified service may request a review for the purpose of merit promotion to the next higher classification. Merit promotional reviews are to be conducted within thirty (30) days of the employee's request. At least one (1) year must elapse between requests by an employee for merit promotion requests. Management reserves the right to review and promote employees prior to the completion of three (3) years of service in a classification in an agency.

The merit promotional review shall be conducted by the employee's immediate management-level supervisor, who shall submit his/her recommendation through the appropriate chain of command for review and to the agency head or his/her designee for a final decision.

The results of a merit promotional review are to be stated as "Promotion" or "No Promotion." Detailed suggestions for employee growth and improvement are to be provided with all "No Promotion" results.

A merit promotional review finding of "Promotion" shall result in a merit promotion to the next higher classification. No employee may be promoted unless the proper merit promotional review is conducted and the requisite credentials are met by the employee.

The promotional review system guidelines established by the parties shall remain in effect but may be revised by mutual agreement.

Disputes over a management promotional review which results in a decision of "No Promotion" shall be subject to the grievance and arbitration procedure. In any such arbitration, the arbitrator shall not substitute his/her judgment for that of the reviewing managers in applying the guidelines and criteria for merit promotion but whether the reviewing managers can be shown to have been arbitrary and capricious.

Disputes over a second management promotional review which results in a decision of "No

(d) This contract and the Merit Evaluation Program approved by the Agency Head or designee shall be the documents which guide the implementation of the program. Merit evaluations and their attendant pay supplements are neither grievable nor arbitrable. Any employee may appeal his/her merit evaluation to the Agency Head or designee, whose judgment shall be final and binding on all parties.

(e) The parties agree to the following schedule of pro-rating the payout of the Merit Evaluation Program for employees terminating state service prior to end of the fiscal year:

25% of merit payout if the employee's retirement is effective September 1, October 1, November 1, or December 1 (or if layoff, death, or non-disciplinary termination occurs from September 1 to December 31)

50% of merit payout if the employee's retirement is effective January 1, or February 1 (or if layoff, death, or non-disciplinary termination occurs in January or February).

75% of merit payout if the employee's retirement is effective March 1, or April 1 (or if layoff, death, or non-disciplinary termination occurs in March or April).

100% of merit payout if the employee's retirement is effective May 1 or June 1 (or if layoff, death, or non-disciplinary termination occurs in May or June).

An employee's PSPES must be in place before the beginning of the fiscal year.

An employee will receive payment at the same time as other active employees and will be subject to the same conditions as active employees.

Section Six. Joint Committee to Revise Sections 4 & 5 of Article 11.

This Agreement shall reopen effective July 1, 2018 with respect to the promotion review system guidelines set forth in Section 4 of this Article, and with respect to all of Section 5 of Article 11. For this purpose the parties shall immediately appoint a joint committee of equal numbers of union members and managers to seek a common solution to improving the fairness, accuracy and reliability of the merit evaluation and promotion systems. If no such joint solution is agreed to on or before October 1, 2017, the parties shall commence formal bargaining of those provisions. At the commencement of formal bargaining, the parties shall also seek joint appointment of an interest arbitrator, and if no such arbitrator is selected by November 1, 2017, either party may apply to the Federal Mediation and Conciliation Service for the appointment of such arbitrator. The provisions of Article 11 shall remain in full force and effect unless and until changed by valid and mutual agreement, or arbitral award. No award may increase or decrease the amount specified in the agreement to fund Article 11.

ARTICLE 12 - WORKING TEST PERIOD, PROBATIONARY PERIOD AND TENURE

disciplinary action. Discipline shall be defined as dismissal, demotion, suspension or written reprimand/written warning. Oral counseling shall not be considered discipline.

Section Two. Demotion and Dismissal. No bargaining unit employee who has successfully completed the probationary period and achieved tenure shall be demoted or dismissed except for just cause. A demotion or dismissal action against a tenured employee is subject to the grievance and arbitration procedure.

Demotion or dismissal of a non-tenured employee during the first year of employment may not be grieved or arbitrated. A non-tenured employee during the second and third year of employment shall be continued for a second, third and fourth year unless such employee is notified in writing ninety (90) days prior to the anniversary date of hire.

The employer shall provide the employee with a written statement of reasons for non-continuation, within ten (10) days of the notice of dismissal.

A non-tenured employee in his/her second or third year of employment who has been notified that his/her services will not be continued or that he/she has been demoted may, upon written request filed with the Agency Head, within ten (10) days after receipt of such notice, be entitled to a hearing to be held within fifteen (15) days of the receipt of such request. Such hearing shall be conducted by the Agency Head or his/her designee. The decision of the hearing official shall not be subject to the grievance and arbitration procedure. In the Employer's discretion, the Employer may pay a separated employee for the notice period referenced above in exchange for the employee's immediate suspension. The Employer shall pay such employee in bi-weekly payments.

Section Three. Employer Conduct for Discipline. Whenever it becomes necessary to discipline an individual employee, the supervisor vested with said responsibility shall undertake said talks in a fashion calculated to apprise the employee of his/her shortcomings, while avoiding embarrassment and public display.

Section Four. Placement of an employee in the bargaining unit on a paid leave of absence shall be governed by Regulation 5-240-5a to permit investigation. In the event that the investigation cannot be concluded within the stated timeframe the Agency shall notify the Union in writing of the need for additional time, with anticipated end date of said investigation. Provided, however, nothing shall preclude an employee from electing to be placed on an unpaid leave of absence for up to thirty (30) days. In such event, the employee may draw accrued vacation pay.

At the expiration of the investigation period, the employee shall be either:

- (1) charged with the appropriate violation;
- (2) reinstated and reassigned to other duties determined appropriate by the appointing authority pending completion of the investigation; or
- (3) reinstated from leave.

qualified and where a vacancy exists, and management will work on behalf of the employee with other state agencies to seek out potential reemployment in State service.

Section Four. In lieu of layoff, an employee with more than three (3) years of seniority may bump into a lower class for which qualified within the bargaining unit within an agency. The bumper shall bump the employee with the lowest seniority in such lower class with lesser seniority than the bumper, subject to the provisions of Section Two. The bumper shall be paid for service in the lower class and specialty as provided in Regulation 5-239-2(f). In the event of a layoff occurring in the Bureau of Rehabilitation Services or the Bureau of Disability Determination during the life of this Agreement, employees in DORS/BRS or DORS/DDS may exercise bumping rights across agency lines into the Department of Education in accordance with this Section. The previous sentence shall not apply to employees initially hired into state service on or after July 1, 1998. In the event of a layoff occurring in the Department of Construction Services and any successor entity during the life of this Agreement, employees in the Department of Construction Services and any successor entity may exercise bumping rights across agency lines into the Department of Education in accordance with this section.

Section Five. Reemployment list. (a) Employees who have passed their working test period whose services are terminated under this Article shall be placed on a reemployment list for three (3) years after termination. An employing Agency may bypass the reemployment rights of a non-tenured employee if the Agency determines that the employee cannot perform the functions of the job. Upon request, the Agency will provide the Union with the reasons for bypass, but such decision is neither grievable nor arbitrable. Tenured employees whose services are terminated under this Article shall be placed on a reemployment list for three (3) years after termination. The names of those tenured employees who are eligible for reemployment shall be arranged in order of seniority by agency. A person on a reemployment list is eligible for direct reappointment to the agency from which he/she was laid off provided a funded vacancy exists for which the person is qualified.

(b) Employees shall be entitled to placement on the reemployment list for any or all classes to which they were formerly appointed by the appointing authority. In the event that an employee is appointed to a position from a reemployment list but such position is in a lower salary group than the class or classes for which his/her name is entered upon a reemployment list, he/she shall remain eligible for certification from the latter list.

(c) An employee appointed from a reemployment list to a position in his/her former salary group will be appointed at the same step in such group as he/she held upon layoff. An employee so appointed to a position in a lower salary group will be appointed at the same step in the lower salary group as he/she held upon layoff from the higher salary group.

(d) Appointment from outside State service shall be made only after qualified laid off employees on a reemployment list have been offered reemployment.

Section Six. A committee of five (5) persons, three (3) appointed by Management and two (2) by the

Section Four. Informal Resolutions. The grievance procedure outlined herein is designed to facilitate resolution of disputes at the lowest possible level of the procedure. It is therefore urged that the parties attempt informal resolution of all disputes and to avoid the formal procedures.

Section Five. A grievance shall be deemed waived unless submitted at Step 1 within thirty (30) days from the date of the cause of the grievance or within thirty (30) days from the date the grievant or any Union representative or steward knew or through reasonable diligence should have known of the cause of the grievance.

Section Six. The Grievance Procedure.

Step I. A grievance may be submitted within the thirty (30) day period specified in Section Five to the employee's first management supervisor in the chain of command (e.g., Bureau Chief) who is outside the bargaining unit. Such supervisor shall meet with the union representative and/or the grievant and issue a written response within seven (7) days after such meeting but not later than ten (10) days after the submission of the grievance.

Step II. Agency head or designee. When the answer at Step I does not resolve the grievance, the grievance shall be submitted by the Union representative and/or the grievant to the agency head or his/her designee within seven (7) days of the previous response. Within fourteen (14) days after receipt of the grievance, a meeting will be held with the employees and a written response issued within five (5) days thereafter.

Step III. Undersecretary of the Office of Labor Relations or designee. The parties acknowledge that orderly administration of the contract grievance procedure requires the Undersecretary of Labor Relations to play an active role in the contract grievance procedure. Accordingly, no grievance shall be deemed ripe for submission to arbitration unless and until the Undersecretary of Labor Relations or his/her designee has had an opportunity to resolve the grievance. An unresolved grievance may be appealed to the Undersecretary of the Office of Labor Relations within seven (7) days of the date of the Step II response. Said Undersecretary or his/her designated representative shall hold a conference within thirty (30) days of receipt of the grievance and issue a written response within ten (10) days of the conference.

Step IV. Arbitration. Within ten (10) working days after the State's answer is due at Step III or if no meeting is held within thirty (30) days, within ten (10) working days after the expiration of the thirty (30) day period, an unresolved grievance may be submitted to arbitration by the Union or by the State, but not by an individual employee, except that individual employees may submit to arbitration in cases of dismissal, demotion or suspension of not less than five (5) working days. The party requesting arbitration shall forward the submission to the other party, in writing, by certified mail, return receipt requested.

Notwithstanding the foregoing, unless the parties agree to the contrary for a particular case, the Arbitration Protocol set forth as Appendix B to the agreement will replace the third step of the

Section Ten. Notwithstanding any contrary provision of this Agreement, the following matters shall not be subject to the grievance or arbitration procedure:

- (a) dismissal of employees during the initial working test period;
- (b) dismissal of non-tenured employees except as specified in Article 13;
- (c) the decision to lay off, or non-disciplinary termination of employees, provided that the employer shall provide the Union, upon request, supportive data regarding the decision to lay off;
- (d) compliance with health and safety standards covered by Connecticut OSHA;
- (e) selection of interviewees for job vacancies;
- (f) any incident which occurred or failed to occur prior to the effective date of this Agreement;
- (g) those inherent management rights not restricted by a specific provision of this Agreement.

Section Eleven. The conferences of the grievance procedure and arbitration hearings shall be closed to the public unless the parties mutually agree otherwise.

ARTICLE 16 – SENIORITY

Section One. Seniority shall be defined as length of continuous State service, including war service, for the following purposes: (a) longevity; (b) length of vacation leave; (c) vacation period selection; (d) layoff and reemployment.

For part-time employees, seniority shall be prorated in accordance with the number of hours worked by the employee.

Section Two. Seniority shall not be computed until after completion of the initial working test period. Upon successful completion of the working test period, seniority shall be retroactive to the date of hire.

Section Three. State service while working in a provisional or trainee position shall not accrue until permanent appointment, whereupon it shall be retroactively applied to include such service. This provision shall not apply when the employee has achieved permanent status prior to appointment to the trainee position or on a provisional basis.

Section Four. Seniority shall be deemed broken by: (a) termination of employment caused by dismissal; (b) failure to report for five (5) working days without authorization; or (c) any other separation not in good standing.

Seniority credit for prior service will be given to any employee with permanent status who is reemployed within one (1) year after termination in good standing, including reemployment from retirement; or to an employee who is reemployed from a layoff reemployment list within three (3) years.

Notwithstanding the above, employees who had a break in service and were rehired prior to July 1,

provision shall be handled in accordance with Section 5. This fund shall be used only for defraying costs for employee-initiated activities and shall not diminish the Employer's obligation to defray expenses for employer initiated activities.

Time off for attendance by members at committee meetings will be without loss of pay or benefits on the condition that such attendance will not exceed one (1) day per month of release. The committee may develop procedures as are necessary to administer the process consistent with the contract and law. The actions or non-actions of the committee are not precedent setting nor are they subject to collateral attack in any forum.

Requests for use of the fund shall, after approval by the appointing authority, be submitted to the committee for action. Approval of professional development opportunities by the appointing authority will not be unreasonably denied. Denial, when determined, shall be explained in a written memorandum. An unreasonable denial of any employee's request may be appealable to the Office of Labor Relations. The Office of Labor Relations shall respond to the appeal within five (5) working days. Upon approval by the Committee, the Agency Head shall immediately forward the request to the Comptroller.

There shall be fifteen thousand dollars (\$15,000) appropriated to the fund in each of the FY 18 and 19 contract years, which reflects the identical reduction in Tuition Reimbursement Fund appropriation for those years. There shall be fifteen thousand dollars (\$15,000) appropriated to the fund in the FY 20 contract year. That amount shall be increased to twenty-one thousand dollars (\$21,000) in FY 21. There will be unlimited carryover of unused funds from one contract year to the succeeding contract year(s).

Each eligible employee shall be entitled to a maximum of four thousand five hundred dollars (\$4,500) reimbursement per the contract duration toward the cost of fees, materials, travel, food, and/or lodging related to professional development. Reimbursement shall be consistent with standard state travel regulations. Employees who attend training herein will continue to receive regular pay and benefits.

Section Five. Tuition Reimbursement. (a) The State shall allocate Forty Thousand dollars (\$40,000) in each year of the agreement to provide full reimbursement for tuition and fees to eligible employees. For FY 18 and 19 only, that amount shall be reduced to \$25,000, and the remaining \$15,000 for each of those two years shall be appropriated for use by the Joint Professional Development Committee in Section Four. Criteria for course approval set forth in the State's existing tuition reimbursement program shall be adopted for use under this Section, with required exceptions as indicated in this Agreement. Distance learning courses may qualify for tuition reimbursement provided that such course work is offered by an institution that is fully accredited as an undergraduate/graduate institution and would otherwise qualify under the program were the member

ARTICLE 18 - HOURS OF WORK AND WORK SCHEDULES

Section One. (a) It is expected that each bargaining unit member will devote the time necessary to meet his/her professional obligations. The standard for all full-time employees shall be thirty-five hours in five (5) consecutive days, Monday through Friday. The standard daily work schedule shall be 8:30 AM to 4:30 PM.

(b) 40 Hour Workweek

1. Each Agency shall use its best efforts to offer the opportunity for hours upgrades to interested employees. To assist in making decisions under this section, each Agency shall maintain a volunteer list of employees seeking additional hours as part of their regular assignment. Employees may add themselves, or remove themselves, from such list semi-annually. No grievance may be filed under this provision except by the Union.

2. The parties may negotiate over any other schedule in excess of a thirty-five (35) hour workweek.

3. The Office of Labor Relations shall be the State's representative in all such negotiations. If an agreement is reached between the parties to implement a schedule over thirty-five (35) hours, such agreement may be implemented without any additional legislative approval required. Any such agreement requires the signature of the Undersecretary for Labor Relations and the Executive Director of the Union. This shall not be deemed mid-term bargaining for purposes of interest arbitration.

Section Two. With the prior approval of his/her management supervisor, an employee may be authorized to work a non-standard workday or workweek.

Section Three. An employee who is requested or required by management or necessitated by their job duties to work beyond his/her regularly scheduled workday or workweek shall be granted compensatory time off. Employees working beyond their normal work day without a management request shall normally seek approval in advance unless the necessity could not be reasonably anticipated. In no event shall such time be the basis for additional compensation.

Section Four. Rest periods. Employees shall be scheduled to receive a fifteen (15) minute paid rest period in each half shift.

Section Five. Management shall not be arbitrary, capricious or unreasonable in implementing this Article.

Section Six. The parties have agreed to job sharing guidelines, which are provided for in Appendix A.

Section Seven. An employee may request an adjustment in his/her work schedule subject to the following conditions:

(a) No employee shall work less than seven (7) hours per day over a five-day workweek.

(b) The starting time of the workday must be between 7:00 A.M. and 9:30 A.M., and the end of the workday shall be adjusted accordingly.

Section One. Temporary Service in a Higher Classification is defined as the assignment by an appointing authority to perform service in a higher classification when there is a bona fide vacancy which management has decided to fill temporarily rather than permanently, or when an employee is on extended absence due to illness, leave of absence, or other reasons, provided such assignment is approved by the Commissioner of Administrative Services or designee. Extended absence is one which is expected to last more than thirty (30) consecutive working days.

Section Two. (a) An employee who is assigned to perform temporary service in a higher class shall, commencing with the thirty-first consecutive working day, be paid for such actual work, retroactive to the first day of such service, at the rate of the higher class, as if promoted thereto.

(b) An appointing authority making a temporary assignment to a higher class shall issue the employee written notification of the assignment and shall immediately forward the appropriate form along with a copy of the written notification seeking approval of the assignment from the Commissioner of Administrative Services or designee in writing. The form certifying the assignment shall specify the rights and obligations of the parties under Section Two (c) and (d).

(c) If by the thirty-first consecutive working day the assignment has not been approved, the appointing authority shall immediately reassign the employee to his/her former duties and compensate the employee for assigned service pursuant to Section Two. No appeal rights shall accrue in this instance.

(d) In the event the Commissioner of Administrative Services disapproves the requested assignment on the basis of his/her judgment that the assignment does not constitute temporary service in a higher class, the employee may continue working as assigned with recourse under the appeal procedure for reclassification but not under the grievance or arbitration procedure, or may request reassignment. If reassignment is denied by the appointing authority, the employee may appeal such action as outlined above. If reassignment is granted, no appeal right shall accrue.

Section Three. No employees shall be required to perform temporary service in a higher classification without his/ her consent. There shall be no loss in any of the rights, provisions or benefits of this contract to an employee as a result of temporary service in a higher classification.

ARTICLE 20 - PERMANENT PART-TIME EMPLOYEES

Section One. Permanent part-time employees will continue to receive wages and fringe benefits on a pro-rata basis to the extent provided under existing rules and regulations.

Section Two. A permanent full-time employee may request of management that their position be adjusted to a part-time status of not less than half-time. If granted, the reduction to part-time shall be considered a temporary arrangement and the employee shall remain in the bargaining unit and be covered by the terms of this Agreement.

ARTICLE 21 - SAFETY

ARTICLE 25 - TRANSFER

Section One. Transfers within the Agency may be made when the Agency Head or his/her designee determines the good of the service or the benefit of the employee will be served, in accordance with the following:

(a) Voluntary transfer: An employee requesting a transfer shall submit a written request to his/her immediate supervisor who shall forward it to the Agency Head with a recommendation. Transfer requests will be kept on file for twelve (12) months, unless withdrawn in writing by the employee.

(b) Administrative transfer: An employee shall be notified at least ten (10) working days in advance of an administrative transfer, and in special circumstances, may request and be granted up to thirty (30) working days. Such notice of transfer shall be written and include reasons for and a description of the transfer.

Section Two. Transfer shall not affect the accumulation of an employee's benefits or seniority provided herein.

Section Three. Union stewards will not be transferred involuntarily outside their designated jurisdiction except if necessary to meet operational needs. Such transfers shall not be made arbitrarily. Grievances under this Section shall be expedited to Step III of the grievance procedure.

Section Four. Employees who are currently eligible for "home offices" will continue for the term of this Agreement to have "home offices" and any benefit related to the home office duty station. If the Bureau of Education and Services for the Blind establishes regional offices during the term of the contract, the Union and Employer shall meet and discuss modifications to the existing "home office" practice. If there is a mutual agreement between the parties after such discussions, modifications to the "home office" practice may be implemented during the term of the contract.

ARTICLE 26 - OUTSIDE EMPLOYMENT

Employees may use off-duty time for purpose of remuneration provided the following conditions are met;

1. The work does not interfere with accomplishing the employee's normal work responsibilities in an effective manner.
2. The work does not diminish the prestige of State service.
3. Such outside obligations do not prevent the employee from assuming emergency duties required by the regular position.
4. The employee does not receive remuneration for work which is customarily within the jurisdiction of and responsibility for which compensation is received by his/her required position.
5. The work will not require the employee to leave prior to the end of the workday without the prior approval of the employer, and under special arrangements.

existing practice and in accordance with the SEBAC 2011 and 2017 Agreement. The longevity schedule in effect on June 30, 1979 shall remain unchanged in dollar amounts for the life of the Agreement and is appended hereto.

Employees hired on or after July 1, 2011. No employee first hired on or after July 1, 2011 shall be entitled to a longevity payment; provided, however, any individual hired on or after said date who shall have military service which would count toward longevity under current rules shall be entitled to longevity if they obtain the requisite service in the future.

- a. July 1, 2016 – June 30, 2017 longevity shall be paid on time.
- b. July 1, 2017 – June 30, 2018, October 2017 longevity shall be paid on time; April 2018 longevity shall be delayed until July 2018.
- c. July 1, 2019 – June 30, 2020 longevity shall be paid on time.
- d. July 1, 2020 – June 30, 2021 longevity shall be paid on time.

Section Four. Travel Reimbursement

During the life of this Agreement, an employee who is required to travel on employer business shall be reimbursed at the following rates unless reimbursement amounts under the Standard State Travel Regulations are increased; in that event, reimbursement shall be increased to and remain constant with the Standard State Travel Regulations:

Effective	7-1-2009
Breakfast	\$10
Lunch	\$14
Dinner	\$25

Plus all taxes plus 15% of meal maximum gratuity.

*Applicable to out-of-state travel or when authorized in accordance with the Standard State Travel Regulations issued by the Commissioner of Administrative Services.

An employee who is required to remain away from home overnight in order to perform the regular duties of his/her position may be reimbursed for lodging expenses in accordance with the Standard State Travel Regulations issued by the Commissioner of Administrative Services, Advance approval must be obtained, except in emergencies.

Mileage reimbursement shall be at the current GSA rate. Said figure shall be readjusted within (30) days of the readjustment by the U.S. General Services Administration.

Employees required to utilize a personal vehicle for State business for fifty (50) percent of the assigned monthly work days (which must be at least nine (9) work days) shall be paid a daily vehicle use fee of \$4.50 for each day of required usage which shall be in addition to the mileage reimbursement described above.

Section Five. Unit Coordinators shall receive an annual stipend of Fifteen Hundred Dollars (\$1,500.)

ARTICLE 29 - GROUP HEALTH INSURANCE

The terms and conditions of the health insurance coverage for employees covered by this Agreement are the subject of a separate agreement between the parties.

ARTICLE 30 - HOLIDAYS

Section One. For the purpose of this Article, holidays are as follows: New Year's Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Christmas Day.

Section Two. Unless superseded in this Article, the provisions of Section 5-254 and the appurtenant regulations shall continue in force.

Section Three. Work on a Holiday. Each full-time permanent employee whose job does not require him/her to work on a holiday shall ordinarily receive the holiday off and shall receive his/her regular week's pay for the week in which the holiday falls. When such employee is required to work on a holiday, and such work is preapproved by management including the maximum number of hours to be worked, he/she shall receive equivalent time off.

ARTICLE 31 - VACATIONS

Section One. Each year, every bargaining unit employee shall earn paid vacation credits for each completed month of service, as follows:

0-5 years, 1 2/3 days per month; over 5 and up to and including 10 years, 1 3/4 days per month; over 10 and up to and including 20 years, 1 5/6 days per month; over 20 years, 2 1/12 days per month.

Part-time employees' length of service for purposes of earning vacation credits shall be pro-rated [e.g., 1828 hours equal one (1) year]

Section Two. No employee may carry over, without agency permission, more than ten (10) days of vacation leave to the next year. Employees are urged, however, to schedule use of vacation leave to preclude build-up of accrued vacation.

For employees hired on or before June 30, 1977, the maximum accumulation of vacation shall be one hundred twenty (120) days. For employees hired on and after July 1, 1977, the maximum accumulation shall be seventy (70) days.

Education Consultants (B.E.S.B.) (10 months) within DORS/BESB who work the equivalent of a 10 month year shall not accrue vacation leave during the months of July and August.

Section Three. Except as provided herein, the written rules and regulations relative to vacation leave shall continue in force. Upon leaving state service, an employee shall receive a lump sum payment for accrued vacation time in accordance with Section 5-252 of the Connecticut General Statutes.

ARTICLE 32 - PREGNANCY, MATERNAL AND PARENTAL LEAVE

Section Five. Up to two (2%) percent of the professional employees may be on sabbatical leave in any one year. However, management in its discretion may approve additional requests for sabbatical leave in excess of the two (2%) percent.

Section Six. An applicant for sabbatical leave must present a plan of study, research, or other activity that will improve the professional values of the employee.

Section Seven. An applicant must agree to return to his/her former position for a period of at least two (2) years after expiration of leave. He/she agrees not to accept a salaried position during the period of the leave.

Section Eight. In its sole and exclusive discretion, the appointing authority may grant a sabbatical leave with pay only after he/she has received evidence that conditions of eligibility have been met and he/she has approved the program of study, research or other self improvement work.

Section Nine. The appointing authority shall retain for at least seven (7) years all materials associated with each request for sabbatical leave and the disposition thereof.

ARTICLE 34 - SICK LEAVE

Section One. Each full-time employee shall accrue sick leave at the rate of one and one-quarter (1-1/4) days per completed calendar month of service.

(a) Such leave starts to accrue only on the first working day of the calendar month and is credited upon completion of the month.

(b) No sick leave will accrue when an employee is on leave of absence without pay for an aggregate of more than five (5) working days.

(c) Education Consultants (B.E.S.B.) (10 months) within DORS/BESB who work the equivalent of a 10 month year shall not accrue sick leave during the months of July and August.

Section Two. The appointing authority shall grant sick leave to the eligible employee who is incapacitated for duty. During such leave, the employee is compensated in full and retains his/her employment benefits. Such leave shall not be granted for periods of time during which the employee is receiving compensation in accordance with Section 5-142 or 5-143 of the General Statutes, except to the extent permitted by said Sections or for recuperation from an illness or injury which is directly traceable to employment by an employer other than the State of Connecticut.

Section Three. An eligible employee shall be granted sick leave:

(a) for medical, dental, or eye examination or treatment for which arrangements cannot be made outside of working hours;

(b) in the event of death in the immediate family when as much as five (5) working days leave with pay shall be granted. Immediate family means spouse, parent, siblings including step and half siblings, children including step children, and also any relative who is domiciled in the employee's

under the Teachers Retirement System, shall be paid one-fourth of his/her daily salary for each day of sick leave accrued to his/her credit as of his/her last day on the active payroll, up to a maximum of sixty (60) days' pay.

Section Fourteen. Sick Leave Bank. Effective July 1, 1982 there shall be established an Emergency Sick Leave Bank to be used by bargaining unit employees who have completed the working test period. An eligible employee requesting use of emergency sick leave may make application on the prescribed form to a Labor/Management sub-committee established to administer the program. Said committee shall be comprised of four (4) designees, two (2) from the employer and two (2) from the Union, and shall have full authority to grant benefits and administer the program in accordance with the guidelines below or as mutually agreed to. Time off without loss of pay or benefits shall be granted to members of the subcommittee to attend meetings as necessary to administer the program.

- (a) Each employee not in the working test period shall contribute one (1) day from accrued sick leave to the sick leave bank. Each new employee, subsequent to completing his/her initial working test period shall contribute one (1) day. Days contributed shall not revert to employees if not used. The employer will contribute fifty (50) days to initially fund this sick leave bank.
- (b) Days contributed to the bank shall thereafter be allocated to bargaining unit employees with catastrophic or extended long-term illness.
- (c) To be eligible for allocations of sick days from the bank, an employee must meet the following conditions:
 - 1. Exhaustion of all sick leave and personal leave, and all but 4 weeks' vacation leave.
 - 2. The illness or injury is not covered by Worker's Compensation and/or such benefits have been exhausted.
 - 3. An acceptable medical certificate supporting the absence is on file. A new medical certificate may be required after 60 days.
 - 4. The bank is not depleted.
 - 5. Having completed the working test period.
- (d) Benefits under this Article shall accrue at the rate of eighty (80%) percent per day for each day of illness or injury commencing with the sixteenth day after exhaustion of leave or Worker's Compensation as outlined above. No employee shall be eligible to draw from the bank more than once per contract year, more than one hundred (100) days per year of illness, or if the fund is depleted. Employees may be required to submit new medical certificates after 60 days. Employees receiving benefits under this Article shall not accrue vacation or sick leave during the period of eligibility (beyond five working days as provided in Section One b) or be eligible for holidays or

(a) If an employee receives a subpoena or other order of the Court requiring an appearance during regular working hours, time off with pay and without loss of earned time shall be granted. This provision shall not apply in cases where the employee is a plaintiff or defendant in the Court action.

(b) If a court appearance (not jury duty) is required as part of the employee's assignment or as a direct consequence of his/her official function, time spent shall be considered as time worked. If the appearance requires the employee's presence beyond his/her normal workday, all time beyond the normal workday shall be compensated for in accordance with Article 18.

Section Five. Military Leave. The present military leave policy shall remain in force, except that paid leave for military call-ups shall be limited to emergencies.

Section Six. Personal Leave. In addition to annual vacation, each appointing authority shall grant to each full-time permanent employee in the State service three (3) days of personal leave of absence with pay in each calendar year. Personal leave of absence shall be for the purpose of conducting private affairs, including observance of religious holidays and shall not be deducted from vacation or sick leave credits. Personal leave of absence days not taken in a calendar year shall not be accumulated.

Section Seven. Inclement Weather. No member of the bargaining unit shall be required to travel under unsafe conditions. In the event an employee is late because of hazardous weather conditions, he/she shall not be charged for such lateness. The Union shall cooperate in the reasonable application of this Section. Notwithstanding the foregoing, the parties have agreed to cross-bargaining unit language regarding inclement weather, which can be found in Appendix C.

ARTICLE 36 - RETIREMENT

The terms and conditions of retirement benefits for bargaining unit employees are subject to the provisions of a separate collective bargaining agreement between the State and the Union and shall continue under the terms of that Agreement or its successor Agreement.

ARTICLE 37 - SAVINGS CLAUSE

Should any provisions of this Agreement be found unlawful by a court of competent jurisdiction, the remainder of the Agreement shall continue in force.

ARTICLE 38 - DURATION

Section One. This Agreement shall be effective on July 1, 2016 and shall expire on June 30, 2021.

Section Two. By mutual agreement, the parties may choose to re-negotiate any article of this Agreement at any time during the life of this Agreement. Either party may deny a request for re-negotiation, without providing reasons, and each party hereby shall waive its right to challenge such a denial via the grievance/arbitration procedure, unfair labor practice, legal action or other mechanism.

LONGEVITY - SEMI-ANNUAL PAYMENT*

(July 1, 2016 through June 30, 2021)

SALARY GROUP	10 YEARS	15 YEARS	20 YEARS	25 YEARS
1-11	75.00	150.00	225.00	300.00
12	75.25	150.50	225.75	301.00
13	92.00	184.00	276.00	368.00
14	94.75	189.50	284.25	379.00
15	97.50	195.00	292.50	390.00
16	100.50	201.00	301.50	402.00
17	103.25	206.50	309.75	413.00
18	106.00	212.00	318.00	424.00
19	109.00	218.00	327.00	436.00
20	111.75	223.50	335.25	447.00
21	114.75	229.50	344.25	459.00
22	136.25	272.50	408.75	545.00
23	142.00	284.00	426.00	568.00
24	147.75	295.50	443.25	591.00
25	153.25	306.50	459.75	613.00
26	159.00	318.00	477.00	636.00
27	164.50	329.00	493.50	658.00
28	170.25	340.50	510.75	681.00
29	187.50	375.00	562.50	750.00
30	193.00	386.00	579.00	772.00
31	198.75	397.50	596.25	795.00
32	204.25	408.50	612.75	817.00
33	210.00	420.00	630.00	840.00
34	215.75	431.50	647.25	863.00
35	221.25	442.50	663.75	885.00
36	227.00	454.00	681.00	908.00
37	233.00	466.00	699.00	932.00
38	238.50	477.00	715.50	954.00
39	244.25	488.50	732.75	977.00
40	249.50	499.00	748.50	998.00
41	255.50	511.00	766.50	1022.00
42	261.25	522.50	783.75	1045.00
43	266.75	533.50	800.25	1067.00

* Longevity entitlement is determined consistent with Article 27, Section 3.

C. Scheduling.

1. Scheduling should be the result of a cooperative effort between the agency and the potential job sharing partners. Generally, the responsibilities and work schedule of the position will be shared on an equal basis between the partners though, in certain circumstances, a 60%-40% division may be appropriate. Provided that the agency's general needs and the responsibilities of the full-time position are met by the scheduling proposal, the participating agency should be flexible in reviewing partnership scheduling proposals to consider employee concerns.

2. The agency shall determine at the outset of each job sharing proposal whether the time frame of the partnership will be open-ended or have an ending date.

D. Partnership agreement.

1. The job sharing partners, in cooperation with agency officials, shall develop a partnership agreement. The agreement shall describe the goals and objective for the job sharing partners, the work schedule and the sharing/division of responsibilities. It shall also include consultation requirements and/or meetings between the partners and with agency supervisors and attendance at other required meetings (e.g., staff or team meetings, in-service training, etc.). The agreement shall be tailored to the needs of the particular position and agency. The partnership agreement shall be submitted at least four (4) weeks in advance to the appropriate agency official.

2. Prior to final approval of the partnership agreement by the agency head or his/her designee, a copy of the partnership agreement shall be provided to the Union and the Union shall have three (3) days after receipt to respond with any comments or suggestions.

3. The job sharing agreement will be revised as needed if the sharing/division of responsibilities are to be changed or if the responsibilities assigned to the shared position are to be changed.

4. The job sharing agreement shall be considered to incorporate the provisions of the job sharing program guidelines, as currently drafted and as may be amended.

E. Agency Discretion.

1. The parties recognize that the employer retains all the lawful and customary rights, powers and prerogatives of public management, including but not limited to, establishing standards of productivity and performance of its employees, determining the mission of an agency as well as the methods and means necessary to fulfill that mission. Therefore, each agency participating in the job sharing program does so voluntarily and only after assessing how/whether each proposal can meet those needs.

2. Division of responsibilities for a given position shall be a cooperative effort between the agency and the job sharing employees, recognizing, however, that the agency does not relinquish any of its authority to control its own destiny. Each set of circumstances may require an individual solution. The agency has flexibility and authority to tailor each partnership proposal to the unique needs of the agency.

E. Seniority.

1. Each job sharing employee shall receive credit for seniority purposes on pro-rated basis.
2. Job sharing employees shall be integrated into the seniority lists for full-time employees in the appropriate ranks.

F. Promotional Review.

If specified in the partnership agreement and to the extent provided in such agreement, the job sharing partners may be eligible for merit promotional review provided the partner has at least three years of full-time service (or its equivalent) in the classification.

G. Merit Pay Supplements.

If specified in the partnership agreement and to the extent provided in such agreement, the job sharing partners may be eligible for merit pay supplements on a pro-rated basis.

Section Four. Monitoring of Partnership.

A. Communications.

1. The crucial elements in a job sharing program are the communication and cooperation between the partners. The partners have a mutual responsibility to meet and confer on a regular basis to plan, modify, critique and improve their collective endeavor to meet the demands of the position they share.
2. The job sharing partners shall confer regularly with an agency designee regarding problems, progress, etc. in their shared position.

B. Evaluations.

1. The goals and objectives for the job sharing partners may be individual, shared, or any combination thereof, and shall be established in conformance with the agency's planning and/or evaluation system. While job sharing partners may influence each other's performance, an individual partner may only be held accountable for the work he/she performs or controls except as otherwise may be provided in the goals and objectives incorporated in the partnership agreement. During the term of the job sharing partnership, the individual partner shall be rated only upon his/her individual performance and shall not be eligible for merit pay supplements or merit promotional review except as may be specified in the partnership agreement.
2. The agency may, at its discretion, evaluate the overall functioning of the job sharing partnership. However, this evaluation would be an informal document to be used in a cooperative effort to assess or improve the performance of a given partnership.

D. Termination of Partnership By One Partner.

If one partner seeks to terminate the partnership, in order to resign or to accept another position, that partner will provide at least four (4) weeks notice to the remaining partner and to the agency. The remaining partner shall have four (4) weeks from the date of notice to find a replacement partner. During the four week period, the remaining partner may be required to assume the full-time duties of the position. The selection of a replacement partner shall be subject to management approval. If an acceptable replacement partner cannot be found within the four-week period, the remaining partner shall have an additional two (2) week period, while continuing to work full-time, in which to decide whether to resume the full-time position or to resign in good standing. If no decision is made, the employee shall be considered to have resigned at the conclusion of the two-week period. The above procedure shall not be interpreted to restrict the employee's ability to request part-time employment under the terms of Article 20 of the P-3A Agreement or to limit the agency's discretion in reviewing such a request.

E. Termination of Partnership By Both Partners or By Agency.

If the partnership is to be terminated as a result of a decision of the partners or a decision of the agency, and both partners are willing to resume full-time positions, the following procedure shall apply:

1. The shared position shall be offered to the partner specified in the partnership agreement, or, if the agreement is silent, to the more senior partner.
2. The other partner shall be offered an available vacancy in the same class title within the same facility or district that he/she is qualified to perform.
3. If the partner is not placed in an existing vacancy under 2, the partner shall be entitled to agency reemployment rights for the next available vacancy in the same class title that he/she is qualified to perform (subject only to the priority reemployment rights of a laid-off employee under Article 14). This reemployment right shall be in effect for a period of two (2) years or until the partner is reemployed in a position in the same or an equivalent class.
4. The employee may request and the agency will consider the partner for vacancies which may exist in other classes (at the same or lower levels) that he/she is qualified to perform within the agency.

c. Matters in which there is alleged ongoing harm to either party. [Examples: Discharge cases; contract interpretation cases with ongoing alleged violations.]

d. Matters which either party has assigned high priority status (limit of 3 per party per contract year).

4. At the time of assignment of category, the parties will endeavor to be familiar enough with the facts of the matter and with the strengths and weaknesses of their position to have productive settlement discussions. (The parties recognize that some cases may require additional preparation for such discussions, and they may need to revisit such discussions at a later regular meeting).

APPENDIX C – CROSS-BARGAINING UNIT LANGUAGE

1. Durational and Temporary Employees

Definitions:

Temporary: Position filled for a short term, seasonal, or emergency situation, including to cover for a permanent position when the incumbent is on workers' compensation or other extended leave, not to exceed 6 months. May be extended up to one year. If a temporary employee is retained greater than 12 months said employee shall be considered durational.

Durational: An employee hired for a specific term, for a reason not provided above, including a grant or specially funded program of a specific term, not to exceed one year.

Status: A temporary employee shall become durational after 6 months or one year if extended.

A durational employee shall become permanent after six months, or the length of the working test period, whichever is longer.

Benefits:

A temporary employee shall receive such benefits as provided by state or federal law, and such additional benefits as currently provided by the respective agreements and practice applicable to the unit, which may include:

- Health and life insurance
- Pension credit
- Paid Holidays
- PL Days
- After 6 months, vacation, sick and personal leave retroactive to date of hire.

Section Two. Statewide Telework Committee. There shall also be a Statewide Telework Committee. The purpose of the Committee is to create policy and policy guidance to agencies regarding telework policies and implementation thereof. Areas of guidance include ensuring consistent standards, disability accommodations, performance measurements, agency closures, and management training. The Committee shall be comprised of an equal and mutually agreed upon number of members appointed by the SEBAC Leadership, and representatives of management, which shall include the Director of Statewide Human Resources and other such designee of the Commissioner of DAS, and members of OLR. The Committee shall be co-chaired by the Undersecretary of OLR or his/her designee and a representative of SEBAC. The Committee shall commence with meetings no later than 60 days following ratification of the Agreements.

Current practice will remain at each agency until parties meet and agree otherwise or changes occur through facilitation and or arbitration. Each committee shall begin its work no later than 30 days following the ratification of this agreement, and shall provide an initial report to the Statewide Committee regarding the meetings held and information relevant to the issue of telework, as defined and requested by the Statewide Committee.

Up to six members (equal on each side) on the committee. Union staff, and the Office of Labor Relations, shall serve as ex officio participants on the committee until a policy acceptable to both parties has been created.

Section Three. Flexible Scheduling Facilitator. There shall be a Flexible Scheduling Facilitator, who shall be knowledgeable in flexible schedule issues. The Facilitator shall be available to resolve such matters as submitted by the parties. The Facilitator shall work with the committees to establish AWS, Compressed Scheduling, and Telecommuting Policies acceptable to both parties. If the parties are unable to agree to such policies within 90 days of the commencement of Statewide Committee meetings, either party may invoke interest arbitration on this issue. In such arbitration, it shall be agreed upon language that:

- (1) Any policy shall consider the legitimate operational needs of the affected agencies as well as the interests of the affected employees.
- (2) The determination of the employer to deny a request for AWS, Compressed Work Schedules, and Telecommuting shall be arbitrable, but shall first be submitted to the joint committee and the Facilitator for a recommended disposition.
- (3) Current contract language on AWS and Flex scheduling shall be agreed upon language unless a bargaining unit agrees otherwise and/or proposes alternative language in the arbitration.

If the inability to reach agreement involves more than one bargaining unit and/or more than one agency, prior to the arbitration(s) being scheduled, the parties shall confer to determine the best way to achieve their mutual interest in expeditiously establishing a fair and effective policy applicable to those units and/or agencies.

MEMORANDUM OF AGREEMENT

The parties agree that the current practice with respect to granting time off for the summer picnic and Christmas party shall remain in effect.

The Labor Management Committee shall meet and discuss ways of promoting collegiality at said events.

MEMORANDUM OF AGREEMENT

Group Life Insurance

In addition to any life insurance coverage available pursuant to Section 5-257(b) of the Connecticut General Statutes, optional group life insurance coverage up to a maximum of fifty thousand dollars (\$50,000) may be purchased by any employee in the bargaining unit whose yearly gross compensation is at least forty-five thousand five hundred dollars (\$45,500). The actual cost of such optional coverage shall be fully borne by the employee. The State Comptroller shall deduct the necessary amount from the employee's pay and shall pay the premiums on such policy or policies. Any dividends or other refunds or rate credits shall inure to the benefit of the State and shall be applied to the cost of such insurance. Such optional coverage shall not be included when calculating the amount of reduced life insurance coverage due retired employees pursuant to Section 5-257(d) of the Connecticut General Statutes.

SIDE LETTER CONCERNING CONTINUING EDUCATION UNITS AND CONTINUING EDUCATION UNIT EQUIVALENTS

This side letter will confirm that the State Department of Education as soon as feasible, but not later than July 1, 2001 will become a grantor of continuing education units and continuing education equivalents consistent with Connecticut General Statutes, Section 10-145d and Regulations of Connecticut State Agencies Section 10-145d-417.

SIDE LETTER CONCERNING EDUCATIONAL CONSULTANT POSITION

This side letter will confirm that the Department of Administrative Services will be asked to review the Education Consultant position within the bargaining unit and such other positions within the Department of Education as DAS may deem relevant, to determine the appropriateness of creating and Educational Consultant 2 position. The process will begin with an informal meeting between the parties and DAS. At that meeting, a decision will be made as to a target date for completion of the review. DAS will report its findings to the parties following its completion.

MEMORANDUM OF AGREEMENT

The parties have agreed to the following concerning the effect of certain changes in the contractual languages:

1. The Public Act references in the following Articles have been changed to their appropriate

The State shall continue to utilize the funds previously established for carrying out the State's commitments under this agreement and to facilitate the Placement and Training processes.

The Implementation Provisions as laid out in the SEBAC 2017 Agreement regarding Job Security for OLR Covered Units shall be applied to the P-3A Unit.

**MEMORANDUM OF AGREEMENT
FURLOUGH DAYS**

There shall be three (3) furlough days in fiscal year 2017-2018. Each bargaining unit member shall take three furlough days (the equivalent of three days pay). Those furlough days shall be scheduled as follows: September 1, 2017; November 24, 2017; and December 29, 2017. Notwithstanding the above, furlough days shall be taken on days the employee is normally scheduled to work. In the event that any of the fixed furlough days cannot be taken by an employee, the preceding sentence of the paragraph shall become operative. Reduction in pay to reflect the three furlough days shall be divided over the pay periods of the 2018 fiscal year. Appropriate adjustment shall be made for employees who leave during that fiscal year, taken into account the pro-rata relationship between the actual amount of pay adjusted and the percentage of the fiscal year during which the employee worked.

**MEMORANDUM OF AGREEMENT
Article 27 Section Five.**

The Unit coordinator stipend shall continue to be paid to the designated unit coordinator of the Bureau of School Facilities within the Department of Construction Services and any successor entity.

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P-3A EA 35-Hours Salary Plan Effective 07/01/2019

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EA	11	Annual	\$34,368.00	\$35,418.00	\$36,467.00	\$37,513.00	\$38,594.00	\$39,692.00	\$40,794.00	\$41,900.00
		Bi-Wk	\$1,316.79	\$1,357.02	\$1,397.21	\$1,437.28	\$1,478.70	\$1,520.77	\$1,562.99	\$1,605.26
		Daily	\$131.68	\$135.71	\$139.73	\$143.73	\$147.87	\$152.08	\$156.30	\$160.53
		Hourly	\$18.82	\$19.39	\$19.97	\$20.54	\$21.13	\$21.73	\$22.33	\$22.93
EA	12	Annual	\$35,483.00	\$36,573.00	\$37,659.00	\$38,789.00	\$39,932.00	\$41,083.00	\$42,230.00	\$43,383.00
		Bi-Wk	\$1,359.51	\$1,401.27	\$1,442.88	\$1,486.17	\$1,529.97	\$1,574.07	\$1,618.01	\$1,662.70
		Daily	\$135.96	\$140.13	\$144.29	\$148.62	\$153.00	\$157.41	\$161.81	\$166.27
		Hourly	\$19.43	\$20.02	\$20.62	\$21.24	\$21.86	\$22.49	\$23.12	\$23.75
EA	13	Annual	\$37,480.00	\$38,862.00	\$40,253.00	\$41,652.00	\$43,046.00	\$44,441.00	\$45,844.00	\$47,250.00
		Bi-Wk	\$1,436.02	\$1,488.97	\$1,542.27	\$1,595.87	\$1,649.28	\$1,702.73	\$1,756.48	\$1,810.46
		Daily	\$143.61	\$148.90	\$154.23	\$159.59	\$164.93	\$170.28	\$175.65	\$181.05
		Hourly	\$20.52	\$21.28	\$22.04	\$22.80	\$23.57	\$24.33	\$25.10	\$25.87
EA	14	Annual	\$39,236.00	\$40,681.00	\$42,122.00	\$43,565.00	\$44,996.00	\$46,436.00	\$47,882.00	\$49,330.00
		Bi-Wk	\$1,503.30	\$1,558.66	\$1,613.87	\$1,669.16	\$1,723.99	\$1,779.16	\$1,834.56	\$1,890.10
		Daily	\$150.33	\$155.87	\$161.39	\$166.92	\$172.40	\$177.92	\$183.46	\$189.01
		Hourly	\$21.48	\$22.27	\$23.06	\$23.85	\$24.63	\$25.42	\$26.21	\$27.00
EA	15	Annual	\$41,118.00	\$42,604.00	\$44,080.00	\$45,567.00	\$47,056.00	\$48,539.00	\$50,022.00	\$51,510.00
		Bi-Wk	\$1,575.41	\$1,632.34	\$1,688.89	\$1,745.87	\$1,802.92	\$1,859.74	\$1,916.56	\$1,973.50
		Daily	\$157.55	\$163.24	\$168.89	\$174.59	\$180.30	\$185.98	\$191.66	\$197.38
		Hourly	\$22.51	\$23.32	\$24.13	\$24.95	\$25.76	\$26.57	\$27.38	\$28.19
EA	16	Annual	\$43,125.00	\$44,651.00	\$46,182.00	\$47,705.00	\$49,228.00	\$50,764.00	\$52,289.00	\$53,820.00
		Bi-Wk	\$1,652.30	\$1,710.77	\$1,769.43	\$1,827.78	\$1,886.14	\$1,944.99	\$2,003.41	\$2,061.90
		Daily	\$165.23	\$171.08	\$176.95	\$182.78	\$188.62	\$194.50	\$200.35	\$206.27
		Hourly	\$23.61	\$24.44	\$25.28	\$26.12	\$26.95	\$27.79	\$28.63	\$29.47
EA	17	Annual	\$45,261.00	\$46,831.00	\$48,398.00	\$49,968.00	\$51,542.00	\$53,106.00	\$54,687.00	\$56,270.00
		Bi-Wk	\$1,734.14	\$1,794.30	\$1,854.33	\$1,914.49	\$1,974.79	\$2,034.72	\$2,095.29	\$2,155.90
		Daily	\$173.42	\$179.43	\$185.44	\$191.45	\$197.48	\$203.48	\$209.53	\$215.59
		Hourly	\$24.78	\$25.64	\$26.50	\$27.35	\$28.22	\$29.07	\$29.94	\$30.80
EA	18	Annual	\$47,544.00	\$49,152.00	\$50,764.00	\$52,377.00	\$53,984.00	\$55,593.00	\$57,202.00	\$58,810.00
		Bi-Wk	\$1,821.61	\$1,883.22	\$1,944.99	\$2,006.79	\$2,068.36	\$2,130.00	\$2,191.65	\$2,253.30
		Daily	\$182.17	\$188.33	\$194.50	\$200.68	\$206.84	\$213.00	\$219.17	\$225.37
		Hourly	\$26.03	\$26.91	\$27.79	\$28.67	\$29.55	\$30.43	\$31.31	\$32.19
EA	19	Annual	\$49,883.00	\$51,542.00	\$53,201.00	\$54,860.00	\$56,516.00	\$58,170.00	\$59,829.00	\$61,490.00
		Bi-Wk	\$1,911.23	\$1,974.79	\$2,038.36	\$2,101.92	\$2,165.37	\$2,228.74	\$2,292.30	\$2,355.90
		Daily	\$191.13	\$197.48	\$203.84	\$210.20	\$216.54	\$222.88	\$229.23	\$235.59
		Hourly	\$27.31	\$28.22	\$29.12	\$30.03	\$30.94	\$31.84	\$32.75	\$33.65
EA	20	Annual	\$52,424.00	\$54,115.00	\$55,815.00	\$57,512.00	\$59,205.00	\$60,909.00	\$62,605.00	\$64,300.00
		Bi-Wk	\$2,008.59	\$2,073.38	\$2,138.51	\$2,203.53	\$2,268.40	\$2,333.68	\$2,398.66	\$2,463.90
		Daily	\$200.86	\$207.34	\$213.86	\$220.36	\$226.84	\$233.37	\$239.87	\$246.39
		Hourly	\$28.70	\$29.62	\$30.56	\$31.48	\$32.41	\$33.34	\$34.27	\$35.19

P-3A EA 35-Hours Salary Plan Effective 07/01/2019

Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
EA	31	Annual	\$82,220.00	\$85,240.00	\$88,266.00	\$91,286.00	\$94,303.00	\$97,323.00	\$100,346.00	\$103,366.00
		Bi-Wk	\$3,150.20	\$3,265.91	\$3,381.84	\$3,497.55	\$3,613.15	\$3,728.86	\$3,844.68	\$3,960.39
		Daily	\$315.02	\$326.60	\$338.19	\$349.76	\$361.32	\$372.89	\$384.47	\$396.04
		Hourly	\$45.01	\$46.66	\$48.32	\$49.97	\$51.62	\$53.27	\$54.93	\$56.58
EA	32	Annual	\$85,517.00	\$88,620.00	\$91,721.00	\$94,826.00	\$97,939.00	\$101,040.00	\$104,154.00	\$107,266.00
		Bi-Wk	\$3,276.52	\$3,395.41	\$3,514.22	\$3,633.19	\$3,752.46	\$3,871.27	\$3,990.58	\$4,109.39
		Daily	\$327.66	\$339.55	\$351.43	\$363.32	\$375.25	\$387.13	\$399.06	\$410.94
		Hourly	\$46.81	\$48.51	\$50.21	\$51.91	\$53.61	\$55.31	\$57.01	\$58.71
EA	33	Annual	\$88,958.00	\$92,150.00	\$95,341.00	\$98,532.00	\$101,723.00	\$104,915.00	\$108,105.00	\$111,296.00
		Bi-Wk	\$3,408.36	\$3,530.66	\$3,652.92	\$3,775.18	\$3,897.44	\$4,019.74	\$4,141.96	\$4,264.18
		Daily	\$340.84	\$353.07	\$365.30	\$377.52	\$389.75	\$401.98	\$414.20	\$426.42
		Hourly	\$48.70	\$50.44	\$52.19	\$53.94	\$55.68	\$57.43	\$59.18	\$60.92
EA	34	Annual	\$92,621.00	\$95,902.00	\$99,177.00	\$102,458.00	\$105,732.00	\$109,013.00	\$112,289.00	\$115,566.00
		Bi-Wk	\$3,548.70	\$3,674.41	\$3,799.89	\$3,925.60	\$4,051.04	\$4,176.75	\$4,302.27	\$4,427.79
		Daily	\$354.87	\$367.45	\$379.99	\$392.56	\$405.11	\$417.68	\$430.23	\$442.79
		Hourly	\$50.70	\$52.50	\$54.29	\$56.08	\$57.88	\$59.67	\$61.47	\$63.26
EA	35	Annual	\$96,422.00	\$99,788.00	\$103,150.00	\$106,521.00	\$109,869.00	\$113,235.00	\$116,600.00	\$119,966.00
		Bi-Wk	\$3,694.33	\$3,823.30	\$3,952.11	\$4,081.27	\$4,209.55	\$4,338.51	\$4,467.44	\$4,596.39
		Daily	\$369.44	\$382.33	\$395.22	\$408.13	\$420.96	\$433.86	\$446.75	\$459.64
		Hourly	\$52.78	\$54.62	\$56.46	\$58.31	\$60.14	\$61.98	\$63.83	\$65.67
EA	36	Annual	\$100,438.00	\$103,883.00	\$107,335.00	\$110,777.00	\$114,231.00	\$117,679.00	\$121,132.00	\$124,586.00
		Bi-Wk	\$3,848.20	\$3,980.20	\$4,112.46	\$4,244.33	\$4,376.67	\$4,508.78	\$4,641.08	\$4,773.19
		Daily	\$384.82	\$398.02	\$411.25	\$424.44	\$437.67	\$450.88	\$464.11	\$477.33
		Hourly	\$54.98	\$56.86	\$58.75	\$60.64	\$62.53	\$64.42	\$66.31	\$68.20
EA	37	Annual	\$104,610.00	\$108,149.00	\$111,690.00	\$115,235.00	\$118,775.00	\$122,322.00	\$125,861.00	\$129,406.00
		Bi-Wk	\$4,008.05	\$4,143.64	\$4,279.32	\$4,415.14	\$4,550.77	\$4,686.67	\$4,822.27	\$4,957.89
		Daily	\$400.81	\$414.37	\$427.94	\$441.52	\$455.08	\$468.67	\$482.23	\$495.79
		Hourly	\$57.26	\$59.20	\$61.14	\$63.08	\$65.02	\$66.96	\$68.89	\$70.83
EA	38	Annual	\$108,920.00	\$112,541.00	\$116,181.00	\$119,804.00	\$123,427.00	\$127,063.00	\$130,679.00	\$134,296.00
		Bi-Wk	\$4,173.19	\$4,311.92	\$4,451.38	\$4,590.20	\$4,729.01	\$4,868.32	\$5,006.86	\$5,145.39
		Daily	\$417.32	\$431.20	\$445.14	\$459.02	\$472.91	\$486.84	\$500.69	\$514.53
		Hourly	\$59.62	\$61.60	\$63.60	\$65.58	\$67.56	\$69.55	\$71.53	\$73.52
EA	39	Annual	\$113,449.00	\$117,166.00	\$120,880.00	\$124,591.00	\$128,304.00	\$132,019.00	\$135,726.00	\$139,436.00
		Bi-Wk	\$4,346.71	\$4,489.12	\$4,631.42	\$4,773.61	\$4,915.87	\$5,058.20	\$5,200.23	\$5,342.39
		Daily	\$434.68	\$448.92	\$463.15	\$477.37	\$491.59	\$505.82	\$520.03	\$534.26
		Hourly	\$62.10	\$64.14	\$66.17	\$68.20	\$70.23	\$72.26	\$74.29	\$76.32
EA	40	Annual	\$118,174.00	\$121,970.00	\$125,761.00	\$129,552.00	\$133,346.00	\$137,145.00	\$140,930.00	\$144,726.00
		Bi-Wk	\$4,527.74	\$4,673.19	\$4,818.43	\$4,963.68	\$5,109.05	\$5,254.60	\$5,399.62	\$5,544.89
		Daily	\$452.78	\$467.32	\$481.85	\$496.37	\$510.91	\$525.46	\$539.97	\$554.49
		Hourly	\$64.69	\$66.76	\$68.84	\$70.91	\$72.99	\$75.07	\$77.14	\$79.21

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Plan	Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
EA	1	Annual	\$24,946.00	\$25,559.00	\$26,164.00	\$26,766.00	\$27,378.00	\$27,987.00	\$28,590.00
		Bi-Wk	\$955.79	\$979.28	\$1,002.46	\$1,025.52	\$1,048.97	\$1,072.30	\$1,095.41
		Daily	\$95.58	\$97.93	\$100.25	\$102.56	\$104.90	\$107.23	\$109.55
		Hourly	\$13.66	\$13.99	\$14.33	\$14.66	\$14.99	\$15.32	\$15.65
EA	2	Annual	\$26,164.00	\$26,766.00	\$27,378.00	\$27,987.00	\$28,590.00	\$29,199.00	\$29,801.00
		Bi-Wk	\$1,002.46	\$1,025.52	\$1,048.97	\$1,072.30	\$1,095.41	\$1,118.74	\$1,141.81
		Daily	\$100.25	\$102.56	\$104.90	\$107.23	\$109.55	\$111.88	\$114.19
		Hourly	\$14.33	\$14.66	\$14.99	\$15.32	\$15.65	\$15.99	\$16.32
EA	3	Annual	\$26,766.00	\$27,378.00	\$27,987.00	\$28,590.00	\$29,199.00	\$29,801.00	\$30,408.00
		Bi-Wk	\$1,025.52	\$1,048.97	\$1,072.30	\$1,095.41	\$1,118.74	\$1,141.81	\$1,165.06
		Daily	\$102.56	\$104.90	\$107.23	\$109.55	\$111.88	\$114.19	\$116.51
		Hourly	\$14.66	\$14.99	\$15.32	\$15.65	\$15.99	\$16.32	\$16.65
EA	4	Annual	\$27,637.00	\$28,371.00	\$29,112.00	\$29,847.00	\$30,583.00	\$31,320.00	\$32,065.00
		Bi-Wk	\$1,058.89	\$1,087.02	\$1,115.41	\$1,143.57	\$1,171.77	\$1,200.00	\$1,228.55
		Daily	\$105.89	\$108.71	\$111.55	\$114.36	\$117.18	\$120.00	\$122.86
		Hourly	\$15.13	\$15.53	\$15.94	\$16.34	\$16.74	\$17.15	\$17.56
EA	5	Annual	\$28,324.00	\$29,112.00	\$29,894.00	\$30,663.00	\$31,447.00	\$32,225.00	\$33,009.00
		Bi-Wk	\$1,085.22	\$1,115.41	\$1,145.37	\$1,174.83	\$1,204.87	\$1,234.68	\$1,264.72
		Daily	\$108.53	\$111.55	\$114.54	\$117.49	\$120.49	\$123.47	\$126.48
		Hourly	\$15.51	\$15.94	\$16.37	\$16.79	\$17.22	\$17.64	\$18.07
EA	6	Annual	\$29,293.00	\$30,065.00	\$30,848.00	\$31,622.00	\$32,405.00	\$33,186.00	\$33,966.00
		Bi-Wk	\$1,122.34	\$1,151.92	\$1,181.92	\$1,211.58	\$1,241.58	\$1,271.50	\$1,301.38
		Daily	\$112.24	\$115.20	\$118.20	\$121.16	\$124.16	\$127.15	\$130.14
		Hourly	\$16.04	\$16.46	\$16.89	\$17.31	\$17.74	\$18.17	\$18.60
EA	7	Annual	\$30,150.00	\$30,929.00	\$31,704.00	\$32,482.00	\$33,269.00	\$34,045.00	\$34,826.00
		Bi-Wk	\$1,155.18	\$1,185.02	\$1,214.72	\$1,244.53	\$1,274.68	\$1,304.41	\$1,334.33
		Daily	\$115.52	\$118.51	\$121.48	\$124.46	\$127.47	\$130.45	\$133.44
		Hourly	\$16.51	\$16.93	\$17.36	\$17.78	\$18.21	\$18.64	\$19.07
EA	8	Annual	\$32,405.00	\$33,366.00	\$34,314.00	\$35,273.00	\$36,219.00	\$37,177.00	\$38,142.00
		Bi-Wk	\$1,241.58	\$1,278.40	\$1,314.72	\$1,351.46	\$1,387.71	\$1,424.41	\$1,461.38
		Daily	\$124.16	\$127.84	\$131.48	\$135.15	\$138.78	\$142.45	\$146.14
		Hourly	\$17.74	\$18.27	\$18.79	\$19.31	\$19.83	\$20.35	\$20.88
EA	9	Annual	\$33,404.00	\$34,396.00	\$35,389.00	\$36,388.00	\$37,384.00	\$38,379.00	\$39,380.00
		Bi-Wk	\$1,279.85	\$1,317.86	\$1,355.91	\$1,394.18	\$1,432.34	\$1,470.46	\$1,508.82
		Daily	\$127.99	\$131.79	\$135.60	\$139.42	\$143.24	\$147.05	\$150.89
		Hourly	\$18.29	\$18.83	\$19.38	\$19.92	\$20.47	\$21.01	\$21.56
EA	10	Annual	\$34,477.00	\$35,515.00	\$36,555.00	\$37,604.00	\$38,641.00	\$39,702.00	\$40,795.00
		Bi-Wk	\$1,320.96	\$1,360.73	\$1,400.58	\$1,440.77	\$1,480.50	\$1,521.15	\$1,563.03
		Daily	\$132.10	\$136.08	\$140.06	\$144.08	\$148.05	\$152.12	\$156.31
		Hourly	\$18.88	\$19.44	\$20.01	\$20.59	\$21.15	\$21.74	\$22.33

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EA	21	Annual	\$56,930.00	\$58,741.00	\$60,543.00	\$62,350.00	\$64,157.00	\$65,961.00	\$67,760.00
		Bi-Wk	\$2,181.23	\$2,250.62	\$2,319.66	\$2,388.89	\$2,458.13	\$2,527.25	\$2,596.17
		Daily	\$218.13	\$225.07	\$231.97	\$238.89	\$245.82	\$252.73	\$259.62
		Hourly	\$31.17	\$32.16	\$33.14	\$34.13	\$35.12	\$36.11	\$37.09
EA	22	Annual	\$58,495.00	\$60,628.00	\$62,777.00	\$64,922.00	\$67,058.00	\$69,205.00	\$71,344.00
		Bi-Wk	\$2,241.19	\$2,322.92	\$2,405.25	\$2,487.44	\$2,569.28	\$2,651.54	\$2,733.49
		Daily	\$224.12	\$232.30	\$240.53	\$248.75	\$256.93	\$265.16	\$273.35
		Hourly	\$32.02	\$33.19	\$34.37	\$35.54	\$36.71	\$37.88	\$39.05
EA	23	Annual	\$61,259.00	\$63,496.00	\$65,722.00	\$67,957.00	\$70,190.00	\$72,415.00	\$74,649.00
		Bi-Wk	\$2,347.09	\$2,432.80	\$2,518.09	\$2,603.72	\$2,689.28	\$2,774.53	\$2,860.12
		Daily	\$234.71	\$243.28	\$251.81	\$260.38	\$268.93	\$277.46	\$286.02
		Hourly	\$33.53	\$34.76	\$35.98	\$37.20	\$38.42	\$39.64	\$40.86
EA	24	Annual	\$64,216.00	\$66,531.00	\$68,861.00	\$71,188.00	\$73,512.00	\$75,841.00	\$78,164.00
		Bi-Wk	\$2,460.39	\$2,549.09	\$2,638.36	\$2,727.51	\$2,816.56	\$2,905.79	\$2,994.79
		Daily	\$246.04	\$254.91	\$263.84	\$272.76	\$281.66	\$290.58	\$299.48
		Hourly	\$35.15	\$36.42	\$37.70	\$38.97	\$40.24	\$41.52	\$42.79
EA	25	Annual	\$67,343.00	\$69,761.00	\$72,167.00	\$74,578.00	\$76,990.00	\$79,404.00	\$81,815.00
		Bi-Wk	\$2,580.20	\$2,672.84	\$2,765.02	\$2,857.40	\$2,949.81	\$3,042.30	\$3,134.68
		Daily	\$258.02	\$267.29	\$276.51	\$285.74	\$294.99	\$304.23	\$313.47
		Hourly	\$36.86	\$38.19	\$39.51	\$40.82	\$42.15	\$43.47	\$44.79
EA	26	Annual	\$70,667.00	\$73,161.00	\$75,664.00	\$78,164.00	\$80,668.00	\$83,171.00	\$85,666.00
		Bi-Wk	\$2,707.55	\$2,803.11	\$2,899.01	\$2,994.79	\$3,090.73	\$3,186.63	\$3,282.23
		Daily	\$270.76	\$280.32	\$289.91	\$299.48	\$309.08	\$318.67	\$328.23
		Hourly	\$38.68	\$40.05	\$41.42	\$42.79	\$44.16	\$45.53	\$46.89
EA	27	Annual	\$74,167.00	\$76,759.00	\$79,346.00	\$81,935.00	\$84,524.00	\$87,109.00	\$89,699.00
		Bi-Wk	\$2,841.65	\$2,940.96	\$3,040.08	\$3,139.28	\$3,238.47	\$3,337.51	\$3,436.75
		Daily	\$284.17	\$294.10	\$304.01	\$313.93	\$323.85	\$333.76	\$343.68
		Hourly	\$40.60	\$42.02	\$43.43	\$44.85	\$46.27	\$47.68	\$49.10
EA	28	Annual	\$77,913.00	\$80,595.00	\$83,275.00	\$85,948.00	\$88,620.00	\$91,309.00	\$93,980.00
		Bi-Wk	\$2,985.18	\$3,087.94	\$3,190.62	\$3,293.03	\$3,395.41	\$3,498.43	\$3,600.77
		Daily	\$298.52	\$308.80	\$319.07	\$329.31	\$339.55	\$349.85	\$360.08
		Hourly	\$42.65	\$44.12	\$45.59	\$47.05	\$48.51	\$49.98	\$51.44
EA	29	Annual	\$78,662.00	\$81,616.00	\$84,564.00	\$87,515.00	\$90,467.00	\$93,429.00	\$96,371.00
		Bi-Wk	\$3,013.87	\$3,127.05	\$3,240.00	\$3,353.07	\$3,466.17	\$3,579.66	\$3,692.38
		Daily	\$301.39	\$312.71	\$324.00	\$335.31	\$346.62	\$357.97	\$369.24
		Hourly	\$43.06	\$44.68	\$46.29	\$47.91	\$49.52	\$51.14	\$52.75
EA	30	Annual	\$81,815.00	\$84,859.00	\$87,892.00	\$90,926.00	\$93,964.00	\$97,004.00	\$100,047.00
		Bi-Wk	\$3,134.68	\$3,251.31	\$3,367.51	\$3,483.76	\$3,600.16	\$3,716.63	\$3,833.22
		Daily	\$313.47	\$325.14	\$336.76	\$348.38	\$360.02	\$371.67	\$383.33
		Hourly	\$44.79	\$46.45	\$48.11	\$49.77	\$51.44	\$53.10	\$54.77

P-3A EA 35-Hours Salary Plan Effective 07/01/2020

EA	41	Annual	\$127,438.00	\$131,460.00	\$135,473.00	\$139,493.00	\$143,510.00	\$147,528.00	\$151,556.00	\$
		Bi-Wk	\$4,882.69	\$5,036.79	\$5,190.54	\$5,344.56	\$5,498.47	\$5,652.42	\$5,806.75	
		Daily	\$488.27	\$503.68	\$519.06	\$534.46	\$549.85	\$565.25	\$580.68	
		Hourly	\$69.76	\$71.96	\$74.16	\$76.36	\$78.55	\$80.75	\$82.96	
EA	42	Annual	\$132,748.00	\$136,859.00	\$140,963.00	\$145,071.00	\$149,180.00	\$153,288.00	\$157,396.00	\$
		Bi-Wk	\$5,086.14	\$5,243.64	\$5,400.89	\$5,558.28	\$5,715.71	\$5,873.11	\$6,030.50	
		Daily	\$508.62	\$524.37	\$540.09	\$555.83	\$571.58	\$587.32	\$603.05	
		Hourly	\$72.66	\$74.91	\$77.16	\$79.41	\$81.66	\$83.91	\$86.15	
EA	43	Annual	\$138,382.00	\$142,572.00	\$146,763.00	\$150,953.00	\$155,149.00	\$159,332.00	\$163,527.00	\$
		Bi-Wk	\$5,302.00	\$5,462.53	\$5,623.11	\$5,783.64	\$5,944.41	\$6,104.68	\$6,265.41	
		Daily	\$530.20	\$546.26	\$562.32	\$578.37	\$594.45	\$610.47	\$626.55	
		Hourly	\$75.75	\$78.04	\$80.34	\$82.63	\$84.93	\$87.21	\$89.51	