



STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

December 16, 2013

General Notice No. 2013-11

TO: Labor Relations Designees

SUBJECT: Social and Human Services (P-2) SCOPE Stipulated Agreement

The Office of Labor Relations has reached an agreement with AFSCME, the Social and Human Services (P-2) bargaining unit representative, to resolve the pending P-2 SCOPE Appeals and related class reevaluation grievances. A copy of the agreement is attached to this notice.

All reevaluations and salary adjustments will be effective the first pay period after January 1, 2014, which is the January 10 to 23, 2014 pay period. 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 the following reevaluations and new classifications:

Human Rights and Opportunities Representative	SH 23 to SH 24
Wage Enforcement Agent	SH 23 to SH 24
Protection and Advocacy Investigator	SH 22 to SH 23

Social Services Investigator class will be separated into two classes, (1) Child Support and (2) Resources and Fraud.*	SH 19 to SH 20
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Social Services Lead Investigator class will be separated into two classes, (1) Child Support and (2) Resources and Fraud.*	SH 20 to SH 21
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Social Services Investigations Supervisor class will be separated into two classes, (1) Child Support and (2) Resources and Fraud.*	SH 23 to SH 24
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* Incumbents will be placed in the appropriate classification based upon their current assignment.

Eligibility Service Workers may compete and will be considered for vacancies in either of the Social Services Investigator titles, provided they both pass an examination and meet the minimum qualifications. Social Services Investigators – Child Support may compete and will be considered for vacancies as Social Services Investigators – Resources and

Fraud, provided they both pass an examination and meet the minimum qualifications and vice versa. The Child Support and Resources and Fraud classifications are not deemed to be comparable and employees will only be considered for promotional opportunities to Social Services Lead Investigator or Social Services Investigation Supervisor within their designated class series.

Implementation instructions will be issued by the Department of Administrative Services and/or the CORE-CT Office.

Employees with questions about this General Notice should contact their Agency Human Resources Office. Questions from Agency Human Resources staff may be addressed to the Office of Labor Relations at 418-6447.

Linda J. Yelmini

Linda J. Yelmini
Director of Labor Relations

STIPULATED AGREEMENT
Between the
STATE OF CONNECTICUT
And the
AMERICAN FEDERATION of STATE, COUNTY and MUNICIPAL EMPLOYEES,
AFL-CIO
SOCIAL AND HUMAN SERVICES BARGAINING UNIT (P-2)

In resolution of the claims raised in the P-2 Institutional grievances referenced in this Agreement and all other pending P-2 SCOPE Appeals and/or related class reevaluation grievances concerning the classes referenced in this agreement, the State of Connecticut ("State") and the Social and Human Services Unit ("Union") hereby agree as follows:

1. The State will implement a salary group adjustment for the classification of Human Rights and Opportunities Representative, in class code 4778, Salary Group SH 23. The Salary Group will be adjusted to SH 24. The salaries of the incumbents shall be calculated using the round-up method.
2. The State will divide the Social Services Investigator class specification into two (2) separate class codes for the purpose of differentiating the two (2) functional categories. The two (2) functional areas will be Social Services Investigator – Child Support, class code 5043 and Social Services Investigator – Resources and Fraud, class code 5042. Class code 5047 will be abolished.
3. Employees in the class of Social Services Investigator will be moved to the appropriate class code depending on their current assignment. The Salary Group for both class codes will be adjusted from SH 19 to SH 20. The salaries of the incumbents shall be calculated using the round-up method.
4. Employees in the class title of Eligibility Services Worker and Social Services Investigator – Child Support will be eligible to compete for positions in the class of Social Services Investigator – Resources and Fraud provided they meet the minimum qualifications and pass the examination for Social Services Investigator – Resources and Fraud.
5. Employees in the class title of Eligibility Services Worker and Social Services Investigator – Resources and Fraud will be eligible to compete for positions in the class of Social Services Investigator – Child Support provided they meet the minimum qualifications and pass the examination for Social Services Investigator – Child Support.
6. The State will divide the Social Services Lead Investigator class specification into two (2) separate class codes for the purpose of differentiating the two (2) functional categories. The two (2) functional areas will be Social Services Lead Investigator – Child Support, class code 7324 and Social Services Lead Investigator – Resources and Fraud, class code 7325. Class code 7323 will be abolished.

7. Employees in the class of Social Services Lead Investigator will be moved to the appropriate class code depending on their current assignment. (Refer to the attached position report chart of employees for specific information). The Salary Group for both class codes will be adjusted from SH 20 to SH 21. The salaries of the incumbents shall be calculated using the round-up method.
8. The State will divide the Social Services Investigations Supervisor class specification into two (2) separate class codes for the purpose of differentiating the two (2) functional categories. The two (2) functional areas will be Social Services Investigations Supervisor – Child Support, class code 5041 and Social Services Investigations Supervisor – Resources and Fraud, class code 5044. Class code 5038 will be abolished.
9. Employees in the class of Social Services Investigations Supervisor will be moved to the appropriate class code depending on their current assignment. The Salary Group for both class codes will be adjusted from SH 23 to SH 24. The salaries of the incumbents shall be calculated using the round-up method.
10. Employees will only be considered for promotional opportunities to the Social Services Lead Investigator or Social Services Investigations Supervisor within their designated class series.
11. The classes in the Eligibility Services Worker, Social Services Investigator – Child Support and Social Services Investigator – Resources and Fraud series shall be considered separate class series. The classes in the three (3) class series shall not be deemed comparable for transfer, re-employment or any other purpose.
12. The Department of Administrative Services will work with the Department of Social Services to determine which class code each employee within the Social Services Investigator series will be slotted into. The incumbents being slotted into the new class codes will not be required to complete a working test period. A list of the affected employees will be provided to the Union.
13. The State will implement a salary group adjustment for the classification of Wage Enforcement Agent, in class code 9241, Salary Group SH 23. The Salary Group will be adjusted from SH 23 to SH 24. The salaries of the incumbents shall be calculated using the round-up method.
14. The State will implement a salary group adjustment for the classification of Protection and Advocacy Investigator, in class code 6434, Salary Group SH 22. The Salary Group will be adjusted from SH 22 to SH 23. The salaries of the incumbents shall be calculated using the round-up method.
15. If employees in titles referenced in this agreement are currently serving a working test period, they must complete their working test period.
16. The State and the Union agree that all salary adjustments will be effective the first pay period after January 1, 2014. 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.

17. The SCOPE appeals and/or class reevaluation appeals, specifically, but not limited to OLR Nos. 012-6260, 12-6261, 012-6262, 12-6263, 012-6264, 12-6265, 012-6266, 12-6267, 012-6268, 12-6269, 012-6270, 12-6271, 012-6272, 12-6273, 012-6274 for any additional classes shall also be considered resolved and withdrawn by this agreement.
18. 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.
19. 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.
20. The parties agree that no other P-2 SCOPE Appeals shall be implemented before January 1, 2019.
21. The Union agrees that they will not exercise their right to request a class re-evaluation under Article 33 Class Reevaluations, as any changes that affects the evaluation of a class will be captured in the next review of bargaining unit classes.
22. Classes covered under the Social and Human Services Collective Bargaining Agreement will not be studied before January 2016.

State of Connecticut, OLR

AFSCME

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