



STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

January 18, 2019

General Notice 2019-01

TO: Labor Relations Designees

**SUBJECT: Lump Sum Payment at Maximum Errors for A&R (P-5)
Bargaining Unit Employees**

It has been brought to our attention that errors have been made regarding the top step payment for employees who are on the maximum step of the Administrative and Residual ("A&R") bargaining unit pay plan. It appears, in large measure, that the issues pertain to which salary schedule and corresponding lump sum payment chart to use when calculating that payment. The salary schedule in effect on July 1, 2018 is the correct schedule to use, and not the July 1, 2015 salary schedule. "The Lump Sum Payment at Maximum" chart set forth in the current A&R Contract is the correct chart to use. We are in the process of distributing the new contracts, and they are posted on the OLR website.

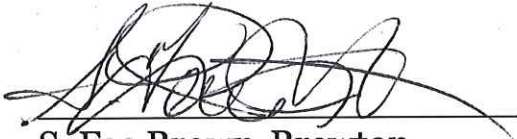
It should be noted that there is a typo on the 2018 Lump Sum Payment at Maximum chart in the A&R Contract. The chart indicates that the lump sum payment at maximum for AR 32 is \$3,081. The accurate figure for AR 32 should be \$3,091. Please make that adjustment.

It appears that another problem has arisen due to an erroneous interpretation and/or application of the \$2,000.00 one-time payment issued pursuant to the SEBAC 2017 Agreement. Employees at the maximum step of the A&R pay plan were entitled to receive \$2,000.00 if their lump sum payment at maximum was less than \$2,000.00. If the lump sum payment at maximum was greater than \$2,000.00, then the employee should have received a \$1,000.00 payment with the pay period that included July 1, 2018, and their lump sum payment at maximum on the regular annual increment date.

It appears that some employees with a January annual increment date who received the \$1,000.00 have had their January lump sum payment at maximum reduced by \$1,000.00. That should not occur. The \$1,000.00 was intended to be in addition to the lump sum payment at maximum. It was never intended for the lump sum payment at maximum to be reduced by that amount.

Another problem that has been identified is that some P-5 bargaining unit members have not received the lump sum payment at maximum at all. Those employees have been advised to contact their Agency Human Resources departments regarding any payment they believe is due.

Agency Labor Relations Designees with questions about this notice should direct your inquiries to: Tammy.Kowalski@ct.gov. All others with questions should be directed to the agency personnel office.



S. Fae Brown-Brewton
Undersecretary for Labor Relations
Office of Labor Relations