

STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

May 25, 2022

GENERAL NOTICE NO. 2022-16

TO: Labor Relations Designees

FROM: Office of Labor Relations

SUBJECT: Assistant Attorneys General (P-6) & Assistant Attorneys General Department Head Bargaining Units (P-7) Contract Changes

The following summarizes the substantive changes contained in the 2021-2025 Assistant Attorneys General (P-6) & Assistant Attorneys General Department Head Bargaining Units (P-7) Contract. When finalizing the Agreement, additional changes may be made by mutual agreement.

Article 1 Recognition

Added that Department Heads may also be referred to as "AAG Section Chiefs".

Article 6 Union Security and Payroll Deduction

Language amended and added to reflect *Janus* decision.

New Language:

Section One. Consistent with labor laws and precedent, an employee retains the freedom of choice whether or not to become or remain a member of the Union designated as the exclusive bargaining agent.

Section Two. The State employer shall deduct Union dues biweekly from the paycheck of each employee who provides the Union authorization to receive such deduction from the State within thirty (30) days of the Union providing certification of said authorization to the State. The Union shall provide to the corresponding agency payroll office, a digital copy of the Union authorization signed by the employee. The Union shall provide a report of members with dues deduction including any "starts and stops" within thirty (30) days of the legislative approval of this contract. By providing such list, the Union certifies that each employee has knowingly and willfully consented to the payroll deduction. Thereafter, the Union will certify by email to the designated State representative on a biweekly basis whether there was any notice of revocation received by the Union. If no revocation notices were received, then an email stating "No revocations received," will satisfy the biweekly certification. Within 10 business days of receipt of a revocation, the Union

shall notify the corresponding agency payroll offices, in writing, of any revocations of said authorizations and the effective date of the same.

Section Three. The parties recognize that the authorization of the Union to receive payroll deductions is an agreement solely between the Union and its members which the member may revoke consistent with the Union's membership rules. Below is the version of the agreement currently available and in use which bargaining unit members are to sign. Should this language change, the Union will provide the State with an updated version within ten (10) business days, and the State will update online and later-printed versions of this CBA accordingly.

I recognize the need for a strong union and believe everyone represented by our union should pay their fair share to support our union's activities. I hereby request and voluntarily authorize my employer to deduct from my earnings and to pay over to Local 6574 an amount equal to the regular monthly dues uniformly applicable to members of Local 6574. This authorization shall remain in effect and shall be irrevocable unless I revoke it by sending written notice via U.S. Mail to both the employer and Local 6574 during the period not less than thirty (30) days and not more than forty-five (45) days before the annual anniversary date of this agreement, or the date of termination of the applicable contract between the employer and Local 6574, whichever occurs sooner. This authorization shall be automatically renewed as irrevocable check-off from year to year unless I revoke it in writing during the window period, even if I have resigned my membership in Local 6574.

Should a bargaining unit member approach the State or its agents seeking to terminate or modify his or her contractual relationship with the Union, that bargaining unit member will be directed to communicate such intent directly to the Union. In such case, the State may notify the employee of its obligations to comply with this Article, including Section Two above. If the State is informed of a dispute between a bargaining unit member and the Union concerning the obligation to withhold union dues, it may invoke Section 4.

Section Four. Upon request of the State, the Union shall provide legally sufficient proof of the authorization to collect dues through payroll deduction to the State for any employee who disputes said authorization. If the requested proof of authorization is not provided within seven (7) calendar days of the request, the State will cease withholding union dues for that employee not later than the first day of the following payroll period. Upon request an Agency may request a dues reconciliation not more than twice per contract year.

Section Five. The amount of dues deducted, under this Article, together with a list of all employees for whom said deductions were made, and a list of all employees in the bargaining unit, shall be remitted to the Union's designee as soon as available after the payroll period in which such deductions are made.

Section Six. In accordance with procedures promulgated by the Office of the State Comptroller, the State shall allow for the voluntary payroll deduction of contributions for the Union's political

action fund. Authorization for such deduction by the employee shall be provided in writing by the Union to the corresponding agency payroll offices consistent with process outlined in Section Two above.

Section Seven. The Union shall indemnify the State and hold it harmless for any liability or damages incurred by the Employer for compliance with this Article.

Section Eight. The amount of dues deducted under this Article shall be remitted to the Treasurer of the AAG Union as soon as available after the payroll period together with the list of employees for whom any such deduction is made.

Section Nine. No payroll deduction of dues shall be made from workers' 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 Ten. No other organizations shall be entitled to deduction of its dues from the payroll.

Section Eleven. New Hires. The State will provide notice to the Union of new members of the bargaining unit as soon as practicable after their hire, and no later than ten (10) workdays of the commencement of employment. Such notice will be by email as designated by the Union and shall include the new bargaining unit member's work location.

Section Twelve. Except as otherwise provided by the parties, all new members of the bargaining unit shall be released from work, if they so desire, for one (1) hour without loss of pay, to attend a Union orientation. If the Employer chooses, that orientation may be combined with a new hire orientation conducted by the Employer. In such case, the Employer will provide the Union with seven (7) days' notice of the time and location of such orientation. Management shall not be present during the Union's orientation,

If the Employer chooses not to schedule its orientation within 30 days of an employee's hire, or not to add the Union orientation to the Employer orientation, the Union shall schedule the orientation at its discretion but consistent with the Employer's operational needs.

The Union orientation will include the Union providing all new employees with a copy of this agreement.

Article 11 Grievance Procedure

Change in Section Six regarding submitting Grievances via email to an address designated by the Undersecretary for Labor Relations.

Article 13 Compensation

New Language replaces previous language:

Section One. General Wage Increases.

- (a) Effective and retroactive to July 1, 2021 and upon legislative approval, the base annual salary shall be increased by two and one-half percent (2.5%) for AAGs who are active employees in the bargaining unit on the date of legislative ratification, and to AAGs who retired or who left in good standing with ten (10) years or more of state service between July 1, 2021 and the date of legislative ratification.
- (b) Effective with the pay period that includes July 1, 2022, the base annual salary for all AAGs shall be increased by two and one-half percent (2.5%). The increase shall apply to all AAGs who are active employees in the bargaining unit on July 1, 2022.
- (c) Effective with the pay period that includes July 1, 2023, the base annual salary for all AAGs shall be increased by two and one-half percent (2.5%). The increase shall apply to all AAGs who are active employees in the bargaining unit on July 1, 2023.
- (d) Wage reopener for 2024-2025 (for effective date July 1, 2024). Either party, by a notice in writing no sooner than January 1, 2024, may reopen only Article 13 (Compensation), Section 1 (General Wage Increase) and Section 2 (Annual Increments). All other provisions of this Agreement shall remain in full force and effect and shall not be subject to the reopener.

Section Two. Annual Increments.

- (a) Effective and retroactive to the pay period that includes January 1, 2022 and upon legislative approval, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2021-2022, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date. This retroactive increment shall be paid to AAGs who are active employees in the bargaining unit on the date of legislative ratification, and to AAGs who retired or who left in good standing with ten (10) years or more of state service between January 1, 2022 and the date of legislative ratification.
- (b) Effective with the pay period that includes January 1, 2023, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year 2022-2023, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.
- (c) Effective with the pay period that includes January 1, 2024, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in

fiscal year 2023-2024, but not to exceed the maximum of the salary range. Those bargaining unit members at the maximum rate of the salary schedule shall receive a lump sum payment of two percent (2.0%) of their salary, minus the percentage value of any increment they received on that date.

- (d) Wage reopener for 2024-2025 (for effective date July 1, 2024). Either party, by a notice in writing no sooner than January 1, 2024, may reopen only Article 13 (Compensation), Section 1 (General Wage Increase) and Section 2 (Annual Increments). All other provisions of this Agreement shall remain in full force and effect and shall not be subject to the reopener.

Section Three. Special Lump Sum Payments.

- (a) Effective and retroactive to July 1, 2021, and upon legislative approval, full-time AAGs shall receive a two thousand five hundred dollar (\$2,500) special lump sum payment. This special lump sum payment shall be pro-rated for part-time AAGs. The special lump sum payment shall be paid to AAGs who are an active employee on the date of legislative ratification, and to AAGs who retired or who left in good standing with ten (10) years or more of state service between July 1, 2021 and the date of legislative ratification.
- (b) Effective July 1, 2022, full-time AAGs who are active and in the bargaining unit on that date shall receive a one thousand dollar (\$1,000) special lump sum payment. This special lump sum payment shall be pro-rated for part-time AAGs and shall be paid in the payroll including July 1, 2022.

Section Four. Department Head Stipend.

- (a) Effective June 30, 2022 and retroactive to July 1, 2021, AAG 4 Department Heads shall receive an annual stipend of twelve thousand dollars (\$12,000) for the 2021-2022 fiscal year. The stipend shall be paid for past service as a lump sum effective on the pay period that includes June 30th of that fiscal year. The stipend shall be prorated for AAG 4 Department Heads who serve less than the full year in that capacity and to any AAG 4 Department Heads who retired or who left in good standing with ten (10) years or more of state service between July 1, 2021 and June 30, 2022.
- (b) AAG 4 Department Heads shall receive an annual stipend of twelve thousand dollars (\$12,000) for the 2022-2023, 2023-2024 and 2024-2025 fiscal years. The stipend shall be paid quarterly for past service as a lump sum effective on the following quarterly pay periods: March 31st, June 30th, September 30th and December 31st of each fiscal year. The stipend shall be prorated for AAG 4 Department Heads who serve less than the full year in that capacity.

Article 15 Sick Leave Bank

Section One. Allows all (full-time and part-time) permanent employees to have access to the sick bank.

Section Three. Establishment and Maintenance of Sick Leave Bank.

Language amended and added:

- a. Each AAG who has accrued at least eighty (80) hours of sick leave but who has not yet contributed to the Sick Leave Bank as of July 1, 2021, shall contribute eight (8) hours toward the Sick Leave Bank. Said contribution shall be deducted from the AAG's individual sick leave balance on such date.
- b. Any AAG who joins the bargaining unit on or after July 1, 2021, shall contribute eight hours toward the Sick Leave Bank upon accruing at least 80 hours of sick leave.
- c. If at any time the Sick Leave Bank should be depleted to less than 100 hours, each AAG who has accrued at least 80 hours of sick leave shall be assessed eight (8) hours toward the Sick Leave Bank from his/her accrued sick leave.
- d. In addition, each full-time AAG who has accrued at least two hundred (200) hours of vacation leave may irrevocably donate up to twenty-four (24) hours of vacation leave to the Sick Leave bank in any calendar year.

Section Four. Administration of the Program

Language clarified as to who shall be on the Sick Leave Bank Committee.

Article 17 Duration of the Agreement

This Agreement shall be effective on July 1, 2021 and shall expire on June 30, 2025.

Appendix A Arbitration Protocol

Language revised to simplify the arbitration protocol procedure.

1. Once arbitration is invoked, the parties will meet within ten (10) working days to discuss the unresolved grievance(s) on which arbitration is demanded. The purposes of such meeting are: (a) to categorize grievances in accordance with this agreement if multiple grievances have been filed to arbitration; (b) to schedule grievances for hearing dates in accordance with this agreement; and (c) to further attempt to resolve matters that can be resolved. Participants in the meeting will be chosen by the parties to maximize the likelihood of achieving the purposes of the meeting.

2. Using the panel of arbitrators set forth in the CBA, the parties will schedule a date for arbitration to proceed no later than ninety (90) days, or at the earliest available date if ninety (90) days cannot be achieved.

3. All things being equal, the parties will schedule matters for hearing in the order in which arbitration is demanded. However, the parties recognize that all things will often not be equal. For

that reason, some matters are assigned categorical priority as set forth below. The priorities listed below start with the lowest to highest:

- a. Matters in which there is no alleged ongoing harm to either party, and which can be prepared for hearing with little advance notice. [Example: A layoff alleged to be out of order, member already recalled, few facts in dispute.]
- b. Matters in which there is no alleged ongoing harm to either party, but which cannot be prepared for hearing with little advance notice. [Example: A layoff alleged to be out of order, member already recalled, numerous facts in dispute; or discipline short of discharge.]
- c. Matters in which there is alleged ongoing harm to either party. [Examples: Discharge cases; contract interpretation cases with ongoing alleged violations.]

4. 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).

New Article Sick Leave

Section One. Each employee shall accrue sick leave at the rate of one and one-quarter (1-1/4) days or the equivalent per completed calendar month of continuous full-time service, including authorized leave with pay, provided that:

1. Such leave starts to accrue only on the first working day of the calendar month and is credited to the eligible employee on the completion of the calendar month.
2. An eligible employee employed on less than a full-time basis shall be granted leave in proportion to the amount of time worked as recorded in the attendance and leave records.
3. No such leave will accrue for any calendar month in which an employee is on leave of absence without pay an aggregate of more than five (5) working days or 40 hours.
4. Sick leave shall accrue for the first twelve months in which an employee is receiving compensation benefits in accordance with Section 5-142 or 5-143 of the General Statutes.

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 (Employee includes an AAG working during the initial six (6) month working test period, who is also accruing sick leave) shall be granted sick leave:

- (a) for medical, dental, or eye examination or treatment for which arrangement cannot be made outside of working hours.
- (b) in the event of death in the immediate family, provided that not more than five (5) days shall be granted therefor. Immediate family means spouse, father, mother, sister, brother, or child, and also any relative who is domiciled in the employee's household.
- (c) for illness or injury, medical, dental, or eye examination or treatment of a member of the immediate family, as defined above provided that not more than ten (10) days of sick leave per calendar year shall be granted therefor. The granting of sick leave under this subsection for medical, dental or eye examination or treatment shall be only when an arrangement cannot be made outside of working hours.
- (d) for going to, attending, and returning from funerals of persons other than members of the immediate family, no more than three (3) days of sick leave may be used per calendar year if permission is requested and approved in advance by the appointing authority.

Sick time utilized under a, b, c and d above shall not count as an occasion.

Section Four. (a) In reviewing an employee's record to determine whether a sick leave usage problem exists, the Employer shall consider the following factors:

1. the number of days taken, and number of occasions
2. patterns of usage
3. the employee's past record
4. the reasons for sick leave use
5. extenuating circumstances

(b) An occasion of sick leave is defined as any one continuous period of unscheduled absence for the same reasons. However, a reoccurrence of illness stemming from a premature return to work resulting in additional sick leave usage shall be considered as an extension of the original occasion provided such is verified by a physician.

An occasion of absence shall not in and of itself carry any stigma or subject the employee to disciplinary action.

For the purpose of preparing service ratings, the number of sick time occasions shall not be considered in isolation; rather, the entire attendance record shall be considered, including those factors specified in (a) above.

Section Five. Medical Certificate. (a) An acceptable medical certificate (currently Form 33) signed by a licensed physician or other practitioner whose method of healing is recognized by the State, will be required of an employee by his appointing authority to substantiate a request for sick leave for the following reasons:

- (1) any period of absence consisting of more than five (5) consecutive working days;
- (2) to support a request for more than two (2) days of sick leave during annual vacation;

- (3) leave of any duration if absence from duty occurs frequently or habitually provided the employee has been notified that a certificate will be required;
 - (4) leave of any duration when evidence indicates reasonable cause for requiring such a certificate.
- (b) The employer may provide a State physician to make a further examination.

Section Six. Advance and Extended Sick Leave.

(a) No sick leave in excess of the leave accumulated to the employee's credit may be granted by the appointing authority unless approved by the Commissioner of Administrative Services. Such authorization shall be granted only in cases involving extended periods of illness or injury. In requesting an advance of sick leave, the appointing authority shall submit the following facts for the consideration of the Commissioner:

- (1) the length of state service of the employee
- (2) the classification of the employee
- (3) the sick leave record of the employee for the current and for the four preceding calendar years
- (4) A medical certificate which shall be on the prescribed form and which shall include the nature of the illness, the prognosis, and the probable date when the employee will return to work.

(b) No advance of sick leave may be authorized unless the employee shall have first exhausted all accrual to his/her credit for sick leave, personal leave, compensatory time, and vacation leave, including current accruals. No advance of sick leave may be granted unless an employee has completed at least five (5) years of full-time work service. If approved, such extension shall be on the basis of one (1) day at full pay for each completed year of full-time work service. In no case shall advanced sick leave exceed thirty (30) days at full pay.

(c) Any such advanced sick leave as may be granted by the Commissioner of Administrative Services shall be repaid by a charge against such sick leave as the employee may subsequently accrue. Upon the employee's return to duty, one-half of the employee's monthly sick leave accrual shall be deducted for the re-payment of the advanced sick leave (e.g. if an employee would otherwise accrue ten (10) hours of sick leave for a month, the employee shall accrue five (5) hours of sick leave and the other five (5) hours shall be applied to the amount of advanced sick leave owed).

(d) An employee who has at least twenty (20) years of state service and who has exhausted his/her sick leave and his/her advance of sick leave may be granted extended sick leave with half pay for thirty (30) days upon the appointing authority's request and subject to approval by the Commissioner of Administrative Services.

Section Seven. Miscellaneous.

(a) A holiday occurring when an employee is on sick leave shall be counted as a holiday and not charged as sick leave. When a full day off is granted by the act of the Governor, an employee on sick leave shall not be charged as being on sick leave.

(b) An employee laid off shall retain accrued sick leave to his/her credit provided he/she returns to State service on a permanent basis.

(c) An employee who has resigned from State service in good standing and who is reemployed within one (1) year from the effective date of his/her resignation shall retain sick leave accrued to his/her credit as of the effective date of his/her resignation.

(d) Following exhaustion of sick leave, an employee may request an unpaid medical leave of absence. Such request shall not be unreasonably denied in cases of leave of absence of up to thirty (30) days. Notwithstanding the leave of time already offered to an employee under the standard family and medical leave reasons outlined in General Letter 39-State of Connecticut Family and Medical Leave Entitlements-Revised, dated March 28, 2018 (which is attached hereto in Appendix D), any further extension of the leave of absence beyond thirty (30) days shall be at the sole discretion of the Employer. An employee who is granted a medical leave of absence, including such a leave for maternity disability, shall not be required to exhaust accumulated vacation or personal leave prior to beginning the leave of absence without pay.

Section Eight. Upon death of an employee who has completed ten (10) years of State service, the Employer shall pay to the beneficiary one-fourth (1/4) of the deceased employee's 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 payment equivalent to sixty (60) days pay.

Section Nine. An employee who retires under the provisions of Chapter 66, C.G.S., shall be compensated, effective as of the date of his/her retirement, at the rate of one-fourth (1/4) 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 payment equivalent to sixty (60) days' pay. Such payment for accumulated sick leave shall not be included in computing retirement income and shall be charged by the state comptroller to the department, agency or institution in which the employee worked.

New Article Department Heads or Functional Equivalents

Section One. The Attorney General shall continue to have the sole discretion to appoint or remove an AAG4 Department Head.

Section Two. Prior to removing an AAG4 Department Head, the Attorney General shall advise the AAG4 Department Head of such removal. The AAG4 Department Head being considered for removal, may request and shall be granted a meeting with the Attorney General to discuss the removal. In the instances where there is an elimination of a department or section or any reorganization or restructuring of the office, a good faith effort will be made for a meeting between the AAG4 Department Head and the Attorney General when practicable.

Section Three. An AAG who has served as an AAG4 Department Head and who works as an AAG after such service ends shall be classified as an AAG 4—Practitioner.

Section Four. Any alleged violation of this Article shall be neither grievable nor arbitrable.

Section Five. Nothing in this Article shall affect Management Rights as provided under Article 4.

New Article Compensatory Time

Section One. AAGs in the P-6 bargaining unit shall be eligible for pre-approved compensatory time consistent with this Article.

Section Two. Full-time AAGs are expected to work a minimum of forty (40) hours per workweek. It is understood that normal work assignments or litigation may require additional hours of work. However, an AAG who works more than forty (40) hours per workweek may be eligible for compensatory time only in the most extraordinary of circumstances.

Section Three. An AAG must submit a written request for compensatory time to his/her Section Chief as far in advance as possible along with an explanation why such extra work is necessary. The Section Chief shall notify the Assistant Deputy Attorney General for Administration and Management of the request, as well as provide a recommendation for approval or denial. The appropriate Division Chief should also be copied on the request. The Assistant Deputy Attorney General shall issue the final approval or denial of the request and notify the Section Chief, and copy the appropriate Division Chief. Compensatory time will only be awarded in increments of four (4) hours, and only for work performed onsite at the Office of the Attorney General or other approved locations by the Section Chief and Assistant Deputy Attorney General for Administration and Management. The OAG may make reasonable changes to the approval process of compensatory time with advance notice to the Union.

Only under extreme circumstances will compensatory time be granted after the hours have been worked. In those cases, the AAG and Section Chief must submit a justification for the delay in submitting the request to the Assistant Deputy Attorney General for Administration and Management.

Section Four. AAGs must use compensatory time within twelve (12) months after it is earned; such accumulation shall expire after twelve (12) months. Requests to use compensatory time shall be made to management as far in advance as possible and will be approved based on the operational needs of the agency. Compensatory time shall not be a basis for compensation at any point other than upon its use, including but not limited to termination, separation or retirement.

Section Five. Alleged violations of this Article shall be neither grievable nor arbitrable. Denials of requests for compensatory time may be discussed at Labor-Management meetings.

New Article Release Time for Union Business

Section One. Paid leave shall be granted in the amount of two hundred (200) hours per year to Union officials and stewards for Union business related functions, plus up to fifty (50) unused hours carried over from the prior year for a maximum of two hundred fifty (250) hours in any one year. Time used for processing or investigating grievances, labor-management meetings, contract negotiations and membership orientation shall not be charged to this bank of hours. Requests for time off under this section shall be made in writing to the Office of Labor Relations at least two

(2) weeks in advance except in emergency situations. The Union's request shall specify the dates of release and the names of employees to be released and their work locations. Permission by the Employer shall not be unreasonably denied except where an agency emergency exists. However, if the usage would cause significant impact on the agency operations, the State and the Union shall discuss the situation and may, by mutual agreement, postpone or cancel the leave usage.

Section Two. Orientation and Training. See Union Security in Article 6.

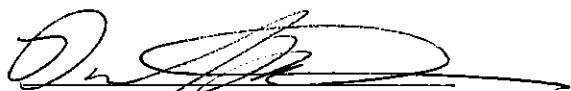
Section Three. Steward Training. The Union and Management agree that in order to promote the precepts as incorporated in the Preamble of this Agreement and for the expeditious and reasonable processing of disputes under this Agreement, steward training shall be a valuable asset in promoting these goals. Steward training shall be charged to the bank of hours set forth in Section 1. Stewards shall be granted time off for representational duties.

Section Four. Annual Meeting. Management shall grant release time with pay at no more than a half-day unit for employees to attend an annual meeting of the Union subject to the following:

- a. It is understood that sufficient employees must remain on duty to provide coverage for offices and/or to complete required work on the day of the meeting.
- b. The Union shall provide Management a list of those attending the meeting.
- c. An employee who does not attend all or part of the meeting shall be expected to work or to take vacation or personal leave for all or part of the day on which he/she does not attend the meeting.

Section Five. Labor-Management Meetings. The Union and Management shall schedule monthly meetings at a mutually agreed upon date and time to discuss matters of concern relating to working conditions, such as administration of this Agreement, labor-management relations, or efficiency and increased productivity. Each party shall have no more than three (3) representatives at such meeting. These meetings shall not be bargaining sessions. Meetings shall be held during normal business hours without loss of pay or benefits provided that no compensatory time or overtime shall be granted for hours outside the employees' normal work schedule.

Please use this as a guide while we finalize the actual contract. Agency Labor Relations Designees may contact us at (860) 418-6447 or e-mail questions to Tammy.Kowalski@ct.gov.



David Kraveski
Acting Undersecretary for Labor Relations