STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

April 10, 2026

Mr. Frederick Jortner
Clerk of the House
State Capitol
Hartford, CT 06106

RE: Submissions of SEBAC 2026 Agreement and Individual Unit Agreements

Dear Mr. Jortner:

As affirmed by the parties' signatures on the attached Agreement, this will confirm that the SEBAC 2026 Agreement between the State and the State of Connecticut Employees Bargaining Agent Coalition (SEBAC) was ratified on April 10, 2026, and that all of the individual unit agreements, which collectively make up Attachment C to SEBAC 2026, have also been ratified by the respective union memberships. To the extent required by law, these agreements have been reviewed and approved by the Governor's designee for collective bargaining, and the State Office of Policy and Management.

In accordance with Section 5-278(b) of the Connecticut General Statutes, the Office of Labor Relations hereby files with the Clerks of the House of Representatives and the Senate the SEBAC 2026 Agreement, including all addenda, and including for Attachment C, the cost statements of implementing all the companion unit agreements.

Also included and attached are supersedence appendices of sections of the General Statutes and State Agency Regulations superseded by the SEBAC 2026 Agreement.

Accordingly, please find one executed copy and five additional copies of the following unit agreements which collectively compose Attachment C to SEBAC 2026:

- Agreement between the State of Connecticut and Locals 196, 318, 355, 478, 562, 610 and 704 of Council 4 AFSCME (NP-3 – Administrative Clerical).
- Agreement between the State of Connecticut and Locals 387, 391 and 1565 of Council 4 AFSCME (NP-4 – Correctional Employees).
- Agreement between the State of Connecticut and the Connecticut Police and Fire Union (NP-5 – Protective Services).
- Agreement between the State of Connecticut and the New England Health Care Employees Union, District 1199 (NP-6 – Paraprofessional Health Care Employees and P-1 – Professional Health Care Employees).
- Agreement between the State of Connecticut and the Connecticut State Employees Association, SEIU Local 2001 (NP-8 – Correction Supervisors).

Phone: (860) 418-6447
450 Capitol Avenue, Hartford, Connecticut 06106

- Agreement between the State of Connecticut and the Connecticut State Employees Association, SEIU Local 2001 (NP-9 – State Police Lieutenants and Captains).
- Agreement between the State of Connecticut and Locals 269, 714 and 2663 of Council 4 AFSCME (P-2 – Social and Human Services).
- Agreement between the State of Connecticut and the Connecticut State Employees Association, SEIU Local 2001 (P-3A – Education Administrators).
- Agreement between the State of Connecticut and the Connecticut State Employees Association, SEIU Local 2001 (P-3B – Education Professionals).
- Agreement between the State of Connecticut and the Connecticut State Employees Association, SEIU Local 2001 (P-4 – Engineering, Scientific and Technical).
- Agreement between the State of Connecticut and the Administrative and Residual Employees Union, Local 4200-AFT, AFTCT, AFL-CIO (P-5 – Administrative and Residual).
- Agreement between the State of Connecticut and the American Federation of Teachers – Connecticut (P-6 – Assistant Attorneys General and P-7 – Assistant Attorneys General Department Heads).
- Agreement between the State of Connecticut and American Federation of State, County and Municipal Employees, Council 4, Local 3419 (P-8 – Department of Children and Families Program Supervisors).
- Agreement between the Judicial Branch and AFSCME Council 4, Local 749 (Judicial Employees).
- Agreement between the Judicial Branch and the Connecticut State Employees Association, SEIU Local 2001, CSEA (Supervising Judicial Marshals).
- Agreement between the Judicial Branch and International Brotherhood of Police Officers, Local 731 (Judicial Marshals).
- Agreement between the Judicial Branch and the Union of Professional Judicial Employees AFT/AFT-CT.
- Agreement between the Division of Criminal Justice and AFSCME Council 4, Local 749 (Criminal Justice Employees).
- Agreement between the Division of Criminal Justice and the Connecticut Association of Prosecutors.
- Agreement between the Division of Criminal Justice and the Connecticut State Employees Association, SEIU Local 2001, Police Inspectors Council.
- Agreement between the Connecticut State Board of Education and Local 61, The American Federation of School Administrators, AFL-CIO (AFSA).
- Agreement between the Connecticut State Board of Education and the Connecticut Technical Education and Career System (CTECS) and State Vocational Federation of Teachers, Local 4200A, American Federation of Teachers, AFT-CIO (SVFT).
- Agreement between the Division of Public Defenders Services and the AFSCME Council 4 (Public Defenders Unit).
- Agreement between the Board of Regents for Higher Education and the State University Organization of Administrative Faculty, Local 2836 of Council 4, AFSCME, AFL-CIO (SUOAF).
- Agreement between the State of Connecticut and the Congress of Community Technical Colleges, SEIU.
- Agreement between the Board of Trustees for the Connecticut State University System and the State University American Association of University Professors.

- Agreement between the Board of Regents for Connecticut State Colleges and University System and the Connecticut State University American Association of University Professors (CSU-AAUP).
- Agreement between the Board of Regents for Higher Education and the Congress of Connecticut Community Colleges, AFSCME Local 2480, Council 4 and Agreement between the Board of Regents for Higher Education and the Charter Oak State College Professional Bargaining Unit Local 1214, AFSCME, Council 4.
- Agreement between the University of Connecticut Chapter of the American Association of University Professors (UConn-AAUP).
- Agreement between the University of Connecticut Professional Employees Association, Local 3695, AFTCT, AFT, AFL-CIO (UCPEA).
- Agreement between the University of Connecticut and the University of Connecticut Health Center Chapter of the American Association of University Professors (UConn-UCHC).
- Agreement between the University of Connecticut Health Center (UConn Health) and the University Health Professionals Local 3837 AFT/AFT-CT/AFL-CIO (UHP).

Approval by the General Assembly is respectfully requested.

I appreciate your consideration.

Sincerely,

David Krayeski
Undersecretary for Labor Relations

Matthew Brokman, Chief of Staff, Office of the Governor
Joshua Wojcik, Secretary, OPM
Paul Potamianos, Deputy Secretary, OPM
Gregory Messner, Budget OPM
Tara Downes, Office of the State Comptroller
Office of Fiscal Analysis
Daniel E. Livingston, Esq., Chief Negotiator, SEBAC

STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

April 10, 2026

Mr. Michael Jefferson
Clerk of the Senate
State Capitol
Hartford, CT 06106

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Dear Mr. Jefferson:

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David Krayeski
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Daniel E. Livingston, Esq., Chief Negotiator, SEBAC

SEBAC 2026 AGREEMENT
-between-
STATE OF CONNECTICUT
-and-
STATE EMPLOYEES BARGAINING AGENT COALITION (SEBAC)

In order to assist in preserving public services and to provide for further long-term stability for state employee benefits programs which are an asset to the State as well as its employees, the State of Connecticut and the State Employees Bargaining Agent Coalition ("SEBAC") agree to the following provisions. This agreement shall amend previous SEBAC Agreements as necessary to carry out the specific changes set forth herein.

I. MODIFICATIONS TO THE CURRENT SEBAC PENSION AND HEALTH CARE AGREEMENT

Except as specifically referenced herein, all the provisions of the SEBAC 5 Pension and Health Care Agreement, as amended, shall continue to apply. The changes are effective going forward only and upon legislative approval, except to the extent they allow mutually agreeable resolution to pending grievances:

A. Health Care Efficiencies

The Healthcare Cost Containment Committee shall adopt, effective July 1, 2026 unless another date is specified below, agreed to by the Healthcare Cost Containment Committee, or specifically noted in this agreement:

1. An incentive for waiving coverage when other credible coverage is documented.

a) Effective each plan year, the Committee shall adopt an incentive structure providing a member financial benefit for waiving coverage, and lowering state costs by reducing the total number of employees insured through the state.

2. Allow members to pay the difference in the premium cost between the Medicare Advantage plan and a Medicare Wrap plan.

a) To address the preference of some retirees to be covered by a traditional Medicare plan with a wrap rather than Medicare Advantage.

b) New retirees will be enrolled in the Medicare Advantage plan as the default unless making an active choice to elect the higher cost Medicare wrap plan.

c) The current provision for needs-based opt-out of Medicare Advantage is unaffected by this change.

3. Issue HEP bonus, through the same vendor utilized to provide Provider of Distinction reward payments, in order to distribute bonuses as elected gift cards or checks outside of paycheck process to the extent consistent with applicable Internal Revenue Service rules.

a) Increases net value to member and reduces state net cost by taking out of payroll processing

4. Fertility Services Point Solution

a) Provides additional wrap around supports, wholistic information and improved results

b) Reduce multiple births and NICU stays, improve maternal health

5. UConn Partnerships

a) Create incentives, lower cost tiers etc. to go to UConn for certain services. Partner with UConn to develop low-cost capacity, positive customer experience. Fill capacity with state plan members.

b) Opportunities for preferred infusion network and primary care management of high-risk unattributed members.

c) Reduce average cost for services provided to state plan members while increasing utilization for UConn health and improving the hospital's financial condition.

6. Reduce towards 2 plans (Expanded Access and Quality First)

a) The parties agree to work towards reducing the number of health insurance plans in advance of the 2027 Open Enrollment. This would include reducing to 2 plan choices (Expanding Access and Quality first), for those not currently in other plans. This would not impact out of area coverage.

B. Pension Administrative Fixes

1. Leaves of Absence (FMLA, Sick Leave, Workers' Compensation): Adjust leave credit rules to align with the purpose of service credit.

a) Remove the one-month increment limitation on FMLA leave purchases, provided that the existing requirement of fifteen months in a five-year period remains unchanged.

b) Allow purchase of any documented FMLA or sick leave period and eliminate scattered day restrictions.

2. UConn Special Payroll: Adjust narrow plan election rules that do not interact well with prior or concurrent state service, on a prospective basis, commencing with the start of the Fall 2026 academic semester.

a) Eliminate or reduce special exceptions limiting plan choices for UConn special payroll adjunct lecturers and extend standard plan election options to this population.

3. Mandatory Contributions and Overpayments: Change methodology for missed contributions and retroactive corrections which are due after applying any restrictions or limitations in conjunction with current rules and agreements

a) Allow members to choose between paying missed contributions or forfeiting affected service to the extent consistent with applicable Internal Revenue Service rules.

b) Require employers to fund missed contributions when attributable to employer error.

c) Agreements regarding missed contributions and/or the purported extension or restoration of retirement service credit between the employer, employee and a bargaining unit require OSC review prior to finalization.

4. Redress disconnects between professional state employment and the Teacher's Retirement System which have been created by changing definitions of "teacher" under 10-183(b)(28) with respect to state employees as follows and resolving pending grievances as follows:

a) Any state agency offering a position as eligible for participation in the Teacher's Retire System shall either

(1) Assure that such position is among the classifications (such as teacher or principal) pre-classified as eligible by the Teacher's Retirement Board; or

(2) Seek and receive pre-qualification by the Teacher's Retirement Board prior to completing the offer.

b) Any employee accepting an offer in accordance with paragraph 1 shall be permitted to continue to participate in the Teacher's Retirement System as long as they remain in the position accepted or move to such other position as is eligible for such participation

c) Allow pending grievances to be addressed where state TRB participants were retroactively removed where the situation would not have occurred if items (a)1 & 2 were in place.

5. Require state agencies or institutions which offer multiple retirement choices to indicate which choices are available to an applicant or employee prior to the employee's acceptance of the position.

C. Clarification of the 2017 SEBAC Agreement (Tier IV Placement Overtime Averaging, & High-Cost Imaging):

The administration of the 2017 SEBAC Agreement has identified a small number of areas where the written language does not clearly resolve how the provisions were intended to operate in practice. The Agreement will be clarified to:

1. Refine overtime averaging mechanics to ensure benefits reflect actual compensation patterns, including applicable overtime multipliers.

2. Make clear that the early retirement premium paid in accordance with the grid is in addition to the normal premium share.

3. Adjust High-cost imaging provisions to

a) Direct utilization to lower-cost, lower-radiation options where clinically appropriate, allows clinical advocates to engage members and help direct to high value care options if appropriate

D. Other Administrative Fixes and Recruitment and/or Retention Improvements

The parties will draft changes for rules to apply more broadly to transfers and promotions within state service. Among other consistencies, the parties will assure that the rules for transfers and promotions between DAS-covered bargaining units that give credit to service and accruals from the prior bargaining unit apply regardless of whether either unit is DAS-covered.

E. Telework Working Group

The State and SEBAC shall establish a Work Group to study ways in which to modify and improve the current executive branch Telework Policy. The composition of the Work Group shall include representation from SEBAC and the State and may include participation of other representatives as the parties deem appropriate.

The Work Group will gather data, narrative experience and any other information either party deems appropriate and relevant to a comprehensive review of the existing Telework Policy. The Work Group shall publish a report and any recommendations to the State and SEBAC no later than January 31, 2027, unless otherwise agreed in writing. The report shall consider the following as it relates to the current Telework Policy:

1. Whether modifications are advisable to the existing telework policy to

    a. Enhance the State's ability to meet complex and varied operational needs in the context of a hybrid work environment.

b. Reduce the administrative burden of the telework application process on employees and employers.

c. Streamline and improve arbitral appeals.

d. Allow management to consider professional development factors such as knowledge transfer, collaboration, and ad hoc learning opportunities.

e. Afford appointing authorities individual discretion to administer the Telework Policy in furtherance of agency operational and policy goals.

2. The impact of telework on recruitment and retention of the state workforce.

3. Ensure proper training for supervisors and management to support employees in a hybrid environment.

4. Any other modifications to the Telework Policy which are advisable, including issues attendant to its implementation and interpretation

F. Cross Unit Agreement

1. The parties will review Section I of the "Cross Unit Agreement" provisions of SEBAC 2017 to examine:

a) Whether changes are advisable in light of post 2017 changes in certain aspects of federal funding.

b) Whether cross agency assignments similar to those currently being considered in the P-2 bargaining unit are appropriate in other contexts.

c) Such other changes to Section I as the parties deem best.

II. PROVISIONS AFFECTING BARGAINING UNIT AGREEMENTS

The State and SEBAC recognize that wages and other matters are negotiated on a bargaining unit basis by the union designated as the exclusive bargaining representative for that unit. However, in order to carry out of the intent of this agreement with respect to the protection

and preservation of state services and to encourage staffing levels that are consistent with those purposes and wage and benefit levels that are fair and consistent among the affected bargaining units, the State and SEBAC have agreed that the parameters in Appendix A shall apply to all units that chose to participate in this agreement.

III. TENTATIVE AGREEMENT, SUBJECT TO RATIFICATION

Daniel E. Livingston, Chief Negotiator
SEBAC

David Krayeski, Office of Labor Relations
State of Connecticut

Dated this 9th day of April, 2026.

IV. TENTATIVE AGREEMENT, SUBJECT TO APPROVAL BY THE GENERAL ASSEMBLY

By their signatures below, the parties indicate that this tentative agreement has been approved by the Governor, and any applicable Board or governing body, and ratified by SEBAC Leadership, and that each of the bargaining unit agreements tentatively agreed to in accordance with Attachment A by their appropriate negotiating parties have been fully ratified and attached as Attachment B to this agreement. This agreement is further subject to the approval of the General Assembly in accordance with the provisions of Connecticut General Statutes §5-278(b).

Daniel E. Livingston, Chief Negotiator
SEBAC

David Krayeski, Office of Labor Relations
State of Connecticut

Dated this 10th day of April, 2026.

ATTACHMENT A

State of Connecticut and SEBAC –Framework Concerning Wages and Other Matters (hereinafter referred to as the "2026 Agreement Framework")

I. **Wages, step or equivalent.** The parties worked off a framework of 2.5% wage increases plus step or equivalent for the first 3 years of their agreements, with first year effective dates retroactive to July 1, 2025, or such other applicable date as set forth in their agreements. The framework provided for the fourth-year wage and step or equivalent to be left to a reopener. The framework was a guide only and recognized the authority of the negotiators at each local table to reach agreements as needed to reflect the needs of the unit and the employer.

II. **Retroactivity for Direct Retirees.** All employees in Coalition bargaining units directly retiring after July 1, 2025 shall be eligible for wage increases retroactive to July 1, 2025 to the same extent such retroactive increases are provided to actives under any local agreement. Pursuant to this Agreement, the State will have three (3) years from the date of legislative ratification to make any necessary pension adjustments as a result of retroactivity. No interest or other penalties will accrue during this three-year period.

III. **Funds and other payments** - All other funds (e.g., tuition reimbursement) and other wage payments e.g., shift differential, allowances, etc., shall remain in place and continue in the same amounts presently in the respective collective bargaining agreement, except to the extent otherwise called for in the collective bargaining agreements.

IV. **Longevity** – Payments shall be made, for all years of the contract, in accordance with the individual collective bargaining agreements.

ATTACHMENT B
Collective Bargaining Agreements Reached in Connection with This Agreement

Bargaining units' tentative agreements which have been negotiated and ratified in connection with this agreement are attached hereto along with their required supporting documents.

SUPERSEDENCE APPENDIX

AGREEMENT BETWEEN THE STATE OF CONNECTICUT AND THE STATE EMPLOYEES BARGAINING AGENT COALITION

(AND RELATED PROVISIONS OF UNIT AGREEMENTS)

SUBMITTED TO THE GENERAL ASSEMBLY April 10, 2026

In accordance with Section 5-278, paragraph (b) of the General Statutes, the following is a list of those provisions of the 2026 SEBAC Agreement and individual unit agreements which are in conflict with any statute or regulation of any state agency, and which have not been previously approved by the General Assembly. Additionally, various sections of previous SEBAC Agreements are changed as a result of the 2026 SEBAC Agreement.

PROVISIONS OF SEBAC AND/OR UNIT AGREEMENTS	**STATUTE(S) AND/OR REGULATION AMENDED**
SEBAC 2026 Section I.A. Modifications to Current SEBAC Pension and Healthcare Agreement	C.G.S. § 5-259 C.G.S. § 5-259a
SEBAC 2026 Section I.B.1. regarding leaves of absence credit rules	C.G.S. § 5-154(m) C.G.S. § 5-174a C.G.S. § 5-192(i) C.G.S. § 5-247 C.G.S. § 5-248a
SEBAC 2026 I.B.3. regarding methodology for missed contributions and retroactive corrections	C.G.S. § 5-156(c) C.G.S. § 5-161
SEBAC 2026 I.B.4. addressing disconnects between professional state employment and Teacher's Retirement System	C.G.S. § 10-183(b) (28)
SEBAC 2026 I.C.1. regarding adjustments to overtime averaging mechanics	C.G.S. § 5-192(f)
SEBAC 2026 I.C.2. regarding applicability of normal premium share in addition to early retirement premium	C.G.S. § 5-259 C.G.S. § 5-259a
SEBAC 2026 I.D. regarding rule changes to transfers and promotions within state service	C.G.S. § 5-239 C.G.S. § 5-239a Reg. 5-239-1 Reg. 5-239-2
SEBAC 2026 App B – providing grace period for re-computation of retirement amounts	5-156(c) 5-156(e)

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Memorandum of Understanding Regarding the 2026 SEBAC Agreement
Dated April 10, 2026
(in $ millions)

	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	4th Year 2028-29	Annualized
WAGE AND RELATED ITEMS	See attached cost sheets for individual bargaining units				
ASSOCIATED FRINGE BENEFITS COSTS	See attached cost sheets for individual bargaining units				
MODIFICATIONS TO CURRENT SEBAC PENSION AND HEALTH AGREEMENT:					
Incentivize waiving healthcare coverage	-	(16.4)	(26.0)	(26.0)	(26.0)
Permit members to pay into Medicare wrap plan	-	-	-	-	-
Issue HEP bonus outside of paycheck process	-	(0.1)	(0.1)	(0.1)	(0.1)
Fertility services point solution	-	(4.7)	(4.7)	(4.7)	(4.7)
UConn Health Center partnerships	-	-	-	-	-
Reduce to two plan choices	-	-	-	-	-
Revise early retirement grid	-	(0.2)	(0.3)	(0.3)	(0.3)
Adjust high-cost imaging provisions	-	-	-	-	-
TOTAL SAVINGS	-	(21.5)	(31.2)	(31.2)	(31.2)

ATTACHMENT C

Article 10

Service Ratings

Section One.

A rating of "unsatisfactory" in one (1) category or a "fair" in two (2) categories shall constitute a "less than good" rating, which may be considered grounds for denial of an annual increment.

Section Two.

Service rating reports shall be filed on the prescribed form (Appendix F) in the following instances and at the following times:

(1) During any working test period, either promotional or original, not less than two (2) weeks prior to the termination of the period;

(2) When the performance of an employee with permanent status has been less than good, not less than three (3) months prior to the employee's annual increase date;

(3) When the appointing authority wishes to amend a previously submitted less than good report due to the marked improvement in an employee's performance;

(4) Annually for each permanent employee, at least three (3) months prior to the employee's annual increment date, i.e. October 1 for a January 1 increment date or April 1 for a July 1 increment date, or within a reasonable period thereafter.

(5) At such other times as the appointing authority deems that the quality of service of an employee should be recorded.

A service rating shall be conducted by a management designee who is familiar with the employee's work. If the employee has had more than one supervisor over the course of the period being evaluated, feedback shall be provided by the prior supervisor(s). The service rating report is subject to the approval of the appointing authority or his/her designee. A copy of each approved service rating report shall be given to the employee and placed in his/her file.

Bargaining unit members who are in a classification entitled "supervisor", in the Administrative Assistant classification or in a classification whose job specification includes conducting performance evaluations may be assigned to conduct service ratings. Other NP-3 unit members will not be designated to conduct service ratings of NP-3 employees but may be asked to provide input into the preparation of such evaluations by the rating supervisor when they have been involved in leading or guiding other workers.

No supervisor shall make comments within a service rating where such comments are inconsistent with the rating. However, constructive suggestions for improvement shall not be considered to be inconsistent with the rating. In any service rating, where the sole

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unsatisfactory categories are in the "other elements" section, they alone shall not constitute the primary grounds for an overall unsatisfactory service rating.

No comments will be added to a service rating after it has been signed by the employee unless the modified rating report has been reviewed with and initialed by the employee prior to its placement in his/her personnel file.

An employee's signature and/or initials on the rating form shall serve as confirmation that the employee has seen the rating and not as an indication that the employee agrees with the rating. All overall "less than good" ratings shall be discussed with and signed by the employee (indicating that he/she has seen it, not that he/she agrees with the rating.) If the overall rating is "less than good", the employee may request that the Union steward sign the rating, rather than the employee, to confirm that the employee has seen the rating.

When an employee is rated unsatisfactory in any category, the rating supervisor shall state the reasons and suggestions for improvement. The rating supervisor is encouraged to include comments about the prior efforts to address the concern.

When, in the judgment of the rating supervisor, the performance of a permanent employee has been less than good, the report shall be discussed at an informal meeting with the employee prior to review by the appointing authority or his/her designee.

The decision to withhold an increment due to a "less than good" evaluation shall be made by the agency human resources director or another designated management official.

FOR THE STATE: adamgarelick

DATE: 2/11/2026

FOR THE UNION: Heather Longo Racicot

DATE: 2/11/26

ARTICLE 11A – TUITION AND CONFERENCE FUNDS

SECTION ONE.

Conference Fund. (a) ~~In 2021-2022, there shall be no new money appropriated to finance attendance at workshops, seminars or conferences by employees. Effective July 1, 2022 and each remaining year of this contract.~~ There shall be $30,000 appropriated each contract year to finance attendance at workshops, seminars or conferences by employees, without loss of pay or benefits. Such workshops, seminars or conferences must be educational and beneficial to the employee and the agency and shall not include steward training. A maximum of ~~$400~~ $800 shall be allotted for any one attendance, each contract year. The parties may, by mutual agreement, adjust the maximum dollar limit for subsequent contract years. No employee will attend more than ~~two (2)~~ three (3) conferences, workshops, or seminars per year of this agreement. These funds shall be used for payment of fees and/or travel expenses, including such items as meals or lodging.

(b) Every effort shall be made by the State to allow participation in said workshops, seminars and conferences. Selection of employees shall be by mutual agreement of the Union and the State.

(c) Upon approval of a request under this section by the Union and the agency head, such request shall be forwarded to the Comptroller at least two (2) weeks in advance of the event.

If any employee who has had a request approved does not attend the workshop, seminar or conference, prompt notice of cancellation shall be provided to the agency's business office which shall promptly notify the Comptroller of the cancellation.

As soon as possible but not more than thirty (30) days following the event, the employee shall submit a claim for reimbursement on the appropriate form and with the required receipts to the business office, which shall promptly process the claim to the Comptroller. If no claim for reimbursement has been submitted to the Comptroller within sixty (60) days of the date a workshop, seminar or conference was scheduled, the funds committed for that activity shall be released and made available for others.

The Union will be provided with quarterly reports showing amounts committed and/or paid.

Funds which are unexpended in one fiscal year shall carry over in the next fiscal year provided, however, that the conference fund will expire on expiration of this agreement. The previous sentence notwithstanding, requests which are submitted and approved within the final six (6) months of this Agreement may be paid, with any remaining available funds, up to three (3) months following expiration of this Agreement.

Employees who attend these activities may be requested by management to prepare reports and/or make a presentation on the events and information acquired.

Section Two. Special Programs Fund.

The Union, the State or an agency may sponsor or develop programs to assist employees in such areas as skill enhancement, examination preparation or career development. There shall be $12,500 appropriated in each contract year ~~the last three (3) years~~ of the contract to support the development and offering of such programs. ~~In the first year (2021-2022), there shall be no monies appropriated.~~

Use of these funds shall be subject to approval by the joint training committee described in Section Three of Article 11. The funds may be expended for printing or other duplication costs, purchase and development of audio-visual materials, mailing, rental of facilities, stipends for instructors or technical assistants, or any other items related to the development or offering of the programs. Funds not expended in one year may be carried over to the next but not beyond June 30, ~~2024~~ 2028 or shall be transferred to the tuition reimbursement account at the Union's request after discussion with and notice to the Office of Labor Relations.

SECTION THREE

Tuition Reimbursement. (a) Any employee who has completed the initial working test period and is continuing his/her education in a job-related area, or in an area that will assist the employee in upward mobility or promotional opportunities, shall be eligible for tuition reimbursement for a maximum of twelve (12) credits or the equivalent per year. An employee applying for tuition reimbursement must submit the appropriate forms to the Agency's tuition reimbursement coordinator not less than two (2) weeks prior to the start of the course. Applications may be found at https://portal.ct.gov/DAS/Lists/Human-Resources-Business-Rules-and-Regulations/Benefits/Professional-Development-Tuition Reimbursement. Incomplete or incorrect applications shall not be accepted but shall be returned to the employee. Applications which are complete and correct shall ~~processed~~be processed on a first come, first served basis, until all of the allocated funds are committed. Any additional applications shall be placed on a numbered waiting list according to date received. Within thirty (30) days of receipt of an application, the agency shall notify the employee in writing that the application has been approved, denied or placed on the waiting list, indicating its assigned number. Late applications shall be reviewed by the parties for compelling circumstances consistent with the current practice.

Full tuition reimbursement equal to 75% of the per credit rate for undergraduate and graduate courses, however such reimbursement shall not exceed the actual cost of each course. The employee shall submit the documents necessary for reimbursement as expeditiously as possible, following completion of the course(s). For purposes of this section, tuition reimbursement means any fees payable to the educational institution, except textbooks. It is understood that the employee must successfully complete the course in order to be reimbursed. Request for payment to the employee under this subsection shall be processed upon submission of receipts and/or records to the Education Committee. There shall be a maximum limit of twelve (12) credits per employee per contract year, on a first come first serve basis. This maximum limit may be adjusted in subsequent contract year(s) by mutual agreement of the parties.

(b) ~~Effective and retroactive to July 1, 2021,~~ There shall be $225,000 appropriated in each year of this contract for the purpose of tuition reimbursement. Funds which are unexpended in one fiscal year shall carry over into the next fiscal year provided, however, that the tuition reimbursement fund will expire on expiration of this Agreement. The previous sentence notwithstanding, applications for tuition reimbursement which are submitted and approved within the final six (6) months of this Agreement may be paid, with any remaining available funds, up to three (3) months following expiration of this Agreement.

(c) An employee applying for tuition reimbursement must submit the appropriate forms not less than two (2) weeks prior to the start of the course. After approval has been received, if the employee decides not to take the course(s) or to drop a course(s), he/she shall notify the Employer so that funds may be utilized for another employee. As soon as possible but not more than thirty (30) days following completion of the course(s), the employee shall submit the required documentation of payment and successful course completion.

If no claim for reimbursement or request for extension has been submitted to the Comptroller within sixty (60) days of the end of the semester or course, the funds committed for that course(s) shall be released and made available for others.

(d) The reimbursement per credit shall be as follows:

(1) For credit courses at accredited institutions of higher education, seventy-five (75%) percent of the cost of tuition, laboratory fees and community college service fees for undergraduate courses and graduate courses.

(2) For other courses or programs, there shall be seventy-five (75%) percent tuition reimbursement for undergraduate courses and graduate courses.

(e) Tuition reimbursement for external degree programs and for courses offered at non-accredited institutions or non-credit courses shall be subject to prior approval by the Personnel Development section of the Department of Administrative Services.

Non-credit courses will be converted to an equivalent number of credits for the purpose of computing reimbursement. For example, six to fifteen hours of non-credit classroom time will be considered the equivalent of one credit.

For external degree programs, the enrollment fee and the examination fee for up to six examinations per year shall be covered by tuition reimbursement.

[NEW] (f). Within the Tuition Reimbursement appropriation, there shall be $10,000 allotted in each of the fiscal years 2026 and 2027 for the purpose of vehicle parking reimbursement. Such reimbursement shall be available to permanent employees of ~~UConn Health and~~ UConn Storrs who use their personal vehicles to commute to their assigned worksites where only paid parking is available, outside of Lot 3 in Storrs. An eligible employee may be reimbursed up to a maximum of $50 per fiscal year. The parties agree to evaluate other locations and future funding for this purpose for fiscal years after 2027.

Section Four. (a) The current tuition waiver programs between the Connecticut State University system, the Community Technical Colleges and the Union will remain in effect for the duration of this agreement unless mutually agreed upon by both parties. Attached as Appendix C1 & C2.

(b) The current tuition waiver program between The University of Connecticut and the Union (specifically University of Connecticut Storrs employee and regional campuses) will remain in effect for the duration of this agreement (attached as Appendix D). This tuition waiver program is not available for University of Connecticut Health employees.

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ARTICLE 12 – Working Test Period

Section Five.

a) Separation during or at the end of the initial Working Test Period shall not be grievable or arbitrable and shall not be issued by an employee covered under this agreement. Service ratings during the initial working test period are not grievable or arbitrable.

b) Any permanent employee who fails a promotional Working Test Period may appeal, to Step III of the grievance procedure, alleging patent unfairness of the Working Test Period due to evaluator bias or variance from the pertinent job specification. The Employer's decision at Step III shall be final.

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ARTICLE 14 – Order of Layoff and Reemployment

Section Four. Layoff Procedure.

When layoff becomes necessary, the agency will identify the specific position to be eliminated and notify the incumbent in writing with as much notice as possible but not less than four (4) weeks. A copy of the written notice shall be sent concurrently to the ~~Union~~ AFSCME Council 4 Staff Representative and/or Service Representative.

If there is more than one position in the same job classification in a work unit, the agency shall first eliminate positions in that classification held by nonpermanent employees.

The State shall prepare a list of all vacancies in the same or comparable classes in the agency in which the employee works and in other agencies within a twenty-five (25) mile radius. The list shall be provided to the affected employee(s) with a copy to the Union.

The agency shall arrange to have the employee assigned in lieu of layoff to a funded, approved vacancy in the same classification at the same work location/facility. If there is no such vacancy available, a permanent employee may exercise bumping rights as set forth in Section Five herein OR may exercise reemployment rights as set forth in Section Six herein. A nonpermanent employee shall not have bumping or reemployment rights.

In addition, prior to layoff the Employer shall consider alternatives to layoff including attrition, early retirement, transfer, or unpaid furlough.

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ARTICLE 15 – Grievance Procedure

Section Six. The Grievance Procedure.

Step I. ~~Subagency Designee.~~ Agency Head or Designee.

A grievance must be submitted electronically (to a designated email address) within the thirty (30) day period specified in Section Five to the ~~office which the agency head has established as the subagency level for handling grievances~~agency head or his/her designee.

Grievances concerning disputes over an employee's job classification, including removal of duties are filed in accordance with Article 15A or Article 19.

Within thirty (30) days after receipt of the grievance, a meeting will be held with the employee and a written response issued within twenty (20) days thereafter.

~~If the agency head does not establish a subagency level for handling grievances, the grievance shall be presented to the employee's first management level supervisor in the chain of command who is outside the bargaining unit. A meeting shall be held with the Union representative and/or the grievant and a written response issued within twenty one (21) days after such meeting but not later than twenty eight (28) 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 electronically (to a designated email address), within seven (7) days of the previous response. In addition, the following matters shall be submitted directly to Step II: agency institutional grievances, grievances alleging a violation of layoff or bumping procedures under Article 14.~~

~~Grievances concerning disputes over an employee's job classification are filed in accordance with Article 15 A.~~

~~Within thirty (30) days after receipt of the grievance, a meeting will be held with the employee and a written response issued within twenty (20) days thereafter.~~

~~Step III~~ Step II. **Undersecretary for the Office of Labor Relations or Designee.**
The parties acknowledge that orderly administration of the contract grievance procedure requires the Undersecretary for the Office 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 for the Office of Labor Relations or designee has had an opportunity to resolve the grievance.

An unresolved grievance may be appealed to the Undersecretary for the Office of Labor Relations within seven (7) days of the date of the ~~Step II~~ Step I response.

In addition, the following matters shall be submitted directly to Step III: grievances concerning dismissal, suspension, or demotion pursuant to Article 16; class reevaluation appeals pursuant to Article 21; institutional grievances concerning the bargaining unit as a whole or more than one agency.

Said Undersecretary or his/her designated representative shall hold a conference within sixty (60) days of receipt of the grievance and issue a written response within forty-five (45) days of the conference, unless mutually agreed to extend to another date.

Submission of Grievances:

(1) The Union will transmit grievance forms in PDF format to the Office of Labor Relations to a dedicated email address specifically established for this purpose. Each grievance shall be a separate

PDF file. The Office of Labor Relations shall acknowledge receipt of said grievance by responsive mail. This is in lieu of hard-copy physical delivery or USPS delivery.

(2) The Office of Labor Relations shall send the ~~Step III~~Step II conference notice and the ~~Step III~~Step II answers to the Union, to a dedicated email address established for this purpose in PDF format. The Union will acknowledge receipt of such transmission by responsive email. This in lieu of facsimile transmission of conference scheduling notices and USPS transmission of Step III answers.

(3) The Union shall submit grievances that fall under Article 15, Section Six, to arbitration to the same dedicated email address in PDF format. Said transmission shall be directed to the Office of Labor Relations staff person assigned the responsibility of scheduling arbitrations ~~(currently Tatiana Holmes)~~. The Office of Labor Relations shall acknowledge receipt of said arbitration appeal by responsive email. This is in lieu of certified mail, postage prepaid to the Undersecretary for the Office of Labor Relations.

(4) Individuals who file a grievance on their own, by physical delivery of hard copy grievance submission to the Office of Labor Relations, shall not be negatively impacted.

(5) The date of the receipt, of any electronic transmission shall determine whether said submission was timely as required by the contract.

~~Step IV~~Step III. Arbitration.
Within twenty one (21) days after the State's answer is due at Step III or if no conference is held within sixty (60) days, within thirty (30) days after the expiration of the sixty (60) day period, an unresolved grievance may be submitted to arbitration by the Union or by the State, but not by an individual employee(s), except that individual employees may submit to arbitration in cases of dismissal, demotion, or suspension of not less than five (5) working days.

Section Fifteen.
All ~~Step III~~ Step II conferences, arbitrations, and grievance related meetings shall be closed to the press and the public, unless the parties jointly agree to the contrary.

Section Sixteen.
By mutual agreement, a grievance which remains unresolved after ~~Step III~~ Step II may be submitted to a "pre-arbitration mediation process" in which grievances selected shall be mutually acceptable to the parties.

The expenses for the mediator's services shall be shared equally by the parties. Mediation shall take place within fifteen (15) working days after the request of the parties, unless agreed to the contrary by the parties. It is agreed by the parties that this process is not binding upon either party.

In the event that mediation is not successful, the parties agree that if the mediator is also on the arbitration panel, he/she shall be bypassed if he/she would be the next arbitrator in rotation.

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ARTICLE 15A – Reclassification Grievances

Disputes over an employee's job classification (reclassification grievances) shall be subject to the grievance procedure but shall not be arbitrable. Such disputes shall be submitted ~~directly~~ to ~~Step II~~ Step I of the grievance procedure. The second and final step of appeal shall be to a three (3) person panel consisting of personnel officers from two (2) different State agencies, each of which has more than one hundred (100) employees, and one (1) designee of the Union who is experienced in the area of job classification.

Denials at all levels shall provide a concise statement regarding the basis of the denial.

The existing procedures for handling appeal of rejection from admission to examination shall remain in force. The existing procedures for handling disputes over reclassification (including Temporary Service in a Higher Classification) shall remain in force, except as modified below:

Step 1 – The first Step of the reclassification grievance shall be the Commissioner of Administrative Services (DAS), and/or designee or Human Resources Director. The DAS Human Resources Business Partner or Human Resources Director from the Agency in which the grievant is employed, will hold a meeting with the Union, the grievant, and any witnesses. A written response which shall include a brief statement of facts supporting the decision, will be issued within thirty (30) calendar days after the conference is held. Grievance meetings shall include documentation of what witnesses would relate in the form of statements or other offers of proof.

Step 2 (Panel) – An unresolved reclassification grievance may be appealed to the DAS Classification Panel within seven (7) working days of receipt of the Step 1 response or its due date. The Classification Panel shall hold a virtual conference on a date mutually agreed upon by the State and the Union and issue a written response within thirty (30) calendar days of the conference. The Classification Panel shall be comprised of two (2) HR professionals, one of whom shall serve as Chairperson, and one designee from the Union, all of whom shall be experienced in job classification. Time limits for scheduling and response may be extended by agreement of the panel only for good cause. The panel's decision shall be in writing and include a brief statement of facts supporting the decision signed by the Chairperson and shall be binding on the parties provided the decision is consistent with merit system conditions.

1/23/24
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1/23/24
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TENTATIVE AGREEMENT

ARTICLE 17

HOURS OF WORK, WORK SCHEDULES AND OVERTIME

SECTION NINE. OVERTIME.

(e) **Exempt Employees.** During the life of this Agreement, Section 5-245(b)(1) shall be deemed to exempt from overtime all employees being paid above the applicable rate for Grade 20, Step 10, and those unclassified positions which on June 30, 1977 were deemed exempt positions. Notwithstanding the previous sentence, employees in the following classifications shall be eligible for overtime payment upon contract implementation:

~~Executive Secretary 2- Classified~~

Motor Vehicle Central Office Supervisor 2

Office Supervisor

Subject to the operating needs of the agency:

(1) Exempt employees who are required by the State to attend regular and recurrent evening meetings or otherwise to be called out regularly and recurrently to perform work outside the regular scheduled workweek shall be authorized to work a flexible work schedule or to receive compensatory time off; and

(2) Exempt employees who are required by the State to perform extended service outside the normal workweek to complete a project or for other State purpose shall be authorized to receive compensatory time off. In no event shall such time be deemed to accrue in any manner or be the basis for compensation on termination of employment. Employees who are consistently denied compensatory time off under subsection 1 or 2 may grieve up to but not beyond Step III of the grievance procedure.

(f) Overtime pay shall not be pyramided.

(g) When practicable, overtime checks shall be paid no later than the second payroll period following the overtime worked.

FOR THE STATE: Lauren C. Quick DATE: 9/24/25

FOR THE UNION: Heather Joy Ewart DATE: 9/10/25

ARTICLE 17
HOURS OF WORK, WORK SCHEDULES AND OVERTIME

Section Eleven. School Year Calendar Positions. A college, technical high school or university may establish positions that follow the school year calendar ("school year calendar positions"). No employee who currently occupies a year-round position shall be involuntarily placed in a school year calendar position.

The school year work calendar shall commence two (2) days before the first day of the school year and shall conclude five (5) days after the last day of the school year. Incumbents in school year calendar positions shall work Monday through Friday and will only be scheduled to work on the days that school is in session. Incumbents will not be paid during the summer period (from five (5) days after the school year's conclusion through two (2) days before the next school year's start).

(a) The working test period for employees in a school year calendar position shall be in accordance with Article 12, Section Two of this Agreement. Once permanent status is achieved, incumbents in a school year calendar position shall be eligible for future annual increments.

(b) Employees shall not be denied their earned monthly vacation and sick leave accruals when their CTECS School is closed for more than three (3) days in any month due to school breaks, recess, weather closings, and/or professional development days.

(c) Employees shall be eligible to earn the night shift differential as outlined under Article 26, Section 4.

(d) Employees shall be eligible to receive holiday pay if 1) the holiday falls on their regularly scheduled workday, or 2) the employee worked, or used accruals to cover, their scheduled workday on either the day before, or the day after, the holiday. In such instances, the employee will be eligible for holiday pay for the number of hours the employee is normally scheduled to work on the holiday. Work schedules may not be changed for the sole purpose of earning holiday pay.

(e) Vacation and personal leave accruals may only be used during the school year calendar. Vacation and personal leave accruals shall not be utilized during the summer break. Any employee who returns the following school year shall not accrue additional personal leave until the start of the next calendar year.

adamgarelick 2/10/2026

HLR 2/10/2026

In accordance with existing practice, and Article 22, employees in school year calendar positions are eligible to receive health benefits and State service credit (e.g. seniority) for the entire calendar year. However, such employees shall be responsible for paying their portion of the healthcare premium cost share for coverage outside of the school year calendar.

Heather Longo Racicot 2/10/2026

adamgarelick 2/10/2026

ARTICLE 26 – COMPENSATION

Section One.

Effective and retroactive to July 1, 2025, and upon legislative approval, the base annual salary shall be increased by two and one-half percent (2.5%) for those who are active employees and in the bargaining unit, at the time of legislative ratification.

Effective July 1, 2026, the base annual salary for all employees shall be increased by two and one half percent (2.50%) for those who are active employees and in the bargaining unit. This will be paid in the payroll that includes this date.

Effective July 1, 2027, the base annual salary for all employees shall be increased by two and one half percent (2.5%) for those who are active employees and in the bargaining unit. This will be paid in the payroll that includes this date.

Wage Reopener for 2028-2029 (effective date July 1, 2028). Either party, by a notice in writing no sooner than January 1, 2028, may reopen Article 26 (Compensation), Section 1, (General Wage Increase) and Section 2, (Increment and Lump Sum) only. During any "reopener" contemplated under this provision, only sections one and two of Article 26 (Compensation) shall be open and all other provisions shall remain in full force and effect.

Section Two. Retroactive to July 1, 2025, and upon legislative approval, the annual increment shall be paid for those who are active employees and in the bargaining unit, at the time of legislative ratification

The annual increments for 2026-2027 and 2027-2028 contract years shall be paid on time for active employees who are in the bargaining unit.

Effective July 1, 2026, employees at the maximum step of the salary plan shall be eligible for a lump sum payment of one thousand two hundred dollars ($1,200) for active employees who are in the bargaining unit. The payment shall be made as of the date the increment would have applied (e.g. January 1 or July 1) and may be denied for a "less than good" rating.

Effective July 1, 2027, employees at the maximum step of the salary plan shall be eligible for a lump sum payment of one thousand two hundred dollars ($1,200) for active employees who are in the bargaining unit. The payment shall be made as of the date the increment would have applied (e.g. January 1 or July 1) and may be denied for a "less than good" rating.

Wage Reopener for 2028-2029 (effective date July 1, 2028). Either party, by a notice in writing no sooner than January 1, 2028, may reopen Article 26 (Compensation), Section 1, (General Wage Increase) and Section 2, (Increment and Lump Sum) only. During any "reopener" contemplated under this provision, only sections one and two of Article 26 (Compensation), shall be open and all other provisions shall remain in full force and effect.

Section Three. (a) Employees shall continue to be eligible for longevity payments for the life of the contract in accordance with existing practice, except as provided otherwise in this agreement. The longevity schedule in effect on June 30, 2002, shall remain unchanged in dollar amounts for the life of this Agreement and is appended hereto.

(b) Effective and retroactive to July 1, 2025, longevity shall be paid upon legislative approval for those who are an active employee and in the bargaining unit. Longevity payments will be paid on a semi-annual basis for each year of the agreement.

1/22/26

STATE Date

Heather Longo Racicot 1/22/26

NP-3 Date

TENTATIVE AGREEMENT

Article 26

Compensation

Section Thirteen. On-call/Standby Pay.

Volunteers will be solicited for on-call/standby assignments. If there are no available volunteers then employees will be ~~For those employees who are~~, by managerial direction **or their designee**, obligated to (1) be available for service, (2) standby for a call, or (3) carry a response device to provide immediate response or coverage, the sum of two dollars ($2.00) per hour shall be paid for each hour so assigned. Notwithstanding the duration of any on-call/standby assignment, such compensation shall not exceed two hundred dollars ($200.00) per employee per week.

FOR THE STATE: _____ **FOR THE UNION:** _____

DATE: 11.10.25 **DATE:** 11-10-25

ARTICLE 26 – COMPENSATION

NEW:

Section Fourteen. UCHC CMU Unit. The Agency shall continue the established stipend to bargaining unit employees working in the CMU unit responsible for the monitoring of the heart/cardiac monitors for patients that currently exists.

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ARTICLE 29
HOLIDAYS

Section One. For the purposes 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, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day. If a holiday falls on Saturday or Sunday, it shall be considered celebrated on the day off granted in lieu thereof.

For employees at the Department of Motor Vehicles branch offices, DMV shall continue the existing practices regarding work schedules in the weeks when the above listed holidays fall on a Monday or Thursday.

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

Section Three. Premium Holidays. (a) Premium holidays are as follows: New Year's Day, Memorial Day, Independence Day, Labor Day, Thanksgiving Day, and Christmas Day.

Effective upon contract implementation, in continuous operations, New Year's Day, Independence Day and Christmas shall be celebrated on January 1, July 4 and December 25 respectively, even if these holidays fall on Saturday or Sunday.

(b) An employee who is required to work on a premium holiday shall be paid at the rate of time and one-half for all hours actually worked on the premium holiday. In addition, the employee shall receive either: a compensatory day off OR his/her regular daily rate of pay in lieu of the compensatory day. In deciding whether to grant the compensatory day or pay the employee, the Employer shall take into account the desires of the employee.

(c) For purposes of this Article, premium pay shall be made for those shifts where the majority of hours fall on the premium holiday. In no event will a facility be required to make payment for more than a twenty-four (24) hour period.

Section Four. Non-Premium Holidays. (a) Non-premium holidays are those not designated as premium holidays.

(b) A full-time employee who is required to work on a non-premium holiday as part of his/her regular schedule shall receive his/her regular pay for the day worked and shall receive a compensatory day off in lieu of the holiday. In such event, the Employer may pay the employee his/her regular daily rate of pay in lieu of the compensatory day. In making the determination, the Employer shall take into account the desires of the employee.

(c) At higher educational institutions or other agencies that designate a nonpremium holiday as a regularly scheduled workday, employees would be required to work on said day and would receive a compensatory day off in lieu thereof. The agency may designate another workday as the compensatory day off provided that the day is common for all affected bargaining unit employees and that the Union and the agency agree on the common date.

Section Five. Overtime - Call-in on a Holiday. (a) 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

4-28-25
4-28-25

employee is required to work on a holiday, he/she shall receive overtime pay at the applicable rate for the hours worked on the holiday, in addition to the regular holiday pay for the day.

(b) Each full-time permanent employee whose job requires him/her to work on a holiday and who is called in or required to work on a holiday falling on a regular scheduled day off shall receive overtime pay at the applicable rate in addition to the compensatory day off in lieu of such holiday.

(c) When a full-time employee is pre-scheduled to work a portion of his/her regular schedule on a holiday, the employee shall receive the day of holiday pay and shall receive compensatory time or overtime pay at the applicable rate for the hours worked on the holiday. In deciding whether to grant compensatory time or pay to the employee, the Employer shall take into account the desires of the employee.

Section Six. Part-Time Employees. (a) A part-time employee shall receive holiday pay when a holiday falls on his/her regular workday and he/she shall be paid for the hours normally scheduled on that day, up to a maximum of eight (8) hours.

For part-time employees in the Department of Motor Vehicles, the eligibility for holiday pay shall be based upon the workday and/or portion of the workday that is designated by the DMV as the celebrated holiday for the full-time employees.

A part-time employee who is normally scheduled to work certain days of the week shall not have his/her scheduled workdays changed during weeks containing holidays in order to avoid the payment of holiday pay.

(b) A part-time employee required to work on a holiday shall receive compensatory time for the hours worked on the holiday, in addition to any holiday pay to which he/she may be entitled.

FOR THE STATE: _____ FOR THE UNION: _____

DATE: 4.28.25 DATE: 4-28-25

ARTICLE 30

VACATIONS AND PERSONAL LEAVE

Section One. Seniority as defined in Article 13, Section Seven, including war service as provided in Article 13, shall be used to determine years of service for vacation accrual eligibility.

Section Two. Employees who were on the State payroll as of June 30, 1977 shall accrue one and one-quarter (1-1/4) vacation days or the equivalent per month, except that employees who have completed twenty (20) years of service shall earn paid vacation credits at the rate of one and two-thirds (1-2/3) work days or the equivalent for each completed calendar month of service. For employees hired on or after 7/1/77, the following vacation leave shall apply:

zero to five (0-5) years, one (1) day per month;

over five (5) and under twenty (20) years, one and one-quarter (1-1/4) days per month;

over twenty (20) years, one and two thirds (1-2/3) days per month.

Section Three. (a) Each employee shall accrue vacation for each completed calendar month of continuous service, provided that:

(1) such leave starts to accrue 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 on less than a full-time basis shall be granted leave in proportion to the amount of time worked as recorded in the attendance leave records. For such employees, the accrual rate will be based on the number of calendar years of service;

(3) vacation leave shall not accrue for any calendar month in which the employee is on leave of absence without pay an aggregate of more than five (5) working days;

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(4) vacation 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.

~~(b) An employee shall be eligible to use accrued vacation upon completion of six (6) calendar months of continuous service, subject to the approval of his/her appointing authority.~~

Full-time employees appointed to permanent positions, but within their initial working test periods, are eligible to request and be granted vacation leave. Use of vacation leave during the initial working test period extends the end date of the working test period accordingly.

(c) A holiday or a day granted by statute in lieu thereof occurring during the vacation of an employee shall be recorded as a holiday, and not as a day of vacation. When a full day off is granted by act of the Governor, an employee on vacation shall not have the day charged as vacation.

(d) Any employee who has completed six (6) months of continuous service and who leaves State service shall receive a lump sum payment for accrued vacation.

(e) Employees are encouraged to use vacation credits in full days, but may use them in minimum units of one (1) hour.

(f) Non-essential employees on vacation for less than a week shall not be charged a vacation day if the state is closed during the employee's normal work shift. Non-essential employees scheduled out of the office on leave for a week shall be charged for such leave if the state is closed during such time.

Section Four. No employee will carry over more than ten (10) days of vacation leave to the next year, provided however, that in exceptional circumstances agency permission may be granted to carry over more than ten (10) days. Such permission shall not be unreasonably denied.

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 sixty (60) days.

NBK 9/10/25
TCS 9/24/25

Section Five. In the event that more employees request the same vacation time off than can be reasonably spared for operating reasons, vacation time off will be granted based upon seniority as defined in Article 13.

Once vacation schedules are posted, or a vacation is approved, there will be no bumping on the basis of seniority. The Employer will not change scheduled vacations except in the case of emergency.

Section Six. Advance Vacation Pay. Upon written request to the agency, no later than four (4) weeks prior to the commencement of a scheduled vacation period, an employee shall receive such earned and accrued pay for vacation time as he/she may request, such payment to be made prior to the commencement of the employee's vacation period. Such advance shall be for the period of not less than one (1) pay week.

Section Seven. In addition to annual vacation, each full-time permanent employee ~~who has completed six (6) months of continuous service shall have three (3) days of personal leave of absence with pay in each calendar year. Personal leave days not taken in a calendar year shall not be accumulated.~~ and each full-time employee appointed to a permanent position, but within the initial working test period, in the State service three (3) days of personal leave of absence with pay in each calendar year. For full-time employees appointed to permanent positions, but within their initial working test periods, who begin employment on or after July 1st of the calendar year, the number of personal leave days shall be prorated during the employee's first calendar year of employment. Such proration shall be based on the number of full calendar months remaining in the calendar year after such employee began employment divided by six (6). Use of personal leave during the initial working test period extends the end date of the working test period accordingly.

FOR THE STATE: _____ DATE: 9/24/25

FOR THE UNION: _____ DATE: 9/10/25

ARTICLE 31 - SICK LEAVE

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 three (3) working days leave with pay shall be granted. Immediate family means spouse, father, mother, sister, brother, or child, and also any relative who is domiciled in the employee's household;

(c) in the event of critical illness or severe injury to a member of the immediate family creating an emergency, provided that not more than ten (10) days of sick leave per calendar year shall be granted therefore; and the definition of immediate family for this subsection only shall include grandparents;

(d) for going to, attending, and returning from funerals of persons other than members of the immediate family, if permission is requested and approved in advance by the appointing authority and provided that not more than three (3) days of sick leave per calendar year shall be granted therefor.

(e) an employee that has exhausted sick leave accruals may be granted the ability to supplement the above with vacation leave accruals, upon a written, timely request and an acceptable medical certificate as described in Section Five, below.

1/23/24
STATE Date

1-23-24
NP-3 Date

TENTATIVE AGREEMENT

ARTICLE 31

Sick leave

Section Ten. Donation of Vacation Leave. This is to confirm the parties' understanding reached in negotiations that from time-to-time, on an as needed basis, bargaining unit members may donate their accrued vacation, personal leave and/or sick leave to a fellow bargaining unit member who is suffering from a long term or terminal illness or disability and who has at least three six (3) ~~(6)~~ months of State service ~~and has achieved permanent status~~ and has exhausted his/her own accrued paid time off. Such donation may occur between different employing agencies. No employee may donate more than ten ~~five~~ (10) ~~(5)~~ days of sick leave in a calendar year.

Said benefit shall be subject to review and approval by the Undersecretary for the Office of Labor Relations and shall be applied in accordance with uniform guidelines as may be developed by such Undersecretary. As provided in those guidelines, the donation shall be made only in minimum units of one day (or the equivalent hours), which shall be the length of the standard work day (e.g. 8 hours).

FOR THE STATE: _____ DATE: 9/24/25

FOR THE UNION: _____ DATE: 9/10/25

TENTATIVE AGREEMENT

ARTICLE 43

CONNECTICUT STATE POLICE DISPATCHERS

Section Five. Vacancies and Transfers for State Police Lead Dispatchers and State Police Dispatchers.

Section Five. Vacancies and Transfers for State Police Lead Dispatchers and State Police Dispatchers.

For the purpose of this section (Article 43, Section 5) only, seniority for time off and transfers shall be defined as an employee's length of continuous service within the agency (DESPP). An employee's seniority shall not accrue during any period of unpaid leave. In lieu of establishing and maintaining a transfer list for permanent dispatchers, vacancies will be handled in accordance with the current practice of allowing permanent dispatchers at the work location of the vacancy to bid by seniority for the vacant shift. Any resulting vacant shift shall be posted via teletype for not less than one week and any permanent dispatcher at any CSP work location may bid by seniority. Any resulting vacancies shall be handled in this manner (intra-location bidding for shift followed by inter-location posting for resulting vacancy) until such time as either no eligible dispatchers bid for a vacancy or the vacancy has been posted for inter-agency bidding a maximum of three (3) times, after which DESPP may post the position to the general public. Based on operational needs of the agency, inter-location transfer might not be effectuated until such time as the final vacancy is filled with a new hire and the new hire has completed training and been assigned to a work location.

Other opportunities for transfer will be posted via teletype and will be filled by seniority.

For the purpose of the above (filling vacancies and transfer opportunities), in addition to seniority, the following will also be taken into consideration: any imposed or pending discipline within the prior twenty-four (24) months, the last two (2) annual service ratings and attendance records for the prior twenty (24) months. An employee must hold permanent status in his/her classification for at least one (1) year and not be in a working test period or trainee classification, in order to apply for either a vacancy or transfer opportunity.

HPR 11-10-25
BA 11-10-25

~~For the purpose of this section (Article 13, Section 5) only, seniority shall be defined as an employee's length of continuous service within the agency (DESPP). An employee's seniority shall not accrue during any period of unpaid leave.~~ In the case of a tie in seniority, DESPP shall notify the Union, and within twenty-four (24) hours of said notification, (unless the parties mutually agree to an extension), a Union representative and said employee shall meet with DESPP Labor Relations in order to draw name(s) out of a hat. If an employee requests to be present, they shall not delay the process and if they can't attend, the employee will let the Union Representative proceed without them. This is not subject to the grievance and arbitration procedure.

The Union and the Agency recognize there are situations when a change in work surroundings of a particular dispatcher is in the best in the best interest of all parties. Where such situations are present, the Agency or Union shall apprise the other. With the agreement of the Council 4 Representative and the Agency Labor Relations official, the transfer will be permitted.

FOR THE STATE: [signature] FOR THE UNION: Heather Bryson Lamont

DATE: 11-10-25 DATE: 11-10-25

SUPERSEDENCE APPENDIX - NP-3

(EFFECTIVE JULY 1, 2025 TO JUNE 30, 2029)

CONTRACT PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Service Ratings - Other Categories	Article 10	C.G.S. § 5-237
Tuition and Conference Funds	Article 11A	C.G.S. § 4-87 C.G.S. § 4-89 C.G.S. § 5-200(k) C.G.S. § 5-200(m)
Grievance Procedure	Article 15	C.G.S. § 5-201 C.G.S. § 5-202 C.G.S. § 5-271(e)
Reclassification Grievances	Article 15A	C.G.S. § 5-200b
Hours of Work, Work Schedules and Overtime	Article 17	C.G.S. § 5-238 C.G.S. § 5-245 Reg § 5-238–1(a) Reg § 5-238-2 (a)(b)(c) Reg § 5-238-3 Reg § 5-238-4, Reg § 5-238-5 C.G.S. § 5-248i
Hours of Work, Work Schedules and Overtime-School Calendar Positions	Article 17	Reg. § 5-245
Compensation	Article 26	C.G.S. § 5-200(k) C.G.S. § 5-200(m)
Compensation - CMU	Article 26	C.G.S. § 5-200(k) C.G.S. § 5-200(m)
Compensation On call	Article 26	C.G.S. § 5-200(k) C.G.S. § 5-200(m)
Holidays	Article 29	C.G.S. § 5-254
Vacations and Personal Leave	Article 30	C.G.S. § 5-250 Regulation §§ 5- 250-1 through 5-250-7
Sick Leave Donation of Time	Article 31	C.G.S. § 5-247 Reg § 5-247-4
Sick Leave	Article 31	C.G.S. § 5-247 Reg § 5-247-4

NOTE: The above does not include supersedence appendices from prior or current contract periods. Although not reprinted herein such remain applicable.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated February 11, 2026

Bargaining Unit: Administrative Clerical (NP-3)
Period of Contract: July 1, 2025 through June 30, 2029

Number of Full Time Employees:

All Funds	2,387
General Fund	1,287

Total Annual Wages (26 pay periods) All Funds: $170,565,514
Total Value of Fringe Benefits:

Annualized Basis (26 Pay Periods for All Years)

Average Full Time All Funds:	Percent Increase				
	Salary	Gen'l Wage Increase	AI's & Lump Sums	Other	Total
Prior to New Contract:	$71,456				
1st Year Contract: 2025-2026	$73,837	2.40%	0.92%	0.01%	3.33%
2nd Year Contract: 2026-2027	$77,105	5.01%	2.77%	0.13%	7.91%
3rd Year Contract: 2027-2028	$80,362	7.72%	4.59%	0.15%	12.46%
4th Year Contract: 2028-2029	$81,072	7.83%	5.47%	0.15%	13.46%

FULL-TIME COMPENSATION SUMMARY

				Financial Impact		
All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	4th Year 2028-29	Annualized
Total Wages and Related Items	$170,565,514	$5,683,319	$13,484,007	$21,258,282	$22,953,409	$22,953,409
Fringe Benefits						
Value of Current Items		$752,849	$1,789,328	$2,820,974	$3,045,917	$3,045,917
TOTAL WAGES AND BENEFITS	$170,565,514	$6,436,168	$15,273,335	$24,079,256	$25,999,326	$25,999,326

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated February 11, 2026

		All Funds Requirement - 26 pay periods				
		2025-2026	2026-2027	2027-2028	2028-2029	Annualized
Fiscal Year 2025-2026						
(1) 2026 2.5% GWI Effective 7/1/2025		$4,100,133	$4,264,138	$4,264,138	$4,264,138	$4,264,138
(2) 2026 AI		$1,573,186	$3,139,646	$3,139,646	$3,139,646	$3,139,646
(3) Parking for UCONN Employees		$10,000	$10,000			
SUBTOTAL AGREEMENT ITEMS - 1st YEAR		$5,683,319	$7,403,784	$7,403,784	$7,403,784	$7,403,784
Fiscal Year 2026-2027						
(1) 2027 2.5% GWI Effective 7/1/2026			$4,278,108	$4,449,232	$4,449,232	$4,449,232
(2) 2027 AI			$1,583,115	$3,159,108	$3,159,108	$3,159,108
(3) Increase Lump Sum at Max to $1,200			$219,000	$263,200	$263,200	$263,200
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$6,080,223	$7,871,540	$7,871,540	$7,871,540
Fiscal Year 2027-2028						
(1) 2028 2.5% GWI Effective 7/1/2027				$4,461,001	$4,639,441	$4,639,441
(2) 2028 AI				$1,521,957	$3,038,644	$3,038,644
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR				$5,982,958	$7,678,085	$7,678,085
TOTAL CONTRACT ITEMS - ALL FUNDS		$5,683,319	$13,484,007	$21,258,282	$22,953,409	$22,953,409
Total Wages		$5,673,319	$13,484,007	$21,258,282	$22,953,409	$22,953,409
FRINGE ANALYSIS						
Social Security 6.2%	6.20%	$351,746	$836,008	$1,318,013	$1,423,111	$1,423,111
Medicare 1.45%	1.45%	$82,263	$195,518	$308,245	$332,824	$332,824
Unemployment 0.12%	0.26%	$14,751	$35,058	$55,272	$59,679	$59,679
SERS Normal Cost	3.98%	$225,798	$536,663	$846,080	$913,546	$913,546
OPEB	1.38%	$78,292	$186,079	$293,364	$316,757	$316,757
TOTAL FRINGE	13.3%	$752,849	$1,789,328	$2,820,974	$3,045,917	$3,045,917
TOTAL COST OF CONTRACT - ALL FUNDS		$6,436,168	$15,273,335	$24,079,256	$25,999,326	$25,999,326

Full Tentative Agreement Between the State of Connecticut
and
the NP4 (Dept. of Correction) Bargaining Unit

- **Year 1: 2.5% GWI + Step Retroactive to July 1, 2025**
- **Year 2: 2.5% GWI + Step**
  - Parole "on call" stipend ($1200 annually in the month of July)
  - Parole Officers assigned to PCS convert to straight eight (8) hour workday without lunch break and with the expectation to be available during all hours of the 8-hour shift
  - All new Maintenance positions shall be established at a forty (40) hour work week
- **Year 3: 2.5% GWI + Step for all bargaining unit classifications. The classification of Correction Officer moves from CO7 to CO8 (prior to the 2.5%)**
  - All existing Maintenance positions shall be converted to a forty (40) hour work week
  - July 1, 2027, Correction Officers in the CO-7 pay plan shall be adjusted to the CO-8 pay plan using the round-up method prior to any step movement. All step movements for Correctional Officers shall be deferred in Year Three (3) of the agreement, with the deferred step applied in Year Four (4).
- **Year 4: Reopener (GWI + Step)***
  - The Correctional Officer Classification shall receive the deferred year three (3) Step (on the CO8 pay scale)
  - * The Year Four (4) wage reopener applicable to Correctional Officers shall be strictly limited to a General Wage Increase (GWI) only. No additional step movement (outside of the deferred year three (3) step) or adjustments shall occur in Year Four (4) for the Correctional Officers.

- TAs that have already been signed are included, all other proposals withdrawn unless by mutual agreement.

For the State

Erice Peterson

1/23/26

For the Union

Council 4

Local 387

Local 6912

Local 1565

01.23.2026

THE STATE OF CONNECTICUT
Department of Correction
And
AFSCME, AFL-CIO
LOCALS 1565, 391 and 387 OF COUNCIL #4

The State of Connecticut Department of Correction (DOC) and the NP-4 Bargaining Unit (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 7
UNION RIGHTS

Section 1. Access to Information. The Employer agrees to provide the Union, upon request and adequate notice, access to materials and information necessary for the Union to fulfill its statutory responsibility to administer this Agreement. The Union shall communicate in writing the reason for requesting the material needed. The Union will not be charged for infrequent and/or reasonable copying expenses, however, the Union shall reimburse the State for the expense and time spent photo copying such information and otherwise as permitted under the State Freedom of Information Law. The Union shall not have access to privileged or confidential information. **Requests for information shall be processed in a reasonable amount of time. Requests for information regarding disciplinary separation of an employee shall be provided at least ten (10) days prior to the scheduled Step III of the grievance process.**

-AND-

Section 3. Posting of Vacancies. Agency bargaining unit vacancies, including promotions, shall be posted **virtually** at least ten (10) calendar days prior to the closing date of the position.

Roll Call Memoranda. The Agency will disseminate roll call memoranda for internal promotional job opportunities within NP-4 job classifications that are posted virtually as well as lateral transfer opportunities and job opportunities within NP-4 that are not otherwise posted virtually, including but not limited to, K-9 officer, EAU officer, investigative units, and facility 5x2 postings. The Agency shall announce at roll call the available opportunities for a period of seven (7) calendar days.

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

For the State

6/10/2025
Date

For Council 4

For Local 387

For Local 391

For Local 1565

06.10.2025
Date

THE STATE OF CONNECTICUT
Department of Correction
And
AFSCME, AFL-CIO
LOCALS 1565, 391 and 387 OF COUNCIL #4

The State of Connecticut Department of Correction (DOC) and the NP-4 Bargaining Unit (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 12
GRIEVANCE PROCEDURE

Section 2. Grievance Form. Grievances shall be filed on mutually agreed forms which specify:

a) the facts,
b) the issue,
c) the date of the violation alleged,
d) the specific controlling contract provision,
e) the remedy or relief sought
f) the date of the initial filing of the grievance.

-AND-

Section 10. Arbitration Rules. Whichever forum a grievance is filed and/or processed in according to section 9A. or 9B. above, the following shall apply:

1) **Arbitrator's Authority.** The arbitrator shall have no power to add to, subtract from, alter, or modify this Agreement, nor to grant to either party matters which were not obtained in the bargaining process, nor to impose any remedy or right of relief for any period of time prior to the effective date of the Agreement, nor to grant pay retroactively for more than ~~thirty (30)~~ **forty-five (45)** calendar days prior to the date a grievance was submitted at Step I.

2) **Decision Final and Binding.** The arbitrator's decision shall be final and binding on the parties in accordance with Connecticut General Statutes Sections 52-418, provided, however, neither the submission of questions of arbitrability to any arbitrator in the first instance nor any voluntary submission shall be deemed to diminish the scope of judicial review over arbitral awards, including awards on arbitrability. **The arbitrator shall render his/her decision in writing no later than thirty (30) calendar days following the close of the record; the parties agree that the close of the record is the date of receipt of briefs by the arbitrator or closing statements for the purposes herein. The arbitrator may request an extension of fifteen (15) additional days**

should there be limitations beyond the arbitrator's control or due to the complexity of the instant case. Said extension will be granted upon mutual agreement of the Union and the State.

3) **Grievance Subjects.** 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 working test period;
b) reduction in force decision, except for order of layoff;
c) classification and pay grade for newly created jobs, provided however, this clause shall neither enlarge nor diminish the Union's right to negotiate on pay grades;
d) compliance with health and safety standards and COSHA;
e) appeal of rejection from admission to an examination;
f) any grievance processed in accordance with the procedures in effect at the time the grievance arose;
g) disputes over claimed unlawful discrimination shall be subject to the grievance procedure but shall not be arbitrable if a complaint is filed with the Commission on Human Rights and Opportunities arising from the same common nucleus of operative fact.
h) non-disciplinary termination of employees shall be subject to the grievance procedure but shall not be arbitrable.

4) – 6) *No Change*

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

For the State

6/10/2025
Date

For Council 4

For Local 387

For Local 391

For Local 1565

26.10.2025
Date

THE STATE OF CONNECTICUT
Department of Correction
And
AFSCME, AFL-CIO
LOCALS 1565, 391 and 387 OF COUNCIL #4

The State of Connecticut Department of Correction (DOC) and the NP-4 Bargaining Unit (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 13
DISMISSAL, SUSPENSION, DEMOTION OR OTHER DISCIPLINE

Section 7. Leave for Investigations. An appointing authority may, pending an investigation of alleged action that constitutes grounds for dismissal (including disposition of a criminal charge against the employee), place the employee on an administrative leave of absence in accordance with Regulation 5-240-5a. The appointing authority may reassign the employee to an alternative assignment during the investigation, where practicable. **A Member who is reassigned to an alternate assignment or transferred to another facility pending an investigation, shall retain their shift.** The provisions of this Section shall not preclude an employee from electing to be placed on an unpaid leave of absence and drawing accrued time, except sick leave.

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

For the State

05 - 13 - 2025
Date

For Council 4

For Local 387

For Local 391

For Local 1565

05.13.2025
Date

THE STATE OF CONNECTICUT
Department of Correction
And
AFSCME, AFL-CIO
LOCALS 1565, 391 and 387 OF COUNCIL #4

The State of Connecticut Department of Correction (DOC) and the NP-4 Bargaining Unit (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 14
HOURS OF WORK AND WORK SCHEDULES

Section 4. Non-Continuous Operations. Employees in operations which are not continuous operations as listed in this Article shall work five (5) seven (7) hour and fifteen (15) minute days with two (2) consecutive days off in each seven (7) day period. Employees who are assigned to work in an institution are required to be available to supervise inmates, if necessary, during their meal periods. Such time shall be counted as work time.

Non-Continuous Maintenance Operations;

Effective on or about July 1, 2026, all newly hired Maintenance employees hired into a Correctional Maintenance classification shall work a forty (40) hour work five (5) eight (8) hour days with two (2) consecutive days off in each seven (7) day period.

Effective July 1, 2027, all remaining Maintenance employees working in a Correctional Maintenance classification shall work a forty (40) hour work five (5) eight (8) hour days with two (2) consecutive days off in each seven (7) day period.

CLP

ARTICLE 17
COMPENSATION

Section 1. Salaries.

A. **General Increases.** Employees shall receive pay increases as follows:

1) Effective and retroactive to July 1, **2025**, and upon legislative approval, the base annual salary shall be increased by two and one- half percent (2.5%) for those who are active employees and in the bargaining unit.

2) Effective July 1, **2026**, the base annual salary for all NP-4 bargaining unit employees shall be increased by two and one- half percent (2.5%).

3) Effective July 1, **2027**, the base annual salary for all NP-4 bargaining unit employees shall be increased by two and one- half percent (2.5%).

Wage Reopener for **2028-2029** (for effective date July 1, **2028**). Either party, by a notice in writing no sooner than **September 1, 2027**, may reopen Article 17 (Compensation), Section 1A, (General Increases) and Section 2, (Annual Increments) only. During any "opener" contemplated under this provision, only **Section 1. A and Section 2** of Article 17 (Compensation), shall be open and all other provisions shall remain in full force and effect. **The wage reopener applicable to Correctional Officers shall be strictly limited to a General Wage Increase (GWI) only.**

B. **Trainee Rate.** The hiring rate for Correction Officer Trainees, (Cadets) shall be ten (10%) percent below Step 1 of the salary grade for Correction Officer. In the first full pay period following completion of the tenth week of the initial probationary period such Trainee's salary will be adjusted to Step 1 of the salary grade for Correction Officer.

Section 2. Annual Increments

1) Retroactive to July 1, **2025** and upon legislative approval, the annual increment shall be paid for those who are an active employees and in the bargaining unit and in accordance with the existing practice except as specifically varied by the contract.

Retroactive to July 1, **2025** and upon legislative approval, employees at the top step of the pay scale shall be eligible for a $900 lump sum payment. The payment shall be made as of the date the increment would have applied, shall be paid upon legislative approval for those who are an active employee and in the bargaining unit.

CLP

2) Employees will continue to be eligible for and receive annual increments and lump sum payments in accordance with the existing practice for contract year **2026-2027**, except as specifically varied by the contract. Employees at the top step of the pay scale shall receive a $900 lump sum payment, which shall be effective on the date that the employee's annual increment would have applied, except as specifically varied by the contract.

3) Employees will continue to be eligible for and receive annual increments and lump sum payments in accordance with the existing practice for contract year **2027-2028**, except as specifically varied by the contract. Employees at the top step of the pay scale shall receive a $900 lump sum payment, which shall be effective on the date that the employee's annual increment would have applied, except as specifically varied by the contract. **Employees who are moving From CO-7 to CO-8 shall have their annual increment deferred from the 2027-2028 contract year and have it applied in the 2028-2029 contract year.**

ARTICLE 21
HOLIDAYS

Section 7. Accrued Time. Any compensatory (T.O.) time accrued at the time of any employee's separation from **the NP-4 Bargaining Unit** ~~State service~~ shall be paid off to the employee at the applicable rate in effect at the time of such service separation. Employees who are assigned to work schedules which contain daily tours of eight (8) hours and fifteen (15) minutes shall, upon separation **from the NP-4 Bargaining Unit** ~~or retirement from state service~~, have accrued compensatory (T.O.) time pay computed based on a standard eight (8) hour and fifteen (15) minute work day. **Employees who promote into the NP-8 bargaining unit shall have the option to carry over their T.O. days upon entering the NP-8 bargaining unit.**

CLP

ARTICLE 35
PAROLE AND COMMUNITY SERVICES
BOARD OF PARDONS AND PAROLE

Section 12. Workweek. Parole Officers and Board of Pardons and Paroles employees shall work a forty (40) hour unscheduled work week consisting of five (5) consecutive eight-hour days Monday through Friday except as modified above. The workday must begin between 8am and 10am for PCS and 7am and 9am for BOPP except that a supervisor may pre-approve an earlier or later start time. Employees may elect either a thirty (30) or forty-five (45) minute lunch period. **Parole Officers assigned to PCS will not be provided the lunch break listed above as they work a straight eight (8) hour workday, and as such, shall be available to respond during all hours of their workday.**

Section 15. On Call Pay. Parole Officers (PCS and BOPP) who are expected to answer their phone/text after their normal work hours shall receive an annual stipend of twelve hundred dollars ($1200) in the month of July.

Eric Peterson
For the State

3/9/2026
Date

For Council 4

03.06.2026
Date

THE STATE OF CONNECTICUT
Department of Correction
And
AFSCME, AFL-CIO
LOCALS 1565, 391 and 387 OF COUNCIL #4

The State of Connecticut Department of Correction (DOC) and the NP-4 Bargaining Unit (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 14
HOURS OF WORK AND WORK SCHEDULES

Section 2. Continuous Operations. **The State Maintains their outstanding Article 14 Section 2. Proposal here.*

Continuous Operations:
Food Service Supervisor I, II, III (except the York CI production kitchen and facility leads)
Correction Officer
~~Correction Officer Aide where need exists~~
~~Correctional Medical Attendant to maintain around the clock coverage~~
~~Correctional Treatment Officer, where appropriate~~
Correctional Stationary Engineer
Federal Grant Participants, where appropriate
Correctional Services Aides, where appropriate

It is recognized that a number of positions have been in existence many years as exceptions to the continuous operations described above. These five (5) day posts will continue to be recognized, as will any such positions that may be subsequently identified by the appointing authority. The parties agree that the Department of Correction may establish up to a maximum of five hundred (500) total 5-day on, 2-day off (continuous operation 5 and 2 post) positions. Such positions will have regularly scheduled days off of Saturday and Sunday. The Department of Correction may schedule employees in these positions to work an occasional single weekend day. **Annual continuous operation position selection for 5 day on 2 day off posts shall be made prior to annual vacation approval.**

Section 3. Changes in Schedules. Insofar as possible, changes in work schedules will be made with a minimum of two (2) weeks' notice to the employee affected by a work schedule change, except when changes are necessary due to emergency situations, in accordance with present practice. **Notwithstanding the above, employee(s) are precluded from changing work schedules within two (2) weeks of their retirement.**

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

For the State

6/10/2025
Date

For Council 4

For Local 387

For Local 391

For Local 1565

06.10.2025
Date

THE STATE OF CONNECTICUT
Department of Correction
And
AFSCME, AFL-CIO
LOCALS 1565, 391 and 387 OF COUNCIL #4

The State of Connecticut Department of Correction (DOC) and the NP-4 Bargaining Unit (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 15
OVERTIME

Section 2. Voluntary Overtime Distribution **The State Maintains their outstanding Article 15 Section 2. Proposal here.*

C. Zero Hours at Each Quarter. At the beginning of each quarter, all employees who opt to sign up for the quarterly overtime list will begin the quarter with zero (0) hours and said list shall be generated in the order of seniority. A total number of hours per employee will be kept for the fiscal year by the employer and will be available for review by the Union each quarter. When all hours are equal, seniority shall be the determining factor in hiring. **Once an employee makes their election to sign up for quarterly overtime, that selection shall remain in effect each quarter thereafter unless the employee changes their election in writing.**

D. Transferred/Returning Employees. Employees transferring into a facility during a quarter will be permitted, upon request, to have their names added to the quarterly overtime list and will be credited with the highest number of hours attained by any employee on the list. Probationary employees will be placed on the list, if requested, upon completion of probation under the same conditions as a transfer.

Employees returning from a temporary service higher class assignment during a quarter, upon reassignment to their former position, shall be considered as a transferred employee for overtime purposes.

Employees returning from Workers' Compensation, **Administrative Leave, Military Leave** and/or FMLA in a new quarter shall be placed on the overtime list at his/her request at zero (0) hours.

~~Employees returning from Administrative Leave and/or FMLA in a new quarter shall be placed on the overtime list at his/her request at zero (0) hours.~~

Employees Administratively transferred into another facility and Employees Administratively transferred back to their facility in a new quarter shall be placed on the overtime list at his/her overtime hours listed at the time of said transfer.

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

For the State

05 - 13 - 2025
Date

For Council 4

For Local 387

For Local 391

For Local 1565

05.13.2025
Date

THE STATE OF CONNECTICUT
Department of Correction
And
AFSCME, AFL-CIO
LOCALS 1565, 391 and 387 OF COUNCIL #4

The State of Connecticut Department of Correction (DOC) and the NP-4 Bargaining Unit (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 15
OVERTIME

Section 1. Rate of Pay. *No Change*

Section 2. Voluntary Overtime Distribution. *No Change*

~~A. **"Equalization" System.** All overtime work, including overtime holdovers caused by short notice of absence, shall be distributed equally, to the extent practicable, to employees within the same job class at each institution, regardless of shift who have volunteered for such overtime. Equalization shall be accomplished annually, subject to quarterly review of the overtime list by both parties. Employees who refuse overtime, shall only be "charged" the number of hours offered in said overtime.~~

~~For the purpose of equalization, overtime work refusal shall be treated as overtime worked. Three (3) separate instances of an unanswered phone on three (3) separate days shall count as one (1) refusal, and six (6) refusals within a quarter shall remove an employee from the overtime list for the balance of the quarter. At the beginning of each quarter, employees seeking overtime shall sign up for the overtime list and those employees who do not sign for the quarter but subsequently sign for future quarters or employees removed for six (6) refusals shall be credited with the highest overtime hours earned by employees in the previous quarter. The overtime list will be available for inspection.~~

A. **"Sign-up Book" System A. All overtime work, including overtime holdovers caused by short notice of absence, shall be distributed equally, to the extent practicable, to employees within the same job class at each institution, regardless of shift who have volunteered for such overtime. Equalization shall be accomplished quarterly, subject to review of the overtime list by both parties. Employees who refuse overtime, shall only be "charged" the number of hours offered in said overtime. When employees cannot be contacted for a particular shift signed for (no contact) they will be "charged" 2.75 hours. For the purpose of equalization, overtime work refusal shall**

be treated as overtime worked.

All employees will begin the quarter on the overtime list. Employees who do not wish to be on the overtime list may have their name removed by indicating to their facility in writing. The overtime list will be available for inspection.

1) **Book Location.** *No Change*
2) **Quarterly List.** *No Change*
3) **Supervisor to Use Book.** *No Change*

a. The supervisor shall utilize the sign-up book to fill facility shortages by calling the staff members with the least number of overtime hours for that quarter who **have** ~~has~~ signed the book for that day and shift. ~~When additional staff are needed to fill overtime vacancies, it will be done in order from least to most overtime hours among the employees who have signed the list for that day and shift.~~ When the daily sign-up list has been exhausted and additional staff are needed, then the quarterly overtime list will be utilized according to paragraph b. below.

b. The supervisor shall utilize the facility "quarterly overtime list" to fill facility shortages by calling all staff members on the quarterly list in order from least to most overtime hours. When the quarterly overtime list and facility volunteers request have been exhausted, and additional staff are needed, paragraph c. below shall apply. **"Facility Volunteer(s)" shall be defined as staff who are not on the quarterly overtime list but have indicated their availability to work overtime either verbally or by signing up for overtime that day and shift.**

c. *No Change*

d. The following guidelines will normally be followed by supervisors to the extent practicable when determining the order in which staff shall be relieved from overtime.

1. **Staff by number of consecutive mandated shifts. Double drafts, before single drafts, etc. (When all else is equal, senior staff member would be released)**
2. **Solicit volunteers to be relieved from overtime. Release Volunteers following steps 3. – 5. Below. Once volunteers have been exhausted, remaining staff will be sent home following steps 3. – 5.**
3. **Staff who volunteered for the overtime, that are not on the quarterly overtime list from the most to least overtime hours. (When all else is equal, least senior staff member will be released)**

4. **Staff who volunteered for overtime, that are on the quarterly overtime list from the most to least overtime hours. (When all else is equal, least senior staff member will be released)**
5. **Staff on quarterly overtime list who signed up for overtime for that shift, from the most to least overtime hours. (When all else is equal, least senior staff member will be released)**

B. **"Sign-up Book" System B.** *Same as A. above*

1) **Book Location.** *Same as A. above*
2) **Quarterly List.** *Same as A. above*
3) **Supervisor to Use Book.** *Same as A. above*

a. The supervisor shall utilize the sign-up book to fill facility shortages by calling the staff members with the least number of overtime hours for that quarter who **have** ~~has~~ signed the book for that day and shift. ~~When additional staff are needed to fill overtime vacancies, it will be done in order from least to most overtime hours among the employees who have signed the list for that day and shift.~~ When the daily sign-up list has been exhausted and additional staff are needed, then the quarterly overtime list will be utilized according to paragraph b. below.

b. The supervisor shall utilize the facility "quarterly overtime list" to fill facility shortages by calling all staff members on the quarterly list in order from least to most overtime hours. When the quarterly overtime list and facility volunteers request have been exhausted, and additional staff are needed, paragraph c. below shall apply. **"Facility Volunteer(s)" shall be defined as staff who are not on the quarterly overtime list but have indicated their availability to work overtime either verbally or by signing up for overtime that day and shift.**

c. *No Change*

d. The following guidelines will normally be followed by supervisors to the extent practicable when determining the order in which staff shall be relieved from overtime.

1. **Staff by number of consecutive mandated shifts. Double drafts, before single drafts, etc. (When all else is equal, senior staff member would be released)**
2. **Solicit volunteers to be relieved from overtime. Release Volunteers following steps 3. – 5. Below. Once volunteers have been exhausted, remaining staff will be sent home following steps 3. – 5.**

3. **Staff who volunteered for the overtime, that are not on the quarterly overtime list from the most to least overtime hours. (When all else is equal, least senior staff member will be released)**
4. **Staff who volunteered for overtime, that are on the quarterly overtime list from the most to least overtime hours. (When all else is equal, least senior staff member will be released)**
5. **Staff on quarterly overtime list who signed up for overtime for that shift, from the most to least overtime hours. (When all else is equal, least senior staff member will be released)**

4) **No Contact.** Employees who have signed the book or are on the quarterly overtime list will be given a no contact when the employees cannot be contacted for a particular shift signed for. If the employee refuses overtime when offered for a shift signed for, or if an employee on the quarterly overtime list is contacted via said quarterly overtime list and refuses the overtime offered, it will be considered a refusal. Three (3) instances of no contact shall equal a refusal and six (6) refusals in a quarter shall result in the employee's removal from the quarterly overtime list.

Employees who work an overtime shift and are asked or contacted to work an additional overtime shift(s) with-in the same calendar day, shall not receive a no contact or refusal, when they choose not to work said overtime shift or are not contacted.

C. **Zero Hours at Each Quarter.** ~~At the beginning of each quarter,~~ All employees ~~who opt to sign up for the quarterly overtime list~~ will begin each quarter on the overtime list with zero (0) hours and said list shall be generated in the order of seniority. **Employees who do not wish to be on the overtime list, may have their name removed by indicating such in writing to their facility.** A total number of hours per employee will be kept for the fiscal year by the employer and will be available for review by the Union each quarter. When all hours are equal, seniority shall be the determining factor in hiring.

D. **Transferred/Returning Employees.** Employees transferring into a facility during a quarter will be permitted, upon request, to have their names added to the quarterly overtime list and will be credited with the highest number of hours attained by any employee on the list. Probationary employees will be placed on the list, if requested, upon completion of probation under the same conditions as a transfer.

Employees returning from a temporary service higher class assignment during a quarter, upon reassignment to their former position, shall be considered as a transferred employee for overtime purposes.

Employees returning from workers' compensation in a new quarter shall be placed on the overtime list at his/her request at zero (0) hours.

Employees returning from Administrative Leave, **Military Leave** and/or FMLA in a new quarter shall be placed on the overtime list at his/her request at zero (0) hours.

Employees Administratively transferred into another facility and Employees Administratively transferred back to their facility in a new quarter shall be placed on the overtime list at his/her overtime hours listed at the time of said transfer.

E. **Equalization.** *No Change*

F. **Removal of Name.** *No Change*

Section 3. through 11. *No Change*

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

For the State

10/9/2025
Date

For Council 4

For Local 387

For Local 391

For Local 1565

10.09.2025
Date

THE STATE OF CONNECTICUT
Department of Correction
And
AFSCME, AFL-CIO
LOCALS 1565, 391 and 387 OF COUNCIL #4

The State of Connecticut Department of Correction (DOC) and the NP-4 Bargaining Unit (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 19
METHOD OF SALARY PAYMENT

New Section

Section 6. Direct Deposit. Effective upon ratification and approval, or as soon thereafter is practicable, all new employees shall participate in direct deposit of their paychecks.

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

For the State

05-13-2025
Date

For Council 4

For Local 387

For Local 391

For Local 1565

05.13.2025
Date

THE STATE OF CONNECTICUT
Department of Correction
And
AFSCME, AFL-CIO
LOCALS 1565, 391 and 387 OF COUNCIL #4

The State of Connecticut Department of Correction (DOC) and the NP-4 Bargaining Unit (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 21
HOLIDAYS

Section 1. Holidays. For the purposes 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
Juneteenth	Independence Day	Labor Day
Columbus Day	Veterans' Day	Thanksgiving Day
Christmas Day		

-AND-

Section 4. Work on Holidays Other than Thanksgiving, Christmas. Each employee whose job requires him/her to work on a holiday other than Thanksgiving, Christmas, New Year's Day, Martin Luther King Day, Lincoln's Birthday, ~~or~~ Washington's Birthday, **or Juneteenth** and who works as scheduled on a holiday which falls on his/her regular work day shall receive a compensatory day off or a day's pay at straight time in addition to his/her regular week's pay. On or about May 1st, prior to the beginning of each fiscal year, the Employer will provide a list on which an employee shall elect cash or time off for all such holidays. If an employee fails to make an election by June 1, she/he will receive cash for all such holidays. Once an employee makes his/her election, it shall remain in effect each year annually thereafter, unless the employee specifically changes the election by submitting a completed Holiday Option Election Change Form to the DOC Payroll Unit on or before June 1, for the fiscal year that begins on July 1.

-AND-

Section 6. Work on Martin Luther King Day, Lincoln's Birthday, Juneteenth. Each employee whose job requires him/her to work on Martin Luther King Day, Lincoln's Birthday, ~~or~~ Washington's Birthday **or Juneteenth,** shall be paid at the rate of time and one-half for all hours worked on the holiday in addition to his/her regular pay for the day. The employee may take compensatory time off in lieu of the holiday pay.

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

For the State

05/13/2025
Date

For Council 4

For Local 387

For Local 391

For Local 1565

05.13.2025
Date

SUPERSEDENCE APPENDIX
NP-4
EFFECTIVE JULY 1, 2025, TO JUNE 30, 2029

PROVISION	CONTRACT REFERENCE	STATUTE/REGULATION AMENDED
Grievance Subjects, non-disciplinary terminations	Article 12 Section 10	C.G.S. 5-271(e)
Hours of Work, Maintenance 40-hour work week	Article 14 Section 4	C.G.S. 5-238 Reg. 5-238-1 & 5-238-2
Overtime	Article 15 Section 2	C.G.S. 5-238 Reg. 5-238-1 & 5-238-2, 5-238-5
General Wage Increases	Article 17 Section 1	C.G.S. 5-200(k) C.G.S. 5-200(m)
Annual Increments	Article 17 Section 2	C.G.S. 5-200(k) C.G.S. 5-200(m)
Method of Salary Payment, direct deposit	Article 19 Section (new)	C.G.S. 31-71b
Holidays	Article 21 Section 1,4	C.G.S. 5-254(a) Reg. 5-254-1
Parole Workday	Article 35 Section 12	C.G.S. 5-238 Reg. 5-238-1 C.G.S. 31-51ii
Parole On Call Pay	Article 35 Section 15	C.G.S. 5-200(k) C.G.S. 5-200(m)

NOTE: The above does not include Supersedence appendices from prior or current contract periods. Although not reprinted herein such remain applicable.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 9, 2026

Bargaining Unit: Correctional Officers (NP-4)
Period of Contract: July 1, 2025 through June 30, 2029

Number of Full Time Employees:	All Funds	4,186
	General Fund	4,136

Total Annual Wages (26 pay periods) All Funds: $360,796,659
Total Value of Fringe Benefits:

Average Full Time All Funds:	Annualized Basis (26 Pay Periods for All Years) Percent Increase Salary	Gen'l Wage Increase	Al's & Lump Sums	Other	Total
Prior to New Contract:	$86,191				
1st Year Contract: 2025-2026	$89,607	2.40%	1.56%	0.00%	3.96%
2nd Year Contract: 2026-2027	$93,890	5.02%	3.91%	0.01%	8.93%
3rd Year Contract: 2027-2028	$98,422	7.75%	5.23%	1.21%	14.19%
4th Year Contract: 2028-2029	$100,509	7.86%	7.50%	1.26%	16.61%

FULL-TIME COMPENSATION SUMMARY

All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	Financial Impact 4th Year 2028-29	Annualized
Total Wages and Related Items	$360,796,659	$14,298,431	$32,227,747	$51,198,149	$59,934,846	$62,923,946
Fringe Benefits						
Value of Current Items		$3,175,229	$7,156,763	$11,369,490	$13,309,634	$13,973,418
TOTAL WAGES AND BENEFITS	$360,796,659	$17,473,660	$39,384,511	$62,567,639	$73,244,480	$76,897,364

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 9, 2026

		All Funds Requirement - 26 pay periods				
		2025-2026	2026-2027	2027-2028	2028-2029	Annualized
Fiscal Year 2025-2026						
(1) 2026 2.5% GWI Effective 7/1/2025		$8,672,997	$9,019,916	$9,019,916	$9,019,916	$9,019,916
(2) 2026 AI		$5,625,434	$7,793,761	$7,793,761	$7,793,761	$7,793,761
SUBTOTAL AGREEMENT ITEMS - 1st YEAR		$14,298,431	$16,813,677	$16,813,677	$16,813,677	$16,813,677
Fiscal Year 2026-2027						
(1) 2027 2.5% GWI Effective 7/1/2026			$9,077,172	$9,440,258	$9,440,258	$9,440,258
(2) 2027 AI			$6,253,722	$8,255,491	$8,255,491	$8,255,491
(3) Parole On Call Stipend			$24,000	$24,000	$24,000	$24,000
(4) New Maintenance Postions at 40 Hours			$59,177	$59,177	$59,177	$59,177
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$15,414,070	$17,778,926	$17,778,926	$17,778,926
Fiscal Year 2027-2028						
(1) 2028 2.5% GWI Effective 7/1/2027				$9,502,550	$9,882,652	$9,882,652
(2) 2028 AI				$1,277,236	$1,776,046	$1,776,046
(3) Grade Changes				$4,335,340	$4,508,754	$4,508,754
(4) Existing Maintenance Positions to 40 Hours				$1,490,420	$1,490,420	$1,490,420
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR				$16,605,546	$17,657,872	$17,657,872
Fiscal Year 2028-2029						
(1) 2029 Deferred AI					$7,684,371	$10,673,471
SUBTOTAL AGREEMENT ITEMS - 4th YEAR					$7,684,371	$10,673,471
TOTAL CONTRACT ITEMS - ALL FUNDS		$14,298,431	$32,227,747	$51,198,149	$59,934,846	$62,923,946
Total Wages		$14,298,431	$32,227,747	$51,198,149	$59,934,846	$62,923,946
FRINGE ANALYSIS						
Social Security	6.20%	$886,503	$1,998,120	$3,174,285	$3,715,960	$3,901,285
Medicare	1.45%	$207,327	$467,302	$742,373	$869,055	$912,397
Unemployment	0.26%	$37,176	$83,792	$133,115	$155,831	$163,602
SERS Hazardous Duty Normal Cost	12.92%	$1,846,905	$4,162,806	$6,613,181	$7,741,686	$8,127,784
OPEB	1.38%	$197,318	$444,743	$706,534	$827,101	$868,350
TOTAL FRINGE	22.21%	$3,175,229	$7,156,763	$11,369,490	$13,309,634	$13,973,418
TOTAL COST OF CONTRACT - ALL FUNDS		$17,473,660	$39,384,511	$62,567,639	$73,244,480	$76,897,364

NP-5 Tentative Agreement

The parties agree to make the following language changes throughout the entire collective bargaining agreement:

- **Change "Protective Services" to "Connecticut Police & Fire".**
- **Change "Protective Services Education and Training Committee" to "Connecticut Police & Fire Union Training and Tuition Committee".**
- **Change "Protective Services Training and Tuition Fund" to "Connecticut Police & Fire Training and Tuition Fund."**

FOR THE STATE OF CONNECTICUT: _____ **DATE** 3/11/26
Kristen Rapin

FOR THE UNION: _____ **DATE** 3/11/2026

~~[NEW]~~ ARTICLE 16A
RECLASSIFICATION APPEAL PROCEDURE

Section Two. Step 2 (Panel). ~~The procedures for Reclassification Appeals per Sections Two, Three, and Four of this Article shall be implemented as a pilot program, for a period commencing with legislative approval and continuing for the duration of the collective bargaining agreement. Toward the conclusion of the pilot period, the State and the Union shall meet and discuss whether the Pilot shall be continued by mutual agreement, modified, or terminated. Either the State or the Union may choose to terminate this Pilot at the conclusion of the pilot period, in which case the Pilot will remain in effect until a replacement procedure is negotiated. The Parties agree to expedite negotiation of a replacement procedure, should the need arise. While the procedures of the Pilot are in effect, the existing procedures for handling disputes over reclassification are deemed suspended by the Parties.~~

FOR THE STATE OF CONNECTICUT: K. Pepin DATE 2/13/26

FOR THE UNION: DATE 2/9/2026

ARTICLE 17

DISMISSAL, SUSPENSION, DEMOTION AND OTHER DISCIPLINE

Section Six. Placement of an employee on leave of absence under Section 5-240-5a of the Connecticut State Personnel Regulations shall be subject to the following:

(a) ***Administrative Leave. Placement of an employee on a paid administrative leave of absence shall be governed by Regulation 5-240-5a to permit investigation. The State may extend paid administrative leave beyond fifteen (15) days to allow for the completion of an ongoing investigation, and any administrative processes resulting therefrom. The Union may address with the Office of Labor Relations any concerns resulting from extension of paid administrative leave, including offering alternative suggestions.***

(b) ~~(a)~~ An employee may draw his/her accrued vacation even if he/she remains on an unpaid leave of absence under Regulation ~~5-248-3~~ ***5-240-5a(g).***

(c) ~~(b)~~ In cases other than those which involve a criminal investigation or the disposition of a criminal charge the employee shall be placed on a paid leave of absence for the duration of the investigation into the situation and/or event. At the conclusion of the investigation the employee will be informed of the disposition and whether he/she is to be disciplined.

(d) ~~(c)~~ In all cases where practicable, the State will investigate the possibility of alternative assignment.

FOR THE STATE OF CONNECTICUT: Kristen Rapin **DATE** 3/5/26

FOR THE UNION: **DATE** 3/5/2026

ARTICLE 17

DISMISSAL, SUSPENSION, DEMOTION AND OTHER DISCIPLINE

Section Eight. Reprimands. A written reprimand ~~or a written record of an oral reprimand which is placed in an employee's personnel file~~ *that* is not merged in the first service rating following the issuance of such reprimand shall remain in the file no later than conclusion of the next annual service rating period.

FOR THE STATE OF CONNECTICUT: K. Pepin DATE 2/13/26

FOR THE UNION: DATE 2/9/2026

Article 20
Compensation

Section One

(b) General Wage Increases:

(1) Effective and retroactive to July 1, **2025** ~~2021~~, and upon legislative approval, the base annual salary shall be increased by two and one-half percent (2.5%) for active employees in the bargaining unit, and for employees who **retired** after July 1, **2025**. ~~2021either left in good standing with ten (10) years or more of state service or who retired.~~

(2) Effective **the pay period that includes** July 1, **2026** ~~2022~~, the base annual salary for all employees shall be increased by two and one-half percent (2.5%).

(3) Effective the pay period that includes July 1, **2027** ~~2023~~, the base annual salary for all employees shall be increased by two and one-half percent (2.5%).

(4) **Wage reopener for 2028-2029 (for effective date July 1, 2028).** Either party, by a notice in writing no sooner than January 1, 2028, may reopen Article 20 (Compensation), Section 1 (General Wage Increase) and Section 2(a) (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.

(a) Annual Increments

(1) Retroactive to July 1,**2025** ~~2021~~ and upon legislative approval, the annual increment shall be awarded to eligible, active employees in the bargaining unit and for employees who **retired** after July 1, **2025** ~~2021 either left in good standing with ten (10) years or more of state service or who retired~~. Those employees eligible for a top step bonus shall receive such payments when increments are paid.

Effective and retroactive to July 1, **2025** ~~2021~~, those employees who are in the maximum step of the salary schedule, who receive no annual increment, shall receive a lump sum payment of **one thousand dollars ($1,000).** ~~seven hundred fifty dollars ($750.00).~~

KCS 3/5/2026

KAP 3/5/26

(2) For contract year **2026-2027** ~~2022-2023~~, employees will continue to be eligible for annual increments in accordance with existing practice. The top step bonus of one thousand dollars ($1,000) for employees who are on the maximum step of the salary schedule who receive no annual increment shall be paid on the paycheck date when increments are paid.

(3) For contract year **2027-2028** ~~2023-2024~~, employees will continue to be eligible for annual increments in accordance with existing practice. The top step bonus of one thousand dollars ($1,000) for employees who are on the maximum step of the salary schedule who receive no annual increment shall be paid on the paycheck date when increments are paid.

(4) **Wage reopener for 2028-2029 (for effective date July 1, 2028).** Either party, by a notice in writing no sooner than January 1, 2028, may reopen Article 20 (Compensation), Section 1 (General Wage Increase) and Section 2(a) (Annual Increments). All other provisions of this Agreement shall remain in full force and effect and shall not be subject to the reopener.

FOR THE STATE OF CONNECTICUT: Kristen Pepin **DATE** 3/5/26

FOR THE UNION: **DATE** 3/5/2026

NP-5 Tentative Agreement

Article 20
Compensation

Section Six. Clothing and Accessories.

(a) For the ~~2021-2022~~ **2026-2027** contract year, each employee in the bargaining unit shall receive one hundred and **sixty** ~~ten~~ dollars (**$160.00**~~110.00~~) for the purchase of appropriate shoes. Effective the contract year commencing July 1, ~~2022~~ **2027** and each contract year thereafter during the term of this contract, the shoe allowance shall be ~~one hundred twenty~~ **two** hundred dollars (**$200.00**~~120.00~~), paid on or about September 1st.

FOR THE STATE OF CONNECTICUT: _____ **DATE** 3/5/26
Kristen Pepin

FOR THE UNION: _____ **DATE** 3/5/2026

NP-5 Tentative Agreement

Article 20
Compensation

Section Thirteen. Emergency Medical Technicians and Paramedics.

(a) The State shall pay an annual skill premium to each employee who is certified as an Emergency Medical Technician B. (EMT-B). Said payment shall amount to $475 each contract year. This premium will be paid on or about October 1 of each contract year. For employees required by Agencies to maintain such certification, the skill premium shall be ~~five hundred and seventy-five dollars ($575).~~ **seven hundred and twenty-five dollars ($725) effective July 1, 2026.** ~~Effective July 1, 2019, the skill premium shall increase to six hundred and fifty dollars ($650).~~

(b) The State shall pay an annual skill premium to each employee who is certified as an **Advanced** Emergency Medical Technician **(AEMT).** ~~I (EMT-I).~~ Said payment shall amount to $600 for each contract year. This premium will be paid on or about October 1 of each contract year. For employees required by Agencies to maintain such certification, the skill premium shall be ~~seven hundred dollars ($700).~~ **eight hundred and fifty dollars ($850) effective July 1, 2026.** ~~Effective July 1, 2019, the skill premium shall be increased to seven hundred and seventy-five dollars ($775).~~

(c) The State shall pay an annual skill premium to each employee who is **licensed** ~~certified~~ as a Paramedic (EMT-P) and where such training is directly job related (i.e., police, fire, instructors and personnel assigned to rescue details). **Effective July 1, 2026,** ~~S~~said payment shall amount to ~~$3700~~ **six thousand dollars ($6,000).** For each contract year the annual premium shall be paid in quarterly installments commencing in October. ~~Effective July 1, 2019, this skill premium shall increase to $4,500. Effective July 1, 2020, this skill premium shall increase to $5,500.~~

(d) The State shall pay an annual skill premium of two hundred **and twenty-five** dollars ~~($200)~~ **($225)** to each employee required by an Agency to be certified as a ~~Medical Response Technician (MRT).~~ **Emergency Medical Responder (EMR).**

(e) There shall be no pyramiding of skill premium benefits for those holding multiple certifications.

FOR THE STATE OF CONNECTICUT: _____ **DATE** 3/5/26
Kristen Fegin

FOR THE UNION: _____ **DATE** 3/5/2026

NP-5 Tentative Agreement

ARTICLE 25 HOLIDAYS

Section One. For the purposes 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, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, Christmas Day.

FOR THE STATE OF CONNECTICUT: K. Pepin DATE 2/13/26

FOR THE UNION: DATE 2/9/2026

Article 28
Sick Leave and Other Absences

Section One. Except where varied in this Agreement, the State will continue in force its written rules and regulations with respect to Sick Leave (one and one-quarter (1-1/4) days per month) or other paid or unpaid leave of absence.

Section Two. A bonus day will be added to the sick leave bank of any employee if no sick leave is used in any six (6) month period of July 1 to December 31, or January 1 to June 30. For purposes of this Section, Funeral Leave and Injury Leave (supplemented by Sick Leave) of less than two (2) weeks shall not preclude the bonus day.

Section Three. Upon the 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 Four. An eligible employee shall be granted sick leave in the event of critical illness or severe injury to a member of the immediate family creating an emergency, provided that not more than ten (10) days of sick leave per calendar year shall be granted therefore; and the definition of immediate family for this subsection only shall include grandparents

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

a. **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, father, mother, sister, brother, mother-in-law, father-in-law, or child, and also any relative who is domiciled in the employee's household.**
b. **for going to, attending, and returning from funerals or memorial services of persons other than members of the immediate family, if permission is requested and approved in advance by the appointing authority and provided that not more than three (3) days of sick leave per calendar year shall be granted therefore.**

Section Six. If an employee is sick while on annual vacation leave, the time shall be charged against accrued sick leave contingent upon the employee providing documentation of illness for up to two days. After two days, the employee must provide a medical certificate.

KCS 3/2/2006

KAP 3/5/26

Section Seven. A holiday occurring when an employee is on sick leave shall be counted as a holiday and not charged as sick leave. Employees scheduled to be out sick shall not be charged a sick day if the State is closed by act of the Governor (or designee) during that employee's normal work shift (or any portion thereof) however, this provision shall not apply in the event the employee had leave scheduled for the entire workweek (e.g.: Monday-Friday).

Section Eight. An employee laid off per Article 15 shall regain sick leave to his/her credit provided they have exercised rights available to bargaining unit members to return to work from layoff and then returned to State service on a permanent basis as a result thereof.

Section Nine. 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.

FOR THE STATE OF CONNECTICUT: Kristen Pepin DATE 3/5/26

FOR THE UNION: DATE 3/2/2026

NP-5 Tentative Agreement

ARTICLE 29

PERSONAL LEAVE

Each full-time permanent bargaining unit employee shall be entitled to *twenty-four (24) hours* ~~three (3)~~ *of* personal leave *leave* ~~days~~ with pay in each calendar year. Each permanent part-time employee shall receive the entitlement to personal leave days on a pro-rata basis. Personal leave shall be for the purpose of conducting private affairs, including observance of religious holidays, and shall not be deducted from vacation, holiday time, sick leave credits or any other leave time. Personal leave ~~days~~ *hours* not taken in a calendar year shall not be accumulated.

FOR THE STATE OF CONNECTICUT: K. Pepin DATE 2/13/26

FOR THE UNION: DATE 2/9/2026

NP-5 Tentative Agreement

ARTICLE 31 MILITARY LEAVE

~~Section One. Paid Leave for Drills, Emergencies. A full-time permanent employee who is a member of the armed forces of the State or any reserve component of the armed forces of the United States shall be entitled to military leave with pay for required field training provided such leave does not exceed two (2) calendar weeks in a calendar year, in addition to up to seven (7) days of military leave for weekend drills. Additionally, any such employee who is ordered to active duty as a result of an unscheduled emergency (natural disaster or civil disorder) shall be entitled to military leave with pay not to exceed thirty (30) calendar days in a calendar year. During such leave the employee's position shall be held and the employee shall be credited with such time for seniority purposes.~~

~~Section Two. Unpaid Leave. Other requests for military leave may be approved without pay. Nothing in this Article shall be construed to prevent an employee from attending ordered military training while on regular scheduled vacation.~~

~~To the extent that State or Federal law provides a greater military leave benefit for employees than the above rights, State or Federal law, as amended from time to time, shall prevail. Air National Guard Firefighters shall be granted paid leave to perform all required training/drill time that they are normally scheduled to work for the six years they are required to be in the military.~~

~~Section Three. Supersedence. The provisions of this Article shall supersede C.G.S. Sections 5-248(c) and 27-33 and the appurtenant regulations.~~

Section One. Application The following article applies to fulltime permanent employees who are members of the armed forces of the State or any reserve component of the armed forces of the United States.

Section Two. Paid Leave for Drills and Training. Any such employee shall be entitled to up to one hundred eighty (180) hours of paid military leave for ordered military training and drills per calendar year. The leave will be recorded in hour increments with a minimum, of a four (4) hour period and hour-for-hour basis subsequently thereafter or, if taken at the start or end of a shift, an hour-for-hour basis only. The leave may only be applied to cover time the employee is scheduled to work.

KLS 3/12/2006

KAP 3/12/06

Section Three. Leave for Emergencies. Any such employee who is ordered to active duty as a result of an unscheduled emergency (natural disaster or civil disorder) shall be entitled to military leave with pay not to exceed thirty (30) calendar days in a calendar year. During such leave the employee's position shall be held and the employee shall be credited with such time for seniority purposes.

Section Four. Unpaid Leave. Other requests for military leave may be approved without pay. Nothing in this Article shall be construed to prevent an employee from attending ordered military training while on regularscheduled vacation. To the extent that State or Federal law provides a greater military leave benefit for employees than the above rights, State or Federal law, as amended from time to time, shall prevail. Air National Guard Firefighters shall be granted paid leave to perform all required training/drill time that they are normally scheduled to work for the six years they are required to be in the military.

Section Five. Supersedence. The provisions of this Article shall supersede C.G.S. Sections 5-248(c) and 27-33 and the appurtenant regulations.

FOR THE STATE OF CONNECTICUT: _____ DATE 3/12/26
Kristen Pepin

FOR THE UNION: _____ DATE 3/12/2026

ARTICLE 36

SHIFT DIFFERENTIAL

Section Three. The shift differential shall be **ninety-five** ~~eighty-five~~ cents **($.95)** ~~($.85)~~ per hour. Effective with the pay period that includes July 1, **2026** ~~2019~~, the shift differential shall be **one dollar and ten cents** ~~ninety-five cents~~ **$1.10** ~~($.95) per hour~~. **Effective with the pay period that includes July 1, 2027, the shift differential shall be one dollar and twenty-five cents ($1.25). Effective with the pay period that includes July 1, 2028, the shift differential shall be one dollar and thirty-five cents ($1.35).**

Section Four. The weekend differential shall be eighty-five cents ($.85) per hour. ~~Effective the pay period including July 1, 2006, the weekend differential shall be seventy-five cents ($.75) per hour. Effective with the pay period that includes July 1, 2019, the weekend differential shall be eighty-five cents ($.85) per hour. Employees shall be entitled to weekend differential for all hours worked between the hours of 11:00 p.m. Friday and 11:00 p.m. Sunday.~~ **Effective with the pay period that includes July 1, 2026, the weekend differential shall be one dollar ($1.00). Effective with the pay period that includes July 1, 2027, the weekend differential shall be one dollar and fifteen cents ($1.15). Effective with the pay period that includes July 1, 2028, the weekend differential shall be one dollar and twenty-five cents ($1.25).**

FOR THE STATE OF CONNECTICUT: _____ **DATE** 3/5/26
Kristen Repin

FOR THE UNION: _____ **DATE** 3/5/2026

NP-5 Tentative Agreement

ARTICLE 48

DURATION OF AGREEMENT

This Agreement shall be effective on July 1, **2025** ~~2021~~ and shall expire on June 30, **2029** ~~2025~~. Unless otherwise stated to the contrary changes to language provisions shall take effect upon legislative approval.

Negotiations for the successor to this Agreement shall commence with the timetable established under the Connecticut General Statute, Section 5-276a (a). The request to commence negotiations shall be in writing, sent certified mail, by the requesting party to the other party.

The provisions of CGS 5-270, et seq., and the regulations thereto notwithstanding, the next window period for this bargaining unit shall be no earlier than August **2028** ~~2024~~. In addition to the wage reopener referenced in Article 20 and consistent with the timelines set forth therein, this unit may request to reopen the amount of the top step lump sum payment for employees who receive no annual increment.

FOR THE STATE OF CONNECTICUT: Kristen Pepin **DATE** 3/18/26

FOR THE UNION: _____ **DATE** 3/18/2026

NP-5 Tentative Agreement

MEMORANDUM OF UNDERSTANDING - I RE: DONATION OF LEAVE

This is to confirm the parties' understanding reached in negotiations (effective upon legislative approval) that from time- to- time, on an as needed basis, bargaining unit members may donate their accrued vacation and/or personal leave to a fellow bargaining unit member who is suffering from a long term or terminal illness or disability and who has at least *three (3)* ~~six (6)~~ months of State service and ~~has achieved permanent status and~~ has exhausted his/her own accrued paid time off.

Said benefit shall be subject to review and approval by the Commissioner of Administrative Services and shall be applied in accordance with uniform guidelines as may be developed by such Commissioner. Employees may also donate accrued sick leave to ~~a~~ *any* fellow bargaining unit member *statewide*. ~~Employees may donate two (2) days of sick leave which shall be credited to the donee as one day of sick leave.~~ An employee can donate a maximum of *five* ~~ten~~ days of *sick accruals* per contract year.

FOR THE STATE OF CONNECTICUT: K. Pepin DATE 2/13/26

FOR THE UNION: DATE 2/9/2026

MEMORANDUM OF UNDERSTANDING- IV

During the life of the Agreement, the State will complete a review for the evaluations of the following **four (4)** ~~ten (10)~~ bargaining unit classifications which are under the statutory authority of OPM:

~~Police Officer, Detective, Police Sergeant, Police Lieutenant, Police Captain, Firefighter, Fire Lieutenant, Fire Captain, Motor Vehicle Inspector, Motor Vehicle Sergeant.~~

DEEP Maintainer 2, DEEP Maintainer 3, DMV Operator License Agent and UConn dispatchers

If the review of the UConn dispatchers results in a recommended salary change, the parties shall meet to discuss migrating the class to the PS pay plan.

~~The Parties recognize that the bargaining unit uses equivalent positions in the classified and unclassified service. It is understood that should evaluation changes result from the review indicated above, the Union reserves the right to bargain any impact on equivalent titles.~~

FOR THE STATE OF CONNECTICUT: _____ **DATE** 3/5/26
Kristen Pepin

FOR THE UNION: _____ **DATE** 3/5/2026

NP-5 Tentative Agreement

Memorandum of Understanding
RE: CTECS Employees Assigned to School Year Calendar Positions

The Parties have reached the following agreement regarding employees of the Connecticut Technical Education and Career System (CTECS) who are assigned to school year calendar positions:

1. The school year work calendar shall commence two (2) days before the first day of the school year and shall conclude five (5) days after the last day of the school year. Incumbents in school year calendar positions shall work Monday through Friday and will only be scheduled to work on the days that school is in session. Incumbents will not be paid during the summer period [from five (5) days after the school year's conclusion through two (2) days before the next school year's start], unless directed to work by the administration.

2. Employees in school year calendar positions shall be subject to a working test period, consistent with Article 13 of the collective bargaining agreement. Notwithstanding, the length of the working test period shall be for 1044 regular work hours. Once permanent status is achieved, incumbents in a school year calendar position shall be eligible for future annual increments.

3. During the school year calendar period, employees shall not be denied their earned monthly vacation and sick leave accruals when their CTECS School is closed for more than three (3) days in any month due to school breaks, recess, weather closings, and/or professional development days.

4. Employees shall be eligible to receive holiday pay if 1) the holiday falls on their regularly scheduled workday, or 2) the employee worked, or used accruals to cover, their scheduled workday on either the day before, or the day after, the holiday. In such instances, the employee will be eligible for holiday pay for the number of hours the employee is normally scheduled to work on the holiday. Work schedules may not be changed for the sole purpose of earning holiday pay.

5. Vacation and personal leave accruals may only be used during the school year work calendar. Vacation and personal leave accruals shall not be utilized during the summer break. Any employee who returns the following school year shall not accrue additional personal leave until the start of the next calendar year.

KCS 3/5/2026

RAP 3/5/26

6. In accordance with existing practice, employees in school year calendar positions are eligible to receive health benefits and State service credit (e.g. seniority) for the entire calendar year. However, such employees shall be responsible for paying their portion of the healthcare premium cost share for coverage outside of the school year calendar.

FOR THE STATE OF CONNECTICUT: _____ **DATE** 3/5/24
Kristen Pepin

FOR THE UNION: _____ **DATE** 3/5/2024

NP-5 Tentative Agreement

MEMORANDUM OF UNDERSTANDING

The Parties agree that in the interest of job evaluation adjustments, the following classes will be increased by one (1) salary group effective in the pay period including July 1, 2027, as indicated:

- **Firefighter (8954PS), from PS 13 to 14.**
- **Airport Crash Rescue Firefighter (0180PS), from PS 13 to 14.**
- **Airport Crash Rescue Fire Lieutenant (5671PS and 5672PS), from PS 15 to 16.**
- **Fire Lieutenant (0481PS), from PS 15 to 16.**
- **Airport Crash Rescue Fire Captain (0179PS and 5673PS), from PS 18 to 19.**
- **University Fire Captain (8955PS), from PS 18 to 19.**

Upon the effective date of these changes, incumbents in each respective classification will be moved to the new salary group via the roundup method.

FOR THE STATE OF CONNECTICUT: _____ **DATE** 3/11/26
Kristen Pepin

FOR THE UNION: _____ **DATE** 3/11/2026

NP-5 Tentative Agreement

MEMORANDUM OF UNDERSTANDING

The parties agree to a labor-management discussion regarding the ability of the firefighters to wear shorts during their scheduled shifts. The discussion shall be facilitated by the Office of Labor Relations and the parties shall meet within sixty (60) days of legislative approval of this collective bargaining agreement.

FOR THE STATE OF CONNECTICUT: Kristen Pepin **DATE** 3/11/26

FOR THE UNION: **DATE** 3/11/2026

NP-5 Tentative Agreement

[NEW] MEMORANDUM OF UNDERSTANDING
PARTIES AGREE TO CONTINUED DISCUSSIONS

During negotiations for a successor contract to the 2016-2021 collective bargaining agreement, the Parties discussed the following matters:

- Police Accountability Legislation
- Telematics in State Vehicles and General Letter 115
- Paid Military Leave for Annual Training
- State Animal Control Officers and Supervisors [provisions under Article 18, Section Six (d)]

The parties have agreed to continue to meet and discuss the above matters, and potential impact to bargaining unit members, while retaining any and all rights under the collective bargaining agreement and Connecticut General Statutes.

FOR THE STATE OF CONNECTICUT: K. Pepin DATE 2/13/26

FOR THE UNION: DATE 2/9/2026

NP-5 Tentative Agreement

~~MEMORANDUM OF UNDERSTANDING – XI RE: FURLOUGH DAYS~~

~~In recognition of the obligation for three (3) furlough days under the "Framework for Job Security Concerning Wages and Other Matters" attached to the SEBAC 2017 Agreement, the parties agree as follows: All employees of the bargaining unit effective on or after July 1, 2017 shall have a one quarter (.25) day sick leave reduction for 12 months effective July 2017. If an employee leaves service without deduction for furlough days fully satisfied, the remainder shall be deducted from accrual or final paycheck, if necessary. During contract year 2017, no bonus sick days, pursuant to Article 38, Section Two of this Agreement, shall be credited to any employee.~~

FOR THE STATE OF CONNECTICUT: K Pepin DATE 2/13/26

FOR THE UNION: [signature] DATE 2/9/2026

NP-5 Tentative Agreement

~~MEMORANDUM OF UNDERSTANDING XII RE: JOB SECURITY~~

~~From July 1, 2017 through June 30, 2021, there shall be no loss of employment for Protective Services bargaining unit employees hired prior to July 1, 2017, including loss of employment due to programmatic changes, subject to the following conditions:~~

~~a. Protection from loss of employment is for permanent employees and does not apply to:~~

~~i. Employees in the initial working test period;~~

~~ii. Those who leave at the natural expiration of a fixed appointment term, including expiration of any employment with an end date;~~

~~iii. Expiration of a temporary, durational or special appointment;~~

~~iv. Non-renewal of a non-tenured employee (except in units where non-tenured have permanent status prior to achieving tenure);~~

~~v. Termination of grant or other outside funding specified for a particular position;~~
~~vi. Part time employees who are not eligible for health insurance benefits.~~

~~b. This protection from loss of employment does not prevent the State from restructuring and/or eliminating positions provided those affected bump or transfer to another comparable job in accordance with the terms of the attached implementation agreement. An employee who is laid off under the rules of the implementation provisions below because of the refusal of an offered position will not be considered a layoff for purposes of this Agreement.~~

~~c. The State is not precluded from noticing layoff in order to accomplish any of the above, or for layoffs effective after 6/30/21.~~

~~d. The Office of Policy and Management and the Office of Labor Relations commit to continuing the effectiveness of the Placement and Training process during and beyond the biennium to facilitate the carrying out of its purposes. e. 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 process~~

FOR THE STATE OF CONNECTICUT: K. Repin DATE 2/13/26

FOR THE UNION: DATE 2/9/2026

SUPERSEDENCE APPENDIX

CONNECTICUT STATE EMPLOYEES ASSOCIATION
PROTECTIVE SERVICES BARGAINING UNIT (NP-5)
COLLECTIVE BARGAINING AGREEMENT

EFFECTIVE JULY 1, 2025 TO JUNE 30, 2029

PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Administrative Leave	Article 17, Sec. 6(a)	Reg. 5-240-5a(f)
Compensation, General Wage Increases 7.1.25, 7.1.26 and 7.1.27	Article 20, Sec. 1(b)	C.G.S. 5-200(k) C.G.S. 5-200(m)
Compensation, AIs and Lump Sum Payments, 7.1.25, 7.1.26 and 7.1.27	Article 20, Sec. 2 (a)	C.G.S. 5-200(k) C.G.S. 5-200(m) C.G.S. 5-210
Compensation, Clothing and Accessories (Shoes)	Article 20, Sec. 6 (a)	C.G.S. 5-200(k) C.G.S. 5-200(m)
Compensation, Emergency Medical Techs and Paramedics	Article 20, Sec. 13	C.G.S. 5-200(k) C.G.S. 5-200(m)
Sick Leave, funeral	Article 28, Sec. 5	C.G.S. 5-247; Reg 5-247-4
Sick Leave, during vacation	Article 28, Sec. 6	C.G.S. 5-247; Reg 5-247-4; Reg. 5-247-11(a)(2)
Personal Leave	Article 29	Reg. 5-250-8
Military Leave	Article 31	C.G.S. 5-248(c); C.G.S. 27-33
Shift Differential	Article 36, Sec. 3	C.G.S. 5-200(k) C.G.S. 5-200(m)
Weekend Differential	Article 36, Sec. 4	C.G.S. 5-200(k) C.G.S. 5-200(m)
MOU- Donation of Leave	MOU	C.G.S. 5-200(p); Reg. 5-247-1
MOU IV- Objective Job Evaluations	MOU	C.G.S. 5-200(a) C.G.S. 5-200(k) C.G.S. 5-200(m) C.G.S. 5-200(n)
MOU re: Job Evaluation Adjustments (Firefighter, Lieutenants, Captains)	MOU	C.G.S. 5-200(a) C.G.S. 5-200(k) C.G.S. 5-200(m) C.G.S. 5-200(n)

NOTE: The above does not include supersedence appendices from prior or current contract periods. Although not reprinted herein such remain applicable.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 18, 2026

Bargaining Unit: Connecticut Police & Fire (NP-5)
Period of Contract: July 1, 2025 through June 30, 2029

Number of Full Time Employees:	All Funds	805
	General Fund	291

Total Annual Wages (26 pay periods) All Funds: $73,412,883
Total Value of Fringe Benefits:

Average Full Time All Funds:	Annualized Basis (26 Pay Periods for All Years) Salary	Percent Increase Gen'l Wage Increase	Al's & Lump Sums	Other	Total
Prior to New Contract:	$91,196				
1st Year Contract: 2025-2026	$94,513	2.40%	1.24%	0.00%	3.64%
2nd Year Contract: 2026-2027	$99,266	5.01%	3.64%	0.19%	8.85%
3rd Year Contract: 2027-2028	$104,135	7.75%	5.96%	0.48%	14.19%
4th Year Contract: 2028-2029	$105,317	7.86%	7.11%	0.52%	15.48%

FULL-TIME COMPENSATION SUMMARY

All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	Financial Impact 4th Year 2028-29	Annualized
Total Wages and Related Items	$73,412,883	$2,669,919	$6,496,281	$10,415,936	$11,367,442	$11,367,442
Fringe Benefits						
Value of Current Items		$592,905	$1,442,619	$2,313,050	$2,524,349	$2,524,349
TOTAL WAGES AND BENEFITS	$73,412,883	$3,262,823	$7,938,900	$12,728,986	$13,891,791	$13,891,791

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 18, 2026

		All Funds Requirement - 26 pay periods				
		2025-2026	2026-2027	2027-2028	2028-2029	Annualized
Fiscal Year 2025-2026						
(1) 2026 2.5% GWI Effective 7/1/2025		$1,761,118	$1,831,563	$1,831,563	$1,831,563	$1,831,563
(2) 2026 AI		$908,801	$1,813,732	$1,813,732	$1,813,732	$1,813,732
SUBTOTAL AGREEMENT ITEMS - 1st YEAR		$2,669,919	$3,645,295	$3,645,295	$3,645,295	$3,645,295
Fiscal Year 2026-2027						
(1) 2027 2.5% GWI Effective 7/1/2026			$1,848,745	$1,922,695	$1,922,695	$1,922,695
(2) 2027 AI			$859,400	$1,714,751	$1,714,751	$1,714,751
(3) Increase EMT & Paramedic Skill Premium			$45,979	$45,979	$45,979	$45,979
(4) Increase Shoe Allowance			$32,586	$65,172	$65,172	$65,172
(5) Increase Shift Differential			$64,275	$102,841	$128,551	$128,551
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$2,850,986	$3,851,437	$3,877,147	$3,877,147
Fiscal Year 2027-2028						
(1) 2028 2.5% GWI Effective 7/1/2027				$1,936,184	$2,013,631	$2,013,631
(2) 2028 AI				$846,503	$1,689,391	$1,689,391
(3) Grade Changes				$136,517	$141,977	$141,977
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR				$2,919,204	$3,844,999	$3,844,999
TOTAL CONTRACT ITEMS - ALL FUNDS		$2,669,919	$6,496,281	$10,415,936	$11,367,442	$11,367,442
Total Wages		$2,669,919	$6,496,281	$10,415,936	$11,367,442	$11,367,442
FRINGE ANALYSIS						
Social Security	6.20%	$165,535	$402,769	$645,788	$704,781	$704,781
Medicare	1.45%	$38,714	$94,196	$151,031	$164,828	$164,828
Unemployment	0.26%	$6,942	$16,890	$27,081	$29,555	$29,555
SERS Hazardous Duty Normal Cost	12.92%	$344,869	$839,114	$1,345,410	$1,468,314	$1,468,314
OPEB	1.38%	$36,845	$89,649	$143,740	$156,871	$156,871
TOTAL FRINGE	22.21%	$592,905	$1,442,619	$2,313,050	$2,524,349	$2,524,349
TOTAL COST OF CONTRACT - ALL FUNDS		$3,262,823	$7,938,900	$12,728,986	$13,891,791	$13,891,791

Union's 11/13/2025
Response to State Proposals

State Proposals 26 and 27

ARTICLE 1

~~SECTION THREE. PROVISIONAL EMPLOYEES. Provisional Employees are Employees who are initially appointed to permanent positions pending state examination or examination results. Provisional appointees are subject to the requirements of the merit system in all respects, including but not limited to certification from an examination list and completion of the working test period. Permanent appointment is contingent upon meeting all said requirements, and failure to do so will result in termination of employment, without right of appeal except as provided by the merit system. In all other respects, provisional Employees are subject to the provisions of this Agreement and can utilize all benefits as if they were initially appointed as permanent full-time Employees. Seniority shall be retroactive to the date of last hire upon successful completion of the working test period.~~

ARTICLE 8

~~SECTION THREE. (A) PROVISIONAL APPOINTEES. Upon appointment from a certified list, an Employee who was provisionally appointed shall have service as a provisional appointee credited toward the Working Test Period. If the service has not been satisfactory, the Employee shall not be retained in the position. This provision shall not alter merit system requirements for examination and appointment.~~

Union Response: Accept.

State of Connecticut

SEIU, 1199

ARTICLE 4
UNION RIGHTS

SECTION SEVEN. UNION BUSINESS LEAVE

(B) Not more than ~~three (3) five (5)~~ four (4) Employees elected or appointed to a full-time office or position with the Union will be eligible for an unpaid leave of absence ~~while the Employee holds such elected or appointed position.~~ not to exceed ~~one (1) year~~ two (2) years. An extension ~~not to exceed one (1) additional year~~ may be granted subject to the approval of the Undersecretary for Labor Relations, ~~which shall not be unreasonably denied.~~ Upon return from such leave, the Employer shall offer the Employee a position in the same classification and equal to the former position in pay and benefits at the wage rates in force at the time of return from the leave. This Section obligates the Employer to offer the Employee a position in the same facility from which the Employee went on leave, unless such placement is not practicable. If the Employee is not placed on the same shift upon return from leave, he/she will be placed on the same shift when the first opening occurs. Not more than one (1) Employee from ~~any facility or two (2)~~the same Agency will be granted a leave of absence under this section, provided that at DDS and DMHAS not more than two employees will be granted leave for either agency so long as they are not at the same facility.

~~Section six: This pilot program will expire on [October 1, 2027].~~

For the State of Connecticut — Date: 3/5/26

For the New England Health Care Employees Union – District 1199 — Date: 3/5/2026

ARTICLE 8
WORKING TEST PERIOD

SECTION TWO. LENGTH OF WORKING TEST PERIOD.

(A) The initial Working Test Period for classes covered by this Agreement shall be six (6) months in duration, except for trainee classifications for which the Working Test Period is the length of the established training period as prescribed by the job specification. ~~For those classifications where the initial Working Test Period exceeds six (6) months, an~~ An Employee shall be ~~become~~ eligible for all accrued paid leave during the Working Test Period. ~~and insurance benefits upon completion of six (6) months of full time service or its equivalent~~.

3/5/26
For the State of Connecticut Date

3/5/2026
For the New England Health Care Employees Union – District 1199 Date

ARTICLE 8
WORKING TEST PERIOD

SECTION FOUR. The Working Test Period may, with notice to the Union, be extended on an individual basis for a definite period of time not to exceed three (3) months in the case of non-competitive positions and six (6) months in the case of competitive positions. If the working test period is extended, the Employer shall provide an additional performance review at the conclusion of the extended working test period.

2/1/26
For the State of Connecticut Date

2/11/2026
For the New England Health Care Employees Union – District 1199 Date

Union's 11/13/2025
Response to State Proposals

State Proposal 1/22

~~ARTICLE 8 SECTION SEVEN. CLINICAL SOCIAL WORKER LICENSURE CANDIDATES. If a Clinical Social Worker Licensure Candidate is not successful in obtaining the Clinical Social Worker license within the requisite time period, the Employee shall immediately notify the Agency Human Resources Department. The employing Agency may offer the Employee any position, within the Agency, in any classification in which the Employee has held permanent status or the Employee is otherwise deemed qualified to fill in the NP-6 or P-1 bargaining units consistent with Article 15, Promotions and Lateral Transfers. If no such vacancy is offered to the Employee, the Employee shall be placed on a reemployment list pursuant to Article 16, Section Seven of this Agreement. All rights to employment or reemployment under this section shall be secondary to active Employees seeking lateral transfers, promotions or voluntary demotions.~~

Union Response: Accept.

State of Connecticut

SEIU, 1199

ARTICLE 9

COMPENSATION

SECTION ONE. GENERAL WAGE INCREASE.

(A) Effective and retroactive to July 1, ~~2021~~ **2025**, and upon legislative approval, the base annual salary shall be increased by two and one-half percent (2.5%) for active Employees in the bargaining unit, and for Employees who **retired** after July 1, **2025** ~~2021 either left in good standing with ten (10) years or more of state service or who retired~~.

Effective the pay period that includes July 1, **2026** ~~2022~~, the base annual salary for all Employees shall be increased by two and one-half percent (2.5%).

Effective the pay period that includes July 1, **2027** ~~2023~~, the base annual salary for all Employees shall be increased by two and one-half percent (2.5%).

(B) Notwithstanding subsection (A) above, new hires in the classifications listed below shall be paid at a rate of Step 1 of one salary grade below the established salary grade for the classification. Upon successful completion of the working test period, effective the payroll period following, the Employee shall be compensated at Step 1 of the classification. Employees who have previously completed a working test period in an 1199-covered direct-care position shall not be subject to this reduced training rate upon transfer or promotion.

Mental Health Trainee
Mental Health Assistant I
Developmental Service Worker I
Children Services Assistant
Children Services Worker

SECTION TWO. ANNUAL INCREMENTS.

Retroactive to July 1, ~~2021~~ **2025** and upon legislative approval, the annual increment shall be awarded to eligible, active Employees in the bargaining unit, and to eligible Employees who **retired** after July 1, **2025.** ~~2021 either left in good standing with ten (10) years or more of state service or who retired.~~

For contract year **2026-2027** ~~2022-2023~~, Employees will continue to be eligible for annual increments in accordance with existing practice.

For contract year **2027-2028** ~~2023-2024~~, Employees will continue to be eligible for annual increments in accordance with existing practice.

No statutory interest shall accrue as a result of the delayed payment of the above increase and lump sums.

RETIREES:

Employees who retired after July 1, **2025** ~~2021~~ will be eligible for retroactive general wage increases and, as applicable, annual increments through their date of retirement. The State will have five (5) years from date of legislative ratification to make any necessary pension adjustments as a result of retroactivity. No interest or other penalties will accrue during this five year period.

~~SPECIAL LUMP SUM PAYMENTS:~~

~~Retroactive to July 1, 2021 eligible full time Employees shall receive a special lump sum payment in the amount of $2,500 (two thousand five hundred dollars). Eligible part time Employees shall receive a pro-rated payment. An eligible Employee includes any active Employee in the bargaining unit as of March 31, 2022.~~

~~Effective July 1, 2022, active, full-time Employees shall receive a special lump sum payment in the amount of $1,000 (one thousand dollars). Part time unit Employees shall receive a pro rated payment. Payments will made in the payroll that includes this date.~~

4th YEAR WAGE REOPENER (FY25) – GWI and AI:

Either party, by a notice in writing no sooner than January 1, 2028 ~~2024~~, may reopen Article 9 (Compensation), Section 1 (General Wage Increase), and Section 2 (Annual Increments) only. All other provisions shall remain in full force and effect.

SECTION THREE. LONGEVITY.

(A) Employees shall continue to be eligible for longevity payments for the life of this contract in accordance with existing practice. The longevity schedule (see page 90) in effect on June 30, 2009, shall remain unchanged in dollar amounts for the life of this Agreement and is appended hereto. All periods of state service shall count towards the determination of an Employee's longevity entitlement.

(B) 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 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.

SECTION FOUR. An Employee, who is promoted, ~~whether provisionally or permanently~~, shall receive an increase equivalent to not less than the amount of an increment in the salary group of the classification to which he/she is promoted, but not to exceed the maximum for the new classification.

3/25/26
For the State of Connecticut Date

3/27/26
For the New England Health Care Employees Union – District 1199 Date

Union's 3/5/2026
Response to State Counter
Proposals

UNION PROPOSAL 3

Article 9, Section 3 Longevity

Eligible employees shall receive longevity payments for the life of this agreement in accordance with existing practice.

State Response: TA-OK

3/5/26

State of Connecticut

3/5/2026

SEIU, 1199

ARTICLE 9
COMPENSATION

SECTION 5

(D) If a licensed nursing person in the P-1 or NP-6 bargaining unit is designated "in charge" as defined above or by subsequent agreement, he/she shall be entitled to receive an additional $18.00. Should a licensed nursing person be designated "in charge" for less than a full shift, the "in-charge" rate of pay shall be prorated accordingly, effective upon legislative approval. Effective July 1, 2028, this shall increase to $22.00.

(New) (E) Effective July 1, 2026, in the Department of Correction (Willard-Cybulski Correctional Institution, Carl Robinson Correctional Institution, Cheshire Correctional Institution, Manson Youth Institution, Corrigan Correctional Center, Brooklyn Correctional Institution, and MacDougall-Walker Correctional Institution) in charge pay shall be assigned by the Facility.

3/27/26
For the State of Connecticut Date

3/27/26
For the New England Health Care Employees Union – District 1199 Date

ARTICLE 9
COMPENSATION

SECTION TWELVE. UNIFORM ALLOWANCE. Employees who are required to wear uniforms which are not provided by the Employer, shall receive a $100.00 annual uniform allowance. Effective July 1, 2026, this amount shall increase to $200.00. Effective July 1, 2028, this amount shall increase to $300.00. Such payment shall be made on or about July 15 of each year.

3/24/26
For the State of Connecticut Date

3/27/26
For the New England Health Care Employees Union – District 1199 Date

Article 9
Compensation

SECTION 20 - DENTAL ASSISTANT STIPEND. Effective July 1, 2027, Dental Assistants who are the sole Dental Assistant in the facility shall receive an annual stipend of $2000.00. This shall be paid quarterly ($500) for every quarter in which the Dental Assistant is the sole Dental Assistant for the majority of the quarter.

3/24/26

For the State of Connecticut Date

3/27/26

For the New England Health Care Employees Union – District 1199 Date

ARTICLE 13
HOURS OF WORK, WORK SCHEDULES AND OVERTIME

SECTION FOUR. OVERTIME.

(A) The State will continue to pay overtime to eligible Employees at straight time rate for hours up to forty (40) and at time and one-half for hours worked over forty (40). Nothing in this Article shall be construed to alter the current practices where they exist with respect to payment of time and one-half after eight (8) hours per day. This practice currently exists to some extent at the following agencies: Connecticut Valley Hospital, River Valley Services, Western CT Mental Health Network, Southeast Mental Health Authority, Southwest CT Mental Health System, CT Mental Health Center, Southbury Training School Medical Unit, Albert J. Solnit Center – North, Albert J. Solnit Center – South and Office of the Medical Examiner.

(B) Effective July 1, 2027, Capital Region Mental Health Center (CRMHC) shall receive time and one-half after eight (8) hours per day.

3/24/26
For the State of Connecticut Date

3/27/26
For the New England Health Care Employees Union – District 1199 Date

ARTICLE 15
PROMOTIONS AND LATERAL TRANSFERS

SECTION SIX (Add to bottom). If the State fills a vacancy with an external candidate over an internal candidate or a less senior applicant over a more senior applicant, the State shall provide the Union with the names of all qualified internal candidates or more senior candidates as well as the employee selection form. ~~a written explanation outlining the reason for selecting the external or less senior candidate, including an assessment of how the selected candidate's experiences compared to the internal or more senior candidate(s).~~ The release of any information regarding applicant flow data will be in accordance with applicable law.

3/24/26
For the State of Connecticut Date

3/27/26
For the New England Health Care Employees Union – District 1199 Date

ARTICLE 15
PROMOTIONS AND LATERAL TRANSFERS

Section Thirteen (NEW): ~~Effective and retroactive to July 1, 2025.~~ Permanent employees who attain a registered nurse license and/or advanced nursing license, and who are selected to fill a vacancy within the bargaining unit where the candidate is qualified based on having attained a new license. (e.g., LPN to RN, Nurse to APRN, etc.) shall be placed two steps above the step on the new pay plan, ~~that is closest to, but not less than, the employee's current salary.~~ after the promotional calculation.

~~Section Fourteen (NEW): Permanent employees who attain a license or certification, and who are selected to fill a vacancy within the bargaining unit where the candidate is qualified based on having attained a new license, (e.g., COTA to OT) shall be placed two steps above the step on the pay plan that is closest to, but not less than, the employee's current salary.~~

3/24/26

For the State of Connecticut Date

3/27/2026

For the New England Health Care Employees Union – District 1199 Date

ARTICLE 16
ORDER OF LAYOFF OR REEMPLOYMENT

SECTION ELEVEN. CONTINUITY OF EMPLOYMENT The State recognizes that health care Employees will continue to play a vital role in the delivery of human services. While the processes for service delivery may change, job opportunities will continue to exist, provided Employees avail themselves of these opportunities. The State and the Union are committed to working closely together in order to effect an orderly transition and continuity of employment.

In order to facilitate an orderly transition to new employment opportunities, the State agrees to establish a function in the affected Agency dedicated to assisting and counseling staff in transfer and relocation options. Such function shall be staffed by an individual jointly chosen by the Union and management who is appropriately skilled to assist and counsel staff in transfer, relocation and retraining options consistent with this Section. In cooperation with the Union, a transfer list system within a specific Agency may be developed for the filling of positions or vacancies. Employees may apply for specific work locations and shifts.

Further, the State and the Union will identify retraining opportunities which will assist Employees in preparing for emerging or alternative job opportunities. To assist Employees, the State will make a good faith effort to post all bargaining unit vacancies at a central location at each facility subject to the provisions of this Section.

In the event a reallocation or reduction in the workforce becomes necessary at the Departments of ~~Mental Retardation~~ Developmental Services or Mental Health and Addiction Services as a result of the change to community based programs (deinstitutionalization), the provisions of this Section shall apply to all Department of Mental Health and Addiction Services Employees with permanent status on or before July 1, ~~2021~~ 2025 and to all Department of Developmental Services Employees with permanent status on or before July 1, ~~2021~~ 2025.

2/14/26
For the State of Connecticut Date

2/11/26
For the New England Health Care Employees Union – District 1199 Date

Article 18

Work Assignments

Section Six (New). Float Assignment.

~~(1) In an instance where management "pulls" or "floats" an employee from one functional unit to another functional unit that is ten or more miles of travel away, the employee shall receive an additional three dollars per hour. one and a half times the employee's normal rate of pay.~~

~~(2)~~ (1) At the Department of Developmental Services (DDS). an employee who is floated shall not be involuntarily mandated if there is any other qualified (i.e F-endorsed, med certified) permanently assigned employee who can be involuntarily mandated. Nothing herein shall be construed to limit management's rights Under Article 18. Section 1(A). ~~A part time employee who is mandated on a float shall receive double pay.~~

~~(3) There shall be no floats or pulls between facilities.~~

~~(4) Facilities shall continue to use the current practice for float rotations.~~

~~(5) Nothing herein shall permit expanding the use of pulls and floats to functional units and/or facilities that do not currently use pulls and floats, or increase the use of pulls or floats in functional units and/or facilities that currently use pulls or floats beyond current use.~~

3/10/26
For the State Date

3/10/2026
For the Union Date

Article 19
Shift Assignment and Differentials

SECTION ONE – SHIFT DIFFERENTIAL. Eligible Employees, as specified below, who work a shift where the majority of hours falls after 3:00 p.m. before 7:00 a.m. shall be entitled to shift differential. Payment shall be made for all hours worked during the eligible shift.

SECTION TWO. WEEKEND DIFFERENTIAL. For the purposes of this Article, a weekend is defined as the forty-eight (48) hour period beginning at 11:00 p.m. on Friday night and ending at 11:00 p.m. on Sunday night. Weekend differential shall be paid for all hours worked when the majority of shift hours fall on the weekend.

SECTION THREE. DIFFERENTIAL AMOUNT. Shift and weekend differential for all eligible bargaining unit Employees (including part-time Employees under 20 hours) shall be established at five percent (5%) of Step Two of the appropriate Salary Group. Effect July 1, 2027, shift and weekend differential for all eligible bargaining unit Employees (including part-time Employees under 20 hours) shall be increased to five and one half percent (5.5%) of Step Two of the appropriate Salary Group. Effect July 1, 2028, shift and weekend differential for all eligible bargaining unit Employees (including part-time Employees under 20 hours) shall be increased to six percent (6%) of Step Two of the appropriate Salary Group. Shift differential for all eligible LPNs and Registered Nurses (including part-timers under 20 hours) shall be established at fifteen percent (15%) of Step Two of the appropriate Salary Group.

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

ARTICLE 20
VACATION AND PERSONAL LEAVE

SECTION ONE.

(c) ~~Upon completion of six (6) full calendar months of service, an Employee,~~ Full-time and part-time, may immediately use such vacation as has accrued, subject to the provisions of this Article.

2/6/26
For the State of Connecticut — Date

2/11/26
For the New England Health Care Employees Union – District 1199 — Date

ARTICLE 20
VACATION AND PERSONAL LEAVE

SECTION ONE. VACATION CREDITS.

(A) For Employees employed as of June 30, 1977, vacation accrual shall be:
0 to 20 years 1-1/4 days per month
Over 20 years 1-2/3 days per month

(B) For Employees employed on or after July 1, 1977, vacation accrual shall be:
0 to 5 years -1 day
Over 5 and under 20 years -1-1/4 days per month
Over 20 years -1-2/3 days per month

~~**(C)** Effective July 1, 2025, vacation accrual for all employees shall be:~~
~~0 to 5 years 15 days a year (1 1/4 days per month)~~
~~Over 5 and under 10 years 17 days a year (1.42 days per month)~~
~~Over 10 years and under 20 years 20 days a year (1 2/3 days per month)~~
~~Over 20 years One additional day per year up to 25 days a year (2.083)~~

Status Quo Section (C)

SECTION THREE. Employees may carry over vacation days without written request and approval form the agency provided that such carry-over does not cause the employee's vacation accruals to exceed their maximum entitlement as prescribed by the Contract. ~~No Employee will carry over more than ten (10) days of vacation leave to the next year, provided however, that in exceptional circumstances, Agency permission may be granted to carry over more than ten (10) days. Such permission shall not be unreasonably denied.~~ 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 or after July 1, 1977, the maximum accumulation shall be sixty (60) days.

Status Quo Section

2/10/26
For the State of Connecticut Date

2/11/26
For the New England Health Care Employees Union – District 1199 Date

ARTICLE 21
Holidays

Section Eight - PART-TIME EMPLOYEES. Effective July 1, 2027, part-time Employees who work five (5) days per week shall receive pro-rata holidays. ~~when the employee does not work the holiday.~~ Part-time Employees who work less than five (5) days per week shall receive holiday pay when the holiday falls on their regularly scheduled work day. ~~when the employee does not work the holiday.~~ Part-time employees who work on a holiday will receive the applicable holiday benefits (e.g., additional pay, comp. time), as set forth above, for all hours worked regardless of whether the holiday falls on their regularly scheduled work day.

3/17/26
For the State of Connecticut Date

3/17/21
For the New England Health Care Employees Union – District 1199 Date

Union's 11/13/2025
Response to State Proposals

State Proposal 3

Article 22, SECTION ELEVEN. LEAVE DONATION. From time to time, on an as needed basis, NP-6 or P-1 bargaining unit members may donate their accrued vacation, personal leave and/or sick leave to a member of either the NP-6 or P-1 bargaining unit who has at least ~~six (6)~~ three (3) months of State service and has exhausted his/her own accrued paid time off, who is suffering from a long term or terminal illness or disability. Such donation may occur between different employing agencies. The Union or group of Employees, but no individual Employee, may initiate such donation requests using the form set forth as Appendix D. No Employee may solicit donations on his or her own behalf. No Employee may donate more than five (5) days of sick leave semi-annually. Donated leave will be credited to the Employee, effective the first full day the Employee has exhausted all accruals and is absent without leave. Said benefit shall be subject to review and approval by the Undersecretary for Labor Relations and shall be applied in accordance with uniform guidelines as may be developed by such Undersecretary.

Union Response: Accept

State of Connecticut

SEIU, 1199

Union Response to State Proposal: See Above

ARTICLE 26 MILITARY LEAVE

SECTION ONE. A full-time permanent Employee who is a member of the armed forces of the State or any reserve component of the armed forces of the United States shall be entitled to military leave with pay for ~~field training or~~ required ~~field~~ training on an active duty basis only per General Notice 88-6, provided such leave does not exceed three (3) calendar weeks in a calendar year in addition to up to seven (7) days of military leave for weekend drills. Additionally, any such Employee who is ordered to active duty as a result of an unscheduled emergency (natural disaster or civil disorder) shall be entitled to military leave with pay not to exceed thirty (30) calendar days in a calendar year. During such leave, the Employee's position shall be held, and the Employee shall be credited with such time for seniority purposes. Other requests for military leave may be approved without pay and the Employee will be advised that the leave is without pay. Nothing in this Article shall be construed to prevent an Employee from attending ordered military training while on regularly scheduled vacation.

State of Connecticut

SEIU, 1199

ARTICLE 31
TRAVEL REIMBURSEMENT

SECTION ONE. An Employee who is required to travel on Employer business shall be reimbursed for in-state and out-of-state travel according to the Standard State Travel Regulations as formulated by DAS (www.DAS.ct.gov).

Breakfast	$ 8.00
Lunch	$ 10.00
Dinner	$ 20.00

Effective July 1, 2028 ~~2026~~, the meal reimbursement rate shall be:

Breakfast	$12.00
Lunch	~~$16.00~~ 15.00
Dinner	~~$27.00~~ 22.00

Plus all taxes plus 15% of meal maximum gratuity.

An Employee who is required to remain away from home overnight in order to perform 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, but in no event shall be lower than seventeen ($17.00) dollars in state and twenty-one ($21.00) dollars out of state. Advance approval must be obtained, except in emergencies.

An Employee who is involved in transporting a patient/client during the lunch period and who must stop for lunch with the patient/client shall be reimbursed up to the lunch meal reimbursement ~~rate for Danbury/Bridgeport the location where the employee works as set forth by the General Service Administration seven dollars ($7.00)~~ of up to $12.00 for the cost of ~~his/her~~ the Employee's lunch.

SECTION TWO. An Employee who is required to use his/her personal vehicle in the performance of duty shall be reimbursed at the current GSA mileage rate. When Employees are required and do utilize personally-owned vehicles to transport patients/clients in excess of two days in a workweek they shall be paid $4.50 per day vehicle use fee. Such fee shall be paid for each day that the Employee is required to use his/her personal vehicle in the performance of such State business.

Employees shall be notified of the minimum insurance requirements prior to using their personal vehicles in the performance of duties. In an emergency situation, an Employee who uses his/her personal vehicle to attend to a patient/client shall be reimbursed regardless of the insurance requirement.

Section Three. Employees shall be reimbursed for mileage or other costs as covered by this article and shall receive said reimbursement from the State no later than sixty (60) days after the Employee has submitted the required paper work to receive travel reimbursement and such documentation has been approved by the appointing authority or designee.

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

Article 33
Dismissal, Suspension, Demotion, or Other Discipline

SECTION FIFTEEN (New) – Reporting of Anti-Discrimination Data

In conjunction with the Anti-Discrimination Committee established in Article 37, Section 8 of this Agreement, each individual Agency shall provide, on a ~~quarterly~~ **semi-annual** basis, data in regard to any and all discipline issued to 1199 bargaining unit members within the preceding twelve (12) months. This report shall be provided to the Union ~~quarterly~~ **semi-annually** ~~following the conclusion of each calendar year~~, **unless the Union requests it quarterly from a specific agency.** This data shall include:

(A) The name of the employee,
(B) The Agency and facility where the employee works,
(C) The employee's job title,
(D) The employee's age,
(E) The employee's race,
(F) The employee's gender,
(G) The type of discipline imposed, and
(H) The specific violation for which the employee was cited.

In addition, upon request, the agency shall provide the union with an annual report of the racial, ethnic, and gender demographics of management at each facility or region. Nothing herein shall limit the Union's right to information it is otherwise entitled to.

3/24/26
For the State of Connecticut Date

3/27/26
For the New England Health Care Employees Union – District 1199 Date

TRAINING AND TUITION REIMBURSEMENT AND

Quality Of Work Life

Update Article 35 from "upon legislative approval and retroactive to July 1, 2021" to "upon legislative approval and retroactive to July 1, 2025"

2/17/26

For the State of Connecticut Date

2/15/26

For the New England Health Care Employees Union – District 1199 Date

ARTICLE 35
TRAINING AND TUITION REIMBURSEMENT AND
Quality Of Work Life

SECTION FIVE. EDUCATION AND TRAINING COMMITTEE. A statewide Labor-Management Steering Committee shall meet ~~semi-annually during the~~ at least four times a year, including during the months of October and April, and will be co-chaired by the Assistant Director of the Office of Labor Relations and a Union Vice President. This committee shall provide oversight of Education and Training activities, allocation of funds and shall also:

(A) Conduct needs assessments and develop plans to meet these needs.

(B) Make recommendations to the union and state each contract year for transfers of uncommitted moneys from any tuition or work shop fund to another fund. Upon agreement of the state and the union, uncommitted moneys from one fund may be transferred to supplement another fund during the term of this agreement. Requests by the union to transfer uncommitted funds shall not be unreasonably denied or delayed.

(C) Coordinate QWL training activities with other programs.

(D) Monitor usage of the combined education and training fund and develops guidelines to ensure that all funds are distributed equitably.

(E) Make recommendations regarding disputes over the use of Education and Training funds.

The appropriate Agency shall prepare requests for proposals, develop contracts and apply the proper procedures to ensure payment to vendors. The Statewide Human Resources Management Division of the Department of Administrative Services may assist when necessary.

The Labor Management Education and Training Committee shall be chaired by the Administrator (referenced in Section Eleven) and compose of five (5) members of the NP-6/P-1 bargaining units and five (5) agency representatives.

The Committee shall:

(A) Select recipients who will receive Education and Training funds.

(B) Review and allocate moneys quarterly for P-1 bargaining unit Employees for special workshops funded under the Combined Education and Training Fund.

(C) Review and monitor courses and/or programs funded under the Combined Education and Training Fund, or by special agreement through tuition reimbursement.

(D) Assist in the selection of vendors/contractors.

(E) Track students' progress.

(F) Develop a system for selecting Employees who will receive release time for Career Mobility or other release time programs.

SECTION TWELVE. QUARTERLY REPORTS. Upon request, the Office of the Comptroller shall issue quarterly reports regarding conference and workshop and tuition expenditures. ~~Upon request,~~ The Department of Administrative Services shall issue ~~quarterly~~ monthly reports regarding QWL expenditures and expenditures for the combined Education and Training Funds. Upon agreement of the State and the Union, uncommitted moneys from any one Fund provided under this Article may be transferred to supplement another Fund under this Article during the term of this Agreement. Requests by the union to transfer uncommitted funds shall not be unreasonably denied or delayed. ~~The State shall promptly notify the Union and the Committee established pursuant to Section 5 when any of the funds have less than 20% of the annual contribution to the fund, and again when the fund is depleted.~~

3/5/26
For the State of Connecticut Date

3/5/2026
For the New England Health Care Employees Union – District 1199 Date

Article 37
Labor Management Committees

SECTION EIGHT (New) – Anti-Discrimination Committee

An Anti-Discrimination Sub-Committee shall be established within four (4) months of the contract's ratification, within each agency. This committee shall be tasked with identifying, analyzing, and enacting countermeasures to identified areas of discrimination, consisting of, but not limited to race, color, ethnicity, religion, gender, sexual orientation, national origin, age, and disability. The Sub-Committees shall meet in accordance with each agency labor management practices.

The Office of Labor Relations and the President of 1199 Union shall host an annual, statewide meeting to share agency sub-committee accomplishments, discuss new areas that require attention or focus, and hear from the members from a variety of agencies.

This committee shall not be read or interpreted as to replace existing committees, existing agency based initiatives and shall work to enhance ongoing agency equal opportunity and anti discrimination programs.

3/17/26 — *For the State of Connecticut* — Date

3/17/26 — *For the New England Health Care Employees Union – District 1199* — Date

ARTICLE 47
ESSENTIAL EMPLOYEES

Whenever the Employer closes one or more facilities early or opens late via a declaration of unusual weather or other circumstances, those Employees deemed Level One who cannot be released or are not allowed to arrive late shall be paid at a rate one and one-half (1 ½) times their regular rate of pay for all hours worked during the release day/period.

Upon request from the Union, the parties shall meet once in the first quarter of the fiscal year, to discuss the designation of certain employees and classifications as essential or non-essential for purposes of reporting to work when there is a facility closure or early or late opening due to weather or other circumstances.

3/5/26
For the State of Connecticut Date

3/5/2021
For the New England Health Care Employees Union – District 1199 Date

UNION PROPOSAL 51

ARTICLE 48
TECHNICAL HIGH SCHOOL NURSES

SECTION ONE. SHORTENED DAYS/WEATHER CLOSINGS/OTHER RELATED CLOSURE

(A) When Technical High School teachers have a professional day, a late opening or early dismissal, or have the day off due to school closings, the nurses shall have the option of working their regular schedule. Should they choose not to work their full workday, they may elect to use vacation, earned compensatory time and/or personal leave accruals, or go unpaid to cover the time.

(B) Notwithstanding the foregoing:

i. When a Nurse is late for work due to ~~inclement weather,~~ weather related delays, ~~or hazardous driving conditions~~, the Nurse shall not be charged for such lateness provided the Nurse arrives at least 15 minutes prior to school starting. If a Nurse is late more than 15 minutes due to inclement weather, they shall have to use appropriate accruals or go unpaid to cover the time.

~~ii. In exceptional situations, up to 2.5 hours may be excused without charge to the Nurses leave balance if the severity of conditions so warrants. In assessing whether to excuse lateness more than 2.5 hours, consideration will be given to the time the nurses arrive at work when compared to other employees traveling to work under similar circumstances.~~

~~iii. Failure to excuse the lateness of up 2.5 hours shall be subject to the grievance and arbitration provisions of this Agreement.~~

~~iv. Section One, Subsection B shall not apply if the Nurse fails to report to work.~~

(C) If a nurse's school is closed due to weather or an emergency closing and continuous operations are affected, the Head Nurse, with prior authorization from both school principals, may choose to work at an alternate location where available. Otherwise, they may elect to use vacation, earned compensatory time and/or personal leave accruals, or go unpaid to cover the time. Notwithstanding the foregoing, if a closure for an emergency situation occurs on a day where enough instructional hours have occurred, and the students are being released for the day without an extension of the academic year the nurses will also be released with pay for the remainder of the day.

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

Article 48
Technical High School Nurses

Section Five. Compensatory Time.

1. Accrual of compensatory time will be credited to Technical High School nurses instead of overtime pay for the life of the collective bargaining agreement. The Technical High School nurses elect compensatory time instead of overtime pay in accordance with Article 13, Section Four (5) of the collective bargaining agreement.
2. Compensatory time will be granted by the Department of Education for hours worked beyond the scheduled school day when necessary and as approved by the school Principal, without being unreasonable denied, to complete and follow school health policies and procedures as outlined in the Connecticut Technical High School System Head Nurse Job description and as mandated by the Department of Public Health and the State of Connecticut General Statutes, including school and student emergencies. Inasmuch as working overtime must be pre-approved, the denial of earning compensatory time by the school Principal in non-student emergency situations is not subject to the grievance process. Earned compensatory time will be entered into CORE CT Time and Labor system.
3. Earned compensatory time shall be used only in the following manner at the request of individual Technical High School Head Nurse: early school dismissals and delayed school openings, legal/half days including teacher's professional development days, emergency school closings, during school breaks, and academic hours while students are in classroom session. The use of compensatory time must be approved in advance by the school Principal in accordance with the agency's attendance policies through the Electronic Leave Request (ELR) process. Under no circumstances will the use of accrued compensatory time be approved at the expense of student health and safety.
4. The process for obtaining and recording of comp time shall be as follows: The Technical High School head Nurse shall notify and administrator in advance of a need to work beyond the regularly scheduled school day in accordance with established State Department of Education Policy and Procedure. As stated in the policy, compensatory time is authorized in advance by the school Principal using the DMB-10 form. The SDE Compensatory Time Policy and Procedure and Forms can be found at: http://sdectg/bhr/Operations%20Info/Overtime_and_Comp_Time_Proc.doc.
5. It is understood that it may not be possible for the school Nurse to obtain prior approval in the case of a medical emergency or other unanticipated event. In such a case, the nurse will notify the school Principal as soon as reasonably possible after an emergency or unanticipated event. The approved comp time shall be recorded with the designated timekeeper. Use of accrued compensatory time shall be recorded at a mutually agreed time with the ~~six (6)~~ twelve (12) month period following the accumulation period as outlined in # ~~3~~ 2 above. The ~~six (6)~~ twelve (12) month period is based on calendar year, not academic year.
6. 6. Any accrued compensatory time that is not used with the ~~six (6)~~ twelve (12) month period following the accumulation period will be lost. Under no circumstances will the accrued compensatory time be used as a basis for payment of any kind.

2/4/26
For the State of Connecticut Date

2/11/26
For the New England Health Care Employees Union – District 1199 Date

ARTICLE 48

TECHNICAL HIGH SCHOOL NURSES

SECTION SIX. PREPARATION DAYS.

1. The Technical High School Nurses shall be provided two and one-half ~~(7-hour)~~ preparation days prior to the commencement of the 2013 school year and annually thereafter.
2. All preparation days will be worked during the summer after July 1st of each year.
3. ~~They~~ Nurses who work more than 35 hours per week shall work two (2) eight-hour days with an unpaid lunch break, and one (1) four-hour day for a total of 20 hours, and nurses who work 35-hours or less per week shall work two (2) seven-hour days with an unpaid lunch break, and one (1) three and one-half (3.5) hour day for a total of 17.5 hours to collect and review medical records, sports physicals, 504 programs and to complete state education health mandates. The unpaid lunch break shall not be interpreted as part of the eight-hour shift for nurses who work more than 35 hours per week or as part of the seven-hour shift for nurses who work 35 hours or less per week.
4. The scheduling of these preparation days must be approved in advance by the school administrator.
5. Because the Technical High School Nurses are placed on "summer ~~law~~ leave", they will receive compensation for the preparation days worked no later than the second paycheck of the new school year.

4/2/26

For the State of Connecticut Date

4/2/26

For the New England Health Care Employees Union – District 1199 Date

Article 48
Technical High School Nurses

Section XX (NEW). Skills USA Days.
Nurses in school sites where USA Skills are not being held will have the option to work in their home school office or use their leave balance of personal, vacation, compensatory time, or take the day unpaid. Nothing herein shall preclude management from reassigning a nurse in accordance with operational need.

2/4/26
For the State of Connecticut Date

2/1/26
For the New England Health Care Employees Union – District 1199 Date

Article 48

Technical High School Nurses

Section XX (NEW). Vacation Day Carry Over Use of Excess Vacation Time.

Due to the difficulties of scheduling vacation time during the academic calendar year, nurses shall be able to carry over all unused vacation days up to the maximum amount allowed per Article 20. Thirty days prior to the end of the scheduled school year, nurses shall submit requests for vacation time. If approved, such requests can be used after the end of the school year but no later than June 30.

3/10/26

State of Connecticut

3/10/26

SEIU, 1199

MEMORANDUM OF AGREEMENT 1
CORRECTIONAL MEAL ALLOWANCE

P-1 and NP-6 Employees assigned to a Department of Correction facility shall receive either the meal or the meal allowance currently in effect at that facility. The monetary meal reimbursement shall be ~~twenty dollars ($20.00)~~ eight dollars ($8.00) per meal for each shift actually worked. Effective July 1, 2027, the amount shall increase to eight dollars and fifty cents ($8.50) per meal for each shift actually worked. Effective July 1, 2028, the amount shall increase to nine dollars ($9.00) per meal for each shift actually worked. In the event an Employee is required to work unanticipated overtime after his/her regularly scheduled shift a sandwich and a beverage, prepared by a staff member, will be arranged in lieu of the meal allowance.

3/17/26
For the State of Connecticut Date

3/17/2026
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF UNDERSTANDING 4

ARTICLE 18 - WORK ASSIGNMENTS SECTION FOUR

Article 18, Section Four of the collective bargaining agreement provides a prohibition on transfers being made for disciplinary purposes. With full recognition of this prohibition both the Union and the Employer recognize that there are occasions when a change in work surroundings of a particular Employee is in the best interest of all parties. Where such situations are present, the Agency shall appraise the Union President or his designee of its concerns and the associated circumstances. **Such situations include transfers necessitated due to accreditation related concerns.** With mutual agreement between the Agency management and a Union Officer a transfer shall be permitted.

3/10/26

For the State of Connecticut Date

3/10/2026

For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT 16

STATE OF CONNECTICUT
UCONN HEALTH CENTER AND NEW ENGLAND HEALTH CARE EMPLOYEES UNION – DISTRICT 1199

RESPIRATORY THERAPY AGREEMENTS

THE COMPENSATION OF RESPIRATORY THERAPISTS, LEAD RESPIRATORY THERAPIST, AND RESPIRATORY THERAPY SUPERVISORS EMPLOYED AT THE UNIVERSITY OF CONNECTICUT HEALTH CENTER ARE CONSISTENT WITH THE ALLOWANCES PROVIDED BY THE MEMORANDUM OF AGREEMENT – RE: RECRUITMENT AND RETENTION.

1. Due to the unique recruitment and retention issues experienced at John Dempsey Hospital with Respiratory Therapists, there shall be an annual stipend of up to $8,000 for first shift and $15,000 for those who are assigned and work second, and/or third shift provided to Employees at John Dempsey Hospital in the classifications of Respiratory Therapist, Lead Respiratory Therapist and Respiratory Therapy Supervisor. This stipend shall be paid biweekly in each pay period where the Employee receives a regular paycheck. The parties agree that the maximum annual benefit under this section for a full time Employee is $8,000 and $15,000, pro-rated by FTE.

2. Shift Differential. For recruitment and retention purposes it is recognized that Respiratory Therapists, Lead Respiratory Therapist and Respiratory Therapy Supervisors require added incentive to accept 2nd and 3rd shift assignments. Therefore, the 15% of Step 2 differential rate as provided LPNs and RN's (Article 19, Section Three) shall likewise apply to the Respiratory Therapists and Respiratory Therapy Supervisors employed at John Dempsey Hospital.

3. For employees working twelve-hour (12) shifts at UCONN in the titles of Respiratory Therapist, Lead Respiratory Therapist and Respiratory Therapy Supervisor, Article 19 as amended by this agreement, shall prevail however, any hours worked between 3pm and 7am shall be entitled to shift differential.

4. This Agreement shall be revisited on June 30, 2029 at which time the effect of the recruitment and retention issues associated with Respiratory Therapists will be reviewed. The determination of whether these issues remain a viable concern shall be made on the basis of availability of certified Respiratory Therapists and the ability of John Dempsey Hospital to hire said individuals without the extra compensation herein provided. Prior to the elimination of this stipend agreement the State, the Health Center and 1199 shall meet and discuss the circumstances and conditions that the State believes warrants the

elimination of the stipend provisions. These Agreements are without precedent for either party in any pending or future situation.

3/10/25

For the State Date

3/10/2025

For the Union Date

MEMORANDUM OF UNDERSTANDING 31

CLINICAL SOCIAL WORKERS ASSIGNED TO DMHAS MOBILE CRISIS UNIT

The parties agree that due to the challenging nature of the assignment, only Advanced Clinical Social Workers, Advanced Professional Counselors, and Advanced Marital and Family Therapists ~~Clinical Social Worker Associates~~ should work on the Department of Mental Health and Addiction Services' Mobile Crisis Unit. ~~Clinical Social Workers so assigned shall be upgraded to the classification of Advanced Clinical Social Worker Associate effective with the pay period that includes July 1, 2019.~~ This shall not preclude other job classifications being assigned to DMHAS Mobile Crisis Units based on operational need.

3/5/26

For the State of Connecticut Date

3/5/2026

For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT 40 REGARDING PER DIEM NURSES' AIDE AND PHLEBOTOMISTS

The parties have agreed to implement a pilot program in which UConn will continue to employ incumbents in a Nurses' Aid (Per Diem) job classification and establish a Per Diem Phlebotomist classification.

Purpose: This agreement is to reduce mandatory overtime for Nurses' Aides and due to recruitment issues for Phlebotomist by offering intermittent work schedule to per diems and to increase recruitment issues and to expedite the hiring into permanent positions.
Procedure:

1. UConn Management shall maintain a total of twelve (12) positions in the job classification of per diem Nurse's Aides and no more than six (6) positions in the job classification of Per Diem Phlebotomist. The establishment of Phlebotomists will be utilized to streamline the recruitment into permanent classifications and assist with recruitment of Phlebotomists. The establishment of these Per Diem positions would be in addition to any permanent positions.

2. Notwithstanding the provisions of the 1199 collective bargaining agreement, the Pension Agreement and Chapter 66 of CT General Statues, the State may utilize per diem Nurse's Aides and per diem Phlebotomist to work at UConn on an intermittent basis.

3. These classifications may be used by the State to provide coverage on a daily basis due to difficulties recruiting enough non per diem Employees in the applicable job series and/or due to absence of current staff.

4. Individuals in the per diem Nurse's Aide and per diem Phlebotomists classifications shall not be entitled to retirement benefits, health insurance or life insurance benefits, paid leave longevity or other economic benefits, except as provided in #5 below.

5. UConn per diem Nurse's Aide incumbents shall be compensated at Step 3 of the Nurse's Aide job classification. UCONN per diem Phlebotomists shall be compensated at step 3 of the Phlebotomist job classification.

6. In all other ways, the provisions of Article 9, section 16 shall apply.

7. UConn shall utilize the up to 12 per diem CNAs and 6 Phlebotomists to cover open shifts to prevent the mandation of permanent Employees. UConn will require per diems to cover the equivalent of 9 weekend shifts/per diem worker and the equivalent of 6 shifts/per diem worker for the major and minor holiday coverage. UConn will continue its practice of allowing permanent employees to voluntarily pick up overtime shifts and on-call shifts before per diem shifts are distributed.

8. The parties shall continue to meet, including immediately after execution of this Agreement, to discuss addressing critical recruitment and retention issues among CNAs and Phlebotomists. The pilot program will expire on July 1, 2027. ~~Either party may terminate this agreement effective July 1, 2027 or thereafter with ninety (90) days notice.~~ Either party can discontinue with ninety (90) days notice.

3/10/26 3/10/2026

For the State Date For the Union Date

MEMORANDUM OF AGREEMENT XX

Within six months following the ratification of this Agreement, an OJE will commence for all (1) all Pharmacy Technician titles, consisting of: Pharmacy Technician Trainee, Pharmacy Technician, and Pharmacy Technician Coordinator; (2) all Pharmacist titles, consisting of: Pharmacist, Pharmacy Consultant, and Pharmacy Supervisor; and (3) all Pharmacist titles within the Department of Consumer Protection, consisting of: Consumer Protection Drug Control Agent and Consumer Protection Drug Control Principal Agent.

3/17/26 3/17/26

For the State of Connecticut Date *For the New England Health Care Employees Union – District 1199* Date

Within six months following ratification of this Agreement, an OJE will commence for (1) positions in DDS with the primary job duty of inspecting licensed facilities (e.g., group homes) currently classified as Quality Review Specialists~~, will be reclassified to the new title of "Licensed Facilities Inspectors"~~.(2) Physical Therapist Consultant and Occupational Therapist Consultant titles for those PTs and OTs who go out into the community, consult with other agencies, and/or who otherwise meet the job description of the former Physical Therapist Consultant and Occupational Therapist Consultant job titles; (3) Rehab Therapists, and (4) Dietitians.

3/5/26
For the State of Connecticut Date

3/15/2021
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2026, upon legislative approval, four (4) Clinical Social Workers currently assigned to Whiting Forensic Hospital shall have their salary adjusted, using the round-up method, to the title of Advanced Clinical Social Worker.

Effective July 1, 2026, upon legislative approval, two (2) Mental Health Assistant 1's currently assigned to the DMHAS Mobile Crisis Unit shall have their salary adjusted, using the round-up method, to the title of Mental Health Assistant 2.

Effective July 1, 2026, upon legislative approval, four (4) Mental Health Assistant 2's currently assigned to the DMHAS Mobile Crisis Unit shall have their salary adjusted, using the round-up method, to the title of Mental Health Associate.

Incumbents must qualify for the target class at the time of appointment.

3/17/26

For the State of Connecticut Date

3/17/2026

For the New England Health Care Employees Union – District 1199 Date

MOA re Career Ladders/Career Advancement (~~NEW~~ Pilot Program)

Section One: The parties recognize that career advancement opportunities for state employees is mutually beneficial in that it improves recruitment and retention and promotes stability in the workforce. The parties also recognize that certain barriers, including that the job duties of certain positions prevent employees from obtaining the requisite qualifications to advance. The parties are therefore committed to finding solutions that will promote career advancement within state employment and allow for vacancies to be filled by promotions.

Section Two: ~~Not later than sixty (60) days following ratification of this agreement, a Committee for Career Advancement shall convene.~~ Not earlier than ninety (90) days, but not later than 150 days, following legislative approval, a Committee for Career Advancement shall be convened. The committee shall have an equal number of representatives appointed by the State and by the Union, with at least four representatives from each side. The Committee shall meet as needed, at the request of either party ~~but not less than once per month, unless the parties mutually agree to meet less often.~~

Section Three: The Committee shall identify relevant barriers to advancement for particular positions and solutions to those barriers. Such solutions may include, but need not be limited to, identifying or creating opportunities for non-supervisory employees to gain supervisory experience. The Committee may also explore whether experience in a given position should qualify someone to supervise said position.

Section Four: ~~Unless the committee decides otherwise, the committee will start with the following positions: [insert]~~ The committee shall decide which classifications to begin evaluating. If the committee cannot ~~come to a consensus~~ agree on the classifications, each side will pick three (3) classifications.

Section five: ~~If the parties cannot agree on a policy to promote career advancement for a particular position within ninety days from the first time a position is identified by either party for review, either party may invoke interest arbitration~~. The committee shall issue recommendations to the Department of Administrative Services (DAS) and the Office of Labor Relations ~~for approval, which shall not unreasonably be denied~~.

Section six: This pilot program will expire on [October 1, 2027].

3/5/26
For the State of Connecticut Date

3/5/2021
For the New England Health Care Employees Union – District 1199 Date

Union's 11/13/2025
Response to State Proposals

STATE PROPOSAL29

MOU Regarding Recruitment and Retention of Physicians and Psychiatrists

Add this MOU to the contract. Signed 2/28/22, with an addendum signed 10/13/22, which provided pay increases for physicians and psychiatrists.

UNION RESPONSE

Accept without prejudice to any other proposals the union has on Physicians and Psychiatrists.

State of Connecticut

SEIU, 1199

During negotiations, the Union made proposals relating to the creation of new job ~~titles.~~ classifications. The parties agree that upon request by the union, the state – with representatives from the agency and OLR will meet with the union to further discuss those ~~positions.~~ potential job classifications

3/5/26
For the State of Connecticut Date

3/5/2026
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

The State and the Union may each forward up to five (5) job classifications on which to meet and discuss any changes that could potentially impact compensation for each individual classification. ~~for review for upgrades during the contract term~~. For this purpose, a single classification shall include its parentheticals. The parties may mutually agree to review additional job classifications. This understanding does not impact the rights of the Union pursuant to Article 12 of the collective bargaining agreements, nor the standards set forth in said Article.

3/25/26

For the State of Connecticut Date

3/25/26

For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF UNDERSTANDING XX
Behavioral Health Unit Supervisors

~~At the Department of Mental Health and Addiction Services (DMHAS),~~ Effective July 1, 2027, Behavioral Health Unit Supervisors shall be eligible for overtime.

3/24/26 3/27/26

For the State of Connecticut Date *For the New England Health Care Employees Union – District 1199* Date

MEMORANDUM OF UNDERSTANDING XX
Advanced Marital Family Therapist and Advanced Professional Counselor

At the Department of Mental Health and Addiction Services (DMHAS) and the Department of Correction (DOC), effective July 1, 2026, Advanced Marital Family Therapists and Advanced Professional Counselors shall be eligible for overtime.

4/2/26
For the State of Connecticut Date

4/2/26
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2027, the title of Supervising Psychologist 1 (Clinical) shall be moved from pay plan 33 to pay plan 35.

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2027, the title of Supervising Psychologist 1 (Consulting) shall be moved from pay plan FP 33 to pay plan FP 35.

3/24/26
For the State of Connecticut Date

3/24/26
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2027, the title of Supervising Psychologist 2 (Clinical) shall be moved from pay plan 36 to pay plan 38.

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2027, the title of Supervising Psychologist 2 (Consulting) shall be moved from pay plan 36 to pay plan 38.

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2027, the title of Supervising Nurse shall be moved from pay plan 28 to pay plan 31.

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2027, the title of Supervising Nurse (Correctional Facility) shall be moved from pay plan 28 to pay plan 31.

3/17/26

For the State of Connecticut Date

3/17/26

For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2026, the title of Physician Assistant shall be moved from pay plan FP 30 to pay plan FL 30, using the rounding-up method.

For the State of Connecticut 3/29/26 Date

For the New England Health Care Employees Union – District 1199 3/27/26 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2026, the title of Forensic Technician 1 shall be moved from pay plan 12 to pay plan 14.

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2026, the title of Forensic Technician 2 shall be moved from pay plan 16 to pay plan 18.

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2026, the title of Supervising Forensic Technician shall be moved from pay plan 18 to pay plan 20.

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2026, the title of Diagnostic Imaging Assistant shall be moved from pay plan 07 to pay plan 11.

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2027, the title of Phlebotomist shall be moved from pay plan 11 to pay plan 13.

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2026, the title of Optometrist shall be moved from pay plan 05 to pay plan 09.

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2026, the title of Lead Dentist shall be moved from pay plan 09 to pay plan 11, using the rounding-up method.

3/17/26

For the State of Connecticut Date

3/17/26

For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF AGREEMENT XX

Effective July 1, 2028, the title of Certified Nursing Assistant shall be moved from pay plan 14 to pay plan 15, using the rounding-up method.

For the State of Connecticut Date 3/17/26

For the New England Health Care Employees Union – District 1199 Date 3/17/26

Side Letter Regarding the Resolution of Grievances

The Parties agree to use the following process to resolve the grievances involving dismissal from state service and suspensions, in excess of 20 days, in existence as of the time of legislative approval.

~~**Section 1 – Retreat**~~

~~The parties will have a two-day retreat in June 2026. At the retreat the parties will:~~

~~(1) Pre-schedule arbitration dates for the entire year;~~

~~(2) Pre-schedule monthly settlement meetings~~

~~(3) Review grievances to be settled or combined for arbitration~~

~~(4) Settle grievances~~

Section ~~2~~ 1 – Quarterly ~~Settlement~~ Scheduling Discussions

- Committee with OLR and Union will meet each quarter.
- The parties scheduling of grievances for arbitration will be chronological, with the oldest grievance moving forward first, unless the parties agree otherwise.
- State will identify between up to five ~~five-and-ten~~ grievances each quarter 2 weeks before meeting, and is encouraged to provide details, proposed solutions or reasons that the grievance cannot be considered for settlement. Union may also identify up to five grievances
- Parties will come prepared to review each grievance, and the authority to negotiate a tentative settlement that, if reached, they will recommend for approval.
- Unless mutually agreed to otherwise, if the parties do not have a settlement by the following monthly meeting, the grievance will be withdrawn or scheduled for arbitration.

Section 3 – Establishing Efficiencies for Arbitration

A. ~~Limiting Use of Post hearing Briefs:~~

- ~~The parties agree that for discipline grievances, unless mutually agreed otherwise, there will be no post hearing briefs except for disciplines of terminations and suspensions greater that two weeks.~~
- ~~The parties agree to consider forgoing posthearing briefs in other cases when appropriate.~~

~~B. Explore Informal Proceeding with Bench Decisions~~

- ~~The parties will explore having an expedited arbitration process for disciplines of suspensions less than two weeks where the rules of evidence are suspended, each side presents their case, and the arbitrator issues a bench decision.~~

A. Combining Arbitrations

- The parties will endeavor, when appropriate, to combine arbitrations when they involve the same or similar facts, or the same contract provision other than just cause.
- When feasible, the parties will endeavor to conduct two arbitrations in a single day.

D. Pre-selecting Arbitrators and Arbitration Dates

- The parties will ~~agree to a~~ continue with panel of ~~three~~ five arbitrators, who shall serve on a rotating basis.
- The parties agree to schedule at least ~~one~~ six arbitrations per year starting 3 months after the first scheduling meeting. If an arbitration settles, the parties ~~will use best efforts to use the~~ may use the scheduled date for another arbitration.
- The parties will seek to agree on the order of arbitration for the grievances that have gone through the committee. If the parties do not reach agreement, the order will be chronological, with the oldest grievance moving forward first.

E. Cancelling Arbitrations

- Arbitrations will not be cancelled unless there are emergency circumstances
- Should an arbitration be cancelled, the parties will seek to reschedule in a timely manner. If the Union cancels an arbitration on a grievance that is not withdrawn or settled, and it is not rescheduled and causes the number of arbitrations to fall below the six arbitrations per year, it will be added to the number of arbitrations required to be scheduled for the following year (e.g., the following year there would be at least 7 arbitrations instead of 6).
- ~~Should the Union cancel arbitrations and fall below the six arbitrations per year provision, they shall withdraw cases at their discretion to meet the negotiated amount per year.~~

3/17/26

For the State of Connecticut Date

3/17/26

For the New England Health Care Employees Union – District 1199 Date

MEMORANDUM OF UNDERSTANDING #XX

STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

March 10, 2026

Mr. Rob Baril
President
New England Health Care Employees Union
District 1199 SEIU
77 Huyshope Avenue
Hartford, CT 06106

Dear Mr. Baril:

I am writing in regard to ~~an~~ issues raised by the Union during our on-going contract negotiations for a successor agreement to the contract that expired June 30, 2025. During our discussions, the Union raised ~~an~~ issues concerning ~~after-hours~~[2] Union access as defined in Article 4, Union Rights, Section 3, at the Department of Mental Health and Addiction Services (DMHAS) facilities.

The parties (DMHAS, the Union, OLR/OPM) shall review and work to resolve the Union and DMHAS specific issues related to Article 4, Section 3. The parties agree to convene a meeting following the ratification of a successor agreement to review DMHAS specific issues related to Article 4, Section 3 and create a contact list for after hour access.

Sincerely,

David Krayeski
Undersecretary
Office of Labor Relations

3/17/26
For the State of Connecticut Date

3/17/26
For the New England Health Care Employees Union – District 1199 Date

Phone: (860) 418-6447 Fax: (860) 707-1907
450 Capitol Avenue-MS# 52OLR, Hartford, Connecticut 06106

MEMORANDUM OF UNDERSTANDING #XX

STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

March 10, 2026

Mr. Rob Baril
New England Health Care Employees Union
District 1199 SEIU
77 Huyshope Avenue
Hartford, CT 06106

Dear Mr. Baril:

I am writing in regard to an issue raised during our on-going contract negotiations for a successor agreement to the contract that expired June 30, 2025. During our discussions, the Union raised an issue concerning professional development for physician assistant titles, and all advanced practice registered nurses.

I would like to reiterate my position on this issue. Professional development, including for licensure and board certification requirements, for these titles may be covered by agency working training hours.

This letter is not intended to limit the use of other mechanisms for professional development, such as the conference and workshop training funds. Nor is this letter intended to limit professional development for any other titles.

David Krayeski
Undersecretary
Office of Labor Relations

3/10/26
For the State Date

3/10/2026
For the Union Date

Phone: (860) 418-6447 Fax: (860) 707-1907
450 Capitol Avenue-MS# 52OLR, Hartford, Connecticut 06106

STIPULATED AGREEMENT

Pursuant to Article 12 of the State/1199 Collective Bargaining Agreement the parties have agreed to the following:

(1) The Clinical Nurse Coordinators ("CNCs") at DMHAS, specifically the five CNCs at River Valley Services ("RVS") and the one CNC at Connecticut Mental Health Center ("CMHC") shall be promoted to Head Nurse.

(2) The effective date of this promotion shall be July 1, 2026.

This Agreement shall not serve as precedent in any pending or future dispute between the parties, and shall not be admissible as evidence in any arbitration including interest arbitration.

4/2/26 4/2/26

For the State of Connecticut Date *For the New England Health Care Employees Union – District 1199* Date

SUPERSEDENCE APPENDIX – P-1 & NP-6

(EFFECTIVE JULY 1, 2025 TO JUNE 30, 2029)

CONTRACT PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Union Business Leave	Article 4, Sec. 7	C.G.S. § 5-248(a)
Length of Working Test Period	Article 8, Sec. 2	C.G.S. § 5-250
Working Test Period	Article 8, Section 4	C.G.S. § 5-230
General Wage Increases	Article 9, Sec. 1	C.G.S. § 5-200(k) C.G.S. § 5-200(m)
Annual Increments	Article 9, Sec. 2	C.G.S. § 5-200(k) C.G.S. § 5-200(m)
Lump Sum Payment	Article 9, Sec. 2	C.G.S. § 5-200(k) C.G.S. § 5-200(m)
Longevity Payments	Article 9, Sec. 3	C.G.S. § 5-200(k) C.G.S. § 5-200(m)
In-Charge Pay	Article 9, Sec. 5	C.G.S. § 5-200(k) C.G.S. § 5-200(m)
Uniform Allowance	Article 9, Sec. 12	C.G.S. § 5-200(k) C.G.S. § 5-200(m)
Dental Assistant Stipend	Article 9, Sec. 20	C.G.S. § 5-200(k) C.G.S. § 5-200(m)
Overtime at Capitol Region MH Center	Article 13, Sec. 4	C.G.S. § 5-245
Hiring Rates for RNs or Advanced Nursing License	Article 15, Sec. 13 (New)	C.G.S. § 5-200(k) C.G.S. § 5-200(m) C.G.S. § 5-206 C.G.S. § 5-208(a)
Continuity of Employment	Article 16, Section 11	C.G.S. § 5-241 Reg. § 5-241-2
Shift Assignment and Differentials	Article 19, Sec. 3	C.G.S. § 5-200(k) C.G.S. § 5-200(m)
Vacation and Personal Leave	Article 20, Sec. 1	C.G.S. § 5-250
Holidays for Part-Time Employees	Article 21, Sec. 8	C.G.S. § 5-254
Leave Donation	Article 22, Sec. 11	C.G.S. § 5-247
Military Leave	Article 26, Sec. 1	C.G.S. § 5-248(c)
Travel/Meal Reimbursement	Article 31, Sec. 1	C.G.S. § 5-141(c)
Quality of Work Life/Career Mobility	Article 35	C.G.S. § 4-87 C.G.S. § 4-89
Technical High School Nurses	Article 48, Sec. 1	C.G.S. § 5-248(a)
Correctional Meal Allowance	MOA 1	C.G.S. § 5-200(k)(m) C.G.S. § 5-141(c)
Work Assignments	MOA 4	C.G.S. § 5-239
Respiratory Therapy Agreement	MOA 16	C.G.S. § 5-200(k) C.G.S. § 5-200(m)
Per Diem Nurses' Aid & Phlebotomists	MOA 40	C.G.S. § 5-200(k) C.G.S. § 5-200(m) C.G.S. § 5-206 C.G.S. § 5-208
Pharmacist Series OJE	MOA (New)	C.G.S. § 5-200(a)(k)(m)(n)

OJE	MOA (New)	C.G.S. § 5-200(a)(k)(m)(n)
Reclassification of Specific DMHAS Titles	MOA (New)	C.G.S. § 5-200(b) C.G.S. § 5-206(c)
Career Ladders/Career Advancement	MOA (New)	C.G.S. § 5-200(a)(k)(m)(n)
Recruitment and Retention of Physicians and Psychiatrists	MOA (New)	C.G.S. § 5-200(k) C.G.S. § 5-200(m) C.G.S. § 5-206 C.G.S. § 5-208
Establishment of Potential Job Classifications	MOA (New)	C.G.S. § 5-206
Behavioral Health Unit Supervisors	MOA (New)	C.G.S. § 5-245
Overtime for DMHAS AMFT & APC	MOA (New)	C.G.S. § 5-245
Modification to Step Pay Plan for: Supervising Psychologist 1 (Clinical), Supervising Psychologist 1 (Consulting), Supervising Psychologist 2 (Clinical), Supervising Psychologist 2 (Consulting), Supervising Nurse, Supervising Nurse (Correctional Facility), Physician Assistant, Forensic Technician 1, Forensic Technician 2, Supervising Forensic Technician, Diagnostic Imaging Assistant, Phlebotomist, Optometrist, Lead Dentist, and Certified Nursing Assistant.	MOA (New)	C.G.S. § 5-200(k) C.G.S. § 5-200(m) C.G.S. § 5-206 C.G.S. § 5-208
Stipulated Agreement Regarding CNC at RVS and CMHC	Stipulated Agreement (New)	C.G.S. § 5-200(b) C.G.S. § 5-206(c)

NOTE: The above does not include supersedence appendices from prior or current contract periods. Although not reprinted herein such remain applicable.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated April 2, 2026

Bargaining Unit: P-1 Professional Health Care Employees & NP-6 Paraprofessional Health Care Employees
Period of Contract: July 1, 2025 through June 30, 2029

Number of Full Time Employees:	All Funds	5,849
	General Fund	5,408

Total Annual Wages (26 pay periods) All Funds: $510,284,174
Total Value of Fringe Benefits:

Average Full Time All Funds:	Annualized Basis (26 Pay Periods for All Years) Salary	Percent Increase Gen'l Wage Increase	Al's & Lump Sums	Other	Total
Prior to New Contract:	$87,243				
1st Year Contract: 2025-2026	$91,294	3.18%	1.46%	0.01%	4.64%
2nd Year Contract: 2026-2027	$96,832	6.63%	4.28%	0.08%	10.99%
3rd Year Contract: 2027-2028	$102,686	10.24%	7.02%	0.43%	17.70%
4th Year Contract: 2028-2029	$104,202	10.38%	8.40%	0.66%	19.44%

FULL-TIME COMPENSATION SUMMARY

				Financial Impact		
All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	4th Year 2028-29	Annualized
Total Wages and Related Items	$510,284,174	$23,696,474	$56,083,594	$90,328,650	$99,190,749	$99,190,749
Fringe Benefits						
Value of Current Items		$3,144,522	$7,442,293	$11,986,612	$13,166,286	$13,166,286
TOTAL WAGES AND BENEFITS	$510,284,174	$26,840,996	$63,525,887	$102,315,262	$112,357,036	$112,357,036

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated April 2, 2026

		All Funds Requirement - 26 pay periods				
		2025-2026	2026-2027	2027-2028	2028-2029	Annualized
Fiscal Year 2025-2026						
(1) 2026 2.5% GWI Effective 7/1/2025		$16,220,630	$16,869,455	$16,869,455	$16,869,455	$16,869,455
(2) 2026 AI		$7,435,844	$14,828,618	$14,828,618	$14,828,618	$14,828,618
(3) UHC Resp Therapist Shift Differential		$40,000	$40,000	$40,000	$40,000	$40,000
SUBTOTAL AGREEMENT ITEMS - 1st YEAR		$23,696,474	$31,738,073	$31,738,073	$31,738,073	$31,738,073
Fiscal Year 2026-2027						
(1) 2027 2.5% GWI Effective 7/1/2026			$16,982,602	$17,661,907	$17,661,907	$17,661,907
(2) 2027 AI			$6,995,026	$13,948,249	$13,948,249	$13,948,249
(3) Holiday Pay for Part Time Employees			$289,884	$289,884	$289,884	$289,884
(4) Grade Changes			$56,362	$58,616	$58,616	$58,616
(5) Overtime for Certain DOC and DMHAS Staff			$6,548	$6,548	$6,548	$6,548
(6) Uniform Allowance			$15,100	$30,200	$30,200	$30,200
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$24,345,522	$31,995,404	$31,995,404	$31,995,404
Fiscal Year 2027-2028						
(1) 2028 2.5% GWI Effective 7/1/2027				$17,743,871	$18,453,626	$18,453,626
(2) 2028 AI				$7,055,510	$14,068,343	$14,068,343
(3) Grade Changes				$861,581	$896,044	$896,044
(4) Increase Shift Differentials				$805,417	$1,771,917	$1,771,917
(5) CRMHC Overtime				$38,491	$38,491	$38,491
(6) Dental Assistant Stipend				$8,000	$8,000	$8,000
(7) Behavioral Health Unit Supv Overtime				$11,661	$11,661	$11,661
(8) Correctional Meal Allowance				$70,644	$141,287	$141,287
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR				$26,595,174	$35,389,369	$35,389,369
Fiscal Year 2028-2029						
(1) Increase In-Charge Pay					$95,590	$95,590
(2) Incease Meal Reimbursement					$67,904	$67,904
SUBTOTAL AGREEMENT ITEMS - 4th YEAR					$67,904	$67,904
TOTAL CONTRACT ITEMS - ALL FUNDS		$23,696,474	$56,083,594	$90,328,650	$99,190,749	$99,190,749
Total Wages		$23,696,474	$56,083,594	$90,328,650	$99,218,436	$99,218,436
FRINGE ANALYSIS						
Social Security	6.20%	$1,469,181	$3,477,183	$5,600,376	$6,151,543	$6,151,543
Medicare	1.45%	$343,599	$813,212	$1,309,765	$1,438,667	$1,438,667
Unemployment	0.26%	$61,611	$145,817	$234,854	$257,968	$257,968
SERS Normal Cost	3.98%	$943,120	$2,232,127	$3,595,080	$3,948,894	$3,948,894
OPEB	1.38%	$327,011	$773,954	$1,246,535	$1,369,214	$1,369,214
TOTAL FRINGE	13.3%	$3,144,522	$7,442,293	$11,986,612	$13,166,286	$13,166,286
TOTAL COST OF CONTRACT - ALL FUNDS		$26,840,996	$63,525,887	$102,315,262	$112,357,036	$112,357,036

NP-8 Contract Resolution 3.2.2026

Year 1: 2.5% GWI + Step (retroactive for active bargaining unit employees and direct retirees)

Year 2: 2.5% GWI + Step

- Increase in tuition reimbursement to $40,000
- New $1200 parole supervisors on call stipend
- Increase the article 53 annual health and wellness fund to $30,000[1]

Year 3: 2.5% GWI + Step

- New $1,200 Deputy Warden Duty Availability Stipend
- Increase supervisory stipend by $300

Year 4: Reopener (GWI + Step Only)

- Increase Shift Commander Pay from $35 to $40
- Increase supervisory stipend by $200

Language Issues:

Issue #4

Section 10 In addition to those exempted and unless specifically stated otherwise, the following matters shall not be subject to the grievance and arbitration procedure:
(a) dismissal of employees during the initial working test period;
(b) dismissal of non-permanent employees;
(c) the decision to layoff employees;
(d) classification and pay grade for newly created jobs; however, this clause shall not diminish
the Union's right to negotiate on pay grades;
(e) those inherent management rights not restricted by a specific provision of this Agreement in
any way, directly or indirectly.
(f) appeal and rejection from admission to an examination;

Issue # 13

(f) An employee on medical or personal leave will be eligible to transfer to another facility under this procedure, provided that his or her return-to-work date is within ~~**thirty (30)**~~ **forty-five (45)** calendar days of the offer of transfer. In the event the employee cannot return to

[1] This confirms the understanding that the Union may use money from such fund for stress management.

work within the ~~thirty (30)~~ **forty-five (45)** calendar days of the offer, the employee will be passed over on the transfer list.

TAs that have already been signed are included, all other proposals withdrawn unless by mutual agreement or as reflected below.

Pending Arbitration: The pending arbitration proceedings will be suspended as the parties have a full tentative agreement subject to membership ratification and legislative approval based upon the above. Not later than 90 days following legislative approval of the tentative agreement, the parties shall meet to explore resolution of Issue 10. Should such meeting fail to produce resolution, the arbitration shall proceed to conclusion on Issue 10 in accordance with a mutually agreed-upon schedule of LBOs and briefs, or in the absence of such, in accordance with a schedule set by the Arbitrator. This paragraph shall be null and void in the event the membership fails to ratify, or the legislature to approve, the tentative agreement.

3/2/2026		Eric Peterson 3/3/2026	
Dan Livingston	Date:	Eric Peterson	Date:

TENTATIVE AGREEMENT-- FOR THE CORRECTIONAL SUPERVISORS [NP-8] BARGAINING UNIT BETWEEN THE STATE OF CONNECTICUT AND CSEA, SEUI LOCAL 2001

The following tentative agreements are the complete set of agreements reached before and during the pending arbitration proceedings. All other issues set forth in the pending arbitration are resolved except as reflected by the parties' agreement with respect to Issue 10, fixed posts, which will be resolved in accordance with the parties' agreement of March 2, 2026. The parties further agree that retroactivity of the FY increases as reflected in the agreed-upon language submitted in arbitration shall be interpreted to be limited to employees on the payroll at the time of legislative ratification and employees who during the retroactive period went directly into retirement.

ARTICLE 8 – UNION RIGHTS

Section 2. Bulletin Board. (a) The State shall furnish a minimum of one (1) bulletin board at each institution which the Union may utilize for their announcements and Union material. The Union shall be provided a key for access to the bulletin board at institutions where such boards are presently locked. The State reserves the right to have the Union remove material that is of a partisan, political nature or is inflammatory, or derogatory to the State Employer or any of its officers or employees. After the material in question is removed, the Union shall have the right to grieve and to arbitrate.

(b) Agency bargaining unit vacancies, including promotional opportunities within the bargaining unit, shall be posted **virtually only and** at least ten (10) calendar days prior to the closing date of the promotional position.

(c) Notices of vacancies shall also be sent to CSEA at the same time they are posted.

ARTICLE 11 - TUITION REIMBURSEMENT

Section 2. There shall be ~~$20,000~~ $25,000 (twenty-five thousand dollars) appropriated each fiscal year of this Agreement for the purpose of tuition reimbursement. Funds that are unexpended in one fiscal year shall carry over into the next fiscal year provided however that the tuition reimbursement fund will expire on expiration of the Agreement. The previous sentence notwithstanding, applications for tuition reimbursement that are submitted and approved within the final six (6) months of this Agreement may be paid with any remaining available funds, up to three months following the expiration of this Agreement. ~~Effective July 1, 2022, the fund shall be increased to $25,000 (twenty-five thousand dollars).~~ **Effective July 1, 2026, the fund shall be increased to $40,000 (forty thousand dollars)**

ARTICLE 14 - WORKING TEST PERIOD

Section 1. The Working Test Period shall be deemed an extension of the examination process. Therefore, a determination of unsatisfactory performance during a Working Test Period shall be tantamount to a failure of the competitive exam. The Working Test Period shall be for six (6) months. A Working Test Period for a Department of Correction employee may with the approval of the Commissioner of Correction or his/her designee be extended on an individual basis subject to the terms of the Department of Administrative Services General Letter #31 Working Test Period Extensions.~~for a defined period of time not to exceed three (3) additional months~~. A Working Test Period for an Employee of the Board of Pardons and Paroles may with the approval of the Chairman of the Board of Pardons and Paroles or his/her designee be extended on an individual basis subject to the terms of the Department of Administrative Services General Letter #31 Working Test Period Extensions.~~for a defined period of time not to exceed three (3) additional months~~.

ARTICLE 17 - GRIEVANCE PROCEDURE

Section 10 In addition to those exempted and unless specifically stated otherwise, the following matters shall not be subject to the grievance and arbitration procedure:

(a) dismissal of employees during the initial working test period;
(b) dismissal of non-permanent employees;
(c) the decision to layoff employees;
(d) classification and pay grade for newly created jobs; however, this clause shall not diminish the Union's right to negotiate on pay grades;
(e) those inherent management rights not restricted by a specific provision of this Agreement in any way, directly or indirectly;
(f) **appeal and rejection from admission to an examination.**

TENTATIVE AGREEMENT-- FOR THE CORRECTIONAL SUPERVISORS [NP-8] BARGAINING UNIT BETWEEN THE STATE OF CONNECTICUT AND CSEA, SEUI LOCAL 2001

ARTICLE 18 - DISMISSAL, SUSPENSION, DEMOTION OR OTHER DISCIPLINE

Section 7. A written reprimand ~~or a written record of an oral reprimand~~ which is placed in an employee's official personnel file and which is not merged in the service rating next following shall be treated in accordance with the Personnel Files Article.

ARTICLE 19 - HOURS OF WORK, WORK SCHEDULES, AND OVERTIME

Section 4. Compensatory Time and Overtime Parole and Community Services Supervisors.

C. Compensatory Time credited and/or earned by bargaining unit member(s) shall be retained by said employee(s) until such time as the employee(s) utilizes the credited and/or earned Compensatory Time and shall not be subject to any "use or lose" provision.

When a member leaves the NP-8 bargaining unit or ~~**When**~~ the employee/employer relationship is terminated by any means (retirement, resignation, termination, etc.) and said employee has credited/accrued Compensatory Time, said employee shall be paid his or her applicable hourly rate for each credited/accrued Compensatory Time hour or partial hour. In the event of an employee's death, said payment shall be made to the employee's estate or chosen beneficiary.

ARTICLE 20 - SHIFT AND FACILITY ASSIGNMENTS SHIFT TRANSFER

PROGRAM:

Section 3. Voluntary Transfers

(b) Temporary Transfers:

For positions that will be vacant for six (6) months or less, only bargaining unit employees assigned to the same facility will be eligible for transfer from the departmental transfer list. Within 48 hours of making a temporary transfer under this article, the agency will provide the union notice of the temporary transfers expected duration. Should the Employer subsequently learn that such duration is expected to change by more than 14 days, it shall inform the Union within 48 hours of learning.

If a vacancy occurs in an employee's position and the vacancy is expected to be longer than six (6) months, only employees in the bargaining unit are eligible to transfer from the departmental transfer list.

If and when the employee whose absence created the vacancy returns to his/her position, the employee who filled the vacancy shall return to his/her previous assignment.

If two or more employees are on the departmental transfer list for the vacant position of either less than six (6) months or more than six (6) months, the position will be assigned to the most senior employee as defined in Section One of the Article pertaining to seniority.

[(c-e no changes)]

(f) An employee on ~~workers; compensation~~workers compensation leave ~~or medical or personal leave~~ will be eligible to transfer to another facility under this procedure. An employee

on medical or personal leave ,will be eligible to transfer to another facility under this procedure, provided that ~~for these employees not on workers compensation~~, his or her return to work dates is within ~~thirty (30)~~ **forty-five (45)** calendar days of the offer of transfer. In the event the employee cannot return to work within the ~~thirty (30)~~ **forty-five (45)** calendar days of the offer, the employee will be passed over on the transfer list.

ARTICLE 21 - COMPENSATION

Section 1. **General Wage Increases**

(a)Retroactive to July 1, 2021~~5~~, and upon legislative approval the base annual salary for employees and their current salary schedules shall increase by 2.5%

~~(b) Retroactive to July 1, 2021, and upon legislative approval, eligible full-time employees shall receive a special lump sum payment in the amount of two thousand five hundred ($2500) dollars. An eligible employee includes any active employee includes any active employee in the bargaining unit as of March 31, 2022.~~

~~(c)~~ **(b)** Effective July 1, 2022~~6~~, the base annual salary for all employees shall increase by 2.5%.

~~(d) Effective July 1, 2022, active, full-time employees shall receive a special lump sum payment in the amount of one thousand ($1000) dollars.~~

~~(e)~~ **(c)** Effective July 1, 2023~~7~~, the base annual salary for all employees shall increase by 2.5%.

~~(f)~~ **(d)** Fourth year wage reopener: Either party, by notice in writing no sooner than January 1, 2024~~8~~, may reopen Article 21 (Compensation) Section 1 and Section 8 (annual increments).

Section 2. Night Shift Differential. All employees in this bargaining unit**, except for Deputy Wardens,** shall be eligible to receive **night** shift differential whose assigned work shift begins any time after 2:00 pm and before 6:00 am.

~~(a)Effective July 6, 2007, the shift differential shall be eighty-five cents ($.85) per hour.~~

~~(b)~~ (a) Shift differential will only be paid when an employee is actually working.

~~(c)The above provisions shall also apply to Captains and Counselor Supervisors effective and retroactive to June 23, 2006.~~

~~(d)~~ **(b)** Effective July 1, 2019, the shift differential shall be one dollar ($1.00) per hour

~~(e) This section shall not apply to Deputy Wardens.~~

Section 3. (NO CHANGES)

Section 4. On-Call Pay. Effective July 1, 2022, employees who are required by the appointing authority to be "on standby" or "on call" in order to ensure "after hours" coverage must receive written notification of this status. Pay for such status will be the following: $2.00 an hour for all days on call except for holidays.

Holiday on call payment will be at $5.00 per hour.

Notwithstanding the above, Parole and Community Services Managers and Deputy Wardens shall not be eligible for On-Call Pay.

Effective July 1, 2026, Parole and Community Services ~~Managers~~ Supervisors who are expected to answer their phone/text or other communication after their normal work hours shall receive an annual stipend of twelve hundred dollars ($1200) in the month of July. The payment of the stipend shall be made in the first pay period that includes July 1st.

Effective July 1, 2027, Deputy Wardens shall receive an annual duty availability stipend of twelve hundred dollars ($1200) in the month of July. The payment of the stipend shall be made in the first pay period that includes July 1st.

Section 5 (NO CHANGES)

Section 6 . Shift Commander Pay. The acting shift commander shall be compensated as if promoted to the classification of the shift commander. Bargaining unit members in the Lieutenant or Training Officer classifications who are required to serve as Shift Commanders shall be paid a stipend at the rate of ~~$26.40~~ **35.00** per shift worked as a shift commander in addition to their daily pay rate.

~~Effective at the start of the pay period following July 1, 2022, the rate shall be increased to $35.00 per shift.~~

Effective at the start of the pay period following July 1, 2028, the rate shall be increased to $40.00 per shift

The acting shift commander pay shall apply to a Lieutenant or Training Officer who is designated as the acting shift commander at the start of a particular shift and who performs that function for a substantial portion of that shift (i.e. at least six hours of the shift).

The parties agree that Captains, Counselor Supervisors, and Deputy Wardens are not eligible for the acting shift commander pay.

If a Captain is working overtime as part of the supervisory coverage, the Captain will function as the shift commander.

Section 7 (NO CHANGES)

Section 8 Annual Increments.

(a) An employee's annual increment date will be the date that an employee receives a salary advancement in the salary range.

All employees who become Lieutenants or Training Officers after December 3, 2001 will keep the annual increment date they had while a member of the Correctional bargaining unit (NP-4) **with adjustments in accordance with Section 8 (c) of this article**. All employees who were members of the bargaining unit on or before December 3, 2001 shall revert to the annual increment date they had when they were members of the Correctional bargaining unit (NP-4) **with adjustments in accordance with Section 8 (c) of this article.** All employees who became state employees for the first time as members of this bargaining unit will have their annual increment date determined In accordance with existing state practice.

Notwithstanding the prior paragraph, employees who were in the classifications of Captain or Counselor Supervisor on or before October 17, 2005 will have a ~~July~~ **June 30th** increment date. Employees appointed to the Captain or Counselor Supervisor classifications on or after October18, 2005 will keep the annual increment date that they held in their prior job title **with adjustments in accordance with Section 8 (c) of this article.**

Notwithstanding the above, employees who were in the classification of Parole and Community Service Manager on or before May 8, 2015 will have a ~~July~~ **June 30th** increment date. Employees appointed to the classification of Parole and Community Service Manager (now "Parole and Community Service Supervisor") after May 8, 2015 will keep the annual increment date they held in their prior job title **with adjustments in accordance with Section 8 (c) of this article.**

Notwithstanding the above, employees who were in the classification of Deputy Warden on or before December 31, 2019 will have a ~~January~~ **December 30th** increment date. Employees appointed to the classification of Deputy Warden after December 31, 2019 will keep the annual increment date they held in their prior job title.

(b) The value of the salary advancement in the salary range on the employee's annual increment or anniversary date shall be three percent (3%).

(c) Annual increments for the ~~2021-2022, 2022-2023 and 2023-2024~~ **2025-2026, ~~and~~ 2026-2027 and 2027-2028** contract years. Employees will be eligible for and receive annual increments in accordance with existing practice ~~and the SEBAC Guidelines agreed to and executed on February 7, 2022.~~

Annual increments previously effective on July 1st of each year shall be effective June 30th of each year beginning on June 30, 2013 and annual increments previously effective January 1st of each year shall be effective December 30th beginning on December 30, 2013

Section 9 (NO CHANGES)

Section 10 (NO CHANGES)

Section 11 (NO CHANGES)

Section 12 (NO CHANGES)

Section 13. ~~Effective July 1, 2019,~~ **T**here shall be a ~~five hundred dollar ($500)~~ **eight hundred fifty dollars ($850)** annual supervisory stipend paid to all bargaining unit employees. ~~Effective July 1, 2020 the annual supervisory stipend shall be increased to six hundred and fifty dollars ($650) per year.~~ The payment of the stipend shall be made in the first pay period that includes July 1st.

~~Effective July 1, 2022, the annual supervisory stipend shall be increased to seven hundred fifty dollars ($750) per year. Effective Jul 1, 2023, the annual supervisory stipend shall be increased to eight hundred fifty dollars ($850) per year.~~

Effective July 1, 2027, the annual supervisory stipend shall be increased to eleven hundred and fifty dollars ($1,150) per year.

Effective July 1, 2028, the annual supervisory stipend shall be increased to thirteen hundred and fifty dollars ($1,350) per year.

ARTICLE 27 - MISCELLANEOUS

Section 1. The Department shall issue to all employees standard uniforms and all necessary equipment to carry out the performance of duties. Each Department employee shall present a neat, clean and well-groomed appearance while wearing a uniform and/or in the performance of duties. If the department has issued a uniform to a Captain or Counselor Supervisor, the employee may be required to wear the uniform on a daily basis or on designated occasions. Any employee found to be in violation of the uniform and/or grooming standards may be removed from any public facing post and assignments and reassigned until they have been reinspected and are found to be in conformance with the standards

ARTICLE 30 - METHOD OF SALARY PAYMENT

Section 4. **Direct Deposit. Effective upon ratification and approval, or as soon thereafter is practicable, all new employees shall participate in direct deposit of their pay checks.** In all other respects, the method of salary payment on June 30, 2008 shall continue in force.

ARTICLE 32 – HOLIDAYS

Section 1. For the purposes 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, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day.

[Section 2-3, no change]

Section 4. Each employee whose job requires him/her to work on a holiday other than Thanksgiving, Christmas, New Year's Day, Martin Luther King Day, Lincoln's Birthday, ~~or~~ Washington's Birthday, or Juneteenth and who works as schedule on a holiday which falls on his/her regular work day shall receive a compensatory day off or a day's pay at straight time in addition to his/her regular week's pay. At the beginning of each fiscal year, an employee shall elect cash or time for all such holidays. An employee who fails to complete the election form shall be treated as if he/she had elected the payment option. An employee who is promoted into the bargaining after the start of the fiscal year shall continue to receive the option selected in his/her former bargaining unit.

Section 5. Each employee whose job requires him/her to work on Thanksgiving, Christmas, New Year's Day, Martin Luther King Day, Lincoln's Birthday, ~~or~~ Washington's Birthday, or Juneteenth shall be paid at the rate of time and one half his/her regular hourly rate for all hours worked on holiday in addition to his/her regular pay. The employee may take compensatory time off in lieu of the holiday pay.

[Section 6 no change]

Section 7. Any compensatory (T.O.) time accrued at the time of any employee's separation from ~~State service~~the NP-8 bargaining unit shall be paid off to the employee at the applicable rate in effect at the time of such service separation. Employees on a calendar year basis may cash out to a maximum of 100 hours compensatory time.

[Remaining sections no change]

ARTICLE 36 - SICK LEAVE BANK

Section 1. Sick Leave Bank. (a) There shall be an Emergency Sick Leave Bank to be used by full-time permanent employees. The agency will send a copy of the employee application to the Union at the same time that the application is submitted to the Office of Labor Relations.

(b) To be eligible to use sick leave bank benefits the employee must:

1. have been employed by the State for two (2) or more years

2. have exhausted all sick leave and personal leave

3. have exhausted vacation leave in excess of sixty (60) days

4. have exhausted any other compensatory time

5. have an injury or illness which is not covered by Workers' Compensation

6. have an acceptable medical certificate supporting continued absence on file and

7. have not been disciplined for sick leave abuse during the ~~two~~ one (1~~2~~) year period preceding application; provided, however, the committee may waive this requirement.

[remainder of Section 1 unchanged]

Section 2. Leave Donations Leave Donation From time-to-time, on an as needed basis, bargaining unit members may donate their accrued vacation and/or personal leave to a fellow bargaining unit member who has at least six (6) months of State service and has achieved permanent status and has exhausted his/her own accrued paid time off, who is suffering from a long term or terminal illness or disability. Said benefit shall be subject to review and approval by the Commissioner of Administrative Services and shall be applied in accordance with uniform guidelines as may be developed by such Commissioner.

ARTICLE 41 - PRINTING AND DISTRIBUTION OF THE AGREEMENT

Section 1. The parties will share the cost of printing fifty (50) copies of the Agreement in booklet form. Contract booklets will be split evenly between the parties.

Section 2. The Union will distribute electronic copies of the booklet to all present and new employees.

Section 3. The electronic version of the Agreement can be found on the internet at www.csea-ct.com, or scanning this QR code:

ARTICLE 53 - HEALTH AND WELLNESS

Section Three. ~~Effective July 1, 2019,~~ There shall be an annual fund of ten thousand dollars ($10,000). There shall be an unlimited carryover of unused funds from one contract year to the next contract year.

Effective July 1, 2026, the fund shall increase to thirty thousand dollars ($30,000) At the Union's request, some of the funds may be used for stress management.

ARTICLE 55 - HARASSMENT OR DISPARATE TREATMENT

The Employer shall take reasonable measures to prevent harassment or disparate treatment at the workplace.

ARTICLE 56- NEWLY PROMOTED DEPUTY WARDEN TRAINING

Newly promoted deputy wardens shall be provided training relevant to their positions, in the amount, duration, and manner determined by management, as soon as practicable upon their appointment.

FOR THE STATE: Eric Peterson

DATE: 3/5/2026

FOR THE UNION: Dal E Cyr

DATE: 3.5.2026

SUPERSEDENCE APPENDIX
NP-8
EFFECTIVE JULY 1, 2025, TO JUNE 30, 2029

PROVISION	CONTRACT REFERENCE	STATUTE/REGULATION AMENDED
Tuition Reimbursement	Article 11 Section 2	C.G.S. 5-200(k) C.G.S. 5-200(m)
Working Test Period	Article 14	C.G.S. 5-230 Reg. 5-230-1
Grievance Procedure, appeals and rejection from exams.	Article 17 Section 10	C.G.S. 5-271(e)
Shift Transfer	Article 20, Section 3	C.G.S 5-239 Reg. 5-239-1
General Wage Increases	Article 21 Section 1	C.G.S. 5-200(k) C.G.S. 5-200(m)
Annual Increments	Article 21 Section 8	C.G.S. 5-200(k) C.G.S. 5-200(m)
Parole On-Call Pay and Deputy Warden Stipend	Article 21 Section 4	C.G.S. 5-200(k) C.G.S. 5-200(m)
Shift Commander Pay	Article 21 Section 6	C.G.S. 5-200(k) C.G.S. 5-200(m)
Supervisory Stipend	Article 21 Section 13	C.G.S. 5-200(k) C.G.S. 5-200(m)
Method of Salary Payment, direct deposit	Article 30 Section 4	C.G.S. 31-71b
Holidays	Article 32 Section 1,4 &5	C.G.S. 5-254(a) Reg. 5-254-1
Sick Leave Bank	Article 36 Section 1&2	C.G.S. 5-247
Health and Wellness	Article 53 Section 3	C.G.S. 5-200(k) C.G.S. 5-200(m)

NOTE: The above does not include Supersedence appendices from prior or current contract periods. Although not reprinted herein such remain applicable.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 3, 2026

		All Funds Requirement - 26 pay periods				
		2025-2026	2026-2027	2027-2028	2028-2029	Annualized
Fiscal Year 2025-2026						
(1) 2026 2.5% GWI Effective 7/1/2025		$1,327,256	$1,380,347	$1,380,347	$1,380,347	$1,380,347
(2) 2026 AI		$1,264,737	$1,570,922	$1,570,922	$1,570,922	$1,570,922
SUBTOTAL AGREEMENT ITEMS - 1st YEAR		$2,591,993	$2,951,269	$2,951,269	$2,951,269	$2,951,269
Fiscal Year 2026-2027						
(1) 2027 2.5% GWI Effective 7/1/2026			$1,398,200	$1,454,128	$1,454,128	$1,454,128
(2) 2027 AI			$1,284,827	$1,596,906	$1,596,906	$1,596,906
(3) Parole Supervisors on Call Stipend			$22,800	$22,800	$22,800	$22,800
(4) Increase Tuition Reimbursement			$20,000	$20,000	$20,000	$20,000
(5) Increase Health and Wellness			$20,000	$20,000	$20,000	$20,000
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$2,745,828	$3,113,834	$3,113,834	$3,113,834
Fiscal Year 2027-2028						
(1) 2028 2.5% GWI Effective 7/1/2027				$1,471,542	$1,530,404	$1,530,404
(2) 2028 AI				$1,235,254	$1,540,924	$1,540,924
(3) Deputy Warden Duty Availability Stipend				$39,600	$39,600	$39,600
(4) Increase Supervisory Stipend				$154,200	$257,000	$257,000
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR				$2,900,597	$3,367,928	$3,367,928
Fiscal Year 2028-2029						
(1) Increase Shift Commander Pay from $35 to $40					$35,490	$35,490
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR					$35,490	$35,490
TOTAL CONTRACT ITEMS - ALL FUNDS		$2,591,993	$5,697,096	$8,965,699	$9,468,521	$9,468,521
Total Wages		$2,591,993	$5,657,096	$8,925,699	$9,428,521	$9,428,521
FRINGE ANALYSIS						
Social Security	6.20%	$160,704	$350,740	$553,393	$584,568	$584,568
Medicare	1.45%	$37,584	$82,028	$129,423	$136,714	$136,714
Unemployment	0.26%	$6,739	$14,708	$23,207	$24,514	$24,514
SERS Hazardous Duty Normal Cost	12.92%	$334,804	$730,718	$1,152,918	$1,217,867	$1,217,867
OPEB	1.37%	$35,597	$77,691	$122,579	$129,485	$129,485
TOTAL FRINGE	22.2%	$575,427	$1,255,885	$1,981,520	$2,093,147	$2,093,147
TOTAL COST OF CONTRACT - ALL FUNDS		$3,167,420	$6,952,981	$10,947,220	$11,561,668	$11,561,668

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 3, 2026

Bargaining Unit: Correctional Supervisor (NP-8)
Period of Contract: July 1, 2025 through June 30, 2029

Number of Full Time Employees:	All Funds	514
	General Fund	514

Total Annual Wages (26 pay periods) All Funds: $55,213,861
Total Value of Fringe Benefits:

Average Full Time All Funds:	Annualized Basis (26 Pay Periods for All Years) Percent Increase Salary	Gen'l Wage Increase	Al's & Lump Sums	Other	Total
Prior to New Contract:	$107,420				
1st Year Contract: 2025-2026	$112,463	2.40%	2.29%	0.00%	4.69%
2nd Year Contract: 2026-2027	$118,504	5.03%	5.17%	0.11%	10.32%
3rd Year Contract: 2027-2028	$124,863	7.80%	8.05%	0.39%	16.24%
4th Year Contract: 2028-2029	$125,841	7.91%	8.60%	0.64%	17.15%

FULL-TIME COMPENSATION SUMMARY

All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	4th Year 2028-29	Financial Impact Annualized
Total Wages and Related Items	$55,213,861	$2,591,993	$5,697,096	$8,965,699	$9,468,521	$9,468,521
Fringe Benefits						
Value of Current Items		$575,427	$1,255,885	$1,981,520	$2,093,147	$2,093,147
TOTAL WAGES AND BENEFITS	$55,213,861	$3,167,420	$6,952,981	$10,947,220	$11,561,668	$11,561,668

TENTATIVE AGREEMENT

CSEA LOCAL 2001, CONNECTICUT STATE POLICE COMMISSIONED OFFICERS ASSOCIATION (NP-9) AND STATE OF CONNECTICUT

ARTICLE 15 - COMPENSATORY TIME

Section 1

All bargaining unit members shall be deemed to be exempt from overtime payments

The Commissioner of Emergency Services and Public Protection may grant compensatory time for extra time worked at the rate of time and one-half by bargaining unit members for these unique situations provided it conforms to the following criteria:

1. The bargaining unit member must receive written authorization in advance to work extra time by the Agency Head or his/her designee in order to record the extra hours as compensatory time. The authorization must include the employee's name and outline the reason(s) for compensatory time. Proof of advance authorization must be retained in the employee's personnel file for audit purposes. In cases of emergencies, oral authorization or immediate activation shall suffice as circumstances dictate and recordation will be confirmed afterwards by a written authorization

2. The amount of extra time worked must be significant in terms of total and duration.

3. Extra time worked must be completed at an approved work location or at the scene of an incident.

4. Compensatory time shall not accumulate by omitting lunch hours or other changes that do not extend the employee's normal workday.

5. Compensatory time shall not accumulate for travel or commuting purposes to a regularly scheduled shift but shall accumulate if associated with approved compensatory time such as a call out outside of a regularly scheduled work day.

6. The number of extra hours worked and the compensatory time taken must be recorded on the appropriate time sheet and maintained by the Agency. In no case shall an employee be permitted to take compensatory time before it is earned.

7. Compensatory time earned during the twelve months of the calendar year must be used by the end of the succeeding calendar year and cannot be carried forward.

8. In no event will compensatory time be used as the basis for additional compensation and shall not be paid as a lump sum at termination of employment.

Section 2 NEW

In extraordinary circumstances Overtime Compensatory Time may be paid in cash as the State's option, in lieu of providing compensatory time off, in any workweek or work period. In such instances, cash overtime compensation shall be paid at a rate of one and one-half (1 1/2) the rate the employee is actually paid per hour. Effective October 1, 2027, where an employee is ordered to work off shift outside the home by the Colonel or their designee, time and one-half shall be paid unless the employee requests to receive compensatory time.

ARTICLE 16-TEMPORARY SERVICE IN A HIGHER CLASS

Section One. 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 work retroactive to the first such day at the rate of the higher class as if promoted thereto, provided such assignment is approved by the Commissioner of Administrative or designee, **in accordance with General Letter 29.**

Article 17-Compensation

Section One. General Wage increases

Revise section 1 to reflect 2.5% General Wage increase effective and retroactive to July 1, 2025, and General Wage increases of 2.5% effective July 1, 2026 and 2027. Revise the chart as appropriate to reflect the ranges in effect as of the expiration of the prior CBA. Revise the ranges for FY's 26-28 as appropriate. Delete reference to special lump sum.

Section Two. Lump Sum Payments.

Effective July **2026** ~~2022~~ (the July ~~2021~~ **2025** lump sum having already been paid), each bargaining unit employee at every salary level in each classification, namely Lieutenant and Captain, shall receive a 2% lump sum payment calculated on the salary levels for the forthcoming contract year.

Section Three. Movement through Classification salary levels

~~In contract years July 1, 2021 to June 30, 2024~~, Each bargaining unit employee in each classification whose years in rank qualifies that officer for advancement to a higher salary level shall move to that salary level effective the first full pay period following the date of their appointment to the applicable rank in accordance with the 0-3, 3+ and 5+ salary levels.

Article 19-Confidential Exclusions

A maximum of three confidential exclusions from the complement of Lieutenants and Captains may be claimed at any given time by the Department during the term of this Agreement and the Department may designate the assignments to which the exclusions may be assigned. No employee may be assigned such position without the employee's agreement.

Article 26-Military Leave

A full time permanent employee who is a member of the armed forces of the State or any reserve component of the armed forces of the United States shall be entitled to military leave with pay for required ~~field~~ training, provided such leave does not exceed ~~two (2) calendar weeks~~ **fifteen days** in a year. Additionally, any such employee who is ordered to active duty as a result of an unscheduled emergency (natural disaster or civil disorder) shall be entitled to military leave with pay not to exceed thirty (30) calendar days in a calendar year. During such leave the employee's position shall be held, and the employee shall be credited with such time for seniority purposes.

Article 36- Holidays

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

ARTICLE 38 - SICK LEAVE BANK

Section One. Definition. There shall be an Emergency Sick Leave Bank to be used by full- time ~~permanent~~ employees.

Section Two. Eligibility. An employee shall be eligible to use sick leave benefits from the bank when:

(a) The employee has been employed by the State for ~~two (2)~~ or **3 months or** more ~~years.~~

(b) The employee has exhausted all sick leave, and personal leave.

~~(c) The employee has exhausted vacation leave in excess of sixty (60) days and any other compensatory time.~~

(d) The illness or injury is not covered by Workers' Compensation and/or such compensation benefit has been exhausted.

(e) An acceptable medical certificate supporting the continued absence is onfile.

(f) The employee has not been disciplined for sick leave abuse during the two (2) year period preceding application for the benefit; provided, however, the committee may waive this requirement.

Section Three. Benefit Amount. Benefits under this Article shall be paid at the rate of one- half (1/2) day for each day of illness or injury. Payments shall begin on the **tenth (10th)** ~~sixteenth (16th)~~ day after the exhaustion of leave or Workers' Compensation as outlined above. No employee shall be eligible to draw from the bank more than once per contract year; more than two hundred (200) one- half (1/2) days per year of illness or injury; or if the fund is depleted. For this purpose, a day shall be calculated on the basis of nine (9) hours. Employees receiving benefits under this Article shall not accrue vacation or sick leave during the period of eligibility or be eligible for holiday or other paid leave benefits.

Section Four. Retention of Position. The Employer shall hold the position for any employee who has been placed on sick leave bank for a period of not less than forty-two (42) calendar days. If an employee remains on the sick leave bank for more than forty-two (42) calendar days, the employee shall provide the employer with at least four weeks' notice of the employee's anticipated date of return. Upon receiving said notice, the employer shall identify an available vacancy in State service, the employer is authorized to fill in which to transfer the employee. Said transfer shall be to an equivalent position with equivalent pay in state service if he/she returns to work within twenty-four (24) weeks of his/her initial placement on the sick leave bank pursuant to

C.G.S. Section 5-248a. If no such vacancy exists, the employee shall be placed on a reemployment list for any position within the classification in which the employee held permanent status, or any position the employee is otherwise deemed qualified to fill. This provision shall not preclude
agencies from holding the position for longer periods up to and including the actual length of the leave.

Section Five. The Fund. The fund has been established through contributions of hours from both the State and employees. Effective on the first day of the payroll period following legislative approval of this contract, each full-time employee employed for two (2) or more years shall contribute nine (9) hours toward the sick leave bank. Said contribution shall be deducted from their individual sick leave balance on such date. Effective that same date, the Employer shall contribute an additional 300 hours to the fund. Nine (9) hours shall be deducted from the sick leave balance of any full time employee who has not made the above contribution when they become a member of this bargaining unit.

If at any time the fund should fall below 100 hours, the Committee shall recommend a contribution from each full-time employee. Said contribution shall not exceed nine (9) hours in any calendar year and shall only be made by mutual agreement of the parties.

At retirement, an employee who retires with sick leave balances that exceed the amount that may be paid out at retirement may contribute up to forty (40) hours of excess leave to the sick leave bank.

Section Six. Administration of the Program. An eligible employee requesting use of emergency sick leave may make application on the prescribed form to a Labor-Management committee established to administer the program. Said committee shall be comprised of two (2) members; one (1) from the Employer and one (1) from the Union. The Committee shall have full authority to grant benefits and administer the program in accordance with the guidelines above or as mutually agreed to. When an employee returns to work, or when sick leave benefits have been exhausted, the agency will notify the Committee, in writing, with the total number of hours used by said employee. Time off without loss of pay or benefits shall be granted to Committee members to attend meetings as necessary to administer this program. **The Committee is responsible for monitoring the total balance of the fund and to notify members when the fund has been depleted.**

The actions or non-actions of the Committee shall in no way be subject to collateral attack or subject to the grievance-arbitration process. The panel shall not be considered a State agency, nor shall it be considered a board or other subdivision of the Employer. All actions shall be taken at the discretion of the Committee, and no requests shall be conducted as contested cases. The parties agree to continue to share in the administration of the bank.

This Article supersedes Regulations §§5-247-5 and 5-247-6.

Section Seven. The parties agree that the SLB Committee may, from time to time, make reasonable modifications/accommodations in its rules of operations. When such modifications are to be adopted, the changes shall be approved by the respective parties, signed and dated. If any modifications necessitate Legislative notice of Supersedence, said proposed change shall become effective upon Legislative approval.

ARTICLE 41 – DURATION

a. This agreement covers the period of July 1, 2025 to June 30, 2029. The language changes herein shall become effective upon legislative approval unless stated to the contrary.
b. Negotiations for a successor agreement to this agreement shall commence within the timetable established under C.G.S. Section 5-276(a) unless otherwise agreed by the parties. The request to commence negotiations shall be in writing, sent certified mail by the requesting party to the other party.
c. Notwithstanding section 1, above, there shall be a reopener with respect to general wages and salary level effective July 1, 2028. Negotiations shall commence within the timetable established under C.G.S. Section 5-276(a) unless otherwise agreed by the parties. The request to commence negotiations shall be in writing, sent certified mail by the requesting party to the other party.

Article 44 (NEW) - Accidental Death or Dismemberment

(a) The State will continue its existing accidental death and dismemberment policy ($50,000 per employee).

(b) The State will reimburse the Connecticut State Police Commissioned Officer Association (NP-9) up to $25,000 for costs associated with the funeral services for any NP-9 member's line of duty death.

ARTICLE 45 (NEW) – DRUG TESTING

The parties agree that the critical mission of law enforcement justifies maintenance of a drug free work environment through the use of a reasonable drug testing/screening program. Therefore, in order to ensure the integrity of the Connecticut State Police and to preserve public trust and confidence in a fit and drug-free law enforcement profession, the State and the Union agree to implement a drug testing/screening program.

I. SCOPE OF TESTING

The employee drug testing program is applicable to all NP9 bargaining unit members of the Connecticut State Police.

DRUG TO BE TESTED

Drugs for which individuals are tested may include, but are not limited to, amphetamines, barbiturates, cannabis, cocaine, hallucinogens, morphine, anabolic steroids, marijuana, opiates, phencyclidine (PCP) and other illegal substances causing stimulant and/or depressant effects. The testing for prescription drugs will only occur if reasonable suspicion exists of an illegal or abusive use of these drugs by an employee.

II. DEFINITIONS

Commanding Officer/Superior Officer—Sworn employee holding the rank of Major or above.

Specimen/Sample—The preferred specimen/ sample will be urine. However, circumstances may not preclude the use of blood and/or hair as the specimen/sample.

Reasonable Suspicion—The reasonable suspicion standard for drug testing is based upon a specific, objective fact or facts, and reasonable inferences drawn from those facts that are reasonable in light of experience that the individual may be involved in the use of any illegally used drug or controlled substances.

Laboratory—A facility certified by the Federal Department of Health and Human Services under the Mandatory Guidelines for Federal Workplace Drug Testing Programs. Prior to advertising the RFP for such services, the Department will ask the Union for their comments and suggestions on the RFP.

IV. REASONABLE SUSPICION TESTING

An employee shall be subject to an immediate drug test if a DESPP sworn Manager determines reasonable suspicion of drug use.

Reasonable suspicion determinations may be based upon, but are not limited to the following:

Observable phenomena, such as direct observation of illegal use or possession of drugs and/or the physical symptoms or manifestations of being under the influence of a drug, controlled substance or marijuana. Abnormal conduct or erratic behavior while on duty (i.e.: slurred speech,

uncoordinated movement, gait, stupor, excessive giddiness, unexplained periods of exhilaration and excitement, impaired judgment, deteriorating work performance or frequent accidents not attributable to other factors).

Arrest, indictment or conviction for drug related offense(s) or the identification of an employee, through an affidavit, as being involved directly or indirectly in activities that are the subject of criminal investigation into illegal drug use of trafficking.

Evidence that an employee has tampered with a previously administered drug test and/or has made false or misleading statements to any Department personnel regarding past or present illegal use of drugs.

Repeated or flagrant violations of the Department's rules and procedures, which are determined by a DESPP sworn Manager, to pose a substantial risk of injury or property damage and which are not attributable to other factors and appear to be related to drug use.
A documented, written report of drug use provided by reliable and credible sources such as other law enforcement agencies.

V.PROCEDURE FOR TESTING

The DESPP sworn Manager making the initial determination of reasonable suspicion shall document, in writing, all circumstances, information and facts leading to and supporting the existence of reasonable suspicion. The report will include pertinent dates and times of suspect behavior, reliable/credible sources of information, rationale leading to referral for testing and action(s) taken. The information will be forwarded to the Colonel or Designee for review and determination. The determination of reasonable suspicion shall only be made by those employees holding the rank of Lieutenant Colonel or above.

1.Those holding the rank of Lieutenant or Captain shall not be required to make any determination of reasonable suspicion but shall be required to provide information and/or testimony where applicable.

2.The Union shall be promptly notified when a determination of reasonable suspicion has been made. Documentation regarding that determination will be made available to the Union, upon request, if approved by the subject employee.

3.An employee's refusal to submit to testing when directed to do so by a DESPP sworn Manager will constitute insubordination and the employee will be subject to discipline, up to and including dismissal. In addition, an employee will be required to read and sign a consent and release form authorizing the collection and analysis of a specimen and the release of the test results to the Department. A refusal to sign this form will constitute insubordination and the employee will be subject to discipline, up to and including dismissal.

4.Once an employee has been referred for testing based on reasonable suspicion, it will be the responsibility of the DESPP sworn Manager to advise the employee of such decision and to escort the employee to the collection facility. The DESPP sworn Manager shall remain with the employee at the collection site until testing is concluded. If the employee so desires, a Union representative may accompany the employee to the collection facility to act as an observer. The Union representative shall not unreasonably delay nor interfere in any way with the procedures.

Once the collection procedures are over the DESPP sworn Manager shall transport or assign another employee to transport the employee to his/her normal job site and arrange for transportation for the employee to be taken home. The DESPP sworn Manager shall also notify the employee that the employee is not to return to work pending receipt of the test results.

5.At the time of the drug test, the employee's urine sample will be divided into two collection bottles (split sampling). If a specimen is reported as positive, the employee, upon written application to the Colonel, and within ten (10) days of the notification of a positive result, may have the untested specimen independently tested by a laboratory, as defined herein.

6.At the time that the employee provides a urine sample, the employee shall also provide a confidential, written statement as to whether the employee is using any prescription drugs. If the test is positive the employee must present evidence of the use of prescription drugs, which shall include all written confirmation from the employee's prescribing physician, and copies of the prescription.

7.MEDICAL REVIEW: All urinalysis drug test results along with the confidential statement prepared by the employee will be communicated by the laboratory to a specially trained physician serving as Medical Review Officer. The Medical Review Officer will notify the Department directly if an employee's test result is negative. If the test result is positive, the Medical Review Officer will contact the employee to discuss the test, to determine if the positive result is valid and to notify the employee that the employee has 72 hours to request a test of the split specimen. If, after making reasonable efforts and documenting those efforts, the Medical Review Officer is unable to reach the employee, the Medical Review Officer shall contact a designated management official, who shall direct the employee to contact the Medical Review Officer within twenty-four (24) hours. The Department will be notified that the employee tested positive or negative. If the test is positive, the identity of the specific drug(s) involved, as well as other information regarding the test, will be disclosed to the Department by the Medical Review Officer.

8.The employee's specimen will be promptly tested and the results of the test will be forwarded to the Colonel or the Colonel's designee.

VI. RANDOM DRUG TESTING

All sworn bargaining unit members within the Department of Public Safety will be subject to random drug testing. During any contract year up to ten percent (10%) of NP9 bargaining unit members may be so tested. Such testing will be done during an employee's on duty hours.

Upon notification that an employee is scheduled for Random Drug Testing such employee will appear as required at the location specified for drug testing.

The random selection shall be made by computer-generated numbers for each sworn officer covered by this Agreement. Such computer-generated program shall be performed by an outside contractor hired by the Department after consultation with the Union and which specializes in such function.

Failure to report for testing may constitute insubordination and may result in the initiation of an Internal Affairs investigation and the imposition of discipline, up to and including dismissal..

Each random selection shall be made from the full complement of NP9 covered by this Agreement, regardless of rank.

VII. POST-INCIDENT DRUG TESTING

An employee may be subject to an immediate post-incident drug test when involved in any incident which results in the death or serious physical injury of a person.

VIII. PROCEDURES OF DRUG TESTING

All samples will be tested consistent with the Federal Department of Health and Human Services Mandatory Guidelines for federal workplace drug testing.

IX. CONSEQUENCES OF A POSITIVE TEST

Any test that indicates a positive presence of any prohibited drug may result in the initiation of the internal affairs/discipline process.

X.TREATMENT FOR CHEMICAL DEPENDENCIES This Provision is applicable to the use or abuse of drugs not including alcohol. The Department will assist employees with all chemical dependencies (drug or alcohol) who voluntarily seek treatment and/or rehabilitation.

XI. GRIEVANCE/ARBITRATION

The provisions of this Article are not subject to review under the grievance procedure contained in the NP9 Contract. Any disciplinary action that may be imposed based upon test results, however, remains subject to the contract grievance procedure.

XII. POLICE ACCOUNTABILITY

Nothing in this Article is meant to replace or interfere with the requirements of the Police Accountability Act and drug testing requirements for re-certification in accordance with the Police Officers Standards and Training Council.

MOA -- HCP Pilot Program

The parties agree the Np-9 Addendum- Memorandum of Agreement Concerning NP-9 Members Participation in HCP shall be extended through December 31, 2026, and for such additional annual periods as may be agreed to by the parties. This extension is subject to earlier termination in accordance with the terms in the original agreement and the incorporated Memorandum of Understanding Special Duty Overtime Procedures between the State and the NP-1 Bargaining Unit.

Duty Commander (NEW) Pilot Program

Within 90 days of legislative ratification, the Agency shall create a Duty Commander pilot program to provide supervisory coverage during off-hours. The Duty Commander shall serve as the initial point of contact for all incidents requiring Troop Command notification, inter-district coordination, and command-level decision-making support. The pilot program shall last for one year but may be extended mutual agreement.

A. Duties

The Duty Commander shall be responsible for monitoring and overseeing statewide operations during the assigned coverage window; serving as a resource to all field personnel; ensuring timely and appropriate notifications to command staff; coordinating and deploying necessary resources; preventing delayed responses; and responding to major or critical incidents, as needed, to provide oversight, coordination, and support.

The responsibilities outlined in this section are not exhaustive. The Agency reserves the right to make reasonable additions or modifications to the role; however, any material changes shall require prior written notice to, and an opportunity to discuss with, the Union in accordance with Article 5 of the Collective Bargaining Agreement.

B. Staffing

The hours of the Duty Commander assignment shall be determined by the Colonel. Any changes to the established hours shall require prior written notification to the Union, This does not diminish the rights of the Union of issues that may be addressed through changes in working conditions.

This Duty Commander assignment shall require a minimum of one (1) bargaining unit member per day. The Colonel retains the authority to increase the number of Duty Commanders assigned based on public safety needs, with timely notification to the Union.

Members assigned to a Duty Commander shift shall report to a designated work location. Each district shall maintain at least one (1) approved Duty Commander workstation.

C. Assignment Process

The Duty Commander role shall be filled on a mandatory, daily rotational basis coordinated by the Colonel or their designee. In accordance with Article 36 of the NP-9 Collective Bargaining Agreement, the Duty Commander assignment shall not be made mandatory on any recognized premium holiday.

Members shall be provided an opportunity to volunteer for Duty Commander shifts. Each member on the volunteer list shall be afforded an opportunity to work a shift before any member is assigned a second shift. A refusal, failure to return a phone call, or an unanswered voicemail shall be considered a counted opportunity.

If there are insufficient volunteers to fulfill the assignment schedule, the Agency shall assign Duty Commander shifts in reverse order of the most recently worked shift. Each time a member works a shift, their name shall move to the bottom of the "Order-In List."

It shall be the objective of the Agency to post the finalized Duty Commander schedule no less than fourteen (14) calendar days prior to the effective date of the shift.

Assigned members may swap shifts with another qualified member, with prior written approval of the Colonel or designee. No swap shall cover a period exceeding thirty (30) consecutive calendar days. Shifts may also be split between two members, provided full coverage is maintained and with prior written approval of the Colonel or designee.

D. Compensation

Members assigned to perform Duty Commander responsibilities shall be compensated at one and one-half (1.5x) times their regular hourly rate for all hours worked as part of the assignment, based upon the mutually agreed-upon shift schedule.

E. Pilot Program

This assignment shall operate as a pilot program and shall remain in effect until a successor Collective Bargaining Agreement is ratified or until terminated by either party in accordance with section F below. During the term of the pilot program, the structure, hours, and implementation of the Duty Commander assignment shall be jointly reviewed by the Union and the Colonel. Any changes to this Article shall require mutual agreement between the parties except as specifically reserved above.

F. Termination of Pilot Program

Upon written notice, either party may terminate this pilot program. If such notice is provided, the parties mutually agree that a meeting between NP-9 leadership and the Office of Labor Relations will occur in an attempt to resolve any issues. The cancelation of the pilot at the request of either the Agency or the Union is not a grievable matter in any forum.

3/12/26

State, date

3/12/26

Union, date

SUPERSEDENCE APPENDIX
NP-9
EFFECTIVE JULY 1, 2025 TO JUNE 30, 2029

NEW PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Confidential Exclusions	Article 19	C.G.S. 5-271(c)
Compensatory Time	Article 15	C.G.S. 5-245, 31-60 et seq. Reg. 5-238-5
Temporary Service in a Higher Class	Article 16	C.G.S. 5-209
General Wage Increases	Article 17	C.G.S. 5-200(k) C.G.S. 5-200(m)
Automatic Increases based on Time in Rank	Article 17	C.G.S. 5-200(k) C.G.S. 5-200(m)
Lump Sum Payment	Article 17	C.G.S. 5-200(k) C.G.S. 5-200(m)
Military Leave	Article 26	C.G.S. 5-248(c), 27-33
HCP Pilot Program	MOA	C.G.S. 5-245 C.G.S. 5-246
Accidental Death or Dismemberment	Article 44	C.G.S. 5-168
Duty Commander Pilot		C.G.S. 5-238 C.G.S. 5-200(k) C.G.S. 5-200(m) C.G.S. 5-245
Sick Leave Bank	Article 38	C.G.S. 5-247 Reg. 5-247-2
Holidays	Article 36	C.G.S. 5-254(a) Reg. 5-254-1

NOTE: The above does not include supersedence appendices from prior or current contract periods. Although not reprinted herein such remain applicable.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 12, 2026

Bargaining Unit: StatePoliceLts&Captains (NP-9)
Period of Contract: July 1, 2025 through June 30, 2029

Number of Full Time Employees:

All Funds	39
General Fund	39

Total Annual Wages (26 pay periods) All Funds: $6,489,716
Total Value of Fringe Benefits:

Average Full Time All Funds:	Annualized Basis (26 Pay Periods for All Years) Percent Increase				
	Salary	Gen'l Wage Increase	AI's & Lump Sums	Other	Total
Prior to New Contract:	$166,403				
1st Year Contract: 2025-2026	$196,803	2.40%	1.84%	14.02%	18.27%
2nd Year Contract: 2026-2027	$206,503	5.04%	5.03%	14.02%	24.10%
3rd Year Contract: 2027-2028	$213,361	7.83%	6.37%	14.02%	28.22%
4th Year Contract: 2028-2029	$213,539	7.93%	6.37%	14.02%	28.33%

FULL-TIME COMPENSATION SUMMARY

		Financial Impact				
All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	4th Year 2028-29	Annualized
Total Wages and Related Items	$6,489,716	$1,185,612	$1,563,909	$1,831,362	$1,838,321	$1,838,321
Fringe Benefits						
Value of Current Items		$61,186	$145,194	$204,586	$206,132	$206,132
TOTAL WAGES AND BENEFITS	$6,489,716	$1,246,798	$1,709,103	$2,035,948	$2,044,452	$2,044,452

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 12, 2026

		All Funds Requirement - 26 pay periods				
		2025-2026	2026-2027	2027-2028	2028-2029	Annualized
Fiscal Year 2025-2026						
(1) 2026 2.5% GWI Effective 7/1/2025		$156,003	$162,243	$162,243	$162,243	$162,243
(2) 2026 AI		$119,524	$218,374	$218,374	$218,374	$218,374
(3) Overtime Comp Time		$712,795	$712,795	$712,795	$712,795	$712,795
(4) Duty Commander Pilot		$197,291	$197,291	$197,291	$197,291	$197,291
SUBTOTAL AGREEMENT ITEMS - 1st YEAR		$1,185,612	$1,290,703	$1,290,703	$1,290,703	$1,290,703
Fiscal Year 2026-2027						
(1) 2027 2.5% GWI Effective 7/1/2026			$165,152	$171,758	$171,758	$171,758
(2) 2027 AI			$108,054	$194,934	$194,934	$194,934
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$273,207	$366,693	$366,693	$366,693
Fiscal Year 2027-2028						
(1) 2028 2.5% GWI Effective 7/1/2027				$173,967	$180,926	$180,926
(2) 2028 AI				$0	$0	$0
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR				$173,967	$180,926	$180,926
TOTAL CONTRACT ITEMS - ALL FUNDS		$1,185,612	$1,563,909	$1,831,362	$1,838,321	$1,838,321
Total Wages		$275,527	$653,824	$921,276	$928,235	$928,235
FRINGE ANALYSIS						
Social Security	6.20%	$17,083	$40,537	$57,119	$57,551	$57,551
Medicare	1.45%	$3,995	$9,480	$13,359	$13,459	$13,459
Unemployment	0.26%	$716	$1,700	$2,395	$2,413	$2,413
SERS Hazardous Duty Normal Cost	12.92%	$35,589	$84,453	$119,000	$119,899	$119,899
OPEB	1.38%	$3,802	$9,023	$12,714	$12,810	$12,810
TOTAL FRINGE	22.21%	$61,186	$145,194	$204,586	$206,132	$206,132
TOTAL COST OF CONTRACT - ALL FUNDS		$1,246,798	$1,709,103	$2,035,948	$2,044,452	$2,044,452

ARTICLE 14

TRANSFERS

~~**Section Two. DCF Transfers. This section applies to DCF only, until and unless the parties agree otherwise.** A permanent employee may apply in writing for transfer to a specific shift or work location. These applications shall be retained in an appropriate file by the agency, facility or institution. The agency shall also maintain a list of transfer applications. This list, together with a list of vacancies, shall be updated quarterly and copies shall be provided to Council #4 and the appropriate local.~~

~~In general, no application for employee transfer will be accepted within one (1) year of the effective date of an employee initiated transfer.~~

Section Two. DCF Transfers. This section applies to DCF only.

1. **DCF Human Resources will maintain a live transfer list for all P-2 positions in all DCF locations. DCF agrees to make the list available electronically at the union's request.**

2. **Periodically, throughout each year, DCF Human Resources will provide a secure link to a P-2 Transfer Request entry portal to all P-2 members, to enter, re-enter modify or withdraw up to five (5) actively pursued transfer requests. The P-2 Transfer Request entry portal will remain open for real-time entries for transfer requests year-round.**

3. **All actions in paragraph 2 can be accomplished un the UKG portal:**

   https://ct.employee.us.people-doc.com/login?normal_access=true

4. **All transfer requests on the list shall be subject to the following:**

   a. **All eligibility requirements for transfers remain in effect:**

      i. **Permanent employee in good standing, no longer in a working test or training period.**

      ii. **No other transfers in the past 12 months**

iii. Satisfactory or better on the last Performance Appraisal.

b. A Transfer Request will consist of a location and shift, and will not include a choice of unit or chain of command.

c. An awarded transfer will result in all other Transfer Requests for the transferring employee being removed from the Transfer list.

d. An awarded Transfer will require 12 months in position before a new transfer request will be considered.

5. Must Go Clause: All transfer requests which exist on the transfer list are considered as being actively pursued, and an employee selected for an active request will receive notification that a transfer has been awarded and a start date no less than 4 weeks will be identified (based on business needs/caseload closure requirements).

   a. Therefore, it is the employee's responsibility to withdraw any requests that are on the list which are not being actively pursued using the Transfer Request Withdrawal through the portal.

   b. The request will be considered removed within 48 hours of the Transfer Request for withdrawal.

   c. The opportunity to decline an awarded transfer will only be considered in extreme circumstances and may require documentation to support that extreme circumstances exist. Any such requests will be considered at the next scheduled Transfer subcommittee meeting.

6. Central Office Non-Careline positions will be advertised so that those currently on the Central Office Non-Careline transfer list can submit their intent to transfer to the position if they are selected. The position advertisement will include and Special Skills or Experience Requirements for the position. The most senior, qualified member (subject to special skill or experience requirements) will be selected from the active list of Central Office-Non Careline.

7. The P-2 Transfer Subcommittee, comprised of HR Business Partner Staff, a Labor Relations representative, Union Representatives and invited guests from either side as agreed by the parties, will meet monthly for consideration of vacancies, identification of transfer opportunities, identification of locations unable to lose staff or other destabilization factors, and identification of any positions requiring Special Skills or Experience, and swap opportunities.

8. Every month, DCF will identify needs in every location, identifying vacancies. DCF will also identify any barriers to transfers that may destabilize a work unit and create a slate of transfer opportunities according to seniority. These transfer opportunities and any identified barriers to transfer will be shared with the transfer subcommittee at least three days prior to each meeting if available. Otherwise, they will brought to the Transfer Subcommittee meeting. The objective of the P-2 Transfer Subcommittee shall be to establish the maximum number of opportunities for P-2 movements that can be accommodated without destabilizing operations in any one location. The agency shall have the final word on destabilization. Such decisions shall not be grievable, except that the language in Article 14, Section 4, "the Union or any employee(s) may grieve concerning a pattern of unreasonable denial to qualified transfer applicants" shall continue in force.

9. The P-2 Transfer Subcommittee shall agree to fill all identified transfers from the transfer list and agree the agency can proceed to fill any remaining vacancies which have been discussed, by other means including swaps, placement on incoming outside hires/Social Worker trainees, until the next monthly Labor Management Transfer Subcommittee meeting.

10. Subject to DCF Transfer Subcommittee approval on exact timing, the parties agree to close out the Transfer list annually on or about June first, to begin a new and updated transfer list to take effect on or about June first each subsequent year.

FOR THE STATE OF CONNECTICUT: Kristen Pepin DATE 3/18/26

FOR THE UNION: _____ DATE 3/18/2026

P-2 Tentative Agreement

Article 15
Grievance Procedure

Section Nine. Arbitration

13) In cases of dismissals, demotions or suspension in excess of five (5) days, either party may request ~~that there be an official stenographical service provided. Costs of transcription shall be borne by the requesting party. A party requesting a stenographic transcript shall arrange for the stenographer and pay the cost thereof.~~ **the services of a court reporter and shall notify the other party that such request will be made. The party requesting the court reporting services shall arrange for the Court reporter and pay the cost thereof. If both parties desire a copy of the transcript, they shall notify the reporting agency and shall equally share the cost of the reporting services, and the transcript, including a copy to be provided to the Arbitrator. If only the requesting party desires a copy of the transcript, that party shall be responsible for the full cost, including a copy for the Arbitrator. Either party may also make such a request in hearings pertaining to other matters.**

FOR THE STATE OF CONNECTICUT: Kristen Pepin **DATE** 3/18/26

FOR THE UNION: _____ **DATE** 3/18/2026

P-2 Tentative Agreement

ARTICLE 16

DISMISSAL, SUSPENSION, DEMOTION OR OTHER DISCIPLINE

Section Eight. An appointing authority may, pending an investigation of alleged action which constitutes ground for dismissal (including disposition of criminal charge against the employee), place the employee on leave of absence with pay not to exceed ~~sixty (60)~~ ***ninety (90)*** days. The employee shall be given written notice of the leave of absence with pay which shall state the effective date, the duration of such leave and the reasons why the action is being taken. A report of the leave, together with a copy of the notice to the employee shall be forwarded immediately to the Commissioner of Administrative Services. If the employee is not dismissed as a result of the investigation (or within the ~~sixty (60)~~ ***ninety (90)*** days), he/she shall be reinstated retroactive to the starting date of the leave, ***unless the State can identify an on-going threat to the wellbeing of the staff, the public, or State property, in which case leave may be extended.*** Such reinstatement, however, shall not preclude other disciplinary action under appropriate regulations. If dismissal results, notice shall be given as provided above.

FOR THE STATE OF CONNECTICUT: Kristen Pepin **DATE** 3/18/26

FOR THE UNION: _____ **DATE** 3/17/2026

ARTICLE 18
OVERTIME

Section Three. Pursuant to C.G.S. section 5-245(b)(l), the employees in the following classification are deemed exempt from overtime payment requirements within this collective bargaining agreement:

Employment Security Appeals Referee

Employment Security Associate Appeals Referee

Employment Security Principal Appeals Referee

~~HRO Assistant Commission Counsel 1 (except as provided otherwise by the separate agreement for those functioning as HRO Investigators)~~

~~HRO Assistant Commission Counsel 2~~

Labor Department Operations Coordinator

Protection & Advocacy Program Director Youth Wilderness School Assistant Director Youth Wilderness School Director

Said exempt employees shall be allowed to accumulate compensatory time during a four (4) month period of either July through October, November through February or March through June. The employee should schedule and use his/her accumulated compensatory time within the three (3) month period following the accumulation period. In the event the employee fails to schedule the compensatory time, the agency shall schedule such time within the designated three (3) month period.

In the event the employee is not allowed to use this compensatory time within the parameters of arranged schedules, the agency, upon request from the employee or the union, shall seek permission from the Office of Policy and Management (OPM) for payment of such compensatory time within the fourth (4th) month following the accumulation period. The employee will receive either compensatory time off or straight time payment for such time.

Notwithstanding the above, when the appointing authority determines that the granting of compensatory time off would create a hardship on the agency, payment of straight time may be granted with the advanced approval of the Secretary of OPM or designee.

The above provisions for compensatory time will not apply to any employees in the above classifications who are determined by the US Department of Labor to be non-exempt and therefore entitled to overtime pay under the provisions of the Fair Labor Standards Act

FOR THE STATE OF CONNECTICUT: Kristen Pepin **DATE** 3/18/26

FOR THE UNION: _____ **DATE** 3/17/2026

P-2 Tentative Agreement

ARTICLE 27
HOLIDAYS

Section One. Full-time employees shall receive ~~twelve (12)~~ ***thirteen (13)*** paid holidays as follows: New Year's Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, ***Juneteenth,*** Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day, or a day designated by the State to be observed as a holiday in lieu thereof.

FOR THE STATE OF CONNECTICUT: Kristen Pepin **DATE** 3/18/26

FOR THE UNION: _____ **DATE** 3/17/2026

P-2 Tentative Agreement

ARTICLE 28

VACATIONS

Section Two. ~~Employees who were on the State payroll as of June 30, 1977 shall accrue one and one quarter (1-1/4) vacation days per month except that employees who have completed twenty (20) years of service shall earn paid vacation credits at the rate of one and two thirds (1 2/3) work days for each completed calendar month of service. For employees hired on or after July 1, 1977,~~ ***Employees shall accrue vacation time at the following rates:*** the following vacation leave shall apply: zero to five (0-5) years, one (1) day per month; over five (5) and under twenty (20), one and one-quarter (1-1/4) days per month; over twenty (20), one and two-thirds (1-2/3) days per month. Vacation leave shall not accrue for any calendar month in which the employee is on leave of absence without pay an aggregate of more than five (5) working days.

FOR THE STATE OF CONNECTICUT: Kristen Pepin **DATE** 3/18/26

FOR THE UNION: _____ **DATE** 3/17/26

P-2 Tentative Agreement

ARTICLE 28

VACATIONS

Section Six. Recognizing that some Agencies experience a lower volume of work during the winter holiday season, Agencies shall, subject to operating needs, employ reasonable measures to grant the maximum number of employees time off on the following days:

Friday after Thanksgiving

Christmas Eve

Day after Christmas

New Year's Eve

Day after New Year's Day

Requests for time off on these dates shall be submitted at least one month prior to the date and shall be granted based on seniority in state service. Department of Social Services employees shall submit requests for time off on these dates in accordance with the Memorandum of Understanding for DSS Vacation Scheduling. Alleged violations of this section shall not be subject to the grievance process.

FOR THE STATE OF CONNECTICUT: Kristen Pepin DATE 3/18/26

FOR THE UNION: _____ DATE 3/17/2026

ARTICLE 29
SICK LEAVE

Section Three. An eligible employee 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 as much as ~~three (3)~~ **five (5)** working days leave with pay shall be granted. Immediate family means spouse, father, mother, sister, brother, or child, **mother-in law, father-in law, step-child** and also any relative who is domiciled in the employee's household.

(c) in the event of illness or injury to a member of the immediate family provided that not more than ten (10) days of sick leave per calendar year shall be granted therefor;

(d) for going to, attending, and returning from funerals of persons other than members of the immediate family, if permission is requested and approved in advance by the appointing authority and provided that not more than ~~three~~ **four (4)** days of sick leave per calendar year shall be granted therefor.

(e) Sick Leave utilized in 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.

Sick leave taken in the event of death in the immediate family shall not be considered an occasion of sick leave **and shall not be used as a basis for progressive discipline.**

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 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. 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.

(e) From time to time, on an as needed basis, P-2 bargaining unit members may donate their accrued vacation, personal leave and/or sick leave to a member of the bargaining unit who is suffering from long term terminal illness or disability. Such donation may occur between different employing agencies. No employee may donate more than five (5) days of sick leave in a calendar year. **If a request for a leave donation from a union officer or steward is received by the Department of Administrative Services or designee before the relevant employee returns to work, the request shall be honored.**

FOR THE STATE OF CONNECTICUT: Kristen Pepin **DATE** 3/18/26

FOR THE UNION: [signature] **DATE** 3/17/2026

ARTICLE 31

COMPENSATION

Section One. ~~Effective and retroactive to July 1, 2021, and upon legislative approval, full time employees shall receive a $2,500 (two thousand five 72 hundred dollars) special lump sum payment. This special lump sum payment shall be pro rated for part time unit employees. The special lump sum payment shall be paid upon legislative approval for those who were an active employee, who are in the bargaining unit as of March 31, 2022.~~

Effective and retroactive to July 1, **2025** ~~2021~~, and upon legislative approval, the base annual salary shall be increased by two and one- half percent (2.5%) for those who are active employees and in the bargaining unit **on the date of legislative ratification**, ~~employees who left in good standing with ten (10) years or more of state service or~~ **and for** employees who retired after July 1, **2025.**~~2021~~.

Effective July 1, **2026,** ~~2022~~, the base annual salary for all employees shall be increased by two and one- half percent (2.5%) for those who are active employees and in the bargaining unit. This will be paid in the payroll that includes this date.

~~Effective July 1, 2022, full time employees who are active and in the bargaining unit shall receive a $1,000 (one thousand dollars) special lump sum payment. This special lump sum payment shall be pro rated for parttime unit employees. This will be paid in the payroll that includes this date.~~

Effective July 1, **2027,** ~~2023~~, the base annual salary for all employees shall be increased by two and one- half percent (2.5%) for those who are active employees and in the bargaining unit. This will be paid in the payroll that includes this date.

Wage Reopener for **2028-2029 (for effective date of July 1, 2028)** ~~2024-2025 (for effective date July 1, 2024).~~ Either party, by a notice in writing no sooner than January 1, **2028** ~~2024~~, may reopen Article 31 (Compensation), Section 1, (General Wage Increase) and Section 2, (Increment and Lump Sum) only. During any "opener" contemplated under this provision, only sections one and two of Article 31 (Compensation), shall be open and all other provisions shall remain in full force and effect.

Section Two. Retroactive to July 1, **2025** ~~2021~~ and upon legislative approval, the annual increment shall be paid for those who are active employees and in the bargaining unit **on the date of legislative ratification and** ~~, employees who left in good standing with ten (10) years or more of state service or~~ those employees who retired after July 1, **2025 who were otherwise eligible.**~~2021~~.

Effective July 1, **2026**~~2022~~, employees shall receive their annual increments and/or lump sum payments on time for active employees who are in the bargaining unit.

Effective July 1, **2027** ~~2023~~, employees shall receive their annual increments and/or lump sum payments on time for active employees who are in the bargaining unit.

Effective and retroactive to July 1, 2025, the top step bonus shall increase to $1,000. This amount shall not be subject to the 2028-2029 wage reopener.

~~There shall be no increase in the amount of the lump-sum payment over the life of this contract.~~

Wage Reopener for **2028-2029** ~~2024-2025~~ (For effective date July 1, **2028** ~~2024~~). Either party, by a notice in writing no sooner than January 1, **2028** ~~2024~~, may reopen Article 31 (Compensation), Section 1, (General Wage Increase) and Section 2, (Increment and Lump Sum) only. During any "opener" contemplated under this provision, only sections one and two of Article 31 (Compensation), shall be open and all other provisions shall remain in full force and effect.

FOR THE STATE OF CONNECTICUT: Kristen Pepin **DATE** 3/18/26

FOR THE UNION: _____ **DATE** 3/18/2026

ARTICLE 45

TUITION REIMBURSEMENT

Section One. Any employee who has completed six months of service and is continuing his/her education in a job related area, or in an area that will assist the employee in upward mobility or promotional opportunities, shall be eligible for tuition reimbursement for a maximum of eighteen (18) credits or the equivalent per year. **Employees must be aware that receipt and amount of reimbursement is not guaranteed and depends on availability of funds.**

Section Two. There shall be a fund for the purpose of tuition reimbursement. The State shall allocate to this fund **$350,000** ~~$300,000~~ effective upon legislative approval and retroactive to July 1, **2025** ~~2021~~. **Effective July 1, 2026, the allocation shall increase to $400,000** annually thereafter for each year of this agreement.

The funds that are unexpended in one contract year shall carry over into the next contract year provided, however, that the tuition reimbursement fund will expire on the expiration of this Agreement. The previous sentence notwithstanding, applications for tuition reimbursement that are submitted and approved within the final six (6) months of the Agreement may be paid, with any remaining available funds, up to three (3) months following expiration of this Agreement.

Section Three. An employee applying for tuition reimbursement must submit the appropriate forms not less than two (2) weeks prior to the start of the course. After approval has been received, if the employee decides not to take the course(s) or to drop a course(s), he/she shall notify the Employer so that funds may be utilized for another employee. Upon presentation 88 of evidence of payment and successful completion of the course(s), the employee shall receive tuition reimbursement as follows:

(a) Effective July 1, 2017, maximum reimbursement shall be equal to 75% of the applicable University of Connecticut resident credit hour rate, but at no point shall it be less than $150.00 per credit hour for undergraduate classes or $250 for graduate.

(b) For other courses or programs, reimbursement shall be available at 50% of the above rate.

Section Four. Tuition reimbursement for external degree programs and for courses offered at non-accredited institutions or non-credit courses shall be subject to prior approval by the Department of Administrative Services Human Resources professional Development.

Non-credit courses will be converted to an equivalent number of credits for the purpose of computing reimbursement. For example, six to fifteen hours of non-credit classroom time will be considered the equivalent of one credit.

For external degree programs, the enrollment fee and the examination fee for up to six examinations per year shall be covered by tuition reimbursement. **Charter Oak State College shall not be considered "external" for the purposes of this article.**

Section Five: The processing and payment of tuition reimbursement funds shall be paid out on a "first come, first served" rolling basis as referenced in the Memorandum of Understanding between the parties dated August 6, 2024, which memorialized the one time tuition reimbursement fund contribution of P-2 Locals 269, 714 and 2663 of $760,394.80 and is incorporated here within.

Section Six: The parties agree to meet no earlier than January 2028 to evaluate usage of the tuition fund. If after reviewing the data the parties determine that different percentage reimbursement rate would benefit more P-2 employees, the parties may agree in writing to increase or decrease the current reimbursement rate of 75%. Any change shall not be applied retroactively and shall expire at the end of the contract. If the parties do not come to a mutual agreement, the rate shall remain the same.

FOR THE STATE OF CONNECTICUT: Kristen Pepin **DATE** 3/18/26

FOR THE UNION: _____ **DATE** 3/18/2026

P-2 Tentative Agreement

MEMORANDUM OF UNDERSTANDING

During the life of the contract, the state will complete a review for the evaluations of the following five bargaining unit classifications in the social work class series, which are under the statutory authority of the Office of Policy and Management:

Social Work Case Aide, Social Worker Trainee, Social Worker, Children's Services Consultant and Social Work Supervisor.

If the Social Work Case Aide is the subject of previously completed Objective Job Evaluation, the class shall not be evaluated a second time.

FOR THE STATE OF CONNECTICUT: Kristen Pepin **DATE** 3/18/26

FOR THE UNION: _____ **DATE** 3/18/2026

P-2 Tentative Agreement

ARTICLE 49

DURATION OF AGREEMENT

This Agreement covers the period ~~July 1, 2021 to June 30, 2025~~ **July 1, 2025 to June 30, 2029** P-2 is party to separate agreements with the State, through SEBAC 2017, regarding telework and AWS.

FOR THE STATE OF CONNECTICUT: Kristen Pepin **DATE** 3/18/26

FOR THE UNION: _____ **DATE** 3/17/26

SUPERSEDENCE APPENDIX

P-2

(EFFECTIVE JULY 1, 2025 TO JUNE 30, 2029)

NEW PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Administrative Leave	Article 16	C.G.S. 5-240; Reg. 5-240-5a(f)
Sick Leave	Article 29	C.G.S. 5-247; Reg. 5-247-4(a)
Compensation General Wage Increases	Article 31	C.G.S. 5-200(k) C.G.S. 5-200(m)
Compensation Increments	Article 31	C.G.S. 5-200(k) C.G.S. 5-200(m)
Compensation Lump Sum	Article 31	C.G.S. 5-200(k) C.G.S. 5-200(m)
Tuition Reimbursement	Article 45	C.G.S. 4-87, C.G.S. 4-89
MOU- Objective Job Evaluations	MOU	C.G.S. 5-200(a) C.G.S. 5-200(k) C.G.S. 5-200(m) C.G.S. 5-200(n)

NOTE: The above does not include supersedence appendices from prior or current contract periods. Although not reprinted herein such remain applicable.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 18, 2026

Bargaining Unit: Social and Human Services (P-2)
Period of Contract: July 1, 2025 through June 30, 2029

Number of Full Time Employees:	All Funds	3,786
	General Fund	3,435

Total Annual Wages (26 pay periods) All Funds: $354,437,794
Total Value of Fringe Benefits:

Average Full Time All Funds:	Annualized Basis (26 Pay Periods for All Years) Percent Increase Salary	Gen'l Wage Increase	Al's & Lump Sums	Other	Total
Prior to New Contract:	$93,618				
1st Year Contract: 2025-2026	$96,773	2.40%	0.84%	0.12%	3.37%
2nd Year Contract: 2026-2027	$100,724	5.00%	2.43%	0.15%	7.59%
3rd Year Contract: 2027-2028	$104,576	7.71%	3.83%	0.16%	11.71%
4th Year Contract: 2028-2029	$105,286	7.81%	4.49%	0.16%	12.46%

FULL-TIME COMPENSATION SUMMARY

All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	Financial Impact 4th Year 2028-29	Annualized
Total Wages and Related Items	$354,437,794	$11,945,321	$26,901,571	$41,488,602	$44,174,302	$44,174,302
Fringe Benefits						
Value of Current Items		$1,585,144	$3,569,838	$5,505,538	$5,861,930	$5,861,930
TOTAL WAGES AND BENEFITS	$354,437,794	$13,530,465	$30,471,409	$46,994,140	$50,036,232	$50,036,232

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 18, 2026

		All Funds Requirement - 26 pay periods				
		2025-2026	2026-2027	2027-2028	2028-2029	Annualized
Fiscal Year 2025-2026						
(1) 2026 2.5% GWI Effective 7/1/2025		$8,519,391	$8,860,167	$8,860,167	$8,860,167	$8,860,167
(2) 2026 AI		$2,993,430	$5,985,024	$5,985,024	$5,985,024	$5,985,024
(3) Increase Top Step Bonus		$432,500	$537,500	$582,500	$582,500	$582,500
(4) Increase Tuition Reimbursement		$50,000	$100,000	$100,000	$100,000	$100,000
SUBTOTAL AGREEMENT ITEMS - 1st YEAR		$11,945,321	$15,382,691	$15,427,691	$15,427,691	$15,427,691
Fiscal Year 2026-2027						
(1) 2027 2.5% GWI Effective 7/1/2026			$8,876,247	$9,231,297	$9,231,297	$9,231,297
(2) 2027 AI			$2,642,633	$5,283,422	$5,283,422	$5,283,422
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$11,518,880	$14,514,718	$14,514,718	$14,514,718
Fiscal Year 2027-2028						
(1) 2028 2.5% GWI Effective 7/1/2027				$9,225,158	$9,594,165	$9,594,165
(2) 2028 AI				$2,321,034	$4,637,728	$4,637,728
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR				$11,546,193	$14,231,893	$14,231,893
TOTAL CONTRACT ITEMS - ALL FUNDS		$11,945,321	$26,901,571	$41,488,602	$44,174,302	$44,174,302
Total Wages		$11,945,321	$26,901,571	$41,488,602	$44,174,302	$44,174,302
FRINGE ANALYSIS						
Social Security	6.20%	$740,610	$1,667,897	$2,572,293	$2,738,807	$2,738,807
Medicare	1.45%	$173,207	$390,073	$601,585	$640,527	$640,527
Unemployment	0.26%	$31,058	$69,944	$107,870	$114,853	$114,853
SERS Normal Cost	3.98%	$475,424	$1,070,683	$1,651,246	$1,758,137	$1,758,137
OPEB	1.38%	$164,845	$371,242	$572,543	$609,605	$609,605
TOTAL FRINGE	13.27%	$1,585,144	$3,569,838	$5,505,538	$5,861,930	$5,861,930
TOTAL COST OF CONTRACT - ALL FUNDS		$13,530,465	$30,471,409	$46,994,140	$50,036,232	$50,036,232

TENTATIVE AGREEMENTS OF THE PARTIES

EDUCATION ADMINISTRATORS (P-3A)

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

STATE OF CONNECTICUT

AND

CONNECTICUT STATE EMPLOYEES ASSOCIATION SEIU LOCAL 2001

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

Utilize gender neutral references throughout final contract.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3/5/24

Date: 3/4/2024

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 Department of Aging and Disability Services: 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 up to **sixteen (16)** 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 **in stewards and/or the jurisdiction of stewards occurring between annual lists**. 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.

(b) Union Officers shall enjoy the benefits of super seniority as described above.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

ARTICLE 11 - PERFORMANCE EVALUATION

Section Five. Merit Evaluation Program. (a) The parties agree to continue the Merit Evaluation Program. The elements of this program have been established with the approval of the Commissioner of **the Department of** Education, **Executive Director of the Connecticut Technical Education and Career System, Commissioner of the Office of Early Childhood** ~~Commissioner of Social Services,~~ **Commissioner of the Department of Aging and Disability Services,** ~~Executive Director of the Bureau of Education and Services for the Blind,~~ Commissioner of **the Department of** Developmental Services, and Commissioner **of the Department of Administrative Services,** ~~or designee of the Department of Construction Services,~~ and any successor entity whose decision on the program is not subject to the grievance and arbitration procedure.

The purpose of the program is to enhance services to the State's clients and to provide concrete and attractive financial rewards for meritorious achievement. The merit evaluation will reflect valid judgments of employee performance.

(b)(1) In accordance with the approved Merit Evaluation Program, employees on the salary schedule who are not eligible for an annual increment and who do not receive an annual increment during a contract year shall receive a lump sum merit pay supplement as follows:

Overall Performance Evaluation	% of Annual Salary
Outstanding	4.5%
Excellent	3.5%
Fully Successful	2.5%

Any merit pay supplement shall not be included as part of the base salary.

(b)(2) In accordance with the approved Merit Evaluation Program, employees on the salary schedule who are eligible for an annual increment and who receive an annual increment during a contract year shall receive a lump sum merit pay supplement as follows:

Overall Performance Evaluation	% of Annual Salary
Outstanding	2%
Excellent	1.5%

Any merit pay supplement shall not be included as part of the base salary.

(c) The State will provide ~~$500,000~~ $570,000 for fiscal years 2025-2026 and 2026-2027*, $700,000 for fiscal year 2027-2028, and $750,000 for fiscal year 2028-2029 ~~2021-22, 2022-23, 2023-24, and 2024-25~~ for the purposes of implementing the Merit Evaluation Program. There shall be unlimited carryover of unused funds from one fiscal year to the succeeding fiscal years. Lump sum payments to eligible employees shall be made in the last pay check preceding June 30th of the contract year.

In the event there are insufficient monies to fully fund the above merit pay supplements, a pro-rata reduction shall be applied to the merit pay supplements. For example, if there is a 25% shortfall in available funds to fully fund the merit pay supplements, then each employee will have the dollar amount of his/her lump sum payment reduced by 25%.

(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, but not grieve pursuant to Article 15, his/her merit evaluation directly and solely to the Agency Head or designee, whose judgment shall be final and binding on all parties.

* ***The Union has agreed to cede $70,000 of existing Professional Development funds in each of the first two years of the contract to increase the Merit Pay pool.***

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2021

ARTICLE 14 – ORDER OF LAYOFF OR REEMPLOYMENT

Section Two. (a) Section Two. (a) For the purpose of this article, the definition of seniority in Article 16 shall apply. No employee shall be laid off if any employee in the same agency in the same class and with comparable qualifications, with less seniority, is retained. ~~For employees in the Bureau of Rehabilitation Services, seniority shall include continuous service with the Department of Education at the time the Division/Bureau of Rehabilitation Services was transferred to DHR.~~ For employees of the Department of Construction Services, seniority shall include continuous service with the Department of Education at the time the Bureau of School Facilities was transferred to the Department of Construction Services and any successor entity. **For employees of the CT Technical Education & Career System, seniority shall include continuous service with the Department of Education at the time the CTECS was separated into its own agency and any successor entity.**

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 ADS/BRS or ADS/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. **In the event of a layoff occurring in the CT Technical Education & Career System, employees (hired prior to July 1, 2022) in the CTECS and any successor entity may exercise bumping rights across agency lines into the Department of Education in accordance with this Section.**

For the State:

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

ARTICLE 15 GRIEVANCE PROCEDURE

*****

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. Submission of a grievance to Step III shall be by electronic mail:

OLRsubmissions@ct.gov.

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.

Arbitration Protocol. In an effort to resolve grievances as expeditiously as possible, either party may invoke ~~Notwithstanding the foregoing, unless the parties agree to the contrary for a particular case,~~ the Arbitration Protocol ~~regarding the resolution of grievances~~ set forth as Appendix B to the agreement in lieu of Step 3. ~~will replace the third step of the grievance~~

~~procedure, and the arbitration scheduling provisions of Article 16. The union may invoke arbitration following step 2.~~

MEMORANDUM OF UNDERSTANDING REGARDING THE RESOLUTION OF GRIEVANCES

(To replace the protocol -- APPENDIX B)

The State and the Union agree that it is in the parties' mutual interests to address and resolve grievances as expeditiously as possible. The undersigned parties agree, therefore, as follows:

1. A committee shall be empaneled consisting of a Union Representative, a Representative from the Office of Labor Relations, and an Agency Representative whose pending cases are subject to Committee review and discussion.

2. The State and the Union shall develop a list of not less than five (5) grievances one week before the meeting that the parties intend to review and discuss.

3. Said Committee shall meet at least twice quarterly to review and make recommendations regarding the disposition of the grievances pending currently at the arbitration step of the grievance process. The parties will meet in December of each year to set expected dates for such meetings. By mutual agreement, the parties may hold additional meetings to address a grievance backlog.

4. The Union, OLR, and Agency Representative must possess the authority to act upon said pending cases during the meeting. Only those persons necessary for bringing the matter to resolution need to attend.

5. It is understood and agreed that any resolution of said grievances must be immediately reduced to writing when possible and executed by the State and the Union using an agreed upon form. Otherwise, grievances shall be scheduled for arbitration in the order in which arbitration is demanded except that cases that involve overpayments or that pose an ongoing monetary liability to the State will have scheduling priority by order of filing. Notwithstanding, either party may choose up to five (5) matters per year to be given prime or expedited priority.

6. No grievance shall be ripe for Committee review unless and until either (1) it has been heard and answered at Step 2 of the grievance procedure; (2) it has been filed at Step 2 and the time for response has passed without agreed upon extension; or (3) it is a grievance which may be filed directly to step (3).

7. The following shall apply for grievances involving discipline at the level of dismissal, demotion, or suspension in excess of ten (10) working days: These grievances shall be filed directly to the Office of Labor Relations (Central) consistent with the time requirements of

Article 14, Section Five. Within thirty (30) days of receipt of the grievance, a representative of the Office of Labor Relations (Central) and a representative of the Union shall convene a conference with the relevant parties (Grievant, Agency Labor Relations Staff, and other Agency Representative, as appropriate) for the purpose of exchanging relevant documents, and gathering other information, including via mutual questioning by the parties in attendance. If the grievance is not resolved as a result of discussions at the conference, the OLR Representative will issue a written response within fifteen (15) days of the conference. A grievance that adheres to the procedure outlined in this paragraph will be considered ripe for committee review.

8. By mutual agreement, conferences as described in #7 above may be held for other grievances filed directly with OLR Central.

9. No matters that are otherwise deemed non-grievable or non-arbitrable are subject to committee review.

10. All conferences and committee meetings convened pursuant to this MOU shall be closed to the public unless the parties mutually agree otherwise.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

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. **"War service" for purposes of this section is defined as in Connecticut General Statutes § 27-103.**

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

For the State:

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

ARTICLE 17 - PROFESSIONAL DEVELOPMENT

Section Four.

(c)

. . .

The appointing authority shall make a good faith effort to respond to any request for approval to use the Professional Development Fund within ten (10) business days of receipt. 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.

For the State:

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

ARTICLE 17 - PROFESSIONAL DEVELOPMENT

Section Five. Tuition Reimbursement. (a) The State shall allocate Forty Thousand dollars ($40,000) in ~~each year of the agreement~~ **2025-2026 and 2026-2027** to provide full reimbursement for tuition and fees to eligible employees. **Effective July 1, 2027, the State shall allocate Fifty Thousand dollars ($50,000) in 2027-2028 and 2028-2029 to provide full reimbursement for tuition and fees to eligible employees.**

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 in physical attendance. The maximum reimbursement rate shall be 75% of the per credit rate inclusive of fees for undergraduate and graduate courses at the University of Connecticut at Storrs. Notwithstanding the above, unexpended tuition funds at the end of the fiscal year shall be divided among eligible bargaining unit members who have taken graduate courses during the fiscal year up to a maximum of 100% of the per credit graduate rate at the University of Connecticut.

(b) No employee may be eligible for reimbursement for more than twelve (12) credits per fiscal year.

(c) There shall be unlimited carryover of funds from one fiscal year to succeeding fiscal years.

(d) The State shall reimburse, to a maximum of three (3) graduate credits per semester, fees associated with continuing registration for doctoral dissertation.

For the State:

Ellen Duggan

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

ARTICLE 17 - PROFESSIONAL DEVELOPMENT

Section Eight. In each year of the contract, Twenty Thousand ($20,000) shall be allocated to ADS/BESB for the purpose of sending bargaining unit employees in ADS/BESB to the yearly regional convention of the Association for Education and Rehabilitation for the Blind and Visually Impaired **(AER). This fund is permitted to be used to pay for AER Membership as part of fee to attend.** After the allocation for bargaining unit employees to attend the yearly regional convention of the Association for Education and Rehabilitation for the Blind and Visually Impaired, the parties may by mutual agreement expend any unused monies.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

ARTICLE 17 - PROFESSIONAL DEVELOPMENT

[NEW] Section Nine. The State will endeavor to make reimbursement payments under this Article within sixty (60) days from the date the State determined the reimbursement request to be fully complete.

For the State:

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

ARTICLE 18 - HOURS OF WORK AND WORK SCHEDULES

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. **Compensatory time shall not expire.** 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.

For the State:

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2021

ARTICLE 18 - HOURS OF WORK AND WORK SCHEDULES

Section Eight. Compressed Work Schedule. An employee may request a compressed work schedule. A compressed work schedule shall include but not be limited to a four day work week, a five day/four day biweekly work schedule, a 4 1/2 day work week and other arrangements mutually agreed to by the employee and management. A compressed work schedule may be ongoing throughout the year or be for a specific period of time, i.e. summer months. A compressed work schedule may be implemented under the following conditions:

a. The employee initiates said request along with supportive justification.
b. Such request is compatible with agency operating needs.
c. A request for a compressed work schedule must be in writing to the employee's immediate management-level supervisor who shall make a recommendation for approval or disapproval of the compressed work schedule and shall forward the request and recommendation to the next level management supervisor who shall make a final decision.
d. The Agency reserves the right to terminate any individual compressed work schedule to meet agency operating needs with two weeks advance notice, except in emergencies.
e. **The Agency may require that an employee adjust their compressed work schedule to accommodate agency needs with two weeks advance notice, or with less than two weeks notice to accommodate agency needs that appear unexpectedly. However, if the employee is required to work during scheduled non-work time on the employee's typically compressed day, the Agency will allow the employee to move their compressed day to a different day within the pay period or, if not reasonable to do so due to agency operating needs or the remaining time in the pay period, to receive compensatory time consistent with Article 18, Section 3.**
f. Disputes under this section are neither grievable nor arbitrable.

For the State:

Eileen Muggan

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2021

ARTICLE 27 - COMPENSATION

Section One.

~~a) Special Lump Sum Payments:~~

~~1. Retroactive to July 1, 2021, and upon legislative approval, eligible full-time employees shall receive a special lump sum payment in the amount of $2,500 (two thousand five hundred dollars). Eligible part-time employees shall receive a pro-rated payment. An eligible employee includes any active employee in the bargaining unit as of March 31, 2022.~~

~~2. Effective July 1, 2022, active, full-time employees shall receive a special lump sum payment in the amount of $1,000 (one thousand dollars). Part-time unit employees shall receive a pro-rated payment. Payment will be made in the payroll that includes this date.~~

~~b)~~ a) General Wage Increases:

~~1. 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 active employees in the bargaining unit.~~

~~2. Effective with the pay period that includes July 1, 2022, the base annual salary for all employees shall be increased by two and one-half percent (2.5%).~~

~~3. Effective the pay period that includes July 1, 2023, the base annual salary for all employees shall be increased by two and one-half percent (2.5%).~~

1. Effective and retroactive to July 1, 2025, and upon legislative approval, the base annual salary shall be increased by two and one-half percent (2.5%) for active employees in the bargaining unit and employees who directly retired after July 1, 2025.

2. Effective with the pay period that includes July 1, 2026, the base annual salary for all employees shall be increased by two and one-half percent (2.5%).

3. Effective with the pay period that includes July 1, 2027, the base annual salary for all employees shall be increased by two and one-half percent (2.5%).

~~c) Pay Plan Adjustment:~~

~~Effective in the pay period that includes July 1, 2022, there shall be an additional step added to the existing pay plans for this unit that has a standard increment.~~

~~Individuals entitled to a promotion in accordance with the rules governing these subjects as outlined in the Connecticut General Statutes or their collective bargaining agreement shall receive increase in wages due to such promotion in accordance with past practice.~~

Section Two.

(a) Annual Increments

~~i. Retroactive to July 1, 2021, and upon legislative approval, the annual increment shall be awarded to eligible, active employees in the bargaining unit.~~

~~ii. For contract year 2022-2023, employees will continue to be eligible for annual increments in accordance with existing practice.~~

~~iii. For contract year 2023-2024, employees will continue to be eligible for annual increments in accordance with existing practice.~~

i. Retroactive to July 1, 2025, and upon legislative approval, the annual increment shall be awarded to eligible, active employees in the bargaining unit and eligible employees who directly retired after July 1, 2025.

ii. For contract year 2026-2027, employees will continue to be eligible for annual increments in accordance with existing practice.

iii. For contract year 2027-2028, employees will continue to be eligible for annual increments in accordance with existing practice.

(b) 4th Year Wage Reopener (~~FY25~~FY29) – GWI and AI:

Either party, by a notice in writing no sooner than January 1, ~~2024~~ 2028, may reopen Article 19 (Compensation), Section 1(b), (General Wage Increase), Section 5(b) (degree stipends) and Section 8(a), (Annual Increment) only. All other provisions shall remain in full force and effect.

For the State:

Ellen Duggan

Date: 3/9/26

For the Union:

Date: 3-6-26

Date: 3/6/26

ARTICLE 27 - COMPENSATION

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.

Effective 7-1-27
Breakfast $12
Lunch $16
Dinner $27
Plus all taxes plus 15% of meal maximum gratuity.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

ARTICLE 28 - METHOD OF SALARY PAYMENT

Section Three. ~~Employees are encouraged to participate in direct deposit of their paychecks.~~ Unless otherwise requested by the employee, the State shall direct deposit employees paychecks.

For the State:

Date: 3/9/26

For the Union:

Date: 3-5-24

Date: 3/4/2024

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, Juneteenth, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, Christmas Day.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

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). **Permanent full-time and permanent, eligible part-time employees, and full-time and eligible part-time employees appointed to permanent positions who have not yet completed their initial working test periods shall be eligible to accrue and use vacation leave.**

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

ARTICLE 34 – SICK LEAVE

Section Nine. Sick leave may be used in minimum increments of ~~one (1)~~ one-quarter (1/4) hour.

For the State:

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

ARTICLE 34 - SICK LEAVE

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 sixth 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 other paid leave benefits. The subcommittee shall consider as a factor the extent and circumstances of the applicant's usage of sick leave prior to the illness in question.

(e) Unused days in the sick leave bank shall be carried over from year to year and shall not

lapse.

(f) If at any time the bank should be depleted, each eligible employee shall be assessed one day from ~~his/her~~ the employee's accrued sick leave.

(g) The actions or non-actions of this sub-committee shall in no way be subject to collateral attack or the grievance/arbitration machinery. The subcommittee shall not be considered a State agency, board or any other subdivision of the Employer. No requests shall be conducted as contested cases or otherwise be subject to the Administrative Procedure Act.

(h) Each contract year, employees may voluntarily donate up to 10 days to the sick leave bank.

(i) At retirement, an employee who retires with sick leave balances that exceed the amount that may be paid out at retirement, may contribute up to an additional forty (40) hours of excess sick leave to the sick leave bank.

For the State:

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

ARTICLE 35 – MISCELLANEOUS

Section 5. Military Leave. The present military policy shall remain in force. ~~except that paid leave for military call-ups shall be limited to emergencies.~~

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

ARTICLE 35 - MISCELLANEOUS

Section Six. Personal Leave. In addition to annual vacation, each appointing authority shall grant to each full-time permanent employee in the State service **and each full-time employee appointed to a permanent position, but within the initial working test period, in the State service** three (3) days of personal leave of absence with pay in each calendar year. **For full-time employees appointed to permanent positions, but within their initial working test periods, who begin employment on or after July 1st of a calendar year, the number of personal leave days shall be prorated during the employee's first calendar year of employment. Such proration shall be based on the number of full calendar months remaining in the calendar year after such employee began employment divided by six (6).** 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.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

ARTICLE 38 - DURATION

Section One. This Agreement shall be effective on July 1, ~~2021~~ **2025** and shall expire on June 30, ~~2025~~ **2029**.

For the State:

Eileen Klugger

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

MOU re: EDUCATION PROJECTS COORDINATOR – OEC (BIRTH TO THREE)

This Memorandum of Understanding is between the State of Connecticut (State) and Connecticut State Employees Association SEIU Local 2001 - P-3A Bargaining Unit (P-3A).

1. The State and P-3A are parties to a Tentative Agreement for a successor collective bargaining agreement with the term July 1, 2025-June 30, 2029.

2. P-3A has filed Grievances with OLR Nos. 13-2221, 13-2222 and 13-2223, regarding the ability of Education Projects Coordinators within the Office of Early Childhood to promote out of the classification under the "Education Administrators (P-3A) Bargaining Unit Promotional Review System". In contract negotiations, P-3A also proposed to change the paygrade for Education Projects Coordinators from EA/FF 27 to EA/FF 30.

3. The State and P-3A agree to apply the terms of the OJE as set forth in the SCOPE Agreement, as amended by Section III of the 2011 SEBAC Agreement to the title Education Projects Coordinator, specific to its use in the Birth to Three Program within the Office of Early Childhood. On or before July 1, 2026, the State will commence an OJE; such OJE will be completed on or before April 1, 2027.

4. The purpose of the OJE is to evaluate all aspects of the Education Projects Coordinator job class specific to its use in the Birth to Three Program to determine whether salary adjustments are warranted. Upon completion of the OJE, the State may elect to maintain the current job title or alternatively elect to create a new job title(s).

5. The OJE results may be bargained effective and retroactive to July 1, 2027. In the event the that OJE and/or bargaining results in an increase of the Education Projects Coordinator job class within the Birth to Three Program of one (1) or more salary grades and/or the establishment of a "promotional ladder" that results in the top of the promotional ladder being at least two salary grades above the existing position, the Union withdraws the pending Grievances with OLR Nos. 13-2221, 13-2222 and 13-2223 (and any other related grievances filed and/or pending as of the completion the OJE).

For the State:

Date: 3/9/26

For the Union:

Date: 3-5-26

Date: 3/4/2026

SUPERSEDENCE APPENDIX

CONNECTICUT STATE EMPLOYEES ASSOCIATION EDUCATION ADMINISTRATORS P-3A

COLLECTIVE BARGAINING AGREEMENT

EFFECTIVE JULY 1, 2025 TO JUNE 30, 2029

PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Performance Evaluation: Merit Pay Program	Article 11, Sec. 5 (a) and (c)	C.G.S. § 5-200(k); C.G.S. § 5-200(m);
Compensation: General Wage Increases (GWIs) 7/1/25, 7/1/26 and 7/1/27	Article 27, Sec. 1(b)	C.G.S. § 5-200(k); C.G.S. § 5-200(m)
Compensation: Annual Increments (AIs), Step plans 7/1/25, 7/1/26 and 7/1/27	Article 27, Sec. 2 (a)	C.G.S. § 5-200(k); C.G.S. § 5-200(m); C.G.S. § 5-210
Compensation: Travel Reimbursement, Meals (increase rates)	Article 27, Sec. 4	C.G.S. § 5-141c Regs. § 5-141c-5
Vacation: Eligibility to Accrue and Use Leave	Article 31, Secs. 5 and 6	C.G.S. § 5-250 Regs. § 5-250-1
MOU re: Education Project Coordinator – OEC (Birth to Three)	MOU	C.G.S. §5-200 (a); C.G.S. §5-200 (k); C.G.S. §5-200 (m); C.G.S. §5-200 (n)

NOTE: The above does not include supersedence appendices from prior or current contract periods; although not reprinted herein, such remain applicable.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 9, 2026

Bargaining Unit: Education A (P-3A)
Period of Contract: July 1, 2025 through June 30, 2029

Number of Full Time Employees:	All Funds	236
	General Fund	138

Total Annual Wages (26 pay periods) All Funds: $30,657,005
Total Value of Fringe Benefits:

Average Full Time All Funds:	Annualized Basis (26 Pay Periods for All Years) Salary	Percent Increase Gen'l Wage Increase	Al's & Lump Sums	Other	Total
Prior to New Contract:	$129,903				
1st Year Contract: 2025-2026	$134,284	2.40%	0.97%	0.00%	3.37%
2nd Year Contract: 2026-2027	$140,004	5.01%	2.77%	0.00%	7.78%
3rd Year Contract: 2027-2028	$146,997	7.72%	4.74%	0.69%	13.16%
4th Year Contract: 2028-2029	$148,626	7.83%	5.89%	0.69%	14.41%

FULL-TIME COMPENSATION SUMMARY

All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	Financial Impact 3rd Year 2027-28	4th Year 2028-29	Annualized
Total Wages and Related Items	$30,657,005	$1,034,073	$2,384,040	$4,034,320	$4,418,843	$4,418,843
Fringe Benefits						
Value of Current Items		$146,511	$325,651	$533,704	$584,730	$584,730
TOTAL WAGES AND BENEFITS	$30,657,005	$1,180,584	$2,709,691	$4,568,023	$5,003,572	$5,003,572

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 9, 2026

		All Funds Requirement - 26 pay periods				
		2025-2026	2026-2027	2027-2028	2028-2029	Annualized
Fiscal Year 2025-2026						
(1) 2026 2.5% GWI Effective 7/1/2025		$736,947	$766,425	$766,425	$766,425	$766,425
(2) 2026 AI		$297,126	$587,330	$587,330	$587,330	$587,330
(3) Increase Merit Evaluation Program		$70,000	$70,000	$200,000	$200,000	$200,000
(4) Decrease Professional Development Funds		($70,000)	($70,000)			
SUBTOTAL AGREEMENT ITEMS - 1st YEAR		$1,034,073	$1,353,755	$1,553,755	$1,553,755	$1,553,755
Fiscal Year 2026-2027						
(1) 2027 2.5% GWI Effective 7/1/2026			$769,489	$800,269	$800,269	$800,269
(2) 2027 AI			$260,796	$514,288	$514,288	$514,288
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$1,030,285	$1,314,557	$1,314,557	$1,314,557
Fiscal Year 2027-2028						
(1) 2028 2.5% GWI Effective 7/1/2027				$801,089	$833,133	$833,133
(2) 2028 AI				$352,479	$704,958	$704,958
(3) Increase Meal Reimbursement				$2,439	$2,439	$2,439
(4) Increase Tuition Reimbursement				$10,000	$10,000	$10,000
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR				$1,166,008	$1,550,531	$1,550,531
TOTAL CONTRACT ITEMS - ALL FUNDS		$1,034,073	$2,384,040	$4,034,320	$4,418,843	$4,418,843
Total Wages		$1,104,073	$2,454,040	$4,021,881	$4,406,403	$4,406,403
FRINGE ANALYSIS						
Social Security	6.20%	$68,453	$152,150	$249,357	$273,197	$273,197
Medicare	1.45%	$16,009	$35,584	$58,317	$63,893	$63,893
Unemployment	0.26%	$2,871	$6,381	$10,457	$11,457	$11,457
SERS Normal Cost	3.98%	$43,942	$97,671	$160,071	$175,375	$175,375
OPEB	1.38%	$15,236	$33,866	$55,502	$60,808	$60,808
TOTAL FRINGE	13.27%	$146,511	$325,651	$533,704	$584,730	$584,730
TOTAL COST OF CONTRACT - ALL FUNDS		$1,180,584	$2,709,691	$4,568,023	$5,003,572	$5,003,572

Tentative Agreements

EDUCATION PROFESSIONS (P-3B)

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

STATE OF CONNECTICUT

AND

CONNECTICUT STATE EMPLOYEES ASSOCIATION SEIU LOCAL 2001

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3/4/2026

Date: 3/4/2026

Gender neutral language: Update contract to replace he/she pronouns with "bargaining unit members" and "employees".

For the State:

Date: 3/9/26

For the Union:

Date: 3/4/2026

Date: 3/4/26

ARTICLE 13 – WORKING TEST PERIOD

Section Two. Notwithstanding the previous sentences, an appointee to a permanent position within the bargaining unit shall be entitled to the benefits of vacation leave and personal leave under Article 39 ~~after the completion of the equivalent of six (6) months of full time employment or not more than twelve months for part time employment~~.

For the State:

Date: 3/9/26

For the Union:

Date: 3/4/2026

Date: 3/4/2025

ARTICLE 16 - GRIEVANCE PROCEDURE

Section Six. The Grievance Procedure.

Step I. A grievance may be submitted within the thirty (30) day period specified in Section Five to the subagency designee who is outside the bargaining unit. Such designee 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 fourteen (14) 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~~ **the employee's** 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 employee and a written response issued within five (5) days thereafter.

Step III. Director of the Office of Labor Relations or designee. The parties acknowledge that orderly administration of the contract grievance procedure requires the Director of the Office 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 Director of the Office of Labor Relations or ~~his/her~~ **the employee's** designee has had an opportunity to resolve the grievance. An unresolved grievance may be appealed to said Director within seven (7) days of the date of the Step II response. Said Director or ~~his/her~~ the employee's 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.

Submission of a grievance to Step III shall be by electronic mail: OLRSubmissions@ct.gov.

Step IV. Submission to Arbitration. Within fourteen (14) working days after the State's answer is due at Step III or if no conference is held within thirty (30) days, within fourteen (14) 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(s), except that individual employees may submit to arbitration in cases of dismissal, demotion or suspension of not less than five (5) working days.

Mediation. If mutually agreed upon by the parties, an unresolved grievance filed for arbitration shall be submitted to a pre-arbitration mediation meeting. The mediation shall be conducted by a mutually acceptable mediator selected by the parties and shall be understood to be a non-binding process. The mediation shall be scheduled within forty-five days, if practicable, after the parties have agreed to mediation. The costs of the mediation shall be shared equally between the State and the Union.

Arbitration Protocol. In an effort to resolve grievances as expeditiously as possible, either party may invoke ~~Notwithstanding the foregoing, unless the parties agree to the contrary for a particular case,~~ the Arbitration Protocol ~~regarding the resolution of grievances~~ set forth ~~as~~ **in** Appendix B to the agreement **in lieu of Step 3**. ~~will replace the third step of the grievance procedure, and the arbitration scheduling provisions of Article 16. The union may invoke arbitration following step 2~~.

MEMORANDUM OF UNDERSTANDING -- REGARDING THE RESOLUTION OF GRIEVANCES

(~~To replace the protocol~~ – **Arbitration Protocol** - Appendix E)

The State and the Union agree that it is in the parties' mutual interests to address and resolve grievances as expeditiously as possible. The undersigned parties agree, therefore, as follows:

1. A committee shall be empaneled consisting of a Union Representative, a Representative from the Office of Labor Relations, and an Agency Representative whose pending cases are subject to Committee review and discussion.

2. The State and the Union shall develop a list of not less than five (5) grievances one week before the meeting that the parties intend to review and discuss.

3. Said committee shall meet at least twice quarterly to review and make recommendations regarding the disposition of the grievances pending currently at the arbitration step of the grievance process. The parties will meet in December of each year to set expected dates for such meetings. By mutual agreement, the parties may hold additional meetings to address a grievance backlog.

4. The Union, OLR, and Agency Representative must possess the authority to act upon said pending cases during the meeting. Only those persons necessary for bringing the matter to resolution need to attend.

5. It is understood and agreed that any resolution of said grievances must be immediately reduced to writing when possible and executed by the State and the Union using an agreed upon form. Otherwise, grievances shall be scheduled for arbitration in the order in which arbitration is demanded except that cases that involve overpayments or that pose an ongoing monetary liability to the State will have scheduling priority by order of filing. Notwithstanding, either party may choose up to five (5) matters per year to be given prime or expedited priority. In addition, any grievance involving the separation of a bargaining unit member shall automatically be given prime or expedited priority.

6. No grievance shall be ripe for Committee review unless and until either (1) it has been heard and answered at Step 2 of the grievance procedure; (2) it has been filed at Step 2 and the time for response has passed without agreed upon extension; or (3) it is a grievance which may be filed directly to step (3).

7. The following shall apply for grievances involving discipline at the level of dismissal, demotion, or suspension in excess of ten (10) working days: These grievances shall be filed directly to the Office of Labor Relations (Central) consistent with the time requirements of Article ~~14~~ ***16***, Section Five. Within thirty (30) days of receipt of the grievance, a representative of the Office of Labor Relations (Central) and a representative of the Union shall convene a conference with the relevant parties (Grievant, Agency Labor Relations Staff, and other Agency Representative, as appropriate) for the purpose of exchanging relevant documents, and gathering other information, including via mutual questioning by the parties in attendance. If the grievance is not resolved as a result of discussions at the conference, the OLR Representative will issue a written response within fifteen (15) days of the conference. A

grievance that adheres to the procedure outlined in this paragraph will be considered ripe for Committee review.

8. By mutual agreement, conferences as described in #7 above may be held for other grievances filed directly with OLR Central.

For the State:

Eileen Mugger

Date: 3/9/26

For the Union:

Date: 3/4/2026

Date: 3/4/2026

ARTICLE 16 - GRIEVANCE PROCEDURE

Section Eleven. 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) Failure of a promotional working test period;

(c) Service ratings when used as the basis of termination during the initial working test periods or of failure of a promotional working test period;

(d) The decision to lay off, provided that the Employer shall provide the Union, upon request, supportive data regarding the decision to lay off or the non-disciplinary termination of an employee due to lack of possessing or maintaining an appropriate certification or a statutorily required educational degree.

(e) Notwithstanding the provision of Article 49, classification and pay grades for newly created bargaining unit jobs, provided, however, that this clause shall neither enlarge nor diminish the Union's right to negotiate pay grades;

(f) Any incident which occurred or failed to occur prior to the effective date of this Agreement, with the understanding that grievances filed which antedate this Agreement shall not be deemed to have been waived by execution of this Agreement.

(g) Any inherent management right not restricted by a specific provision of this Agreement;

(h) Health and safety issues which might otherwise be covered by Conn OSHA;

(i) ~~Affirmative action and alleged discrimination issues where the Commission on Human Rights and Opportunities asserts jurisdiction; for the purposes of this provision, the phrase "asserts jurisdiction" shall denote the point in time in which the CHRO serves the complaint upon the respondent and requests the respondent to answer the complaint.~~ **Claims of unlawful discrimination where a complaint or charge has been filed by and/or on behalf of the grievance with the CHRO, EEOC and/or any court of law, provided nothing herein shall prevent presentation of evidence relevant to claims other than unlawful discrimination even if such evidence might also be relevant to a claim of unlawful discrimination.**

(j) Bill of Rights Clause. Those provisions of Section One which otherwise are protected by Federal and State law.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3/4/2026

Date: 3/4/2026

ARTICLE 19 - COMPENSATION

Section One.

~~(a) Special Lump Sum Payments:~~

~~1. Retroactive to July 1, 2021, and upon legislative approval, eligible full-time employees shall receive a special lump sum payment in the amount of $2,500 (two thousand five hundred dollars). Eligible part-time employees shall receive a pro-rated payment. An eligible employee includes any active employee in the bargaining unit as of March 31, 2022.~~

~~2. Effective July 1, 2022, active, full-time employees shall receive a special lump sum payment in the amount of $1,000 (one thousand dollars). Part-time unit employees shall receive a pro-rated payment. Payment will be made in the payroll that includes this date.~~

~~(b)~~ (a) General Wage Increases:

1. Effective and retroactive to July 1, ~~2021~~ **2025**, and upon legislative approval, the base annual salary shall be increased by two and one-half percent (2.5%) for active employees in the bargaining unit **and employees who directly retired after July 1, 2025.**

2. Effective July 1, ~~2022~~ **2026**, the base annual salary for all employees shall be increased by two and one-half percent (2.5%).

3. Effective the pay period that includes July 1, ~~2023~~ **2027**, the base annual salary for all employees shall be increased by two and one-half percent (2.5%).

Individuals entitled to a promotion in accordance with the rules governing these subjects as outlined in the Connecticut General Statutes or their collective bargaining agreement shall receive increase in wages due to such promotion in accordance with past practice.

For the State:

Date: 3/9/26

For the Union:

Date: 3/6/2026

3/6/2026

ARTICLE 19 - COMPENSATION

Section Four. Teacher Pay Plan.

(a) Effective September 12, 1986, separate Teacher salary schedules shall be established based upon the level of educational achievement in job-related course work: Bachelors degree; Masters degree or Bachelors plus 30 credits; and Sixth Year or Masters plus 30 credits.

For employees hired after July 1, 2009 to be eligible for a higher pay plan, credits used for pay plan advancement must be earned after the Bachelors degree. Prior to hire, the agency will review the educational credits and degrees of the potential employee and disclose in writing to the potential employee both the agency's position as to the appropriate salary schedule and the additional credits, if any, beyond the Bachelors degree.

Effective July 1, 2009, bargaining unit members with a sixty (60) credit Masters in Social Work (MSW) shall be placed on the Sixth Year salary schedule. The salaries of employees shall be calculated into the higher salary group using the round up method. There shall be no retroactive payments and this shall only pertain to Masters Degree in Social Work (MSW).

Effective July 1, 2022, employees in the classification of Pupil Services Specialist who have obtained a sixty (60) credit Masters in Speech and Language Pathology shall be placed on the Sixth Year salary schedule. The salaries of employees shall be calculated into the higher salary group using the round up method. There shall be no retroactive payments and this shall only pertain to Masters Degree in Speech and Language Pathology.

Effective and retroactive to July 1, 2025, employees in the classification of Pupil Services Specialist who have obtained a sixty (60) credit Masters in School Counseling or its equivalent (e.g., Counselor Education) shall be placed on the Sixth Year salary schedule. This shall only pertain to Masters Degree in in School Counseling or its equivalent.

* ***The Union has agreed to cede existing Professional Development funds in each of the first two years of the contract to cover the costs of moving eligible employees from the Masters Degree schedule to the Sixth Year salary schedule.***

For the State:

Eileen Mulligan

Date: 3/9/26

For the Union:

Date: 3/4/2026

Date: 3/4/2026

ARTICLE 19 – COMPENSATION

Section Eight. (a) Annual Increments (Step Plans)

i. Retroactive to July 1, ~~2021~~ 2025 and upon legislative approval, the annual increment shall be awarded to eligible, active employees in the bargaining unit **and eligible employees who directly retired after July 1, 2025.**

ii. For contract year ~~2022-2023~~ 2026-2027, the employees will continue to be eligible for annual increments in accordance with existing practice.

iii. For contract year ~~2023-2024~~ 2027-2028, employees will continue to be eligible for annual increments in accordance with existing practice.

(b) Annual Increments (Range Plans)

i. Retroactive to the pay period that includes January 1, ~~2022~~ 2026, and upon legislative approval, bargaining unit members on range plans **and eligible employees who directly retired after July 1, 2025,** shall receive an increment of two percent (2.0%) movement within salary range in fiscal year ~~2021-2022~~ 2025-2026, but not to exceed the maximum of the salary range.

ii. Effective with the pay period that includes January 1, ~~2023~~ 2027, bargaining unit members on range plans shall receive an increment of two percent (2.0%) movement within salary range in fiscal year ~~2022-2023~~ 2026-2027, but not to exceed the maximum of the salary range.

iii. Effective with the pay period that includes January 1, ~~2024~~ 2028, bargaining unit members on range plans shall receive an increment of two percent (2.0%) movement within salary range in fiscal year ~~2023-2024~~ 2027-2028, but not to exceed the maximum of the salary range.

(c) 4th Year Wage Reopener ~~(FY25)~~ (FY29) – GWI and AI:

Either party, by notice in writing no sooner than January 1, ~~2024~~ 2028, may reopen Article 19 (Compensation), Section 1(~~b~~ a), (General Wage Increase) and Section**s** 8(a) and 8(b), (Annual Increment – step plans and range plans) only. All other provisions shall remain in full force and effect.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3/6/2026

Date: 3/6/2026

ARTICLE 19 – COMPENSATION

[NEW] Section Seventeen.

Effective and retroactive to July 1, 2025, an additional step will be added to all P-3B pay plans for active employees in the bargaining unit and eligible employees who directly retired after July 1, 2025. The additional step shall be two and one quarter percent (2.25%) above the preceding step.

Effective January 1, 2028, the bottom step (Step 1) will be removed from all P-3B pay plans and new pay plans issued as follows: Step 1 will be removed; Step 2 will become the new Step 1, and the remaining Steps will be renumbered accordingly. Individuals eligible for annual increments/steps on January 1, 2028, will move over to the new pay plan but remain on the same Step number to satisfy the January 1, 2028 annual increment (with individuals on the prior top step remaining on the new top step). Recently hired employees not yet eligible for a step on January 1, 2028, will also transfer to Step 1 on the new pay plan on January 1, 2028.

* *The Union has agreed to cede existing Quality of Work Life (QWL) funds in the amount of $700,000 total in the first three years of the contract towards the cost of adding a new step.*

For the State:

Eileen Mulligan

Date: 3/9/26

For the Union:

Date: 3/6/2026

Date: 3/6/2026

ARTICLE 23 – PROFESSIONAL LEAVE

All bargaining unit employees shall be granted ~~two (2)~~ **three (3)** professional leave days per contract year, for the purpose of attending conferences and/or workshops or other activity of an educational nature related to their area of expertise. ~~Notwithstanding the amount specified in the prior sentence, BRS and BESB employees shall be granted three (3) days per year for this purpose and DOC employees approved to attend the Correctional Education Association conference shall be granted three (3) days in that year for that conference.~~

~~Effective July 1, 2022, all bargaining unit employees shall be granted one additional day for a total of three (3) professional leave days per contract year.~~

In no event shall such time be deemed to accrue from year to year or be the basis for compensation on termination of employment. Every effort must be made to request such leave at least two (2) weeks in advance. Such leave is subject to approval of the appointing authority, but will not be unreasonably denied.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Jennifer Carter

Date: 3/4/2026

Date: 3/4/2026

ARTICLE 24 - TUITION REIMBURSEMENT

Section One. (a) Any employee who has completed six (6) months of service and is continuing ~~his/her~~ **the employee's** education in a job-related area, or in an area that will assist the employee in upward mobility or promotional opportunities, shall be eligible for tuition reimbursement for a maximum of ~~nine (9) credits or the equivalent per year. Effective July 1, 2022, the maximum credit limit shall increase to~~ eighteen (18) credits or the equivalent per year.

(b) There shall be ~~ninety-five thousand dollars ($95,000)~~ **one-hundred fifty thousand dollars ($150,000)** appropriated for tuition reimbursement each year of the contract. Funds which are unexpended in one fiscal year shall carry over into the next fiscal year provided however that the tuition reimbursement fund will expire on expiration of this Agreement. The previous sentence, notwithstanding, applications for tuition reimbursement which are submitted and approved within the final six (6) months of this Agreement may be paid, with the remaining available funds, up to three (3) months following expiration of this Agreement.

* ***The Union has agreed to cede $55,000 of existing Professional Development funds in each of the first two years of the contract to increase the Tuition Reimbursement pool.***

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3/4/2026

Date: 3/4/2026

ARTICLE 24- TUITION REIMBURSEMENT

Section Two. An employee applying for tuition reimbursement must submit the appropriate forms not less than two (2) weeks prior to the Start of the course. **For non-traditional (including out-of-state, on-line and not-for-credit) courses, employees are encouraged to submit the appropriate forms not less than one (1) month prior to the start of the course.** After approval has been received, if the employee decides not to take the course(s) or to drop a course(s), he/she shall notify the Employer so that funds may be utilized for another employee. Upon presentation of evidence of payment and successful completion of the course(s), the employee shall receive tuition reimbursement as follows:

(a) For credit courses at accredited institutions of higher education, including distance learning courses offered by such institutions, one hundred (100) percent of the cost of tuition, laboratory fees and community college service fees up to a maximum seventy-five percent (75%) of the per credit rate, including fees, for undergraduate and graduate courses at the University of Connecticut at Storrs.

(b) Tuition reimbursement for external degree programs and for courses offered at non-accredited institutions shall be subject to prior approval by the Commissioner of Administrative Services or designee.

[NEW] (c) The State will endeavor to make tuition reimbursement payments under this Article within sixty (60) days from the date the State determines the reimbursement request to be fully complete.

Non-credit courses will be converted to an equivalent number of credits for the purpose of computing reimbursement. For example, six to fifteen hours of non-credit classroom time will be considered the equivalent of one credit.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Jennifer Cote

Date: 3/4/2026

Date: 3/4/2026

ARTICLE 25 - PROFESSIONAL CONFERENCE AND WORKSHOP FUND

Section Four. Each eligible employee shall be entitled to a maximum of **$1,500** ~~$1,000~~ reimbursement per contract year toward the cost of fees, travel, food and/or lodging related to attendance at such events. An employee may use the fund once in a two year period for an expenditure in excess of **$1,500** ~~$1,000~~ but not greater than **$3,000** ~~$2,000~~. Use of the fund for expenditures of less than **$1,500** ~~$1,000~~ will not entitle the employee to use the fund for an additional expenditure in excess of **$1,500** ~~$1,000~~ in any two-year period (no carry over credit). Reimbursement shall be consistent with standard state travel regulations.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Jennifer Conti

Date: 3/4/2026

Date: 3/4/2026

ARTICLE 25 - PROFESSIONAL CONFERENCE AND WORKSHOP FUND

[NEW] Section Seven. The State will endeavor to make the reimbursement payments under this Article within sixty (60) days from the date the State determines the reimbursement request to be fully complete.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3/4/2026

Date: 3/4/2026

ARTICLE 28 - TRAVEL REIMBURSEMENT

During the life of the Agreement, any employee who is required to travel on Employer business shall be reimbursed in accordance with the terms, conditions, and rates outlined in the Standard State Travel Regulations in existence on June 30, 2005, subject to such modifications and exceptions as provided herein:

(a) When authorized in accordance with the Standard State Travel Regulations, any employee who is required to travel on Employer business shall be reimbursed at the following rates:

Effective July 1, 2002, the maximum rates shall be:

Breakfast	$ 8.00
* Lunch	$ 10.00
Dinner	$ 20.00

Effective July 1, 2027, the maximum rates shall be:

Breakfast	**$ 12.00**
*** Lunch**	**$ 16.00**
Dinner	**$ 27.00**

Notwithstanding the rates above, an employee traveling due to a project or matter which is funded by, and reimbursable in whole or substantial part, by the federal government shall be reimbursed at meal reimbursement rates set by federal law.

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

(1) Taxes on meals shall be fully reimbursed.

(2) Gratuities shall be reimbursed to a maximum of fifteen percent (15%) of the allowable maximum.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Jennifer Corti

Date: 3/4/2026

Date: 3/4/2026

ARTICLE 36 -TRANSFERS

Section Seven. Dual Assignments. (a) Dual Assignments. The selection of an employee to be assigned to work at two facilities of an agency shall be in accordance with the provisions of Section Six. For employees who are assigned to multiple facilities, the employee's official work site shall be the facility at which the employee is assigned to work the majority of the work week.

Employees shall be eligible for mileage reimbursement for traveling between the two sites during the work day and for the additional mileage for reporting to the secondary site (i.e. mileage in excess of that necessary for reporting to the official work site).

(b) An agency may decide to assign an employee to work at three facilities of the agency for operating reasons but such decision shall not be made unreasonably. Before such a decision is made, the agency shall consider all reasonable efforts to avoid such assignment. If an employee is assigned to three facilities, the above provisions about selection, and official work station and mileage shall apply.

(c) Employees in the classification of Pupil Services Specialist within the Juvenile Justice Education Unit (JJEU) work with students who reside in juvenile justice facilities or are incarcerated, and generally follow such students when the students move between locations and/or facilities. Due to the transient nature of their work, Pupil Services Specialists within the JJEU may report to more than three sites in order to follow students, and, if so, the above provisions about selection and official work station and mileage shall apply.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3/4/2026

Date: 3/4/2026

ARTICLE 38 - HOLIDAYS

Section One. For purposes of this Article, holidays for each twelve (12) month employee (except those twelve (12) month State School Teachers established pursuant to Article 20) are as follows: New Year's Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, **Juneteenth**, Independence Day, Labor Day, Columbus Day, Veterans Day, Thanksgiving Day, and Christmas Day.

As a result of added holiday, change references to "223" days to "222" days and "188" days to "187" days throughout the contract, MOUs and Appendix B:

MOU – DDS and DCF

Section 2 – Change 188 to 187, 208 to 207, 223 to 222

Section 3 - Change 188 to 187, 205.5 to 204.5, 223 to 222

Section 4 - Change 188 to 187 (twice)

Section 6 - Change 205.5 to 204.5 and 208 to 207

MOU – DMHAS

187 to 187 and 2-5.5 to 204.5

Appendix B

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3/4/2026

Date: 3/4/2026

ARTICLE 39 - VACATIONS AND PERSONAL LEAVE

Section Five. Permanent full-time and permanent, eligible part-time employees, and full-time and eligible part-time employees appointed to permanent positions who have not yet completed their initial working test periods shall be eligible to accrue and use vacation leave. In the event that more employees request the same vacation time off than can reasonably be spared for operating reasons, vacation time off will be granted based upon seniority as defined in Article 10.

Once vacation schedules are posted or a vacation is approved, there will be no bumping on the basis of seniority. The employer will not change scheduled vacations except in the case of emergency.

Section Six. In addition to annual vacation, each permanent full-time and permanent, eligible part-time employee, and each full-time and eligible part-time employee appointed to a permanent position who have not yet completed their initial working test period, ~~who has completed six (6) months of continuous service~~ shall be granted personal leave with pay in each calendar year. Employees who work a year-round or twelve-month schedule shall be granted three (3) days of personal leave in each calendar year and employees who work a ten-month schedule shall be granted two and one-half (2.5) days of personnel leave in each calendar year. For eligible employees appointed to permanent positions who have not yet completed their initial working test period and who begin employment on or after July 1st of a calendar year, the number of personal leave days shall be prorated during the employee's first calendar year of employment. Such proration shall be based on the number of full calendar months remaining in the calendar year after such employee began employment divided by six (6).

For the State:

Eileen Muggan

Date: 3/9/26

For the Union:

Date: 3/4/2026

Date: 3/4/2026

ARTICLE 40 – SICK LEAVE

Section Eight. Sick Leave Bank. (a) There shall be an Emergency Sick Leave Bank to be used by full-time permanent employees ~~in~~ and by part-time employees who are scheduled for thirty-four (34) hours per week. The agency will send a copy of the employee application to the Union at the same time that the application is submitted to the Office of Labor Relations.

(b) To be eligible to use sick leave bank benefits the employee must:

1. have been employed by the State for two (2) or more years.
2. have exhausted all sick leave and personal leave
3. have exhausted vacation leave in excess of forty-five (45) days
4. have exhausted any other compensatory time
5. have an injury or illness which is not covered by Workers' Compensation
6. have an acceptable medical certificate supporting continued absence on file and
7. have not been disciplined for sick leave abuse during the two (2) year period preceding application; provided, however, the committee may waive this requirement.

(c) The benefit amount shall be paid at a rate of one-half (1/2) day for each day of illness or injury. Payments shall begin on the sixth (6th) work day after exhaustion of leave and/or Workers' Compensation as referenced in item 2 above. An employee may draw from the bank only once per contract year and a maximum of 200 one-half (1/2) days or 100 three-quarter (3/4) days. No accruals for vacation or sick leave will be provided to employees receiving this benefit, No eligibility will occur for holidays or other paid leave benefits while receiving this benefit. No eligibility will occur for holidays or other paid leave benefits while receiving this benefit. The employing Agency will hold the employee's position for a period of not less than forty (40) calendar days when the employee is placed on sick leave bank. If the employee remains on sick leave bank following the fortieth (40th) day, ~~he/she~~ **the employee** will be entitled to an equivalent position pursuant to the provisions of CGS Sec. 5-248a provided ~~he/she~~ **the employee** returns to work within twenty-four (24) weeks of initial placement on the sick leave bank. Benefits under the sick leave bank shall be considered to run concurrently with both or either State or Federal Family Leave Acts.

(d) The fund shall be established by donations from each P-3B unit employee, who is eligible to utilize the bank, of one day of sick leave from the employee's individual sick leave balance. Contributions will only be required from those P-3B unit employees who have two (2) or more years of service. Those employees who have less than two (2) years of State service will be required to contribute to the bank when they obtain two (2) years of service. If at any time the bank should be depleted, each eligible employee shall be assessed one day from ~~his/her~~ **the employee's** accrued sick leave.

(e) The fund shall be administered by a two person committee. The two persons shall be appointed for the term of the contract: one appointed by the Union and one appointed by the

State. If there comes a time when there is a vacancy on the committee, the respective party (Union or State) shall make a replacement appointment. The committee will be authorized to develop guidelines for use in sick leave bank administration. Proposed guidelines shall be subject to the approval of the Union and of the State. The actions or non-action of the committee shall in no way be subject to collateral attack or subject to the grievance/arbitration process.

(f) At retirement, an employee who retires with sick leave balances that exceed the amount that may be paid out at retirement, may contribute up to forty (40) hours of excess sick leave to the sick leave bank.

(~~g~~ d) This Section supersedes Regulations 5-247-5 and 5-247-6.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Date: 3/4/2026

Date: 3/4/2026

ARTICLE 52 - METHOD OF SALARY PAYMENT

Section Two. ~~All employees are encouraged to participate in direct deposit of their paychecks~~ **Unless otherwise requested by the employee, the State shall direct deposit employee paychecks.**

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Jennifer Cote

Date: 3/4/2026

Date: 3/4/2026

~~NEW~~ MOU – Re: Article 18, Section 5
Pilot for Teacher Prep Time and Manson Youth

~~Within sixty (60) days following legislative ratification, t~~The parties agree to ~~meet to develop parameters for~~ **continue** a pilot program at Manson Youth Institute (MYI) within the Department of Correction for the purpose of affording teachers additional preparation time of one hundred seventy-five (175) minutes per week. ~~The pilot will commence as soon as practicable within the existing schedule. The pilot will be reduced to writing and contain language such that e~~Either party can initiate discussions to discontinue the pilot prior to its expiration by providing sixty (60) days advance notice to the other party.

This pilot will sunset upon expiration of the **2025-2029** collective bargaining agreement or any applicable extension agreement, whichever is later. If the current contract expires without an extension agreement, the pilot shall sunset upon the entry of a new agreement, unless continued by mutual agreement or an arbitrator's award.

Notwithstanding the foregoing, if and when underage students cease attending class at MYI this pilot will no longer be necessary and shall cease immediately with a minimum of two weeks' notice. At the time the pilot concludes, prep time will revert to the standard prescribed by the collective bargaining agreement.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Jennifer Conte

Date: 3/4/2026

Date: 3/4/2026

MOU RE: ARTICLE 33 – SCHOOL CALENDARS

~~Within t~~The Department of Children and Families~~, the parties shall develop a pilot program surrounding the provision of~~ shall provide two (2) paid floater days during ~~the~~ each school years ~~as follows: covering the periods of 2022-2023, 2023-2024 and 2024-2025. The pilot program shall be reduced to writing and contain the parameters that~~ there will not be more than three (3) teachers out on the same requested floater day; ~~that~~ teachers must submit requests to use the day(s) a minimum of five business days in advance; ~~that~~ such time shall not be deemed to accrue from year to year or be the basis for compensation on termination of employment; and ~~that~~ such leave is subject to approval of the appointing authority but will not be unreasonably denied. **Denials for the reason that granting the request would result in more than (3) teachers being out on the same floater day or that the teacher did not submit the request a minimum of five (5) business days in advance are not subject to the grievance and/or arbitration procedure.** The parties may develop other parameters as mutually agreed and consistent with operational needs. ~~The pilot shall sunset automatically upon expiration of the current contract on June 30, 2025 or any applicable extension agreement, whichever is later. If the current contract expires without an extension agreement, the pilot shall sunset upon the entry of a new agreement, unless continued by mutual agreement or an arbitrator's award.~~

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Jennifer Cote

Date: 3/4/2026

Date: 3/4/2026

(NEW) Memorandum of Understanding – Summer Gathering and Winter/Holiday Gathering

Each member of the P-3B Bargaining Unit will be granted one-half day for an in-person summer gathering and one-half day for an in-person winter/holiday gathering. Only those summer gatherings and holiday gatherings which have been approved by the Union or by the State will be recognized for the purposes of the half day off, and any employee not attending such event will forfeit the benefit of said half day. To meet the operational needs of the State, the Union shall propose a date for any such Union gathering at least three (3) months in advance to the State and obtain the State's approval for such date. Such approval shall not be unreasonably denied.

For the State:

Eileen Duggan

Date: 3/9/26

For the Union:

Jennifer Cote

Date: 3/4/2026

Date: 3/4/2026

SUPERSEDENCE APPENDIX

CONNECTICUT STATE EMPLOYEES ASSOCIATION
EDUCATION PROFESSIONS - P3B

COLLECTIVE BARGAINING AGREEMENT

EFFECTIVE JULY 1, 2025 TO JUNE 30, 2029

PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Compensation: General Wage Increases (GWIs) 7/1/25, 7/1/26, 7/1/27	Article 19, Sec. 1(a)	C.G.S. § 5-200(k); C.G.S. § 5-200(m)
Compensation: Teach Pay Plan, Move Pupil Service Specialists to 6th Yr. Compensation Plan if Possess 60 Credit Masters in School Counseling	Article 19, Sec. 4	C.G.S. § 5-200(k); § 5-200(m) § 5-208(a)
Compensation: Annual Increments (AIs), Step Plans 7/1/25, 7/1/26, 7/1/27	Article 19, Sec. 8 (a)	C.G.S. § 5-200(k); C.G.S. § 5-200(m);
Compensation: Annual Increments (AIs), Range Plans 7/1/25, 7/1/26, 7/1/27	Article 19, Sec. 8 (b)	C.G.S. § 5-200(k); C.G.S. § 5-200(m);
Compensation: Add 2.25% Top Step Effective 7/1/25; Delete Step 1 Effective 1/1/28	Article 19, Sec. 17	C.G.S. § 5-200(k); C.G.S. § 5-200(m); C.G.S. § 5-208(a)
Compensation: Travel Reimbursement, Meals (increase rates)	Article 28, Sec.	C.G.S. § 5-141c Reg. § 5-141c-5
Vacation: Eligibility to Accrue and Use Leave	Article 39, Sec. 1	C.G.S. §5-250 Regs. §5-250-1
CONTINUED MOU - DOC/MYI – Pilot Program Continued for Additional Contract Term; Program Increases Teacher Prep Time During the School Day	MOU	C.G.S. § 5-238, C.G.S. § 5-245 Reg. § 5-238-1(a), § 5-238-2 (a), (b), (c)
REVISED MOU - DCF – Adds 2 Paid "Floater" Days to School Calendar for DCF Teachers	MOU	C.G.S. §5-238; §5-250; Reg. §§ Reg. 5-238-1 thru 5-238-5
NEW MOU – Adds Time for Attendance at Summer Gathering and Winter/Holiday Gathering	MOU	C.G.S. §5-238; Reg.§§ 5-238-1 thru 5-238-5

NOTE: The above does not include supersedence appendices from prior or current contract periods; although not reprinted herein, such remain applicable.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 9, 2026

Bargaining Unit: Education B (P-3B)
Period of Contract: July 1, 2025 through June 30, 2029

Number of Full Time Employees:

All Funds	581
General Fund	423

Total Annual Wages (26 pay periods) All Funds: $53,706,538
Total Value of Fringe Benefits:

Annualized Basis (26 Pay Periods for All Years)

Average Full Time All Funds:	Salary	Percent Increase: Gen'l Wage Increase	Percent Increase: AI's & Lump Sums	Percent Increase: Other	Total
Prior to New Contract:	$92,438				
1st Year Contract: 2025-2026	$95,788	2.40%	1.19%	0.03%	3.62%
2nd Year Contract: 2026-2027	$100,900	5.04%	3.68%	0.44%	9.15%
3rd Year Contract: 2027-2028	$106,936	7.83%	6.23%	1.63%	15.68%
4th Year Contract: 2028-2029	$108,403	7.93%	7.48%	1.86%	17.27%

FULL-TIME COMPENSATION SUMMARY

All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	4th Year 2028-29	Financial Impact Annualized
Total Wages and Related Items	$53,706,538	$1,946,333	$4,916,517	$8,423,169	$9,275,323	$8,777,724
Fringe Benefits						
Value of Current Items		$285,726	$704,175	$1,117,721	$1,219,274	$1,219,274
TOTAL WAGES AND BENEFITS	$53,706,538	$2,232,060	$5,620,692	$9,540,890	$10,494,597	$9,996,998

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 9, 2026

		All Funds Requirement - 26 pay periods				
		2025-2026	2026-2027	2027-2028	2028-2029	Annualized
Fiscal Year 2025-2026						
(1) 2026 2.5% GWI Effective 7/1/2025		$1,291,023	$1,342,663	$1,342,663	$1,342,663	$1,342,663
(2) 2026 AI		$641,193	$1,274,660	$1,274,660	$1,274,660	$1,274,660
(3) New Top Step		$206,482	$410,477	$410,477	$410,477	$410,477
(4) Pupil Svcs Specialist Grade Increase		$14,478	$20,472	$27,934	$32,122	$32,122
(6) Tuition Reimbursement		$55,000	$55,000	$55,000	$55,000	$55,000
(7) Reduce Professional Development Funds		($55,000)	($55,000)			
(8) Reduce Quality of Work Life Funding		($206,842)	($410,477)	($82,681)		
SUBTOTAL AGREEMENT ITEMS - 1st YEAR		$1,946,333	$2,637,795	$3,028,053	$3,114,923	$2,617,324
Fiscal Year 2026-2027						
(1) 2027 2.5% GWI Effective 7/1/2026			$1,363,806	$1,418,358	$1,418,358	$1,418,358
(2) 2027 AI			$699,832	$1,389,852	$1,389,852	$1,389,852
(3) New Top Step			$215,083	$427,151	$427,151	$427,151
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$2,278,721	$3,235,361	$3,235,361	$3,235,361
Fiscal Year 2027-2028						
(1) 2028 2.5% GWI Effective 7/1/2027				$1,441,579	$1,499,242	$1,499,242
(2) 2028 AI				$681,158	$1,352,306	$1,352,306
(3) New Top Step				$37,017	$73,490	$73,490
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR				$2,159,755	$2,925,039	$2,925,039
TOTAL CONTRACT ITEMS - ALL FUNDS		$1,946,333	$4,916,517	$8,423,169	$9,275,323	$8,777,724
Total Wages		$2,153,175	$5,306,521	$8,422,916	$9,188,200	$9,188,200
FRINGE ANALYSIS						
Social Security	6.20%	$133,497	$329,004	$522,221	$569,668	$569,668
Medicare	1.45%	$31,221	$76,945	$122,132	$133,229	$133,229
Unemployment	0.26%	$5,598	$13,797	$21,900	$23,889	$23,889
SERS Normal Cost	3.98%	$85,696	$211,200	$335,232	$365,690	$365,690
OPEB	1.38%	$29,714	$73,230	$116,236	$126,797	$126,797
TOTAL FRINGE	13.27%	$285,726	$704,175	$1,117,721	$1,219,274	$1,219,274
TOTAL COST OF CONTRACT - ALL FUNDS		$2,232,060	$5,620,692	$9,540,890	$10,494,597	$9,996,998

Tentative Agreement – State of Connecticut and CSEA, SEIU Local 2001 (Engineering, Scientific and Technical (P-4) Contract – July 1, 2025-June 30, 2029.

The following tentative agreements resolve all open issues between the parties, incorporates all prior tentative agreements, and thereby constitutes the full tentative agreement of the parties. Except as reflected herein, the prior collective bargaining agreement shall continue unchanged, with only such revisions as are needed to reflect the applicable time period and the changes reflected herein:

03.20.26
CSEA, SEIU Local 2001

3-20-2026
State of Connecticut

ARTICLE 2 - ENTIRE AGREEMENT

This Agreement, upon legislative approval, supersedes and cancels all prior practices and agreement, whether written or oral, unless expressly stated to the contrary herein, and constitutes the complete and entire agreement between the parties and concludes collective bargaining for its term. 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. ~~Therefore, the State and the Union, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or/both of the parties at the time they negotiated or signed the Agreement.~~ The parties bargaining obligations shall continue to be governed by C.G.S. §5-270 et. seq. The provisions of this Article are subject to the Miscellaneous Leave and Benefits Article, and no such provision shall be deemed to have been vitiated by reason of this Article. Prior to the ratification of this agreement, the parties will in good faith endeavor to provide to each other copies of MOU's or side letters that they believe continue to have operative effect. Inadvertent failure by either party to provide such a document shall not be deemed to affect its continued validity.

D CL 11/26/25

State

11/13/25

ARTICLE 9 - SERVICE RATINGS

(a) The annual service rating shall be completed at least three (3) months prior to the employee's annual increase date and otherwise shall comply with Regulation 5-237-1. In the event that the annual rating is untimely, it may be retained but, shall not be used to deny the employee any benefit or wage adjustment to which he/she may otherwise be entitled. A service rating will be conducted by a supervisor, designated by management, who is familiar with the employee's work. When an employee is rated "fair" or "unsatisfactory" in any category, the rating supervisor shall state reasons and, if practicable, suggestions for improvements. All service ratings with any category rated fair or unsatisfactory 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. An overall unsatisfactory rating (one category rating of "unsatisfactory" or two category ratings of "fair") may be considered grounds for denial of an annual increase. All bargaining unit employees shall be evaluated using the standard DAS evaluation form dated ~~September 23, 2003~~ August 4, 2005.

State

11/13/25

D CL 11/26/25

ARTICLE 10 - TRAINING, TUITION REIMBURSEMENT, AND PROFESSIONAL DEVELOPMENT

Section Two. A joint Professional Development Committee shall administer a fund for defraying expenses incurred for attendance by permanent employees at professional development activities. The Committee shall be comprised of two 2 representatives from both the State and Union. A request to use this fund for the upkeep of job related professional licensure shall be considered, however only one job related license reimbursement will be considered per employee per year. A request by the employee to use this fund for licensure which is covered by Article 40, will be addressed under Article 40. A request by the employee to use this fund for tuition reimbursement expenses as described in Section 3 of this provision shall be handled in accordance with Section 3. 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 at least three (3) weeks in advance or as soon as practicable. 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 promptly forward the request to the Comptroller. Agricultural Station employees eligible for expense reimbursement under Addendum Article 10 are not eligible to participate in this Fundand vice-versa. There shall be seventy thousand dollars ($70,000) appropriated to the fund each contract year. Effective July 1, 2027, professional development funding shall be increased by $5,000 to seventy-five thousand dollars ($75,000) per year. Effective July 1, 2028, professional development funding shall be increased by $5,000 to eighty thousand dollars ($80,000) per year. If additional appropriations are needed in the tuition reimbursement fund, professional development funds may be used with the agreement of both parties. There will be unlimited carryover of unused funds from one contract year to the succeeding contract year. Each eligible employee shall be entitled to a maximum of four thousand five hundred dollars ($4500) 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 Three. The State shall allocate funds for the tuition reimbursement program as follows: - 2021-2022 contract year -- $240,000 - 2022-2023 contract year -- $265,000 - 2023-2024 contract year -- $265,000 - 2024-2025 contract year -- $265,000

Effective July 1, 2027, tuition reimbursement funding shall be increased by $15,000 to $280,000 per year. Effective July 1, 2028, tuition reimbursement funding shall be increased by $5,000 to $285,000 per year.

Courses from accredited institutions of higher learning will be eligible for this reimbursement inclusive of long distance learning courses. There will be unlimited carryover of unused moneys in fund from one contract year to the next. The maximum reimbursement rate shall be 75% of the percredit rate for undergraduate and graduate courses at the University of Connecticut at Storrs inclusive of fees. No employee may be eligible for reimbursement for more than sixteen (16) credits in each year of the contract. Upon agreement of the State and the Union, uncommitted money from the tuition reimbursement fund provided under this section may be transferred to supplement the Professional Development fund in Section Two during the term of this Agreement. The parties shall notify the Department of Administrative Services and the Office of the State Comptroller that they reached mutual agreement on the amount that shall be transferred.

03.20.26

CSEA, SEIU Local 2001 Date:

3.20.2026

State of Connecticut Date:

Article 14, Section 10, is amended as follows:

Section Ten. In addition to those exempted and unless specifically stated otherwise, the following matters shall not be subject to the grievance and arbitration procedure:

(a) dismissal of employees during the initial working test period;
(b) dismissal of non-permanent employees;
(c) the decision to lay off employees;
(d) classification and pay grade for newly created jobs; however, this clause shall not diminish the Union's right to negotiate on pay grades;
(e) those inherent management rights not restricted by a specific provision of this Agreement in any way, directly or indirectly.
(f) ~~Disputes over unlawful discrimination shall be grievable, but shall not be arbitrable if a complaint is or has been filed with the CHRO arising from the same common nucleus of operative facts.~~ **claims of unlawful discrimination where a complaint or charge has been filed by and/or on behalf of the grievance with the CHRO, EEOC and/or any court of law, provided nothing herein shall prevent presentation of evidence relevant to claims other than unlawful discrimination even if such evidence might also be relevant to a claim of unlawful discrimination.**

CSEA, SEIU Local 2001

State of Connecticut

3-20-2026

ARTICLE 17 – OVERTIME

Section Three. Exempt Employees. During the life of this Agreement, section 5-245(b)(1) shall be deemed to exempt from overtime all employees being paid above Salary Group 24, and those classified positions which on June 30,1977 were deemed exempt position. Subject to the operating needs of the agency:

(1) Exempt employees who are required by the State to attend regular and recurrent evening meetings or otherwise to be called out regularly to perform work outside the regular scheduled workweek shall be authorized to work a flexible work schedule or to receive compensatory time off, and

(2) Exempt employees who are required by the State to perform extended service outside the normal workweek to complete a Project or for other State purpose shall be authorized to receive compensatory time off. In no event shall such time be deemed to accrue in any manner or be the basis for compensation on termination of employment. Employees who are consistently denied compensatory time off under subsection (1) or (2) may grieve to, but not beyond, the Office of Labor Relations.

(a) If the performance of extended service in (2) above is as a direct result of a declared State or national emergency, payment at straight time rather than compensatory time will be made when special funding is specifically provided for such service or, if such special funding is not provided, when approved by the Secretary of the Office of Policy and Management or designee.

(b) In situations other than declared State or national emergencies and where the granting of compensatory time off would create a hardship to an Agency, payment at straight time may be granted with approval of the Secretary of the Office of Policy and Management or designee.

(c) These provisions, in (a) and (b) above, to pay rather than provide compensatory time will not prejudice the State's position in any other instance nor give rise to appeal in any forum. Nothing herein shall diminish the basic contractual obligations and intent of Section Five of this Article.

Notwithstanding the above, Department of Transportation Construction Inspectors, when physically assigned to a construction Project site, will be eligible for payment, at the straight time rate, for up to five (5) hours weekly in lieu of compensatory time earned during the construction season (April 1 to October 1) or for the period of assignment to a field construction Project, whichever is longer. All other compensatory time earned during the construction season or as extended above normally must be taken outside of the construction season, and/or if earned outside of the construction season, taken within two (2) weeks of accrual. This provision shall not preclude the granting of compensatory time off during the construction season when such arrangement can be made at the mutual convenience of the employer and employee. Any compensatory time earned during the construction season not taken within one (1) year following its accrual will automatically lapse unless the time cannot be taken off due to unforeseen emergencies beyond the control of the employee in which case, an extension will be granted. In no event shall compensatory time be deemed to accrue in any other manner or be the basis for compensation on termination of employment. No employee shall unreasonably refuse to perform work under this provision where the appointing authority determines necessary. This provision shall become effective July 6, 1984.

Additionally, and notwithstanding the above, the Department of Energy and Environmental Protection Supervising Emergency Response Coordinators (3263) shall receive straight time compensation for the hours worked outside the normal workweek. In consideration of the duties that they perform and because granting of compensatory time off would create an Agency hardship.

3/14/26

CSEA, SEIU Local 2001 Date:

3.19.2026

State of Connecticut Date:

ARTICLE 17 – OVERTIME

Section Six. Those employees who have been allowed to accumulate compensatory time, as provided for in Section Three of this Article, shall be required to schedule and use such compensatory time during the contract year in which it is earned, except as provided below. ~~no later than the first full six (6) month period following its accrediting. The six (6) month periods shall be July through December and January through June. If the employee fails to submit the schedule for his/her compensatory time, the Agency will schedule such time for the employee within the following six months.~~

These employees shall be allowed to bank up to but not more than 100 hours of compensatory time. If, at any time an employee's personal compensatory time bank exceeds the 100 hour maximum, the employee shall be paid for the time in excess of 100 hours as soon thereafter as is practicable. Said monies shall be paid at straight time, at the pay rate in force on the date of the payment. Employees who exceed the 100 hour maximum on the date of legislative ratification of this Agreement shall arrange with their Agency to eliminate the excess by use of release time and/or payment, but in no case may they continue to bank new compensatory time until their bank is less than 100 hours. The employee will receive either the compensatory time off or he/she will receive payment for such time. Additionally, employees compensatory time balance in excess of 40 hours shall be fully utilized and/or paid out at the close of each contractual year of the Contract [June 30th].

~~At the same time, the Union may on behalf of the employee request of the Office of Labor Relations an initiative to obtain permission from the Office of Policy and Management that the employee is to be paid for such compensatory time. The employee will receive either the compensatory time off or he/she will receive payment for such time.~~ Notwithstanding this provision those Construction Inspectors covered by the provision of Section Three of this Article 17 shall not be impacted by this Section Six provision.

DCL 11/26/25

State

11/13/25

ARTICLE 19 – COMPENSATION (Revised Wage Proposal)

Section One. General Wage Increase. ~~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 P-4 employees who are active employees in the bargaining unit on the date of legislative ratification, and to former P-4 employees 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. Effective with the pay period that includes July 1, 2022, the base annual salary for all P-4 employees shall be increased by two and one-half percent (2.5%). The increase shall apply to all P-4 employees who are active employees in the bargaining unit on July 1, 2022. Effective with the pay period that includes July 1, 2023, the base annual salary for all P-4 employees shall be increased by two and one-half percent (2.5%). The increase shall apply to all P-4 employees who are active employees in the bargaining unit on July 1, 2023.~~

~~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 19 (Compensation), Section 1 (General Wage Increase) and Section 2(a) (Annual Increments). All other provisions of this Agreement shall remain in full force and effect and shall not be subject to the reopener.~~

Effective and retroactive to July 1, 2025, and upon legislative approval, the base annual salary shall be increased by two and one-half percent (2.5%) for active employees in the bargaining unit and for employees who retired directly after and in between July 1, 2025 and the effective date of legislative ratification.

Effective July 1, 2026, the base annual salary for all employees shall be increased by two and one-half percent (2.5%) in accordance with existing practice.

Effective July 1, 2027, the base annual salary for all employees shall be increased by two and one- half percent (2.5%) in accordance with existing practice.

Either party, by a notice in writing no sooner than January 1, 2028, may reopen only Article 19 (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.

3-20-2026

ARTICLE 19 – COMPENSATION (Revised Wage Proposal)

Section Two. Annual Increments. ~~and Special Lump Sums. (a) Retroactive to July 1, 2021 and upon legislative approval, the annual increment for the 2021-2022 contract year shall be paid for those who are an active employee in the bargaining unit on the date of legislative ratification, and to employees who left in good standing with ten (10) years or more of state service or who retired between July 1, 2021 and the date of legislative ratification. Employees will continue to be eligible for and receive annual increments during the terms of this contract and in accordance with existing practice for contract years 2022- 2023 and 2023-2024. (b) Effective and retroactive to July 1, 2021, and upon legislative approval, full-time employees 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 bargaining unit members. The special lump sum payment shall be paid to bargaining unit members who are an active employee on March 31, 2022, and to bargaining unit members who retired or who left in good standing with ten (10) years or more of state service between March 31, 2022 and the date of legislative ratification. Effective July 1, 2022, full-time employees 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 bargaining unit members and shall be paid in the payroll including July 1, 2022. The Union hereby waives any statutory interest to which employees may be entitled as a result of the delayed payment of the above increases from their otherwise scheduled payment dates.~~

Retroactive to July 1, 2025 and upon legislative approval, the annual increment for the 2025-2026 contract year shall be paid for those eligible employees who are active employee in the bargaining unit on the date of legislative ratification and to employees who retired directly after and in between July 1, 2025 and the effective date of legislative ratification.

Effective year two of the contract, bargaining unit employees will continue to be eligible for and receive annual increments in accordance with existing practice. Additionally, effective January 1, 2027, the bottom step (Step 1) shall be eliminated from all P-4 salary/pay plans and new plans issued as follows: Step 1 will be eliminated; Step 2 will become the new Step 1, and the remaining steps will be renumbered accordingly. Individuals eligible for annual increments/steps on January 1, 2027, will matriculate on the new pay plan but remain on the same step number to satisfy the January 1, 2027 annual increment. Recently hired employees not yet eligible for a step and/or individuals otherwise not eligible for a step on January 1, 2027, will also matriculate to Step 1 on the new pay plan on January 1, 2027.

Effective year three of the contract, bargaining unit employees will continue to be eligible for and receive annual increments in accordance with existing practice . Effective January 1, 2028, an additional step will be added to the top of all P-4 pay plans. The additional step shall be 2.5% above the preceding step. Additionally, effective January 1, 2028, the bottom step (Step 1) shall be eliminated from all P-4 salary/pay plans and new plans issued as follows: Step 1 will be eliminated; Step 2 will become the new Step 1, and the remaining steps will be renumbered accordingly. Individuals eligible for annual increments/steps on January 1, 2028, will matriculate on the new pay plan but remain on the same step number to satisfy the January 1, 2028 annual increment. Recently hired employees not yet eligible for a step and/or individuals otherwise not eligible for a step on January 1, 2028, will also matriculate to Step 1 on the new pay plan on January 1, 2028.

Year four of the contract shall be determined by a wage reopener. Additionally, the bottom step (Step 1) of all salary plans with eleven (11) or more steps shall be eliminated [for a third time] after the next awarding of annual increments.

Recently hired employees not yet eligible for a step and/or individuals otherwise not eligible for a step will also matriculate to Step 1 on the new pay plan at such time.

- The applicability of any added or dropped steps for employees of the Connecticut Agricultural Experiment Station during the duration of this collective bargaining agreement shall be determined by the objective job evaluation resolution.

Section Four. Maximum Step Employees. Those employees at the maximum step of the salary schedule who have received no annual increment shall receive a lump sum payment of 2.5% of their annual rate. Lump sum payments will be made effective when the annual increment would have applied. If the annual increment is delayed so too will the lump sum payment be delayed. An overall service rating of unsatisfactory (as defined in Article 9) may be grounds for denial of this payment.

3.20.2026

ARTICLE 25 - HOLIDAYS

Section One. For the purposes 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, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day.

1/21/25

1/21/25

Union Proposal 27 – Tentative Agreement

The parties will place the language of the Side Letter to Article 37, Section 4, into the main body of the agreement.

3/19/26

CSEA, SEIU Local 2001 Date:

3.19.2026

State of ~~Connecticut~~ Date:

Article 35 is amended as follows:

ARTICLE 35 - EQUIPMENT AND CLOTHING

A ~~seventy dollar ($70)~~one hundred ten dollar annual allowance will be paid to employee required by the appointing authority to wear safety shoes during the course of their employment. Such payment will be made on or about October 1 of each contract year. An otherwise eligible employee hired on or after October 1, but before April 1 of any contract year shall also receive this allowance. Such payment will be made on or about April 1. Employees hired on or after April 1 shall not be eligible for such payment for that contract year.

~~Effective July 1, 2006 the annual allowance for safety shoes shall be increased to eighty-five dollars ($85).~~ Effective July 1, ~~2007~~ 2027 it shall be increased to one hundred thirty-five ($135) ~~ninety-five dollars ($95)~~ and effective July 1, 20~~08~~ the safety shoe allowance shall be one hundred ~~sixty ten~~ dollars (~~$110~~160).

The State will continue to furnish the employee with other equipment or clothing now being supplied as long as the need for such equipment and clothing exists.

CSEA, SEIU Local 2001

State of ~~Connecticut~~ 3-20-2026

ARTICLE 43 - SICK LEAVE

Section Four. Sick Leave Bank: 1. There shall be an Emergency Sick Leave Bank to be used by all ~~permanent~~ State employees employed for three (3) months or more. The bank has been established to provide full-time and part-time (34 hour), ~~permanent~~ employees with partial salary benefits during periods of leave due to long-term disability and/or illness of the employee. Application for use of this bank shall be made to the designated committee (item 6, below). The application shall be provided both committee members simultaneously.

2. To be eligible to use sick leave bank benefits the employee must have:

a. been employed by the State for ~~eighteen (18)~~three (3) or more months.

b. have exhausted all sick leave and personal leave

c. have exhausted vacation leave in excess of sixty (60) days

d. have exhausted any other compensatory time

e. an injury or illness which is not covered by Worker's Compensation

f. received full approval, from the Human Resources authority responsible for approving leaves of absence on behalf of the member's employing Agency, for a leave of absence due to the employee's own qualifying illness or injury. In such case, the Sick Leave Bank Committee will determine if the other requirements for use of sick leave bank have been met, and render a decision as soon as practicable, but not more than 14 days from the Committee's receipt of leave approval. Employees may apply for use of the sick leave bank while their application for a leave of absence is pending, and such application will be processed and held pending approval of the leave by the HR authority responsible for such.

g. not been disciplined for sick leave abuse for the two (2) year period preceding application; provided, however, the committee may waive this requirement.

3/19/26

3.19.2026

ARTICLE 44 - TEMPERATURE VARIATION

Section One. The employer will make every attempt to maintain facility temperatures as mandated by statute.

Section Two. In the event that temperatures within a building are outside the prescribed guidelines, notification will be made to an agency designee.

Section Three. Contingent upon the employer's ability to restore the temperature to the prescribed guidelines, the agency may dismiss or transfer affected employees. If dismissed, it shall be without loss of pay or benefits. This Article is not subject to the arbitration or grievance procedure.

Section Four. It is understood that some members of the bargaining unit must work during weather extremes. Under such extremes, the employer shall take reasonable steps to protect the health and well-being of employees, e.g., by curtailing work, providing additional or extended rest periods.

3/19/26

3-19-2026

ARTICLE 57 - DURATION OF AGREEMENT

This agreement shall be effective July 1, 2025~~1~~ and shall expire on June 30, 2029~~5~~. Unless otherwise stated to the contrary, language provisions shall take effect upon legislative approval. In accordance with Connecticut General Statutes, either party may request the other to negotiate a successor agreement by mailing such request to the other party, where upon negotiations shall commence as soon as practicable. By mutual agreement, the parties may begin negotiations on a date different than provided for in Connecticut General Statutes.

CSEA, SEIU Local 2001

State of Connecticut 3·20·2026

The parties will replace the language of the Agricultural Station, Article 12, with the following (changes tracked):

ARTICLE 12 - GRIEVANCE PROCEDURE

The employer agrees to adopt those regulations agreed to in the P-4 contract pertaining to employee grievances. ~~with the following exception:~~

~~At Step I the Department Head Step II - Director~~
~~Step III – Board of Control – A committee of the Board will hear Step III grievances; the Director will not serve on this committee if he heard the grievance at Step II.~~
~~Step IV – Arbitration~~

~~Either the Director or Union may request the Undersecretary for the Office of Labor Relations or designee to hear the grievance at Step III.~~

11/26/25
CSEA, SEIU Local 2001 Date:

3-19-2026
State of Connecticut Date:

Union Proposal 13 – Tentative Agreement

The parties will replace all pronouns in the contract with gender-neutral wording.

3/19/26

CSEA, SEIU Local 2001 Date:

3.19.2026

State of Connecticut Date:

Agricultural Station Article 17

The parties will place the replace the language of the Agricultural Station, Article 17, with the following (changes tracked):

ARTICLE 17 - LAYOFF

For the purposes of layoffs at the Connecticut Agricultural Experiment Station, the following procedures will apply to only the classes of Senior Scientist, Scientist, Associate Scientist, Analytical Scientist, Assistant Scientist 2 and Assistant Scientist 1:

1. A position shall be designated for layoff. In addition to identification by job classification a discipline shall also be specified.

2. The individual holding the designated position shall displace the least senior employee within the same job classification and discipline.

3. The least senior employee in the job classification may bump the least senior employee in a lower classification within the same class series and discipline, provided the bumper has greater seniority.

4. If no employee with less seniority is available in any lower classification in the same class series and discipline, the employee shall be allowed to bump a less senior employee in a lower classification in the class series in another discipline, provided he/she is capable of performing the duties required in such other discipline without further training.

5. The disciplines identified at the Connecticut Agricultural Experiment Station are:

   Plant Pathology
   Entomology
   Environmental Sciences
   Chemistry

11/26/25
CSEA, SEIU Local 2001 Date:

11/25/25
State of Connecticut Date:

CONNECTICUT AGRICULTURAL EXPERIMENT STATION CONTRACT - [P4 ADDENDUM]

No later than December 31, 2026, the parties agree that an objective job evaluation (OJE) study shall be completed by the Connecticut Agricultural Experiment Station (CAES), Board of Control for all P-4 classifications within CAES The parties will resolve any disagreements about the results of the OJE through the processes normally applicable to the P-4 bargaining unit. Absent mutual agreement otherwise, no agreement and/or award from the OJE shall result in a pay adjustment effective prior to 7/1/2027.

03.20.26

CSEA, SEIU Local 2001 Date:

3.20.2026

State of ~~Connecticut~~ Date:

Memorandum of Agreement Between
State of Connecticut And
Connecticut State Employees Association (CSEA), SEIU Local 2001

This Memorandum of Agreement between CSEA ("Union") and the State of Connecticut ("State") is a "Pilot Program" initiative in an effort to resolve grievances filed in accordance with Article 14- Grievance Procedure, of the Engineering, Scientific and Technical (P-4) Contract and Article 12-Grievance Procedure, of the Connecticut Agricultural Experiment Station Addendum, as expeditiously as possible. The Parties hereby agree as follows:

1. Step 1 of the Grievance Procedure shall be eliminated and grievances shall first be submitted directly to Step 2 of the Grievance Procedure, to the Agency head, designee, or director. **Notwithstanding the foregoing, grievances that are traditionally filed at Step 3 (including but not limited to suspensions and demotions~~, and dismissal grievances~~) shall continue to be filed directly to the Office of Labor Relations (OLR) and shall follow the procedure as outlined herein starting with paragraph 3 below.**
2. A grievance meeting shall be held at the Agency level in accordance with the applicable language within Article 14, Section Six, Step 2 of the Contract.
3. To the extent that the parties are unable to resolve said grievance at Step 2, the parties **(Union, agency, and OLR)** shall hold a meeting ~~at the Office of Labor Relations (OLR),~~ with a focus on gathering information necessary for potential resolution of said grievance.
4. After **the** meeting ~~at OLR~~ **described above**, unresolved grievances shall be ~~submitted to a panel consisting~~ **considered at a settlement conference which shall be attended by** a ~~Staff~~ **Union** Representative, ~~from the Union~~, a Representative from the Office of Labor Relations, and an Agency Representative whose pending cases are subject to panel review and discussion. **Each party reserves the right to bring additional attendees such as the Grievant(s), the assigned union steward(s), or a unit manager, etc. who has knowledge or information relevant to the Grievance. The parties must possess the authority to act upon said pending grievances and shall either settle, withdraw, or schedule the grievances for arbitration.**
5. ~~Said panel shall meet not less than quarterly to review and make recommendations regarding the disposition of the grievances pending at the level of arbitration of the grievance process.~~
6. **In order to minimize meeting times, the meetings described in items 3 and 4 above (i.e. Information gathering and settlement conference) shall be scheduled on the same day. The first part of the meeting shall be to engage in information gathering for grievances at that stage of the process and the second part of the meeting shall be to engage in settlement discussion for grievances at that stage of the process. The parties shall meet monthly unless mutually agreed otherwise and, by the close of each calendar year, the parties will mutually establish a monthly schedule for the following year. The meetings shall be held virtually. If, however, the parties mutually agree to hold meetings in person, the location of said meetings shall alternate between the OLR office and CSEA Headquarters.**
7. **Unless there are compelling reasons to the contrary, grievances will be scheduled for information gathering at the first monthly meeting following its filing at OLR; and grievances will be scheduled for settlement conference at the first monthly meeting following information gathering.**
8. The State and the Union shall develop a list of not less than five (5) grievances one week before the meeting, that the parties intend to review and discuss.
9. ~~The Union, OLR, and Agency Representative(s) must possess the authority to act upon said pending~~

~~cases at the quarterly meeting.~~

10. It is understood and agreed that any resolution of said grievances must be immediately reduced to writing and executed by the State and the Union using an agreed upon form. Otherwise, they shall be scheduled for arbitration in accordance with the labor agreement. **Arbitration dates shall be procured prior to the meeting and shall include all dates provided by the arbitrator(s).**
11. No grievance shall be ripe for panel review unless and until it has been **filed** ~~heard and answered~~ at Step 2 of the grievance procedure **and the timelines for hearing the grievance have been exhausted. This provision excludes grievances that are appropriate for filing directly to OLR.** ~~Except by mutual agreement, no dismissals or matters that are otherwise deemed non-grievable or non-arbitrable are subject to panel review.~~
12. Grievances for dismissal from State service shall be filed directly to the Office of Labor Relations (OLR) where a Step 3 conference shall be held within the timelines of the agreement. This conference will provide an opportunity for the Union and the Agency to present evidence regarding the case and the issues associated with the facts. Direct testimony may be offered but witness cross-examination shall not be permitted at this conference. For matters of dismissal, the intent of the Step 3 is to ensure that all parties have a full and adequate understanding of the matter.
13. A step 3 answer will be provided within the timeframes in the agreement. If no stipulated agreement can be reached within 90 days of the hearing the matter will no longer be considered for settlement and the parties may proceed to arbitration.
14. The parties agree that this Pilot Program shall be in effect for at least ~~12~~ ~~60~~ **24** months from the signing of this MOA. **Starting 90 days prior to the conclusion of the pilot, the parties shall meet and discuss continuation, modification, or termination of the pilot. Should the parties not agree, the process shall revert to the pre-pilot grievance procedure provisions.**
15. The parties agree that this MOA does not alter or modify the provisions of the P-4 Contract. It shall not serve as precedent in any pending or future dispute, issue, or situation between the parties and shall not be offered as evidence by the Union in any hearing or proceeding, except to enforce its terms.

For the Union:

For the State:

3-20-2026

Per the State's Policy AI-01, Artificial Intelligence (AI) Responsible Use Framework, established February 1, 2024, to help navigate the implementation of AI policy and provide consultative services to State agencies, the State has established the AI Advisory Board ("AI Board").

The AI Board is internally focused and is made up of State agency representatives with expertise in policy formation, technology enablement, security, data governance, data privacy, and other expertise relevant to the successful implementation of AI within state government.

Due to the scope and nature of the work covered by the job titles within the P-4 Engineering, Scientific and Technical bargaining unit, effective upon legislative ratification of the Contract, a minimum of at least four (4) P-4 bargaining unit staff shall be reserved for membership on the state-wide AI Advisory Board, appointed by P-4 (CSEA).

3/19/26

CSEA, SEIU Local 2001 Date:

3.19.2026

State of Connecticut Date:

MEMORANDUM OF UNDERSTANDING

Hiring Rates for Information Technology Classifications

~~**Effective Through June 30, 2025**~~

The State of Connecticut (hereinafter referred to as the "State"), the Connecticut State Employees Association, SEIU Local 2001, Engineering, Scientific and Technical (hereinafter referred to as "P-4 or the Union") hereby agree as follows:

1. The parties acknowledge that market conditions can impact the ability to recruit for vacancies in state agencies.
2. In an effort to respond to market conditions the parties agree to the following hiring rate flexibility for outside hires in these job classifications[1] :

IT Technician Trainee (35 Hours) and (40 Hours)
IT Technician (35 Hours) and (40 Hours)
IT Analyst Trainee (35 Hours) and (40 Hours)
IT Analyst 1 (35 Hours) and (40 Hours)
IT Analyst 2 (35 Hours) and (40 Hours)
IT Analyst 3 (35 Hours) and (40 Hours)
IT Subj Matter Expert (35 Hours) and (40 Hours)
IT Supervisor (35 Hours) and (40 Hours)

3. Candidates with 3-5 years of relevant information technology experience beyond the minimum qualifications for the job class may be hired at Step 2 at time of hire.

4. Candidates with 5 or more years of relevant information technology experience beyond the minimum qualifications for the job class may be hired at Step 3 at time of hire.

5. Candidates with a degree in information technology, specialized experience or certifications in technologies that are deemed in demand by the employer may be offered an additional step at time of hire.

6. In following this agreement the Agencies will not be required to seek authorization to offer a hiring rate to an outside candidate, but will provide notice to the Union prior to the employee's first day of employment.

7. Each Agency that utilizes this agreement will provide a quarterly report to the Union that includes: the Agency, job class, employee name, salary grade step, and criteria met to impose hiring rate.

8. Existing employees in Step 1 or 2 of the pay plan in effect on 7/1/2021 may be eligible for an additional step increase if their application for one of the titles above at the time of initial employment with the State of Connecticut includes the credentials outlined in 1-6 above. In order to be considered the Employee may request an audit of their personnel file from the Agency Human Resources Office.

~~9. This memorandum shall be deemed a pilot and shall, absent mutual agreement otherwise, sunset upon the final day of this July 2021 – June 2025 agreement.~~

3/19/26

3.19.2026

[1] Candidates must meet requirements of minimum qualifications and special qualifications as stated in the job spec to qualify for hiring rate specified above. This MOU does not override the qualifications specified in each job spec.

STIPULATED AGREEMENT
Between the
STATE OF CONNECTICUT
And the
CONNECTICUT STATE EMPLOYEES ASSOCIATION, SEIU LOCAL 2001
ENGINEERING, SCIENTIFIC AND TECHNICAL (P-4) BARGAINING UNIT

RE: Hiring rate continuation for the following bargaining unit classifications:

- **Construction Services Building Official (0930)**
- **Construction Services Building Official Supervisor (4424)**

WHEREAS the State of Connecticut has experienced difficulty in recruiting and retaining qualified candidates for positions in the above classifications;

WHEREAS the State through the Office of Labor Relations contacted the Union to engage in discussions regarding said difficulty in recruitment and retention;

WHEREAS Article 19 (Compensation) Section Five of the collective bargaining agreement allows the State and the Union to discuss the potential upgrade of job classifications during the term of the Agreement;

WHEREAS Article 19 (Compensation) Section Seven of the collective bargaining agreement allows the State and the Union to discuss classification rates of hire during the term of the Agreement;

WHEREAS The Parties previously agreed to establish hiring rates for the above classes and said Agreement requires updating to reflect the Parties' successor collective bargaining agreement;

NOW THEREFORE The Parties agree as follows:

1. The following hiring rates shall remain in effect for the life of the collective bargaining agreement which expires effective June 30 2029:

    - Construction Services Building Official – The State may continue to hire into this classification at a rate of up to Step 6.

- Construction Services Building Official Supervisor – The State may continue to hire into this classification at a rate of up to Step 3.

2. The Parties agree that this Agreement and/or the outcome that resulted in executing this Agreement shall not be used as a comparable in any proceeding. This Agreement shall not serve as a precedent and shall not be admissible in any arbitration or other proceeding involving any other current or future matter between the Parties except for the purpose of enforcing its terms. This Agreement shall not prejudice either Party in any future negotiations.

For the State — 3-20-2026 Date

For the Union — 03.20.26 Date

STIPULATED AGREEMENT
Between the
STATE OF CONNECTICUT
And the
CONNECTICUT STATE EMPLOYEES ASSOCIATION, SEIU LOCAL 2001
ENGINEERING, SCIENTIFIC AND TECHNICAL (P-4) BARGAINING UNIT

RE: Salary adjustments for the following bargaining unit classifications:

- **Fire & Life Safety Specialist (9808)**
- **Fire & Life Safety Supervisor (3877)**

WHEREAS the State of Connecticut has experienced difficulty in recruiting and retaining qualified candidates for positions in the above classifications;

WHEREAS the State through the Office of Labor Relations contacted the Union to engage in discussions regarding said difficulty in recruitment and retention;

WHEREAS Article 19 (Compensation) Section Five of the collective bargaining agreement allows the State and the Union to discuss the potential upgrade of job classifications during the term of the Agreement;

WHEREAS Article 19 (Compensation) Section Seven of the collective bargaining agreement allows the State and the Union to discuss classification rates of hire during the term of the Agreement;

NOW THEREFORE The Parties agree as follows:

1. The job classification of Fire & Life Safety Specialist (9808) shall be increased by two (2) salary groups from FE 23 to FE 25 effective the first day of the pay period after July 1 2027. The same increase will apply to each work week variation (35 hour 37.5 hour and 40 hour schedules) for this classification.

   a. In addition to the classification upgrade for Fire & Life Safety Specialist the Parties have also agreed that for the life of the collective bargaining agreement which expires as of June 30 2029 the State may hire individuals into this classification at a rate up to Step 6 of the new salary group.

b. Employees who are incumbents in this job classification as of the effective date of the salary group change will be moved to Step 6 of the new salary group on that date. (NOTE: If the round up calculation for any employee would render a placement at a step greater than Step 6 of the new salary group, then the employee shall be placed at that higher step.)

2. The job classification of Fire & Life Safety Supervisor (3877) shall be increased by three (3) salary groups, from FE 25 to FE 28, effective the first day of the pay period after July 1, 2027. The same increase will apply to each work week variation (35 hour, 37.5 hour, and 40 hour schedules) for this classification.

   a. In addition to the classification upgrade for Fire & Life Safety Supervisor, the Parties have also agreed that for the life of the collective bargaining agreement which expires as of June 30, 2029, the State may hire individuals into this classification at a rate up to Step 3 of the new salary group.

   b. Employees who are incumbents in this job classification as of the effective date of the salary group change will be moved to Step 3 of the new salary group on that date (NOTE: If the round up calculation for any employee would render a placement at a step greater than Step 6 of the new salary group, then the employee shall be placed at that higher step.)

3. The Parties agree that this Agreement and/or the outcome that resulted in executing this Agreement shall not be used as a comparable in any proceeding. This Agreement shall not serve as a precedent and shall not be admissible in any arbitration or other proceeding involving any other current or future matter between the Parties, except for the purpose of enforcing its terms. This Agreement shall not prejudice either Party in any future negotiations.

For the State ~~State~~ — 3.20.2026 Date

For the Union — 03.20.26 Date

(Revised)- 3/12/26

MEMORANDUM OF UNDERSTANDING
Hiring Rates for Transportation Engineer 3, Transportation
Supervising Engineer, and Transportation Principal Engineer
~~Effective Through June 30, 2025~~

The State of Connecticut (hereinafter referred to as the "State"), the Connecticut State Employees Association, SEIU Local 2001, Engineering, Scientific and Technical (hereinafter referred to as "P4 or the Union") hereby agree as follows:

1. The parties acknowledge that market conditions can impact the ability to recruit for vacancies in state agencies.

2. In an effort to respond to market conditions the parties agree to limited hiring rate flexibility for outside hires in the following job classifications:

Transportation Engineer 3
Transportation Supervising Engineer
Transportation Principal Engineer

3. Candidates with 3-5 years of engineering experience beyond the minimum qualifications for the job class may be hired at Step 2 at time of hire.

4. Candidates with 5 or more years engineering beyond the minimum qualifications for the job class may be hired at Step 3 at time of hire.

5. Candidates with relevant specialized experience or certifications may be offered an additional step at time of hire.

6. In following the above guidelines agencies will not be required to seek permission to offer a hiring rate to an outside candidate.

7. Each agency that utilizes the above guidelines will provide a quarterly report to the Union including: agency, title, name, salary grade and step, criteria met to dictate hiring rate, race and gender.

8. Existing Employees in Steps 1-4 of the pay plan in effect on 7/1/2021 may be eligible for an additional step increase if their application for one of the titles above at the time of initial employment with the State of Connecticut includes the credentials outlined in 1-6 above. The Employee may request an audit of their personnel file from the Agency Human Resource Office.

1 Candidates must meet requirements of minimum qualifications and special qualifications as stated in the job spec to qualify for the hiring rate specified above. This MOU does not override the qualifications specified in each job spec.

(Revised)- 3/12/26

~~9. This memorandum shall be deemed a pilot and shall, absent mutual agreement otherwise, sunset upon the final day of this July 2021 – June 2025 agreement.~~

9. -ADDENDUM- Employees who meet ALL of the below criteria shall be elevated one (1) additional step on their current salary plan following the first day of the pay period after August 1, 2026.

10. Applicable only to current/active P-4 employees at time of payment date (August 1, 2026) employees need to self-identify by July 17, 2026.

11. Employees who previously received a one step adjustment per item 8 of the instant hiring rate MOU are excluded.

12. The parties will mutually define the employee population as intended and will ensure the cost of the potential adjustments is within the costing estimate that was approved through the negotiation process.

13. Employees must have been in steps 1 through 4 of the pay plan in effect as of 7/1/21, in the classifications of TE3, TSE, and TPE.

CSEA, SEIU Local 2001 Date:

State of Connecticut Date: 3.20.2026

STIPULATED AGREEMENT
Between the
STATE OF CONNECTICUT
And the
CONNECTICUT STATE EMPLOYEES ASSOCIATION, SEIU LOCAL 2001
ENGINEERING, SCIENTIFIC AND TECHNICAL (P-4) BARGAINING UNIT

RE: Salary adjustments for the following bargaining unit classifications:

- **Transportation Safety Advisor 1 (8616)**

WHEREAS the State of Connecticut has experienced difficulty in recruiting and retaining qualified candidates for positions in the above classification;

WHEREAS the State through the Office of Labor Relations contacted the Union to engage in discussions regarding said difficulty in recruitment and retention;

WHEREAS Article 19 (Compensation) Section Five of the collective bargaining agreement allows the State and the Union to discuss the potential upgrade of job classifications during the term of the Agreement;

NOW THEREFORE The Parties agree as follows:

1. The job classification of Transportation Safety Advisor 1 (8616) shall be increased by three (3) salary groups from FE 18 to FE 21 effective the first day of the pay period after July 1 2027. The same increase will apply to each work week variation (35 hou 37.5 hou and 40 hour schedules) for this classification.

    a. Employees who are incumbents in this job classification as of the effective date of the salary group change will have their step placement in the new salary group calculated by the standard roundup method.

2. The Parties agree that this Agreement and/or the outcome that resulted in executing this Agreement shall not be used as a comparable in any proceeding. This Agreement shall not serve as a precedent and shall not be admissible in any arbitration or other proceeding involving any other current or future matter between the Parties except for the purpose of enforcing its terms. This Agreement shall not prejudice either Party in any future negotiations.

For the State — Date: 3·20·2026

For the Union — Date: 03.20.26

P-4 JOB EVALUATION STUDY

The Parties have agreed that during the term of the collective bargaining agreement, the following classification series shall be studied according to the sequence as indicated:

Group 1 Series -- Transportation Materials Technician
Transportation Engineer Technician

The effective date of any changes to classifications in Group 1 will be the first pay period following January 1, 2027.

Group 2 Series -- Transportation Planner
Transportation Rail Officer

The effective date of any changes to classifications in Group 2 will be the first pay period following January 1, 2028.

Group 3 Series -- Transportation Bridge Safety Inspector
Property Agent

The effective date of any changes to classifications in Group 3 will be the first pay period following July 1, 2028.

For the State — Date: 3.20.2026

For the Union — Date: 03.20.26

SUPERSEDENCE APPENDIX
P-4
EFFECTIVE JULY 1, 2025 TO JUNE 30, 2029

PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Service Rating	Article 9	C.G.S. 5-237 Reg. 5-237-1
Training, Tuition, Reimbursement, and Professional Development	Article 10, Sec. 2	C.G.S. 4-87; C.G.S. 4-89 Reg. 5-141c-8
Grievance Procedure	Article 14, Appendix D, and MOA	C.G.S. 5-201, 5-202, 5-271(e) Reg. 5-201-10 through 5-201-16
Overtime	Article 17, Sec. 3 and 6	C.G.S. 5-245 Reg. 5-238-5
General Wage Increases	Article 19, Sec. 1	C.G.S. 5-200(k) C.G.S. 5-200(m)
Annual Increments and Maximum Step Employees	Article 19, Sec. 2 and 4	C.G.S. 5-200(k) C.G.S. 5-200(m)
Holidays	Article 25, Sec. 1	C.G.S. 5-254 Regs. 5-254-1 through 5-254-2
Equipment and Clothing	Article 35	C.G.S. 5-200(k) C.G.S. 5-200(m)
Sick Leave Bank	Article 43, Sec. 4	C.G.S. 5-247 Reg. 5-247-4
Temperature Variation	Article 44, Sec. 4	C.G.S. 5-238 Regs. 5-238-1 through 5-238-5
Hiring Rates for Information Technology Classifications	MOU	C.G.S. 5-200, 5-200a, 5-200b, 5-206
Hiring Rates for Transportation Engineer 3, Transportation Supervising Engineer, and Transportation Principal Engineer Classifications	MOU	C.G.S. 5-200, 5-200a, 5-200b, 5-206

PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Hiring Rates for Construction Services Building Official and Construction Services Building Official Supervisor Classifications	Stipulated Agreement	C.G.S. 5-200, 5-200a, 5-200b, 5-206
Salary Adjustments for Fire and Life Safety Specialist, Fire and Life Safety Specialist Supervisor, and Transportation Safety Advisor 1 Classifications	Stipulated Agreement	C.G.S. 5-200, 5-200a, 5-200b, 5-206
Objective Job Evaluation (OJE)	MOU	C.G.S. 5-200, 5-200a, 5-200b, 5-206
Artificial Intelligence (AI) Advisory Board	MOU	PA No. 23-16
Connecticut Agricultural Experiment Station (CAES) Contract	Addendum: Articles 12, 17, and OJE	C.G.S. 5-201, 5-202, 5-271(e) Reg. 5-201-10 through 5-201-16 C.G.S. 5-241; Reg. 5-241-2 C.G.S. 5-200, 5-200a, 5-200b, 5-206

NOTE: The above does not include supersedence appendices from prior or current contract periods. Although not reprinted herein such remain applicable.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 20, 2026

Bargaining Unit: Engineer, Scien, Tech (P-4)
Period of Contract: July 1, 2025 through June 30, 2029

Number of Full Time Employees:

All Funds	2,748
General Fund	920

Total Annual Wages (26 pay periods) All Funds: $292,645,518
Total Value of Fringe Benefits:

Annualized Basis (26 Pay Periods for All Years)

Average Full Time All Funds:	Salary	Percent Increase Gen'l Wage Increase	Al's & Lump Sums	Other	Total
Prior to New Contract:	$106,494				
1st Year Contract: 2025-2026	$110,353	2.40%	1.12%	0.10%	3.62%
2nd Year Contract: 2026-2027	$115,493	5.02%	2.24%	1.19%	8.45%
3rd Year Contract: 2027-2028	$121,187	7.75%	2.25%	3.80%	13.80%
4th Year Contract: 2028-2029	$124,057	7.86%	2.25%	6.39%	16.49%

FULL-TIME COMPENSATION SUMMARY

All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	Financial Impact 4th Year 2028-29	Annualized
Total Wages and Related Items	$292,645,518	$10,603,602	$24,729,755	$40,376,399	$48,262,907	$51,398,593
Fringe Benefits Value of Current Items		$1,407,098	$3,281,639	$5,349,041	$6,388,001	$6,804,107
TOTAL WAGES AND BENEFITS	$292,645,518	$12,010,700	$28,011,394	$45,725,440	$54,650,908	$58,202,700

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 20, 2026

		All Funds Requirement - 26 pay periods				
		2025-2026	2026-2027	2027-2028	2028-2029	Annualized
Fiscal Year 2025-2026						
(1) 2026 2.5% GWI Effective 7/1/2025		$7,033,484	$7,314,824	$7,314,824	$7,314,824	$7,314,824
(2) 2026 AI		$3,286,786	$6,565,243	$6,565,243	$6,565,243	$6,565,243
(3) Additional Step for Qualified Employees		$283,331	$309,088	$309,088	$309,088	$309,088
SUBTOTAL AGREEMENT ITEMS - 1st YEAR		$10,603,602	$14,189,155	$14,189,155	$14,189,155	$14,189,155
Fiscal Year 2026-2027						
(1) 2027 2.5% GWI Effective 7/1/2026			$7,367,140	$7,661,826	$7,661,826	$7,661,826
(2) 2027 Salary Plan Change			$3,173,460	$6,340,489	$6,340,489	$6,340,489
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$10,540,600	$14,002,314	$14,002,314	$14,002,314
Fiscal Year 2027-2028						
(1) 2028 2.5% GWI Effective 7/1/2027				$7,703,734	$8,011,883	$8,011,883
(2) 2028 Salary Plan Change				$4,400,723	$8,778,201	$8,778,201
(3) Grade Increase Trans Safety Advisor				$13,352	$13,886	$13,352
(4) Professional Development				$5,000	$10,000	$10,000
(5) Training				$15,000	$20,000	$20,000
(6) Safety Shoe				$47,120	$94,241	$94,241
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR				$12,184,930	$16,928,211	$16,927,677
Fiscal Year 2028-2029						
(1) 2029 Salary Plan Change					$3,143,226	$6,279,446
SUBTOTAL AGREEMENT ITEMS - 4th YEAR					$3,143,226	$6,279,446
TOTAL CONTRACT ITEMS - ALL FUNDS		$10,603,602	$24,729,755	$40,376,399	$48,262,907	$51,398,593
Total Wages		$10,603,602	$24,729,755	$40,309,279	$48,138,666	$51,274,352
FRINGE ANALYSIS						
Social Security	6.20%	$657,423	$1,533,245	$2,499,175	$2,984,597	$3,179,010
Medicare	1.45%	$153,752	$358,581	$584,485	$698,011	$743,478
Unemployment	0.26%	$27,569	$64,297	$104,804	$125,161	$133,313
SERS Normal Cost	3.98%	$422,023	$984,244	$1,604,309	$1,915,919	$2,040,719
OPEB	1.38%	$146,330	$341,271	$556,268	$664,314	$707,586
TOTAL FRINGE	13.3%	$1,407,098	$3,281,639	$5,349,041	$6,388,001	$6,804,107
TOTAL COST OF CONTRACT - ALL FUNDS		$12,010,700	$28,011,394	$45,725,440	$54,650,908	$58,202,700

NON-DISCRIMINATION

Article 5 Non-Discrimination
Section Four.

Notwithstanding any provision of this Agreement to the contrary, the Employer will 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. 2102, et seq. (ADA) and the Pregnant Workers Fairness Act (PWFA). Upon request, the Employer will meet and discuss specific concerns identified by the Union; however, this shall not delay any actions taken to comply with the ADA and PWFA.

STATE 5/8/25 Date

A&R 5/8/25 Date

State Counterproposal to Union's Art. 8, Sec. 2 (Packet #1)
State and A&R
3.12.25
**The text below constitutes the Union's proposal. The red-lined changes reflect the State's counterproposal.

ARTICLE 8
UNION RIGHTS

Section Two.

The Union will furnish the State employer with the list of stewards designated to represent any segment of employees covered by this Agreement, specifying the jurisdiction of each steward, and shall keep the list current on a monthly basis unless there is no change.

The State employer shall ~~furnish~~ make available electronically to the Union ~~with~~ a list of Human Resource Officers designated to administer this contract specifying jurisdiction by agency and/or area of concentration, as well as a list of Office of Labor Relations/Department of Administrative Services representatives, indicating the agencies and/or area of concentration they are designated to represent, and shall keep the list current on a monthly basis unless there is no change.

3/12/25

TA

3/12/25

UNION RIGHTS

Article 8 Union Rights
Section Six.

Section Six. Access to Information. The Employer agrees to provide the Union, upon request and adequate notice, access to materials and information necessary for the Union to fulfill its statutory responsibility to administer this Agreement. The Union shall reimburse the State for the expense and time spent for photocopying extensive information and otherwise as permitted under State Freedom of Information Law. The Union shall not have access to privileged or confidential information.

(a) **Information Prior to Loudermill.** At least twenty-four (24) hours prior to any Loudermill hearing, the Employer agrees to provide the Union with (at a minimum) investigative reports which resulted in the charges at hand.

Adam Garelick 3/4/26
STATE Date

3/4/26
A&R Date

UNION RIGHTS

Article 8 Union Rights
Section Seven.

Union Business Leave. Subject to prior written approval of the Office of Labor Relations, paid leave may be granted to Union officers, stewards, delegates or designees as follows:

(a) For each year of the contract, a bank of one and three quarter (1.75) hours per employee in the bargaining unit as of July 1 to be used for Union business and steward training shall be established.

Union business leave shall be granted as follows:

(1) Usage shall be for no more than two (2) days per week per person and six (6) days per calendar month per person. If the Union seeks additional usage, the State and the Union shall discuss the situation and may, by mutual Agreement, grant the leave usage.

(2) Usage 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.

(3) Unless mutually agreed otherwise, the Union will give seven (7) ~~full working~~calendar days written notice requesting Union Business Leave to the Office of Labor Relations. The Union shall provide a concurrent copy to the affected agency.

Adam Jarrett 9/8/25
STATE Date

A&R 9/8/25
Date

UNION RIGHTS

Article 8 Union Rights
Section Eight.

Section Eight. Orientation. ~~(a) The Employer will provide each new employee with a link to a copy of the collective bargaining Agreement then in force and will furnish such employee with the name of his/her steward.~~

~~(b)~~ Except by mutual agreement of the parties, all new members of the bargaining unit shall be eligible for paid release time of one (1) hour to attend a Union orientation, if they so desire. The Employer shall have the option to choose for the orientation to be combined with a new hire orientation conducted by the Employer; in such case, the Employer will provide the Union with ten (10) days' notice of the time and location of such orientation. Management shall not be present during the Union's orientation. One (1) Union designated representative shall be released from normal duty to attend. Any additional Union designated representative(s) attending an orientation meeting shall be required to attend such using union business leave.

If the Employer chooses not to schedule its orientation within thirty (30) days after the employee's hire or not to add the Union orientation to the Employer orientation, the Union shall schedule its orientation at its discretion but consistent with the Employer's operational needs. Ten (10) days in advance of the proposed orientation date, the Union shall contact the Employer to arrange for meeting space at the Employer's facility. The Employer shall make every effort to make meeting space available within a timeframe acceptable to the Union.

Adam Garrett 3/4/26
STATE Date

3/4/26
A&R Date

WORKING TEST PERIOD

Article 9 Working Test Period
Section Two.

Section Two. (a) The Working Test Period for classes in the A&R Unit shall be six (6) months except for those classes established under C.G. S. Section 5-234, in which case the Working Test Period shall be for the duration of the established training program. Within ten (10) days preceding the termination of the Working Test Period, and at such other times as the Commissioner of Administrative Services requires, the appointing authority shall report to said Commissioner of Administrative Services whether such employee is able and willing to perform the duties in a manner so as to merit permanent appointment. The Working Test Period may, with the approval of the Commissioner of Administrative Services, be extended on an individual basis for a definite period of time not to exceed six (6) months.

(b) The Working Test Period for a promotion within the bargaining unit is four (4) months.

There shall be no Working Test Period for any employee with permanent status in the position who is involuntarily transferred in that job classification.

Any employee who is promoted to a position, which requires a Working Test Period, shall be advised by the immediate supervisor of his/her performance at the midway point of the Working Test Period. At the employee's request, such progress report shall be put in writing within ten (10) working days.

(1) If the employee's performance is "less than good", the immediate supervisor must offer suggestions for improvement, if requested by the employee. These suggestions shall be reduced to writing within two (2) weeks.

(2) If at the end of the Working Test Period the employee's performance in the new position is rated as unsatisfactory, he/she must be returned to the previous position or a comparable position without loss of any benefits or seniority rights.

3/4/26	3/4/26
STATE Date	A&R Date

ARTICLE 14
DISMISSAL, SUSPENSION, DEMOTION OR OTHER DISCIPLINE

Section Two. Grievances concerning dismissal, suspension or disciplinary demotion shall be submitted directly to Step II of the grievance procedure within fifteen (15) days of the receipt of official notification of such action. The fifteen (15) days referenced herein commence with receipt by the Union (Union representative) of a copy of the notification of discipline. In the event the notification is mailed to the Union, it shall be by certified mail. When feasible, the Union will provide the agency with a concurrent copy of the Step II filing. All other grievances shall be filed at Step I. A notice of a suspension may be issued to an employee, but no suspension of 10 days or fewer shall be served until the Office of Labor Relations has issued a Step II response. If the grievant or union postpones the scheduled Step II meeting, the Office of Labor Relations may direct the agency to impose the suspension.

adamgrendahl 3/12/25
STATE Date

3/12/25
A&R Date

DISMISSAL, SUSPENSION, DEMOTION OR OTHER DISCIPLINE
• PAID ADMINISTRATIVE LEAVE

Article 14 Dismissal, Suspension, Demotion or Other Discipline
Section Five.

Section Five. Placement of an employee on a paid leave of absence shall be governed by Regulation 5-240-5a to permit investigation. The State may extend paid administrative leave beyond fifteen (15) days to allow for the completion of an ongoing investigation, and any administrative processes resulting therefrom. The Union may address with the Office of Labor Relations any concerns resulting from extension of paid administrative leave, including offering alternative suggestions.

~~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 thirty (30) day 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.

Adam Gould 3/4/26
STATE Date

3/4/26
A&R Date

SP 30

ARTICLE 15A RECLASSIFICATION APPEAL PROCEDURE

Section One. Step 1 (Agency). The first step of the reclassification grievance shall be the Commissioner of Administrative Services (DAS), or designee. The DAS Human Resources Business Partner or Agency Human Resources Professional from the Agency in which the grievant is employed, or designee, will hold a meeting with the Union designee, the grievant, and any witnesses virtually and issue a written response within thirty (30) calendar days after the conference is held. Grievance meetings shall include documentation of what witnesses would relate in the form of statements or other offers of proof.

Section Two. 2 (Panel). ~~The procedures for Reclassification Appeals per Sections Two, Three, and Four of this Article shall be implemented as a pilot program, for a period commencing with legislative approval and continuing for the duration of the collective bargaining agreement. Toward the conclusion of the pilot period, the State and the Union shall meet and discuss whether the Pilot shall be continued by mutual agreement, modified, or terminated. Either the State or the Union may choose to terminate this Pilot at the conclusion of the pilot period, in which case the Pilot will remain in effect until a replacement procedure is negotiated. The Parties agree to expedite negotiation of a replacement procedure, should the need arise. While the procedures of the Pilot are in effect, the terms of Memorandum of Understanding II are deemed suspended by the Parties.~~

(a) An unresolved reclassification grievance may be appealed to the Commissioner of Administrative Services within seven (7) working days of receipt of the Step 1 response or its due date. An appeal panel shall be appointed consisting of one (1) Human Resources Professional experienced in job classification, appointed by the Commissioner of Administrative Services or designee, one (1) Union representative, experienced in job classification, appointed by the Union, and one (1) Management representative, appointed by the Appointing Authority of the Agency from which the grievance originated. The Commissioner or designee, shall designate the Chairperson for the panel. The panel shall, at all times, consist of three (3) members. The preferred method for conducting the panel conference shall be through virtual means; however, upon mutual agreement, the conference may be held in person. The Classification Panel shall hold a conference (either virtual or in person) on a date mutually agreed upon by the State and the Union.

(b) Any and all conference and grievance-related meetings held under this Article shall be held consistent with the terms specified under Article 15, Section Twelve. The panel chairperson may exclude any person who engages in improper conduct. No formal transcripts or stenographic records of proceedings shall be required. Technical rules of evidence shall not prevail. The panel may not grant any remedy other than the specific remedy requested in the grievance filed at Step I or as modified by mutual agreement of the parties concerned and may not add to, subtract from, alter or modify a bargaining agreement or grant either party matters which were not obtained in the bargaining process. Witnesses shall be compensated in accordance with Article 15, Section Nine. Management may be represented by either the appointing authority (or designee), the Commissioner of Administrative Services designee(s) or both. The burden of proof shall be on the employee to show that management's denial of the reclassification was arbitrary or unreasonable.

Section Three. Panel Action. The Panel shall hear and decide and issue a written response within thirty (30) calendar days of the conference. Time limits for scheduling and response may be extended by agreement of the panel only for good cause. The panel's decision shall be in writing, signed by the Chairperson, and shall be binding on the parties provided the decision is consistent with the merit system conditions. Such decision shall include a brief statement of facts supporting the decision. The original grievance, along with all documents, evidence, and other written data relating to the case shall be filed with the Commissioner of Administrative Services. Copies of the decision only shall be forwarded to the Union representative (or grievant), the appointing authority and any other party deemed by the panel to be entitled to such copy.

Section Four. Panel Decision. The Panel Decision referenced in Section Three above shall be by majority

vote, and may be any of the following:

(a) The Panel votes in favor of reclassification, and proceeds as follows:

(1) The Chairperson shall forward to the Commissioner of Administrative Services (through the Chief Human Resources Officer (Chief HRO)) a recommendation for reclassification, along with a complete record of grievance material.

(2) The Chief HRO shall then appoint an HR Professional experienced in classification to review the grievance material, and to convene a brief meeting with the entire Reclass Panel, to discuss their recommendation.

(3) The HR Professional appointed by the Chief HRO shall review the Panel's recommendation, and, on behalf of the Chief HRO, sustain or deny the grievance. Such decision shall be final and binding upon the parties.

(b) The Panel sustains the appeal and payment for service in the higher class is authorized, consistent with Section Six, but reclassification is not recommended because:

(1) Existing merit system conditions do not permit appointment;

(2) The organizational structure and/or staffing conditions do not support the additional position;

(3) Of other reason (state reason).

The Department of Administrative Services will review the work experience of the employee, to validate that s/he meets the minimum experience and training requirements for the higher-level classification, which is a condition of TSHC payment.

(c) The Panel denies the appeal.

Section Five. In any finding referred to in Section Two (b) above, the panel must issue a cease and desist order, or may order back payment as a remedy if deemed appropriate consistent with this Article.

Section Six. An employee whose reclassification appeal is sustained shall be eligible for payment in the higher class beginning with the thirty-first (31st) working day from the date which the panel finds the employee began working in the higher class. In no case may this latter day be earlier than thirty (30) calendar days prior the submission of the grievance at Step I.

Section Seven. TSHC Appeals. Appeal rights for employees seeking payment for Temporary Service in a Higher Class are specified in Article 28. The appeal process for TSHC payment shall be the same as for reclassification, under the pilot program described in Sections Two, Three, and Four of this Article. A Panel Decision in a TSHC appeal may be either:

(a) The panel votes in favor of TSHC, and proceeds as follows:

(1) The Chairperson shall forward to the Commissioner of Administrative Services (through the Chief HRO) a recommendation for TSHC, along with a complete record of the grievance material.

(2) The Chief HRO shall then appoint a human resources professional experienced in classification to review the grievance material, and to convene a brief meeting with the entire Panel, to discuss their recommendation.

(3) The human resources professional appointed by the Chief HRO shall review the Panel's recommendation, and, on behalf of the Chief HRO, sustain or deny the grievance. Such decision shall be final and binding upon the parties.

(b) The Panel denies the appeal. At the discretion of the Panel, a denial may also include instruction to remove one or more duties.

(c) Remedy for a sustained appeal shall be consistent with the terms specified in Article 28. The

Department of Administrative Services will review the work experience of the employee, to validate that s/he meets the minimum experience and training requirements for the higher-level classification, which is a condition of TSHC payment.

SP 31

MEMORANDUM OF UNDERSTANDING- II

Section One. Reclassification Appeal Procedure. An appeal panel shall be appointed consisting of two (2) Human Resource professionals from separate agencies, appointed by the Commissioner of Administrative Services and two (2) Union representatives experienced in job classification, appointed by the Union. The Commissioner shall designate the chairperson for the panel. The panel shall, at all times, consist of four (4) members and report on the appeal within sixty (60) calendar days from the date the appeal was received in the Office of the Commissioner of Administrative Services. Continuances or changes in scheduled hearings shall be granted by the panel chairperson only for good cause, but must be rescheduled within thirty (30) calendar days from the date of the originally scheduled hearing. Hearings will ordinarily be open to the public. However, they may be closed or witnesses sequestered at the discretion of the panel. The panel chairperson may exclude any person who engages in improper conduct. No formal transcripts or stenographic records of proceedings shall be required. Technical rules of evidence shall not prevail. The panel may not grant any remedy other than the specific remedy requested in the grievance filed at Step I or as modified by mutual agreement of the parties concerned and may not add to, subtract from, alter or modify bargaining agreement or grant either party matters which were not obtained in the bargaining process. The chairperson shall authorize paid leave for a reasonable number of witnesses including the grievant and Union representative as necessary. Management may be represented by either the appointing authority (or designee), the Commissioner of Administrative Services designee(s) or both. The burden of proof shall be on the employee to show that management's denial of the reclassification was arbitrary or unreasonable.

Section Two. The Panel shall hear and decide and report in writing within forty five (45) days of communication to the Commissioner of Administrative Services. The decision may be any of the following.

(a) The appeal is sustained and reclassification to the position in the classification requested is recommended.

(b) The appeal is sustained and payment for service in the higher class is authorized, consistent with Section Four, but reclassification is not recommended because:

(1) existing examination or employment list conditions do not permit appointment;

(2) the organizational structure and/or staffing conditions do not support the additional position;

(3) of other reason (state reason).

(c) The appeal is denied.

Section Three. In any finding referred to in Section Two (b) above, the panel must issue a cease and desist order, or may order back payment as a remedy if deemed appropriate consistent with this Article.

Section Four. An employee whose appeal is sustained shall be eligible for payment in the higher class beginning with the thirty first (31) working day from the date which the panel finds the employee began working in the higher class. In no case may this latter day be earlier than thirty (30) calendar days prior to the submission of the grievance at Step I.

Section Five. Panel Action. The decision of the panel shall be in writing and shall be signed by the panel chairperson. Such decision shall include a brief statement of the findings of fact and agenda supporting the decision of the panel. The original grievance, along with all documents, evidence, and other written data relating to the case shall be filed with the Commissioner of Administrative Services. Copies of the decision only shall be forwarded to the Union representative (or grievant), the appointing authority and any other party deemed by the panel to be entitled to such copy. The decision of the panel shall be binding on all parties.

Section Six. The existing procedures for reclassification grievances shall be continued in effect unless clarified or superseded herein.

adamgarrett 2/4/25
STATE Date

2/4/25
A&R Date

HOURS OF WORK

Article 16 Hours of Work
Section Two.

Section Two. For the purpose of determining hours of work, a duty station shall be defined as the State-owned or leased building, or other locations at which an employee reports for duty. An employee's work day shall begin at the duty station except as outlined below.

(a) For designated field employees, the duty station shall be defined as the first business call. However, if the first or last business call is more than thirty (30) minutes from home (if by personal vehicle), pickup point (if by State vehicle) or hotel/motel (if traveling outside of the State on State business), the excess over thirty (30) minutes shall be considered as time worked. Provided, however, if the employee resides outside of the State of Connecticut, the standard work day will be measured from the State line when conducting field assignments in Connecticut or passing through Connecticut on field assignments. Such employee conducting field assignments in his/her State of residence will use his/her personal residence as the point of reference for measuring the thirty (30) minute time period above.

Provided, however, designated field employees who conduct field assignments in other States will use the hotel/motel in which they stayed the night prior to the call as the point of reference for measuring the thirty (30) minute time period above. The out of State lunch reimbursement policy shall not apply to designated field employees living out-of-state who perform field assignments in their State of residence and/or in Connecticut. Meal reimbursement shall apply for all field assignments outside of Connecticut and outside the individual's State of residence unless a full meal is included in the cost of a conference or other training assignment. Meal reimbursements shall be paid at rates specified in Article 25, Section Thirteen.

(b) For designated office employees whose duty station is periodically rotated to meet agency operating needs, said provision (a) shall be equally applicable, except that the facility to which the employee is assigned shall be considered as the first (and last) business call.

Any such employee whose duty station is changed shall be given a minimum of two (2) weeks advance notice of such change except in unusual circumstances.

3/4/26
STATE Date

3/4/26
A&R Date

ALTERNATIVE WORK SCHEDULES

Article 16A Hours of Work
Section One.

(c) An AWS Committee shall exist for each agency. ~~Each agency shall maintain an AWS Committee~~ comprised of an equal number of representatives of the Union and the Agency. The Union representatives shall be designated by the Union President. The Agency representatives shall be designated by the Appointing Authority, and shall include either an employee of the Office of Labor Relations or DAS/Human Resources. The Committee shall review and vote upon all new and/or revised AWS programs and offerings.

Adam Gaulke 3/4/26
STATE Date

3/4/26
A&R Date

SP 6

ARTICLE 17 HOLIDAYS

Section One. For the purposes 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, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day.

STATE 2/4/25 Date

A&R 2/4/25 Date

VACATIONS

Article 18 Vacations
Section Two.

~~No employee may carry over, without agency permission, more than ten (10) days of vacation leave to the next year. Such permission shall not be unreasonably denied.~~ 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, but the maximum payout upon leaving state service shall be 60 days.

STATE 3/4/26 Date

A&R 3/4/26 Date

SICK LEAVE

Article 19 Sick Leave
Section Three. (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, father, mother, sister, brother, mother-in-law, father-in-law, grandparent, or child, and also any relative who is domiciled in the employee's household.

STATE 9/8/25 Date

A&R 9/8/25 Date

SICK LEAVE BANK

Article 20 Sick Leave Bank
Section Two (Eligibility) and Five (The Fund).

Section Two. Eligibility. An employee shall be eligible to use sick leave benefits from the bank when:

(a) The employee has been employed by the State for ~~two (2) or more years~~at least six (6) months.

(b) The employee has exhausted all sick leave, and personal leave.

(c) The employee has exhausted vacation leave in excess of sixty (60) days and any other compensatory time.

(d) The illness or injury is not covered by Workers' Compensation and/or such compensation benefit has been exhausted.

(e) An acceptable medical certificate supporting the continued absence is on file.

(f) The employee has not been disciplined for sick leave abuse during the two (2) year period preceding application for the benefit; provided, however, the committee may waive this requirement.

Section Five. The Fund.

The fund has been established through contributions of hours from both the State and employees. Effective on the first day of the payroll period following legislative approval of this contract, each full-time, permanent employee employed for at least six (6) months~~two (2) or more years~~ shall contribute four (4) hours toward the sick leave bank. Said contribution shall be deducted from their individual sick leave balance on such date. Effective that same date, the Employer shall contribute an additional 1,000 hours to the fund. Eight (8) hours shall be deducted from the sick leave balance of any full time, permanent employee who has not made the above contribution, subject to the provisions of Section Two above. Additionally, four (4) hours shall be deducted from the sick leave balance of those employees who made the first contribution.

If at any time the fund should fall below 3,000 hours, the Committee shall recommend a contribution from each full-time, permanent employee. Said contribution shall not exceed eight (8) hours in any calendar year and shall only be made by mutual agreement of the parties.

adumgardner 3/4/26
STATE Date

3/4/26
A&R Date

COMPENSATION

Article 24 Compensation
Sections One and Two.

Section One. General Wage Increase

Effective and retroactive to July 1, 2025 and upon legislative approval, the base annual salary shall be increased by two and one-half percent (2.5%) for P-5 employees who are active employees in the bargaining unit on the date of legislative ratification, and those who have retired between July 1, 2025 and the date of legislative ratification.

Effective with the pay period that includes July 1, 2026, the base annual salary for all P-5 employees shall be increased by two and one-half percent (2.5%). The increase shall apply to all P-5 employees who are active employees in the bargaining unit on July 1, 2026.

Effective with the pay period that includes July 1, 2027, the base annual salary for all P-5 employees shall be increased by two and one-half percent (2.5%). The increase shall apply to all P-5 employees who are active employees in the bargaining unit on July 1, 2027.

Wage reopener for 2028-2029 (for effective date July 1, 2028). Either party, by a notice in writing no sooner than January 1, 2028, may reopen Article 24 (Compensation), Section 1 (General Wage Increase) and Section 2(a) (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) **Annual Increments.** Retroactive to July 1, 2025 and upon legislative approval, the annual increment for the 2025-2026 contract year shall be paid for those who are an active employee in the bargaining unit on the date of legislative ratification, and those who have retired between July 1, 2025 and the date of legislative ratification. Those employees eligible for a top step payment shall receive such payments when increments would normally apply.

Employees will continue to be eligible for and receive annual increments and top step payments during the terms of this contract and in accordance with the existing practice for contract years 2026-2027 and 2027-2028.

Wage reopener for 2028-2029 (for effective date July 1, 2028). Either party, by a notice in writing no sooner than January 1, 2028, may reopen Article 24 (Compensation), Section 1 (General Wage Increase) and Section 2(a) (Annual Increments). All other provisions of this Agreement shall remain in full force and effect and shall not be subject to the reopener.

Effective July 1, 2022, employees in accreted classifications using the "modified/range" plan shall be eligible for a three percent (3%) annual increment increase when the bargaining unit is awarded an annual increment. Such an increase may not allow an employee to receive a rate of pay above the maximum range. Any time a 3% would result in a calculation exceeding the maximum of the range, the employee will receive the percentage increase that would place the employee at the maximum of the range; the balance of the increase will be payable in a lump sum.

Employees who are on the maximum step of the salary schedule, who receive no annual increment, shall receive a lump sum payment of two and one-half percent (2.5%) of the employee's annual rate of pay in effect when the payment is made. Such payment shall be made on the date when the annual increment would normally apply. The same two and one-half percent (2.5%)

payment shall apply to individuals who are at the maximum of the range on a "modified/range" plan. The Top Step Payment, once earned, shall be a continuing ~~part~~ component of the employee's *salary*, as defined by C.G.S. Section 5-278a and shall be included ~~wages~~ for all calculations thereafter, so long as the employee remains in that salary grade. The Top Step Payment shall be typically paid on or about January 1st of each year.

	3/4/26		3/4/26
STATE	Date	A&R	Date

COMPENSATION

Article 24 Compensation
Section Three. Longevity.

(a) Employees shall continue to be eligible for longevity payments for the life of this contract in accordance with existing practice. Longevity shall be paid in the final paycheck of each April and October.

STATE 3/4/26 Date

A&R 3/4/26 Date

COMPENSATION

Article 24 Compensation
Section Four.

Section Four. Shift and Weekend Differential.

(a) The existing rules, regulations and rates for night shift differential will continue in force except as follows:

(1) Effective the pay period including July 1, 2026, ~~T~~the night shift differential shall be ~~seventy-five cents ($.75) per hour. Effective the pay period including July 1, 2022, the night shift differential shall be one dollar ($1.00) per hour. Effective the pay period including July 1, 2024, the night shift differential shall be one dollar and twenty-five cents ($1.25)~~ two dollars and twenty-five cents ($2.25) per hour. Those employees who have selected an alternative work schedule shall not receive shift differential for any hours within the bandwidth hours of AWS.

(2) Employees at or below Salary Grade 24 shall be eligible for shift differential. Teletrack Line Supervisors shall qualify for the night shift differential provided all other eligibility criteria are met.

(b) Weekend Differential. For the purpose of this Article, a weekend is defined as the forty-eight (48) hour period beginning at 11:00 p.m. on Friday night and ending at 11:00 p.m. on Sunday night.

(1) Weekend differential shall be paid for working a full shift with the majority of shift hours falling on the weekend.

(2) Weekend differential shall be paid ~~only for employees working in seven (7) day operations and~~ only for hours worked and not while such an employee is on leave of any nature.

(3) ~~The weekend differential shall be fifty cents ($.50) per hour.~~ Effective the pay period including ~~July 1, 2022~~July 1, 2026, the weekend differential will be one dollar and twenty-five cents ($1.25) per hour.~~ninety cents ($0.90) per hour.~~

(4) Employees at or below Salary Grade 24 shall be eligible for the weekend differential. Teletrack Line Supervisors shall be eligible for said differential, provided that all other eligibility criteria are met.

Adam Jones 3/4/26
STATE Date

3/4/26
A&R Date

COMPENSATION

Article 24 Compensation
Section Six.

By March 31st of each contract year, the Union shall advise the Office of Labor Relations that it would like to transfer uncommitted balances, or any portion thereof, existing in the P-5 Professional Development and Conference Fund to the P-5 Tuition Reimbursement Fund and use it to offset shortfalls in tuition reimbursements. The parties shall notify the Office of the State Comptroller that they reached mutual agreement on the amount that shall be transferred from the Professional Development and Conference Fund to the Tuition Reimbursement Fund. Once any Professional Development and Conference Funds balance or any portion thereof, has been transferred to the Tuition Reimbursement Fund, those funds may be used to reimburse tuition reimbursement applications per current practice.

Effective July 1, ~~2021~~2025, the State will allocate ~~two hundred twenty-five thousand dollars ($225,000)~~ two hundred seventy-five thousand dollars ($275,000) to the Tuition Reimbursement Fund.

Effective July 1, ~~2022~~2026, the State will allocate ~~two hundred twenty-five thousand dollars ($225,000)~~ two hundred seventy-five thousand dollars ($275,000) to the Tuition Reimbursement Fund.

Effective July 1, ~~2023~~2027, the State will allocate ~~two hundred twenty-five thousand dollars ($225,000)~~ three hundred thousand dollars ($300,000) to the Tuition Reimbursement Fund.

Effective July 1, ~~2024~~2028, the State will allocate ~~two hundred twenty-five thousand dollars ($225,000)~~ three hundred thousand dollars ($300,000) to the Tuition Reimbursement Fund.

Unused funds from one contract year will be carried forward into the following contract year; however, unused funds at the expiration of the contract term shall lapse.

Tuition reimbursement shall be equal to seventy-five percent (75%) of the per credit rate for undergraduate and graduate 70 courses at the University of Connecticut, Storrs; however, such reimbursement shall not exceed the actual cost of each course. Employees shall be eligible for tuition reimbursement for a maximum of twelve (12) credits or the equivalent per year

3/4/26
STATE Date

3/4/26
A&R Date

COMPENSATION

Article 24 Compensation
Section Nine.

Effective upon legislative ratification, e~~E~~mployees who are required on a ~~daily~~ regular and recurring basis to wear safety shoes shall receive an annual allowance of one hundred fifty dollars ($150). ~~one hundred ten dollars ($110). Effective July 1, 2022, employees who are required on a daily basis to wear safety shoes shall receive an annual allowance of one hundred twenty dollars ($120).~~

STATE 3/4/26 Date

A&R 3/4/26 Date

TRAINING AND PROFESSIONAL LEAVE

Article 31 Training and Professional Leave
Section Six. Professional Development and Conference Fund

Effective July 1, ~~2021~~2025, the State will allocate ~~one hundred twenty-five thousand dollars ($125,000)~~ one hundred forty-five thousand dollars ($145,000) to the Professional Development and Conference Fund.

Effective July 1, ~~2022~~2026, the State will allocate one hundred forty-five thousand dollars ($145,000)~~one hundred thirty-five thousand dollars ($135,000)~~ to the Professional Development and Conference Fund.

Effective July 1, ~~2023~~2027, the State will allocate one hundred forty-five thousand dollars ($145,000) to the Professional Development and Conference Fund.

Effective July 1, ~~2024~~2028, the State will allocate one hundred forty-five thousand dollars ($145,000) to the Professional Development and Conference Fund.

In addition, the Union may develop, subject to approval by the State, programs, the cost of which will qualify for said funds. Existing guidelines for usage and reimbursement shall remain in effect unless varied by mutual agreement of both parties. Any unexpended funds, which exist at the end of any contract year, shall roll over for use in the next succeeding year. All funds remaining at the end of the contract shall revert to the State unless the parties agree otherwise.

Adam Garelick 3/4/26
STATE Date

3/4/26
A&R Date

ARTICLE 44 DURATION OF AGREEMENT

This Agreement shall be effective on July 1, 2025~~July 1, 2021~~ and shall expire on June 30, 2029. ~~June 30, 2025.~~

The parties acknowledge that the resolution of this Agreement resolves and discharges all other claims which form the Contract reopener provisions of their predecessor Agreement.

Unless otherwise stated to the contrary changes to language provisions shall take effect upon Legislative Approval.

Negotiations for the successor to this Agreement shall commence with the timetable established under the C.G.S. Section 5-276a(a). The request to commence negotiations shall be in writing, sent certified mail, by the requesting party to the other party. The provisions of C.G.S. Section 5-270, et seq., and the regulations thereto notwithstanding, the next window period for this bargaining unit shall be no earlier than August ~~2024~~2028.

Adam Gorelick 3/4/26
STATE Date

3/4/26
A&R Date

OJE REEVALUATIONS

In accordance with Article 27, Section 5 (Class Reevaluations), the following classification changes shall be made:

I. Effective the pay period that includes July 1, 2026, the classification of *Transportation Assistant District Engineer* shall be increased from AR2 69 to AR2 70.

II. Effective the pay period that includes July 1, 2026, the classification of *Supervising Special Investigator* shall be increased from AR 25 to AR 27, and the classification shall be renamed to *Supervising Special Investigator (Medical Examiner)*.

III. Effective the pay period that includes July 1, 2026, the classification of *Tax Attorney I* shall be increased from AR2 62 to AR2 63.

IV. Effective the pay period that includes July 1, 2026, the classification of *Connecticut Careers Trainee (Administrative and Residual)* shall be revised such that the starting salary for incumbents with a Bachelor's degree and/or qualifying experience shall be AR15, Step 5. Upon one (1) year of incumbency, the salary of an employee in this training class shall be AR16, Step 6.

Effective the pay period that includes July 1, 2026, the classification of *Connecticut Careers Trainee (Administrative and Residual)* shall be revised such that the starting salary for incumbents with a Master's Degree shall be AR15, Step 6. Upon completion of one (1) year of training, the salary of an employee in this training class shall be AR16, Step 7.

These revisions shall be applicable to incumbents who are already in the CCT classification as of July 1, 2026.

V. Effective the pay period that includes July 1, 2026, the classification of *Accounting Careers Trainee* shall be revised such that the starting salary for incumbents with a Bachelor's degree with at least 15 semester hours in accounting and/or qualifying experience shall be AR15, Step 6. Upon completion of one (1) year of training, the salary of an employee with these qualifications in this training class shall be AR16, Step 6.

Effective the pay period that includes July 1, 2026, the classification of *Accounting Careers Trainee* shall be revised such that the starting salary for incumbents with a Bachelor's degree with at least 30 semester hours in accounting shall be AR15, Step 7. Upon completion of one (1) year of training, the salary of an employee with these qualifications in this training class shall be AR16, Step 7.

Effective the pay period that includes July 1, 2026, the classification of *Accounting Careers Trainee* shall be revised such that the starting salary for incumbents with a Master's degree in a related field with at least 15 semester hours in accounting shall be AR15, Step 8. Upon

completion of one (1) year of training, the salary of an employee with these qualifications in this training class shall be AR16, Step 8.

These revisions shall be applicable to incumbents who are already in the ACT classification as of July 1, 2026.

VI. Effective the pay period that includes July 1, 2027, the classification of *Boiler Inspector* shall be increased from AR21 to AR23.

VII. In addition, the Union may forward up to two (2) job classifications for review during the contract term of July 1, 2025 through June 30, 2029. For this purpose, a single job classification shall include its parentheticals. This understanding does not impact any rights of the Union pursuant to Article 27 of the collective bargaining agreement, nor the standards set forth in said Article.

Adam Jandt 3/4/26
STATE Date

3/4/26
A&R Date

NEW MOU

Memorandum of Understanding – VII (A)

Applicable Only to the Connecticut Airport Authority

The State of Connecticut and the Administrative and Residual Employees Union acknowledge that there are occasions when exchange (swap) of employee shift assignment within an agency is of mutual benefit. The State also recognizes the advantage of Agency involvement in arranging such swaps.

Employees working an irregular work schedule (shift work, 24/7 coverage, etc.) may trade/swap shifts or days off with another qualified (same job title) employee in accordance with the following provisions:

a. The request must be in writing and signed by both employees involved (or submitted electronically) to the employee's immediate supervisor.

b. The trade/swap can be denied if it creates an overtime or any extra payment for either party involved. Holiday overtime shall not be a factor in the decision to approve/deny a swap if the department is a 24/7 operation.

c. The department may, at each location, establish deadlines for submitting shift swaps, but such deadlines will be no earlier than 12:00 p.m. local time for any shift swap to be effective the following day.

d. Employees who trade shifts become responsible to work the shift so agreed to as if it were part of their regular work schedule. Failure to report to work as scheduled (No call/No show only) for a shift trade will result in an attendance occurrence and a suspension of shift trade procedures of no more than ninety (90) days.

e. If an employee agrees to work for another employee as a result of a shift trade and later calls in sick, he will be paid for all hours, provided he has sufficient hours in his sick bank.

f. Employees may work a maximum of twelve (12) paid hours during a 24-hour period as a result of shift swaps. However, in its sole discretion, an agency may permit shift swaps that result in an employee working a maximum of sixteen (16) paid hours during a 24-hour period.

g. Employees may swap their regularly scheduled shift up to eighteen (18) times per calendar year from January 1 through December 31.

h. Employees may not swap shifts to work while on a vacation day.

i. All shift swaps must begin and end within the same pay period for both parties involved.

3/4/26
STATE Date

3/4/26
A&R Date

SUPERSEDENCE APPENDIX P-5 EFFECTIVE JULY 1, 2025 TO JUNE 30, 2029

CONTRACT PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Union Rights	Article 8, Sec. 6 & 7	Reg. 5-240-7a, C.G.S. 5-238, Reg 5-238-1 through 5-238-5
Working Test Period	Article 9, Sec. 2	C.G.S. 5-230
Dismissal, Suspension, Demotion or Other Discipline	Art. 14, Sec. 5	Reg. 5-240-5a(f)
Hours of Work - Meal Reimbursements	Art. 16, Sec. 2	C.G.S. 5-141c, Reg. 5-141c-5
Vacations	Art. 18, Sec. 2	C.G.S. 5-250
Sick Leave	Art. 19, Section 3(b)	C.G.S. 5-247, Reg. 5-247-4(a)(2)
Sick Leave Bank	Art. 20, Sec. 2 & 5	C.G.S. 5-247, Reg. 5-247-2
Compensation – Shift Differential	Art. 24, Sec. 4	C.G.S. 5-200(k) C.G.S. 5-200(m)
Compensation – Tuition Reimbursement	Art. 24, Sec. 6	C.G.S 4-89
Compensation – Safety Shoe Allowance	Art. 24, Sec. 9	C.G.S. 5-200(k) C.G.S. 5-200(m)
Compensation – GWI and Increments	Art. 24, Sec. 1 & 2	C.G.S. 5-200(k) C.G.S. 5-200(m)
Compensation – Top Step Payment as component of Salary	Art. 24, Sec. 2	C.G.S. 5-278a
Training and Professional Leave	Art. 31, Sec. 6	C.G.S. 4-89
Hours of Work	NEW MOU VII (A) – Shift Swap	C.G.S. 5-238
Class Reevaluations	Art. 27, Sec. 5 - OJE Reevaluations	C.G.S. 5-200(a), C.G.S. 5-200(n) C.G.S. 5-200(k) C.G.S. 5-200(m)

NOTE: The above does not include supersedence appendices from prior or current contract periods. Although not reprinted herein such remain applicable.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 12, 2026

Bargaining Unit: Admin and Residual (P-5)
Period of Contract: July 1, 2025 through June 30, 2029

Number of Full Time Employees:	All Funds	3,380
	General Fund	2,953

Total Annual Wages (26 pay periods) All Funds: $232,434,931
Total Value of Fringe Benefits:

Average Full Time All Funds:	Annualized Basis (26 Pay Periods for All Years) Percent Increase				
	Salary	Gen'l Wage Increase	Al's & Lump Sums	Other	Total
Prior to New Contract:	$68,768				
1st Year Contract: 2025-2026	$71,171	2.40%	1.07%	0.02%	3.50%
2nd Year Contract: 2026-2027	$74,495	5.02%	3.27%	0.04%	8.33%
3rd Year Contract: 2027-2028	$77,746	7.74%	5.25%	0.06%	13.06%
4th Year Contract: 2028-2029	$78,465	7.85%	6.19%	0.06%	14.10%

FULL-TIME COMPENSATION SUMMARY

				Financial Impact		
All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	4th Year 2028-29	Annualized
Total Wages and Related Items	$232,434,931	$8,124,316	$19,358,993	$30,347,280	$32,775,616	$32,775,616
Fringe Benefits						
Value of Current Items		$1,071,056	$2,561,897	$4,016,725	$4,338,966	$4,338,966
TOTAL WAGES AND BENEFITS	$232,434,931	$9,195,371	$21,920,890	$34,364,005	$37,114,582	$37,114,582

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 12, 2026

		All Funds Requirement - 26 pay periods				
		2025-2026	2026-2027	2027-2028	2028-2029	Annualized
Fiscal Year 2025-2026						
(1) 2026 2.5% GWI Effective 7/1/2025		$5,587,378	$5,810,873	$5,810,873	$5,810,873	$5,810,873
(2) 2026 AI		$2,483,878	$4,949,632	$4,949,632	$4,949,632	$4,949,632
(3) Tuition Reimbursement		$50,000	$50,000	$75,000	$75,000	$75,000
(4) Safety Shoe		$3,060	$3,060	$3,060	$3,060	$3,060
SUBTOTAL AGREEMENT ITEMS - 1st YEAR		$8,124,316	$10,813,565	$10,838,565	$10,838,565	$10,838,565
Fiscal Year 2026-2027						
(1) 2027 2.5% GWI Effective 7/1/2026			$5,846,044	$6,079,886	$6,079,886	$6,079,886
(2) 2027 AI			$2,433,021	$4,846,809	$4,846,809	$4,846,809
(3) Trainee Class Changes			$215,336	$215,336	$215,336	$215,336
(4) Grade Changes			$45,415	$50,370	$50,370	$50,370
(5) Shift Differential			$5,612	$5,612	$5,612	$5,612
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$8,545,428	$11,198,012	$11,198,012	$11,198,012
Fiscal Year 2027-2028						
(1) 2028 2.5% GWI Effective 7/1/2027				$6,108,705	$6,353,053	$6,353,053
(2) 2028 AI				$2,198,856	$4,382,844	$4,382,844
(3) Boiler Inspector Grade Change				$3,141	$3,141	$3,141
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR				$8,310,702	$10,739,038	$10,739,038
TOTAL CONTRACT ITEMS - ALL FUNDS		$8,124,316	$19,358,993	$30,347,280	$32,775,616	$32,775,616
Total Wages		$8,071,256	$19,305,933	$30,269,220	$32,697,556	$32,697,556
FRINGE ANALYSIS						
Social Security	6.20%	$500,418	$1,196,968	$1,876,692	$2,027,248	$2,027,248
Medicare	1.45%	$117,033	$279,936	$438,904	$474,115	$474,115
Unemployment	0.26%	$20,985	$50,195	$78,700	$85,014	$85,014
SERS Normal Cost	3.98%	$321,236	$768,376	$1,204,715	$1,301,363	$1,301,363
OPEB	1.38%	$111,383	$266,422	$417,715	$451,226	$451,226
TOTAL FRINGE	13.3%	$1,071,056	$2,561,897	$4,016,725	$4,338,966	$4,338,966
TOTAL COST OF CONTRACT - ALL FUNDS		$9,195,371	$21,920,890	$34,364,005	$37,114,582	$37,114,582

Tentative Agreement
State of Connecticut P-6 and P-7
9.29.2025

State Proposal #1

ARTICLE 11 – GRIEVANCE PROCEDURE

Section Eleven. The conferences of the grievance procedure and arbitration hearings shall be closed to the public unless the parties mutually agree otherwise. There shall be no recording, in any format, of any grievance conference or arbitration hearing except as provided for in Section 9(b), above.

adamgarelick 9.29.2025
For the State Date:

09/29/2025
For the Union Date:

STATE OF CT/OAG PACKAGE PROPOSAL

P-6 & P-7
March 2, 2026

The following is being offered as a package proposal in full resolution of the negotiations for a successor agreement to the 2021-2025 collective bargaining agreements for Assistant Attorneys General (P-6) and Assistant Attorneys General-Department Heads (P-7).

1. **SECTION CHIEF STIPEND**

   - State will ACCEPT Union's counter proposal regarding the Section Chief Stipend, which sets a stipend of $13,577 for 2025-26, with future increases tied to the unit's negotiated GWI.

2. **TRAINING AND PROFESSIONAL DEVELOPMENT - PAYMENT OF FEDERAL BAR ADMISSION/ANNUAL REGISTRATION**

   - STATE COUNTER PROPOSAL regarding admission/fees.

     - "The OAG shall pay directly or reimburse the fee for an AAG's federal bar admission, and any subsequent annual registration fee in that jurisdiction, for any year in which the OAG determines the job duties of the AAG so require."

     - Retain Section 5 and Renumber to Section 6 ("Alleged violations of this Article shall be neither grievable nor arbitrable").

3. **GENERAL WAGE INCREASES AND STEPS**

   2025-26

   - 2.5% GWI (July 1, 2025)
   - Step (2.0% movement within range January 1, 2026)
   - Retroactivity for active employees on date of legislative ratification and for direct retirees.

2026-27

- 2.5% GWI (July 1, 2026)
- In lieu of step, move the P-6 and P-7 salary scales from a range plan to a step plan.[1] The step plans will have 10 steps, evenly distributed between the minimum and maximum of each pay grade range. Rewrite the language for lump sum over the maximum (Article 13, Section Two) as follows:

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 -- step placement adjustment they received on that date.

2027-28

- 2.5% GWI (July 1, 2027)
- Step Rewrite the language for lump sum over the maximum (Article 13, Section Two going forward) as follows:

- 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.

2028-29

- Reopener (GWI + Step Only)

4. <u>BOTH PARTIES WITHDRAW ALL REMAINING, UNSIGNED PROPOSALS</u>

3.2.26		adamgarelick 3.3.2026	
Dan Livingston	Date:	Adam Garelick	Date:

[1]Effective with the movement to the step plans, promotional increase language will be removed from the CBA. Promotional increases will be handled in accordance with DAS practice with respect promotions into such plans.

ARTICLE 14 – VACATION AND PERSONAL LEAVE

Section One. Vacation leave with pay is granted to full-time~~, permanent~~ AAGs~~,~~ at the rate of one and one-quarter (1 ¼) work days per month, for a total of fifteen (15) days per year. Each "day" will be computed at eight (8) hours. ~~Such AAGs are eligible to begin taking paid vacation after completing six (6) months of service.~~ Eligible AAGs employed on less than a full-time basis earn vacation leave for continuous service prorated in proportion to the amount of time actually worked. Requests for vacation and personal leave should be made to the Department Head as far in advance as possible. Such requests will be approved based on the operating needs of the department and agency.

adamgarelick 9/25/25
For the State Date

09.25.2025
For P-6 and P-7 Date

ARTICLE 12 – DISMISSAL, SUSPENSION, DEMOTION OR OTHER DISCIPLINE

[NEW]

When an AAG is called to a meeting that reasonably may result in discipline, notice of such meeting will be provided to the ACAAG President or Chief Steward, independent of the notice to the subject AAG. However, the OAG shall not provide such notice to the President or Chief Steward upon written request of the subject AAG.

adamgarelick 9/25/25
For the State Date

09/25/2025
For P-6 and P-7 Date

[NEW]

In its discretion, the OAG may reimburse an AAG for documented hotel costs incurred when travel in excess of fifty (50) miles from the AAG's home is required for multi-day trials, depositions or meetings. Such discretion shall not be arbitrarily applied.

adamgarelick 9/25/25
For the State Date

09/25/2025
For P-6 and P-7 Date

SUPERSEDENCE APPENDIX
P-6 & P-7
July 1, 2025 – June 30, 2029

NEW PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Compensation (General Wage Increases)	Art. 13, Sec. 1	C.G.S. §§ 5-200(k), 5-200(m)
Compensation (Annual Increments)	Art. 13, Sec. 2	C.G.S. §§ 5-200(k), 5-200(m)
Compensation (Department Head Stipend)	Art. 13, Sec. 4	C.G.S. §§ 5-200(k), 5-200(m)
Training & Professional Development (Bar Admission Fees)	Art. 20, [NEW] Sec. 5	C.G.S. § 5-141c, Reg. 5-141c-7
Travel Fees	[NEW] Art. 23	C.G.S. § 5-141c, Reg. 5-141c-6

NOTE: The above does not include supersedence appendices from prior or current contract periods. Although not reprinted herein such remain applicable.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 3, 2026

Bargaining Unit: Assistant Attys General (P-6) & Asst AG-Dept Heads (P-7)
Period of Contract: July 1, 2025 through June 30, 2029

Number of Full Time Employees:	All Funds	215
	General Fund	198

Total Annual Wages (26 pay periods) All Funds: $28,791,145
Total Value of Fringe Benefits:

Average Full Time All Funds:	Annualized Basis (26 Pay Periods for All Years) Salary	Percent Increase Gen'l Wage Increase	Al's & Lump Sums	Other	Total
Prior to New Contract:	$133,912				
1st Year Contract: 2025-2026	$139,299	2.40%	1.54%	0.08%	4.02%
2nd Year Contract: 2026-2027	$147,809	5.04%	3.08%	2.26%	10.38%
3rd Year Contract: 2027-2028	$153,852	7.80%	4.74%	2.35%	14.89%
4th Year Contract: 2028-2029	$156,206	7.90%	6.39%	2.36%	16.65%

FULL-TIME COMPENSATION SUMMARY

All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	Financial Impact 3rd Year 2027-28	4th Year 2028-29	Annualized
Total Wages and Related Items	$28,791,145	$1,158,143	$2,987,708	$4,286,932	$4,793,063	$4,793,650
Fringe Benefits						
Value of Current Items		$153,686	$396,469	$568,876	$636,040	$636,117
TOTAL WAGES AND BENEFITS	$28,791,145	$1,311,828	$3,384,176	$4,855,807	$5,429,103	$5,429,767

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 3, 2026

		All Funds Requirement - 26 pay periods				
		2025-2026	2026-2027	2027-2028	2028-2029	Annualized
Fiscal Year 2025-2026						
(1) 2026 2.5% GWI Effective 7/1/2025		$692,095	$719,779	$719,779	$719,779	$719,779
(2) 2026 AI		$444,274	$885,328	$885,328	$885,328	$885,328
(3) Increase Section Chief Stipend		$21,774	$22,319	$22,877	$23,448	$24,035
SUBTOTAL AGREEMENT ITEMS - 1st YEAR		$1,158,143	$1,627,425	$1,627,983	$1,628,555	$1,629,141
Fiscal Year 2026-2027						
(1) 2027 2.5% GWI Effective 7/1/2026			$730,679	$759,906	$759,906	$759,906
(2) 2027 Move to Step Plan			$629,604	$654,788	$654,788	$654,788
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$1,360,283	$1,414,694	$1,414,694	$1,414,694
Fiscal Year 2027-2028						
(1) 2028 2.5% GWI Effective 7/1/2027				$764,686	$795,274	$795,274
(2) 2028 AI				$479,569	$954,541	$954,541
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR				$1,244,255	$1,749,815	$1,749,815
TOTAL CONTRACT ITEMS - ALL FUNDS		$1,158,143	$2,987,708	$4,286,932	$4,793,063	$4,793,650
Total Wages		$1,158,143	$2,987,708	$4,286,932	$4,793,063	$4,793,650
FRINGE ANALYSIS						
Social Security	6.20%	$71,805	$185,238	$265,790	$297,170	$297,206
Medicare	1.45%	$16,793	$43,322	$62,161	$69,499	$69,508
Unemployment	0.26%	$3,011	$7,768	$11,146	$12,462	$12,463
SERS Normal Cost	3.98%	$46,094	$118,911	$170,620	$190,764	$190,787
OPEB	1.38%	$15,982	$41,230	$59,160	$66,144	$66,152
TOTAL FRINGE	13.27%	$153,686	$396,469	$568,876	$636,040	$636,117
TOTAL COST OF CONTRACT - ALL FUNDS		$1,311,828	$3,384,176	$4,855,807	$5,429,103	$5,429,767

TENTATIVE AGREEMENTS OF THE PARTIES

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

STATE OF CONNECTICUT

AND

AFSCME COUNCIL 4, LOCAL 3419

DCF PROGRAM SUPERVISORS (P-8)

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/11/26

ARTICLE 8 – SENIORITY

Section One.

(a) Seniority is defined as an employee's length of uninterrupted State service.

(b) A Program Supervisor's seniority shall accrue during the following periods while employed by the Department of Children and Families:

(1) War service, as defined in Connecticut General Statutes Section 27-103;

(2) Granted military leave;

(3) Paid leave;

(4) Workers' Compensation;

(5) Unpaid sick leave, disability, family emergency due to illness, and authorized leaves of absence (provided that the Program Supervisor returns to work immediately following the leave);

(6) Non-disability maternity leave of up to six (6) months;

(7) Layoff, to a maximum of twelve (12) months or the length of the Program Supervisor's service, whichever is less, if reemployed within three (3) years;

(8) Union leave of any length; and

(9) Sick leave bank time.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/11/26

ARTICLE 10 – TRANSFERS

Section One. A permanent employee may apply in response to a posting for transfer to a specific shift or work location. DCF Program Supervisor positions shall be posted and a copy shall be provided contemporaneously to the Union's president.

In general, no application for employee transfer will be accepted within one (1) year of the effective date of an employee-initiated transfer.

For purposes of this Article, and exclusive of the Careline, assignments within the Central Office location to a different division in the Central Office, which are expected to last more than ninety (90) days, shall be considered transfers.

Section Two. When a vacancy occurs in a the classification, the agency will review the applications of permanent employees whose most recent annual evaluation is satisfactory or better and are seeking lateral transfer to the shift or work location where the vacancy exists. Of those applicants who are equally qualified for the vacancy, preference will be given to the employee with the greatest seniority as defined in Article 8, Section One. "Equally qualified" shall mean all employees who hold permanent status in the same job classification and possess the special skills and/or background required for the position as proscribed by management and set forth in the job posting. Under no circumstances shall a less senior employee grieve the selection of a more senior employee.

Section Three. This Article shall not be deemed to limit the agency's right to fill a vacancy by some means other than lateral transfer when the need for training, operational efficiency, staffing and service requirements, need for special skills or background, or compliance with Federal or State programs so dictate. **Such need(s), if any, shall be stated in the posting.** The agency's decision concerning such factors shall be final. However, the Union and/or the most senior qualified employee(s) requesting transfer to such vacancy, if adversely affected by such decision, shall, upon request, be provided with a formal explanation of the basis for the decision. The Union or any employee(s) may grieve a denied transfer, concerning a pattern of unreasonable denial to qualified transfer applicants up to the Office of Labor Relations whose decision shall be final.

Section Four. In order to fulfill the service needs of clients and/or the Agency mission, involuntary transfers may be necessary. Involuntary transfers shall be governed by the following:

(a) Volunteers will be solicited before involuntary transfers are made.

(b) The Employer shall not transfer an employee for disciplinary purposes, nor solely for the benefit of another.

(c) In choosing among employees in a job classification who are equally qualified, as defined in Section 2 above, for the position to which there will be a transfer the Employer shall select the least senior employee, subject to the following:

NAC 3/11/26
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1. When an employee is involuntarily transferred as provided herein, he/she shall retain the first right for return to a position, if equally qualified as defined above, in the location from which the employee transferred or when such becomes available. Failure to exercise this right of return when it first occurs will forfeit any priority claim to the position.

2. A minimum of three (3) weeks notice shall be given to the employee for the involuntary transfer.

3. Any employee whose round-trip commuting distance (home to work to home) would increase by eighty (80) miles over current commuting distance shall not be considered for such transfer.

(d) Any alleged violation of this Section shall be grievable but not arbitrable.

Section Five. The Union and the Employer recognize that there are situations when a change in work surroundings of a particular employee is in the best interest of all parties. Where such situations are present, the Agency or the Union shall apprise the other. With the agreement of the Local Union President and the Agency the transfer will be permitted.

Section Six. Local President may present possible swap opportunities to Agency HR Director or designee. Swap requests will be granted at the discretion of the Agency. Denials will be responded to within 30 days of receipt of the request. Denial of swap requests shall be neither grievable nor arbitrable.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/11/26

ARTICLE 12 – GRIEVANCE PROCEDURE

Section Nine. Arbitration.

(a) The parties shall establish a panel of three (3) arbitrators from which a specific arbitrator shall be selected on a rotational basis. Normally, arbitrators shall be scheduled to hear arbitration cases filed for hearing on a rotating basis, by alphabetical order, unless the parties agree to the contrary in any case. The expenses for the arbitrator's service and for the hearing shall be shared equally by the State and the Union, or in dismissal or suspension cases when the Union is not a party, one-half the cost shall be borne by the State and the other half by the party submitting to arbitration.

A party raising an issue of arbitrability shall do so by notifying the other party at least seven (7) working days in advance of the scheduled hearing. Such notice requirement shall be waived in instances of new evidence discovered during the arbitration hearing, except that in this event, the responding party may defer hearing the arbitrability for 7 days.

On grievances when the question of arbitrability has been raised by either party as an issue prior to the actual appointment of an arbitrator, a separate arbitrator shall be appointed at the request of either party to determine the issue of arbitrability. Whether or not a separate arbitrator has been appointed for arbitrability, upon request of either party, the hearing shall be bifurcated.

(b) The arbitration hearing shall not follow the formal rules of evidence unless the parties agree in advance, with the concurrence of the arbitrator at or prior to the time of his/her appointment. In cases of dismissals, demotions or suspension in excess of five (5) days, ~~the parties shall request the arbitrator to maintain a recording of the hearing testimony. Costs of transcription shall be borne by the requesting party. A party requesting a stenographic transcript shall arrange for the stenographer and pay the cost thereof.~~ **either party may request the services of a court reporter and shall notify the other party that such request will be made. The party requesting the court reporting services shall arrange for the Court reporter and pay the cost thereof. If both parties desire a copy of the transcript, they shall notify the reporting agency and shall equally share the cost of the reporting services, and the transcript, including a copy to be provided to the Arbitrator. If only the requesting party desires a copy of the transcript, that party shall be responsible for the full cost, including a copy for the Arbitrator. Either party may also make such a request in hearings pertaining to other matters. Upon agreement of both parties, an alternative transcription service may be utilized, with the parties equally sharing all the costs of the same.**

The State will continue its practice of paid leave time for witnesses of either party.

(c) The arbitrator or arbitration panel shall be limited to the application of the provisions of this Agreement, shall have no power to add to, subtract from, alter, or modify this Agreement, nor to grant to either party matters which were not obtained in the bargaining process, nor to

NNC 3/11/26 ECD

impose any remedy or right of relief for any period of time prior to the effective date of the Agreement, nor to grant pay retroactively for more than thirty (30) calendar days prior to the date a grievance was submitted at Step 1. The arbitrator's decision shall be final and binding on the parties in accordance with Connecticut General Statutes § 52-418, provided, however, neither the submission of questions of arbitrability to any arbitrator in the first instance nor any voluntary submission shall be deemed to diminish the scope of judicial review over arbitral awards, including awards on competent jurisdiction to construe any such award as contravening the public interest The arbitrator shall render the decision in writing no later than forty-five (45) calendar days after the conclusion of the hearing and closure of the record (i.e., following the filing any briefs), unless the parties jointly agree to extend the decision time frame. In notifying an arbitrator of an assignment, the State shall direct the arbitrator to Article 12, Section 9 (c), and the forty-five (45) calendar day time frame for issuing a decision, absent permission of the parties.

The parties may, by mutual agreement, consolidate for hearing by a single arbitrator two (2) or more grievances arising out of the same or similar fact situations or involving the same issues of contract interpretation or both.

Either party, upon written notice to the other, between March 1st and March 31st of each contract year may remove an arbitrator(s). By July 1st the parties will have a reconstituted mutually agreed upon panel of three (3) arbitrators for the succeeding year. The parties may waive the July 1 date by written agreement.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/11/26

ARTICLE 13 – COMPENSATION

Section One. General Wage Increases.

Effective and retroactive to July 1, ~~2024~~ **2025** and upon legislative approval, the base annual salary shall be increased by two and one-half percent (2.5%) for Program Supervisors who are active employees in the bargaining unit on the date of legislative ratification.

Effective **(and retroactive if necessary)** with the pay period that includes July 1, ~~2022~~ **2026**, the base annual salary for all Program Supervisors shall be increased by two and one-half percent (2.5%). The increase shall apply to all Program Supervisors who are active employees in the bargaining unit on July 1, ~~2022~~ **2026**.

Effective **(and retroactive if necessary)** with the pay period that includes July 1, ~~2023~~ **2027**, the base annual salary for all Program Supervisors shall be increased by two and one-half percent (2.5%). The increase shall apply to all Program Supervisors who are active employees in the bargaining unit on July 1, ~~2023~~ **2027**.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/11/26

ARTICLE 13 – COMPENSATION

Section Two. Annual Increments.

Effective and retroactive to the pay period that includes January 1, ~~2022~~ **2026** 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~~ **2025-2026**, 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 Program Supervisors who are active employees in the bargaining unit on the date of legislative ratification.

Effective **(and retroactive if necessary)** with the pay period that includes January 1, ~~2023~~ **2027**, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year ~~2022-2023~~ **2026-2027**, 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.

Effective **(and retroactive if necessary)** with the pay period that includes January 1, ~~2024~~ **2028**, bargaining unit members shall receive an increment of two percent (2.0%) movement within salary range in fiscal year ~~2023-2024~~ **2027-2028**, 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.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/11/26

ARTICLE 13 – COMPENSATION

Section Three. ~~Special Lump Sum Payments.~~ Fourth Year (FY 28-29) Wage and Annual Increment Reopener.

~~(a) Effective and retroactive to July 1, 2021, and upon legislative approval, full-time Program Supervisors 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 Program Supervisors. The special lump sum payment shall be paid to Program Supervisors who are an active employee on the date of legislative ratification.~~

~~(b) Effective July 1, 2022, full-time Program Supervisors 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 Program Supervisors and shall be paid in the payroll including July 1, 2022.~~

Either party, by notice in writing no sooner than January 1, 2028, may reopen Article 13 - Compensation), Section 1 (General Wage Increase) and Section 2 (a), (Annual Increments) only. All other provisions shall remain in full force and effect.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/4/26

Eileen Duggan

ARTICLE 13 – COMPENSATION

Section Four. ~~Effective ninety (90) days following Legislative Approval of this Agreement,~~ All employees shall be paid through direct deposit.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/11/26

ARTICLE 14 – COMPENSATORY TIME

Section One. All program supervisors shall be eligible for pre-approved compensatory time after ~~fifty (50)~~ **forty-eight (48)** hours of work per week. Such approval must be in writing by a manager. 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. Program supervisors are expected to use compensatory time within 12 months after it is earned; such accumulation shall expire after 12 months. Requests to use compensatory time shall be made to management as far in advance as possible. Such requests will be approved based on the operational needs of the agency. When available, program supervisors may use compensatory time accruals for pre-approved time off, in lieu of other types of accrued leave.

Section Two. Program Supervisors shall record all hours worked in a manner determined by the employer. DCF will maintain records concerning the earning and usage of compensatory time within the bargaining unit based on payroll records. The Union may request such records no more than once per quarter on a calendar-year basis.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/11/26

ARTICLE 19 – VACATION AND PERSONAL LEAVE

TA 8/25/25

Section One. Seniority as defined in Article 8, Section 1, plus war service, shall be used to determine years of service for vacation accrual eligibility. "War service" is defined as in Connecticut General Statutes Section 27-103.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/11/26

ARTICLE 19 – VACATION AND PERSONAL LEAVE

*****

Section Four. Each "day" will be computed at eight (8) hours. ~~Program Supervisors are eligible to begin taking paid vacation after completing six (6) months of service.~~ Full-time Program Supervisors appointed to permanent positions, but within their initial working test periods, are eligible to request and be granted vacation leave. Use of vacation leave during the initial working test period extends the end date of the working test period accordingly. ~~Eligible~~ Program Supervisors employed on less than a full-time basis earn vacation leave for continuous service prorated in proportion to the amount of time actually worked, and are eligible to begin taking paid vacation after completing six (6) months of service. Requests for vacation and personal leave should be made to management as far in advance as possible. Such requests will be approved based on the operating needs of the agency.

*****

Section Six. Personal Leave. In addition to vacation leave, full-time, permanent Program Supervisors and full-time Program Supervisors appointed to permanent positions, but within the initial working test period, in the State service ~~who have completed six (6) months of continuous service~~ are allowed three (3) personal leave days per calendar year. For full-time Program Supervisors appointed to permanent positions, but within their initial working test periods, who begin employment on or after July 1st of a calendar year, the number of personal leave days shall be prorated during the employee's first calendar year of employment. Such proration shall be based on the number of full calendar months remaining in the calendar year after such Program Supervisor began employment divided by six (6). Use of personal leave during the initial working test period extends the end date of the working test period accordingly. Part-time Program Supervisors who have completed six (6) months of service receive pro-rated personal leave based on the ration of the Program Supervisor's work schedule. These days may be used for personal business, including the observance of religious holidays. Personal Leave days do not accumulate from year to year; therefore, they must be used by December 31st of each calendar year.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/4/24

ARTICLE 20 – HOLIDAYS

Section One. Full-time employees shall receive ~~twelve (12)~~ **thirteen (13)** paid holidays as follows: New Year's Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, **Juneteenth,** Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day, or a day designated by the State to be observed as a holiday in lieu thereof.

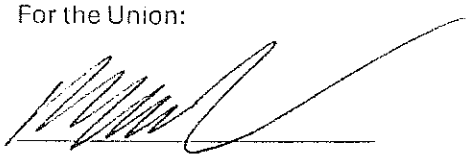
Section Two. Unless superseded in this Article, the provisions of Section 5-254 C.G.S. and the appurtenant regulations shall continue in force.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:



Date: 3/11/26

ARTICLE 26 – TRAINING

The Employer recognizes that certain benefits accrue both to the State and the employee through participation in continuing education activities, including attendance at professional conferences and seminars and enrollment in post-secondary educational programs. The appointing authority or his/her designee, working within the framework of budgetary constraints, will support these **employee pursued** activities when deemed appropriate and beneficial to all concerned. Participation in such **employee pursued** activities will be on a strictly voluntary basis, and time spent in them shall not be considered time worked~~;~~ ~~H~~however, if the employee attends a conference or seminar and **employee's** attendance is **approved** ~~sponsored~~ by the Agency, he/she shall receive his/her regular day's pay for each day of the conference or seminar. **Approval of an employee's attendance for purposes of compensation is not in and of itself approval of payment for the conference and/or seminar costs, fees, and/or other associated expenses.**

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/11/26

ARTICLE 34 – DURATION OF AGREEMENT

This Agreement shall be effective on July 1, 2021 2025 and shall expire on June 30, 2024 2029

Unless otherwise stated to the contrary, language provisions shall take effect upon Legislative Approval.

Negotiations for the successor to this Agreement shall commence with the timetable established under C.G.S. Section 5-276a(a). The request to commence negotiations shall be in writing, sent certified mail, by the requesting party to the other party.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/11/26

ARTICLE 35 – SEBAC 2017 APPLICABILITY

* * * * *

TELEWORK AND FLEXIBLE SCHEDULING

~~The parties agree that upon finalization of the statewide telework agreement, the parties shall meet and discuss its applicability to this bargaining unit.~~ This unit is a party to the State of Connecticut and SEBAC telework agreement.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/11/26

Utilize gender neutral references throughout final contract.

For the State:

Eileen Duggan

Date: 3/11/26

For the Union:

Date: 3/11/26

SUPERSEDENCE APPENDIX

AFSCME COUNCIL 4 – DCF PROGRAM SUPERVISORS - P-8

COLLECTIVE BARGAINING AGREEMENT
EFFECTIVE JULY 1, 2025 – JUNE 30, 2029

NEW PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Compensation: General Wage Increases (GWIs) 7/1/25, 7/1/26 and 7/1/27	Art. 13, Sec. 1	C.G.S. §§ 5-200(k), 5-200(m)
Compensation: Annual Increments (AIs) 7/1/25, 7/1/26 and 7/1/27	Art. 13, Sec. 2	C.G.S. §§ 5-200(k), 5-200(m)

NOTE: The above does not include supersedence appendices from prior or current contract periods; although not reprinted herein, such remain applicable.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 11, 2026

Bargaining Unit: DCF Program Supervisors (P-8)
Period of Contract: July 1, 2025 through June 30, 2029

Number of Full Time Employees:

All Funds	102
General Fund	102

Total Annual Wages (26 pay periods) All Funds: $12,126,587
Total Value of Fringe Benefits:

Annualized Basis (26 Pay Periods for All Years)

Average Full Time All Funds:	Salary	Percent Increase Gen'l Wage Increase	Al's & Lump Sums	Other	Total
Prior to New Contract:	$118,888				
1st Year Contract: 2025-2026	$123,557	2.40%	1.53%	0.00%	3.93%
2nd Year Contract: 2026-2027	$130,422	5.02%	4.68%	0.00%	9.70%
3rd Year Contract: 2027-2028	$137,670	7.79%	8.01%	0.00%	15.80%
4th Year Contract: 2028-2029	$139,827	7.90%	9.71%	0.00%	17.61%

FULL-TIME COMPENSATION SUMMARY

				Financial Impact		
All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	4th Year 2028-29	Annualized
Total Wages and Related Items	$12,126,587	$476,264	$1,176,486	$1,915,747	$2,135,778	$2,135,778
Fringe Benefits						
Value of Current Items		$63,200	$156,120	$254,220	$283,418	$283,418
TOTAL WAGES AND BENEFITS	$12,126,587	$539,464	$1,332,606	$2,169,966	$2,419,196	$2,419,196

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated March 11, 2026

		All Funds Requirement - 26 pay periods				
		2025-2026	2026-2027	2027-2028	2028-2029	Annualized
Fiscal Year 2025-2026						
(1) 2026 2.5% GWI Effective 7/1/2025		$290,476	$302,095	$302,095	$302,095	$302,095
(2) 2026 AI		$185,788	$371,576	$371,576	$371,576	$371,576
SUBTOTAL AGREEMENT ITEMS - 1st YEAR		$476,264	$673,671	$673,671	$673,671	$673,671
Fiscal Year 2026-2027						
(1) 2027 2.5% GWI Effective 7/1/2026			$306,670	$318,936	$318,936	$318,936
(2) 2027 AI			$196,146	$392,292	$392,292	$392,292
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$502,815	$711,228	$711,228	$711,228
Fiscal Year 2027-2028						
(1) 2028 2.5% GWI Effective 7/1/2027				$323,766	$336,717	$336,717
(2) 2028 AI				$207,081	$414,162	$414,162
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR				$530,847	$750,879	$750,879
TOTAL CONTRACT ITEMS - ALL FUNDS		$476,264	$1,176,486	$1,915,747	$2,135,778	$2,135,778
Total Wages		$476,264	$1,176,486	$1,915,747	$2,135,778	$2,135,778
FRINGE ANALYSIS						
Social Security	6.20%	$29,528	$72,942	$118,776	$132,418	$132,418
Medicare	1.45%	$6,906	$17,059	$27,778	$30,969	$30,969
Unemployment	0.26%	$1,238	$3,059	$4,981	$5,553	$5,553
SERS Normal Cost	3.98%	$18,955	$46,824	$76,247	$85,004	$85,004
OPEB	1.38%	$6,572	$16,236	$26,437	$29,474	$29,474
TOTAL FRINGE	13.27%	$63,200	$156,120	$254,220	$283,418	$283,418
TOTAL COST OF CONTRACT - ALL FUNDS		$539,464	$1,332,606	$2,169,966	$2,419,196	$2,419,196

749 Judicial Branch Last Best Offer 03.2026

- **Year 1: 2.5% GWI + Step Retroactive to July 1, 2025**
  - Retroactivity shall be for those on the payroll at legislative ratification and those who either retired or left the Branch in good standing between July 1, 2025 and the date of legislative ratification
  - **Section 2. Longevity.** Employees shall continue to be eligible for longevity payments through **June 30, 2029** in accordance with the existing practice except as noted below

- **Year 2: 2.5% GWI + Step**
  - Night Shift Differential increased by GWI going forward
  - Weekend Differential increased by GWI going forward and hours changed from 12:00am Saturday through 12:00am Monday

- **Year 3: 2.5% GWI + Step for all bargaining unit classifications.**
  - Haz Duty Working Conditions Stipend: increase by seventy-five ($75)
  - Top Step Lump Sum: increase by two hundred fifty dollars ($250)
  - Upgrades*;
    Maintenance Service Worker 1 will be upgraded to Grade 10
    Maintenance Service Worker 2 will be upgraded to Grade 12
    Mail Handlers will be upgraded to Grade 10

    *Any change to the salary schedule for the foregoing positions is contingent on approval by the Supreme Court.
    The upgrades for the foregoing positions will be made prior to the application of the applicable GWI and step movement for July 1, 2027.

- **Year 4: Reopener (GWI + Step only)**
  - Haz Duty Working Conditions Stipend: increase by seventy-five ($75)

Additional:

- Travel Reimbursements: equal to HTFD County GSA
- MOA: upon ratification of the contract by the General Assembly, the parties agree to negotiate an upgrade of the Claims Examiner position(s) to in the Victim Services Office to labor grade 19. Any such upgrade will be completed by 09.01.2026.-

  Note: the foregoing position and salary grade will be submitted and recommended for approval by the Supreme Court prior to January 1, 2027.

- Update Appendix E to reflect current agreements
- TA's that have already been signed are included, all other proposals withdrawn except for items that the parties are close to completing or by mutual agreement.

BC

JW

Judicial Branch/AFSCME Tentative Agreements 3/12/2026

Art. 8 Sec. 3

Section 3. Access to Premises. AFSCME **Local 749 President and/or** Council 4 employees shall be permitted to enter the work premises of the Branch at any reasonable time for the purpose of discussing, processing, or investigating filed or potential grievances or otherwise performing Union business, provided that (1) they give reasonable notice in advance to **Judicial Branch Human Resource Management and/or the Division of Public Defender Services Human Resources and** the supervisor in charge of their intent to enter the work premises, (2) they give notice of their presence immediately upon arrival to the supervisor in charge, and (3) they do not interfere with the performance of duties, **and (4) prior to entering the Juvenile Residential Centers, they comply with any and all policies promulgated by the Chief Court Administrator.** The Union will furnish the Employer with a current list of its AFSCME Council 4 staff personnel and shall maintain the currency of said list.

Art. 10 Sec. 2

Section 2. Format. Grievances shall be filed on mutually agreed upon forms and shall specify in reasonable detail: (a) the facts; (b) the issues; (c) the date of the violation alleged; (d) the controlling contract provision; (e) the remedy or relief sought. **Grievances shall normally include the information required by this subsection, though either party may request additional information prior to any grievance step.**

Art. 11 Sec. 3

Section 3. Employees promoted to a higher position within the bargaining unit shall serve a ~~three (3) month~~ **six (6) month** probationary period in that position, subject to the pertinent provisions of Section 1(a) and (b) of this Article. **An employees' time serving as Temporary Service In a Higher Class (TSHC) shall count towards the above listed (6) month probationary period.** Upon receipt of written notification of unsatisfactory performance, the employee shall be offered a position similar (not a lower pay grade) to that from which he/she was promoted. Neither the offer, nor the acceptance, of such a position shall be deemed a demotion.

Art. 12 Sec. 1

Section 1. The annual performance appraisal report shall be completed approximately three (3) but no less than two (2) months prior to the employee's annual increase date. Unless for good cause shown, late performance appraisals shall be voidable at the option of the employee. A performance appraisal will be conducted by a management

designee outside the bargaining unit, who is familiar with the employee's work, however, bargaining unit classifications in pay group 24 and above may be designated by management to conduct performance appraisals. Bargaining Unit classifications in pay groups 22 and 23 may be asked by management for input on an employees' performance appraisal, but will not conduct or otherwise be part of said performance appraisal.

When an employee is rated "unsatisfactory," the rating supervisor shall state reasons and, if practicable, suggestions for improvement. All performance appraisal reports with an overall "unsatisfactory" rating 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 and prior to its submission to the Executive Director or designee(s).

Unless the parties agree to the contrary after consultation under Section 3 of this Article, there shall be two overall ratings: "satisfactory" or "unsatisfactory." An employee receiving an "unsatisfactory" evaluation shall not receive an annual increment **and/or top step bonus.**

Art. 14 Sec. 1 b.

Section 1. Types of Discipline.

(a) Discipline includes discharge, demotion, suspension without pay, denial of an increment due to misconduct and letter of reprimand of an employee who has attained permanent status, but shall not include the non-reappointment of a person holding a statutory term of office.

(b) The employer shall not have the authority to permanently transfer any employee due to misconduct outside of proven workplace violence or harassment. Should an accusation of workplace violence or harassment be substantiated, and it is determined that a transfer shall occur, the parties shall meet and negotiate said transfer. Accordingly, transfers shown to be based on misconduct shall be voidable without regard to whether such misconduct occurred. **The employer shall have the authority to temporarily transfer an employee accused of workplace violence or harassment during the pendency of an investigation into said workplace violence or harassment for up to sixty (60) days.** ***If the temporary transfer will last more than sixty (60) days, the parties agree to meet and discuss the relevant issues.***

No additional changes to the Article Section.

Art. 19 Sec. 2

Section 2. Scheduling of Hours.

(a) Employees working a forty (40) hour workweek shall normally work Monday through Friday between the hours of 8:00 a.m. and 5:30 p.m. All subject to paragraphs (b) through (d). Start times for IAR job series shall be 8:00 am or 8:30 am, with the exception of the early morning screener positions, as determined by management.

MOA to the effect of; The work hours for the current employees in the ~~following~~ administrative offices and positions *may be outside of the above hours by mutual agreement of the parties. Language to be worked out in MOA.*

No additional changes to the Article Section.

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 8.
Union Rights

Section 1. Within ninety (90) days of the execution of this Agreement, the Union will furnish the Employer with a complete list of stewards designated to represent any segment or segments of the employees covered by this Agreement, specifying the jurisdiction and location of each steward or group of stewards. **This list shall also be provided after Union Steward training and when there are additions and subtractions to the Steward list.**

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

7/14/25
Brad Capon, Esq. **Date**
Labor Relations Director

07/14/2025
Angelica Wilson **Date**
Staff Attorney

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

07.14.2025
J. Wells **Date**
Staff Representative

14/2025
Ron Nelson **Date**
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 8.
Union Rights

Section 10. Equipment Usage. The Union President and **all Steward(s)** shall have access to Judicial fax/photocopying machines and email for the purpose of communicating on matters related to the Judicial Labor Relations office.

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

8/8/25
Brad Capon, Esq. **Date**
Labor Relations Director

08/08/25
Angelica Wilson **Date**
Staff Attorney

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

08.08.2025
J. Wells **Date**
Staff Representative

8/8/2025
Ron Nelson **Date**
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 9.
Statewide Labor Management Advisory Committee

Section 3. Committee 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. **Committee meetings shall normally alternate sites between the Union and the Agency.**

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

7/09/25
Brad Capon, Esq. **Date**
Labor Relations Director

07/14/2025
Angelica Wilson **Date**
Staff Attorney

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

07.14.2025
J. Wells **Date**
Staff Representative

7/14/2025
Ron Nelson **Date**
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 10.
Grievance Procedure

Section 8. In the event that the Employer fails to meet with the union ~~and~~/or answer a grievance within the time specified, the grievance may be processed to the next higher level and the same time limits therefore shall apply as if the Employer's answer had been timely filed on that last day. The grievant assents to the last attempted resolution by failing timely to appeal said decision, or by accepting said decision in writing.

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

7/2/25
Brad Capon, Esq. **Date**
Labor Relations Director

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

07.14.2025
J. Wells **Date**
Staff Representative

07/14/2025
Angelica Wilson **Date**
Staff Attorney

7/14/2025
Ron Nelson **Date**
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 10.
Grievance Procedure

Section 11. (3) (b)

(b) On grievances when the question of arbitrability has been raised by either party as an issue **at least two (2) calendar weeks** prior to the **scheduled arbitration date** ~~actual appointment of an arbitrator~~, the arbitrator shall, at the request of either party, conduct a separate hearing on the issue of arbitrability and shall determine that issue before further proceedings are held. In determining such questions a rebuttable presumption of arbitrability shall be applied.

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

7/14/25
~~Brad Capon, Esq.~~ Date
Labor Relations Director

07/14/2025
Angelica Wilson Date
Staff Attorney

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

07.14.2025
J. Wells Date
Staff Representative

7/14/2025
Ron Nelson Date
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 2.
Recognition

Section 1. The Judicial Branch of the State of Connecticut herein recognizes the State of Connecticut Judicial Employees Local 749, Council 4, AFSCME, AFL-CIO as the exclusive representative of the employees in permanent positions regularly working 20 or more hours per week whose job titles were placed within this bargaining unit of judicial employees by the Connecticut State Board of Labor Relations in Cases No. SE-5973, SE-5981 ~~and~~ SE-9263 **and SE-5327-A** with the exception of employees whose titles have been removed either in Cases No. SEE-9659 and SEE-9660 or by mutual agreement of the parties. Accordingly, this Agreement shall pertain only to those employees whose job titles fall within the certifications above cited, to include job titles and classifications which have been added to the Bargaining Unit since the issuance of Cases No. SE-5973, SE-5981 and SE-9263, and shall not apply to employees who are paid on the temporary payroll. Persons otherwise eligible serving a probationary period are included.

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

7/14/25
Brad Capon, Esq. Date
Labor Relations Director

07/14/2025
Angelica Wilson Date
Staff Attorney

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

07.14.2025
J. Wells Date
Staff Representative

7/14/2025
Ron Nelson Date
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 3
Union Non-Discrimination

Section 4. In the event that EEOC **or CHRO** renders a ruling affecting these provisions, either party may request a reopener to negotiate new provisions.

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

7/14/25
Brad Capon, Esq. **Date**
Labor Relations Director

07/14/2025
Angelica Wilson **Date**
Staff Attorney

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

07.14.2025
J. Wells **Date**
Staff Representative

7/14/2025
Ron Nelson **Date**
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 14.
Discipline

Section 7. ~~Disciplinary~~ Interviews

(a) ~~A~~ Union steward may attend a ~~disciplinary~~ interview as a witness for, and consultant to, an employee when ~~all~~ **any** of the following circumstances apply:

4) A steward is available within a reasonable time, ordinarily not to exceed twenty- four (24) hours. **Should a steward not be available within the twenty-four (24) hour time limit, the Union will provide an alternate time for the interview within a reasonable time period.**

The parties agree **to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

12/2/25
Brad Capon, Esq. **Date**
Labor Relations Director

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

12.02.2025
J. Wells **Date**
Staff Representative

Christina Johnson 12-2-25
~~**Angelica Wilson**~~ **Date**
~~**Staff Attorney**~~
Christina Johnson
Manager, Human Resources

12/2/2025
Ron Nelson **Date**
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 15.
Reduction in Force

Section 3. Procedures for Reduction in Force.
(1) Clerical Series. Seniority in current classification is to include continuous service full and part-time (pro-rated) in all formerly held clerical classifications from Office Clerk through Deputy Clerk, G.A. These classifications are:

Accounting Assistant
~~Accounting Clerk~~
Administrative Assistant
Administrative Clerk I and II
Administrative Secretary I
~~Assistant Juvenile Matters Clerk~~
~~Clerical Supervisor I and II~~
Court Recording Monitor
~~Court Services Clerk~~
~~Courtroom Clerk I and II~~
Court Support Services Intake Assistant
Deputy Clerk, G.A./Juvenile
~~DTO Trainee, DTO, DTO Supervisor~~
Jury Services Assistant
Juvenile Matters Clerk I and II
Office Clerk
Receptionist Clerk
Secretary I
Support Enforcement Assistant, Supervising Support Enforcement Assistant
~~Word Processing Typist Trainee, Typist, Supervisor~~

-AND-

Section 8. Seniority Tiebreaker. When employees are deemed to have equivalent seniority in class, the following shall be the method by which "ties" are broken:

(1) The employee with greater "total service" in permanent positions in the Judicial Branch shall be deemed more senior and if that does not break the tie then;
(2) The employee with greater total state service, as calculated for longevity purposes, shall be deemed more senior and if that does not break the tie, then;
(3) The determination shall be resolved ~~by drawing the name(s) of the person(s) to be deemed more senior by lot. The Union will observe said drawing of names.~~ **based on the employees' date of birth (MM/DD). The employee with the birthdate closest to the layoff date will be deemed to be the most senior for purposes of this section.**

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

7/14/25
Brad Capen, Esq. **Date**
Labor Relations Director

07/14/2025
Angelica Wilson **Date**
Staff Attorney

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

07.14.2025
J. Wells **Date**
Staff Representative

7/14/2025
Ron Nelson **Date**
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

Add to Article 21 Section 4 the following;

The branch shall use per diem staff both part time and full time in order to fill shifts to allow bargaining unit members time off.

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

12/2/25

Brad Capon, Esq. **Date**
Labor Relations Director

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

08.08.2025

J. Wells **Date**
Staff Representative

Christina Johnson 12-2-25

~~**Angelica Wilson**~~ **Date**
~~**Staff Attorney**~~

Christina Johnson
Manager, Human Resources

Ron Nelson 8/8/2025

Ron Nelson **Date**
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

Section 4. Leave Time Requests for Juvenile Detention Officers, Juvenile Detention Officer Trainees, **Juvenile Detention Officer Trainees Transitional**, Lead Juvenile Detention Officers ~~and~~ Shift Supervisors **and Shift Managers:**

Employees will be required to submit leave time requests on a quarterly basis. Requests for leave time must be given to the supervisor on the appropriate form by the first day of the month immediately preceding the start of the quarter as outlined below:

-1st Quarter - December, January and February (requests due by November 1)
-2nd Quarter - March, April, and May (requests due by February 1)
-3rd Quarter - June, July and August (requests due by May 1)
-4th Quarter - September, October and November (requests due by August 1)

Supervisors must approve/deny requests for leave time in writing to the employee by the 15th day of the first month preceding the start of the quarter as outlined as follows:

- 1st Quarter - responses due by November 15
- 2nd Quarter - responses due by February 15
- 3rd Quarter - responses due by May 15
- 4th Quarter - responses due by August 15

If employees submit their vacation requests earlier than the above-mentioned due dates, the requests will not be acted upon until the corresponding response due date mentioned above. Requests submitted after the first day of the quarter will be considered on a first come, first serve basis. **Branch employees will not hold employee requests for leave in abeyance in order to determine time off requests. Responses shall be given to the employees pursuant to the CBA and shall be given as soon as possible. Requests made outside of the contract timeline shall be responded to within three (3) business days. Employees Only need to submit one leave request regardless of the number of pay periods involved.**

Leave time requests will be ~~considered~~ **approved** by shift **and** by seniority. The most senior employee in the classification on the designated shift will be given first consideration.

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

8/8/25

Brad Capon, Esq. **Date**
Labor Relations Director

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

08-08-2025

J. Wells **Date**
Staff Representative

08/08/25

Angelica Wilson **Date**
Staff Attorney

8/8/2025

Ron Nelson **Date**
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

Section 13. Emergency Sick Leave Bank.

(a) through (f) *No change*

(g) Union appointees shall review sick bank request packets at the Judicial Branch Human Resources Management Unit **and/or via secure email** and be permitted union leave in accordance with Article 8 Section 7(c) to review such packets. Packets shall not be mailed or otherwise transmitted to Committee members and all efforts shall be made to keep sick bank request packets private and secure.

(h) *No change*

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

8/8/25
Brad Capon, Esq. **Date**
Labor Relations Director

08/08/25
Angelica Wilson **Date**
Staff Attorney

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

08.08.2025
J. Wells **Date**
Staff Representative

8/8/2025
Ron Nelson **Date**
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

Section 3. Procedures for Imposition of Discipline. Appeal Procedures.

(a) *No Change*

(b) Within **thirty (30)** ~~twenty (20)~~ days of the imposition of discipline, an employee may file a Step 3 grievance. ~~For written reprimands, the deadline remains at thirty (30) days.~~

Within fourteen (14) days after the appropriate response at Step 3, or if no response is forthcoming after the expiration of the time limit set forth in Article 10, Grievance Procedure the Union may invoke arbitration - subject to (d) in this section.

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

8/8/25
Brad Capon, Esq. **Date**
Labor Relations Director

08/08/25
Angelica Wilson **Date**
Staff Attorney

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

08.08.2025
J. Wells **Date**
Staff Representative

8/8/2025
Ron Nelson **Date**
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 14.
Discipline

Section 3. Procedures for Imposition of Discipline. Appeal Procedures.

(c) Written reprimands shall be **not be** grievable, **nor** ~~but shall not be~~ arbitrable unless and until used as grounds, in whole **or** in part, for other disciplinary action, or it constitutes the basis of a decision not to select an employee **for** a promotion as defined in this Agreement. Written reprimands and performance appraisal references **thereto**, if any, shall be removed from the employee's personnel file ~~**nine (9) eighteen (18)**~~ months from the date of issuance provided that no other disciplinary incident occurs during that period of time. 12 month

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

12/2/25
Brad Capon, Esq. **Date**
Labor Relations Director

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

12.02.25
J. Wells **Date**
Staff Representative

Cristina Johnson 12-2-25
~~**Angelica Wilson**~~ **Date**
~~**Staff Attorney**~~
Manager of Human Resources
Cristina Johnson

12/2/2025
Ron Nelson **Date**
Local 749 President

AGREEMENT BETWEEN
STATE OF CONNECTICUT JUDICIAL BRANCH
AND
STATE OF CONNECTICUT JUDICIAL EMPLOYEES LOCAL 749 AFSCME, AFL-CIO

Pursuant to the Decision and Expansion of Unit from the State Board of Labor Relations, Decision No. 5327-A, the State of Connecticut Judicial Branch ("the Branch") and State of Connecticut Judicial Employees Local 749 AFSCME, AFL-CIO ("the Union") agree as follows with regard to the integration of Shift Managers into the existing bargaining unit represented by the Union:

1. The Parties' current Collective Bargaining Agreement ("the CBA") will apply to the Shift Managers in full force and effect, with the exception of those articles and sections listed below as a part of this Agreement.

2. Article 2, Section 1: add case citation of SE-35060 to the list of decisions that have added employees to the bargaining unit.

3. Article 11, Section 1: the Parties agree that Shift Managers who are currently in their probationary period will complete a 12 month probationary period based on their hire date with the Branch. All other newly hired/promoted Shift Managers will follow the current Article 11, Section 1. language. As the Parties are currently in negotiations for a successor CBA, any changes to the language in Article 11 will be incorporated into the successor CBA.

4. Article 17, Section 1/Appendix B: as the Parties are currently in negotiations for a successor CBA, any changes to the language in Article 17, Section 1 will be incorporated into the successor CBA. However, the Parties agree that the Shift Managers will be placed in Pay Group 25 on the step that is the closest to their current rate of pay and is an increase in pay.

5. Article 17, Section 2: the Parties agree that the current contract language will apply to the Shift Managers, and their hire date with the Branch will apply for the purposes of determining their longevity payment. In addition, longevity will be determined based on the Shift Managers' placement in Pay Group 25 as reflected above.

6. Article 17, Section 11(b): the position of Shift Manager will be added to the list of "hazardous duty" job classes.

7. Article 19, Section 2(c): add the Shift Managers' current schedules to this section.

8. Article 19, Section 3: revise to state that "Meal periods shall not be counted as work-time, except for Juvenile Detention Officers and Shift Managers."

9. Article 21, Section 2. Shift Managers work a forty (40) hour per week schedule and as such, shall accrue vacation as set forth as follows: commencing with the first day of the calendar month following execution of this Agreement, vacation accrual for Shift Managers shall be governed by terms of the CBA.

10. Article 21, Section 4: add Shift Managers to list of positions regarding Leave Time Requests.

11. Article 35, Section 2: add Shift Managers to list of positions regarding Uniforms.

12. Appendix C: the position of Shift Manager will be added to the list of positions regarding Shift Bidding. Any time spent as a Juvenile Detention Shift Manager shall count toward bid shift seniority.

13. Appendix E: the Parties agree to revise Paragraph 2.k of the Detention Time Off Agreement dated March 3, 2020 as follows:

    "Only one Shift Manager shall be granted time off per day." The Branch shall have the discretion on whether to replace the Shift Manager for the day.

FOR THE UNION

Ron Nelson, 749 President

J.Wells, C4 Staff Representative

DATE

05.30.2025

FOR THE BRANCH

Brad Capon Esq., Deputy Director HR

/s/ Gabriel J. Jiran
Gabriel Jiran Esq.

DATE

5/27/25

MEMORANDUM OF AGREEMENT
Between
THE STATE OF CT JUDICIAL BRANCH
And
LOCAL 749, AFSCME, COUNCIL 4

Re: Article 19, Section 3 – Meal Periods

THE PARTIES AGREE AS FOLLOWS:

1. Article 19, Section 3 (Meal Periods) of the parties' collective bargaining agreement shall be amended as follows:

For full time employees, meal periods shall be one (1) hour, forty-five (45), or thirty (30) minutes at the option of the employee during the term of this agreement; except for COLP employees whose meal period shall be thirty (30) minutes in accordance with the Memorandum of Agreement dated February 8, 2023. Meal periods shall be scheduled close to the middle of a shift, subject to the operating needs of the jurisdiction as determined by officials in charge. Meal periods shall, except in unusual circumstances, be considered duty free. (free of duty and can leave work site). **Meal periods shall not be counted as work-time, except for Juvenile Detention Officers, Lead Judicial Detention Officers, Shift Supervisors, Shift Managers, and Juvenile Detention Food Service staff.** The voluntary omission of a meal period in whole or in part shall not modify the starting or leaving time schedule.

2. This agreement shall be part of and incorporated into the successor collective bargaining agreement.

AFSCME/LOCAL 749	6/11/2025 Date
AFSCME/COUNCIL 4	06.11.2025 Date
Judicial Branch, Human Resource Mgmt.	6/12/25 Date

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 26.

Holidays

Section 1. Holidays. For the purposes 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, **Juneteenth** Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day.

(a) no change

**The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

7/14/25
Brad Capon, Esq. Date
Labor Relations Director

07/14/2025
Angelica Wilson Date
Staff Attorney

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

07.14.2025
J. Wells Date
Staff Representative

7/14/2025
Ron Nelson Date
Local 749 President

THE STATE OF CONNECTICUT
Judicial Branch
And
AFSCME
LOCAL 749 OF COUNCIL #4

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

ARTICLE 34.
Seniority

Section 2. Seniority shall be a relevant or controlling factor in the following areas:
(a) *No Change*
(b) *No Change*
(c) Shift assignment of Juvenile Detention Officers **Series and Shift Managers** as provided in Article 19, Section 2(c) (2); **and 2 (c), (d), and (e)**
(d) *No Change*

The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.

FOR THE JUDICIAL BRANCH OF STATE OF CONNECTICUT

8/8/25
Brad Capon, Esq. **Date**
Labor Relations Director

08/05/25
Angelica Wilson **Date**
Staff Attorney

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

08.08.2025
J. Wells **Date**
Staff Representative

8/8/2025
Ron Nelson **Date**
Local 749 President

Judicial Branch

SEBAC Agreement costs associated with the four-year proposal (Fiscal Year 2026-2029)

BU 43	AFSCME		# of Positions = Judicial - General Fund	1360
			Probate Court	7
Number of pay periods	26	26	26	26
Annual Wage Costs '(1)				
Regular Wages	93,447,778.30			
Overtime	764,904.47			
Longevity	1,545,330.19			
Night Differential	700.27			
Weekend Differential	86,747.27			
Selective Shift-Shift Diff Bail	72,800.00			
Hazard Duty	186,150.00			
Accumulative Leave	594,702.21			
Auto Availability	70,214.00			
On Call/Standby Pay	8,966.10			
Total Annual Wages	96,778,292.81			

Increase Costs	Fiscal Year 2025 - 2026	Fiscal Year 2026- 2027	Fiscal Year 2027 - 2028	Fiscal Year 2028 -2029
2026				
AI	1,486,688.20	1,486,688.20	1,486,688.20	1,486,688.20
2.50 %GWI	2,325,628.70	2,325,628.70	2,325,628.70	2,325,628.70
Overtime	19,237.58	19,237.58	19,237.58	19,237.58
Longevity	52,894.44	52,894.44	52,894.44	52,894.44
Top Step $1,250	447,539.06	447,539.06	447,539.06	447,539.06
Night Differential	199.51	199.51	199.51	199.51
Weekend Differential	2,168.68	2,168.68	2,168.68	2,168.68
Selective Shift-Shift Diff Bail	182.00	182.00	182.00	182.00
Hazard Duty	8,066.50	8,066.50	8,066.50	8,066.50
Accumulative Leave	14,867.56	-	-	-
Auto Availability	-	-	-	-
On Call/Standby Pay	224.15	224.15	224.15	224.15
Total	**4,357,696.38**	**4,342,828.82**	**4,342,828.82**	**4,342,828.82**
2027				
AI	-	1,513,640.47	1,513,640.47	1,513,640.47
2.50 %GWI	-	2,417,295.04	2,417,295.04	2,417,295.04
Overtime	-	19,718.52	19,718.52	19,718.52
Longevity		152,087.35	152,087.35	152,087.35
Top Step $1,250		499,679.69	499,679.69	499,679.69
Night Differential		204.50	204.50	204.50
Weekend Differential	-	57,754.68	57,754.68	57,754.68
Selective Shift-Shift Diff Bail		186.55	186.55	186.55
Hazard Duty	-	8,268.16	8,268.16	8,268.16
Accumulative Leave	-		-	-
Auto Availability	-	-	-	-
On Call/Standby Pay	-	229.75	229.75	229.75
Total	-	**4,669,064.71**	**4,669,064.71**	**4,669,064.71**
2028				
AI	-	-	1,343,194.48	1,343,194.48
2.50 %GWI	-		2,519,887.32	2,519,887.32
Overtime	-	-	20,211.48	20,211.48
Longevity	-	-	166,824.90	166,824.90
Top Step $1,500	-	-	732,037.50	732,037.50
Night Differential	-	-	209.61	209.61
Weekend Differential			59,198.55	59,198.55
Selective Shift-Shift Diff Bail	-	-	191.21	191.21
Hazard Duty+$75	-	-	24,899.87	24,899.87
Accumulative Leave	-	-		0.00
Auto Availability	-	-	-	0.00
On Call/Standby Pay	-	-	235.50	235.50
Total	-	-	**4,866,890.42**	**4,866,890.42**
2029				
AI	-	-	-	
2.50 %GWI	-	-	-	
Overtime	-	-	-	
Longevity	-	-	-	
Top Step $1,500	-	-	-	
Night Differential	-	-	-	
Weekend Differential				
Selective Shift-Shift Diff Bail	-	-	-	
Hazard Duty+$75	-	-	-	16,835.63
Accumulative Leave	-	-	-	-
Auto Availability	-	-	-	-
On Call/Standby Pay	-	-	-	241.39
Total	-	-	-	**17,077.01**
Total				
AI	1,486,688.20	3,000,328.67	4,343,523.15	4,343,523.15
2.50 %GWI	2,325,628.70	4,742,923.74	7,262,811.06	7,262,811.06
Overtime	19,237.58	38,956.10	59,167.58	59,167.58
Longevity	52,894.44	204,981.79	371,806.69	371,806.69
Lump Sum-Top Step	447,539.06	947,218.75	1,679,256.25	1,679,256.25
Night Differential	199.51	404.01	613.62	613.62
Weekend Differential	2,168.68	59,923.36	119,121.91	119,121.91
Selective Shift-Shift Diff Bail	182.00	368.55	559.76	559.76
Hazard Duty	8,066.50	16,334.66	41,234.53	58,070.15
Accumulative Leave	14,867.56	-	-	-
Auto Availability	-	-	-	-
On Call/Standby Pay	224.15	453.90	689.40	930.79
Total Financial Impact	**4,357,696.38**	**9,011,893.53**	**13,878,783.95**	**13,895,860.96**
Annualized Costs		13,369,589.91	27,248,373.86	41,144,234.83
Average Salary	71,633.83	73,424.68	75,260.29	77,141.80

(1) Annual Wages and the expenses shown are only inclusive of those items that are affected by the 2.5% COLA.

	FY 26	FY 27	FY 28	Total
AFSCME	$ 635,062	$ 664,459	$ 689,641	$ 1,989,161
Total	**$ 635,062**	**$ 664,459**	**$ 689,641**	**$ 1,989,161**

	FY 25 Base	FY 26 Cost	FY 26 Revised Cost
AFSCME JPE PDS	11,092,479	635,062	11,727,541

	FY 26 Base	FY 27 Cost	FY 27 Revised Cost
AFSCME JPE PDS	11,643,649	664,459	12,308,109

	FY 27 Base	FY 28 Cost	FY 28 Revised Cost
AFSCME JPE PDS	12,161,063	689,641	12,850,704

Tentative Agreement – State of Connecticut Judicial Branch and Connecticut State Employees Association, SEIU Local 2001, Supervising Judicial Marshals

The following tentative agreement is reached in order to resolve all open issues between the parties, and along with the previously signed tentative agreements of February 11, and February 20, 2026 (attached hereto) constitutes the full tentative agreement of the parties:

Financial Agreements:

1. General Wage Increases (including those reflected in the Ricci Award)
    a. Years 1 through 3, 2.5% GWI
    b. Year 4 reopener
2. Steps
    a. Years one and two steps as per normal practice
    b. Year 3, steps as per normal practice except delayed 6 months.
    c. Year 4 reopener
    d. Grid adjustments
        i. Effective July 1, 2027, SJM grid replaced with 2024 SG23 Grid as increased by the three 2.5% general wage increases. (Members placed on same numbered step)
3. Lump sum
    a. Years 1-2 as per current language
    b. Year 3 and forward, raised to $1,500

4. Shift Differential
    a. Year 2 increase to $1 per hour
    b. Years 3 and forward – increase by GWI

5. Shoe & Uniform Allowance
    a. Years 1 & 2 -- no change
    b. Year 3 – increase to $200 per annum shoes
    c. Year 4 – increase to $150 per annum uniforms

6. Administrative Stipend
    a. Years 1& 2 & 3– no change
    b. Year 4 – increase by $350

7/14/26
For the Branch

3/11/2026
For the Union

February 11 Tentative Agreements —_

Revise Article XII as follows:

ARTICLE XII - Discipline

Section 1. Types of Discipline. All discipline under this Article shall be for just cause. Discipline includes discharge, demotion, suspension without pay, and letter of reprimand of an employee who has attained non-probationary status.

The employer shall have the authority to transfer and/or reassign an employee due to alleged misconduct only in the specific circumstances in which such misconduct has been substantiated and the transfer is required to remedy misconduct tied to the specific location where the misconduct occurred, or during the pendency of an investigation into such misconduct. In such case, the transfer shall be to a location within the same judicial district unless otherwise mutually agreed. Accordingly, transfers shown to be based on misconduct shall be voidable in all other circumstances without regard to whether such misconduct occurred.

In cases which involve on-duty ~~serious~~ misconduct, including use of force in an official capacity which results in death or serious physical injury ~~a criminal investigation or the disposition of a criminal charge~~ and where it has been determined by the Employer that the presence of the employee at work could be harmful to the public, employees or state property, the employee may be placed on a paid leave of absence or assigned to administrative duties to permit investigation ~~for a period of up to sixty (60) calendar days. The paid leave under this section may be extended for the period of the pre-discipline procedure and the discipline notice period. Unpaid leave is not permitted for any purpose under this article.~~

[section 2-5 unchanged] Section 6, add new paragraph (e):

(e) The Employer will provide the Union with all reports of investigative findings at least 1 business day before the scheduled pre disciplinary meeting/hearing.

Revise Article XVII (c) & (d) and add new (e) as follows:

(c) Management retains the right to determine and fill manpower requirements, to allocate and reallocate Supervisory Judicial Marshals as appropriate to meet the needs of the Judicial Branch. Management will make every effort to provide at least two weeks' notice where such reallocation would involve a change in work hours. In courthouses that have two or more lieutenants with differing work schedules, the senior employee shall have the choice of such schedules.

(d) ~~(d)~~ Nothing herein shall preclude Management from reassigning Supervisory Judicial Marshals to different duties or different locations to assure that changing staffing needs (which the parties recognize can develop without notice) are met. Where such reassignments take place during or prior to a workday, mileage reimbursement mileage shall be paid in accoordance to Judicial Branch policy.

(e) Exchanging of shifts and flexible shifts. Employees working in the same facility may exchange shifts provided:

i. The shift exchange involves shifts occurring on the same day.
ii. No additional cost to the Branch.
iii. The employee's supervisor is given reasonable notice and approves swap.
iv. The Branch is not responsible for enforcing agreements between employees.
v. Approval of shift changes is subject to revocation as dictated by department needs.

Nothing herein shall preclude a supervisor from approving the use of flexing shifts as permitted by Judicial Policy #502.

Revise Article 26 as follows:

ARTICLE XXVI - Transfers For Operational Reasons and Assignments

~~Section 1. Definitions. A transfer shall be defined as the change in location of an employee from one judicial district to another judicial district. An assignment is defined as the change of an employee from one work site to another within the same district. Assignment shall be construed to include reassignment.~~

~~Section 2. A permanent transfer is defined as a permanent, indefinite change in judicial district. Any such transfer shall be made by inverse seniority within the judicial district from which the Employer decides the transfer will be made.~~

Section 1. Definitions. A transfer shall be defined as the change of an employee from one Judicial District to another Judicial District within the Judicial Branch and within the same job classification. An assignment is defined as the change of an employee from one worksite to another within the same district and within the same job classification. Assignment shall be construed to mean reassignment.

The employer decides the location from which and to which transfers will be made.

Section 2. A permanent transfer is defined as a permanent, indefinite change in judicial district. Permanent transfers shall first be attempted on a voluntary basis with accordance with the inverse seniority in the job class involved and in the location from which the transfer is being made. Seniority

for the purposes of this Article is defined as current continuous service as a full time bargaining unit employee in the Judicial Branch.

(a) If such a transfer will require an employee to commute a distance of fifteen (15) miles or greater one way in addition to the distance he/ she commuted before the transfer, the Employer and the Union shall meet to discuss alternatives at the request of the Union. Any agreement reached by the parties at this meeting shall supersede the provision of this section regarding seniority as a factor in transfers. An employee who has been involuntarily transferred shall have the right to return to his/ her original judicial district prior to the hiring of a new employee or transfer of an employee to that judicial district.

(b) Bargaining unit members who have successfully completed their initial or promotional probationary period who are interested in transfer- ring to a different Judicial District shall submit their request for transfer utilizing the transfer list option on the Judicial Branch on-line recruitment site.

(c) When the Employer has determined that a position will be filled in a bargaining unit position, except in compelling circumstances, the position will be filled on the basis of seniority by any bargaining unit member in that classification who has filed a request for transfer to the location of the position to be filled in accordance with this article prior to making any new hiring decisions for such locations.

(d) Notwithstanding the language above, the parties will maintain current practice with respect to assignments to the Training Academy.

Section 3. A temporary transfer is defined as a temporary relocation to a different judicial district. Ordinarily such transfers shall not exceed sixty (60) calendar days. No employee will be required to be in temporary transfer status for more than 120 calendar days in any calendar year. In making temporary transfers the Employer shall consider the wishes of employees, seniority, and operational needs; provided however, its determination shall not be subject to review under Article VIII., Grievance Procedures. Employees in temporary transfer status shall receive mileage in accordance with Judicial Branch practice.

Section 4. Assignments within a judicial district shall be determined by the Employer. However, if an assignment involves a change of shift (not simply a change in hours) for the affected employee, and if the affected employee is not the least senior employee in the judicial district, the Employer shall meet and confer with the Union, preferably at least thirty (30) days prior to the effective date of the assignment.

Section 5. In Districts with 24-hour facilities, when a day shift assignment becomes available on a permanent basis within that District, a day shift assignment in the District will first be offered to employees on the 2nd and 3rd shifts in seniority order prior to filling through promotion, hire or transfer. For the Centralized Transportation Unit, shifts starting on or before 11:00 a.m. will be considered day shift assignments.

Section 6. Facility Assignments. The Employer shall solicit annually written expression of interest, in assignment to a particular courthouse/facility within the district where the Supervising Judicial Marshal is assigned, to become effective on the first day of

the pay period that includes July 1. Each full time employee shall be provided with a bid sheet to indicate his/her preference for courthouse/facility, even if it is to remain in his/her current courthouse/facility. If the Supervising Judicial Marshal is not a work during the solicitation period, the Employer will make reasonable efforts to contact him/her to ascertain their expression of interest.

Positions in the Supreme Court, the Appellate Court, and the Training Academy shall be exempt from this facility bidding procedure.

When making annual assignments to courthouses/facilities, seniority shall govern, subject to predefined requirements and other legitimate operational issues, as determined by management, which shall be disclosed to the union. Seniority for the purpose of the annual bidding process shall be the length of continuous service as a Supervising Judicial Marshal. The Union may grieve and if necessary arbitrate a pattern of departures from seniority in making annual assignments under this paragraph without legitimate operational need. In situations where extenuating circumstances have created an operational deficiency requiring the filling of a facility assignment (for example, resignation, leaves of absence) outside of the bid period, the Chief shall make a temporary assignment, taking into consideration employee preferences expressed in the last annual bid, pending completion of the next bid period. Lieutenants will receive written confirmation of their facility assignments within 1 week of the deadline.

/s/ Bradley J. Capon
For the Branch

For the Union

February 20th Tentative Agreements

Revise Article VIII, Section 6 as follows:

Section 6. The Grievance Procedure.
Step I. A grievance may be submitted within the fourteen (I4) day period specified in Section 4 to the employee's first supervisor in the chain of command who is outside the bargaining unit, as such supervisor may be designated by the Chief Court Administrator or his/her designee. Such supervisor ~~shall~~ **may** meet with the Union representative, or the grievant, or both, and issue a written response within seven (7) days after such meeting but not later than fourteen (14) days after the submission of the grievance.

Add to Article 32, as follows:

Section 1**1.** The Branch will provide official retirement IDs no larger than a post card to retirees.

/s/ Bradley J. Capon
For the Branch

For the Union

Judicial Branch

SEBAC Agreement costs associated with the four-year proposal (Fiscal Year 2026-2029)

BU 80	CSEA-SEIU-Supervising Marshal		# of Positions = 42	General Fund
Number of pay periods	26	26	26	26
Annual Wage Costs				
Regular Wages	3,915,478.86			
Longevity	102,073.92			
Overtime	161,814.62			
Accumulative Leave	168,759.53			
Total Annual Wages	**4,348,126.93**			

Increase Costs	Fiscal Year 2025 - 2026	Fiscal Year 2026 - 2027	Fiscal Year 2027- 2028	Fiscal Year 2028 -2029
2026				
AI	54,343.72	54,343.72	54,343.72	54,343.72
2.50% GWI	85,010.04	85,010.04	85,010.04	85,010.04
Longevity	2,497.39	2,497.39	2,497.39	2,497.39
Top Step $1,250	5,000.00	5,000.00	5,000.00	5,000.00
Overtime	4,045.00	4,045.00	4,045.00	4,045.00
Administrative Stipend-$650		-	-	-
Clothing/Cleaning-$100		-	-	-
Safety Shoe-$100		-	-	-
Accumulated Leave			-	-
Total	**150,896.15**	**150,896.15**	**150,896.15**	**150,896.15**
2027				
AI		55,702.31	55,702.31	55,702.31
2.50% GWI		89,494.83	89,494.83	89,494.83
Longevity		11,859.43	11,859.43	11,859.43
Top Step $1,250		5,000.00	5,000.00	5,000.00
Overtime		4,045.37	4,045.37	4,045.37
Administrative Stipend-$650				
Clothing/Cleaning-$100				
Safety Shoe-$100				
Accumulated Leave			-	-
Total	-	**166,101.94**	**166,101.94**	**166,101.94**
2028				
AI			65,961.10	65,961.10
2.50% GWI			303,378.65	303,378.65
Longevity			29,512.49	29,512.49
Top Step $1,500			1,000.00	1,000.00
Overtime			4,146.50	4,146.50
Administrative Stipend-$650			-	-
Clothing/Cleaning-$150			-	-
Safety Shoe-$200			4,200.00	4,200.00
Accumulated Leave			-	
Total	-	-	**408,198.74**	**408,198.74**
2029				
AI				
GWI				-
Longevity				
Top Step $1,500				-
Overtime				-
Administrative Stipend-$1000				14,700.00
Clothing/Cleaning-$150				2,100.00
Safety Shoe-$100				-
Accumulated Leave				-
Total	-	-	-	**16,800.00**
Total				
AI	54,343.72	110,046.03	176,007.13	176,007.13
GWI	85,010.04	174,504.87	477,883.52	477,883.52
Longevity	2,497.39	14,356.82	43,869.31	43,869.31
Top Step $1,500	5,000.00	10,000.00	11,000.00	11,000.00
Overtime	4,045.00	8,090.37	12,236.87	12,236.87
Administrative Stipend	-	-	-	14,700.00
Clothing/Cleaning	-	-	-	2,100.00
Safety Shoe	-	-	4,200.00	4,200.00
Accumulated Leave	-	-	-	-
Total Financial Impact	**150,896.15**	**316,998.09**	**725,196.83**	**741,996.83**
Annualized Costs	**150,896.15**	**467,894.24**	**1,193,091.06**	**1,935,087.89**
Average Salary	**86,637.44**	**88,803.37**	**91,023.46**	**93,299.04**

(1) Annual Wages and the expenses shown are only inclusive of those items that are affected by the 2.5% COLA.

Tentative Agreement – State of Connecticut Judicial Branch and International Brotherhood of Police Officers Local 731 (IBPO)

The following tentative agreement is agreed to in order to resolve all open issues between the parties, incorporates all prior tentative agreements, and thereby constitutes the full tentative agreement of the parties:

Union 1: Article 7, Section 6(c) revised as follows:

> (c) In each contract year there shall be a bank of hours for use by the Union to conduct its business during that year. The bank shall consist of a total of one thousand (1000) hours of leave for the entire IBPO bargaining unit per contract year. Any unused bank hours shall rollover to the next contract year. **The branch shall provide the Union with an updated accounting of the available union leave hours on July 1st of each fiscal year.**

Union 2: Article 8, Section 8 revised as follows:

> For the purpose of the time limits hereunder, ``days" shall mean calendar days ~~unless otherwise specified~~. However, such ``days" shall not include periods of time, including full days, when the Judicial Branch is closed as a result of inclement weather or legal holiday. The parties to the grievance procedure may, by mutual agreement, extend time limits. The Chief Court Administrator or his/ her designee, and the Union, may, by mutual agreement in writing, waive any or all of the Steps hereinbefore cited.

Union 3: Article 15, Section 4 (b)

> (c) When making annual assignments to facilities, seniority shall govern, subject to pre-defined requirements (e.g. CDL on particular shifts) and other legitimate operational issues, as determined by management, which shall be disclosed to the union. The union may grieve and if necessary arbitrate a pattern of departures from seniority in making annual assignments under this paragraph without legitimate operational need. In situations where extenuating circumstances have created an operational deficiency requiring the filling of a facility assignment (for example, resignation, leaves of absence) outside of the bid period, the Chief shall make a temporary assignment, taking into consideration employee preferences 18 expressed in the last annual bid, pending completion of the next bid period. **(NEW) When an unexpected daily operational deficit requires a temporary reassignment to another facility, other than a legitimate operational**

issue, inverse seniority shall be the deciding factor when there are no volunteers.

Union 4: Article 17, Section 7

Section 7. Shift Holdovers: Shift Holdover is defined as any employee who is not released at the end of his/her assigned shift due to unforeseen circumstances and/or delays outside the control of the employer, or arising from matter(s) outside the normal course of business. In such situations it is understood that employees may from time to time be required to work past the end of their shift (e.g. transportation, trials, holdovers caused by short notice of absence). In such cases an employee may be required to work overtime out of rotation. Such situations shall not be subject to equalization. When **transportation duties** ~~CTU~~ holdovers are grieved, if the union successfully argues at Step III or Step IV that the overtime was foreseeable, the remedy for the grievant will be to be paid at the rate of double-time pay. This will apply to **transportation duties** ~~CTU~~ holdovers only.

Union 5: Article 15, Section 4 (c)

(c) When making annual assignments to facilities, seniority shall govern, subject to pre-defined requirements (e.g. CDL on particular shifts) and other legitimate operational issues, as determined by management, which shall be disclosed to the union. The union may grieve and if necessary arbitrate a pattern of departures from seniority in making annual assignments under this paragraph without legitimate operational need. In situations where extenuating circumstances have created an operational deficiency requiring the filling of a facility assignment (for example, resignation, leaves of absence) outside of the bid period~~, the Chief shall make a temporary assignment, taking into consideration employee preferences expressed in the last annual bid, pending completion of the next bid period~~ **yearly bid sheets shall be utilized.**

Union 6: Article 12, Section 6 **(e)**

(e) The Union shall be notified and copied on letters of probationary separation.

Union 8: Article 21, Section 4 (c)

(c) in the event of death in the immediate family when as much as five (5) working days' leave with pay may be granted. **Funeral leave requests**

shall take priority over other leave requests. Immediate family means spouse (including civil union partner), father, mother, sister, brother or child, and also any relative who is domiciled in the employee's household;

Union 9 and 33: Add the following to Article 12 as a new paragraph:

The Branch shall copy the Union on any written communication with a member scheduling an investigation, hearing, and/or disposition of discipline about that member.

Union 11 &b Branch 2: Article 15, Section 2 (b)

(b) Bargaining unit members who are interested in transferring to a different Judicial District shall submit their request for transfer utilizing the transfer list option on the Judicial Branch on-line recruitment site or by mailing in a request that states their name, employee number, classification title, current Judicial District and those Judicial Districts to which they wish to transfer to the Administrative Services Division Human Resource Management Unit. **The Branch will designate an email address for Judicial Marshals who wish to have their transfer request withdrawn. When an employee is chosen for an upcoming transfer opportunity, they will be notified in writing, by mail and email. If the employee fails to decline the transfer within five (5) business days of that notification, they will not be able to rescind that transfer. They will be transferred to the new Judicial District and will have to reapply through the online system for any future transfer.**

Union 12-15: Appendix 2 – Field Training Officer

Separate MOA- Parties agree to meet and review the process as soon as practicable after ratification of the CBA by General Assembly.

Union 16: Article 12, Section 6 (9)

(9) The Branch will provide the Union information relevant to pre-disciplinary administrative proceedings, including, but not limited to, investigator notes and initial complaints. If the Branch deems it necessary to redact and/or otherwise withhold information in response to such an information request, the Branch will state in writing, its reasons for doing so.

Union 17: Article 25, Section 2 (a)

~~(a) A Judicial Marshal who has held a valid CDL with required endorsements for some period of time since December 1, 2000 and whose license has been revoked, not renewed, or otherwise relinquished for reasons other than a documented medical reason shall not progress on the Judicial Marshal salary scale (or shall revert to Step 4 if he/she has progressed to a higher step) unless and until he/she obtains and maintains a valid CDL with required endorsements, in which case he/she shall resume step advancement at his/her next annual increment date. The term "medical reason" does not include drug use that is illegal under state law.~~

(a) A Judicial Marshal who has held a valid CDL and whose license has been determined to not be in good standing for reasons other than documented medical reason will have 60 days to provide Judicial with a valid CDL license, with all required endorsements, If valid CDL license is not provided he/she shall not progress on the Judicial Marshals salary scale (or shall revert to step 7 if he/she has progressed to a higher step). Unless and until he/she obtains and maintains a valid CDL with required endorsements, except as provided in (d) below.

Union 19: Article XXVIII

A Judicial Marshal who interviews for a promotional opportunity within the Judicial Marshal Services, will be notified in writing of their status following the interview and given the name of the compliance coordinator on the interview to contact for feedback on their interview.

Union 20: Article XXI

Section 4. *Special Leave of Absence.* Any eligible employee may be granted special leave of absence with pay chargeable to accrued sick leave for the following reasons:

(a) for medical or dental treatment for which arrangements cannot be made outside of working hours;
(b) when his/her presence at duty will expose others to contagious disease;
(c) in the event of death in the immediate family when as much as five (5) working days' leave with pay may be granted. Immediate family means spouse (including civil union partner), father, mother, sister, brother or child, and also any relative who is domiciled in the employee's household;
(d) in the event of ~~critical~~ illness or ~~severe~~ injury in the immediate family, as defined in (c) above, creating an emergency requiring the attendance or aid of the employee, when as much as ten (10) days leave with pay in a calendar year may be granted
(e) going to, attending, and returning from funerals of persons

other than members of the immediate family, if prior permission is requested of and granted by the employee's supervisor.

Union 21: Article 12, Section 1

Section 1. Types of Discipline. Discipline includes discharge, demotion, suspension without pay, denial of a pay increase due to misconduct, or letter of reprimand, of an employee who has attained non-probationary status. No such discipline shall be imposed without just cause.

In cases which involve on-duty serious misconduct, including use of force in an official capacity which results in death or serious physical injury a criminal investigation or the disposition of a criminal charge and where it has been determined by the Employer that the presence of the employee at work could be harmful to the public, employees or state property, the employee may be placed on a paid leave of absence or assigned to administrative duties to permit investigation.

Additional Agreements:

The Memorandum of Agreement re the 5 a.m. work shift at CTU signed 8/21/24 shall be attached to the CBA.

Financial Agreements:

1. General Wage Increases (including those reflected in the Ricci Award)
    a. Years 1 through 3, 2.5% GWI
    b. Year 4 reopener
2. Steps
    a. Years one and two steps as per normal practice
    b. Year 3, steps as per normal practice except those with placement adjustments due to the grid adjustment reflected below.
    c. Year 4 reopener
    d. Grid adjustments
        i. Lead Judicial Marshal's Grid increased by 4.5% for each step effective July 1, 2027
        ii. Judicial Marshals Grid, Steps 5-10 replaced with steps 4 to 9 of the 2024 SG15 Grid as increased by the three 2.5% general wage increases.
3. Lump sum
    a. Years 1-2 as per current language
    b. Year 3 and forward, raised to $1,500

4. Shift Differential
    a. Year 2 increase to $1 per hour
    b. Years 3 and forward – increase by GWI

5. Shoe Allowance
    a. Years 1 and 2 – no change
    b. Years 3 and forward – increase to $200 per annum

6. Provided that materially similar agreements affect Judicial Marshals transferring to the Executive Branch, the parties agree to replace Article XXV Sections 1(b) and (c) as follows:

> **(b)** All Judicial Marshals shall spend one (1) year as probationary employees.
>
> **Judicial Marshals who transfer into the Judicial Branch from another state agency shall be slotted into the pay scale in accordance with Branch policy.** Following successful completion of the training period at the academy, Judicial Marshals **at Step 1 of the pay scale,** who meet all necessary qualifications will be advanced to Step 2 of pay group 1 of the pay scale. This advancement will take place on the first day of the first full pay period following completion of the academy. At the end of the probationary period they must meet all necessary qualifications. New employees who do not possess a CDL license at the 31 end of the

probationary period will be discharged with no recourse to the grievance/arbitration process.

(b) At the end of the probationary period Judicial Marshals **at Step 2 of the pay scale,** who meet all necessary qualifications will advance to Step 3 of pay group 1 of the Judicial Marshal schedule. This advancement is not an annual increment but is in lieu of their next scheduled annual increment. **Judicial Marshals hired into the Judicial Branch at Step 3 or above will remain in that step until such time as their next annual increment,** After successful Completion of their probationary Period.

BL
DL

3/11/2026
For the Union

3/12/26
For the Branch

Judicial Branch

SEBAC Agreement costs associated with the four-year proposal (Fiscal Year 2026-2029)

BU 65	IBPO-Professional		# of Positions = Judicial - General Fund	532
Number of pay periods	26	26	26	26
Annual Wage Costs				
Regular Wages	32,544,803.06			
Overtime	1,138,612.18			
Longevity	223,988.49			
Accumulative Leave	467,956.75			
Total Annual Wages	**34,375,360.48**			
Increase Costs	**Fiscal Year 2025 - 2026**	**Fiscal Year 2026 - 2027**	**Fiscal Year 2027- 2028**	**Fiscal Year 2028 -2029**
2026				
AI	463,162.18	463,162.18	463,162.18	463,162.18
2.50% GWI	797,835.26	797,835.26	797,835.26	797,835.26
Longevity	11,081.39	11,081.39	11,081.39	11,081.39
Top Step $1,250	103,250.00	103,250.00	103,250.00	103,250.00
Overtime	28,465.30	28,465.30	28,465.30	28,465.30
Clothing/Cleaning-$100		-	-	-
Safety Shoe-$100		-	-	-
Accumulated Leave	11,698.92	11,698.92	11,698.92	11,698.92
Total	**1,415,493.05**	**1,415,493.05**	**1,415,493.05**	**1,415,493.05**
2027				
AI	-	475,528.72	475,528.72	475,528.72
2.50% GWI		835,245.84	835,245.84	835,245.84
Longevity		55,094.02	55,094.02	55,094.02
Top Step $1,250		103,250.00	103,250.00	103,250.00
Overtime	-	29,176.93	29,176.93	29,176.93
Clothing/Cleaning-$100	-	-	-	-
Safety Shoe-$100	-	-	-	-
Accumulated Leave	-	-	-	-
Total	-	**1,498,295.51**	**1,498,295.51**	**1,498,295.51**
2028				
AI	-	-	622,202.49	622,202.49
2.50% GWI	-	-	3,619,320.51	3,619,320.51
Longevity	-	-	145,128.82	145,128.82
Top Step $1,500	-	-	123,900.00	123,900.00
Overtime	-	-	29,906.36	29,906.36
Clothing/Cleaning-$100	-	-	-	
Safety Shoe-$300	-	-	118,600.00	118,600.00
Accumulated Leave	-	-	-	-
Total	-	-	**4,659,058.18**	**4,659,058.18**
2029				
AI	-	-	-	
2.50% GWI	-	-	-	
Longevity	-	-	-	
Top Step $1,500	-	-	-	-
Overtime	-	-	-	-
Clothing/Cleaning-$100	-	-	-	-
Safety Shoe-$100	-	-	-	-
Accumulated Leave	-	-	-	-
Total	-	-	-	-
Total				
AI	463,162.18	938,690.90	1,560,893.39	1,560,893.39
2.50% GWI	797,835.26	1,633,081.10	5,252,401.61	5,252,401.61
Longevity	11,081.39	66,175.41	211,304.23	211,304.23
Top Step $1,500	103,250.00	206,500.00	330,400.00	330,400.00
Overtime	28,465.30	57,642.23	87,548.59	87,548.59
Clothing/Cleaning-$100	-	-	-	-
Safety Shoe-$100	-	-	118,600.00	118,600.00
Accumulated Leave	11,698.92	11,698.92	11,698.92	11,698.92
Total Financial Impact	**1,415,493.05**	**2,913,788.56**	**7,572,846.74**	**7,572,846.74**
Annualized Costs		4,329,281.61	11,902,128.35	19,474,975.09
Average Salary	64,304.45	65,912.06	77,243.21	79,174.29

(1) Annual Wages and the expenses shown are only inclusive of those items that are affected by the 2.5% COLA.

JUDICIAL BRANCH AND JPE NEGOTIATIONS

TENTATIVE AGREEMENTS

March 13, 2026

BRANCH PROPOSAL 1

ARTICLE 10.

Grievance Procedure

Section 1. Definitions; Purpose. (no change)

Section 2. Format. Grievances shall be filed on mutually agreed upon forms and shall specify in reasonable detail: (a) the facts; (b) the issue; (c) the date of the violation alleged; (d) the controlling contract provision; (e) the remedy or relief sought. A copy of every grievance filed shall be forwarded to the Manager of Labor Relations simultaneously with its filing at any step.

~~In the event a form is unclear or incomplete and not in compliance with this Section, the Employer shall make his/her best efforts to handle the grievance as he understands it.~~

(New language)

Any grievance which fails to include all of the information required by this section shall not be adjusted until such time as the grievance is amended to include all of the information required. ~~All~~ The timelines contained in Section 4 ~~remain in effect~~will be tolled pending the submission of the amended grievance.

Section 3. (No change)

Section 4. (No change)

Section 5. (No change)

Section 6. Step 1. Supervisor. A grievance may be submitted within the 30-day period specified in Section 4 to the employee's first supervisor in the chain of command who is outside the bargaining unit, as such supervisor may be designated by the Chief Court Administrator or his designee after consultation with the Union. Such supervisor ~~shall~~ **may** meet with the Union representative, or the grievant, or both, and issue a written response within 7 days after such meeting but not later than 14 days after the submission of the grievance. **If no meeting occurs and/or if no written response is provided, after fourteen (14) days of the submission of the grievance, the grievance moves to Step 2 of the grievance procedure.**

Step 2. Executive Director or designee; Chief Public Defender or designee; Probate Court Administrator or designee. (No change)

Step 3. Chief Court Administrator. (New language) When the answer at Step 2 does not resolve the grievance, the grievance shall be submitted by the Union representative, or the grievant, or both, to the

Chief Court Administrator or his designee within fourteen (14) days of the response at Step 2. Within ~~fourteen (14)~~ **thirty (30)** days after receipt of the grievance, a meeting ~~shall ordinarily~~ **may** be held with the employee, or the Union, or both, and a written response shall be issued within thirty (30) days after receipt of the grievance.

Step 4. Arbitration. (No change)

Section 7. (No change)

Section 8. (New language) In the event that the Employer fails to **meet with the union and/or** answer a grievance within the time specified, the grievance may be processed to the next higher level and the same time limits therefore shall apply as if the Employer's answer had been timely filed on that last day.

The grievant assents to the last attempted resolution by failing timely to appeal said decision, or by accepting said decision in writing.

Section 9. (No change)

Section 10. (No change)

Section 11. Arbitration.

(a)(1) **(No change)**

(2) **(No change)**

(3) **Procedures; Cost; Attendance (New language)**

(b) On grievances when the question of arbitrability has been raised by either party as an issue prior to the ~~actual appointment of an arbitrator~~ **arbitration**, the arbitrator shall, at the request of either party, conduct a separate hearing on the issue of arbitrability and shall determine that issue before further proceedings are held. In determining such questions a rebuttable presumption of arbitrability shall be applied. Any challenge to the arbitrability of a grievance shall be submitted at least ten (10) calendar days prior to the initial arbitration date.

Section 12. (No change)

Section 13. (No change)

Section 14. (No change)

BRANCH PROPOSAL 2

ARTICLE 11.

Probationary Period

Section 1. (New language)

(a) The probationary period shall be deemed an extension of the hiring process, or, where applicable, the examination process. Accordingly, permanent status in a duly authorized full-time or part-time position will be attained by the employee after the conclusion of a satisfactory probationary period of twelve (12) months of continuous employment **in the bargaining unit**, unless, prior to the conclusion of such period, the employee's appointing authority **and/or designee reports**~~, Administrative Judge or Executive Director reports, in writing, to the Chief Court Administrator of the Judicial Branch~~ that the employee is unable or unwilling to perform his duties so as to merit continuance in such position and is, consequently, to be terminated as of a specific date not later than the termination date of the applicable probationary period.

BRANCH PROPOSAL 4

ARTICLE 13.

Personnel Files

Section 1. (No change)

Section 2. (No change)

Section 3. (No change)

Section 4. This article shall not be deemed to prohibit supervisors from maintaining written notes or records on an employee's performance or conduct for the purpose of preparing performance appraisals and other appropriate purposes.

Such notes or records shall not be admissible in any appeal unless merged into a service rating or personnel record within one year of the date on which such notes or records were prepared.

~~An employee on his/her request shall be permitted to examine and copy, during normal business hours and at his/her expense, all notes or records placed in his/her supervisor's file. Said notes or records not subsequently incorporated into a service rating shall, upon request of the employee, be expunged after one (1) year.~~ Requests by employees to review a supervisor's file shall be governed by the Freedom of Information Act. Requests by the Union to review a supervisor's file shall be governed by the terms of the collective bargaining agreement and the State Employee Relations Act.

BRANCH PROPOSAL 5

ARTICLE 14.

Discipline

Section 1. Types of Discipline. (New language)

(a) No employee who has attained permanent status shall be discharged, demoted, suspended without pay or reprimanded except for just cause.

(b) In addition to the foregoing, the employer shall have the authority to transfer any employee due to misconduct related to **substantiated** harassment, a hostile work environment, discrimination, **and/**or workplace violence.

(c) **(New language) The employer shall have the authority to temporarily transfer an employee accused of misconduct related to harassment, a hostile work environment, discrimination, and/or workplace violence during the pendency of an investigation into said misconduct. The Branch will make reasonable efforts to transfer the employee to the work location closest to the employee's assigned location. In the event that two or more employees are involved in the same incident and are alleged to have engaged in the same conduct, the Branch will give the most senior employee the option of being transferred first.**

Section 2. Authority to Discipline. (No change).

Section 3. Procedures for Imposition of Discipline. Appeal Procedures.

(a) (No change)

(b) (No change)

(c) (No change)

(d) **(New language)** Written reprimands and performance appraisal references thereto, if any, shall be removed from the employee's personnel file one (1) year from the date of issuance provided that no other disciplinary incident occurs during that period of time. Notwithstanding the above, written reprimands shall continue to be grievable but shall not be arbitrable unless and until used as grounds, in whole or in part, for other disciplinary action, or constitute the basis of a decision not to select an employee for a promotion as defined in this Agreement. In any arbitration proceedings alleging that a reprimand constituted the basis of a decision not to select an employee for a promotion, the remedy shall be limited to the removal of the reprimand from the employee's personnel record. Accordingly, no remedy affecting the selection for a promotion shall be available.

Section 4. (No change)

Section 5. (No change)

Section 6. Disciplinary Interviews. (a) A union steward may attend a disciplinary interview as a witness for, and consultant to, an employee when all of the following circumstances apply:

(1) (No change)

(2) (No change)

(3) (No change)

(4) **(New language)** A steward is available within a reasonable time, ordinarily not to exceed twenty-four (24) hours. **Should a steward not be available within the twenty-four (24) hour time limit, the Union will provide an alternate time for the interview within forty-eight (48) hours, provided that the alternate time falls within the working hours of a steward.**

(5) (No change)

(6) (No change)

(7) (No change)

(b) (No change)

(c) (No change)

BRANCH PROPOSAL 7/UNION PROPOSAL 2

ARTICLE 19.

Hours of Work

Section 1. Regular Workweek. (No change)

Section 2. Scheduling of Hours. (New language)

(a) Full-time employees normally work Monday to Friday between the hours of 7:30 a.m. and ~~5:30 p.m.~~ **6:00 p.m.** in accordance with one of the following schedules:

7:30 a.m. to 4:00 p.m.	7:45 a.m. to 4:15 p.m.	
8:00 a.m. to 4:30 p.m.	8:00 a.m. to 4:45 p.m.	8:00 a.m. to 5:00 p.m.
8:15 a.m. to 4:45 p.m.	8:15 a.m. to 5:00 p.m.	8:15 a.m. to 5:15 p.m.
8:30 a.m. to 5:00 p.m.	8:30 a.m. to 5:15 p.m.	8:45 a.m. to 5:15 p.m.
9:00 a.m. to 5:30 p.m.	**9:00 a.m. to 6:00 p.m.**	**9:15 a.m. to 6:00 p.m.**
	9:30 a.m. to 6:00 p.m.	

The Executive Director or designee can approve hours outside the foregoing listed hours based on operational needs. Approval must be based upon an employee's request. Nothing in this article shall suggest or authorize that the Executive Director or their designee can unilaterally assign work hours outside the ranges described above.

(b-e) (No change)

BRANCH PROPOSAL 10

APPENDIX B

Progressions and annual increments for the Adult Probation Officer series, the Family Relations Counselor series, and the Juvenile Probation Officer series:

Example: Adult Probation Officer series (note: this example demonstrates how the following language will be applied to the Adult Probation Officer series, the Family Relations Counselor series, and the Juvenile Probation Officer series)

Adult Probation Officer Trainee, Pay Group 19-Step 1, may progress to Adult Probation Officer I, Pay Group 24-Step 1, effective the first day of the first full payroll period following the anniversary date.

For any Adult Probation Officer I hired after the full ratification of this agreement, Adult Probation Officer I may receive an annual increment (A.I.) to Pay Group 24-Step 2, effective the first day of the first full payroll period following one year **experience** as an Adult Probation Officer I. Adult Probation Officer I may progress to Adult Probation Officer II, Pay Group 27-Step 1, effective the first day of the first full payroll period following one year **experience** as an Adult Probation Officer I in Pay Group 24-Step 2.

The above-described progression shall be the exclusive mechanism for step placement during the passage from Trainee to Adult Probation Officer II.

Adult Probation Officer II with a Pay Group 27-Step 1 effective date between April 2 and October 1 shall thereafter have a January A.I. date.

Adult Probation Officer II with a Pay Group 27-Step 1 effective date between October 2 and April 1 shall thereafter have a July A.I. date.

All progressions or step increases are subject to the provision of Article 12, Performance Appraisal, and provision regarding the General Wage Increase.

(Moved from Exhibit A of Appendix F)

For Assistant Clerk - Appellate, Assistant Reporter of Judicial Decisions, Motions Staff Attorney and Staff Attorney, the following pay group progression, based on satisfactory performance, will continue **in accordance with the current practice:**

Year 1 - Employees will start in pay group 26, step 97. Year 2 - pay group 26, step 98

Year 3 - pay group 30, step 97

Year 4 - pay group 30, step 98

Year 5 - pay group 30, step 99

Year 6 - pay group 32, step 98

Progression through pay group 32 will continue when annual increments are provided by the CBA.

UNION PROPOSAL 3:

The Branch proposes that the time for employees to use non-FLSA compensatory time be extended from six months to ~~nine~~ twelve months. Employees ~~would still~~will no longer have the option of requesting an additional three months to use the compensatory time.

UNION PROPOSAL 7:

The Branch agrees to create an Assistant Clerk, GA/JD with bar admission at Pay Grade 27. This position will be created effective July 1, 2027. In order to be eligible, employees must possess and maintain an active bar admission in the State of Connecticut. The Branch does not agree to create Assistant Clerk I, II, and III positions.

If an Assistant Clerk, GA/JD is upgraded under the foregoing proposal effective July 1, 2027, the employee will be moved to the same step in Pay Grade 27 that they held in Pay Grade 26 prior to the upgrade. The employee will not be eligible for an annual increment during fiscal year 2027-2028.

NOTE: ~~any new~~the foregoing positions and salary grades will be submitted and recommended for approval ~~must be approved~~ by the Supreme Court prior to July 1, 2027.

UNION PROPOSAL 8:

The Branch agrees to create a Court Officer with bar admission at Pay Grade 27. This position will be created effective July 1, 2027. In order to be eligible, employees must possess and maintain an active bar admission in the State of Connecticut. The Branch does not agree to create Court Officer I, II, and III positions.

If a Court Officer is upgraded under the foregoing proposal effective July 1, 2027, the employee will be moved to the same step in Pay Grade 27 that they held in Pay Grade 26 prior to the upgrade. The employee will not be eligible for an annual increment during fiscal year 2027-2028.

NOTE: ~~any new~~the foregoing positions and salary grades will be submitted and recommended for approval ~~must be approved~~ by the Supreme Court prior to July 1, 2027.

UNION PROPOSAL 9:

The Branch agrees to increase the top step lump sum by $250 effective July 1, 2027.

UNION PROPOSAL 13:

———July 1, 2025: 2.5% and annual increment/top step lump sum for all bargaining units (as awarded by Arbitrator)

———July 1, 2026: 2.5% and annual increment/top step lump sum for all bargaining units

———July 1, 2027: 2.5% and annual increment/top step lump sum for all bargaining units

July 1, 2028: reopener on general wage increase and annual increment/top step lump sum for all bargaining units. Other issues may be discussed during the reopener upon mutual agreement of the parties.

UNION PROPOSAL 15:

The Branch proposes the following parameters for negotiating term limits for non-HD assignments:

Negotiations will commence following ratification of the collective bargaining agreement by the General Assembly. If the parties are unable to reach an agreement prior to the end of calendar year 2026, either party may request interest arbitration under SERA. Should impasse be reached and interest arbitration be utilized to settle the dispute, the issue(s) before the arbitrator shall not be whether term limits shall be applied, but rather the duration and how term limits shall be applied.

BRANCH PROPOSAL RE: PUBLIC DEFENDER'S OFFICE

APPENDIX B

Social Worker 1's (Public Defender's) are assigned to Salary Group 19, Social Worker 2's are assigned to Salary Group 24, and Social Worker 3's are assigned to Salary Group 26. Progression of Social Workers shall take place as follows: under normal circumstances, entry level Social Workers will be hired at Salary Group 19-1. After completion of two years of service, with satisfactory annual performance appraisals, a Social Worker

I will progress to Social Worker 2 in Salary Group 24-step 1 on their next annual increment date. After completion of four years of service, with a satisfactory performance appraisal, a Social Worker 2 will progress to Social Worker 3 in Salary Group 26-step 1 or to the lowest step in Salary Group 26 that provides for at least the value of the Annual Increment in Salary Group 24.

FOR THE UNION

3/16/2026

FOR THE JUDICIAL BRANCH

3/16/26

Judicial Branch

SEBAC Agreement costs associated with the four-year proposal (Fiscal Year 2026-2029)

BU 42 AFT-Professional

# of Positions =	
Judicial - General Fund	1200
Probate Court	0
PTP/TVU	0
Banking	10

Number of pay periods	26	26	26	26
Annual Wage Costs				
Regular Wages	117,878,276.43			
Overtime	108,099.82			
Longevity	2,396,648.04			
Night Differential	8,439.17			
Weekend Differential	2,364.96			
GPS Monitoring	801,626.04			
Accumulative Leave	1,442,375.86			
Auto Availability	397,441.00			
On Call/Standby Pay	863,854.16			
Total Annual Wages	**123,899,125.48**			
Increase Costs	**Fiscal Year 2025 - 2026**	**Fiscal Year 2026- 2027**	**Fiscal Year 2027 - 2028**	**Fiscal Year 2028 -2029**
2026				
AI	869,950.77	869,950.77	869,950.77	869,950.77
2.50 %GWI	2,936,613.82	2,936,613.82	2,936,613.82	2,936,613.82
Overtime	2,702.50	2,702.50	2,702.50	2,702.50
Longevity	119,278.12	119,278.12	119,278.12	119,278.12
Lump Sum-Top Step ($1,250)	548,125.00	548,125.00	548,125.00	548,125.00
Night Differential	210.98	210.98	210.98	210.98
Weekend Differential	59.12	59.12	59.12	59.12
GPS Monitoring	20,040.65	20,040.65	20,040.65	20,040.65
Accumulative Leave	36,059.40	-	-	-
Auto Availability	9,936.02	9,936.02	9,936.02	9,936.02
On Call/Standby Pay	21,598.85	21,598.85	21,598.85	21,598.85
Total	**4,564,575.24**	**4,528,515.84**	**4,528,515.84**	**4,528,515.84**
2027				
AI	-	889,843.26	889,843.26	889,843.26
2.50 %GWI	-	3,034,921.47	3,034,921.47	3,034,921.47
Overtime		2,770.06	2,770.06	2,770.06
Longevity	-	191,811.91	191,811.91	191,811.91
Lump Sum-Top Step ($1,250)	-	548,125.00	548,125.00	548,125.00
Night Differential		216.25	216.25	216.25
Weekend Differential		60.60	60.60	60.60
GPS Monitoring		17,376.99	17,376.99	17,376.99
Accumulative Leave			-	-
Auto Availability	-	10,184.43	10,184.43	10,184.43
On Call/Standby Pay		22,138.82	22,138.82	22,138.82
Total	**-**	**4,717,448.79**	**4,695,309.97**	**4,695,309.97**
2028				
AI	-	-	912,089.35	912,089.35
2.50 %GWI	-	-	3,165,807.51	3,165,807.51
Overtime			2,839.31	2,839.31
Longevity	-	-	425,944.47	425,944.47
Lump Sum-Top Step $1,500	-	-	657,750.00	657,750.00
Night Differential		-	221.66	221.66
Weekend Differential		-	62.11	62.11
GPS Monitoring		-	17,811.41	17,811.41
Accumulative Leave		-	-	-
Auto Availability		-	10,439.04	10,439.04
On Call/Standby Pay	-	-	22,692.29	22,692.29
Total	-	-	**5,215,657.16**	**5,215,657.16**
2029				
AI				
2.50 %GWI				
Overtime				
Longevity				
Lump Sum-Top Step $1,500				
Night Differential				
Weekend Differential				
GPS Monitoring				
Accumulative Leave				
Auto Availability				
On Call/Standby Pay				
Total	-	-	-	-
Total				
AI	869,950.77	1,759,794.03	2,671,883.38	2,671,883.38
2.50 %GWI	2,936,613.82	5,971,535.29	9,137,342.80	9,137,342.80
Overtime	2,702.50	5,472.56	8,311.88	8,311.88
Longevity	119,278.12	311,090.03	737,034.50	737,034.50
Lump Sum-Top Step ($1,250)	548,125.00	1,096,250.00	1,754,000.00	1,754,000.00
Night Differential	210.98	427.23	648.90	648.90
Weekend Differential	59.12	119.72	181.83	181.83
GPS Monitoring	20,040.65	37,417.64	55,229.05	55,229.05
Accumulative Leave	36,059.40	-	-	-
Auto Availability	9,936.02	20,120.45	30,559.49	30,559.49
On Call/Standby Pay	21,598.85	43,737.67	66,429.96	66,429.96
Total Financial Impact	**4,564,575.24**	**9,245,964.63**	**14,439,482.97**	**14,439,482.97**
Annualized Costs		13,810,539.86	28,250,022.83	42,689,505.79
Average Salary	106,095.33	108,747.72	111,466.41	114,253.07

(1) Annual Wages and the expenses shown are only inclusive of those items that are affected by the 2.5% COLA.

CBA COLA increases by BU FY26 thru FY29-to OFA-USE THIS ONE!

Judicial Branch

SEBAC Agreement costs associated with the four-year proposal (Fiscal Year 2026-2029)

BU 52	AFT-Professional		# of Positions = 189	
			Judicial - General Fund	181
			Probate Court	8
Number of pay periods	26	26	26	26
Annual Wage Costs				
Regular Wages	19,625,891.15			
Longevity	356,630.73			
Overtime	12,962.02			
Accumulative Leave	3,700.82			
Auto Availability	6,655.00			
On Call/Standby Pay	97,671.31			
Total Annual Wages	**20,103,511.03**			

Increase Costs	Fiscal Year 2025- 2026	Fiscal Year 2026 - 2027	Fiscal Year 2027 - 2028	Fiscal Year 2028 -2029
2026				
AI	414,074.62	414,074.62	414,074.62	414,074.62
2.50% GWI	499,340.73	499,340.73	499,340.73	499,340.73
Longevity	19,897.59	19,897.59	19,897.59	19,897.59
Top Step $1,250	25,781.25	25,781.25	25,781.25	25,781.25
Overtime	324.05	324.05	324.05	324.05
Accumulative Leave	92.52		-	-
Auto Availability	155.30	155.30	155.30	155.30
On Call/Standby	2,441.78	2,441.78	2,441.78	2,441.78
Total	**962,107.84**	**962,015.32**	**962,015.32**	**962,015.32**
2027				
AI	-	401,151.87	401,151.87	401,151.87
2.50% GWI	-	527,084.88	527,084.88	527,084.88
Longevity	-	82,263.19	82,263.19	82,263.19
Top Step $1,250	-	45,937.50	45,937.50	45,937.50
Overtime	-	94.83	94.83	94.83
Accumulative Leave	-		-	-
Auto Availability	-	159.18	159.18	159.18
On Call/Standby	-		-	-
Total	-	**1,056,691.46**	**1,056,437.44**	**1,056,437.44**
2028				
AI	-	-	389,580.00	389,580.00
2.50% GWI	-	-	554,974.44	554,974.44
Longevity	-	-	52,570.43	52,570.43
Top Step $1,500	-	-	55,743.75	55,743.75
Overtime	-		96.73	96.73
Accumulative Leave	-			-
Auto Availability	-	-	163.16	163.16
On Call/Standby	-	-	-	-
Total	-	-	**1,053,128.51**	**1,053,128.51**
2029				
AI				
2.50% GWI				
Longevity				
Top Step $1,500				
Overtime				
Accumulative Leave				
Auto Availability				
On Call/Standby				
Total	-	-	-	-
Total				
AI	414,074.62	815,226.49	1,204,806.49	1,204,806.49
2.50% GWI	499,340.73	1,026,425.61	1,581,400.05	1,581,400.05
Longevity	19,897.59	102,160.78	154,731.21	154,731.21
Lump Sum -Top Step	25,781.25	71,718.75	127,462.50	127,462.50
Overtime	324.05	418.88	515.61	515.61
Accumulative Leave	92.52	-	-	-
Auto Availability	155.30	314.48	477.64	477.64
On Call/Standby	2,441.78	2,441.78	2,441.78	2,441.78
Total Financial Impact	**962,107.84**	**2,018,706.78**	**3,071,581.27**	**3,071,581.27**
Annualized Costs	962,107.84	2,980,814.62	6,052,395.89	9,123,977.16
Average Salary	113,726.48	116,569.64	119,483.89	122,470.98

(1) Annual Wages and the expenses shown are only inclusive of those items that are affected by the 2.5% COLA.

CBA COLA increases by BU FY26 thru FY29-to OFA-USE THIS ONE!

Judicial Branch

SEBAC Agreement costs associated with the four-year proposal (Fiscal Year 2026-2029)

BU58	AFT-Professional Law Clerks		# of Positions = 23	General Fund
Number of pay periods	26	26	26	26
Annual Wage Costs				
Regular Wages	3,862,970.71			
Longevity	83,615.57			
Accumulative Leave	-			
Total Annual Wages	**3,946,586.28**			

Increase Costs	**Fiscal Year 2025-2026**	**Fiscal Year 2026-2027**	**Fiscal Year 2027-2028**	**Fiscal Year 2028-2029**
2026				
AI	55,408.40	55,408.40	55,408.40	55,408.40
2.5% GWI	90,183.59	90,183.59	90,183.59	90,183.59
Longevity	3,639.76	3,639.76	3,639.76	3,639.76
Top Step $1,250	10,000.00	10,000.00	10,000.00	10,000.00
Total	**159,231.75**	**159,231.75**	**159,231.75**	**159,231.75**
2027				
AI		49,088.43	49,088.43	49,088.43
2.5% GWI		94,327.48	94,327.48	94,327.48
Longevity		20,748.62	20,748.62	20,748.62
Top Step $1250		11,250.00	11,250.00	11,250.00
Total	-	**175,414.53**	**175,414.53**	**175,414.53**
2028				
AI			50,315.64	50,315.64
GWI			98,429.57	98,429.57
Longevity			26,583.61	26,583.61
Top Step $1,500			13,500.00	13,500.00
Total	-	-	**188,828.82**	**188,828.82**
2029				
AI				
GWI				
Longevity				
Top Step $1,500				
Total	-	-	-	-
Total				
AI	55,408.40	104,496.83	154,812.47	154,812.47
GWI	90,183.59	184,511.07	282,940.64	282,940.64
Longevity	3,639.76	24,388.38	50,971.99	50,971.99
Top Step	10,000.00	21,250.00	34,750.00	34,750.00
Total Financial Impact	**159,231.75**	**334,646.28**	**523,475.10**	**523,475.10**
Annualized Costs	159,231.75	493,878.03	1,017,353.13	1,540,828.23
Average Salary	167,835.55	172,031.44	176,332.23	180,740.53

(1) Annual Wages and the expenses shown are only inclusive of those items that are affected by the 2.5% COLA.

	FY 26	FY 27	FY 28	FY 29	Total
AFT	$ 260,940	$ 257,925	$ 265,840	$ -	$ 784,706
Total	**$ 260,940**	**$ 257,925**	**$ 265,840**	**$ -**	**$ 784,706**

	FY 25 Base	FY 26 Cost	FY 26 Revised Cost
Division of Public Defender Services AFT 41 Members	$ 4,322,335.91	$ 260,940.24	$ 4,583,276.15

	FY 26 Base	FY 27 Cost	FY 27 Revised Cost
Division of Public Defender Services AFT 41 Members	$ 4,514,112	$ 257,925	$ 4,772,037

	FY 27 Base	FY 28 Cost	FY 28 Revised Cost
Division of Public Defender Services			
AFT 41 Members	$ 4,697,304	$ 265,840	$ 4,963,145

	FY 28 Base	FY 29 Cost	FY 29 Revised Cost
Division of Public Defender Services			
AFT 41 Members	$ 4,886,835	$ -	$ 4,886,835

TENTATIVE AGREEMENTS

FOR A SUCCESSOR AGREEMENT

TO THE 2021-2025 COLLECTIVE BARGAINING AGREEMENT

between

STATE OF CONNECTICUT DIVISION OF CRIMINAL JUSTICE

- and -

CRIMINAL JUSTICE EMPLOYEES

LOCAL 749, COUNCIL 4, AFSCME, AFL-CIO

Last Updated: October 6, 2025

TA 2/25/2025

DIVISION PROPOSAL #1

ARTICLE 2

RECOGNITION

Section 1. The Division of Criminal Justice of the State of Connecticut herein recognizes the Union as exclusive representative of the full-time employees in permanent positions whose job titles were placed within this bargaining unit by the Connecticut State Board of Labor Relations in Cases No. SEE-9659, ~~and~~ SEE-9660, **and SEE-34635,** and full-time employees in the classification of Juvenile Investigator and Appellate Secretary.

Accordingly, this Agreement shall pertain only to those employees whose job titles fall within the certification and classification above cited and shall not include employees who are paid on the temporary payroll. Persons otherwise eligible serving a working test period are included.

Section 2. If a newly created or acquired job classification is included in the unit by agreement or otherwise, the initial pay group placement shall be negotiated upon request of the Union. Disputes concerning pay groups shall not be grievable or arbitrable.

TA 2/25/2025

DIVISION COUNTER

ARTICLE 8
UNION RIGHTS

Section 7. Release Time for Union Business.

a. Delegates to the biennial AFSCME Convention not to exceed ~~two (2)~~ **three (3)** for the AFSCME bargaining unit shall be granted, subject to operating needs and prior notification to the Chief State's Attorney, leave without loss of pay or benefits, for five (5) days to attend such convention.

b. Delegates to the annual Connecticut State AFL-CIO Convention not to exceed ~~two (2)~~ **three (3)** for the AFSCME bargaining unit shall be granted, subject to operating needs and prior notification to the Chief State's Attorney, leave without loss of pay or benefits for three (3) days to attend such convention.

TA 2/25/2025

DIVISION COUNTER

ARTICLE 9
LABOR MANAGEMENT MEETINGS

Section 1. Upon request of either the Union or the Division, the parties shall schedule a meeting at a mutually agreeable time to discuss any matter of concern relating to working conditions, such as administration of this Agreement, labor-management relations, or efficiency and increased productivity. When making a request for a meeting, the requesting party shall indicate the topics it desires to discuss. Normally, each party shall not have more than **five (5).** ~~three (3)~~ representatives at such meeting. These meetings shall not be bargaining sessions.

TA 2/25/2025

DIVISION COUNTER

ARTICLE 10

GRIEVANCE PROCEDURE

Section 2.

...

A steward may **email a grievance or arbitration filing to the representative of the Division identified in the applicable step. A steward may also** use Division photocopying machines to make copies of a grievance ~~to be filed with a representative of the Division and may use a Division fax machine or electronic mail to transmit a grievance or arbitration filing if time constraints do not permit mailing.~~ In all cases, Division business shall take priority in use of photocopying or fax machines. Management and Union officers, stewards or representatives shall continue to use such methods of communication as they have used in the past for scheduling and resolving grievances.

TA 2/25/2025

DIVISION COUNTER

ARTICLE 10

GRIEVANCE PROCEDURE

Section 7. Extension of Time Limits. For the purpose of the time limits hereunder, "days" means calendar days unless otherwise specified. The parties by mutual agreement may extend time limits **and may agree to waive Step I and/or Step II of the grievance process.** ~~The Division may waive Step I by notifying the steward and/or Step II by notifying the Union office.~~

TA 2/25/2025

DIVISION PROPOSAL #3

ARTICLE 10

GRIEVANCE PROCEDURE

Section 10. Arbitration.

...

e. Attendance. The Employer shall grant reasonable time off to employees to attend an arbitration proceeding for the purpose of testifying. The Union shall provide reasonable notice, ordinarily ~~three (3)~~ **five (5)** or more days, of the employees it wishes to be excused for such attendance.

...

TA 2/25/2025

UNION COUNTER TO DIVISION PROPOSAL #4

ARTICLE 11

PROBATIONARY PERIOD

Section 1. Duration and Extension of Probation.

a. The probationary period shall be deemed an extension of the hiring process or, where appropriate, the examination process. Accordingly, permanent status in a duly authorized full-time position will be attained by the employee after the conclusion of a satisfactory probationary period of six (6) months of continuous employment unless, prior to the conclusion of such period, a management designee reports, in writing, to the Chief State's Attorney that the employee is unable or unwilling to perform his/her duties so as to merit continuance in such a position and is, consequently, to be terminated as of a specific date not later than the termination date of the applicable probationary period. No employee may voluntarily transfer during their probationary period. **For purposes of the probationary period, the six (6) months of continuous employment period may be extended by a period equal to a continuous leave of absence of ten (10) days or more, taken for any reason.**

...

TA 10/6/2025

DIVISION COUNTER TO UNION PROPOSAL # 10

ARTICLE 11

PROBATIONARY PERIOD

Section 1. Duration and Extension of Probation.

b. The employee shall be rated on the criteria, inter alia, of the quality of work, the quantity of work, dependability, conduct, attendance, physical and mental capacity to perform the work assigned, judgment, ability to deal with people, and, if applicable, supervisory ability. Upon receipt of such written notification at any time within the six (6) month period, the Chief State's Attorney or his designee may direct the removal of the employee's name from the payroll effective on the date specified in the written notification, unless the employee is appointed to another position in the Division of Criminal Justice for which he/she may be better suited. **The Division shall follow Policy 211, as it may be amended from time to time.**

TA 2/25/2025

DIVISION PROPOSAL #5

ARTICLE 12

SERVICE RATINGS

Section 1. The annual service ratings shall be completed approximately two (2) months and not less than one month prior to the employee's annual increase date. The employee shall be rated on a form developed by the Division and mutually agreed to by the Union which shall include the criteria, inter alia, of the quality of work, the quantity of the work, dependability, conduct, attendance, physical and mental capacity to perform the work assigned, judgment, ability to deal with people, and, if applicable, supervisory skill and performance of supervisory duties. A service rating will be conducted by the employee's immediate supervisor. When an employee is rated "unsatisfactory" ~~or in "need of improvement,"~~ the rating supervisor shall state reasons and, if practicable, suggestions for improvement. All service ratings of overall "unsatisfactory" 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 and prior to its submission to the Chief State's Attorney. A copy of all service ratings of overall "unsatisfactory" shall also be provided to the Union President within seven (7) days after receipt of such service rating by the Director of Human Resources.

A Clerical Supervisor whose service rating includes areas related to his or her performance of supervisory duties which are unsatisfactory ~~or in need of improvement~~ shall be required to develop a performance improvement plan which shall be subject to the approval of his or her superior. A copy of any such performance improvement plan shall be provided to the Union President within seven (7) days after receipt of such performance improvement plan by the Director of Human Resources. Failure to satisfactorily complete the performance improvement plan shall result in reassignment to a non-supervisory position following a meeting with the employee and the Union.

An employee receiving an overall "unsatisfactory" evaluation shall not receive an annual increment.

...

TA 10/6/2025

DIVISION COUNTER TO UNION PROPOSAL 21

ARTICLE 17

(new section) **In the event that the Division determines that an employee has been overpaid, the employee will be notified in writing, and the Division shall meet with the affected employee and the Union to discuss repayment. This section shall not be subject to any mid-term bargaining or the Grievance Procedure of this Agreement. The Division shall arrange to recover such overpayment from the employee over the same period of time the overpayment was made unless the Division and employee agree to some other arrangement or unless the parties are directed to recover the payment over a specific time by some outside agency.**

TA 2/25/2025

DIVISION PROPOSAL #6

ARTICLE 19

HOURS OF WORK

Section 1. Regular Workweek.

a. The regular standard workweek is defined as the number of hours of work normally scheduled to be performed in a seven day period beginning Friday (12:01 a.m.) and ending Thursday (midnight).

b. The standard work week shall be thirty-seven and one-half (37.5) hours per week **excluding the Paralegal Specialist Classification which shall have a standard work week of forty (40) hours per week.**

Section 2. Scheduling of Hours.

...

b. The normal work schedule for all employees **except the Paralegal Specialist Classification** shall be 8:30 a.m. to 5:00 p.m. **The normal work schedule for the Paralegal Specialist Classification shall be 8:00 a.m. to 5:00 p.m.**

...

TA 2/25/2025

DIVISION PROPOSAL #7

ARTICLE 21
VACATION-PERSONAL-MILITARY LEAVE

Section 2. Accrual of Vacation Time.

a. Eligible employees who are on the full-time Division of Criminal Justice payroll shall accrue 9.375 vacation hours per month for each completed month of continuous full-time service except that employees who have completed twenty (20) years of service shall accrue 12.5 vacation hours for each completed month of continuous full-time service.

Eligible employees who are in the Paralegal Specialist classification shall accrue 10.0 vacation hours per month for each completed month of continuous full-time service except that employees who have completed twenty (20) years of service shall accrue 13.34 vacation hours for each completed month of continuous full-time service.

...

TA 2/25/2025

DIVISION PROPOSAL #8

ARTICLE 22

SICK LEAVE AND LEAVE WITHOUT PAY

Section 2. Sick Leave Accrual.

a. Sick leave accrues at the rate of 9.375 hours per completed calendar month of continuous full-time service which includes the period of time an employee is on an authorized leave of absence without pay.

Paralegal Specialist Classification: **Sick leave accrues at the rate of 10.0 hours per completed calendar month of continuous full-time service which includes the period of time an employee is on an authorized leave of absence without pay.**

...

TA 2/25/2025

DIVISION PROPOSAL #9 / Union Proposal

ARTICLE 22

SICK LEAVE AND LEAVE WITHOUT PAY

Section 4. Qualified Reasons for Usage of Accrued Sick Leave. Any eligible employee may be granted permission and approval to utilize accrued sick leave, for the following reasons:

a) for medical or dental treatment for which arrangement cannot be made outside of working hours;

b) when presence at work will expose others to contagious disease;

c) in the event of death in the immediate family when as much as five (5) working days' leave with pay may be granted for the death of a spouse, child or parent and as much as three (3) working days' leave with pay may be granted for the death of a sister, brother, grandparents or child, and other relative who is domiciled in the employee's household;

d) in the event of critical illness or severe injury in the immediate family creating an emergency requiring the attendance or aid of the employee, when as much as ~~five (5)~~ **ten (10)** days leave with pay in a calendar year may be granted;

e) up to one (1) day of leave will be provided to an employee for the purpose of going to, attending, and returning from funerals of persons other than members of the immediate family, if prior permission is requested of and granted by the employee's supervisor;

f) up to ~~five (5)~~ **ten (10)** days of paid leave, deducted from sick leave, will be provided to a spouse in connection with the birth, adoption, or taking custody of a child, or the prenatal or postnatal care of a spouse. Vacation or personal leave may also be used for such purposes, subject to Division approval.

TA 2/25/2025

COUNTER TO DIVISION PROPOSAL #10

ARTICLE 22

SICK LEAVE AND LEAVE WITHOUT PAY

Section 13. Emergency Sick Leave Bank.

a. There shall continue to be an Emergency Sick Leave Bank composed of the contributions of bargaining unit employees. All permanent bargaining unit employees shall contribute ~~fifteen (15) hours~~ **the hourly equivalent of two (2) work days** from accrued sick leave to the sick leave bank. Hours contributed shall not revert to employees if not used. It is understood that all employees within the bargaining unit must contribute ~~fifteen (15) hours~~ **the hourly equivalent of two (2) work days** to the sick leave bank. This is effective for all bargaining unit employees who are employed on or after July 1, 1988. Therefore:

1. All permanent employees in the bargaining unit who did not have sufficient accrual of sick leave to satisfy their contribution to the sick leave bank will be required to donate sick leave as accrued until they satisfy the ~~fifteen (15) hour~~ **the hourly equivalent of two (2) work days** requirement.

2. New employees and probationary employees who become permanent will be required to make the contribution at that time.

~~The term "effective with this Agreement" after July 1, 1988, shall mean "upon receipt of notification to the Division from the Union that the membership has voted to replenish the sick leave bank."~~

TA 2/25/2025

DIVISION PROPOSAL #11

ARTICLE 24

HOLIDAYS

Section 1. Holidays. For the purposes 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, **Juneteenth,** Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day.

TA 2/25/2025

DIVISION PROPOSAL #13

APPENDIX B

JOB CLASSIFICATIONS AND SALARY GROUPS

JOB TITLE	CLASS CODE	SALARY GROUP
Appellate Secretary 1	2625	DC 16
Appellate Secretary 2	2627	DC 18
Clerical Supervisor	2607	DC 19-20
Clerk	2618	DC 10
Forensic Fraud Examiner 1	2600	DC 26
Forensic Fraud Examiner 2	2626	DC 29
Investigator	2616	DC 19-21
Paralegal Specialist	**2615**	**DD 23-24**
Purchasing Assistant	8502	DC 17
Secretary 1	2636	DC 15
Secretary 2	2622	DC 17-18
Senior Clerk	2603	DC 13
Telephone Operator	2676	DC 10

Note: Classifications are allocated to salary groups in accordance with the objective job evaluation point-to-pay-grade assignments as provided in Section 4 of the statewide SCOPE Agreement, as effective June 23, 1995, as modified by this Agreement.

TA 2/25/2025

DIVISION PROPOSAL #14

Update wage schedule to include paralegals, subject to any GWI negotiated by the parties.

FOR THE DIVISION OF CRIMINAL JUSTICE

10/10/2025

Jarad M. Lucan **Date**
Lead Negotiator

FOR AFSCME, AFL-CIO LOCAL 749 OF COUNCIL #4

10.27.2025

J. Wells **Date**
Staff Representative

10/22/2025

Ron Nelson **Date**
Local 749 President

COLLECTIVE BARGAINING AGREEMENT

- between -

STATE OF CONNECTICUT DIVISION OF CRIMINAL JUSTICE

- and -

CRIMINAL JUSTICE EMPLOYEES

LOCAL 749, COUNCIL 4, AFSCME, AFL-CIO

July 1, ~~2021~~2025 - June 30, ~~2025~~2029

COMPARISON DOCUMENT 23758592.1
~~10959039v.2~~ 23738923.2

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ARTICLE 1
PREAMBLE

The State of Connecticut, acting by and through the Connecticut Division of Criminal Justice, hereinafter called the "Division" or the "Employer", and Local 749, AFSCME Council 4, hereinafter called the "Union" or "AFSCME":

Witnesseth:

Whereas the parties to this Agreement desire to establish a state of amicable understanding, cooperation and harmony; and

Whereas the parties to this Agreement consider themselves mutually responsible to improve the public service through increased morale, efficiency and productivity;

Now, therefore, the parties mutually agree as follows:

ARTICLE 2
RECOGNITION

Section 1. The Division of Criminal Justice of the State of Connecticut herein recognizes the Union as exclusive representative of the full-time employees in permanent positions whose job titles were placed within this bargaining unit by the Connecticut State Board of Labor Relations in Cases No. SEE-9659 ~~and,~~ SEE-9660, and SEE-34635, and full-time employees in the classification of Juvenile Investigator and Appellate Secretary.

Accordingly, this Agreement shall pertain only to those employees whose job titles fall within the certification and classification above cited and shall not include employees who are paid on the temporary payroll. Persons otherwise eligible serving a working test period are included.

Section 2. If a newly created or acquired job classification is included in the unit by agreement or otherwise, the initial pay group placement shall be negotiated upon request of the Union. Disputes concerning pay groups shall not be grievable or arbitrable.

ARTICLE 3
NON-DISCRIMINATION AND AFFIRMATIVE ACTION

Section 1. The parties agree that neither party shall discriminate against any employee on the basis of race, color, religious creed, sex (including pregnancy, sexual harassment, transgender status, sexual orientation or civil union status, and gender identity or expression) age, national origin, ancestry, marital status, physical disability including, but not limited to, blindness, learning disability, intellectual disability, present or past history of mental disability, genetic information, military service, workplace hazards to reproductive

systems, criminal record (in state employment and licensing) veteran status or lawful political activity.

Section 2. Neither party shall discriminate against an employee on the basis of membership or nonmembership in, or lawful activity in behalf of, the exclusive bargaining agent.

Section 3. In connection with Sections 1 and 2 above:

a. An employee, the Union, or the Union on behalf of an employee alleging conduct or action inconsistent with the obligation to avoid such discrimination shall promptly report any alleged threats of coercive conduct to an appropriate official with supervisory authority over the person alleged to have engaged in such conduct. Reasonable efforts shall be made to resolve the situation prior to resort to grievance-arbitration.

b. If the requirements of paragraph a. have been met, and there has been no reasonable offer to disavow or otherwise cure any perceived discrimination, a grievance may be filed at an appropriate step.

c. In any arbitration proceeding alleging a violation of Section 1 or 2, the Arbitrator shall determine whether the grievant has shown by a fair preponderance of the evidence, including, where appropriate, the surrounding circumstances, that the official responsible for the adverse action was motivated by discriminatory considerations but for which the action would not have been taken.

Section 4. Disputes involving alleged discrimination shall not be arbitrable if the obligations of Sections 3a and 3b have not been met.

ARTICLE 4
NO STRIKES - NO LOCKOUTS

Section 1.

a. The exclusive representative shall not engage in, induce, support, encourage, or condone a strike, sympathy strike, work stoppage, slow-down, concerted withholding, interruption or disruption of services, sickout, or any interference with the mission of the Employer. This Article shall be deemed to prohibit the concerted refusal of overtime work.

b. Similarly, employees shall not engage in, induce, support or encourage such activities.

Section 2. The Union shall exert its best efforts to prevent or terminate any violation of Section 1 of this Article.

Section 3. The Employer agrees that during the life of this Agreement there shall be no lockout.

ARTICLE 5
ENTIRE AGREEMENT

Section 1. This Agreement, upon ratification, constitutes the complete and entire agreement between the parties and concludes collective bargaining for its term. No amendment to this Agreement shall be effective unless in writing, ratified and executed by the parties.

Section 2. 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 understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Division of Criminal Justice and the Union for the duration of this Agreement, each voluntarily and unqualifiedly waives the right and each agrees that the other shall not be obligated to bargain collectively with respect to:

a) any subjects or matters referred to or covered in this Agreement, or

b) any subjects or matters not referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE 6
MANAGEMENT RIGHTS

The parties recognize the central role of the Connecticut Division of Criminal Justice as an agency within the Executive Department with all management rights except appointment of all state's attorneys, in assuring compliance with the laws, the Constitution of the State of Connecticut, and the United States Constitution. The parties also recognize that the users of the Division's services, including the general public, demand the prompt and efficient investigation and prosecution of all criminal matters, and insist upon the fullest protection of statutory, civil, and constitutional rights.

Unless an express, specific provision of this Agreement provides otherwise, the Connecticut Division of Criminal Justice acting through the Chief State's Attorney, and such other officials as may be authorized to act on its behalf, retains all the rights and prerogatives it had prior to the signing of this Agreement either by law, custom, practice, usage or precedent, to manage and control the Division.

Such rights include, but are not limited to, establishing standards of productivity and performance of its employees, including establishing qualifications for ability to perform work in classes and/or ratings; determining its budget, its mission, and the methods, means and personnel necessary to fulfill that mission, including the contracting out, or the discontinuation of, services, positions, or programs, in whole or in part; the determination of the content of job classifications; the appointment, promotion, assignment, direction and transfer of personnel; the suspension, demotion, discharge or any other disciplinary action against its employees; the layoff of its employees because of the lack of work or other legitimate reasons as stated in Article 15 (Reduction in Force) to determine the hours, days when, and locations where its offices will be in operation; to enforce existing rules and regulations as it deems appropriate; and to take whatever actions may be necessary to carry out its responsibilities in situations of emergency.

Management also reserves the right to decide whether, when, and how to exercise its prerogatives, whether or not enumerated in this Agreement. Accordingly, the failure to exercise any right shall not be deemed a waiver.

ARTICLE 7
UNION SECURITY AND PAYROLL DEDUCTIONS

Section 1. 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 2. The Division shall deduct Union dues biweekly from the paycheck of each employee who provides the Union authorization to receive such deduction from the Division within thirty (30) days of the Union providing certification of said authorization to the Division. The Union shall provide to the corresponding Division payroll office, a digital list of all employees who have authorized dues deduction in a format dictated by the Division. Biweekly, the Union shall provide a report of dues deduction changes including any "starts and stops." By providing such list, the Union certifies that each employee has knowingly and willfully consented to the payroll deduction. Within 10 business days of receipt, the Union shall notify the corresponding Division payroll offices, in writing, of any revocations of said authorizations and the effective date of the same.

Section 3. 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. The Union shall update the Division on any modification to the Union's membership rules when and where applicable.

Should a bargaining unit member approach the Division 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 with to the Union. In such case, the Division may notify the employee of its obligation to comply with this Article, including Section Two

above. If the Division 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 4. Upon request of the Division, the Union shall provide legally sufficient proof of the authorization to collect dues through payroll deduction to the Division 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 Division 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 5. 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, to include the Union Executive Board and Council 4 "as soon as practicable" after the payroll period in which such deductions are made and in accordance with Section 7. below.

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 6. In accordance with procedures promulgated by the Office of the State Comptroller, the Division 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 7. Monthly Reports. The Division shall furnish Local 749 and AFSCME Council 4, on a monthly basis reports containing the following information for the Bargaining Unit:

a. New hires, promotions, re-employed workers in the Bargaining Unit, their classification, employee number, home address, work locations, step, salary, applicable hire dates for seniority purposes.

b. Employees separated from the Bargaining Unit and date of separation.

Section 8. The Division shall continue its practice of payroll deductions as authorized by employees for purposes other than payment of Union dues or agency service fees, provided any such payroll deduction has been approved by the Employer in advance.

Section 9. The Union shall indemnify the Division for any liability or damages incurred by the Employer in compliance with this Article excluding attorneys' fees.

ARTICLE 8
UNION RIGHTS

Section 1. The Union will furnish the Employer with a complete list of stewards designated to represent any segment or segments of the employees covered by this Agreement, specifying the jurisdiction and location of each steward or group of stewards at least annually on or about January 1 of each calendar year. The Union shall notify the Employer whenever there is a change in stewards as soon as possible as required.

Section 2. Except as otherwise provided, Employer representatives shall deal with Union-designated staff representatives or stewards exclusively in the processing of grievances or any other aspects of contract administration.

Section 3. Access to Premises. AFSCME Council 4 staff shall be permitted to enter the work premises of the Employer at any reasonable time for the purpose of discussing, processing, or investigating filed or potential grievances or otherwise performing Union business, provided that:

1) they give reasonable notice in advance to the supervisor in charge of their intent to enter the work premises;

2) they give notice of their presence immediately upon arrival to the supervisor in charge; and

3) they do not interfere with the performance of duties.

The Union will furnish the Employer with a current list of its staff personnel and shall maintain the currency of said list.

Section 4. Role of the Steward in Processing Grievances. The stewards will obtain permission from their immediate supervisors to leave their work assignments in order to carry out their duties, promptly and expeditiously, in connection with this Agreement. Permission from supervisors, based upon the work situation, will not be unreasonably withheld.

Before contacting an employee, the steward will first report to and obtain permission to see the employee from the employee's supervisor. If the supervisor is not available, the steward will obtain permission from the person left in charge. Permission from supervisors, based upon the work situation, will not be unreasonably withheld.

Stewards thus engaged will report back to their supervisors on completion of such duties and return to their jobs and will suffer no loss of pay or other benefits as a result thereof. The Union will cooperate in preventing abuse of this section.

Section 5. Bulletin Boards. The Employer shall furnish reasonable bulletin board space, where presently available, in each location which the Union may utilize for its

announcements. A bulletin board will be installed in any location presently leased by the Employer which does not have one.

Bulletin board space shall not be used for material that of a partisan political nature, or is inflammatory or derogatory to the Employer. The Union shall limit its posting of notices and bulletins to such bulletin board space.

Section 6. Access to Information. The Employer agrees to provide the Union, upon request and adequate notice, access to materials and information which are necessary for the Union to fulfill its responsibility to administer this Agreement. The Union shall reimburse the Employer for the expense and time spent for photocopying of information.

The Union shall not have access to information which the Employer reasonably determines is privileged or confidential, unless and until such information constitutes the basis, in whole or in part, for disciplinary action as defined in this Agreement, or constitutes the basis for a decision not to select an employee for a promotion as defined in this Agreement.

In denying the Union access to information, the Employer shall state in reasonable detail the basis of denial.

Section 7. Release Time for Union Business.

a. Delegates to the biennial AFSCME Convention not to exceed ~~two~~three (~~2~~3) for the AFSCME bargaining unit shall be granted, subject to operating needs and prior notification to the Chief State's Attorney, leave without loss of pay or benefits, for five (5) days to attend such convention.

b. Delegates to the annual Connecticut State AFL-CIO Convention not to exceed ~~two~~three (~~2~~3) for the AFSCME bargaining unit shall be granted, subject to operating needs and prior notification to the Chief State's Attorney, leave without loss of pay or benefits for three (3) days to attend such convention.

c. In each contract year, there shall be a bank of hours for use by the Union to conduct its business during that year. The bank shall consist of three hundred (300) hours for each year, plus up to one hundred (100) unused hours carried over from the prior year for the sole purpose and use in the event that the Union President is a Division employee, to a maximum of four hundred (400) hours in any one year. Time used for the conventions specified in subsections a and b of this Section, processing or investigating grievances, labor-management meetings pursuant to Article 9 of this Agreement, contract negotiations or steward training shall not be charged to this bank of hours. The Union shall give written notice to the Chief State's Attorney or his designee, ordinarily fourteen (14) days in advance, specifying the dates of release, the names of employees to be released and their work locations, and permission by the Chief State's Attorney shall not be unreasonably withheld. Time off under this Section shall be granted in no less than half-day units only.

Section 8. Orientation and Training. The Employer will provide each new employee with a copy of the collective bargaining agreement then in force and will furnish such employee with the name(s) of his/her steward(s). Effective upon the contract being available on the Division intranet, the Employer will no longer provide new employees with a hard copy of the contract; only an electronic copy will be provided. The Division will provide notice to the Union of new members of the bargaining unit as soon as practicable prior to their hire, and no later than ten (10) workdays of the commencement of employment. Each new employee shall be released from work for one hour immediately before or after his/her meal period without loss of pay or benefits to attend a union orientation meeting. The time and location of such meeting shall be determined by mutual agreement of the Union and the Employer. This section shall be in addition to, and shall not diminish, any other provisions of the CBA which also for Union orientation.

Section 9. Steward Training. The Division and AFSCME 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. Stewards shall be granted time off for training and representational duties.

Section 10. Annual Meeting. The Division shall grant release time with pay 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 to the Division 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 that part of the day on which he/she does not attend the meeting.

ARTICLE 9
LABOR MANAGEMENT MEETINGS

Section 1. Upon request of either the Union or the Division, the parties shall schedule a meeting at a mutually agreeable time to discuss any matter of concern relating to working conditions, such as administration of this Agreement, labor-management relations, or efficiency and increased productivity. When making a request for a meeting, the requesting party shall indicate the topics it desires to discuss. Normally, each party shall not have more than ~~three~~five (~~3~~5) representatives at such meeting. These meetings shall not be bargaining sessions.

Section 2. Meetings held in accordance with this Article 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.

ARTICLE 10
GRIEVANCE PROCEDURE

Section 1. Definition. A grievance is defined as, and limited to, a written complaint involving an alleged violation or a dispute involving the application or interpretation of a specific provision of this Agreement.

Section 2. Format, Filing and Communications. Grievances shall be filed in writing and shall specify in reasonable detail: (a) the facts; (b) the issues; (c) the date of the violation alleged; (d) the controlling contract provision; (e) the remedy of relief sought.

In the event a grievance is unclear or incomplete and not in compliance with this Section, the grievant shall be so informed and asked to provide additional information. If it remains unclear, the Employer shall make its best efforts to handle the grievance as he/she understands it.

A grievance may be expanded at or before its submission to Step II, but not after.

A steward may email a grievance or arbitration filing to the representative of the Division identified in the applicable step. A steward may also use Division photocopying machines to make copies of a grievance ~~to be filed with a representative of the Division and may use a Division fax machine or electronic mail to transmit a grievance or arbitration filing if time constraints do not permit mailing~~. In all cases, Division business shall take priority in use of photocopying or fax machines. Management and Union officers, stewards or representatives shall continue to use such methods of communication as they have used in the past for scheduling and resolving grievances.

Section 3. Grievant. A Union representative, with or without the aggrieved employee(s), may submit a grievance on his/her behalf (a "general" grievance), and the Union may in appropriate cases submit a grievance in its own behalf, with respect to rights of the Union (an "institutional" grievance).

Section 4. Time Limit. A grievance shall be deemed waived unless submitted at Step I:

a) either within forty-five (45) days from the act or omission from which the grievance arises; or

b) within forty-five (45) days from the date the grievant or any Union representative or steward through reasonable diligence should have known of the act or omission, whichever is later.

Except where the grievant's delay is prejudicial to the other party, a grievance may be filed and processed to arbitration where the grievance involves a repetition of an act or omission in the nature of a continuing violation.

Section 5. Informal Resolution. Attempts to resolve disputes informally, without resort to the grievance procedure outlined in Section 6, are encouraged.

Section 6. Grievance Procedure.

Step I. A grievance may be submitted within the forty-five (45) day period specified in Section 4 to the employee's first supervisor (in the chain of command) 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. Chief State's Attorney. The parties acknowledge that orderly administration of the contract grievance procedure requires the Chief State's Attorney or his/her designee 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 Chief State's Attorney or designee has had the opportunity to resolve the grievance. An unresolved grievance may be appealed to the Chief State's Attorney within fourteen (14) days of the date of the Step I response. Said Chief State's Attorney or his/her designated representative may hold a conference within forty-five (45) days of receipt of the grievance and issue a written response within fifteen (15) days of the conference.

Step III. Arbitration. Within fourteen (14) working days after the State's answer is due at Step II or if no conference is held within forty-five (45) days, within fourteen (14) working days after the expiration of the forty-five (45) day period an unresolved grievance may be submitted to arbitration by the Union or by the State, but not by an individual employee(s).

Section 7. Extension of Time Limits. For the purpose of the time limits hereunder, "days" means calendar days unless otherwise specified. The parties by mutual agreement may extend time limits~~. The Division~~ and may agree to waive Step I ~~by notifying the steward~~ and/or Step II ~~by notifying~~of the ~~Union office~~grievance process.

Section 8. Failure to Answer. In the event that the Employer fails to answer a grievance within the time specified, the grievance may be processed to the next higher level and the same time limits therefor shall apply as if the Employer's answer had been timely filed on that last day.

The grievant assents to the last attempted resolution by failing timely to appeal said decision, or by accepting said decision in writing.

Section 9. Settlements of Grievances. Settlements of grievances under Section 6 of this Article shall be reduced to writing and signed. No settlement at Step I shall constitute a

precedent for future grievances or arbitration, unless the parties to this Agreement agree to the contrary; accordingly, except by mutual agreement, such settlements shall not be admissible as evidence in any arbitration proceeding. Settlements at Step II of the grievance procedure shall be deemed precedential unless the parties expressly state to the contrary in the settlement agreement.

Section 10. Arbitration.

a. Submission. Submission to arbitration by the Union shall be by letter, with the grievance attached, to the Chief State's Attorney or his/her designee. If the Employer invokes the provisions of this Section, submission to arbitration shall be by letter, with the grievance attached, to the Executive Director of AFSCME.

b. Selection of Arbitrator. Upon receipt of a submission to arbitration, the Chief State's Attorney or his/her designee and the Union shall confer regarding the selection of a mutually acceptable arbitrator, including Mike Ricci. In the event that no agreement is reached within ten (10) calendar days, the Union shall file with the American Dispute Resolution Center (ADRC).

c. Procedures. The arbitration hearing shall not follow the formal rules of evidence unless the parties agree in advance, with the concurrence of the arbitrator at or prior to the time of his appointment.

d. Costs. The expenses for the arbitrator's service and for the hearing shall be shared equally by the parties. Unless requested by a party, no verbatim record of the proceedings shall be made. Costs of making a record shall be borne by the requesting party. The costs of a transcript shall be borne by the party requesting same. If the arbitrator requests a copy of the record, the costs of said record shall be shared equally.

e. Attendance. The Employer shall grant reasonable time off to employees to attend an arbitration proceeding for the purpose of testifying. The Union shall provide reasonable notice, ordinarily ~~three~~five (~~3~~5) or more days, of the employees it wishes to be excused for such attendance.

f. Arbitrability Claims. On grievances when the question of arbitrability has been raised by either party as an issue prior to the actual appointment of an arbitrator, the arbitrator shall, at the request of either party, conduct a separate hearing on the issue of arbitrability and shall determine that issue before further proceedings are held. In determining such questions a rebuttable presumption of arbitrability shall be applied.

g. Authority of Arbitrator. The arbitrator shall have no power to add to, subtract from, alter, or modify this Agreement, nor to grant to either party matters which were not obtained in the bargaining process, nor to impose any remedy or right of relief for any period of time prior to the effective date of the pertinent provision of this Agreement, nor to grant pay retroactively for more than thirty (30) calendar days prior to the date a grievance was first submitted. Except as expressly provided by a specific provision of this Agreement, the

exercise of rights under Article 6 (Management Rights) as well as any other matter dealing with the administration of the Division shall be final and binding and shall not be subject to the grievance provisions of this Agreement.

h. Arbitrator's Decision. The arbitrator shall render his decision in writing no later than sixty (60) calendar days after the conclusion of the hearing or receipt of briefs, whichever is later, unless the parties agree otherwise.

The arbitrator's decision shall be final and binding on the parties in accordance with Conn. Gen. Stat. § 52-418 through 52-420 and 52-423, provided, however, neither the submission of questions of arbitrability to any arbitrator in the first instance nor any voluntary submission shall be deemed to diminish the scope of judicial review over arbitrable awards, including a decision by a court of competent jurisdiction that the arbitrator's award: (1) contravenes the public interest, or (2) is arbitrary or capricious.

As to the specific, express provisions of this Agreement, the parties have bargained for the arbitrator's construction. Absent any of the above grounds for overturning an award, the courts shall not substitute their interpretation for that of the arbitrator.

Section 11. Reclassification Grievances -- Disputes over an employee's job classification (reclassification grievances) shall be subject to the grievance procedure set forth in Article 10, but shall not be arbitrable. The final step of appeal shall be to a three (3) person panel consisting of two (2) members appointed by the Chief State's Attorney and one (1) member appointed by the Union. Pay retroactivity, if warranted, may not apply earlier than thirty (30) calendar days prior to the date of the filing of the grievance at the earliest step.

Section 12. Notwithstanding any contrary provision of this Agreement, the following matters shall not be subject to the arbitration procedure:

a) discipline of employees, except as provided in Article 14 (Discipline);

b) dismissal of employees during a probationary period;

c) disputes over an employee's job classification (reclassification grievances);

d) the decision to lay off employees, subject to Article 15 (Reduction in Force);

e) classification and salary group for newly created jobs, provided, however, this clause shall neither enlarge nor diminish the Union's right to negotiate on such grades;

f) compliance with health and safety standards and CONN OSHA;

g) any incident which occurred or failed to occur prior to the effective date of the pertinent provision of this Agreement, subject to Article 34 (Duration); and

h) disputes over claimed unlawful discrimination, except as provided in Article 3 (Non-Discrimination and Affirmative Action).

ARTICLE 11
PROBATIONARY PERIOD

Section 1. Duration and Extension of Probation.

a. The probationary period shall be deemed an extension of the hiring process or, where appropriate, the examination process. Accordingly, permanent status in a duly authorized full-time position will be attained by the employee after the conclusion of a satisfactory probationary period of six (6) months of continuous employment unless, prior to the conclusion of such period, a management designee reports, in writing, to the Chief State's Attorney that the employee is unable or unwilling to perform his/her duties so as to merit continuance in such a position and is, consequently, to be terminated as of a specific date not later than the termination date of the applicable probationary period. No employee may voluntarily transfer during their probationary period. For purposes of the probationary period, the six (6) months of continuous employment period may be extended by a period equal to a continuous leave of absence of ten (10) days or more, taken for any reason.

b. The employee shall be rated on the criteria, inter alia, of the quality of work, the quantity of work, dependability, conduct, attendance, physical and mental capacity to perform the work assigned, judgment, ability to deal with people, and, if applicable, supervisory ability. Upon receipt of such written notification at any time within the six (6) month period, the Chief State's Attorney or his designee may direct the removal of the employee's name from the payroll effective on the date specified in the written notification, unless the employee is appointed to another position in the Division of Criminal Justice for which he/she may be better suited. The Division shall follow Policy 211, as it may be amended from time to time.

c. The probation period may be extended up to ninety (90) days beyond the probationary period of six (6) months of continuous employment for corrective action.

Section 2. The attainment of permanent status by an employee shall not be construed to prohibit or restrict the discharge or suspension of the employee.

Section 3. Employees promoted to a higher position shall serve a three (3) month probationary period in that position, subject to the pertinent provisions of Section 1 a. and b. of this Article. In the case of an employee promoted to a higher position, an employee will be reviewed at least once prior to the conclusion of the three-month probationary period. Upon receipt of written notification of unsatisfactory performance, the employee shall be

offered a position similar to that from which he/she was promoted. Neither the offer nor the acceptance of such a position shall be deemed a demotion.

ARTICLE 12
SERVICE RATINGS

Section 1. The annual service ratings shall be completed approximately two (2) months and not less than one month prior to the employee's annual increase date. The employee shall be rated on a form developed by the Division and mutually agreed to by the Union which shall include the criteria, inter alia, of the quality of work, the quantity of the work, dependability, conduct, attendance, physical and mental capacity to perform the work assigned, judgment, ability to deal with people, and, if applicable, supervisory skill and performance of supervisory duties. A service rating will be conducted by the employee's immediate supervisor. When an employee is rated "unsatisfactory" ~~or in "need of improvement~~," the rating supervisor shall state reasons and, if practicable, suggestions for improvement. All service ratings of overall "unsatisfactory" 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 and prior to its submission to the Chief State's Attorney. A copy of all service ratings of overall "unsatisfactory" shall also be provided to the Union President within seven (7) days after receipt of such service rating by the Director of Human Resources.

A Clerical Supervisor whose service rating includes areas related to his or her performance of supervisory duties which are unsatisfactory or in need of improvement shall be required to develop a performance improvement plan which shall be subject to the approval of his or her superior. A copy of any such performance improvement plan shall be provided to the Union President within seven (7) days after receipt of such performance improvement plan by the Director of Human Resources. Failure to satisfactorily complete the performance improvement plan shall result in reassignment to a non-supervisory position following a meeting with the employee and the Union.

An employee receiving an overall "unsatisfactory" evaluation shall not receive an annual increment.

Section 2. Disputes.

a. Disputes concerning compliance with this Article may be subject to the grievance, but not the arbitration procedure. Disputes concerning procedural requirements of this Article shall be promptly aired by the employee so that timely correction can be sought. Where appropriate, reasonable efforts shall be made to correct or mitigate alleged procedural defects.

b. Notwithstanding paragraph a of this section, disputes concerning the grounds for an "unsatisfactory" rating, and thus the denial of an increment, shall be subject to arbitration, but the increment may only be restored if the evaluator's decision, in light of all

the credible evidence, is clearly shown to be arbitrary and capricious. The arbitrator shall not substitute his/her judgment for the judgment of the evaluator in applying and weighing evaluation standards.

Section 3. The Union shall be consulted prior to final adoption by the Division of any written regulations, procedures, or forms which relate to evaluation of employee performance. Nothing in this Article shall be deemed to impair the continuing use of existing evaluation procedures and forms or the implementation of existing regulations concerning matters covered by this Article.

All service ratings shall be conducted on forms which are standardized either by job classification or by division.

ARTICLE 13
PERSONNEL FILES

Section 1. Definitions. An employee's "personnel file" is defined as the personnel file maintained by the Division of Criminal Justice.

Section 2. Access to File. An employee, on his/her request, or a Union representative, upon written authorization, shall be permitted to examine and copy during normal business hours and at his/her expense, all materials placed in his/her personnel file other than any preemployment material or any other material that is confidential or privileged. Any privileged or confidential information shall not be revealed to any party outside the Division without the written consent of the employee unless otherwise permitted or required by law.

The Division reserves the right to require its designee to be present while such file is being inspected or copied. The Union may have access to any employee records upon presentation of written authorization by the appropriate employee.

Section 3. Derogatory Material. Upon execution of this Agreement, no new material derogatory to an employee shall be placed in his/her personnel file until he/she receives a copy of such material within three (3) business days.

Within thirty (30) days following receipt of a copy of the material, an employee may file a written rebuttal to such material. Such material not subsequently incorporated into a service rating shall, upon request of the employee, be expunged after twelve (12) months.

An employee may file a grievance objecting to any derogatory material placed in his/her file, provided, however, no such grievance shall be arbitrable, unless and until it is used as grounds, in whole or in part, for disciplinary action, or it constitutes the basis of a decision not to select an employee for a promotion as defined in this Agreement.

In any arbitration proceeding alleging that derogatory material constituted the basis of a decision not to select an employee for a promotion, the remedy, if such material was without just cause, shall be limited to: (1) the removal of such material from the employee's personnel record and (2) in recognition of the limited number of promotional vacancies for unit employees, an order to re-do the promotion from among the original applicants without consideration of such material. Accordingly, no remedy ordering the selection of the grievant shall be available nor shall the employee originally selected forfeit pay received while serving in the promotional position.

Section 4. This Article shall not be deemed to prohibit supervisors from maintaining written notes or records on an employee's performance or conduct for the purpose of preparing service ratings and other appropriate purposes. Such notes or records shall ordinarily be merged into a service rating or personnel record within twelve (12) months of the date such notes or records were prepared. Such notes or records shall be made available to the employee if and when they are used as grounds, in whole or in part, for disciplinary action or when they constitute the basis of a decision not to select an employee for a promotion as defined in this Agreement.

ARTICLE 14
DISCIPLINE

Section 1. Types of Discipline.

a. Serious Discipline. Serious discipline includes discharge, demotion, or suspension without pay of an employee who has attained permanent status.

b. Divisional Discipline.

1. Divisional discipline shall be defined as follows:

a) denial of annual increment due to misconduct;

b) suspension without pay, not to exceed three (3) days;

c) written reprimand.

2. The transfer of an employee due to misconduct shall not require that the employee commute a distance of more than fifty (50) miles round trip (unless the employee commuted a greater distance prior to the transfer).

c. Preventive discipline shall be defined as suspension with pay up to three (3) days. A suspension or administrative leave with pay pending the outcome of an investigation shall not be considered "discipline" and shall not be subject to the provisions of this Article.

Section 2. Authority to Discipline.

a. Serious discipline may be imposed by the Chief State's Attorney or his designee.

b. Divisional discipline may be imposed by the Chief State's Attorney or his designee.

c. Preventive discipline in appropriate circumstances may be imposed by supervisors or officials outside the bargaining unit.

Section 3. Appeal Procedures.

a. 1. The Chief State's Attorney or his designee shall inform the employee in writing of the discharge, demotion, or suspension without pay, the effective date of such action, and the reasons for such action. Supporting facts shall be set forth in reasonable detail.

2. Within fourteen (14) days of the imposition of serious discipline, an employee may file a Step II grievance.

3. The imposition of serious discipline shall be for just cause. Within fourteen (14) days after the appropriate response at Step II, or if no response is forthcoming after the expiration of the time set forth in Article 10, the Union may invoke arbitration.

b. Procedures for Imposition of Divisional Discipline. The Chief State's Attorney may consider, independent of the service rating, misconduct as grounds for denying an annual increment. In the event that an increment is denied as discipline for misconduct, the loss of the increment shall, contingent upon satisfactory performance in the period pertinent to the next service rating, be limited to one year; thus the employee would be restored after a year to the step he/she would have been on but for the original denial of the increment. However, such employees will not recoup the loss sustained during the year for which the increment was denied.

Denial of an increment due to misconduct shall be for just cause and shall be arbitrable.

When, after investigation, the Chief State's Attorney or his designee determines that an employee shall be suspended or should forfeit annual leave, a written complaint shall be prepared which sets forth in reasonable detail supporting facts.

Prior to issuing the complaint, the Chief State's Attorney or his designee and the employee (and Union steward, if desired) shall meet to discuss the complaint with a view towards settlement. At the meeting the employee shall be apprised of the substance of the

complaint and shall be given an opportunity to respond. Such response may include the suggestion that additional persons be interviewed or other additional investigation be conducted, but the meeting shall not be in the nature of a hearing and shall not involve appearances by witnesses.

Any settlement at or after the meeting shall be reduced to writing at the time it is agreed to. If the meeting does not produce a settlement within five (5) calendar days, the complaint shall be issued and a suspension or forfeiture of leave shall be imposed. In any action to impose a suspension or forfeiture of leave under Section l(b) above, the maximum penalty for any offense or accumulation of offenses up to the date of the action shall be three (3) days.

Within three (3) days of receipt of the complaint an employee may file a grievance at Step II. The Employer's response, with or without a meeting, is due seven (7) days after receipt of the grievance. Within seven (7) days after the Employer's response is received or due, whichever is earlier, the Union may invoke arbitration to determine whether the discipline was for cause. The arbitrator shall issue a decision within (5) days after the record is closed.

Written reprimands shall be grievable, but shall not be arbitrable unless and until used as grounds, in whole or in part, for other disciplinary action, or it constitutes the basis of a decision not to select an employee for a promotion as defined in this Agreement.

In any arbitration proceeding alleging that a reprimand constituted the basis of a decision not to select an employee for a promotion, the remedy if such reprimand was without just cause, shall be limited to:

1) the removal of the reprimand from the employee's personnel record, and

2) an order to re-do the promotion from among the original applicants without consideration of such reprimand, in recognition of the limited number of promotions and vacancies for unit employees. Accordingly, no remedy ordering the selection of the grievant shall be available nor shall the employee originally selected forfeit pay received while serving in the promotional position.

c. Preventive Discipline.

1. Suspensions with pay shall not be grievable or arbitrable.

2. If, as a result of an investigation of allegations of facts leading to a suspension with pay, no action is taken, the record of the suspension shall be removed from the employee's file.

Section 4. The Employer shall not engage in any discipline without just cause.

Section 5. Penalty for Violation of No-Strike Article.

a. Employees who engage in a strike, sympathy strike, work stoppage, slow-down, concerted withholding, interruption or disruption of service, sickout, or any interference with the mission of the Division of Criminal Justice may, at the exclusive option of the Employer, be discharged or disciplined.

b. In taking action under paragraph (a), above, the Employer may also consider whether the employee induced, supported, or encouraged other employees to engage in activities prohibited by Article 4 (No Strikes-No Lockouts).

Section 6. Disciplinary Interviews.

a. A Union steward may attend a disciplinary interview as a witness for, and consultant to, an employee when all of the following circumstances apply:

1. The employee is being interviewed as part of an investigation of misconduct by a supervisor, official, or other representative of the Division. The employee will be informed that the interview is part of an investigation of misconduct.

2. Such discipline is considered likely at the time of the interview, but no final decision has been reached.

3. The employee requests the presence of a local steward.

4. A steward is available within a reasonable time, ordinarily not to exceed twenty-four (24) hours.

5. No emergency work situation involving the employee or the steward exists.

6. The steward does not interrupt or otherwise impede the interview.

7. Only one steward may attend an interview or series of interviews.

b. The rights conferred in this Section constitute the full extent to which the parties intend the Weingarten case to be applied.

c. Ordinarily, violations of paragraph a shall not be grounds for altering disciplinary action. However, the arbitrator reviewing such action may order other relief appropriate to the nature and circumstances of the case.

Section 7. Whenever practicable, the investigation, interrogation, or discipline of employees shall be scheduled in a manner intended to conform with the employee's work

schedule, with an intent to avoid overtime or compensatory time. When an employee is called to appear at any time beyond his/her normal work time, and actually testifies, he/she shall be deemed to be actually working. This provision shall not apply to Union stewards.

Section 8. Notwithstanding the above provisions of this Article, the Employer may impose any type of disciplinary action on employees who have not attained permanent status; such action shall not be grievable or arbitrable.

ARTICLE 15
REDUCTION IN FORCE

Section 1. Definition. A layoff is defined as the involuntary nondisciplinary separation of an employee due to a reduction in the work force. A layoff shall not be deemed to include a non-reappointment of a person appointed for a statutory term of office.

Section 2. Reason for Layoff. Employees may be laid off because of lack of work, economy, insufficient appropriation, a change in Division organization, abolition of position or any other cause. Any increased use of volunteers shall not form the basis for a layoff of any unit employee.

Section 3. Procedures for Reduction in Force.

a. Any necessary cutback in the number of employees shall be accomplished as far as practicable by normal attrition.

b. Scope of Layoff. Layoffs within the bargaining unit shall be instituted on a bargaining unit-wide basis or may be limited to one or more position classifications.

c. Seniority as used in this Article is defined as current, continuous service as a full-time employee in the Division of Criminal Justice in the employee's current classification. The term "current classification" includes:

1) for supervisory employees, both the job title held and non-supervisory job titles in the classification series.

2) for non-supervisory employees, all non-supervisory job titles in the classification series.

Section 4. Impact of Contracting Out.

a. During the life of this Agreement, no full-time permanent employee will be laid off as a direct consequence of the exercise by the Employer of its right to contract out.

b. The Employer will be deemed in compliance with this Section if (1) the employee is offered a transfer to the same or similar position which, in the Employer's

judgment, he/she is qualified to perform, with no reduction in pay; or (2) the Employer offers to train an employee for a position which reasonably appears to be suitable based upon the employee's qualifications and skills. There shall be no reduction in pay during the training period.

Section 5. Notice of Layoffs.

a. The Employer shall give the Union not less than four (4) weeks notice of layoff and at the Union's request shall meet to discuss alternatives.

b. The Employer shall give employees not less than four (4) weeks notice of layoffs.

Section 6. Order of Layoff; Bumping.

a. Within a facility or work location affected by a reduction in force, the least senior employee in the classification affected by said reduction shall be subject to layoff.

b 1. An employee who is subject to layoff in accordance with subsection a above shall first be given the option to fill a vacancy in the same classification, in the Division, if there is any such vacancy available.

2. An employee who declines to fill an available vacancy shall be laid off and shall be deemed to have waived any bumping rights. In the event that there is more than one vacancy, the employee shall have the option to select the location of the vacancy he/she wishes to fill.

c. If there is no vacancy available, the following procedures shall be followed in order:

1. The employee shall be given the option to bump the least senior employee in the same classification within the Division, provided he/she has more seniority than the least senior employee.

2. If the least senior employee in the classification is at a location which would require the employee subject layoff to have his/her round-trip commute from home to office increase by more than thirty (30) miles, the employee may bump the least senior employee at his/her facility or work location in a lower classification in which the employee formerly held permanent status, provided the employee has more seniority than said least senior employee.

3. If no positions are available to the employee under items (1) and (2) above, the employee shall be laid off and shall be placed on a recall list for Division vacancies in his/her classification for a period of twenty-four (24) months, and any applicable statewide reemployment list.

d. An employee who bumps into a lower classification shall be paid at the rate of pay in the lower salary range that is closest to the rate of pay held by the employee at the time of reassignment. Provided that the employee is not paid more than the maximum rate of the lower salary range, the employee's placement shall be at a rate of pay which is not lower than that held prior to the time of bumping.

Section 7. Reemployment.

a. An employee who is laid off and placed on a reemployment list as provided in Section 6 above shall be subject to recall in order of seniority. The Division shall give written notice to an employee on the recall list when there is an available vacancy in the classification. The employee shall have ten (10) calendar days from receipt of the notice of recall within which to accept reemployment. If there is no response within the ten-day period, it shall be deemed a rejection.

b. An employee who rejects an offer of reemployment that is within a fifty (50) mile round trip commute shall be removed from the recall list. This provision may be waived for good cause in the Division's discretion.

c. An employee who has been laid off shall retain his/her seniority for twenty-four (24) months but shall not continue to accrue seniority during the period of layoff.

ARTICLE 16
SAFETY

The Employer is receptive to all recommendations regarding improvement of apparently unsafe or unhealthy conditions. Once the Employer determines that an unsafe or unhealthy condition exists, it will attempt to alleviate or otherwise remedy the condition.

If an employee is required to perform some duty or task under an unsafe condition which in fact presents a clear, present, and substantial danger of physical harm, the employee may refuse to perform the duty or task pending the immediate and expedited communication of the unsafe condition through the chain of command (Supervisor, State's Attorney, Chief State's Attorney).

Disputes over unsafe or unhealthy working conditions shall be processed through the Labor Department for compliance with Conn-OSHA or otherwise with the Statewide Labor Management Advisory Committee, but shall not be subject to the grievance procedure.

ARTICLE 17
COMPENSATION

Section 1. Base Salary Increases.

a. Effective at the start of the pay period following July 1, ~~2021~~2025, and upon legislative approval, the base annual salary shall be increased by two and one-half percent (2.5%) for those Division employees who are ~~active employees in the bargaining unit~~on the payroll at legislative ratification. Employees ~~who left in good standing with ten (10) years or more of state service or employees~~ who ~~retired after July 1, 2021~~went directly in to retirement between July 1, 2025 and the date of legislative ratification will be eligible for retroactive payment through their date of departure.

~~Effective and retroactive to July 1, 2021, and upon legislative approval, full-time employees shall receive a $2,500 (two thousand five hundred dollars) special lump sum payment. This special lump sum payment shall be pro-rated for part-time unit employees. The special lump sum payment shall be paid upon legislative approval for those who were an active employee, who are in the bargaining unit as of March 31, 2022.~~

b. Effective at the start of the pay period following July 1, ~~2022~~2026, the base annual salary for all Division bargaining unit employees shall be increased by two and one-half percent (2.5%).

~~Effective July 1, 2022, full-time Division employees who are active and in the bargaining unit shall receive a $1,000 (one thousand dollars) special lump sum payment. This special lump sum payment shall be pro-rated for part-time unit employees.~~

c. Effective at the start of the pay period following July 1, ~~2023~~2027, the base annual salary for all Division bargaining unit employees shall be increased by two and one-half percent (2.5%).

d. Wage Reopener for ~~2024-2025~~2028-2029 (for effective date July 1, ~~2024~~2028). Either party, by a notice in writing no sooner than January 1, ~~2024~~2028, may reopen Article 17 (Compensation), Section 1, (Base Salary Increases) and Section 2, (Annual Increments) only. During any ~~"~~"opener"~~"~~ contemplated under this provision, only sections one and two of Article 17 (Compensation), shall be open and all other provisions shall remain in full force and effect.

Section 2. Annual Increments.

a. Retroactive to July 1, ~~2021~~2025 and upon legislative approval, the annual increment shall be paid for those who are an active employees and in the bargaining unit and in accordance with the existing practice except as specifically varied by the contract. Employees ~~who left in good standing with ten (10) years or more of state service or those employees~~ who ~~retired after July 1, 2021~~went directly into retirement between July 1, 2025 and the date of legislative ratification will be eligible for retroactive payment through their date of departure.

Retroactive to July 1, ~~2021~~2025 and upon legislative approval, employees at the top step of the pay scale shall be eligible for a $750 lump sum payment. The payment shall be made as of the date the increment would have applied, shall be paid upon legislative approval for those who are an active employee and in the bargaining unit. Employees ~~who left in good standing with ten (10) years or more of state service and~~ who ~~retired after July 1, 2021~~went directly into retirement between July 1, 2025 and the date of legislative ratification will be eligible for retroactive payment through their date of departure.

b. Employees will continue to be eligible for and receive annual increments and lump sum payments in accordance with the existing practice for contract year ~~2022-2023~~2026-2027, except as specifically varied by the contract. Employees at the top step of the pay scale shall receive a ~~$750~~1,000 lump sum payment, which shall be effective on the date that the employee's annual increment would have applied, except as specifically varied by the contract.

c. Employees will continue to be eligible for and receive annual increments and lump sum payments in accordance with the existing practice for contract year ~~2023-2024~~2027-2028, except as specifically varied by the contract. Employees at the top step of the pay scale shall receive a ~~$750~~1,000 lump sum payment, which shall be effective on the date that the employee's annual increment would have applied, except as specifically varied by the contract.

Section 3. Classifications and Salary Schedules. The classifications of bargaining unit employees and the salary groups to which classifications are allocated are set forth in Appendix B. Salary schedules are set forth in Appendix C.

Section 4. Salary Upon Promotion from Clerk to Senior Clerk and from Senior Clerk to Secretary 1. When the Division decides to promote an employee from Clerk to Senior Clerk or from Senior Clerk to Secretary 1, the promotion shall be effective on the employee's next annual increment date. In effecting such promotion, the Division shall first calculate the annual increment (if any) in the old salary group and then move the employee to the new

salary group using the "round-up" method. The intent of this provision is that these promotions shall be in lieu of the employee's annual increment for the contract year in which the promotion occurs.

Promotions may occur in a year in which there are no annual increments or annual increments delayed. In such years, the method of calculating the increase due shall be the same as provided herein and shall occur on the date (January or July) when the employee would have been promoted if annual increments were being given in the normal manner.

Section 5. Longevity.

a. 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 has military service which would count toward longevity under current (pre-July 2011) rules shall be entitled to longevity if such individual obtains the requisite service in the future.

b. For employees not excluded from eligibility for longevity by subsection a above, the following shall apply:

(1) The schedule for longevity payments shall be as set forth in Appendix D.

(2) Except as provided herein, all State service, including war service, shall be counted in determining eligibility for longevity. Part-time service shall be prorated. Employees employed by the Division on July 1, 1996 in connection with the transfer of juvenile justice functions from the Judicial Department to the Division shall have their prior service in the Judicial Department counted for purposes of longevity.

Section 6. Travel Reimbursements.

a. An employee who is required to travel on official state business shall be reimbursed in accordance with and subject to the conditions outlined in the Division's travel policy.

b. 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 Division's travel policy. Advance approval must be obtained from the Office of the Chief State's Attorney.

c. During the life of this Agreement, an employee who is required to use his/her personal vehicle in the performance of duty shall be reimbursed at the rate per mile set forth in the Division's travel policy. Reasonable parking fees and tolls shall also be reimbursed when the request is accompanied by receipts.

d. It is the intent of the parties that the travel policy referenced herein shall be the policy adopted for all employees of the Division who are represented by the Union as well as non-bargaining unit employees.

Section 7. In the event that the Division determines that an employee has been overpaid, the employee will be notified in writing, and the Division shall meet with the affected employee and the Union to discuss repayment. This section shall not be subject to any mid-term bargaining or the Grievance Procedure of this Agreement. The Division shall arrange to recover such overpayment from the employee over the same period of time the overpayment was made unless the Division and employee agree to some other arrangement or unless the parties are directed to recover the payment over a specific time by some outside agency.

ARTICLE 18
TEMPORARY SERVICE IN A HIGHER CLASS

Section 1. An employee who is assigned to perform temporary service in a higher class shall, commencing with the twentieth (20th) consecutive workday, be paid for such actual work retroactive to the first day of such work at the rate of the higher class as if promoted thereto.

Section 2. Such assignments may be made when there is a vacancy in a permanent position which management has decided to fill, or when an employee is on extended absence due to illness, leave of absence, or other reasons. Extended absence is one which is expected to last more than twenty (20) working days.

Eligibility for temporary assignment to a higher classification requires that the employee meet the minimum qualifications for the higher classification as defined in the official job specification.

Section 3. A management designee making a temporary assignment to a higher class shall issue the employee written notification of the assignment and shall immediately forward the appropriate form seeking written approval of the assignment from the Chief State's Attorney or his designee.

The Chief State's Attorney or his designee shall expedite requests for approval of assignments to temporary service in a higher class.

If on or after the thirty-first (31st) consecutive working day of such service, the Chief State's Attorney or his designee has not approved the assignment, or in the event the Chief State's Attorney or his designee disapproves the requested assignment, the employee upon request shall be reassigned to his/her former position.

If the employee does not request reassignment to his/her former position, the employee shall continue working as assigned with recourse under the appeal procedure for

reclassification. The form certifying the assignment will specify the rights and obligations of the parties under this Agreement.

Section 4. Temporary assignments to a higher class for periods of twenty (20) working days or less shall not be utilized to defeat the basic contractual obligation herein.

ARTICLE 19
HOURS OF WORK

Section 1. Regular Workweek.

a. The regular standard workweek is defined as the number of hours of work normally scheduled to be performed in a seven day period beginning Friday (12:01 a.m.) and ending Thursday (midnight).

b. The standard work week shall be thirty-seven and one-half (37.5) hours per week excluding the Paralegal Specialist Classification which shall have a standard work week of forty (40) hours per week.

Section 2. Scheduling of Hours.

a. Full-time employees shall normally work Monday to Friday.

b. The normal work schedule for all employees except for the Paralegal Specialist Classification shall be 8:30 a.m. to 5:00 p.m. The normal work schedule for the Paralegal Specialist Classification shall be 8:00 a.m. to 5:00 p.m.

c. Work schedules other than as set forth in b above, including modification of the meal period provided in Section 2 below, may be adopted after consultation between the parties, for operational reasons or based on the needs of employees.

d. The Chief State's Attorney reserves the right for operating purposes to establish second and third shifts. In the event that new hours of work are contemplated, the parties shall negotiate the effects of such schedule. Said negotiations shall not be limited to staffing, wages or Judicial District. Notice of such changes, if any, initiated by the Employer, shall be sent directly to Council 4 Headquarters, with a copy to the President of Local.

Section 3. Meal Periods. Meal periods shall be one (1) hour in duration, scheduled close to the middle of the workday. Meal periods shall, except in unusual circumstances, be considered duty free. Meal periods shall not be counted as work time. The voluntary omission of a meal period, in whole or in part, shall not modify the starting or leaving time schedule.

Section 4. Rest Periods. Employees shall be entitled to two (2) fifteen (15) minute rest periods during the work day, one in each half shift (to be scheduled by the supervisor), except that operational needs may preclude such periods for courtroom personnel. A rest period commences when the employee ceases work at the duty station and ends when the employee resumes work at the duty station. The voluntary omission of a rest period in whole or in part, shall not modify the starting or leaving schedule.

ARTICLE 20
OVERTIME

The Employer will pay overtime to eligible employees at the straight time rate for hours worked in excess of the standard work hours set forth in Article 19, Section 1 but under forty (40) hours, and at the time and one-half (1.5) rate for hours worked over forty (40).

Except in emergency situations, volunteers qualified to do the work will be solicited before employees are assigned.

ARTICLE 21
VACATION-PERSONAL-MILITARY LEAVE

Section 1. Eligibility for Vacation Leave. Each full-time, permanent employee in the bargaining unit who is included in the regular biweekly payroll and whose salary is allocated to a particular group and step, is eligible to accrue vacation time with pay.

Section 2. Accrual of Vacation Time.

a. Eligible employees who are on the full-time Division of Criminal Justice payroll shall accrue 9.375 vacation hours per month for each completed month of continuous full-time service except that employees who have completed twenty (20) years of service shall accrue 12.5 vacation hours for each completed month of continuous full-time service.

Eligible employees who are in the Paralegal Specialist classification shall accrue 10.0 vacation hours per month for each completed month of continuous full-time service except that employees who have completed twenty (20) years of service shall accrue 13.34 vacation hours for each completed month of continuous full-time service.

b. In computing the effective date of an employee's first month's accrual at the twenty (20) year rate, all service time accepted for purposes of computing longevity payments to such employee shall apply. Employees employed by the Division on July 1, 1996 in connection with the transfer of juvenile justice functions from the Judicial Department to the Division shall have their prior service in the Judicial Department counted for purposes of vacation accrual eligibility.

c. Vacation leave starts to accrue with the first working day of the first full calendar month after date of commencement of employment and is credited to the eligible employee on the completion of the calendar month.

d. No leave shall accrue for any calendar month in which an employee is on leave of absence without pay for more than an aggregate of three (3) working days.

e. Unused vacation hours may accumulate to a maximum of the hourly equivalent of one hundred twenty (120) days. After an employee has attained this maximum accrual, vacation hours shall begin to reaccrue in the month when some of such leave is taken.

Section 3. Taking Vacation Time.

a. An employee shall be allowed, subject to the approval of his supervisor, to choose the time of his vacation. In the event of conflicting schedules of leave, length of service in the Division of Criminal Justice shall prevail, provided the more senior employee has chosen the time of his/her vacation within sixty (60) days of the commencement date of the vacation. Seniority for purposes of this paragraph shall be defined as current, continuous service as a full-time employee in the Connecticut Division of Criminal Justice.

b. In no event shall an employee take more than forty (40) working days accrued vacation time in any one calendar year without first having obtained the approval of the Office of the Chief State's Attorney.

Section 4. Payment for Accrued Vacation Time on Termination of Employment.

a. On termination of employment each eligible employee shall be granted lump sum payment for vacation leave accrued and unused up to and including the last full calendar month of work. The amount paid shall be equal to the employee's hourly rate, which shall be based upon the employee's salary at the time of his/her resignation or retirement.

b. In the event an employee, other than one whose compensation is fixed by statute, dies, a lump sum payment shall be made for all vacation leave accrued to him/her and unused at the time of his/her death. The amount paid shall be equal to the salary the deceased employee would have received had he/she remained in the service of the Division until the expiration of such vacation period. Such payment shall be made to the surviving beneficiary or beneficiaries lawfully designated by the employee under the state employees retirement system or, if there is no such designated beneficiary or beneficiaries, to the estate of the deceased.

Section 5. Personal Leave Days.

a. In addition to normal vacation accrual as set forth in this Agreement, there shall be granted to each full-time, permanent employee of the Division three (3) days of

personal leave of absence with pay in each calendar year. Accrual and use of personal leave time shall be measured in "hours" rather than "days".

b. Personal leave of absence shall be taken 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 time may be taken only when requested in advance by the employee and approved by his/her supervisor. Personal leave days which are not taken in a calendar year shall not be accumulated but shall lapse.

c. Full-time permanent employees may not take personal leave days until after the conclusion of six (6) months continuous service as full-time employees of the State of Connecticut, during which period they have not been on a leave of absence without pay for more than ten (10) working days.

Section 6. Records. All vacation leave and personal leave shall be recorded in the State's electronic attendance records which shall reflect for each eligible employee the current amount of vacation leave accrued, the amount and dates when such leave was taken, the current balance of such leave available, and the number of personal leave hours taken during the calendar year. Employees receive information concerning their leave balances on pay stubs/direct deposit reports.

Section 7. Military Leave. A full-time permanent employee of the Division shall be granted military leave and the benefits attendant thereto as provided by State and Federal law. Such military leave shall be granted upon submission to the Chief State's Attorney of acceptable and official military orders.

ARTICLE 22
SICK LEAVE AND LEAVE WITHOUT PAY

Section 1. Eligibility for Sick Leave. Each full-time, permanent employee in the bargaining unit who is included in the regular biweekly payroll and whose salary is allocated to a particular group and step is eligible to accrue sick leave starting with the first working day of the first full calendar month after date of commencement of employment in the Division.

Section 2. Sick Leave Accrual.

a. Sick leave accrues at the rate of 9.375 hours per completed calendar month of continuous full-time service which includes the period of time an employee is on an authorized leave of absence without pay.

Paralegal Specialist Classification: Sick leave accrues at the rate of 10.0 hours per completed calendar month of continuous full-time service which includes the period of time an employee is on an authorized leave of absence without pay.

b. Sick leave continues to accrue in the month when some of such leave is taken.

c. No sick leave hours shall accrue for any calendar month in which an employee is on leave of absence without pay for an aggregate of more than three (3) working days.

d. Sick leave shall accrue for the first twelve (12) months in which a Division employee eligible to receive workers' compensation and sick leave benefits is actually receiving workers' compensation benefits under the provisions of the General Statutes.

e. Employees employed by the Division on July 1, 1996 in connection with the transfer of juvenile justice functions from the Judicial Department to the Division shall have their sick leave accumulation from the Judicial Department transferred to the Division.

Section 3. Granting Sick Leave.

a. Sick leave, to the extent accumulated by the employee and credited to his/her account in the attendance and leave records maintained by the Chief State's Attorney shall be granted to an eligible employee upon satisfactory proof of illness or injury, including pregnancy, incapacitating such employee from duty, in order that such employee may recuperate from such illness or injury. During such leave the employee shall be compensated in full and retain employment benefits.

b. Sick leave, to the extent accumulated by the employee and credited to the employee's account in the attendance and leave records maintained by the Chief State's Attorney, shall be granted to an employee during the period of time that the employee is disabled as the result of pregnancy. Disability may be presumed starting not more than four (4) weeks prior to the expected date of delivery as certified by the employee's physician, and ending not more than four (4) weeks following the actual date of birth.

c. The time an employee is sick while on annual vacation leave, other than terminal vacation leave, shall be charged against accrued sick leave if the employee files an acceptable medical certificate with the Chief State's Attorney attesting to the fact that the he/she was sick and would have been unable to work on the day or days claimed as sick.

d. A holiday occurring when an employee is on sick leave will be counted as a holiday and not charged as sick leave. When special time off is granted, however, an employee on sick leave shall be charged as prescribed by the Chief State's Attorney.

e. If an employee is receiving workers' compensation or disability compensation, he/she may elect to draw upon sick leave to the extent authorized by the General Statutes.

f. Consistent with existing practice, upon exhaustion of accrued sick leave, other accrued paid leave may be used by employees who are incapacitated or disabled as provided in and subject to the conditions of paragraphs a and b above.

Section 4. Qualified Reasons for Usage of Accrued Sick Leave. Any eligible employee may be granted permission and approval to utilize accrued sick leave, for the following reasons:

a) for medical or dental treatment for which arrangement cannot be made outside of working hours;

b) when presence at work will expose others to contagious disease;

c) in the event of death in the immediate family when as much as five (5) working days' leave with pay may be granted for the death of a spouse, child or parent and as much as three (3) working days' leave with pay may be granted for the death of a sister, brother, grandparents or child, and other relative who is domiciled in the employee's household;

d) in the event of critical illness or severe injury in the immediate family creating an emergency requiring the attendance or aid of the employee, when as much as ~~five~~ten (~~5~~10) days leave with pay in a calendar year may be granted;

e) up to one (1) day of leave will be provided to an employee for the purpose of going to, attending, and returning from funerals of persons other than members of the immediate family, if prior permission is requested of and granted by the employee's supervisor;

f) up to ~~five~~ten (~~5~~10) days of paid leave, deducted from sick leave, will be provided to a spouse in connection with the birth, adoption, or taking custody of a child, or the prenatal or postnatal care of a spouse. Vacation or personal leave may also be used for such purposes, subject to Division approval.

Section 5. Advanced Sick Leave.

a. No sick leave with pay in excess of the sick leave hours accumulated to an eligible employee's credit shall be granted unless authorized in advance by the Chief State's Attorney. Such authorizations shall be granted only in cases involving extended periods of illness or injury. No advance of sick leave shall be authorized unless the employee has first exhausted all accrual to his/her credit for sick leave and vacation leave, including current accruals. No advance of sick leave shall be granted until an employee has completed at least five (5) years of full-time employment in state service.

b. The advanced sick leave which may be granted shall be on the basis of one (1) day at full pay for each completed year of full-time 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 shall be repaid by an equal charge against such sick leave as the employee may subsequently accrue. No repayment of advanced sick leave shall be required, however, until the employee has first accrued five (5) days of sick leave following his/her return to duty.

Section 6. Medical Certificate. For the following reasons an acceptable medical certificate, signed by a licensed physician or other practitioner whose method of healing is recognized by the State, may be required of an employee by the Office of the Chief State's Attorney or by an employee's supervisor to substantiate a request for sick leave or special leave of absence with pay:

a) any period of absence consisting of more than five (5) consecutive working days;

b) to support request for sick leave during annual vacation;

c) when excessive absenteeism or other circumstances indicate reasonable cause for requiring such a certificate.

The Office of the Chief State's Attorney may have a physician make a further examination.

Section 7. Removal from Payroll. Any eligible employee in the Division absent from duty by reason of illness or injury who has exhausted all of his/her accrued sick leave, vacation leave including current accrual, and personal leave days and advanced sick leave when applicable, and who thereafter does not return to duty, will receive no further compensation and will be removed from the active payroll of the Division until such time as he/she returns to duty. This section shall not be construed to abridge the rights of employees pursuant to Conn. Gen. Stat. § 5-142.

Section 8. Leave of Absence Without Pay.

a. 1. If an employee has exhausted all available vacation and personal leave, a leave of absence without pay for a continuous period of time for the protection of or improvement of an employee's health, or for any other cause considered reasonable or proper, may be granted to an employee upon approval of the Chief State's Attorney for a period not to exceed one (1) year. Requests for such leave must be submitted in writing to the Office of the Chief State's Attorney. Such leave may be extended beyond one (1) year by the Chief State's Attorney.

2. Upon expiration of paid leave for disability resulting from pregnancy, in accordance with Section 5-248a of the Connecticut General Statutes, the employee may request, and shall be granted, a medical leave of absence without pay, position held, for a period not to

exceed six (6) months following the date of termination of the pregnancy. Such medical leave of absence may, at the exclusive option of the Chief State's Attorney or his designee, be extended beyond the six (6) month period, with or without holding the position. Requests for such extensions shall be submitted to the Office of the Chief State's Attorney.

b. Military leave shall be provided in accordance with State and Federal law as amended from time to time.

Section 9. Status of Accrued Sick Leave and Paid Leave Upon Reemployment of Resigned Employee. Any employee who resigns in good standing from the Division and who is reemployed within one (1) year from the date of his/her resignation shall be credited with the amount of sick leave accrued to his/her credit on the effective date of his/her resignation, provided the employee did not receive any compensation for said unused sick leave.

Section 10. Compensation for Unused Sick Leave Accrual Upon Retirement. Each eligible employee in the Division who retires on or after July 1, 1978, 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.

Section 11. Records. All leave with or without pay shall be recorded in the State's electronic attendance records/system.

Section 12. Compensation for Unused Sick Leave Upon Death of Employee. 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 13. Emergency Sick Leave Bank.

a. There shall continue to be an Emergency Sick Leave Bank composed of the contributions of bargaining unit employees. All permanent bargaining unit employees shall contribute ~~fifteen (15) hours~~the hourly equivalent of two (2) work days from accrued sick leave to the sick leave bank. Hours contributed shall not revert to employees if not used. It is understood that all employees within the bargaining unit must contribute ~~fifteen~~the hourly equivalent of two (~~15~~2) ~~hours~~work days to the sick leave bank. This is effective for all bargaining unit employees who are employed on or after July 1, 1988. Therefore:

1. All permanent employees in the bargaining unit who did not have sufficient accrual of sick leave to satisfy their contribution to the sick leave bank will be required to donate sick leave as accrued until they

satisfy the ~~fifteen (15) hour~~hourly equivalent of two (2) work days requirement.

2. New employees and probationary employees who become permanent will be required to make the contribution at that time.

~~The term "effective with this Agreement" after July 1, 1988, shall mean "upon receipt of notification to the Division from the Union that the membership has voted to replenish the sick leave bank."~~

b. Days contributed to the bank shall thereafter be allocated to non-probationary employees with catastrophic or extended, long-term illnesses.

c. To be eligible for allocation of sick days from the bank an employee must meet the following conditions.

1) exhaustion of all sick leave, personal and vacation leave, including advance sick leave under Section 5 of this Article;

2) the illness or injury is not covered by workers' compensation and/or such benefit has been exhausted;

3) an acceptable medical certificate supporting the absence is on file; and

4) The bank is not depleted.

d. Days shall be allocated by a Labor Management Advisory Committee with equal representation of the Division and the Union, not to exceed three (3) representatives of each party. This Committee shall have full authority to grant benefits and administer the program in accordance with guidelines outlined in subparagraph b. above. In addition, the Committee shall consider as a factor the extent and circumstances of the applicant's usage of sick leave prior to the illness in question.

e. Unused days shall be carried over from year to year and shall not lapse. The Committee may, by agreement, provide for additional opportunities for contribution to the bank.

f. Time off without loss of pay or benefits may be granted, as necessary, to members of the Committee to attend meetings to administer this program.

g. The actions or nonactions of this Committee shall in no way be subject to collateral attack or the grievance/arbitration machinery. The panel shall not be considered a State agency, board or any other subdivision of the Employer. No requests shall be conducted as contested cases or otherwise be subject to the Uniform Administrative Procedure Act.

ARTICLE 23
CIVIL LEAVE

Section 1. Jury Service.

a. Employees absent from duty to perform jury service shall receive their regular straight time salary, exclusive of overtime or any other premium pay; acceptance of such salary shall be deemed waiver of any statutory jury service fee.

b. Time off for jury duty shall occur on the same day as the jury duty.

c. If the employee reports to jury duty and is released early so that court time and reasonable travel time to the work site (including time to stop at home if necessary) do not exceed three and one-half (3-1/2) hours in total, the employee shall return to work for the balance of the day.

Section 2. An employee called as a witness outside normal working hours in a matter rising out of the performance of customary duties of employment shall, upon request, be granted compensatory time off in accordance with provisions of Article 19.

ARTICLE 24
HOLIDAYS

Section 1. Holidays. For the purposes 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, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day.

ARTICLE 25
GROUP HEALTH AND LIFE INSURANCE

Section 1. Health Insurance. The terms of employee health benefits are covered by a separate agreement pursuant to Conn. Gen. Stat. § 5-278(f).

Section 2. Life Insurance. Division Employees shall continue to be eligible to purchase life insurance in accordance with existing practice. 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 an employee in the bargaining unit whose yearly gross earnings are at least forty-five thousand dollars ($45,000). The actual cost of such optional group life insurance 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 dividend 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.

ARTICLE 26
EMPLOYEE RIGHTS

Employees covered by this Agreement shall suffer no reprisals for exercising their rights under this Agreement.

ARTICLE 27
TRANSFERS FOR OPERATIONAL REASONS

Section 1. The Employer decides the job class involved in transfers, and determines the location from which and to which such transfers will be made. In determining such locations, commuting distances shall be a factor considered.

Section 2. Permanent Transfers.

a. A permanent transfer is defined as a permanent, indefinite change in duty station. Permanent transfers shall first be attempted on a voluntary basis. Involuntary permanent transfers shall be made in accordance with inverse seniority in the job class involved and in the location from which the transfer is being made. Seniority for the purposes of this Article is defined as aggregate service as a full-time permanent employee in the Connecticut Division of Criminal Justice.

b. If such a transfer will require an employee to commute a distance of fifteen (15) miles or greater one way in addition to the distance he/she commuted before the transfer, the Employer and the Union shall meet to discuss alternatives at the request of the Union. Any agreement reached by the parties at this meeting shall supersede the provisions of this Section regarding seniority as a factor in transfers. An employee who has been involuntarily transferred shall have the right to return to his/her original duty station prior to the hiring of a new employee or transfer of an employee in the same job classification at that duty station.

Section 3. Temporary Transfers. A temporary transfer is defined as a temporary assignment away from the duty station. Ordinarily such transfers shall not exceed sixty (60) calendar days. No employee will be required to be in temporary transfer status for more than one hundred twenty (120) calendar days in any calendar year. In making temporary transfers the Employer shall consider the wishes of employees, seniority, and operational needs; provided, however, its determination shall not be subject to review under Article 10. Employees in temporary transfer status shall receive mileage in accordance with existing practice.

ARTICLE 28
RETIREMENT

The terms and conditions of employee retirement benefits have been negotiated separately by the State and the Union and shall continue under the terms of the Agreement.

ARTICLE 29
SAVINGS CLAUSE

Should any provisions of this Agreement be found unlawful by a court of competent jurisdiction, the remainder of this Agreement shall continue in force, and the parties shall immediately negotiate a substitute provision. Disputes concerning the appropriate substitute provision shall be handled as provided under the State Employees Collective Bargaining Act.

ARTICLE 30
LEGISLATIVE ACTION

The cost items contained in this Agreement and the provisions of this Agreement which supersede pre-existing statutes shall not become effective unless and until legislative approval has been granted pursuant to the State Employees Collective Bargaining Act. The Employer shall request such approval as provided in said Act. If the legislature rejects such request as a whole, the parties shall return to the bargaining table.

ARTICLE 31
SUPERSEDENCE

Section 1. The inclusion of language in the Agreement concerning matters formerly governed by law, regulation, 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 the Agreement except as provided in the Supersedence Appendix to this Agreement or where, by necessary implication, no other construction is tenable.

Section 2. Changes in Practices.

a. Except to the extent that a particular personnel or operational practice is specifically modified or restricted by an express provision of this Agreement or specifically incorporated by reference in this Agreement, and Employer reserves and retains the right to add to, alter, or eliminate such practices.

b. In connection with the exercise of rights conferred under paragraph a. above, which exercise impacts upon a mandatory subject of bargaining, the following procedures shall apply:

1. The Employer shall give notice of its contemplated action.

2. The Union may request that the parties convene pursuant to Article 9 to discuss such impact.

3. The parties shall commence discussions in a timely fashion.

4. (i) The fact that such discussions have not commenced or concluded shall not operate to delay the exercise of the Employer's rights under this Agreement, including but not limited to the right to implement all or part of the contemplated action.

(ii) Prior to any such implementation, the Employer shall give notice to the Union and schedule a meeting in accordance with Article 9.

5. The fact that the Employer has exercised its rights shall not operate to terminate the obligation to continue such discussions for a reasonable period of time.

ARTICLE 32
SENIORITY

Section 1. Definition and Computation of Seniority.

a. Except as otherwise defined herein, seniority is defined as current continuous service as a full-time employee of the Criminal Justice Division and shall include all of the following: all paid leave, provided that the employee returns to work immediately following the leave; military leave granted in accordance with Article 21 of this Agreement; unpaid medical leave of absence following exhaustion of sick leave, for up to seven (7) months for any employee who has permanent status, provided that the employee returns to work immediately following the leave. The seniority of employees who were employed by the Division on July 1, 1996 in connection with the transfer of juvenile justice functions from the Judicial Department to the Division shall include their full-time service with the Judicial Department except as provided in Article 15, Section 3-c.

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

c. Seniority shall be deemed broken by: (1) termination of employment caused by resignation, dismissal or retirement; (2) normally, failure to report for five (5) consecutive

working days without authorization, layoff in excess of twenty-four (24) months. Credit for seniority up to a break in service shall be restored to an employee who is reemployed within eighteen (18) months of a service break.

Section 2. Seniority shall be a relevant or controlling factor in the following areas:

a) selection for layoff, as provided in Article 15;

b) selection of vacation leave and personal leave, as provided in Article 21;

c) transfers, as provided in Article 27.

Section 3. On an annual basis, the Division shall prepare a seniority list, the form of which shall be subject to the mutual agreement of the parties. Said list will be submitted to the Union as soon as possible after it is prepared.

ARTICLE 33
MISCELLANEOUS

Section 1. Except where varied in this Agreement the Criminal Justice Division will continue in force the following written rules and regulations: (a) eligibility for meals and reimbursement therefor; and (b) paid or unpaid leave of absence.

Section 2. Method of Salary Payment. Employees shall continue to be paid on a bi-weekly basis for the duration of this Agreement.

Section 3. Workers' Compensation Payments. Accrued sick leave, to the extent available, then personal leave, to the extent available, and accrued vacation leave, to the extent available, and finally, accrued compensatory time, to the extent available may be used to supplement worker's compensation payments up to but not beyond an employee's regular salary.

Section 4. Claims. The Employer agrees to facilitate the expeditious processing of claims for lost or damaged property to the Claims Commission.

Section 5. Indemnification. Indemnification shall be provided pursuant to Conn. Gen. Stat. § 4-165. The decision whether to provide counsel to an employee being sued for malpractice shall be based upon whether such employee was acting within the scope of his/her employment, without regard to whether the suit alleges wanton or willful conduct. The question whether the employee was acting within the scope of employment shall be sympathetically considered consistent with the purpose of the indemnification statues. The Employer shall cooperate in expediting the decision of state officials whether to provide counsel.

Section 6. Notice of Openings. Notice of vacancies to be filled in the bargaining unit shall be distributed via e-mail on a division-wide basis. A concurrent notice via e-mail will be sent to the Union's President. A notice shall remain open and valid for ten (10) work days ~~of~~ from the initial e-mail distribution. Interested employees must submit applications within ten (10) days of the initial e-mail distribution. Vacancies will not be filled within this ten (10) day period. The Employer may advertise such vacancies in any other way simultaneously with this distribution and may interview external candidates at any time in the process. The Director of Human Resources shall notify the Union President of the individual who is appointed to the position.

Section 7. The use of the word "he" or "him" in this contract shall be construed in its generic meaning, unless otherwise indicated.

Section 8. Inclement Weather. When an employee is late for work due to inclement weather conditions, the employee shall not be charged for such lateness, provided that he/she reports such conditions to the Employer within a reasonable time and arrives at work as soon as possible.

Section 9. Unless otherwise provided in this Agreement, all leave time may be requested and granted in increments of fifteen (15) minutes.

Section 10. The parties shall equally share the costs of printing the contract. The Union shall have the contract printed.

Section 11. The Division shall arrange for on-site, on-the-job orientation for a new or transferred/promoted employee to assist the employee in becoming familiar with the duties of the position, the functions of the office to which the employee is assigned, and the role of the office within the Division and criminal justice system. Bargaining unit employees may be asked to assist in this orientation process.

Section 12. The Division shall offer training for all employees. If a training session is offered during regular work hours, the employee shall be released with pay to attend. If a training session is offered outside of regular work hours, the employee shall be paid for time spent in attending. The cost of providing the training shall be borne by the Division.

The Division and the Union shall cooperate in identifying no-fee training opportunities for employees through other State agencies. In addition, the Division shall offer in-house training in such areas as the new case management and records systems to those employees of the Division who will have responsibilities for using those systems.

Section 13. Representatives of the Division and the Union shall meet no less than two (2) times per year, upon the request of the Union, and confer regarding what in-service training shall be available to employees, which will be of value to the employee in the performance of his/her job duties and therefore will also benefit the Division.

ARTICLE 34
DURATION

Section 1. Except as otherwise provided, this Agreement shall be effective July 1, ~~2021~~2025, and shall expire June 30, ~~2025~~2029. Retroactivity shall be for those on the payroll at legislative ratification and those who went directly into retirement between July 1, 2025 and the date of legislative ratification.

Section 2. Negotiations for a successor agreement shall commence in February ~~2025~~2029. The parties may, by mutual agreement, commence negotiations on a different date.

SIGNATURES

IN WITNESS WHEREOF, the parties have caused their names to be signed.

DIVISION OF CRIMINAL JUSTICE

By: _____
John J. Russotto
Deputy Chief State's Attorney
for Administration

Date: _____

LOCAL 749, COUNCIL 4, AFSCME, AFL-CIO

By: _____
Ron Nelson
President
Chief Negotiator

Date: _____

By: _____
J. Wells
Council 4, AFSCME

Date: _____

STATE OF CONNECTICUT DIVISION OF CRIMINAL JUSTICE BARGAINING COMMITTEE

Judicial Branch

Annemarie Paone-Mullin, Chief Negotiator
Jarad Lucan, Chief Negotiator

LOCAL 749 AFSCME COUNCIL 4 BARGAINING COMMITTEE

Local 749

Ron Nelson – President, Chief Negotiator
Efrem Golden
Maria Lindia
Tony Duarte

Council 4

J.Wells - Negotiator Council 4
Steve Carbone - Negotiator Council 4

APPENDIX A
SUPERSEDENCE

To the extent applicable and necessary, certain provisions of the Agreement supersede pre-existing statutes and any regulations promulgated thereunder by the Commissioner of Administrative Services, as follows:

(1) The waiver of jury service fee by acceptance of regular salary, pursuant to Article 33 (Miscellaneous), Section 2, shall supersede Conn. Gen. Stat. § 51-47, Compensation of Jurors.

(2) The exclusive deduction of dues for members of AFSCME under Article 7 (Union Security and Payroll Deductions), shall be deemed to supersede the words "any organization" in Conn. Gen. Stat. § 5-260.

(3) Article 5 (Entire Agreement), Section 2 and Article 31 (Supersedence), Section 2 shall be deemed to supersede Conn. Gen. Stat. § 5-271 (a) and (e) and Section 5-272 (c).

(4) Disciplinary interviews (Article 14, Sec. 6) shall be deemed to supersede Conn. Gen. Stat. § 5-271(a).

(5) Longevity (Article 16, Section 3) and Appendix D shall be deemed to supersede Conn. Gen. Stat. § 5-213.

(6) Article 22 (Sick Leave--Leave Without Pay) shall be deemed to supersede Conn. Gen. Stat. § 5-247 and any regulations thereunder promulgated by the Commissioner of Administrative Services.

(7) Article 17 (Compensation), Appendix B, Job Classifications and Salary Groups, and the Salary Schedules of Appendix C shall supersede the provisions of Conn. Gen. Stat. § 5-200a concerning objective job evaluation and the statewide SCOPE agreement.

APPENDIX B
JOB CLASSIFICATIONS AND SALARY GROUPS

JOB TITLE	CLASS CODE	SALARY GROUP
Appellate Secretary 1	2625	DC 16
Appellate Secretary 2	2627	DC 18
Clerical Supervisor	2607	DC 19-20
Clerk	2618	DC 10
Forensic Fraud Examiner 1	2600	DC 26
Forensic Fraud Examiner 2	2626	DC 29
Investigator	2616	DC 19-21
Paralegal Specialist	2615	DD 23-24
Purchasing Assistant	8502	DC 17
Secretary 1	2636	DC 15
Secretary 2	2622	DC 17-18
Senior Clerk	2603	DC 13
Telephone Operator	2676	DC 10

Note: Classifications are allocated to salary groups in accordance with the objective job evaluation point-to-pay-grade assignments as provided in Section 4 of the statewide SCOPE Agreement, as effective June 23, 1995, as modified by this Agreement.

APPENDIX C - SALARY SCHEDULE
July 1, ~~2021~~2025 - June 30, ~~2022~~2026
Effective the first pay period following July 1
(Subject to Modification by CORE-CT)

~~Salary group~~		Step								
		~~1~~	~~2~~	~~3~~	~~4~~	~~5~~	~~6~~	~~7~~	~~8~~	~~AI~~
~~10~~	~~ANNUAL~~	~~38,792.00~~	~~40,001.00~~	~~41,209.00~~	~~42,418.00~~	~~43,626.00~~	~~44,835.00~~	~~46,043.00~~	~~47,251.00~~	~~1,208.00~~
	~~BI-WEEKLY~~	~~1,486.28~~	~~1,532.61~~	~~1,578.89~~	~~1,625.21~~	~~1,671.49~~	~~1,717.82~~	~~1,764.10~~	~~1,810.38~~	
	~~HOURLY~~	~~19.8222~~	~~20.4400~~	~~21.0572~~	~~21.6750~~	~~22.2923~~	~~22.9101~~	~~23.5273~~	~~24.1446~~	
~~13~~	~~ANNUAL~~	~~43,991.00~~	~~45,616.00~~	~~47,240.00~~	~~48,865.00~~	~~50,489.00~~	~~52,114.00~~	~~53,739.00~~	~~55,363.00~~	~~1,624.00~~
	~~BI-WEEKLY~~	~~1,685.48~~	~~1,747.74~~	~~1,809.96~~	~~1,872.22~~	~~1,934.44~~	~~1,996.70~~	~~2,058.97~~	~~2,121.19~~	
	~~HOURLY~~	~~22.4788~~	~~23.3091~~	~~24.1390~~	~~24.9693~~	~~25.7992~~	~~26.6295~~	~~27.4599~~	~~28.2897~~	
~~15~~	~~ANNUAL~~	~~48,085.00~~	~~49,845.00~~	~~51,605.00~~	~~53,365.00~~	~~55,125.00~~	~~56,884.00~~	~~58,644.00~~	~~60,404.00~~	~~1,760.00~~
	~~BI-WEEKLY~~	~~1,842.34~~	~~1,909.77~~	~~1,977.20~~	~~2,044.64~~	~~2,112.07~~	~~2,179.46~~	~~2,246.90~~	~~2,314.33~~	
	~~HOURLY~~	~~24.5708~~	~~25.4701~~	~~26.3694~~	~~27.2688~~	~~28.1681~~	~~29.0669~~	~~29.9663~~	~~30.8656~~	
~~16~~	~~ANNUAL~~	~~50,366.00~~	~~52,187.00~~	~~54,007.00~~	~~55,828.00~~	~~57,648.00~~	~~59,468.00~~	~~61,289.00~~	~~63,109.00~~	~~1,820.00~~
	~~BI-WEEKLY~~	~~1,929.73~~	~~1,999.50~~	~~2,069.23~~	~~2,139.00~~	~~2,208.74~~	~~2,278.47~~	~~2,348.24~~	~~2,417.97~~	
	~~HOURLY~~	~~25.7363~~	~~26.6668~~	~~27.5968~~	~~28.5273~~	~~29.4573~~	~~30.3873~~	~~31.3178~~	~~32.2478~~	
~~17~~	~~ANNUAL~~	~~52,866.00~~	~~54,731.00~~	~~56,595.00~~	~~58,460.00~~	~~60,324.00~~	~~62,189.00~~	~~64,053.00~~	~~65,918.00~~	~~1,865.00~~
	~~BI-WEEKLY~~	~~2,025.52~~	~~2,096.97~~	~~2,168.39~~	~~2,239.85~~	~~2,311.26~~	~~2,382.72~~	~~2,454.14~~	~~2,525.59~~	
	~~HOURLY~~	~~27.0138~~	~~27.9668~~	~~28.9193~~	~~29.8723~~	~~30.8247~~	~~31.7777~~	~~32.7302~~	~~33.6832~~	
~~18~~	~~ANNUAL~~	~~55,535.00~~	~~57,453.00~~	~~59,372.00~~	~~61,291.00~~	~~63,210.00~~	~~65,129.00~~	~~67,047.00~~	~~68,966.00~~	~~1,919.00~~
	~~BI-WEEKLY~~	~~2,127.78~~	~~2,201.26~~	~~2,274.79~~	~~2,348.31~~	~~2,421.84~~	~~2,495.36~~	~~2,568.85~~	~~2,642.38~~	
	~~HOURLY~~	~~28.3776~~	~~29.3577~~	~~30.3383~~	~~31.3189~~	~~32.2994~~	~~33.2800~~	~~34.2601~~	~~35.2407~~	
~~19~~	~~ANNUAL~~	~~58,266.00~~	~~60,233.00~~	~~62,200.00~~	~~64,167.00~~	~~66,134.00~~	~~68,101.00~~	~~70,068.00~~	~~72,035.00~~	~~1,967.00~~
	~~BI-WEEKLY~~	~~2,232.41~~	~~2,307.78~~	~~2,383.14~~	~~2,458.51~~	~~2,533.87~~	~~2,609.23~~	~~2,684.60~~	~~2,759.96~~	
	~~HOURLY~~	~~29.7731~~	~~30.7782~~	~~31.7833~~	~~32.7885~~	~~33.7936~~	~~34.7987~~	~~35.8038~~	~~36.8089~~	
~~20~~	~~ANNUAL~~	~~61,237.00~~	~~63,258.00~~	~~65,279.00~~	~~67,300.00~~	~~69,322.00~~	~~71,343.00~~	~~73,364.00~~	~~75,386.00~~	~~2,022.00~~
	~~BI-WEEKLY~~	~~2,346.25~~	~~2,423.68~~	~~2,501.11~~	~~2,578.54~~	~~2,656.02~~	~~2,733.45~~	~~2,810.88~~	~~2,888.35~~	
	~~HOURLY~~	~~31.2913~~	~~32.3240~~	~~33.3567~~	~~34.3894~~	~~35.4226~~	~~36.4553~~	~~37.4880~~	~~38.5212~~	
~~21~~	~~ANNUAL~~	~~64,254.00~~	~~66,324.00~~	~~68,393.00~~	~~70,463.00~~	~~72,532.00~~	~~74,602.00~~	~~76,671.00~~	~~78,741.00~~	~~2,070.00~~
	~~BI-WEEKLY~~	~~2,461.84~~	~~2,541.15~~	~~2,620.42~~	~~2,699.73~~	~~2,779.00~~	~~2,858.31~~	~~2,937.59~~	~~3,016.90~~	
	~~HOURLY~~	~~32.8329~~	~~33.8906~~	~~34.9479~~	~~36.0056~~	~~37.0629~~	~~38.1206~~	~~39.1778~~	~~40.2356~~	
~~23~~	~~ANNUAL~~	~~69,136.00~~	~~71,710.00~~	~~74,284.00~~	~~76,858.00~~	~~79,431.00~~	~~82,005.00~~	~~84,579.00~~	~~87,153.00~~	~~2,574.00~~
	~~BI-WEEKLY~~	~~2,648.89~~	~~2,747.51~~	~~2,846.13~~	~~2,944.75~~	~~3,043.33~~	~~3,141.95~~	~~3,240.57~~	~~3,339.20~~	
	~~HOURLY~~	~~35.3275~~	~~36.6428~~	~~37.9581~~	~~39.2734~~	~~40.5881~~	41.9034	~~43.2187~~	44.5340	
~~26~~	~~ANNUAL~~	~~79,752.00~~	~~82,720.00~~	~~85,687.00~~	~~88,654.00~~	~~91,622.00~~	~~94,589.00~~	~~97,556.00~~	~~100,524.00~~	~~2,968.00~~

Salary group		Step								
		1	2	3	4	5	6	7	8	AI
	BI-WEEKLY	3,055.63	3,169.35	3,283.03	3,396.70	3,510.42	3,624.10	3,737.78	3,851.49	
	HOURLY	40.7522	42.2688	43.7849	45.3010	46.8176	48.3337	49.8498	51.3664	
29	ANNUAL	89,033.00	92,566.00	96,099.00	99,632.00	103,165.00	106,698.00	110,232.00	113,765.00	3,533.00
	BI-WEEKLY	3,411.23	3,546.59	3,681.95	3,817.32	3,952.68	4,088.05	4,223.45	4,358.81	
	HOURLY	45.4946	47.2999	49.1053	50.9106	52.7159	54.5212	56.3270	58.1323	

Salary group		Step								
		1	2	3	4	5	6	7	8	AI
10	ANNUAL	$42,820.00	$44,154.00	$45,488.00	$46,822.00	$48,156.00	$49,491.00	$50,824.00	$52,158.00	$1,334.(
	BI-WEEKLY	$1,640.62	$1,691.73	$1,742.84	$1,793.95	$1,845.06	$1,896.21	$1,947.28	$1,998.40	
	HOURLY	$21.8804	$22.5621	$23.2437	$23.9254	$24.6071	$25.2892	$25.9704	$26.6520	
13	ANNUAL	$48,559.00	$50,353.00	$52,145.00	$53,939.00	$55,732.00	$57,525.00	$59,318.00	$61,112.00	$1,794.(
	BI-WEEKLY	$1,860.50	$1,929.24	$1,997.90	$2,066.63	$2,135.33	$2,204.03	$2,272.73	$2,341.46	
	HOURLY	$24.8130	$25.7297	$26.6454	$27.5621	$28.4783	$29.3945	$30.3107	$31.2274	
15	ANNUAL	$53,077.00	$55,020.00	$56,963.00	$58,905.00	$60,848.00	$62,791.00	$64,733.00	$66,676.00	$1,943.(
	BI-WEEKLY	$2,033.61	$2,108.05	$2,182.50	$2,256.90	$2,331.35	$2,405.79	$2,480.20	$2,554.64	
	HOURLY	$27.1216	$28.1145	$29.1073	$30.0996	$31.0925	$32.0853	$33.0777	$34.0705	
16	ANNUAL	$55,595.00	$57,605.00	$59,614.00	$61,625.00	$63,634.00	$65,643.00	$67,653.00	$69,662.00	$2,010.(
	BI-WEEKLY	$2,130.08	$2,207.09	$2,284.07	$2,361.12	$2,438.09	$2,515.06	$2,592.07	$2,669.05	
	HOURLY	$28.4083	$29.4354	$30.4619	$31.4895	$32.5161	$33.5427	$34.5697	$35.5963	
17	ANNUAL	$58,356.00	$60,414.00	$62,472.00	$64,529.00	$66,588.00	$68,646.00	$70,704.00	$72,762.00	$2,058.(
	BI-WEEKLY	$2,235.87	$2,314.72	$2,393.57	$2,472.38	$2,551.27	$2,630.12	$2,708.97	$2,787.82	
	HOURLY	$29.8191	$30.8707	$31.9223	$32.9734	$34.0255	$35.0772	$36.1288	$37.1804	
18	ANNUAL	$61,301.00	$63,419.00	$65,537.00	$67,655.00	$69,773.00	$71,891.00	$74,010.00	$76,127.00	$2,118.(
	BI-WEEKLY	$2,348.70	$2,429.85	$2,511.00	$2,592.15	$2,673.30	$2,754.45	$2,835.64	$2,916.75	
	HOURLY	$31.3240	$32.4062	$33.4885	$34.5708	$35.6530	$36.7353	$37.8181	$38.8998	
19	ANNUAL	$64,316.00	$66,487.00	$68,658.00	$70,830.00	$73,001.00	$75,172.00	$77,343.00	$79,515.00	$2,172.(
	BI-WEEKLY	$2,464.22	$2,547.40	$2,630.58	$2,713.80	$2,796.98	$2,880.16	$2,963.34	$3,046.56	
	HOURLY	$32.8646	$33.9739	$35.0833	$36.1932	$37.3025	$38.4119	$39.5212	$40.6311	
20	ANNUAL	$67,595.00	$69,826.00	$72,057.00	$74,288.00	$76,519.00	$78,750.00	$80,981.00	$83,213.00	$2,232.(
	BI-WEEKLY	$2,589.85	$2,675.33	$2,760.81	$2,846.29	$2,931.77	$3,017.25	$3,102.73	$3,188.24	
	HOURLY	$34.5401	$35.6801	$36.8201	$37.9601	$39.1002	$40.2402	$41.3802	$42.5207	
21	ANNUAL	$70,925.00	$73,210.00	$75,495.00	$77,779.00	$80,063.00	$82,347.00	$84,631.00	$86,916.00	$2,285.(
	BI-WEEKLY	$2,717.44	$2,804.99	$2,892.53	$2,980.04	$3,067.55	$3,155.06	$3,242.57	$3,330.12	
	HOURLY	$36.2417	$37.4093	$38.5769	$39.7440	$40.9111	$42.0782	$43.2453	$44.4129	
23	ANNUAL	$76,314.00	$79,155.00	$81,996.00	$84,837.00	$87,679.00	$90,519.00	$93,361.00	$96,202.00	$2,842.(
	BI-WEEKLY	$2,923.91	$3,032.76	$3,141.61	$3,250.46	$3,359.35	$3,468.17	$3,577.05	$3,685.91	
	HOURLY	$38.9954	$40.4471	$41.8988	$43.3505	$44.8028	$46.2540	$47.7062	$49.1579	
26	ANNUAL	$88,033.00	$91,307.00	$94,583.00	$97,858.00	$101,134.00	$104,410.00	$107,685.00	$110,961.00	$3,276.(
	BI-WEEKLY	$3,372.92	$3,498.36	$3,623.87	$3,749.35	$3,874.87	$4,000.39	$4,125.87	$4,251.38	
	HOURLY	$44.9836	$46.6566	$48.3306	$50.0041	$51.6781	$53.3521	$55.0255	$56.6995	
29	ANNUAL	$98,276.00	$102,177.00	$106,077.00	$109,976.00	$113,876.00	$117,776.00	$121,676.00	$125,576.00	$3,900.(

Salary group	Step								
	1	2	3	4	5	6	7	8	AI
BI-WEEKLY	$3,765.37	$3,914.83	$4,064.26	$4,213.64	$4,363.07	$4,512.50	$4,661.92	$4,811.35	
HOURLY	$50.2177	$52.2110	$54.2039	$56.1962	$58.1891	$60.1819	$62.1748	$64.1676	

Plan DD

23	Annual	$76,618.00	$79,147.00	$81,758.00	$84,456.00	$87,243.00	$90,221.00	$93,108.00	$96,091.00	
	Bi-Wk	$2,935.56	$3,032.46	$3,132.50	$3,235.87	$3,342.65	$3,456.75	$3,567.36	$3,681.65	
	Hourly	$36.6944	$37.9057	$39.1561	$40.4483	$41.7830	$43.2093	$44.5920	$46.0206	
24	Annual	$82,603.00	$85,157.00	$87,791.00	$90,506.00	$93,305.00	$96,191.00	$99,166.00	$102,464.00	
	Bi-Wk	$3,164.87	$3,262.73	$3,363.64	$3,467.67	$3,574.91	$3,685.48	$3,799.47	$3,925.83	
	Hourly	$39.5608	$40.7840	$42.0455	$43.3458	$44.6863	$46.0685	$47.4933	$49.0728	

APPENDIX C - SALARY SCHEDULE
July 1, ~~2022~~2026 - June 30, ~~2023~~2027
Effective the first pay period following July 1
(Subject to Modification by CORE-CT)

~~Salary group~~		~~Step~~								
		~~1~~	~~2~~	~~3~~	~~4~~	~~5~~	~~6~~	~~7~~	~~8~~	~~AI~~
~~10~~	~~ANNUAL~~	~~39,762.00~~	~~41,001.00~~	~~42,239.00~~	~~43,478.00~~	~~44,717.00~~	~~45,956.00~~	~~47,194.00~~	~~48,432.00~~	~~1,238.00~~
	~~BI-WEEKLY~~	~~1,523.45~~	~~1,570.92~~	~~1,618.35~~	~~1,665.82~~	~~1,713.30~~	~~1,760.77~~	~~1,808.20~~	~~1,855.63~~	
	~~HOURLY~~	~~20.3178~~	~~20.9509~~	~~21.5835~~	~~22.2167~~	~~22.8498~~	~~23.4829~~	~~24.1155~~	~~24.7481~~	
~~13~~	~~ANNUAL~~	~~45,091.00~~	~~46,756.00~~	~~48,421.00~~	~~50,087.00~~	~~51,751.00~~	~~53,417.00~~	~~55,082.00~~	~~56,747.00~~	~~1,665.00~~
	~~BI-WEEKLY~~	~~1,727.62~~	~~1,791.42~~	~~1,855.21~~	~~1,919.04~~	~~1,982.80~~	~~2,046.63~~	~~2,110.42~~	~~2,174.21~~	
	~~HOURLY~~	~~23.0409~~	~~23.8917~~	~~24.7425~~	~~25.5938~~	~~26.4440~~	~~27.2954~~	~~28.1461~~	~~28.9969~~	
~~15~~	~~ANNUAL~~	~~49,287.00~~	~~51,091.00~~	~~52,895.00~~	~~54,699.00~~	~~56,503.00~~	~~58,306.00~~	~~60,110.00~~	~~61,914.00~~	~~1,804.00~~
	~~BI-WEEKLY~~	~~1,888.39~~	~~1,957.51~~	~~2,026.63~~	~~2,095.75~~	~~2,164.87~~	~~2,233.95~~	~~2,303.07~~	~~2,372.18~~	
	~~HOURLY~~	~~25.1850~~	~~26.1068~~	~~27.0286~~	~~27.9504~~	~~28.8723~~	~~29.7936~~	~~30.7154~~	~~31.6372~~	
~~16~~	~~ANNUAL~~	~~51,625.00~~	~~53,492.00~~	~~55,357.00~~	~~57,224.00~~	~~59,089.00~~	~~60,955.00~~	~~62,821.00~~	~~64,687.00~~	~~1,866.00~~
	~~BI-WEEKLY~~	~~1,977.97~~	~~2,049.50~~	~~2,120.96~~	~~2,192.49~~	~~2,263.95~~	~~2,335.44~~	~~2,406.93~~	~~2,478.43~~	
	~~HOURLY~~	~~26.3797~~	~~27.3337~~	~~28.2867~~	~~29.2407~~	~~30.1937~~	~~31.1472~~	~~32.1007~~	~~33.0542~~	
~~17~~	~~ANNUAL~~	~~54,188.00~~	~~56,099.00~~	~~58,010.00~~	~~59,922.00~~	~~61,832.00~~	~~63,744.00~~	~~65,654.00~~	~~67,566.00~~	~~1,912.00~~
	~~BI-WEEKLY~~	~~2,076.17~~	~~2,149.39~~	~~2,222.61~~	~~2,295.86~~	~~2,369.04~~	~~2,442.30~~	~~2,515.48~~	~~2,588.74~~	
	~~HOURLY~~	~~27.6893~~	~~28.6658~~	~~29.6423~~	~~30.6193~~	~~31.5953~~	~~32.5723~~	~~33.5483~~	~~34.5253~~	
~~18~~	~~ANNUAL~~	~~56,923.00~~	~~58,889.00~~	~~60,856.00~~	~~62,823.00~~	~~64,790.00~~	~~66,757.00~~	~~68,723.00~~	~~70,690.00~~	~~1,967.00~~
	~~BI-WEEKLY~~	~~2,180.96~~	~~2,256.28~~	~~2,331.65~~	~~2,407.01~~	~~2,482.38~~	~~2,557.74~~	~~2,633.07~~	~~2,708.43~~	
	~~HOURLY~~	~~29.0869~~	~~30.0915~~	~~31.0966~~	~~32.1017~~	~~33.1068~~	~~34.1119~~	~~35.1165~~	~~36.1216~~	
~~19~~	~~ANNUAL~~	~~59,723.00~~	~~61,739.00~~	~~63,755.00~~	~~65,771.00~~	~~67,787.00~~	~~69,804.00~~	~~71,820.00~~	~~73,836.00~~	~~2,016.00~~
	~~BI-WEEKLY~~	~~2,288.24~~	~~2,365.48~~	~~2,442.72~~	~~2,519.96~~	~~2,597.20~~	~~2,674.48~~	~~2,751.72~~	~~2,828.97~~	
	~~HOURLY~~	~~30.5176~~	~~31.5478~~	~~32.5779~~	~~33.6081~~	~~34.6382~~	~~35.6689~~	~~36.6990~~	~~37.7292~~	
~~20~~	~~ANNUAL~~	~~62,768.00~~	~~64,839.00~~	~~66,911.00~~	~~68,983.00~~	~~71,055.00~~	~~73,127.00~~	~~75,198.00~~	~~77,271.00~~	~~2,073.00~~
	~~BI-WEEKLY~~	~~2,404.90~~	~~2,484.25~~	~~2,563.64~~	~~2,643.03~~	~~2,722.41~~	~~2,801.80~~	~~2,881.15~~	~~2,960.57~~	
	~~HOURLY~~	~~32.0736~~	~~33.1318~~	~~34.1906~~	~~35.2494~~	~~36.3081~~	~~37.3669~~	~~38.4251~~	~~39.4844~~	
~~21~~	~~ANNUAL~~	~~65,860.00~~	~~67,982.00~~	~~70,103.00~~	~~72,225.00~~	~~74,345.00~~	~~76,467.00~~	~~78,588.00~~	~~80,710.00~~	~~2,122.00~~
	~~BI-WEEKLY~~	~~2,523.37~~	~~2,604.67~~	~~2,685.94~~	~~2,767.24~~	~~2,848.47~~	~~2,929.77~~	~~3,011.03~~	~~3,092.34~~	
	~~HOURLY~~	~~33.6536~~	~~34.7379~~	~~35.8217~~	~~36.9060~~	~~37.9893~~	~~39.0736~~	~~40.1574~~	~~41.2417~~	
~~23~~	~~ANNUAL~~	~~70,864.00~~	~~73,503.00~~	~~76,141.00~~	~~78,779.00~~	~~81,417.00~~	~~84,055.00~~	~~86,693.00~~	~~89,332.00~~	~~2,639.00~~
	~~BI-WEEKLY~~	~~2,715.10~~	~~2,816.21~~	~~2,917.28~~	~~3,018.35~~	~~3,119.43~~	~~3,220.50~~	~~3,321.57~~	~~3,422.68~~	
	~~HOURLY~~	~~36.2105~~	~~37.5590~~	~~38.9070~~	~~40.2550~~	~~41.6030~~	~~42.9509~~	~~44.2989~~	~~45.6474~~	
~~26~~	~~ANNUAL~~	~~81,746.00~~	~~84,788.00~~	~~87,829.00~~	~~90,870.00~~	~~93,913.00~~	~~96,954.00~~	~~99,995.00~~	~~103,037.00~~	~~3,042.00~~

Salary group		Step								AI
		1	2	3	4	5	6	7	8	
	BI-WEEKLY	3,132.03	3,248.58	3,365.10	3,481.61	3,598.20	3,714.71	3,831.23	3,947.78	
	HOURLY	41.7711	43.3255	44.8794	46.4333	47.9882	49.5422	51.0961	52.6505	
29	ANNUAL	91,259.00	94,880.00	98,501.00	102,123.00	105,744.00	109,365.00	112,988.00	116,609.00	3,621.00
	BI-WEEKLY	3,496.51	3,635.25	3,773.98	3,912.76	4,051.49	4,190.23	4,329.04	4,467.78	
	HOURLY	46.6321	48.4824	50.3327	52.1834	54.0337	55.8840	57.7353	59.5856	

Salary group		Step								
		1	2	3	4	5	6	7	8	AI
10	ANNUAL	$43,891.00	$45,258.00	$46,626.00	$47,993.00	$49,360.00	$50,729.00	$52,095.00	$53,462.00	$1,368.(
	BI-WEEKLY	$1,681.65	$1,734.03	$1,786.44	$1,838.82	$1,891.19	$1,943.64	$1,995.98	$2,048.36	
	HOURLY	$22.4277	$23.1262	$23.8252	$24.5238	$25.2223	$25.9218	$26.6198	$27.3183	
13	ANNUAL	$49,773.00	$51,612.00	$53,449.00	$55,288.00	$57,126.00	$58,964.00	$60,801.00	$62,640.00	$1,839.(
	BI-WEEKLY	$1,907.02	$1,977.48	$2,047.86	$2,118.32	$2,188.74	$2,259.16	$2,329.55	$2,400.00	
	HOURLY	$25.4333	$26.3730	$27.3117	$28.2514	$29.1906	$30.1298	$31.0685	$32.0082	
15	ANNUAL	$54,404.00	$56,396.00	$58,388.00	$60,378.00	$62,370.00	$64,361.00	$66,352.00	$68,343.00	$1,992.(
	BI-WEEKLY	$2,084.45	$2,160.77	$2,237.09	$2,313.34	$2,389.66	$2,465.94	$2,542.23	$2,618.51	
	HOURLY	$27.7997	$28.8176	$29.8355	$30.8523	$31.8702	$32.8876	$33.9050	$34.9223	
16	ANNUAL	$56,985.00	$59,046.00	$61,105.00	$63,166.00	$65,225.00	$67,285.00	$69,345.00	$71,404.00	$2,060.(
	BI-WEEKLY	$2,183.34	$2,262.30	$2,341.19	$2,420.16	$2,499.05	$2,577.97	$2,656.90	$2,735.79	
	HOURLY	$29.1185	$30.1717	$31.2238	$32.2770	$33.3291	$34.3817	$35.4343	$36.4865	
17	ANNUAL	$59,815.00	$61,925.00	$64,034.00	$66,143.00	$68,253.00	$70,363.00	$72,472.00	$74,582.00	$2,110.(
	BI-WEEKLY	$2,291.77	$2,372.61	$2,453.41	$2,534.22	$2,615.06	$2,695.91	$2,776.71	$2,857.55	
	HOURLY	$30.5646	$31.6428	$32.7205	$33.7982	$34.8763	$35.9545	$37.0322	$38.1104	
18	ANNUAL	$62,834.00	$65,005.00	$67,176.00	$69,347.00	$71,518.00	$73,689.00	$75,861.00	$78,031.00	$2,171.(
	BI-WEEKLY	$2,407.44	$2,490.62	$2,573.80	$2,656.98	$2,740.16	$2,823.34	$2,906.56	$2,989.70	
	HOURLY	$32.1073	$33.2167	$34.3260	$35.4354	$36.5447	$37.6541	$38.7639	$39.8728	
19	ANNUAL	$65,924.00	$68,150.00	$70,375.00	$72,601.00	$74,827.00	$77,052.00	$79,277.00	$81,503.00	$2,226.(
	BI-WEEKLY	$2,525.83	$2,611.12	$2,696.37	$2,781.65	$2,866.94	$2,952.19	$3,037.44	$3,122.73	
	HOURLY	$33.6863	$34.8237	$35.9607	$37.0981	$38.2356	$39.3725	$40.5095	$41.6469	
20	ANNUAL	$69,285.00	$71,572.00	$73,859.00	$76,146.00	$78,432.00	$80,719.00	$83,006.00	$85,294.00	$2,287.(
	BI-WEEKLY	$2,654.60	$2,742.23	$2,829.85	$2,917.48	$3,005.06	$3,092.69	$3,180.31	$3,267.97	
	HOURLY	$35.4037	$36.5723	$37.7409	$38.9096	$40.0777	$41.2463	$42.4149	$43.5841	
21	ANNUAL	$72,699.00	$75,041.00	$77,383.00	$79,724.00	$82,065.00	$84,406.00	$86,747.00	$89,089.00	$2,342.(
	BI-WEEKLY	$2,785.41	$2,875.14	$2,964.87	$3,054.56	$3,144.26	$3,233.95	$3,323.64	$3,413.38	
	HOURLY	$37.1482	$38.3449	$39.5416	$40.7379	$41.9341	$43.1303	$44.3265	$45.5232	
23	ANNUAL	$78,222.00	$81,134.00	$84,046.00	$86,958.00	$89,871.00	$92,782.00	$95,696.00	$98,608.00	$2,913.(
	BI-WEEKLY	$2,997.02	$3,108.59	$3,220.16	$3,331.73	$3,443.34	$3,554.87	$3,666.52	$3,778.09	
	HOURLY	$39.9704	$41.4584	$42.9463	$44.4343	$45.9228	$47.4103	$48.8993	$50.3873	
26	ANNUAL	$90,234.00	$93,590.00	$96,948.00	$100,305.00	$103,663.00	$107,021.00	$110,378.00	$113,736.00	$3,358.(
	BI-WEEKLY	$3,457.25	$3,585.83	$3,714.49	$3,843.11	$3,971.77	$4,100.43	$4,229.05	$4,357.71	
	HOURLY	$46.1083	$47.8232	$49.5391	$51.2545	$52.9704	$54.6863	$56.4016	$58.1175	
29	ANNUAL	$100,733.00	$104,732.00	$108,729.00	$112,726.00	$116,723.00	$120,721.00	$124,718.00	$128,716.00	$3,998.(

Salary group	Step								
	1	2	3	4	5	6	7	8	AI
BI-WEEKLY	$3,859.51	$4,012.73	$4,165.87	$4,319.01	$4,472.15	$4,625.33	$4,778.47	$4,931.65	
HOURLY	$51.4732	$53.5166	$55.5590	$57.6014	$59.6438	$61.6868	$63.7292	$65.7721	

Plan DD

23	Annual	$78,534.00	$81,126.00	$83,802.00	$86,568.00	$89,425.00	$92,477.00	$95,436.00	$98,494.00
	Bi-Wk	$3,008.97	$3,108.28	$3,210.81	$3,316.79	$3,426.25	$3,543.19	$3,656.56	$3,773.72
	Hourly	$37.6121	$38.8534	$40.1351	$41.4598	$42.8281	$44.2898	$45.7069	$47.1715
24	Annual	$84,669.00	$87,286.00	$89,986.00	$92,769.00	$95,638.00	$98,596.00	$101,646.00	$105,026.00
	Bi-Wk	$3,244.03	$3,344.30	$3,447.74	$3,554.37	$3,664.30	$3,777.63	$3,894.49	$4,023.99
	Hourly	$40.5503	$41.8036	$43.0967	$44.4296	$45.8036	$47.2203	$48.6810	$50.2998

APPENDIX C - SALARY SCHEDULE
July 1, ~~2023~~2027 - June 30, ~~2024~~2028
Effective the first pay period following July 1
(Subject to Modification by CORE-CT)

~~Salary group~~		~~Step~~								
		~~1~~	~~2~~	~~3~~	4	~~5~~	~~6~~	~~7~~	~~8~~	~~AI~~
~~10~~	~~ANNUAL~~	~~40,756.00~~	~~42,026.00~~	~~43,295.00~~	~~44,565.00~~	~~45,835.00~~	~~47,105.00~~	~~48,374.00~~	~~49,643.00~~	~~1,269.00~~
	~~BI-WEEKLY~~	~~1,561.53~~	~~1,610.19~~	~~1,658.81~~	~~1,707.47~~	~~1,756.13~~	~~1,804.79~~	~~1,853.41~~	~~1,902.03~~	
	~~HOURLY~~	~~20.8258~~	~~21.4747~~	~~22.1231~~	~~22.7721~~	~~23.4211~~	~~24.0700~~	~~24.7184~~	~~25.3669~~	
~~13~~	~~ANNUAL~~	~~46,218.00~~	~~47,925.00~~	~~49,632.00~~	~~51,339.00~~	~~53,045.00~~	~~54,752.00~~	~~56,459.00~~	~~58,166.00~~	~~1,707.00~~
	~~BI-WEEKLY~~	~~1,770.80~~	~~1,836.21~~	~~1,901.61~~	~~1,967.01~~	~~2,032.38~~	~~2,097.78~~	~~2,163.18~~	~~2,228.58~~	
	~~HOURLY~~	~~23.6168~~	~~24.4890~~	~~25.3613~~	~~26.2335~~	~~27.1053~~	~~27.9775~~	~~28.8498~~	~~29.7220~~	
~~15~~	~~ANNUAL~~	~~50,519.00~~	~~52,368.00~~	~~54,217.00~~	~~56,066.00~~	~~57,916.00~~	~~59,764.00~~	~~61,613.00~~	~~63,462.00~~	~~1,849.00~~
	~~BI-WEEKLY~~	~~1,935.59~~	~~2,006.44~~	~~2,077.28~~	~~2,148.12~~	~~2,219.00~~	~~2,289.81~~	~~2,360.65~~	~~2,431.49~~	
	~~HOURLY~~	~~25.8145~~	~~26.7593~~	~~27.7041~~	~~28.6490~~	~~29.5943~~	~~30.5386~~	~~31.4834~~	~~32.4282~~	
~~16~~	~~ANNUAL~~	~~52,916.00~~	~~54,829.00~~	~~56,741.00~~	~~58,655.00~~	~~60,566.00~~	~~62,479.00~~	~~64,392.00~~	~~66,304.00~~	~~1,912.00~~
	~~BI-WEEKLY~~	~~2,027.43~~	~~2,100.73~~	~~2,173.98~~	~~2,247.32~~	~~2,320.54~~	~~2,393.83~~	~~2,467.13~~	~~2,540.38~~	
	~~HOURLY~~	~~27.0393~~	~~28.0169~~	~~28.9939~~	~~29.9719~~	~~30.9484~~	~~31.9259~~	~~32.9034~~	~~33.8804~~	
~~17~~	~~ANNUAL~~	~~55,543.00~~	~~57,501.00~~	~~59,460.00~~	~~61,420.00~~	~~63,378.00~~	~~65,338.00~~	~~67,295.00~~	~~69,255.00~~	~~1,960.00~~
	~~BI-WEEKLY~~	~~2,128.08~~	~~2,203.10~~	~~2,278.16~~	~~2,353.26~~	~~2,428.28~~	~~2,503.37~~	~~2,578.35~~	~~2,653.45~~	
	~~HOURLY~~	~~28.3817~~	~~29.3822~~	~~30.3832~~	~~31.3848~~	~~32.3853~~	~~33.3868~~	~~34.3868~~	~~35.3883~~	
~~18~~	~~ANNUAL~~	~~58,346.00~~	~~60,361.00~~	~~62,377.00~~	~~64,394.00~~	~~66,410.00~~	~~68,426.00~~	~~70,441.00~~	~~72,457.00~~	~~2,016.00~~
	~~BI-WEEKLY~~	~~2,235.48~~	~~2,312.68~~	~~2,389.92~~	~~2,467.20~~	~~2,544.44~~	~~2,621.69~~	~~2,698.89~~	~~2,776.13~~	
	~~HOURLY~~	~~29.8140~~	~~30.8436~~	~~31.8738~~	~~32.9044~~	~~33.9346~~	~~34.9647~~	~~35.9944~~	~~37.0245~~	
~~19~~	~~ANNUAL~~	~~61,216.00~~	~~63,282.00~~	~~65,349.00~~	~~67,415.00~~	~~69,482.00~~	~~71,549.00~~	~~73,616.00~~	~~75,682.00~~	~~2,066.00~~
	~~BI-WEEKLY~~	~~2,345.44~~	~~2,424.60~~	~~2,503.79~~	~~2,582.95~~	~~2,662.15~~	~~2,741.34~~	~~2,820.54~~	~~2,899.69~~	
	~~HOURLY~~	~~31.2805~~	~~32.3362~~	~~33.3924~~	~~34.4481~~	~~35.5043~~	~~36.5606~~	~~37.6168~~	~~38.6725~~	
~~20~~	~~ANNUAL~~	~~64,337.00~~	~~66,460.00~~	~~68,584.00~~	~~70,708.00~~	~~72,831.00~~	~~74,955.00~~	~~77,078.00~~	~~79,203.00~~	~~2,125.00~~
	~~BI-WEEKLY~~	~~2,465.02~~	~~2,546.36~~	~~2,627.74~~	~~2,709.12~~	~~2,790.46~~	~~2,871.84~~	~~2,953.18~~	~~3,034.60~~	
	~~HOURLY~~	~~32.8753~~	~~33.9601~~	~~35.0455~~	~~36.1308~~	~~37.2156~~	~~38.3010~~	~~39.3858~~	~~40.4716~~	
~~21~~	~~ANNUAL~~	~~67,507.00~~	~~69,682.00~~	~~71,856.00~~	~~74,031.00~~	~~76,204.00~~	~~78,379.00~~	~~80,553.00~~	~~82,728.00~~	~~2,175.00~~
	~~BI-WEEKLY~~	~~2,586.48~~	~~2,669.81~~	~~2,753.10~~	~~2,836.44~~	~~2,919.69~~	~~3,003.03~~	~~3,086.32~~	~~3,169.66~~	
	~~HOURLY~~	~~34.4951~~	~~35.6065~~	~~36.7174~~	~~37.8288~~	~~38.9392~~	~~40.0506~~	~~41.1615~~	~~42.2729~~	
~~23~~	~~ANNUAL~~	~~72,636.00~~	~~75,341.00~~	~~78,045.00~~	~~80,748.00~~	~~83,452.00~~	~~86,156.00~~	~~88,860.00~~	~~91,565.00~~	~~2,705.00~~
	~~BI-WEEKLY~~	~~2,782.99~~	~~2,886.63~~	~~2,990.23~~	~~3,093.79~~	~~3,197.39~~	~~3,301.00~~	~~3,404.60~~	~~3,508.24~~	
	~~HOURLY~~	~~37.1160~~	~~38.4982~~	~~39.8799~~	~~41.2611~~	~~42.6428~~	~~44.0245~~	~~45.4062~~	~~46.7885~~	
~~26~~	~~ANNUAL~~	~~83,790.00~~	~~86,908.00~~	~~90,025.00~~	~~93,142.00~~	~~96,261.00~~	~~99,378.00~~	~~102,495.00~~	~~105,613.00~~	~~3,118.00~~

Salary group		Step								
		1	2	3	4	5	6	7	8	AI
	BI-WEEKLY	3,210.34	3,329.81	3,449.23	3,568.66	3,688.16	3,807.59	3,927.01	4,046.48	
	HOURLY	42.8155	44.4088	46.0015	47.5943	49.1880	50.7808	52.3735	53.9668	
29	ANNUAL	93,540.00	97,252.00	100,964.00	104,676.00	108,388.00	112,099.00	115,813.00	119,524.00	3,711.00
	BI-WEEKLY	3,583.91	3,726.13	3,868.35	4,010.57	4,152.80	4,294.98	4,437.28	4,579.46	
	HOURLY	47.7976	49.6944	51.5912	53.4880	55.3848	57.2810	59.1788	61.0751	

Salary group		Step								
		1	2	3	4	5	6	7	8	AI
10	ANNUAL	$44,989.00	$46,390.00	$47,792.00	$49,193.00	$50,594.00	$51,998.00	$53,398.00	$54,799.00	$1,402.(
	BI-WEEKLY	$1,723.72	$1,777.40	$1,831.12	$1,884.79	$1,938.47	$1,992.27	$2,045.91	$2,099.58	
	HOURLY	$22.9888	$23.7046	$24.4211	$25.1369	$25.8528	$26.5703	$27.2856	$28.0015	
13	ANNUAL	$51,018.00	$52,903.00	$54,786.00	$56,671.00	$58,555.00	$60,439.00	$62,322.00	$64,206.00	$1,884.(
	BI-WEEKLY	$1,954.72	$2,026.94	$2,099.09	$2,171.31	$2,243.49	$2,315.68	$2,387.82	$2,460.00	
	HOURLY	$26.0695	$27.0327	$27.9949	$28.9581	$29.9208	$30.8835	$31.8457	$32.8084	
15	ANNUAL	$55,765.00	$57,806.00	$59,848.00	$61,888.00	$63,930.00	$65,971.00	$68,011.00	$70,052.00	$2,041.(
	BI-WEEKLY	$2,136.60	$2,214.79	$2,293.03	$2,371.19	$2,449.43	$2,527.63	$2,605.79	$2,683.99	
	HOURLY	$28.4951	$29.5381	$30.5815	$31.6239	$32.6673	$33.7103	$34.7527	$35.7956	
16	ANNUAL	$58,410.00	$60,523.00	$62,633.00	$64,746.00	$66,856.00	$68,968.00	$71,079.00	$73,190.00	$2,112.(
	BI-WEEKLY	$2,237.94	$2,318.89	$2,399.74	$2,480.69	$2,561.54	$2,642.46	$2,723.34	$2,804.22	
	HOURLY	$29.8467	$30.9264	$32.0046	$33.0843	$34.1625	$35.2417	$36.3204	$37.3991	
17	ANNUAL	$61,311.00	$63,474.00	$65,635.00	$67,797.00	$69,960.00	$72,123.00	$74,284.00	$76,447.00	$2,163.(
	BI-WEEKLY	$2,349.09	$2,431.96	$2,514.76	$2,597.59	$2,680.46	$2,763.34	$2,846.14	$2,929.01	
	HOURLY	$31.3291	$32.4343	$33.5386	$34.6433	$35.7486	$36.8539	$37.9581	$39.0634	
18	ANNUAL	$64,405.00	$66,631.00	$68,856.00	$71,081.00	$73,306.00	$75,532.00	$77,758.00	$79,982.00	$2,226.(
	BI-WEEKLY	$2,467.63	$2,552.92	$2,638.17	$2,723.41	$2,808.66	$2,893.95	$2,979.24	$3,064.45	
	HOURLY	$32.9101	$34.0475	$35.1845	$36.3214	$37.4584	$38.5958	$39.7333	$40.8697	
19	ANNUAL	$67,573.00	$69,854.00	$72,135.00	$74,417.00	$76,698.00	$78,979.00	$81,259.00	$83,541.00	$2,282.(
	BI-WEEKLY	$2,589.01	$2,676.40	$2,763.80	$2,851.23	$2,938.63	$3,026.02	$3,113.38	$3,200.81	
	HOURLY	$34.5289	$35.6944	$36.8600	$38.0261	$39.1916	$40.3572	$41.5222	$42.6883	
20	ANNUAL	$71,018.00	$73,362.00	$75,706.00	$78,050.00	$80,393.00	$82,737.00	$85,082.00	$87,427.00	$2,345.(
	BI-WEEKLY	$2,721.00	$2,810.81	$2,900.62	$2,990.43	$3,080.20	$3,170.00	$3,259.85	$3,349.70	
	HOURLY	$36.2892	$37.4870	$38.6847	$39.8825	$41.0797	$42.2775	$43.4757	$44.6740	
21	ANNUAL	$74,517.00	$76,918.00	$79,318.00	$81,718.00	$84,117.00	$86,517.00	$88,916.00	$91,317.00	$2,400.(
	BI-WEEKLY	$2,855.06	$2,947.05	$3,039.01	$3,130.96	$3,222.88	$3,314.83	$3,406.75	$3,498.74	
	HOURLY	$38.0772	$39.3040	$40.5304	$41.7568	$42.9826	$44.2090	$45.4348	$46.6617	
23	ANNUAL	$80,178.00	$83,163.00	$86,148.00	$89,132.00	$92,118.00	$95,102.00	$98,089.00	$101,074.00	$2,986.(
	BI-WEEKLY	$3,071.96	$3,186.33	$3,300.69	$3,415.02	$3,529.43	$3,643.76	$3,758.20	$3,872.57	
	HOURLY	$40.9699	$42.4951	$44.0204	$45.5452	$47.0710	$48.5958	$50.1221	$51.6474	
26	ANNUAL	$92,490.00	$95,930.00	$99,372.00	$102,813.00	$106,255.00	$109,697.00	$113,138.00	$116,580.00	$3,442.(
	BI-WEEKLY	$3,543.68	$3,675.48	$3,807.36	$3,939.20	$4,071.08	$4,202.96	$4,334.79	$4,466.67	
	HOURLY	$47.2611	$49.0189	$50.7777	$52.5360	$54.2948	$56.0537	$57.8120	$59.5708	
29	ANNUAL	$103,252.00	$107,351.00	$111,448.00	$115,545.00	$119,642.00	$123,740.00	$127,836.00	$131,934.00	$4,098.(

Salary group	Step								
	1	2	3	4	5	6	7	8	AI
BI-WEEKLY	$3,956.02	$4,113.07	$4,270.04	$4,427.02	$4,583.99	$4,741.00	$4,897.94	$5,054.95	
HOURLY	$52.7603	$54.8549	$56.9484	$59.0419	$61.1354	$63.2294	$65.3224	$67.4165	

Plan DD

23	Annual	$80,498.00	$83,155.00	$85,898.00	$88,733.00	$91,661.00	$94,789.00	$97,822.00	$100,957.00
	Bi-Wk	$3,084.22	$3,186.02	$3,291.12	$3,399.74	$3,511.92	$3,631.77	$3,747.97	$3,868.09
	Hourly	$38.5527	$39.8252	$41.1389	$42.4966	$43.8989	$45.3970	$46.8496	$48.3511
24	Annual	$86,786.00	$89,469.00	$92,236.00	$95,089.00	$98,029.00	$101,061.00	$104,188.00	$107,652.00
	Bi-Wk	$3,325.14	$3,427.94	$3,533.95	$3,643.26	$3,755.91	$3,872.07	$3,991.88	$4,124.60
	Hourly	$41.5642	$42.8491	$44.1743	$45.5407	$46.9488	$48.4009	$49.8985	$51.5575

APPENDIX D
LONGEVITY

Longevity for contract years July 1, ~~2021~~2025 through June 30, ~~2025~~2029 shall be adjusted based on wage increases and resulting changes in average annual increment amounts as computed by CORE-CT.

~~July 1, 2021 – June 30, 2022~~				
~~Salary Grade~~	~~10 years~~	~~15 years~~	~~20 years~~	~~25 years~~
~~DC 10~~	~~$302.00~~	~~$604.00~~	~~$906.00~~	~~$1,208.00~~
~~DC 13~~	~~$406.00~~	~~$812.00~~	~~$1,218.00~~	~~$1,624.00~~
~~DC 15~~	~~$440.00~~	~~$880.00~~	~~$1,320.00~~	~~$1,760.00~~
~~DC 16~~	~~$455.00~~	~~$910.00~~	~~$1,365.00~~	~~$1,820.00~~
~~DC 17~~	~~$466.25~~	~~$932.50~~	~~$1,398.75~~	~~$1,865.00~~
~~DC 18~~	~~$479.75~~	~~$959.50~~	~~$1,439.25~~	~~$1,919.00~~
~~DC 19~~	~~$491.75~~	~~$983.50~~	~~$1,475.25~~	~~$1,967.00~~
~~DC 20~~	~~$505.50~~	~~$1,011.00~~	~~$1,516.50~~	~~$2,022.00~~
~~DC 21~~	~~$517.50~~	~~$1,035.00~~	~~$1,552.50~~	~~$2,070.00~~
~~DC 23~~	~~$643.50~~	~~$1,287.00~~	~~$1,930.50~~	~~$2,574.00~~
~~DC 26~~	~~$742.00~~	~~$1,484.00~~	~~$2,226.00~~	~~$2,968.00~~
~~DC 29~~	~~$883.25~~	~~$1,766.50~~	~~$2,649.75~~	~~$3,533.00~~

July 1, 2025 - June 30, 2026				
Salary Grade	10 years	15 years	20 years	25 years
DC 10	$333.50	$667.00	$1,000.50	$1,334.00
DC 13	$448.50	$897.00	$1,345.50	$1,794.00
DC 15	$485.75	$971.50	$1,457.25	$1,943.00
DC 16	$502.50	$1,005.00	$1,507.50	$2,010.00
DC 17	$514.50	$1,029.00	$1,543.50	$2,058.00
DC 18	$529.50	$1,059.00	$1,588.50	$2,118.00
DC 19	$543.00	$1,086.00	$1,629.00	$2,172.00
DC 20	$558.00	$1,116.00	$1,674.00	$2,232.00
DC 21	$571.25	$1,142.50	$1,713.75	$2,285.00
DC 23	$710.50	$1,421.00	$2,131.50	$2,842.00
DC 26	$819.00	$1,638.00	$2,457.00	$3,276.00
DC 29	$975.00	$1,950.00	$2,925.00	$3,900.00
DD 23/24	$718.14	$1,436.28	$2,154.42	$2,872.56

~~July 1, 2022 – June 30, 2023~~

~~Salary Grade~~	~~10 years~~	~~15 years~~	~~20 years~~	~~25 years~~
~~DC 10~~	~~$309.50~~	~~$619.00~~	~~$928.50~~	~~$1,238.00~~
~~DC 13~~	~~$416.25~~	~~$832.50~~	~~$1,248.75~~	~~$1,665.00~~
~~DC 15~~	~~$451.00~~	~~$902.00~~	~~$1,353.00~~	~~$1,804.00~~
~~DC 16~~	~~$466.50~~	~~$933.00~~	~~$1,399.50~~	~~$1,866.00~~
~~DC 17~~	~~$478.00~~	~~$956.00~~	~~$1,434.00~~	~~$1,912.00~~
~~DC 18~~	~~$491.75~~	~~$983.50~~	~~$1,475.25~~	~~$1,967.00~~
~~DC 19~~	~~$504.00~~	~~$1,008.00~~	~~$1,512.00~~	~~$2,016.00~~
~~DC 20~~	~~$518.25~~	~~$1,036.50~~	~~$1,554.75~~	~~$2,073.00~~
~~DC 21~~	~~$530.50~~	~~$1,061.00~~	~~$1,591.50~~	~~$2,122.00~~
~~DC 23~~	~~$659.75~~	~~$1,319.50~~	~~$1,979.25~~	~~$2,639.00~~
~~DC 26~~	~~$760.50~~	~~$1,521.00~~	~~$2,281.50~~	~~$3,042.00~~
~~DC 29~~	~~$905.25~~	~~$1,810.50~~	~~$2,715.75~~	~~$3,621.00~~

July 1, 2026 - June 30, 2027				
Salary Grade	**10 years**	**15 years**	**20 years**	**25 years**
DC 10	$342.00	$684.00	$1,026.00	$1,368.00
DC 13	$459.75	$919.50	$1,379.25	$1,839.00
DC 15	$498.00	$996.00	$1,494.00	$1,992.00
DC 16	$515.25	$1,030.50	$1,545.75	$2,061.00
DC 17	$527.50	$1,055.00	$1,582.50	$2,110.00
DC 18	$542.75	$1,085.50	$1,628.25	$2,171.00
DC 19	$556.50	$1,113.00	$1,669.50	$2,226.00
DC 20	$571.75	$1,143.50	$1,715.25	$2,287.00
DC 21	$585.50	$1,171.00	$1,756.50	$2,342.00
DC 23	$728.25	$1,456.50	$2,184.75	$2,913.00
DC 26	$839.50	$1,679.00	$2,518.50	$3,358.00
DC 29	$999.50	$1,999.00	$2,998.50	$3,998.00
DD 23/24	$736.25	$1,472.50	$2,208.75	$2,945.00

~~July 1, 2023 – June 30, 2024~~				
~~Salary Grade~~	~~10 years~~	~~15 years~~	~~20 years~~	~~25 years~~
~~DC 10~~	~~$317.25~~	~~$634.50~~	~~$951.75~~	~~$1,269.00~~
~~DC 13~~	~~$426.75~~	~~$853.50~~	~~$1,280.25~~	~~$1,707.00~~
~~DC 15~~	~~$462.25~~	~~$924.50~~	~~$1,386.75~~	~~$1,849.00~~
~~DC 16~~	~~$478.00~~	~~$956.00~~	~~$1,434.00~~	~~$1,912.00~~
~~DC 17~~	~~$490.00~~	~~$980.00~~	~~$1,470.00~~	~~$1,960.00~~
~~DC 18~~	~~$504.00~~	~~$1,008.00~~	~~$1,512.00~~	~~$2,016.00~~
~~DC 19~~	~~$516.50~~	~~$1,033.00~~	~~$1,549.50~~	~~$2,066.00~~
~~DC 20~~	~~$531.25~~	~~$1,062.50~~	~~$1,593.75~~	~~$2,125.00~~
~~DC 21~~	~~$543.75~~	~~$1,087.50~~	~~$1,631.25~~	~~$2,175.00~~
~~DC 23~~	~~$676.25~~	~~$1,352.50~~	~~$2,028.75~~	~~$2,705.00~~
~~DC 26~~	~~$779.50~~	~~$1,559.00~~	~~$2,338.50~~	~~$3,118.00~~
~~DC 29~~	~~$927.75~~	~~$1,855.50~~	~~$2,783.25~~	~~$3,711.00~~

July 1, 2027 - June 30, 2028				
Salary Grade	10 years	15 years	20 years	25 years
DC 10	$350.50	$701.00	$1,051.50	$1,402.00
DC 13	$471.00	$942.00	$1,413.00	$1,884.00
DC 15	$510.25	$1,020.50	$1,530.75	$2,041.00
DC 16	$528.00	$1,056.00	$1,584.00	$2,112.00
DC 17	$315.75	$631.50	$947.25	$1,263.00
DC 18	$556.50	$1,113.00	$1,669.50	$2,226.00
DC 19	$570.50	$1,141.00	$1,711.50	$2,282.00
DC 20	$586.25	$1,172.50	$1,758.75	$2,345.00
DC 21	$600.00	$1,200.00	$1,800.00	$2,400.00
DC 23	$746.50	$1,493.00	$2,239.50	$2,986.00
DC 26	$860.50	$1,721.00	$2,581.50	$3,442.00
DC 29	$1,024.50	$2,049.00	$3,073.50	$4,098.00
DD 23/24	$754.75	$1,509.50	$2,264.25	$3,019.00

Summary report: Litera Compare for Word 11.10.1.2 Document comparison done on 3/31/2026 2:06:11 PM	
Style name: Default Style	
Intelligent Table Comparison: Active	
Original DMS: iw://cloudimanage.com/SG/23738923/1	
Modified DMS: iw://cloudimanage.com/SG/23738923/2	
Changes:	
Add	1293
~~Delete~~	1259
~~Move From~~	0
Move To	0
Table Insert	31
~~Table Delete~~	0
Table moves to	0
~~Table moves from~~	0
Embedded Graphics (Visio, ChemDraw, Images etc.)	0
Embedded Excel	0
Format changes	0
Total Changes:	2583

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated April 6, 2026

Bargaining Unit: Criminal Justice Residual
Period of Contract: July 1, 2025 through June 30, 2028

Number of Full Time Employees:	All Funds	129
	General Fund	129

Total Annual Wages (26 pay periods) All Funds: $ 9,373,794

	Annualized Basis (26 Pay Periods for 4th Year)				
		Percent Increase			
Average Annual - All Funds:	Salary	Gen'l Wage Increase Including AI's	AI & Lump Sums	Other	Total
Prior to New Contract:	$76,133				
1at Year Contract: 2025-2026	$81,767	7.40%		0.00%	7.40%
2nd Year Contract: 2026-2027	$85,435	7.40%		0.00%	7.40%
3rd Year Contract: 2027-2028	$89,059	7.40%		0.00%	7.40%

FULL-TIME COMPENSATION SUMMARY

All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	Annualized
Total Wages and Related Items	$9,373,794	$483,108	$977,606	$1,479,226	$1,479,226
Fringe Benefits Value of Current Items		$274,792	$281,270	$285,322	$285,322
TOTAL WAGES AND BENEFITS		$757,899	$775,769	$786,942	$786,942

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated April 6, 2026

Bargaining Unit: Criminal Justice Residual
Period of Contract: July 1, 2025 through June 30, 2028

			All Funds Requirement			
			2025-2026	2026-2027	2027-2028	Annualized
Fiscal Year 2025-2026						
(1) 2.5% COLA and AI			$483,108	$494,498	$501,620	$501,620
SUBTOTAL AGREEMENT ITEMS - 1st YEAR			$483,108	$494,498	$501,620	$501,620
Fiscal Year 2026-2027						
(1) 2.5% COLA and AI				$494,498	$494,498	$494,498
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR				$494,498	$494,498	$494,498
Fiscal Year 2027-2028						
(1) 2.5% COLA and AI					$501,620	$501,620
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR					$501,620	$501,620
TOTAL CONTRACT ITEMS - ALL FUNDS			$483,108	$988,996	$1,497,739	$1,497,739
FRINGE ANALYSIS						
SERS Normal Retirement		49.23%	$237,834	$243,441	$246,948	$367,145
Social Security FICA		6.20%	$29,953	$30,659	$31,100	$46,238
Social Security Medicare		1.45%	$7,005	$7,170	$7,273	$10,814
TOTAL FRINGE IMPACT	56.9%		$274,792	$281,270	$285,322	$424,197
TOTAL COST OF CONTRACT - ALL FUNDS			$757,899	$775,769	$786,942	$1,169,972

COLLECTIVE BARGAINING AGREEMENT

- between -

STATE OF CONNECTICUT
DIVISION OF CRIMINAL JUSTICE

-and -

CONNECTICUT ASSOCIATION OF PROSECUTORS

JULY 1, ~~2021~~2025 - JUNE 30, ~~2025~~2029

COMPARISON DOCUMENT : 23776140.1

~~10980787.1~~
23706842.2

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ARTICLE 1
PREAMBLE

This Agreement is made by the Connecticut Division of Criminal Justice, hereinafter called the "Division" or the "Employer", and the Connecticut Association of Prosecutors, hereinafter called the "Association."

WITNESSETH

Whereas the parties to this Agreement desire to establish a state of amicable understanding, cooperation and harmony; and

Whereas the parties to this Agreement consider themselves mutually responsible to improve the public service through increased morale, efficiency and productivity;

Now, therefore, the parties mutually agree as follows:

ARTICLE 2
RECOGNITION

The Division of Criminal Justice of the State of Connecticut herein recognizes the Association as exclusive representative of the full-time employees in permanent positions in the job titles of Deputy Assistant State's Attorney, Assistant State's Attorney, Senior Assistant State's Attorney and Supervisory Assistant State's Attorney.

Accordingly, this Agreement shall pertain only to those employees whose job titles are set forth above except that any employee who is additionally designated director of labor relations or executive assistant to the Chief State's Attorney shall not be included nor shall employees who are paid on the temporary payroll be included. Persons otherwise eligible serving a working test period are included.

ARTICLE 3
NO STRIKES - NO LOCKOUTS

Section 1. a. The Association shall not engage in, induce, support, encourage, or condone a strike, sympathy strike, work stoppage, slow-down, concerted withholding, interruption or disruption of services, sick-out, or any interference with the mission of the Employer. This Article shall be deemed to prohibit the concerted refusal of overtime work.

b. Similarly, employees shall not engage in, induce, support or encourage such activities.

Section 2. The Association shall exert its best efforts to prevent or terminate any violation of Section 1 of this Article.

Section 3. The Employer agrees that during the life of this Agreement there shall be no lockout.

Section 4. a. Employees who engage in an activity specified in Section 1 may, at the exclusive option of the Employer, be discharged or disciplined.

b. In taking action under paragraph (a) above, the Employer may also consider whether the employee induced, supported, or encouraged other employees to engage in the activities specified in Section 1.

ARTICLE 4
ENTIRE AGREEMENT

Section 1. This Agreement, upon ratification, constitutes the complete and entire agreement between the parties and concludes collective bargaining for its term. No amendment to this Agreement shall be effective unless in writing, ratified, and executed by the parties.

Section 2. 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 areas of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Division of Criminal Justice and the Association for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to:

a) any subjects or matters referred to or covered in this Agreement, or

b) any subjects or matters not referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE 5
MANAGEMENT RIGHTS

The parties recognize the central role of the Connecticut Division of Criminal Justice as an agency within the Executive Department with all management rights except appointment of all State's Attorneys, in assuring compliance with the laws, the Constitution of the State of Connecticut, and the United States Constitution. The parties also recognize that the users of the Division's services, including the general public, demand the prompt and efficient investigation and prosecution of all criminal matters, and insist upon the fullest protection of statutory, civil, and constitutional rights.

Unless an express, specific provision of this Agreement provides otherwise, the Connecticut Division of Criminal Justice acting through the Chief State's Attorney, and such other officials as may be authorized to act on its behalf, retains all the rights and prerogatives it had prior to the signing of this Agreement either by law, custom, practice, usage or precedent, to manage and control the Division.

Such rights include, but are not limited to, establishing standards of productivity and performance of its employees, including establishing qualifications for ability to perform work in classes and/or ratings; determining its budget, its mission, and the methods, means and personnel necessary to fulfill that mission, including the contracting out, or the discontinuation of, services, positions, or programs, in whole or in part; the determination of the content of job classifications; the appointment, promotion, assignment, direction and transfer of personnel; the suspension, demotion, discharge or any other disciplinary action against its employees; the layoff of its employees because of the lack of work or other legitimate reasons as stated in Article 14 (Reduction in Force); to determine the hours, days when, and locations where its offices will be in operation; to enforce existing rules and regulations as it deems appropriate; and to take whatever actions may be necessary to carry out its responsibilities in situations of emergency.

Management also reserves the right to decide whether, when, and how to exercise its prerogatives, whether or not enumerated in this Agreement. Accordingly, the failure to exercise any right shall not be deemed a waiver.

ARTICLE 6
ASSOCIATION SECURITY AND PAYROLL DEDUCTIONS

Section 1. Consistent with labor laws and precedent, an employee retains the freedom of choice whether or not to become or remain a member of the Association designated as the exclusive bargaining agent.

Section 2. The Division shall deduct Association dues biweekly from the paycheck of each employee who provides the Association authorization to receive such deduction from the State within thirty (30) days of the Association providing written certification of said authorization to the State. The Association shall also provide to the

Division's Labor Relations Administrator, a digital list of all employees who have authorized dues deduction in a format dictated by the Division. Biweekly, the Association shall provide a report of dues deduction changes including any "starts and stops." By providing such list, the Association certifies that each employee has knowingly and willfully consented to the payroll deduction. Within 10 business days of receipt, the Association shall notify the Division's Labor Relations Administrator, in writing, of any revocations of said authorizations and the effective date of the same.

Section 3. The parties recognize that the authorization of the Association to receive payroll deductions is an agreement solely between the Association and its members which the member may revoke consistent with the Association'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 Association will provide the Division with an updated version within ten (10) business days, and the Division will update later-printed versions of this CBA accordingly.

> *"Dues Deduction/Checkoff Authorization: I recognize the need for a strong union and join with all the other members to support our union in seeking the best possible pay and benefits and working conditions for State of Connecticut Prosecutors. I hereby request and authorize my employer, the Division of Criminal Justice, State of Connecticut, to continue to deduct from my earnings and pay over to the Connecticut Association of Prosecutors the regular bi-weekly dues uniformly applicable to members of the Connecticut Association of Prosecutors. This authorization shall remain in effect unless I revoke it by sending a written notice via U.S. Mail to the Connecticut Association of Prosecutors not less than thirty (30) days and not more than forty-five (45) days before the one year anniversary date of the submission of this authorization to the Connecticut Association of Prosecutors or the termination of the current contract between my employer and the Connecticut Association of Prosecutors, whichever occurs sooner. This authorization shall be automatically renewed from year to year unless I revoke it in writing as outlined herein."*

Should a bargaining unit member approach the Division or its agents seeking to terminate or modify his or her contractual relationship with the Association, that bargaining unit member will be directed to communicate such intent directly with to the Association. In such case, the Division may notify the employee of its obligation to comply with this Article, including Section 2 above. If the Division is informed of a dispute between a bargaining unit member and the Association concerning the obligation to withhold union dues, it may invoke Section 4.

Section 4. Upon request of the Division, the Association shall provide legally sufficient proof of the authorization to continue to collect dues through payroll deduction to the Division 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 Division will cease withholding union dues for that employee not later than the first day of the

following payroll period. Upon request, the Division may request a dues reconciliation not more than twice per contract year.

Section 5. 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 Association as soon as practicable after the payroll period in which such deductions are made.

Section 6. The existing system of voluntary payroll deduction for the Association's political action fund shall be continued. Authorization for such deduction by the employee shall be provided in writing by the Association to the Division's Labor Relations Administrator.

Section 7. No payroll deduction of dues or agency service fees 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 retroactive.

Section 8. Payroll deductions of Association dues shall be discontinued for other employee organizations not party to this Agreement.

Section 9. The Employer shall continue its practice of payroll deductions as authorized by employees for purposes other than payment of Association dues or agency service fees, provided any such payroll deduction has been approved by the Employer in advance.

Section 10. The Association shall indemnify the State of Connecticut for any liability or damages incurred by the employer, excluding attorneys' fees, in compliance with this Article.

ARTICLE 7
ASSOCIATION RIGHTS

Section 1. The Association will furnish the Employer with a complete list of Association representatives designated to represent any of the employees covered by this Agreement, specifying the jurisdiction and location of each Association representative or group of Association representatives provided that the jurisdiction of each Association representative shall be limited to such geographical boundaries as are mutually agreed. The Association shall send this list to the Division's Director of Labor Relations at least annually on or about January 1 of each calendar year, and, in addition, shall notify the Employer whenever there is a change in Association representatives or assignments.

Section 2. Except as otherwise provided, Employer representatives shall deal with Association-designated staff representatives or Association representatives exclusively in the processing of grievances or any other aspects of contract administration.

Section 3. Access to Premises. Association staff representatives shall be permitted to enter the work premises of the Employer at any reasonable time for the purpose of discussing, processing, or investigating filed or potential grievances, meeting

with newly hired employees, or otherwise performing Association business, provided that (1) they give notice of their presence immediately upon arrival to the supervisor in charge, and (2) they do not interfere with the performance of duties. The Association will furnish the Employer with a current list of its staff personnel and their jurisdiction and shall maintain the currency of said list.

Section 4. Role of the Association Representatives in Processing Grievances. The Association representatives will obtain permission from their immediate supervisors to leave their work assignments in order to carry out their duties, promptly and expeditiously, in connection with this Agreement. Permission from supervisors, based upon the work situation, will not be unreasonably withheld.

Before contacting an employee, the Association representative will first report to and obtain permission to see the employee from the employee's supervisor. If the supervisor is not available, the representative will obtain permission from the person left in charge. Permission from supervisors, based upon the work situation, will not be unreasonably withheld.

Association representatives thus engaged will report back to their supervisors on completion of such duties and return to their job and will suffer no loss of pay or other benefits as a result thereof. The Association will cooperate in preventing abuse of this section.

Section 5. Bulletin Boards. The Employer shall furnish reasonable bulletin board space, where presently available, in each location which the Association may utilize for its announcements. In any location presently leased by the Employer where there is currently no bulletin board, the Employer agrees that the Association may make arrangements with the lessor to provide and to install, at the Association's expense, a bulletin board in an area and position to be agreed upon by the Employer.

Bulletin board space shall not be used for material that is of a partisan political nature, or is inflammatory or derogatory to the Employer. The Association shall limit its posting of notices and bulletins to such bulletin board space.

Section 6. Access to Information. The Employer agrees to provide the Association, upon request and adequate notice, access to materials and information which are necessary for the Association to fulfill its responsibility to administer this Agreement. The Association shall reimburse the Employer for the expense and time spent for photocopying of information.

The Association shall not have access to information which the Employer reasonably determines is privileged or confidential, unless and until such information constitutes the basis, in whole or in part, for disciplinary action as defined in this Agreement, or constitutes the basis for a decision not to select an employee for a promotion as defined in this Agreement.

In denying the Association access to information, the Employer shall state in reasonable detail the basis of denial.

Section 7. Vacancies. When there is a bargaining unit vacancy with the Division of Criminal Justice, a notice of such vacancy shall be distributed by e-mail to all prosecutors and to the president of the Association. The e-mail distribution shall be at least two (2) weeks prior to the closing date for applications for the vacancy. Upon legislative approval of this Agreement, prosecutors still within their initial hire probationary period are ineligible to apply for any vacancy or voluntarily transfer. A State's Attorney or Deputy Chief State's Attorney may permit a prosecutor within their initial hire probationary period to transfer, but a denial of such a transfer request is not subject to the grievance or arbitration procedure.

Section 8. Annual Meeting. The Division shall grant release time with pay for employees to attend an annual meeting of the Connecticut Association of Prosecutors subject to the following:

a. It is understood that sufficient employees must remain on duty to provide coverage for court appearances and/or to complete required work on the day of the meeting.

b. The Association shall provide to the Division 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 that part of the day on which he does not attend the meeting.

ARTICLE 8
LABOR MANAGEMENT ADVISORY COMMITTEE

Section 1. Upon request of either the Association or the Division, the parties shall schedule a meeting at a mutually agreeable time to discuss any matter of concern relating to working conditions, such as administration of this Agreement, labor-management relations, or efficiency and increased productivity. When making a request for a meeting, the requesting party shall indicate the topics it desires to discuss. Normally, each party shall not have more than three (3) representatives at such meeting. These meetings shall not be bargaining sessions.

Section 2. Meetings held in accordance with this Article 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.

Section 3. The Division and the Association agree to meet and discuss, within the Labor-Management Advisory Committee, efficiencies and savings which may be achieved by the Division. Either party may bring to the Committee suggestions to be explored. These discussions shall not be considered "negotiations."

Section 4. The parties shall meet within the Labor-Management Advisory Committee to explore whether there is an acceptable pilot program concerning

compensatory time and Article 17, Hours of Work. Any mutually agreeable pilot program shall be subject to ratification by the Association membership. Either the Division or the Association shall have the unilateral right to cancel the pilot after the mutually agreed trial period. In the event that the pilot program is terminated, the parties will return to the current contract language of Article 17, Hours of Work.

ARTICLE 9
GRIEVANCE PROCEDURE

Section 1. Definition. A grievance is defined as, and limited to, a written complaint involving an alleged violation or a dispute involving the application or interpretation of a specific provision of this Agreement.

Section 2. Format. Grievances shall be filed on the form attached to this Agreement as Appendix E. Any grievance may be amended up to and including Step II of the grievance procedure so long as the factual basis of the complaint is not materially altered.

Section 3. Grievant. An Association representative, with or without the aggrieved employee, may submit a grievance, and the Association may in appropriate cases submit an "institutional" or "general" grievance in its own behalf. When the individual employee(s) or group of employees elect(s) to submit a grievance without Association representation, the Association's representative shall be notified of the pending grievance, shall be provided a copy thereof, and shall have the right to be present at any discussion of the grievance, except that if the employee does not wish to have the representative present, the representative shall not attend the meeting but shall be provided with a copy of the written response to the grievance. The representative shall be entitled to receive from the Employer all documents pertinent to the disposition of the grievance and to file statements of position.

Section 4. 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 5. Time Limit. A grievance shall be deemed waived unless submitted at Step I 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 Association representative knew or through reasonable diligence should have known of the cause of the grievance.

Section 6. Grievance Procedure.

Step I. State's Attorney or Deputy Chief State's Attorney. A grievance may be submitted within the thirty (30) day period specified in Section 5 to the employee's State's Attorney or Deputy Chief State's Attorney, as appropriate. Such supervisor shall meet with the Association 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.

A grievance over serious discipline shall not be submitted at Step I. Such grievance shall be filed at Step II within ten (10) days of the date of the imposition of serious discipline.

Step II. Chief State's Attorney or Designee. The parties acknowledge that orderly administration of the contract grievance procedure requires the Chief State's Attorney 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 Chief State's Attorney or designee has had an opportunity to resolve the grievance. An unresolved grievance may be appealed to the Chief State's Attorney within fourteen (14) days of the date of the Step I response, or within ten (10) days of the imposition of serious discipline. If a grievance over serious discipline is filed at Step II, the Chief State's Attorney or his/her designated representative shall hold a conference within twenty (20) days of receipt of the grievance and issue a written response within fifteen (15) days of the conference. For any other grievance which is not resolved at Step I and is appealed to Step II, the Chief State's Attorney or his/her designated representative shall hold a conference within forty-five (45) days of receipt of the grievance and issue a written response within fifteen (15) days of the conference.

Step III. Arbitration. Within fourteen (14) working days after the State's answer is due at Step II or if no conference is held within forty-five (45) days, within fourteen (14) working days after the expiration of the forty-five (45) day period an unresolved grievance may be submitted to arbitration by the Association or by the State, but not by an individual employee(s).

Section 7. Extension of Time Limits. For the purpose of the time limits hereunder, "days" means calendar days unless otherwise specified. The parties by mutual agreement may extend time limits. The Employer may waive Step I by notifying the Association. Step II can be waived by mutual agreement.

Section 8. Failure to Answer. In the event that the Division fails to answer a grievance within the time specified, the grievance may be processed to the next higher level and the same time limits therefore shall apply as if the Division's answer had been timely filed on that last day.

The grievant assents to the last attempted resolution by failing timely to appeal said decision or by accepting said decision in writing.

Section 9. Arbitration.

a. Submission to arbitration shall be by letter, postage prepaid, addressed to the Chief State's Attorney. Upon receipt of a submission to arbitration, the Chief State's Attorney or his/her designee and the Association shall confer regarding the selection of a mutually acceptable arbitrator. In the event that no agreement is reached within ten (10)

calendar days, within seven (7) calendar days, the parties will appoint one of the following three arbitrators, in rotation:

Jeffrey Selchik, Esq.

Leslie Williamson, Esq.

Mike Ricci

If none of the above arbitrators is available to hear the case within sixty (60) days of appointment, the Association shall file with the American Arbitration Association (AAA) and an arbitrator will be appointed through the AAA process.

The expenses for the arbitrator's service and for the hearing shall be shared equally by the Division of Criminal Justice and the Association.

On grievances when the question of arbitrability has been raised by either party as an issue prior to the actual appointment of an arbitrator, a separate arbitrator shall be appointed at the request of either party to determine the issue of arbitrability. Cases involving discharges, transfers, layoffs or actions in which delay might render any remedy moot shall be given preferential scheduling.

b. The arbitration hearing shall not follow the formal rules of evidence unless the parties agree in advance. The parties may request the arbitrator to maintain a cassette recording of the hearing testimony. Costs of transcription shall be borne by the requesting party. A party requesting stenographic transcript shall arrange for the stenographer and pay the cost thereof.

c. The Division will continue its practice of paid leave time for witnesses of either party.

d. The arbitrator shall have no power to add to, subtract from, alter, or modify this Agreement, nor to grant to either party matters which were not obtained in the bargaining process, nor to impose any remedy or right of relief for any period of time prior to the effective date of the Agreement, nor to grant pay retroactively for more than thirty (30) calendar days prior to the date a grievance was submitted at Step I. The arbitrator shall render his/her decision in writing within sixty (60) calendar days after the conclusion of the hearing unless the Division and the Association jointly agree otherwise.

The arbitrator's decision shall be final and binding on the parties and upon the employee in accordance with Connecticut General Statutes Section 52-418 provided, however, neither the submission of questions of arbitrability to any arbitrator in the first instance nor any voluntary submission shall be deemed to diminish the scope of judicial review over arbitral awards, including a decision by a court of competent jurisdiction to construe any such award as contravening the public interests.

e. Expedited Arbitration. The Division and the Association may submit a matter to expedited arbitration by mutual agreement. The Division and the Association shall mutually agree on the procedures and timelines for the expedited arbitration.

Section 10. Notwithstanding any other provision of this Agreement, the following matters shall not be subject to either the grievance procedure or arbitration:

a) dismissal of non-permanent employees;

b) the decision to make a layoff and non-disciplinary termination of employees.

ARTICLE 10
PROBATIONARY PERIOD

Section 1. a. The probationary period shall be deemed an extension of the hiring process. Accordingly, permanent status in a duly authorized full-time position will be attained by the employee after the conclusion of a satisfactory probationary period of one year of continuous employment in a bargaining unit position unless, prior to the conclusion of such period, the Chief State's Attorney informs the employee, in writing, that his/her service will be terminated as of a specific date not later than the termination date of the applicable probationary period. For purposes of the probationary period, the one year continuous employment period, may be extended by a period equal to a continuous leave of absence taken for any reason.

b. The employee shall be rated on the criteria, inter alia, of the quality of work, the quantity of work, dependability, conduct, attendance, physical and mental capacity to perform the work assigned, judgment, ability to deal with people, and, if applicable, supervisory skill.

c. The probationary period may be extended up to ninety (90) days beyond the probationary period of one year.

Section 2. The attainment of permanent status by an employee shall not be construed to prohibit or restrict the discharge or suspension of the employee.

Section 3. Employees promoted to the position of Supervisory Assistant State's Attorney shall serve a nine (9) month probationary period in that assignment. Upon written notification of unsatisfactory performance, the employee shall be removed from his/her supervisory responsibilities and reassigned. The decision to remove the supervisory assignment and the employee's reassignment during the probationary period shall be neither grievable nor arbitrable.

ARTICLE 11
SERVICE RATINGS

Section 1. The annual service ratings shall be completed approximately two (2) months and not less than one (1) month prior to the employee's annual increase date. The employee shall be rated on a form and through a process developed by the parties. The

evaluation form, as may be revised from time to time by the Labor-Management Committee, is located on the Division's Intranet.

A service rating will be conducted by a management designee within the Division of Criminal Justice, who is familiar with the employee's work. When an employee is rated "unsatisfactory" or in need of improvement, defined as an evaluation containing a "well below" rating, the rating supervisor shall state reasons and~~, if practicable~~, suggestions for improvement. All service ratings of overall "unsatisfactory" 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 and prior to its submission to the Chief State's Attorney.

An employee receiving an overall unsatisfactory evaluation~~, defined as an evaluation containing a "~~/well below~~" rating~~, shall not receive an annual increment or, if at the maximum for the salary schedule, a lump sum payment.

A Supervisory Assistant State's Attorney whose service rating includes areas related to his performance of supervisory duties which are unsatisfactory or in need of improvement shall be required to develop a performance improvement plan which shall be subject to approval of his or her superior.

Section 2. a. Disputes concerning compliance with this Article may be subject to the grievance, but not the arbitration procedure. Disputes concerning procedural requirements of this Article shall be promptly aired by the employee so that timely correction can be sought. Where appropriate, reasonable efforts shall be made to correct or mitigate alleged procedural defects.

b. Notwithstanding paragraph a. of this section, disputes concerning the grounds for an "unsatisfactory" rating, and thus the denial of an increment, may be subject to arbitration, but the increment may only be restored if the evaluator's decision, in light of all the credible evidence, is clearly shown to be arbitrary and capricious. The arbitrator shall not substitute his judgment for the judgment of the evaluator in applying and weighing evaluation standards.

ARTICLE 12
PERSONNEL FILES

Section 1. Definitions. An employee's "personnel file" is defined as the personnel file maintained by the Division of Criminal Justice.

Section 2. An employee, on his/her request, or an Association representative, upon written authorization, shall be permitted to examine and copy during normal business hours and at his/her expense, all materials placed in his/her personnel file other than any pre-employment material or any other material that is confidential or privileged. Any privileged or confidential information shall not be revealed to any party outside the Division without the written consent of the employee.

The Division of Criminal Justice reserves the right to require its designee to be present while such file is being inspected or copied. The Association may have access to any employee records upon presentation of written authorization by the appropriate employee.

In the interest of protecting the safety of prosecutors, the Division shall not disclose to any person other than the Division or a State agency with a business need for the information:

a) the home address or telephone number of a prosecutor;

b) information concerning the prosecutor's activities or organizational affiliations that could lead to discovery of his/her home address or telephone number.

Section 3. No new material derogatory to an employee shall be placed in his/her personnel file until he/she receives a copy of such material within three (3) business days.

Within sixty (60) days following receipt of a copy of the material, an employee may file a written rebuttal to such material. Such material not subsequently incorporated into a service rating shall, upon request of the employee, be moved to an adjacent file and labelled as "expunged" after fifteen (15) months. Expunged material shall not be utilized for any adverse employment action or for any other purpose.

An employee may file a grievance objecting to any derogatory material placed in his/her file, provided, however, no such grievance shall be arbitrable, unless and until it is used as grounds, in whole or in part, for disciplinary action, or it constitutes the basis of a decision not to select an employee for a promotion as defined in this Agreement.

In any arbitration proceeding alleging that derogatory material constituted the basis of a decision not to select an employee for a promotion, the remedy, if such material was without just cause, shall be limited to: (1) the removal of such material from the employee's personnel record and (2) in recognition of the limited number of promotional vacancies for unit employees, an order to re-do the promotion from among the original applicants without consideration of such material. Accordingly, no remedy ordering the selection of the grievant shall be available nor shall the employee originally selected forfeit pay received while serving in the promotional position.

Section 4. This Article shall not be deemed to prohibit supervisors from maintaining written notes or records on an employee's performance or conduct for the purpose of preparing service ratings and other appropriate purposes.

Such notes or records shall ordinarily be merged into a service rating or personnel record within fifteen (15) months of the date such notes or records were prepared.

Such notes or records shall be made available to the employee if and when they are used as grounds, in whole or in part, for disciplinary action or when they constitute the basis of a decision not to select an employee for a promotion as defined in this Agreement.

ARTICLE 13
DISCIPLINE

Section 1. Types of Discipline.

a. Serious discipline includes discharge, demotion, or suspension without pay of an employee who has attained permanent status.

b. Divisional discipline shall be defined as follows:

1) denial of annual increment due to misconduct;

2) suspension without pay, not to exceed ten days;

3) forfeiture of accrued vacation, not to exceed ten days; or

4) written reprimand.

c. Preventive discipline shall be defined as suspension with pay up to three (3) days.

d. No one shall have the authority to transfer an employee due to misconduct.

Section 2. Authority to Discipline.

a. Serious Discipline. (i) Discharge may be imposed by the Chief State's Attorney or his designee. (ii) Demotion or suspension may be imposed by the Chief State's Attorney or his designee, in his office, or the appropriate State's Attorney in his office.

b. Divisional Discipline. Divisional discipline may be imposed by the Chief State's Attorney or his designee or the appropriate State's Attorney in his office.

c. Preventive Discipline. Preventive discipline in appropriate circumstances may be imposed by supervisors or officials outside the bargaining unit.

Section 3. Procedures for Serious Discipline.

a. Procedures for Serious Discipline. The Chief State's Attorney or his designee shall inform the employee and the President of the Association in writing that discharge is under consideration. In the case of a demotion or suspension without pay, the Chief State's Attorney or his designee or the appropriate State's Attorney shall inform the employee and the President of the Association, in writing, that demotion or suspension without pay is under consideration. Said notices shall include the reason such action is being considered. The Chief State's Attorney or his designee, or the State's Attorney or designee, shall schedule a *Loudermill* hearing to provide the employee with the opportunity to respond to the charges and the proposed disciplinary action. Thereafter, the decision maker shall inform the employee and the President of the Association of the discipline to be imposed. Supporting facts shall be set forth in reasonable detail.

b. Within ten (10) days of the imposition of serious discipline, an employee may file a Step II grievance.

c. The imposition of serious discipline shall be for just cause. Within fourteen (14) days after the response at Step II is received, or, if no response is forthcoming, after the expiration of the time limit set forth in Article 9 (Grievance Procedure), Section 6, the Association may invoke arbitration in accordance with Article 9, Section 9 of this Agreement.

Section 4. Procedures for Divisional Discipline.

a. The Chief State's Attorney may consider, independent of the service rating, misconduct as grounds for denying an annual increment. In the event that an increment is denied as discipline for misconduct, the loss of the increment shall, contingent upon satisfactory performance in the period pertinent to the next service rating, be limited to one year; thus the employee would be restored after a year to the step he/she would have been on but for the original denial of the increment. However, such employees will not recoup the loss sustained during the year for which the increment was denied.

Denial of an increment due to misconduct shall be for just cause and shall be arbitrable.

b. Any settlement of a disciplinary matter at or after **a *Loudermill*** meeting shall be put into writing at the time it is agreed to.

c. Written reprimands shall be grievable, but shall not be arbitrable unless and until used as grounds, in whole or in part, for other disciplinary action, or it constitutes the basis of a decision not to select an employee for a promotion as defined in this Agreement.

In any arbitration proceeding alleging that a reprimand constituted the basis of a decision not to select an employee for a promotion, the remedy, if such reprimand was without just cause, shall be limited to:

1) the removal of the reprimand from the employee's personnel record, and

2) an order to re-do the promotion from among the original applicants without consideration of such reprimand, in recognition of the limited number of promotional vacancies for unit employees. Accordingly, no remedy ordering the selection of the grievant shall be available nor shall the employee originally selected forfeit pay received while serving in the promotional position.

Section 5. Suspension With Pay. Suspensions with pay shall not be grievable or arbitrable. If, as a result of an investigation of allegations of facts leading to a suspension with pay, no action is taken, the record of the suspension shall be removed from the employee's personnel file. During the period of a suspension with pay, an employee may be reassigned to a different work location and/or to special research or other special projects.

Section 6. Notwithstanding the above provisions of this Article, the Employer may impose any type of disciplinary action on employees who have not attained permanent status; such action shall not be grievable or arbitrable.

Section 7. Disciplinary Interviews.

a. An Association representative may attend a disciplinary interview as a witness for, and consultant to, an employee when all of the following circumstances apply:

1. The employee is being interviewed as part of an investigation of misconduct by a supervisor, official, or other representative of the Division. The employee will be informed that the interview is part of an investigation of misconduct.

2. Such discipline is considered likely at the time of the interview, but no final decision has been reached.

3. The employee requests the presence of an Association representative.

4. An Association representative is available within a reasonable time, ordinarily not to exceed twenty-four (24) hours.

5. No emergency work situation involving the employee or the Association representative exists.

6. The Association representative does not interrupt or otherwise impede the interview.

7. Only one Association representative may attend an interview or series of interviews.

b. The rights conferred in this Section constitute the full extent to which the parties intend the Weingarten case to be applied.

c. Ordinarily, violations of paragraph "a" shall not be grounds for altering disciplinary action. However, the Arbitrator reviewing such action may order other relief appropriate to the nature and circumstances of the case.

ARTICLE 14
REDUCTION IN FORCE

Section 1. Definition. A layoff is defined as the involuntary non-disciplinary separation of an employee due to a reduction in the work force. A layoff shall not be deemed to include a non-reappointment of a person appointed for a statutory term of office.

Section 2. Reason for Layoff. Employees may be laid off because of lack of work, economy, insufficient appropriation, a change in division organization, or abolition of position.

Section 3. Procedures for Reduction in Force.

a. Any necessary cutback in the number of employees shall be accomplished as far as practicable by normal attrition.

b. Layoffs within the bargaining unit shall be instituted on a bargaining unit wide basis.

c. Per Diem employees employed by the Division must be laid off before the layoff of any bargaining unit member.

d. Seniority as used in this Article is defined as aggregate service as a full-time employee in the Division of Criminal Justice. Employment as a paid per diem or intern with the Division shall be included for full-time service in either capacity for those hired prior to March 1, 1992. For those hired on or after March 1, 1992, seniority shall be defined as aggregate service as a permanent, full-time prosecutor in the Division of Criminal Justice.

The parties agree to develop a mutually agreed upon list of prosecutors hired prior to March 1, 1992 who are "grandfathered" under this provision. The list shall be included in an Appendix to this Agreement.

e. All employees of the Division who were tied in seniority under this Article, have participated in a lottery to break the tie and establish a ranking for purposes of the seniority list. In the future, if two or more employees are tied in seniority, a representative of the Association and a representative of the Division shall conduct a lottery among said employees. The first name drawn in the lottery shall be designated the least in seniority, with those subsequently drawn being placed in ascending order on the seniority list. The use of this method for breaking seniority ties shall not be subject to Article 9 (Grievance Procedure).

Section 4. Impact of Contracting Out.

a. No full-time permanent employee will be laid off as a direct consequence of the exercise by the Employer of its right to contract out.

b. The Employer will be deemed in compliance with this Section if (1) the employee is offered a transfer to the same or similar position which he/she is qualified to perform, with no reduction in pay; or (2) the Employer offers to train an employee for a position which reasonably appears to be suitable based upon the employee's qualifications and skills. There shall be no reduction in pay during the training period.

Section 5. Notice of Layoffs. The Employer shall give employees not less than four (4) weeks' notice of layoffs.

Section 6. Reemployment.

a. A laid-off employee shall be placed on a reemployment list in order of seniority as defined in Section 3-d above. The employee shall remain on the reemployment list for a period of two (2) years, during which time the employee shall have

reemployment rights in order of seniority to any new or vacant position which the Employer decides to fill.

b. An employee appointed from the reemployment list to a position in his former salary group will be placed at the same step in such a group as he held when he last worked in the bargaining unit.

ARTICLE 15
SAFETY

The Employer is receptive to all recommendations regarding improvement of apparently unsafe or unhealthy conditions. Once the Employer determines that an unsafe or unhealthy condition exists, it will attempt to alleviate or otherwise remedy the condition.

If an employee is required to perform some duty or task under an unsafe condition which in fact presents a clear, present, and substantial danger of physical harm, the employee may refuse to perform the duty or task pending the immediate and expedited communication of the unsafe condition through the chain of command (Supervisor, State's Attorney, Chief State's Attorney).

Disputes over unsafe or unhealthy working conditions shall be processed through the Labor Department for compliance with Conn-OSHA or otherwise with the Labor Management Advisory Committee, but shall not be subject to the grievance procedure.

ARTICLE 16
COMPENSATION

Section 1. Base Salary.

a. Salaries for the duration of this Agreement are set forth in Appendix C, which reflects certain agreed-upon modifications to the salary structure.

b. Effective the payroll that includes and retroactive to July 1, ~~2021~~2025, there shall be a two and one-half percent (2.5%) increase for all active employees upon legislative approval and for employees who directly retired after July 1, 2025, in base annual salaries. This increase is reflected in Appendix C.

~~c. Effective and retroactive to March 31, 2022, employees shall receive a lump sum pensionable bonus payment of two thousand five hundred dollars $2,500. Effective approximately July 14, 2022, employees shall receive a lump sum pensionable bonus of one thousand dollars $1000.~~

~~d~~c. Effective the payroll that includes July 1, ~~2022~~2026, there shall be a two and one-half percent (2.5%) increase for all employees in base annual salaries. This increase is reflected in Appendix C.

ed. Effective the payroll that includes July 1, ~~2023~~2027, there shall be a two and one-half percent (2.5%) increase for all employees in base annual salaries. This increase is reflected in Appendix C.

~~f. Effective the payroll that includes July 1, 2023, the parties agree to implement a 16-step pay plan for the Deputy Assistant State's Attorney, Assistant State's Attorney, and Senior Assistant State's Attorney classifications, and to implement a 13-step pay plan for the Supervisory Assistant State's Attorney classification. These plans are reflected in Appendix C. A summary of the transition to the new pay plans will be set forth in a separate Agreement of Implementation between the parties.~~

Section 2. Annual Increments and Payments In Lieu of Annual Increments.

a. During the ~~2021-2022~~2025-2026 contract year, an employee who is eligible for an annual increment in accordance with existing practice shall receive such increment. During the ~~2021-2022~~2025-2026 contract year, an employee who is at the maximum step of the salary schedule and does not receive an annual increment shall receive a lump sum payment of two and one-half percent (2 ½%) of their salary payable on the date the employee's annual increment would have been paid. Eligible employees must be active employees upon legislative approval or employees who directly retired after July 1, 2025.

b. During the ~~2022-2023~~2026-2027 contract year, an employee who is eligible for an annual increment in accordance with existing practice shall receive such increment. During the ~~2022-2023~~2026-2027 contract year, an employee who is at the maximum step of the salary schedule and does not receive an annual increment shall receive a lump sum payment of two and one-half percent (2 ½%) of their salary payable on the date the employee's annual increment would have been paid.

During the 2026-2027 contract year employees who were on step 13 in 2025-2026 of the Supervisory pay plan will not be eligible for a lump sum payment in 2026-27. Employees will be eligible for an annual increment in accordance with the existing practices because a new step 14 was added to the pay plan.

c. During the ~~2023-2024~~2027-2028 contract year, an employee who is eligible for an annual increment in accordance with existing practice shall receive such increment. During the ~~2023-2024~~2027-2028 contract year, an employee who is at the maximum step of the salary schedule and does not receive an annual increment shall receive a lump sum payment of two and one-half percent (2 ½%) of their salary payable on the date the employee's annual increment would have been paid.

Section 3. Longevity.

a. 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 has wartime service which would count toward longevity under current (pre-July 2011) rules shall be entitled to longevity if such individual obtains the requisite service in the future.

b. For employees not excluded from eligibility for longevity by subsection a above, the following shall apply:

(1) The schedule for longevity payments shall be as set forth in Appendix D.

(2) Except as provided herein, all State service, including war service, shall be counted in determining eligibility for longevity. Part-time service shall be prorated.

(3) Longevity payments shall continue to be paid semi-annually in October and April of each contract year.

Section 4. Salary Structure. The provisions of this Section apply to the career progression of Assistant State's Attorneys and Deputy Assistant State's Attorneys.

a. Structure and Promotion.

~~(1) *Effective until June 30, 2023* - Deputy Assistant State's Attorney. The classification of Deputy Assistant State's Attorney shall be allocated to the first four steps on the salary schedule. Each Deputy Assistant State's Attorney shall receive a salary established by the Employer which shall be at one of the first four steps of the salary schedule. The Chief State's Attorney shall determine the step on which a newly hired employee is placed. Effective the annual increment date which follows completion of at least two (2) and not more than four (4) years of satisfactory service as a Deputy Assistant State's Attorney, the employee shall be promoted to the classification of Assistant State's Attorney by the Criminal Justice Commission or an authorized committee thereof, upon recommendation of the Chief State's Attorney. In lieu of the annual increment, his/her salary shall be fixed by the Employer at Step 5 of the salary schedule. The conditions precedent to promotion to the classification of Assistant State's Attorney and allocation to Step 5 shall be: (i) satisfaction of the requirements for the receipt of an annual increment and (ii) the approval of the Chief State's Attorney.~~

(1) Promotion from Deputy Assistant State's Attorney to Assistant State's Attorney shall occur only in accordance with and on dates negotiated for annual increments. No employee shall receive more than one annual increment in any one contract year, even if the employee is promoted from Deputy Assistant State's Attorney to Assistant State's Attorney.

~~*Effective July 1, 2023*~~ Deputy Assistant State's Attorney. The classification of Deputy Assistant State's Attorney shall be allocated to the first two steps on the salary schedule. Each Deputy Assistant State's Attorney shall receive a

salary established by the Employer which shall be at one of the first two steps of the salary schedule. The Chief State's Attorney shall determine the step on which a newly hired employee is placed. Effective the annual increment date which follows completion of at least two (2) and not more than three (3) consecutive years of satisfactory service as a full-time Deputy Assistant State's Attorney, the employee shall be promoted to the classification of Assistant State's Attorney by the Criminal Justice Commission or an authorized committee thereof, upon recommendation of the Chief State's Attorney. In lieu of the annual increment, his/her salary shall be fixed by the Employer at Step 3 of the salary schedule. The conditions precedent to promotion to the classification of Assistant State's Attorney and allocation to Step 3 shall be: (i) satisfaction of the requirements for the receipt of an annual increment and (ii) the approval of the Chief State's Attorney.

Promotion from Deputy Assistant State's Attorney to Assistant State's Attorney shall occur only in accordance with and on dates negotiated for annual increments. No employee shall receive more than one annual increment in any one contract year, even if the employee is promoted from Deputy Assistant State's Attorney to Assistant State's Attorney.

(2) ~~*Effective until June 30, 2023* —~~Assistant State's Attorney. The classification of Assistant State's Attorney shall be allocated to Steps ~~5~~3 through ~~20~~15 on the salary schedule. The conditions precedent to step advancement on the salary schedule shall be: (i) satisfaction of the requirements for receipt of an annual increment and (ii) the approval of the Chief State's Attorney.

~~*Effective July 1, 2023* – Assistant State's Attorney. The classification of Assistant State's Attorney shall be allocated to Steps 3 through 16 on the salary schedule. The conditions precedent to step advancement on the salary schedule shall be: (i) satisfaction of the requirements for receipt of an annual increment and (ii) the approval of the Chief State's Attorney.~~

(3) ~~*Effective until June 30, 2023* —~~Senior Assistant State's Attorney. An Assistant State's Attorney who has attained at least Step ~~10~~9 on the salary schedule and who has completed at least eight (8) years of satisfactory service as an Assistant State's Attorney shall be designated, in recognition of that achievement, a Senior Assistant State's Attorney and the Employer shall cause a certificate to be given to each Senior Assistant State's Attorney reflecting that accomplishment.

~~*Effective July 1, 2023* – Senior Assistant State's Attorney. An Assistant State's Attorney who has attained Step 9 on the salary schedule and who has completed at least eight (8) years of satisfactory service as an Assistant State's Attorney shall be designated, in recognition of that achievement, a Senior Assistant State's Attorney and the Employer shall cause a certificate to be given to each Senior Assistant State's Attorney reflecting that accomplishment.~~

(4) Supervisory Assistant State's Attorney. An Assistant State's Attorney or a Senior Assistant State's Attorney may be promoted by the Chief State's Attorney or an appropriate State's Attorney to supervise the operational and administrative functions and activities of a prosecutorial work unit. Prosecutorial

work units shall be designated for supervisory purposes by the Chief State's Attorney shall include: (1) All Geographical Areas, (2) specialized units as designated by the Chief State's Attorney and (3) Judicial Districts as designated by the Chief State's Attorney.

The classification of Supervisory Assistant State's Attorney shall be allocated to a separate salary schedule, attached hereto as Appendix C. The conditions precedent to promotion to the classification of Supervisory Assistant State's Attorney, shall be: (i) satisfaction of the requirements for the receipt of an annual increment and (ii) the approval of the Chief State's Attorney.

Upon promotion to Supervisory Assistant State's Attorney, the employee shall be placed on that step of the Supervisory Assistant State's Attorney salary schedule which gives the employee an increase at least equal to or greater than the value of two times the amount of the average annual increment on ~~said salary schedule~~the Supervisory Pay plan. (The average annual increment is that amount set forth in Appendix D, Longevity, for those receiving the full longevity payment amount.)

b. Progression. Subject to the provisions of Article 11 (Service Ratings), employees shall progress from step to step within a salary schedule. This section shall be deemed to preclude annual increments in addition to those provided in this Article. Advancement from step to step within a salary schedule shall occur only in accordance with and on dates negotiated for annual increments in this Agreement. ~~No~~Except as otherwise indicated below, no employee shall receive more than one annual increment in any one contract year.

c. Employees entering the 2025-2026 contract year on Steps 8,9,10,11, 12 or 13 of the Deputy Assistant State's Attorney, Assistant State's Attorney or Senior Assistant State's Attorney pay plan will receive an additional increment on their annual increment dates in 2025-2026.

d. In contract year 2027-2028 only, employees on the Assistant State's Attorney or Senior Assistant State's Attorney pay plan entering the year on Step 3 shall advance to Step 5 on their annual increment date.

e. In contract year 2027-2028 only, employees on the Assistant State's Attorney or Senior Assistant State's Attorney Pay Plan entering the year on Step 9 shall advance to Step 12 on their annual increment date.

~~e~~f. Notwithstanding ~~others~~other provisions of this Section, an employee who leaves the Division and is subsequently reappointed by the Criminal Justice Commission may be placed on the salary schedule at any step up to that which provides a salary approximately equal to the salary he/she was earning during the previous employment. However, a new probationary period shall be required.

Section 5. Travel Reimbursements.

a. An employee who is required to travel on official state business shall be reimbursed in accordance with and subject to the conditions outlined in the Division's travel policy.

b. An employee who is required to remain away from home overnight in order to perform the regular duties of his/her position, shall be reimbursed in accordance with the Division's travel policy. Advance approval must be obtained from the Office of the Chief State's Attorney.

c. During the life of this Agreement, an employee who is required to use his/her personal vehicle in the performance of duty shall be reimbursed at the rate per mile set forth in the Division's travel policy. Reasonable parking fees and tolls shall also be reimbursed when the request is accompanied by receipts.

d. It is the intent of the parties that the travel policy referenced herein shall be the policy adopted for all employees of the Division who are represented by the Association as well as non-bargaining unit employees.

ARTICLE 17
HOURS OF WORK

Section 1. Regular Workweek. Employees work a regular work week, provided that hours of duty are based upon position responsibility. Employees shall work as needed or required.

Section 2. Scheduling of Hours.

a. Full-time employees shall work such hours as are required to fulfill the professional responsibilities of their positions. Office hours shall be as designated by the Chief State's Attorney.

b. Scheduling of hours of individual employees or certain groups of employees outside the normal schedule may be established or varied by agreement of the employees with the State's Attorney subject to the review and approval of the Chief State's Attorney.

c. The Chief State's Attorney reserves the right for operating purposes to establish 2nd and 3rd shifts. In the event that new hours of work are contemplated, the parties shall negotiate the effects of such schedule. Notice of such changes, if any, instituted by the Division of Criminal Justice shall be sent directly to the President of the Association.

d. For special programs, an employee's work schedule may be adjusted by mutual agreement of the employee and the Employer.

Section 3. Meal Periods. Meal periods normally shall be one hour in duration. Meal periods shall normally be scheduled from 1:00 p.m. to 2:00 p.m., subject to the

operating needs of the work unit as determined by supervisors in charge or the requirements of courtroom attendance by a sitting judge. Meal periods shall, except in unusual circumstances, be considered duty free. Meal periods shall not be counted as work time. The voluntary omission of a meal period, in whole or in part, shall not modify the starting or leaving time schedule.

Section 4. Rest Periods. Employees shall be entitled to two (2) fifteen minute rest periods during the work day, one in each half shift (to be scheduled by the supervisor), except that operational needs may preclude such periods for courtroom personnel. A rest period commences when the employee ceases work at the duty station and ends when the employee resumes work at the duty station. The voluntary omission of a rest period in whole or in part, shall not modify the starting or leaving schedule.

ARTICLE 18
VACATION-PERSONAL-MILITARY LEAVE

Section 1. Eligibility for Vacation Leave. Each full-time, permanent employee in the bargaining unit who is included in the regular biweekly payroll and whose salary is allocated to a particular group and step, is eligible to accrue vacation time with pay.

Section 2. Accrual of Vacation Time.

a. Eligible full-time employees shall accrue vacation at the following rates:

(1) prior to completion of ten (10) years of service, at the rate of ten (10) working hours for each completed month of continuous full-time service as Prosecutor;

(2) on and after completion of ten (10) years of continuous service, at the rate of thirteen and one-third (13.33) working hours for each completed month of continuous full-time service as a Prosecutor.

b. Vacation leave starts to accrue with the first working day of the first full calendar month after date of commencement of employment and is credited to the eligible employee on the completion of the calendar month.

c. No leave shall accrue for any calendar month in which an employee is on leave of absence without pay for more than an aggregate of three (3) working days.

d. For employees hired prior to April 25, 1998, unused vacation hours may accumulate to a maximum of the hourly equivalent of one hundred twenty (120) days. For employees hired on or after April 25, 1998, unused vacation hours may accumulate to a maximum of the hourly equivalent of ~~seventy-five~~one hundred (~~75~~100) days. After an employee has attained this maximum accrual, vacation hours shall begin to re-accrue in the month when some of such leave is taken.

Section 3. Taking Vacation Time.

a. An employee shall be allowed, subject to the approval of his supervisor, to choose the time of his vacation. In the event of conflicting schedules of leave, length of service in the Division of Criminal Justice shall prevail, provided the more senior employee has chosen the time of his vacation within sixty (60) days of the commencement date of the vacation. Seniority for purposes of this paragraph shall be defined as aggregate service as a full-time employee in the Connecticut Division of Criminal Justice. ~~For Prosecutors employed as Juvenile Prosecutors on July 1, 1996 when juvenile justice functions were transferred from the Judicial Department to the Division, and who remained employed in that capacity on and after July 1, 2009, this shall include years of service as a full-time Juvenile Prosecutor for the Division and Judicial Advocate for the Judicial Department.~~

b. In no event shall an employee take more than the hourly equivalent of twenty-five working days accrued vacation time in any one calendar year without first having obtained the approval of the Office of the Chief State's Attorney.

Section 4. Payment for Accrued Vacation Time on Termination of Employment.

a. On termination of employment each eligible employee shall be granted lump sum payment for vacation leave accrued and unused up to and including the last full calendar month of work. For employees hired on or after April 25, 1998, the maximum payout of unused vacation days upon separation will be seventy-five (75) days. The amount paid shall be equal to the employee's hourly rate, which shall be based upon the employee's salary at the time of his termination or retirement.

b. In the event an employee, other than one whose compensation is fixed by statute, dies, a lump sum payment shall be made for all vacation leave accrued to him/her and unused at the time of his/her death. The amount paid shall be equal to the salary the deceased employee would have received had he/she remained in the service of the Division until the expiration of such vacation period. Such payment shall be made to the surviving beneficiary or beneficiaries lawfully designated by the employee under the state employees retirement system or, if there is no such designated beneficiary or beneficiaries, to the estate of the deceased.

c. An employee who voluntarily terminates his/her employment shall normally give two (2) weeks' notice of termination. No vacation time will be granted during this period. Failure of an employee to provide such notice may result in his/her resignation recorded as "not in good standing."

Section 5. Transfer of Vacation Accrual. The number of vacation hours accrued by a State employee up to the date he/she transfers into the Division of Criminal Justice shall be accepted by the Division and credited to him/her on the Employer's personnel records.

Section 6. Personal Leave Days.

a. In addition to normal vacation accrual as set forth in this agreement, there shall be granted to each full-time, permanent employee of the Division three (3) days of personal leave of absence with pay in each calendar year. Accrual and use of personal leave time shall be measured in "hours" and based on an eight-hour day.

b. Personal leave of absence shall be taken 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 may be taken only when requested in advance by the employee and approved by his/her supervisor. Personal leave days which are not taken in a calendar year shall not be accumulated but shall lapse.

c. Full-time permanent employees may not take personal leave days until after the conclusion of six (6) months continuous service as full-time employees of the State of Connecticut, during which period they have not been on a leave of absence without pay for more than ten (10) working days.

Section 7. Records. All vacation leave and personal leave shall be recorded in the State's electronic attendance records which reflect for each eligible employee the current amount of vacation leave accrued, the amount and dates when such leave was taken, the current balance of such leave available, and the number of personal leave days taken during the calendar year. Employees receive information concerning their vacation balances on pay stubs/direct deposit reports.

Section 8. Military Leave. A full-time permanent employee of the Division shall be granted military leave and the benefits attendant thereto as provided by State and Federal law. Such military leave shall be granted upon submission to the Chief State's Attorney of acceptable and official military orders.

ARTICLE 19
SICK LEAVE AND LEAVE WITHOUT PAY

Section 1. Eligibility for Sick Leave. Each full-time, permanent employee in the bargaining unit who is included in the regular biweekly payroll and whose salary is allocated to a particular group and step is eligible to accrue sick leave starting with the first working day of the first full calendar month after date of commencement of employment in the Division.

Section 2. Sick Leave Accrual.

a. Effective July 1, 2007, sick leave accrues at the rate of ten (10) hours per completed calendar month of continuous full-time service which includes the period of time an employee is on an authorized leave of absence without pay.

b. Sick leave continues to accrue in the month when some of such leave is taken.

c. No sick leave hours shall accrue for any calendar month in which an employee is on leave of absence without pay for an aggregate of more than three (3) working days.

d. Sick leave shall accrue for the first twelve (12) months in which a Division of Criminal Justice employee eligible to receive worker's compensation and sick leave benefits is actually receiving worker's compensation benefits under the provisions of the General Statutes.

e. The number of sick leave hours accrued by a State employee up to the date he/she transfers into the Division of Criminal Justice shall be accepted by the Division and credited to him/her on the Employer's personnel records.

Section 3. Granting Sick Leave.

a. Sick leave, to the extent accumulated by the employee and credited to his/her account in the attendance and leave records maintained by the Division shall be granted to an eligible employee upon satisfactory proof of illness or injury incapacitating such employee from duty, in order that such employee may recuperate from such illness or injury. During such leave the employee shall be compensated in full, to the extent accruals are available, and retain employment benefits.

b. Sick leave, to the extent accumulated by the employee and credited to the employee's account in the attendance and leave records maintained by the Chief State's Attorney, shall be granted to an employee during the period of time that the employee is disabled as the result of pregnancy. Disability may be presumed starting not more than four (4) weeks prior to the expected date of delivery as certified by the employee's physician, and ending not more than four (4) weeks following the actual date of birth.

c. The time an employee is sick while on annual vacation leave, other than terminal vacation leave, shall be charged against accrued sick leave if the employee files an acceptable medical certificate with the Division's Human Resources office attesting to the fact that the employee was sick and would have been unable to work on the day or days claimed as sick.

d. A holiday occurring when an employee is on sick leave will be counted as a holiday and not charged as sick leave. When special time off is granted, however, an employee on sick leave shall be charged as prescribed by the Chief State's Attorney.

e. If an employee is receiving worker's compensation or disability compensation, the employee may elect to draw upon sick leave to the extent authorized by the General Statutes.

f. Consistent with existing practice, upon exhaustion of accrued sick leave, other accrued paid leave may be used by employees who are incapacitated or disabled as provided in and subject to the conditions of paragraphs (a) and (b) above.

Section 4. Special Leave of Absence with Pay Chargeable to Accrued Sick Leave. Any eligible employee may be granted special leave of absence with pay chargeable to accrued sick leave, for the following reasons:

(a) for medical or dental treatment for which arrangement cannot be made outside of working hours;

(b) when presence at duty will expose others to contagious disease;

(c) in the event of death in the immediate family when as much as three (3) working days' leave with pay may be granted. Immediate family means husband, wife, domestic partner, father, mother, sister, brother, grandparents or child, and also any relative who is domiciled in the employee's household.

(d) in the event of critical illness or severe injury in the immediate family creating an emergency requiring the attendance or aid of the employee, when as much as five (5) days leave with pay in a calendar year may be granted;

(e) going to, attending, and returning from funerals of persons other than members of the immediate family, if prior permission is requested of and granted by the employee's supervisor;

(f) in the event of the birth or adoption of a child, when as much as five (5) days leave with pay in a calendar year may be granted.

Section 5. Advanced Sick Leave.

a. No sick leave with pay in excess of the sick leave hours accumulated to an eligible employee's credit shall be granted unless authorized in advance by the Chief State's Attorney. Such authorizations shall be granted only in cases involving extended periods of illness or injury. No advance of sick leave shall be authorized unless the employee has first exhausted all accrual to his/her credit for sick leave and vacation leave, including current accruals. No advance of sick leave shall be granted until an employee has completed at least five (5) years of full-time employment. The granting of such advanced leave shall be discretionary.

b. The advanced sick leave which may be granted shall be on the basis of one day at full pay for each completed year of full-time 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 shall be repaid by an equal charge against such sick leave as the employee may subsequently accrue. No repayment of advanced sick leave shall be required, however, until the employee has first accrued five (5) days of sick leave following his/her return to duty.

Section 6. Medical Certificate. For the following reasons an acceptable medical certificate, signed by a licensed physician or other practitioner whose method of healing is recognized by the State, may be required of an employee by the Office of the

Chief State's Attorney or by an employee's supervisor to substantiate a request for sick leave or special leave of absence with pay:

(a) to support request for sick leave during annual vacation;

(b) when excessive absenteeism or other circumstances indicate reasonable cause for requiring such a certificate.

The Office of the Chief State's Attorney may have a physician make a further examination.

In addition to the above requirements, a completed P33A form, including a return to work note, must be provided to the Division's Human Resources unit for any period of absence consisting of more than five (5) consecutive working days.

Section 7. Removal from Payroll. Any eligible employee in the Division absent from duty by reason of illness or injury who has exhausted all of his/her accrued sick leave, vacation leave including current accrual, and personal leave days and advanced-sick leave when applicable, and who thereafter does not return to duty, will receive no further compensation and will be removed from the active payroll of the Division until such time as he/she returns to duty. This section shall not be construed to abridge the rights of employees pursuant to section 5-142 of the General Statutes.

Section 8. Leave of Absence Without Pay.

If an employee has exhausted all available vacation and personal leave and any leave available under FMLA or the SEBAC agreement, a leave of absence without pay for the protection of or improvement of an employee's health, or for any other cause considered reasonable or proper, may be granted to an employee upon approval of the Chief State's Attorney for a period not to exceed one (1) year, including any unpaid FMLA or SEBAC leave. Requests for such leave must be submitted in writing to the Office of the Chief State's Attorney. Such leave may be extended beyond one (1) year by the Chief State's Attorney.

Section 9. Status of Accrued Sick Leave and Paid Leave Upon Reemployment of Resigned Employee. Any employee who resigns in good standing from the Division and who is re-employed within one (1) year from the date of his/her resignation shall be credited with the amount of sick leave accrued to his/her credit on the effective date of his/her resignation, provided the employee did not receive any compensation for said unused sick leave.

Section 10. Compensation for Unused Sick Leave Accrual Upon Retirement. Each eligible employee in the Division who retires on or after July 1, 1978, shall be compensated, effective as of the date of his/her retirement, at the rate of one-fourth (1/4) of his 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 11. Records. All leave with or without pay shall be recorded in the State's electronic attendance records.

Section 12. Payment of Sick Leave Upon Death of Employee. 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 13. Emergency Sick Leave Bank.

a. In the event that the hours in the sick leave bank need to be replenished during the term of this Agreement, any employee who did not do so previously shall contribute twenty-four (24) hours from accrued sick leave to the sick leave bank. Hours contributed shall not revert to employees if not used.

b. Days contributed to the bank shall thereafter be allocated to non-probationary employees with catastrophic or extended, long-term illnesses.

c. To be eligible for allocation of sick days from the bank an employee must meet the following conditions:

(1) exhaustion of all sick leave, personal and vacation leave, including advance sick leave under Section 5 of this Article;

(2) the illness or injury is not covered by worker's compensation and/or such benefit has been exhausted; and

(3) an acceptable medical certificate supporting the absence is on file.

d. Days shall be allocated by the Labor Management Advisory process set forth in Article 8 of this Agreement. The Labor-Management Committee shall have full authority to grant benefits and administer the program in accordance with guidelines outlined in subparagraph b. above. In addition, the Committee shall consider as a factor the extent and circumstances of the applicant's usage of sick leave prior to the illness in question.

e. Unused days shall be carried over from year to year and shall not lapse. The Committee may, by agreement, provide for additional opportunities for contribution to the bank.

f. Time off without loss of pay or benefits may be granted, as necessary, to members of the Committee to attend meetings to administer this program.

g. The actions or non-actions of this Committee shall in no way be subject to collateral attack or the grievance/arbitration machinery. The panel shall not be considered a State agency, board or any other subdivision of the Employer. No requests shall be conducted as contested cases or otherwise be subject to the Uniform Administrative Procedure Act.

Section 14. Use of Sick Leave to Care for Family Member Requiring Care.

Bargaining unit employees may use their sick leave to care for an immediate family member in circumstances which would meet the requirement for qualified family care under the Family and Medical Leave Act or other state or federal family medical leave

provisions. Use of sick leave to which an employee is entitled under this paragraph shall not be deemed an incident or occurrence under an absence control policy. Family and Medical Leave for such employees shall be governed by federal law and by C.G.S. §31-51kk. In addition, employees shall have the ability to take unpaid maternity, paternity, or other childrearing leave for up to four months beyond the expiration of any leave otherwise due under this section or under the FMLA, and, as is current practice, employees may extend personal medical leave for up to 24 weeks after all other leaves have expired and with appropriate medical certification. Permanent part-time employees who do not meet the hours threshold of applicable law shall continue to be eligible for unpaid family leave per current practice, if any.

Section 15. Retention of Sick Leave.

Notwithstanding any other provision of this agreement addressing use of sick leave prior to use of other types of leave, an employee who takes an approved leave under the state and/or federal Family and Medical Leave Act for the birth of a child or for bonding with a child after childbirth, adoption, or placement in foster care may retain two weeks of sick leave. The employee must notify the Chief State's Attorney or designee prior to the commencement of their FMLA leave if they wish to retain such sick leave.

ARTICLE 20
HOLIDAYS

Section 1. Holidays. For the purposes 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, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day.

~~In the event that the legislature eliminates one or more of these designated holidays, a floating holiday(s) shall be substituted.~~

ARTICLE 21
HEALTH AND LIFE INSURANCE

Section 1. The terms of employee health benefits are covered by a separate agreement pursuant to Conn. Gen. Stat. § 5-278(f).

Section 2. The State's group life insurance plan, pursuant to Conn. Gen. Stat. § 5-257 shall continue to be available to all members as it was on the date of signing of this Agreement.

In addition to this life insurance coverage, optional group life insurance may be purchased by an employee. Coverage of up to an additional $50,000, in increments of $5,000, may be purchased. Any employee electing such additional coverage shall pay the full costs thereof and such optional coverage shall be subject to the terms and conditions

governing same under the State's policy. Optional life insurance coverage is not included when calculating the amount of reduced life insurance coverage upon retirement.

ARTICLE 22
EMPLOYEE RIGHTS

Employees covered by this Agreement shall suffer no reprisals for exercising their rights under this Agreement. Employees covered under this Agreement shall have full rights to Association representation as described in Article 9 (Grievance Procedure) and Article 13, Section 7 (Discipline).

ARTICLE 23
TRANSFERS FOR OPERATIONAL REASONS AND TEMPORARY SERVICE AS A SUPERVISOR

Section 1. The Employer decides the job class involved in transfers, and determines the location from which and to which such transfers will be made. In determining such locations, commuting distances shall be a factor considered.

Section 2. Permanent Transfers.

a. A permanent transfer is defined as a permanent, indefinite change in duty station. Permanent transfers shall first be attempted on a voluntary basis. Involuntary permanent transfers shall be made in accordance with inverse seniority in the job class involved and in the location from which the transfer is being made. Seniority for the purposes of this Article is defined as aggregate service as a full-time permanent employee in the Connecticut Division of Criminal Justice.

b. If a prosecuting attorney refuses to accept a permanent transfer, he/she may bump the least senior bargaining unit prosecuting attorney in the judicial district in which the bumper is employed. The bumped employee shall be subject to transfer by the Employer.

Section 3. Temporary Transfers. A temporary transfer is defined as a temporary assignment away from the duty station. Ordinarily such transfers shall not exceed sixty (60) calendar days. No employee will be required to be in temporary transfer status for more than one hundred twenty (120) calendar days in any calendar year. In making temporary transfers the Employer shall consider the wishes of employees, seniority, and operational needs; provided, however, its determination shall not be subject to review under Article 9 (Grievance Procedure). Employees in temporary transfer status shall receive mileage in accordance with existing practice.

Section 4. Temporary Service as a Supervisor. An employee who is assigned by the Chief State's Attorney to perform temporary service as a Supervisory Assistant State's Attorney for a period in excess of fifteen (15) consecutive work days shall,

commencing with the sixteenth consecutive work day, be paid for such actual work as if promoted to the supervisory position in accordance with Article 16, Section 4-a(4).

ARTICLE 24
LEGISLATIVE ACTION

The cost items contained in this Agreement and the provisions of this Agreement which supersede pre-existing statutes shall not become effective unless and until legislative approval has been granted pursuant to Conn. Gen. Stat. § 5-278(b).

ARTICLE 25
SAVINGS CLAUSE

Should any provisions of this Agreement be found unlawful by a court of competent jurisdiction, the remainder of this Agreement shall continue in force, and the parties shall immediately negotiate a substitute provision. Disputes concerning the appropriate substitute provision shall be handled as provided under Conn. Gen. Stat. § 5-276a.

ARTICLE 26
RETIREMENT

The terms of retirement are covered by a separate agreement pursuant to Conn. Gen. Stat. § 5-278(f).

ARTICLE 27
SUPERSEDENCE

Section 1. The inclusion of language in the Agreement concerning matters formerly governed by law, regulation, 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 the Agreement except as provided in the Supersedence Appendix to this Agreement or where, by necessary implication, no other construction is tenable.

Section 2. a. Except to the extent that a particular personnel or operational practice is specifically modified or restricted by an express provision of this Agreement or specifically incorporated by reference in this Agreement, the Employer reserves and retains the right to add to, alter, or eliminate such practices.

b. In connection with the exercise of rights conferred under paragraph a. above, which exercise impacts upon a mandatory subject of bargaining, the following procedures shall apply:

1. The employer shall give notice of its contemplated action.

2. The Association may request that the Labor Management Advisory Committee convene to discuss such impact.

3. The parties shall commence discussions in a timely fashion.

4. (i) The fact that such discussions have not commenced or concluded shall not operate to delay the exercise of the Employer's rights under this Agreement, including but not limited to the right to implement all or part of the contemplated action.

   (ii) Prior to any such implementation, the Employer shall give notice to the Association and schedule a meeting of the Labor Management Advisory Committee.

5. The fact that the Employer has exercised its rights shall not operate to terminate the obligation to continue such discussions for a reasonable period of time.

ARTICLE 28
MISCELLANEOUS

Section 1. The use of the term "Chief State's Attorney" in this Agreement shall be deemed to include any person(s) who may from time to time be designated by the Chief State's Attorney to perform functions set forth in the Agreement.

Section 2. Reservation of Rights. The Employer, by entering into and executing this Agreement, does not waive any claims with respect to the constitutionality of Conn. Gen. Stat. § 5-270(a) as it is or may be applied to the Connecticut Division of Criminal Justice.

Section 3. Indemnification. Indemnification shall be provided pursuant to Section 4-165 and Section 5-141d of the General Statutes. The decision whether to provide counsel to an employee being sued for malpractice shall be based upon whether such employee was acting within the scope of his/her employment, without regard to whether the suit alleges wanton or willful conduct. The question whether the employee was acting within the scope of employment shall be sympathetically considered consistent with the purpose of the indemnification statutes. The Employer shall cooperate in expediting the decision of state officials whether to provide counsel. The representation of prosecutors in civil suits shall be an item of continuing discussion between the parties.

Section 4. The use of the word "he" or "him" in this contract shall be construed in its generic meaning, unless otherwise indicated.

Section 5. Effective July 1, 2016, the Division shall continue to provide, by self-insurance, the benefits previously provided through NDAA insurance for the defense of a prosecutor in professional grievance proceedings. The Division reserves the right to exercise its discretion to make payments for counsel in those proceedings which is above that which was provided by the NDAA policy.

Section 6. An employee who is subpoenaed to testify in a matter concerning the discharge of duties for the Division of Criminal Justice shall promptly notify his/her supervisor. Any witness fee received by the employee shall be turned over to the Division if any of the time spent in court in response to the subpoena occurs during the employee's normal working hours for which the employee is paid by the Division.

Section 7. Each employee shall participate in a minimum of sixteen (16) hours of professional development each fiscal/contract year. The labor-management advisory committee of Article 8 shall also serve as a Professional Development Advisory Committee. The Professional Development Advisory Committee shall make recommendations to the Chief State's Attorney on such matters as:

- Professional development programs to be offered in-house by the Division.
- Standards for giving credit to time spent in professional development activities other than those offered by the Division.
- Appropriate means of addressing situations where the employee, through no fault of his/her own, has been unable to timely complete the fourteen-hour requirement in a given year.

ARTICLE 29
DURATION

Section 1. Effective Dates.

This Agreement shall be effective July 1, ~~2021~~2025 and shall expire on June 30, ~~2025~~2029.

Section 2. Successor Negotiations.

Successor negotiations shall commence in accordance with Conn. Gen. Stat. § 5-276a, unless the parties mutually agree to a different commencement date.

Section 3. Reopener.

Notwithstanding Sections 1 and 2, there shall be a reopener to negotiate a) general wage increases, ~~steps,~~b) payment of annual increments and lump sum ~~in lieu of steps, if any~~payments to those not eligible for annual increments; and c) continuation Article 16 Section 4 d and e, to be effective during the ~~2024-2025~~2028-2029 contract year. Negotiations with respect to such issues shall commence in ~~August, 2023~~January 2028. Initial Association proposals with respect to those issues shall be submitted on or before

the third week of ~~September, 2024~~February 2028. The parties may, by mutual agreement, commence negotiations on a different date.

ARTICLE 30
NON-DISCRIMINATION AND AFFIRMATIVE ACTION

Section 1. Neither party shall discriminate against any employee, except by reason of bona fide occupational qualifications, on the basis of race, color, religious creed, sex, sexual orientation, gender identify or expression, age, ancestry, national origin, marital status, learning disability, intellectual disability, past or present history of mental disability, physical disability including but not limited to blindness, genetic information, or lawful political activity.

Section 2. The parties acknowledge the need for positive and aggressive affirmative action 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. Problems, either ripe or anticipated, which impact upon philosophy and/or directives of this Section shall be appropriate for continuing discussion between the parties.

SIGNATURE PAGE

STATE OF CONNECTICUT, DIVISION OF CRIMINAL JUSTICE

-and-

CONNECTICUT ASSOCIATION OF PROSECUTORS

COLLECTIVE BARGAINING AGREEMENT

JULY 1, ~~2021~~2025 THROUGH JUNE 30, ~~2025~~2029

STATE OF CONNECTICUT, DIVISION OF CRIMINAL JUSTICE

By: _____ Date: 4/7/26

John J. Russotto
Deputy Chief State's Attorney for
Administration, Personnel and Finance

CONNECTICUT ASSOCIATION OF PROSECUTORS

By: _____ Date: 4/7/26

~~Melissa L. Streeto~~Gregory Borrelli
President

APPENDIX A
SUPERSEDENCE

To the extent applicable and necessary, certain provisions of the Agreement supersede pre-existing statutes and any regulations promulgated thereunder by the Commissioner of Administrative Services, as follows:

1. The exclusive deduction of dues for members of the Association under Article 6 (Association Security and Payroll Deductions), shall be deemed to supersede the words "any organization" in Conn. Gen. Stat. § 5-260.

2. Article 4 (Entire Agreement), Section 2, and Article 27 (Supersedence), Section 2, shall be deemed to supersede Conn. Gen. Stat. §§ 5-271 (a) and (e) and Conn. Gen. Stat. § 5-272(c).

3. Disciplinary interviews (Article 13, Section 7) shall be deemed to supersede Conn. Gen. Stat. § 5-271(a).

4. Article 9 (Grievance Procedure), Article 10, (Probationary Period), and Article 13 (Discipline) shall be deemed to supersede Conn. Gen. Stat. § 5-196(20), Conn. Gen. Stat. § 51-278 and Conn. Gen. Stat. § 51-278b.

5. Article 12, (Personnel Files), Section 2, last paragraph, shall be deemed to supersede Conn. Gen. Stat. §§ 1-210 and 1-214, with respect to the disclosure of the information identified in Article 12, Section 2.

6. Longevity, (Article 16, Section 3) shall be deemed to supersede Conn. Gen. Stat. § 5-213.

7. Travel reimbursements (Article 16, Section 5) shall be deemed to supersede the Standard State Travel Regulations.

8. Article 18 (Vacation-Personal-Military Leave), Sections 2, 4 and 6 shall be deemed to supersede Conn. Gen. Stat. §§ 5-250 and 5-252 and any regulations promulgated thereunder by the Commissioner of Administrative Services.

9. Article 19 (Sick Leave-Leave Without Pay), Sections 2, 10 and 12 shall be deemed to supersede Conn. Gen. Stat. § 5-247 and any regulations thereunder promulgated by the Commissioner of Administrative Services.

10. Article 16 (Compensation), Appendix B, Scope Agreement, and the Salary Schedules of Appendix C shall supersede the provisions of Conn. Gen. Stat. § 5-200a concerning objective job evaluation and the statewide SCOPE agreement.

11. Funeral leave (Article 19, Section 6) shall be deemed to supersede Regs. Conn. State Agencies § 5-247-4.

12. Article 19 (Sick Leave and Leave Without Pay), Section 15 (Retention of Sick Leave), shall be deemed to supersede the provisions on retention of leave set forth in Conn. Gen. Stat. § 31-51ll(e)(2)(A) and in any associated regulations.

APPENDIX B
MEMORANDA OF AGREEMENT

Scope Agreement

The salary plan of Appendix C shall supersede the SCOPE Agreement.

~~Red-Circled Employees~~

~~Employee Christopher Alexy, who was formerly a Supervisory Assistant State's Attorney and was red-circled upon elimination of his position, shall be paid at the rate for the top step of the Supervisory Assistant State's Attorney salary schedule but shall not receive any lump sum payment(s) made to other employees at the maximum step.~~

Appointment of New Prosecutors

During the term of this Agreement, if the Criminal Justice Commission elects to hire prosecutors who are not yet licensed to practice law in the State of Connecticut, the Division and the Association shall negotiate over the terms and conditions of employment for such appointees.

APPENDIX C
SALARY SCHEDULES
ASSISTANT STATE'S ATTORNEY
Effective July 1, ~~2021~~2025 through June 30, ~~2022~~2026

~~STEP~~	~~DESIGNATION~~	~~ANNUAL SALARY~~
~~1~~	~~Deputy~~	~~74,269~~
~~2~~	~~Deputy~~	~~77,240~~
~~3~~	~~Deputy~~	~~80,332~~
~~4~~	~~Deputy~~	~~83,544~~
~~5~~	~~Assistant~~	~~90,361~~
~~6~~	~~Assistant~~	~~93,975~~
~~7~~	~~Assistant~~	~~97,734~~
~~8~~	~~Assistant~~	~~101,643~~
~~9~~	~~Assistant~~	~~105,709~~
~~10~~	~~Assistant~~	~~109,936~~
~~11~~	~~Assistant~~	~~114,338~~
~~12~~	~~Assistant~~	~~118,907~~
~~13~~	~~Assistant~~	~~123,665~~
~~14~~	~~Assistant~~	~~128,614~~
~~15~~	~~Assistant~~	~~133,755~~
~~16~~	~~Assistant~~	~~137,772~~
~~17~~	~~Assistant~~	~~141,903~~
~~18~~	~~Assistant~~	~~146,155~~
~~19~~	~~Assistant~~	~~150,545~~
~~20~~	~~Assistant~~	~~155,058~~

STEP	DESIGNATION	ANNUAL SALARY
1	Deputy	95,607
2	Deputy	99,741
3	Assistant	103,731
4	Assistant	107,880
5	Assistant	112,195
6	Assistant	116,685
7	Assistant	121,350
8	Assistant	131,251
9	Assistant	136,503
10	Assistant	141,966
11	Assistant	147,641
12	Assistant	152,075
13	Assistant	156,634
14	Assistant	161,328

15	Assistant	171,156

SUPERVISORY ASSISTANT STATE'S ATTORNEY

Effective July 1, ~~2021~~2025 through June 30, ~~2022~~2026

~~STEP~~	~~ANNUAL SALARY~~
~~1~~	~~102,121~~
~~2~~	~~106,205~~
~~3~~	~~110,454~~
~~4~~	~~114,875~~
~~5~~	~~119,466~~
~~6~~	~~124,245~~
~~7~~	~~129,218~~
~~8~~	~~134,385~~
~~9~~	~~139,760~~
~~10~~	~~145,347~~
~~11~~	~~149,707~~
~~12~~	~~154,201~~
~~13~~	~~158,825~~
~~14~~	~~163,589~~

STEP	ANNUAL SALARY
1	112,722
2	117,231
3	121,921
4	126,800
5	131,868
6	137,143
7	142,632
8	148,336
9	154,269
10	160,436
11	165,248
12	170,208
13	180,572

ASSISTANT STATE'S ATTORNEY

Effective July 1, ~~2022~~2026 through June 30, ~~2023~~2027

~~STEP~~	~~DESIGNATION~~	~~ANNUAL SALARY~~
~~1~~	~~Deputy~~	~~76,126~~
~~2~~	~~Deputy~~	~~79,171~~
~~3~~	~~Deputy~~	~~82,341~~
~~4~~	~~Deputy~~	~~85,632~~
~~5~~	~~Assistant~~	~~92,620~~
~~6~~	~~Assistant~~	~~96,324~~
~~7~~	~~Assistant~~	~~100,177~~
~~8~~	~~Assistant~~	~~104,184~~
~~9~~	~~Assistant~~	~~108,352~~
~~10~~	~~Assistant~~	~~112,685~~
~~11~~	~~Assistant~~	~~117,196~~
~~12~~	~~Assistant~~	~~121,880~~
~~13~~	~~Assistant~~	~~126,757~~
~~14~~	~~Assistant~~	~~131,829~~
~~15~~	~~Assistant~~	~~137,099~~
~~16~~	~~Assistant~~	~~141,217~~
~~17~~	~~Assistant~~	~~145,451~~
~~18~~	~~Assistant~~	~~149,809~~
~~19~~	~~Assistant~~	~~154,308~~
~~20~~	~~Assistant~~	~~158,934~~

STEP	DESIGNATION	ANNUAL SALARY
1	Deputy	97,997
2	Deputy	102,234
3	Assistant	106,324
4	Assistant	110,577
5	Assistant	115,000
6	Assistant	119,602
7	Assistant	124,383
8	Assistant	134,533
9	Assistant	139,916
10	Assistant	145,515
11	Assistant	151,332
12	Assistant	155,877
13	Assistant	160,550
14	Assistant	165,361
15	Assistant	175,434

SUPERVISORY ASSISTANT STATE'S ATTORNEY

Effective July 1, ~~2022~~2026 through June 30, ~~2023~~2027

~~STEP~~	~~ANNUAL SALARY~~
~~1~~	~~104,674~~
~~2~~	~~108,861~~
~~3~~	~~113,215~~
~~4~~	~~117,747~~
~~5~~	~~122,452~~
~~6~~	~~127,352~~
~~7~~	~~132,448~~
~~8~~	~~137,744~~
~~9~~	~~143,254~~
~~10~~	~~148,981~~
~~11~~	~~153,450~~
~~12~~	~~158,056~~
~~13~~	~~162,795~~
~~14~~	~~167,679~~

STEP	ANNUAL SALARY
1	115,540
2	120,162
3	124,969
4	129,970
5	135,165
6	140,572
7	146,198
8	152,044
9	158,125
10	164,447
11	169,380
12	174,464
13	185,087
14	190,883

ASSISTANT STATE'S ATTORNEY

Effective July 1, ~~2023~~2027 through June 30, ~~2024~~2028

~~STEP~~	~~DESIGNATION~~	~~ANNUAL SALARY~~
~~1~~	~~Deputy~~	~~84,399~~
~~2~~	~~Deputy~~	~~87,773~~
~~3~~	~~Assistant~~	~~94,935~~
~~4~~	~~Assistant~~	~~98,733~~
~~5~~	~~Assistant~~	~~102,682~~
~~6~~	~~Assistant~~	~~106,789~~
~~7~~	~~Assistant~~	~~111,061~~
~~8~~	~~Assistant~~	~~115,502~~
~~9~~	~~Assistant~~	~~124,927~~
~~10~~	~~Assistant~~	~~129,926~~
~~11~~	~~Assistant~~	~~135,125~~
~~12~~	~~Assistant~~	~~140,527~~
~~13~~	~~Assistant~~	~~144,747~~
~~14~~	~~Assistant~~	~~149,087~~
~~15~~	~~Assistant~~	~~153,554~~
~~16~~	~~Assistant~~	~~162,908~~

STEP	DESIGNATION	ANNUAL SALARY
1	Deputy	100,447
2	Deputy	104,790
3	Assistant	108,982
4	Assistant	113,342
5	Assistant	117,875
6	Assistant	122,592
7	Assistant	127,493
8	Assistant	137,896
9	Assistant	143,414
10	Assistant	149,153
11	Assistant	155,115
12	Assistant	159,774
13	Assistant	164,564
14	Assistant	169,495
15	Assistant	179,820

SUPERVISORY ASSISTANT STATE'S ATTORNEY

Effective July 1, ~~2023~~2027 through June 30, ~~2024~~2028

~~STEP~~	~~ANNUAL SALARY~~
~~1~~	~~107,291~~
~~2~~	~~111,582~~
~~3~~	~~116,046~~
~~4~~	~~120,690~~
~~5~~	~~125,514~~
~~6~~	~~130,535~~
~~7~~	~~135,759~~
~~8~~	~~141,188~~
~~9~~	~~146,835~~
~~10~~	~~152,705~~
~~11~~	~~157,286~~
~~12~~	~~162,007~~
~~13~~	~~171,871~~

STEP	ANNUAL SALARY
1	118,429
2	123,166
3	128,093
4	133,219
5	138,544
6	144,086
7	149,853
8	155,845
9	162,079
10	168,558
11	173,614
12	178,825
13	189,714
14	195,655

APPENDIX D
LONGEVITY

The amount of the longevity payment shall be determined in accordance with the amount of the average annual increment on the salary schedule then in effect for Assistant State's Attorney or Supervisory Assistant State's Attorney, as applicable. The longevity schedules for the duration of this Agreement shall be as follows, provided that these amounts are subject to verification and modification by CORE-CT:

ASSISTANT STATE'S ATTORNEY

~~Years of Service~~	~~2021-2022~~	~~2022-2023~~	~~2023-2024~~
~~10~~	~~1,063~~	~~1,090~~	~~1,308~~
~~15~~	~~2,126~~	~~2,179~~	~~2,617~~
~~20~~	~~3,189~~	~~3,269~~	~~3,925~~
~~25~~	~~4,252~~	~~4,358~~	~~5,234~~

Years of Service	2025-2026	2026-2027	2027-2028
10	1,349	1,383	1,418
15	2,699	2,766	2,835
20	4,048	4,149	4,253
25	5,397	5,532	5,670

SUPERVISORY ASSISTANT STATE'S ATTORNEY

~~Years of Service~~	~~2021-2022~~	~~2022-2023~~	~~2023-2024~~
~~10~~	~~1,182~~	~~1,212~~	~~1,345~~
~~15~~	~~2,364~~	~~2,423~~	~~2,691~~
~~20~~	~~3,546~~	~~3,635~~	~~4,036~~
~~25~~	~~4,728~~	~~4,847~~	~~5,382~~

Years of Service	2025-2026	2026-2027	2027-2028
10	1,414	1,449	1,485
15	2,828	2,898	2,971
20	4,241	4,347	4,456
25	5,655	5,796	5,941

APPENDIX E
GRIEVANCE FORM

Date Filed _____ Step I ☐ Step II ☐ Check one)

Name of Grievant _____

Grievant's Contact Information

_____ _____ _____
Work Location Telephone E-mail

Name of Aggrieved Employee (If Association is Grievant) _____

Association Representative _____

Association Representative's Contact Information

_____ _____ _____
Work Location Telephone E-mail

Facts:

_____

_____

_____

Issue:

_____

Date of Alleged Contract Violation: _____

Specific Controlling Contract Provisions:

_____

Remedy or Relief Sought:

_____

Summary report: Litera Compare for Word 11.10.1.2 Document comparison done on 4/6/2026 10:39:55 AM	
Style name: Default Style	
Intelligent Table Comparison: Active	
Original DMS: iw://cloudimanage.com/SG/23706842/1	
Modified DMS: iw://cloudimanage.com/SG/23706842/2	
Changes:	
Add	233
~~Delete~~	213
~~Move From~~	0
Move To	0
Table Insert	1
~~Table Delete~~	12
Table moves to	0
~~Table moves from~~	0
Embedded Graphics (Visio, ChemDraw, Images etc.)	0
Embedded Excel	0
Format changes	0
Total Changes:	459

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated April 6, 2026

Bargaining Unit: Conn Assoc Prosecutors
Period of Contract: July 1, 2025 through June 30, 2028

Number of Full Time Employees:	All Funds	216
	General Fund	3

Total Annual Wages (26 pay periods) All Funds: $ 27,772,493

	Annualized Basis (26 Pay Periods for 4th Year)				
		Percent Increase			
Average Annual - All Funds:	Salary	Gen'l Wage Increase Including AI's	AI & Lump Sums	Other	Total
Prior to New Contract:	$136,488				
1st Year Contract: 2025-2026	$147,817	8.30%		0.00%	8.30%
2nd Year Contract: 2026-2027	$155,540	8.30%		0.00%	8.30%
3rd Year Contract: 2027-2028	$164,668	8.30%		0.00%	8.30%

FULL-TIME COMPENSATION SUMMARY

All Funds	Prior to Agreement	1st Year 2025-26	2nd Year 2026-27	3rd Year 2027-28	Annualized
Total Wages and Related Items	$27,772,493	$1,786,518	$3,341,771	$5,207,775	$5,207,775
Fringe Benefits Value of Current Items		$539,747	$1,769,256	$2,962,182	$2,962,182
TOTAL WAGES AND BENEFITS		$2,802,689	$4,879,762	$8,169,957	$8,169,957

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated April 6, 2026

Bargaining Unit: **Conn Assoc Prosecutors**
Period of Contract: **July 1, 2025 through June 30, 2028**

			All Funds Requirement			
			2025-2026	2026-2027	2027-2028	Annualized
Fiscal Year 2025-2026						
(1)	2.5% COLA and AI		$1,786,518	$1,555,253	$1,826,261	$1,826,261
SUBTOTAL AGREEMENT ITEMS - 1st YEAR			$1,786,518	$1,555,253	$1,826,261	$1,826,261
Fiscal Year 2026-2027						
(1)	2.5% COLA and AI			$1,555,253	$1,555,253	$1,555,253
SUBTOTAL AGREEMENT ITEMS - 2nd YEAR				$1,555,253	$1,555,253	$1,555,253
Fiscal Year 2027-2028						
(1)	2.5% COLA and AI				$1,826,261	$1,826,261
SUBTOTAL AGREEMENT ITEMS - 3rd YEAR					$1,826,261	$1,826,261
TOTAL CONTRACT ITEMS - ALL FUNDS			$1,786,518	$3,110,506	$5,207,775	$5,207,775
FRINGE ANALYSIS						
	SERS Normal Retirement	49.23%	$879,503	$1,531,302	$2,563,788	$2,563,788
	Social Security FICA	6.20%	$110,764	$192,851	$322,882	$322,882
	Social Security Medicare	1.45%	$25,905	$45,102	$75,513	$75,513
TOTAL FRINGE IMPACT		56.9%	$1,016,171	$1,769,256	$2,962,182	$2,962,182
TOTAL COST OF CONTRACT - ALL FUNDS			$2,802,689	$4,879,762	$8,169,957	$8,169,957

TENTATIVE AGREEMENT
Division of Criminal Justice -and- SEIU Local 2001 (Police Inspectors)
for the 2025-2029 Agreement

TENTATIVE AGREEMENT*

**subject to ratification*

#	Proposal Content
CSEA 2	**ARTICLE 16 – COMPENSATION** **Section 1. Base Salary Increases.** ~~(a) Effective and retroactive to March 31, 2022, employees shall receive a lump sum pensionable bonus payment of two thousand five hundred dollars $2,500. Eligible employees are those who were on the active payroll as of that date. Effective approximately July 14, 2022, employees shall receive a lump sum pensionable bonus of one thousand dollars $1,000.~~ ~~(b)~~ **(a)** Effective **and retroactive to** ~~the pay period including~~ July 1, **2025** ~~2021~~, the base annual salary for all employees shall be increased by two and one-half percent (2.5%). **To be eligible for retroactive payments, one must be an active employee in the bargaining unit on the date of General Assembly ratification of this Agreement or a former e**mployees ~~who left in good standing with 10 years or more of service, or~~ who **went directly into retirement** ~~retired~~ after **July 1, 2025** ~~7/1/21 will be eligible for retroactive payment through their date of departure.~~ ~~(c)~~ **(b)** Effective the pay period including July 1, **2026** ~~2022~~, the base annual salary for all employees shall be increased by two and one-half percent (2.5%). ~~(d)~~ **(c)** Effective the pay period including July 1, **2027** ~~2023~~, the base annual salary for all employees shall be increased by two and one-half percent (2.5%).
CSEA 3	*See below.* Effective July 1, 2027, and after the general wage increase on that date, Group 27 is eliminated. Employees are placed on the adjusted Grades 29 and 31 set forth below. on the first step not representing a decreased rate.
CSEA 4	**ARTICLE 16 – COMPENSATION** **Section 4. Annual Increments.** (a) Employees will be eligible for and receive annual increments

#	Proposal Content
	during the **2025-2026** ~~2021-2022~~ contract year in accordance with existing practice. **To be eligible for retroactive payments, one must be an active employee in the bargaining unit on the date of General Assembly ratification of this Agreement or a former** employees ~~who left in good standing with 10 years or more of service, or~~ who **went directly into retirement** ~~retired~~ after **July 1, 2025** ~~7/1/21 will be eligible for retroactive payment through their date of departure.~~ (b) Employees will be eligible for and receive annual increments during the **2026-2027** ~~2022-2023~~ contract year in accordance with existing practice. (c) Employees will be eligible for and receive annual increments during the **2027-2028** ~~2023-2024~~ contract year in accordance with existing practice.
Division 1	**ARTICLE 18 – COMPENSATORY TIME OFF** **Section 2 Accrual** (f)**For the 2025-2026 contract year,** no employee shall be permitted to accrue more than four hundred eighty (480) hours of compensatory time at any time. **Effective July 1, 2026, no employee shall be permitted to accrue more than seventy (70) hours of compensatory time at any time.** Once the **agreed-upon** ~~four hundred eighty (480)~~ hour maximum is reached, an employee will be compensated at the applicable rate of pay for such additional hours worked in accordance with the regular biweekly payroll cycle. Additional hours worked between 35 and 40 during a one (1) week working period shall be paid at the applicable straight time rate of pay. Additional hours worked beyond 40 hours during a one (1) week working period shall be paid at the applicable time and one half rate of pay.
CSEA 12	**ARTICLE 21 – HOLIDAYS** 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, **Juneteenth,** Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day.
CSEA 3, 4 & 5	**ARTICLE 32 – DURATION**

TENTATIVE AGREEMENT
Division of Criminal Justice -and- SEIU Local 2001 (Police Inspectors)
for the 2025-2029 Agreement

#	Proposal Content
	Section 3. Reopener. Notwithstanding Sections 1 and 2, there shall be a reopener to negotiate general wage increases and steps, if any, to be effective during the **2028-2029** ~~2024-2025~~ contract year. Negotiations with respect to such issue shall commence in August, **2027** ~~2023~~. Initial Union proposals with respect to those issues shall be submitted on or before the third week of September, **2027** ~~2024~~. The parties may, by mutual agreement, commence negotiations on a different date.
Division 4	**ARTICLE 31 – MISCELLANEOUS** **Section 9.** ~~The use of the word "he" or "him" in this contract shall be construed in its generic meaning unless otherwise indicated.~~ **The Parties will replace gendered language with non-gendered language.**

3.16.26
Daniel E. Livingston
Chief Negotiator, CSEA, SEIU Local 2001
Police Inspectors Council

3/17/2026
Jarad M. Lucan
Chief Negotiator, State of Connecticut
Division of Criminal Justice

Grade 29

Step 1	$93,096
Step 2	$98,686
Step 3	$102,016
Step 4	$105,347
Step 5	$108,679
Step 6	$112,009
Step 7	$116,638
Step 8	$120,423
Step 9	$124,208
Step10	$127,995
Step 11	$134,909

Grade 31

Step 1	$113,911
Step 2	$117,919
Step 3	$121,922
Step 4	$125,928
Step 5	$129,933
Step 6	$133,943
Step 7	$137,948
Step 8	$145,395

COLLECTIVE BARGAINING AGREEMENT

between

STATE OF CONNECTICUT

DIVISION OF CRIMINAL JUSTICE

and

THE CONNECTICUT STATE EMPLOYEES ASSOCIATION
SEIU Local 2001
(Police Inspectors Council)

Effective: July 1, ~~2021~~2025 Expires: June 30, ~~2025~~2029

Comparison document 23779448.1
~~10956016v.2~~

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ARTICLE 1 - PREAMBLE

The State of Connecticut, acting by and through the State of Connecticut Division of Criminal Justice, hereinafter called "the Division" or "the Employer," and the Connecticut State Employees Association, hereinafter called "the Union" or "CSEA,"

Witnesseth:

Whereas the parties of this Agreement desire to establish a state of amicable understanding, cooperation and harmony; and

Whereas the parties of this Agreement consider themselves mutually responsible to improve the public service through increased morale, efficiency and productivity;

Now, therefore, the parties mutually agree as follows.

ARTICLE 2 - RECOGNITION

The Division of Criminal Justice of Connecticut herein recognizes the Connecticut State Employees Association as the exclusive representative of the employees in permanent positions regularly working twenty (20) or more hours per week in the job titles Inspector, and Supervisory Inspector, but excluding Chief Inspector as certified by the State Labor Relations Board in Case No. SE-4705.

Accordingly, this Agreement shall pertain only to those employees whose job titles fall within the certification above cited and shall not apply to employees who are paid on a temporary payroll. Persons otherwise eligible serving a working test period are included.

ARTICLE 3 - NON-DISCRIMINATION AND AFFIRMATIVE ACTION

Section 1. The parties agree that neither party shall discriminate against any employee on the basis of race, color, creed, religion, sex (including pregnancy, sexual harassment, transgender status, sexual orientation or civil union status, and gender identity or expression) age, national origin, ancestry, marital status, physical disability including, but not limited to, blindness, learning disability, intellectual disability, present or past history of mental disability, genetic information, military service, workplace hazards to reproductive systems, criminal record (in state employment and licensing)veteran status or lawful political activity.

Section 2. Neither party shall discriminate against an employee on the basis of membership or non-membership or lawful activity in behalf of the exclusive bargaining agent.

Section 3. Affirmative Action. The parties acknowledge the need for positive and aggressive affirmative action 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. Problems, either ripe or anticipated, which impact upon the philosophy and/or directives of this section, shall be appropriate for continuing discussion between the parties.

Section 4. In connection with Sections 1 and 2 above:

(a) An employee, the Union, or the Union on behalf of an employee alleging conduct or action inconsistent with the obligation to avoid such discrimination, shall promptly report any alleged discrimination to an appropriate official with supervisory authority over the person alleged to have engaged in such conduct. Reasonable efforts shall be made to resolve the situation prior to resorting to grievance arbitration.

(b) If the requirements of paragraph (a) have been met, and there has been no reasonable offer to disavow or otherwise cure any perceived discrimination, a grievance may be filed at an appropriate step.

(c) In any arbitration proceeding alleging a violation of Section 1 or 2, the Arbitrator shall determine whether the grievant has shown by a fair preponderance of the evidence, including, where appropriate, the surrounding circumstances, that the official responsible for the adverse action was motivated by discriminatory considerations but for which the action would not have been taken.

Section 5. Disputes involving alleged discrimination shall not be arbitrable if the obligations of Sections 4(a) and 4(b) have not been met.

ARTICLE 4 - NO STRIKES - NO LOCKOUTS

Section 1.

(a) The exclusive representative shall not engage in, induce, support, encourage, or condone a strike, sympathy strike, work stoppage, slowdown, concerted withholding, interruption or disruption of services, sickout, or any interference with the mission of the Division of Criminal Justice. This Article shall be deemed to prohibit the concerted boycott or refusal of overtime work.

(b) Similarly, employees shall not engage in, induce, support, or encourage such activities.

Section 2. The Union shall exert its best efforts to prevent or terminate any violation of Section 1 of this Article.

Section 3. The Employer agrees that during the life of this Agreement there shall be no lockout.

ARTICLE 5 - ENTIRE AGREEMENT

Section 1. This Agreement, upon ratification, constitutes the complete and entire Agreement between the parties and concludes collective bargaining for its term. No amendment to this Agreement shall be effective unless in writing, ratified, and executed by the parties.

Section 2. 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 areas of collective bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. Therefore, the Division of Criminal Justice and the Union, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to:

(1) any subjects or matters referred to or covered in this Agreement, or

(2) any subjects or matters not referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE 6 - MANAGEMENT RIGHTS

The parties recognize the central role of the Connecticut Division of Criminal Justice as an independent agency of state government in assuring compliance with the laws, the Constitution of the State of Connecticut, and the United States Constitution. The parties also recognize that the users of the Division's services, including the general public, demand the prompt and efficient adjudication of complaints and disputes, and insist upon the fullest protection of statutory, civil, and constitutional rights.

Unless an express, specific provision of this Agreement provides otherwise, the Connecticut Division of Criminal Justice, acting through the Chief State's Attorney and such other officials as may be authorized to act on its behalf, retains all the rights and prerogatives it had prior to the signing of this Agreement either by law, custom, practice, usage or precedent to manage and control the Division.

Such rights include, but are not limited to, establishing standards of productivity and performance of its employees, including establishing qualifications for ability to perform work in classes and/or ratings; determining its budget, its mission, and the methods, means and personnel necessary to fulfill that mission, including the contracting out, or the discontinuation of services, positions, or programs in whole or in part; the determination of the content of job classifications; the appointment, promotion, assignment, direction and transfer of personnel; the suspension, demotion, discharge or any other disciplinary action against its employees; the layoff of its employees because of lack of work or other legitimate reasons as stated in Article 14 (Reduction in Force); to determine the hours, days when, and locations where the courts will be in operation; to enforce existing rules and regulations for the management of the Division, and to add to, eliminate, or modify such rules or regulations as it deems appropriate; and take whatever actions may be necessary to carry out its responsibilities in situations of emergency.

Management also reserves the right to decide whether, when, and how to exercise its prerogatives, whether or not enumerated in this Agreement. Accordingly, the failure to exercise any right shall not be deemed waiver.

ARTICLE 7- UNION SECURITY AND PAYROLL DEDUCTIONS

Section 1. 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 2. The Division 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 written certification of said authorization to the State. The Union shall also provide to the Division's Labor Relations Administrator, a digital list of all employees who have authorized dues deduction in a format dictated by the Division. Biweekly, the Union shall provide a report of dues deduction changes including any "starts and stops." By providing such list, the Union certifies that each employee has knowingly and willfully consented to the payroll deduction. Within 10 business days of receipt, the Union shall notify the Division's Labor Relations Administrator, in writing, of any revocations of said authorizations and the effective date of the same.

Section 3. 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 Division with an updated version within ten (10) business days, and the Division will update 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 the union's activities. I hereby request and voluntarily authorize my employer to deduct form my earnings and to pay over to CSEA an amount equal to the regular monthly dues uniformly applicable to members of CSEA. This authorization shall remain in effect and shall be irrevocable unless I revoke it by sending written notice via US mail to both the employer and CSEA 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 CSEA, whichever occurs sooner. This authorization shall be automatically renewed as an 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 CSEA.*

Should a bargaining unit member approach the Division or its agents seeking to terminate or modify ~~his or her~~their contractual relationship with the Union, that bargaining unit member will be directed to communicate such intent directly with to the Union. In such case, the Division may notify the employee of its obligation to comply with this Article, including Section Two above. If the Division 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 4. Upon request of the Division, the Union shall provide legally sufficient proof of the authorization to continue to collect dues through payroll deduction to the Division 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 Division will cease withholding union dues for that employee not later than the first day of the following payroll period. Upon request, the Division may request a dues reconciliation not more than twice per contract year.

Section 5. 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, in an

editable digital format, shall be remitted to the Union as soon as practicable after the payroll period in which such deductions are made.

Section 6. The existing system of voluntary payroll deduction for the Union's political action fund shall be continued. Authorization for such deduction by the employee shall be provided in writing by the Union to the Division's Labor Relations Administrator.

Section 7. No payroll deduction of dues or agency service fees 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 retroactive.

Section 8. Payroll deductions of Union dues shall not be made for other employee organizations not party to this Agreement.

Section 9. The Employer shall continue its practice of payroll deductions as authorized by employees for purposes other than payment of Union dues provided any such payroll deduction has been approved by the Employer in advance.

Section 10. The Union shall indemnify the State of Connecticut for any liability or damages incurred by the employer, excluding attorneys' fees, in compliance with this Article.

ARTICLE 8 - UNION RIGHTS

Section 1. Within ninety (90) days of the execution of this Agreement, the Union will furnish the Employer with a complete list of officers designated to represent any segment or segments of the employees covered by this Agreement, specifying the jurisdiction and location of each union officer or group of union officers, provided that the jurisdiction of each officer shall be limited to such geographical boundaries as are mutually agreed. The Union shall send this list to the Division's Director of Labor Relations at least annually on or about July 1 of each calendar year, and, in addition, shall notify the Employer whenever there is a change in Union officers or assignments.

Section 2. Except as otherwise provided, Employer representatives shall deal with Union-designated stewards or representatives exclusively in the processing of grievances or any other aspect of contract administration.

Section 3. Access to Premises. Union staff representatives shall be permitted to enter the work premises of the Division at any reasonable time for the purpose of discussing, processing, or investigating filed or potential grievances workplace-related complaints and other workplace issues, or otherwise performing Union business, provided that (1) they give notice of their presence immediately upon arrival to the supervisor in charge, and (2) they do not interfere with the performance of duties. Within ninety (90) days of execution of this Agreement, the Union will furnish the Employer with a current list of its staff personnel and their jurisdiction and shall maintain the currency of said list.

Section 4. Role of the Steward in Processing Grievances. The stewards will obtain permission from their immediate supervisors to leave their work assignments in order to carry out their duties, properly and expeditiously, in connection with this Agreement. Permission from supervisors, based upon the work situation, will not be unreasonably withheld.

Before contacting an employee, the steward will first report to and obtain permission to see the

employee from the employee's supervisor. If the supervisor is not available, the steward will obtain permission from the person left in charge. Permission from supervisors, based upon the work situation, will not be unreasonably withheld. A steward's pass, signed by ~~his/her~~their supervisor, shall be utilized as a request by stewards to meet with employees or employees to meet with stewards, and shall state the name of the employee involved or steward, ~~his/her~~their location and the location to be visited. Request and utilization of such pass shall imply immediate need for conducting important Union business. Stewards thus engaged will report back to their supervisors on completion of such duties and return to their job and will suffer no loss of pay or other benefits as a result thereof. The sufficiency of steward coverage shall be a subject of continuing consultation between the Employer and the Union. The Union will cooperate in preventing abuse of this Section.

Section 5. Bulletin Board. The Employer shall furnish reasonable bulletin board space, where presently available, in each location which the Union may utilize for its announcements. In any location presently leased by the Employer where there is currently no bulletin board, the Employer agrees that the Union may make arrangements with the lessor to provide and to install at the Union's expense a bulletin board in an area and position to be agreed upon by the Employer.

Bulletin board space shall not be used for material that is of a partisan political nature, or is inflammatory or derogatory to the Employer. The Union shall limit its posting of notices and bulletins to such bulletin board space.

Section 6. Access to Information. The Employer agrees to provide the Union, upon request and adequate notice, access to materials and information which are necessary for the Union to fulfill its responsibility to administer this Agreement, The Union shall reimburse the Employer for the expense and time spent for photocopying information.

The Union shall not have access to information which the Employer reasonably determines is privileged or confidential, or information gathered prior to April 6, 1978, unless and until such information constitutes the basis, in whole or in part, for disciplinary action as defined in this Agreement, or constitutes the basis for a decision not to select an employee for a promotion as defined in this Agreement.

In denying the Union access to information, the Employer shall state in reasonable detail the basis of the denial.

Section 7.

(a) Delegates to the annual CSEA convention not to exceed two (2) for the Inspectors Bargaining Unit - shall be granted, subject to operating needs and prior notification to the Chief State's Attorney, leave without loss of pay or benefits for two (2) days, to attend said convention. Delegates scheduled to work on a Saturday shall also be excused to attend the third day of said convention. Two (2) alternate delegates for the Inspectors bargaining unit shall be granted approval by the Chief State's Attorney to attend the CSEA convention, without loss of pay or benefits for two (2) days, with prior notification and unless not feasible due to operational need.

(b) Any Division of Criminal Justice employee elected to the office of president or secretary/treasurer of the Union will be eligible, subject to the operating needs of the Division, for an unpaid leave of absence not to exceed one (1) year. An extension not to exceed one (1) additional year may be granted subject to the approval of the Chief State's Attorney. Upon return from such leave the Employer shall offer said employee a position relatively equal to the former position in pay, benefits, and duties, at the rates in force at the time of return from such leave. Upon return from such leave, the

employees shall have the right to purchase back retirement credits for the period of the leave, provided that the employee or the Union shall pay the State's and the employee's contributions for the period of the leave and provided such purchase is approved by the State Retirement Commission.

(c) There is hereby established in the Inspectors' unit a bank of three (3) days leave per contract year for use by the Union to conduct its business. Time used for the CSEA annual convention, processing or investigating grievances or Steward training shall not be charged to this bank of hours. The Union shall give written notice to the Chief State's Attorney or ~~his~~ designee, ordinarily fourteen (14) days in advance, specifying the dates or release, the names of employees to be released and their work locations, and permission by the Chief State's Attorney shall not be unreasonably withheld. Time off under this section shall be granted in no less than half-day units.

Section 8. Orientation and Training. The Union will provide each new employee with a copy of the collective bargaining agreement then in force and will furnish such employee with the name(s) of ~~his/her~~their steward(s). All new members of the bargaining unit shall be released from work 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 not less than ten (10) days' written electronic 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. The Employer will cooperate in permitting a common meal period for the steward and any newly hired employee within five (5) work days of hire.

The Division will provide notice to the Union, in an editable digital format, 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 to the Union at an address designated by the Union and shall include, at a minimum, the new bargaining unit member's name, agency, job title, department, work location, work telephone number (if available), home address, and effective date of action. The Division will provide the Union with a monthly report of the separations in the bargaining unit. The report shall contain the employee name, agency, job title and effective date of the action

Section 9. Steward Training. The Division and CSEA 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, initial steward training shall be a valuable asset in promoting these goals. To that end, the Division of Criminal Justice agrees to allow each steward up to two (2) days of training, without loss of pay or benefits, to a maximum of five (5) stewards. Stewards shall be granted time off for training and representational duties subject to the provisions of Section 7(c) of this Article.

Section 10. The Union shall have the right to use the Division's electronic mail systems to communicate with bargaining unit members regarding collective bargaining, the administration of collective bargaining agreements, the investigation and processing of grievances, other workplace-related complaints and issues, and internal matters involving the governance or business of the Union. Individual employees are permitted to use a Division computer or other device to visit the Union's website, and to use a Division computer or other device and email to

interact with an authorized Union representative in matters involving collective bargaining, the administration of collective bargaining agreements, grievances, other workplace-related complaints and issues, and internal matters involving the governance or business of the Union.

ARTICLE 9 - GRIEVANCE PROCEDURE

Section 1. Definitions.

(a) A grievance is defined as a written complaint involving an alleged violation or application or interpretation of a specific provision of this Agreement.

(b) A grievance is also defined as a written complaint involving the allegation of a person of unfair treatment of an employee by the Employer, subject to the following:

(1) unfair treatment grievances may be processed only through Step II of the procedure outlined below and shall not be subject to arbitration;

(2) the employee shall have the burden of establishing that there is pattern of unfair treatment; and

(3) the addition of a "pattern of unfair treatment" as a grievable matter is intended to provide an outlet for employees to grieve problems in interpersonal relationships with supervisors which develop over a period of time. Said addition is not intended as an indirect means of enforcing alleged past practices not expressly incorporated into the Agreement.

(c) Except as otherwise provided in this Agreement, it is understood and agreed that the grievance procedure is designed as the exclusive procedure for resolution of disputes which constitute grievances.

Section 2. Format. Grievances shall be filed on the form attached to this Agreement as Appendix C.

Any grievance may be amended up to and including Step II of the grievance procedure so long as the factual basis of the complaint is not materially altered.

Section 3. Grievant. A Union representative, with or without the aggrieved employees, may submit a grievance on ~~his/her~~their behalf (a "general" grievance), and the Union may, in appropriate cases, submit a grievance in its own behalf with respect to rights of the Union (an "institutional" grievance).

An individual employee at any time may present a grievance to ~~his/her~~the Employer and have the grievance adjusted without intervention of the Union, provided that the adjustment shall not be inconsistent with the terms of the collective bargaining Agreement then in effect. The Union shall be given prior notice of the grievance and shall be informed of the terms of the settlement. The steward shall be entitled to receive from the Employer all documents pertinent to the disposition of the grievance and to file statements of position.

Section 4. A grievance shall be deemed waived unless submitted at Step 1:

(a) either within thirty (30) days from the act or omission from which the grievance arises; or

(b) within thirty (30) days from the date the grievant or any Union representative or steward through reasonable diligence should have known of the act or omission, whichever is later.

Except where the grievant's delay is prejudicial to the other party, a grievance may be filed and processed to arbitration where the grievance involves a repetition of an act or omission in the nature of a continuing violation.

The time limit provisions in this Section shall be liberally construed in situations where the grievant had been absent from the state in the performance of duties involving extradition.

Section 5. Informal Resolution. Attempts to resolve disputes informally without resort to the grievance procedure outlined in Section 6 are encouraged.

Section 6. The Grievance Procedure.

Step I. State's Attorney or Deputy Chief State's Attorney. A grievance may be submitted within the thirty (30) day period specified in Section 4 to the State's Attorney or the Deputy Chief State's Attorney, as appropriate. A meeting between the State's Attorney or Deputy Chief State's Attorney or designee, as appropriate, and the aggrieved employee and ~~his~~their representative shall be held to discuss the grievance. A written response shall be issued within twenty-one (21) days after receipt of the grievance.

Step II. Chief State's Attorney. When the answer at Step I does not resolve the grievance, the grievance shall be submitted by the Union representative, or the grievant, or both, to the Chief State's Attorney or ~~his~~ designee within seven (7) days of the response at Step I. Within fourteen (14) days after receipt of the grievance a meeting shall ordinarily be held with the employee, or the Union, or both, and a written response shall be issued within thirty (30) days after receipt of the grievance.

Step III. Arbitration. Within fourteen (14) days after the appropriate response at Step II, or if no response is forthcoming, after the expiration of the time limit, CSEA may submit an unresolved grievance to arbitration, but no individual employee may submit a grievance to arbitration.

Section 7. For the purpose of the time limits hereunder, "days" shall not include those periods of time when the Division of Criminal Justice is closed as a result of inclement weather or legal holiday. The parties to the grievance procedure may, by mutual agreement, extend time limits. The Chief State's Attorney or ~~his~~ designee, and the Union may, by mutual agreement, waive any or all of the Steps herein before cited.

Section 8. In the event that the Employer fails to answer a grievance within the time specified, the grievance may be processed to the next higher level and the same time limits therefor shall apply as if the Employer's answer had been timely filed on that last day.

The grievant assents to the last attempted resolution by failing timely to appeal said decision, or by accepting said decision in writing.

Section 9. Settlements of Grievances. Settlements of grievances under Section 6 of this Article shall be reduced to writing and signed. No settlement at Step I shall constitute a precedent for future grievances or arbitration unless the parties to this Agreement agree to the contrary; accordingly, except by mutual agreement, such settlements shall not be admissible as evidence in any arbitration proceeding. Settlements at Step II of the grievance procedure shall be deemed precedential unless the parties expressly state to the contrary in the settlement agreement.

Section 10. Consolidation. The parties may, by mutual agreement, consolidate for hearing by a single arbitrator two or more grievances arising out of similar factual situations, or involving similar issues of contract interpretation, or both.

Section 11. Arbitration.

(a) **Submission.** Submission to arbitration by the Union shall be by letter, with the grievance attached, to the Chief State's Attorney or ~~his~~ designee. If the Employer invokes the provisions of this Section, submission to arbitration shall be by letter, with the grievance attached, to the Director of the CSEA.

(b) **Selection.** The parties shall continue to utilize a panel of three (3) mutually agreed upon arbitrators. Unless the parties agree to the contrary for a particular case, the following procedures will apply:

(i) The arbitrator shall be selected by rotation in alphabetical order from the panel of arbitrators. For the duration of the 2016-2021 Agreement, the panel shall consist of the following arbitrators, who are listed in alphabetical order:

Richard Boulanger

Jeffrey Selchick

Michael Ricci

Modifications to the panel may be made at any time by mutual agreement of the Division and the Union.

(ii) If the arbitrator is not available to schedule a hearing within sixty (60) days of the receipt of the submission, the next arbitrator in rotation who is available shall be selected unless the parties agree to waive the sixty-day time limit.

(c) **Procedures; Costs; Attendance.**

(i) The arbitration hearing shall not follow the formal rules of evidence unless the parties agree in advance, with the concurrence of the arbitrator at or prior to the time of ~~his~~their appointment.

(ii) The expenses for the arbitrator's service and for the hearing shall be shared equally by the parties. Unless otherwise agreed, a verbatim record of the proceedings shall be made. Costs of making such record shall be shared equally. The costs of a transcript shall be borne by the party requesting same. If the arbitrator requests a copy of the record, the costs of said record shall be shared equally.

(iii) The Employer shall grant reasonable time off to employees to attend an arbitration proceeding for the purpose of testifying. The Union shall provide reasonable notice, ordinarily three (3) or more days, of the employees it wishes to be excused for such attendance.

(d) On grievances when the question of arbitrability has been raised by either party as an issue prior to the actual appointment of an arbitrator, the arbitrator shall, at the request of either party, conduct a separate hearing on the issue of arbitrability and shall determine that issue before further proceedings are held. In determining such questions a rebuttable presumption of arbitrability shall be applied.

(e) The arbitrator shall have no power to add to, subtract from, alter, or modify this Agreement, nor to grant to either party matters which were not obtained in the bargaining process, nor to impose any remedy or right of relief for any period of time prior to the effective date of the pertinent provision of this Agreement, nor to grant pay retroactively for more than thirty (30) calendar days prior to the date a grievance was first submitted. Except as expressly provided by a specific provision of this Agreement, the exercise of rights under Article 6 (Management Rights) as well as any other matter dealing with the administration of the Division shall be final and binding and shall not be subject to the grievance provisions of this Agreement.

(f) The arbitrator shall render ~~his~~a decision in writing no later than sixty (60) calendar days after the conclusion of the hearing or receipt of briefs, whichever is later, unless the parties agree otherwise.

(g) The arbitrator's decision shall be final and binding on the parties in accordance with Connecticut General Statutes Sec. 52-418 through 52-420 and 52-423, provided, however, neither the submission of questions of arbitrability to any arbitrator in the first instance nor any voluntary submission shall be deemed to diminish the scope of judicial review over arbitral awards, including a decision by a court of competent jurisdiction that the arbitrator's award: (1) contravenes the public interest, or (2) is arbitrary or capricious.

As to the specific, express provisions of this Agreement, the parties have bargained for the arbitrator's construction. Absent any of the above grounds for overturning an award, the courts shall not substitute their interpretation for that of the arbitrator.

Section 12. Notwithstanding any contrary provision of this Agreement, the following matters shall not be subject to the arbitration procedure.

(a) discipline of employees, except as provided in Article 13 (Discipline Article), Section 3;

(b) dismissal of employees during a probationary period;

(c) disputes over an employee's job classification (reclassification grievances);

(d) the decision to lay off employees, subject to Article 14 (Reduction in Force Article);

(e) classification and pay grade for newly created jobs, provided, however, this clause shall neither enlarge nor diminish the Union's right to negotiate on such pay grades;

(f) compliance with health and safety standards and CONN OSHA;

(g) any incident which occurred or failed to occur prior to the effective date of the pertinent provision of this Agreement, subject to Article 32 (Duration Article), Section 1;

(h) disputes over claimed unlawful discrimination, except as provided in Article 3 (Non-Discrimination and Affirmative Action); and

(i) disputes concerning compliance with Article 11 (Service Ratings) except as provided in Section 2 of that Article.

ARTICLE 10 - PROBATIONARY PERIOD

Section 1.

(a) The probationary period shall be deemed an extension of the hiring process. Accordingly, permanent status in a duly authorized full-time position will be attained by the employee after the conclusion of a satisfactory probationary period of six (6) months continuous employment in a bargaining unit position unless, prior to the conclusion of such period, a management designee reports, in writing, to the Chief State's Attorney that the employee is unable or unwilling to perform ~~his~~their duties so as to merit continuance in such position and is, consequently, to be terminated as of a specific date not later than the termination date of the applicable probationary period.

The intent of this provision is to provide a six-month "working" probationary period and therefore leaves of absence, time lost because of workers' compensation and other unpaid leave of absences do not count towards the six-month period.

Upon receipt of such written notification at any time within the six (6) month period, the Chief State's Attorney shall remove the employee's name from the payroll effective on the date specified in the written notification, unless the employee is appointed to another position in the Division of Criminal Justice for which ~~he/she~~they may be better suited.

(b) An employee will be reviewed at least at the three-month service mark and also prior to the conclusion of the six-month probationary period. The employee shall be rated on the criteria, inter alia, of the quality of work, the quantity of work, dependability, conduct, attendance, physical and mental capacity to perform the work assigned, judgment, ability to deal with people, and, if applicable, supervisory ability.

(c) Upon the request of a probationary employee's supervisor, the Chief State's Attorney may extend the employee's probationary period for up to ninety (90) days.

Section 2. The attainment of permanent status by an employee shall not be construed to prohibit or restrict the discharge or suspension of the employee.

Section 3. Employees promoted to a higher position shall serve a three (3) month probationary period in that position, subject to the pertinent provisions of Section 1 (a) and (b) of this Article. In the case of an employee promoted to a higher position, an employee will be reviewed at least once prior to the conclusion of the three-month probationary period. Upon receipt of written notification of unsatisfactory performance, the employee shall be offered a position similar to that from which ~~he/she was~~they were promoted. Neither the offer nor the acceptance of such a position shall be deemed a demotion.

Section 4. During any probationary period, supervisors shall periodically advise an employee concerning ~~his~~their performance.

ARTICLE 11 - SERVICE RATINGS

Section 1. The annual service ratings shall be completed approximately two (2) months and not less than one month prior to the employee's annual increase date. The employee shall be rated on a form developed by the Division and mutually agreed to by the Union pursuant to Labor Management Committee discussions. A service rating will be conducted by the employee's immediate supervisor. When an employee is rated "unsatisfactory" or as otherwise agreed to by the parties in Labor Management Committee discussions, the rating supervisor shall state reasons and, if practicable, suggestions for improvement. All service ratings of "unsatisfactory" 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 and prior to its submission to the Chief State's Attorney.

There shall be at least two overall ratings: "satisfactory" or "unsatisfactory". An employee receiving an overall "unsatisfactory" evaluation shall not receive an annual increment.

As mentioned above, as soon as practicable following the execution of the 2021-2025 collective bargaining agreement, the parties have agreed to meet as a Labor Management Committee to develop a mutually agreed evaluation form for inspectors, and supervisory inspectors and the implementation of an interactive evaluation process, including a requirement for a performance improvement plan for anyone who receives a rating of an "overall unsatisfactory." The agreed upon process and form shall be implemented as soon as practicable.

Section 2.

(a) Disputes concerning compliance with this Article may be subject to the grievance but not the arbitration procedure. Disputes concerning procedural requirements of this Article shall be promptly aired by the employee so that timely correction can be sought. Where appropriate, reasonable efforts shall be made to correct or mitigate alleged procedural defects.

(b) Notwithstanding paragraph (a) of this Section, disputes concerning the grounds for an "unsatisfactory" rating, and thus the denial of an increment, may be subject to arbitration, but the increment may only be restored if the evaluator's decision, in light of all the credible evidence, is clearly shown to be arbitrary and capricious. The

arbitrator shall not substitute ~~his/her~~their judgment for the judgment of the evaluator in applying and weighing evaluation standards.

Section 3. Development of Evaluation Procedures. The Union shall be consulted prior to final adoption by the Division of Criminal Justice of any changes in written regulations, procedures, or forms which relate to evaluation of employee performance. Upon adoption of such regulations, procedures, or forms, affected employees will be informed. Nothing in the Article shall be deemed to impair the continuing use of existing evaluation procedures and forms or the implementation of existing regulations concerning matters covered by this Article.

All service ratings shall be conducted on forms which are standardized either by job classification or by job series.

Section 4. The parties agree that the current service rating form shall remain in effect for the duration of this agreement unless modified by the parties.

ARTICLE 12- PERSONNEL FILES

Section 1. Definitions. An employee's "personnel file" is defined as the personnel file maintained by the Division of Criminal Justice at the Chief State's Attorney's Office.

Section 2. An employee, on ~~his~~ request, or a Union representative, upon written authorization, shall be permitted to examine and copy during normal business hours and at ~~his/her~~their expense, all materials placed in ~~his/her~~their personnel file other than any pre-employment material or any other material that is confidential or privileged. Any privileged or confidential information shall not be revealed to any party outside the Executive Department without the written consent of the employee.

The Division of Criminal Justice reserves the right to require its designee to be present while such file is being inspected or copied. The Union may have access to any employee records upon presentation of written authorization by the appropriate employee.

Section 3. Upon execution of this Agreement, no new material derogatory to an employee shall be placed in ~~his/her~~their personnel file until ~~he/she receives~~they receive a concurrent copy of such material within three (3) business days.

Within sixty (60) days following receipt of a copy of the material, an employee may file a written rebuttal to such material. Such material not subsequently incorporated into a service rating shall, upon request of the employee, be expunged after two (2) years.

An employee may file a grievance objecting to any derogatory material placed in ~~his/her~~their file, provided, however, no such grievance shall be arbitrable, unless and until it is used as grounds, in whole or in part, for disciplinary action, or it constitutes the basis of a decision not to select an employee for a promotion as defined in this Agreement.

In any arbitration proceeding alleging that derogatory material constituted the basis of a decision not to select an employee for a promotion, the remedy, if such material was without just cause, shall be limited to: (1) the removal of such material from the employee's personnel record and (2) in recognition of the limited number of promotional vacancies for unit employees, an order to re-do the promotion from among the original applicants without consideration of such material. Accordingly, no remedy ordering the selection of the grievant shall be available nor shall the

employee originally selected forfeit pay received while serving in the promotional position.

Section 4. This Article shall not be deemed to prohibit supervisors from maintaining written notes or records on an employee's performance or conduct for the purpose of preparing service ratings and other appropriate purposes.

Such notes or records shall ordinarily be merged into a service rating or personnel record within two (2) years of the date such notes or records were prepared. If said notes and records are not merged, they shall be expunged after the two (2) year period.

Such notes or records shall be made available to the employee if and when they are used as grounds, in whole or in part, for disciplinary action, or when they constitute the basis of a decision not to select an employee for a promotion as defined in this Agreement.

ARTICLE 13 - DISCIPLINE

Section 1. Types of Discipline.

(a) Serious discipline includes discharge, demotion, or suspension without pay of an employee who has attained permanent status.

(b) (1) Divisional discipline shall be defined as follows:

(i) suspension without pay, or forfeiture of accrued leave not to exceed seven (7) days;

(ii) written reprimand.

(2) Notwithstanding the above, the Chief State's Attorney or the Deputy Chief State's Attorney shall have authority to transfer an employee pending the imposition of serious discipline. Ordinarily, the investigation of charges which could lead to further action shall be completed within thirty (30) days. Accordingly, absent unusual circumstances, no employee will be required to remain in such transfer status for more than thirty (30) days while the charges are under investigation. Transfers pending investigation may result in operational transfers of other employees.

(c) Preventive discipline shall be defined as suspension with pay up to three (3) days.

Section 2. Authority to Discipline.

(a) Serious discipline may be imposed by the Chief State's Attorney.

(b) Divisional discipline may be imposed by the appropriate State's Attorney or by a Deputy Chief State's Attorney for prosecutorial investigative work units operating in the Office of the Chief State's Attorney.

(c) Preventive discipline in appropriate circumstances may be imposed by Supervisors or officials outside of the bargaining unit.

Section 3. Appeal Procedures.

(a) (1) The Chief State's Attorney or ~~his~~ designee shall inform the employee in writing of the discharge, demotion, or suspension without pay, the

effective date of such action, and the reasons for such action. Supporting facts shall be set forth in reasonable detail. The imposition of serious discipline shall be for cause.

(2) Within ten (10) days of the imposition of serious discipline, an employee may file a Step II grievance.

(3) Within fourteen (14) days after the appropriate response at Step II, or if no response is forthcoming after the expiration of the time set forth in Article 9, the Union may invoke arbitration.

(b) Divisional Discipline.

(1) Suspension or Forfeiture of Leave. When, after investigation, a Supervisor determines that an employee should be suspended or should forfeit annual leave, a written complaint shall be prepared which sets forth in reasonable detail supporting facts.

Prior to issuing the complaint, the Supervisor and the employee (and Union representative, if desired) shall meet to discuss the complaint with a view towards settlement.

At the meeting, the employee shall be apprised of the substance of the complaint and shall be given an opportunity to respond. Such response may include the suggestion that additional persons be interviewed or other additional investigation be conducted. But the meeting shall not be in the nature of a hearing and shall not involve appearances by witnesses.

Any settlement at or after the meeting shall be reduced to writing at the time it is agreed to. If the meeting does not produce a settlement within five (5) calendar days, the complaint shall be issued and a suspension or forfeiture of leave shall be imposed. In any action to impose a suspension or forfeiture of leave under Section 1 (b)(1)(i) above, the maximum penalty for any offense or accumulation of offense up to the date of the action shall be seven (7) days.

Within three (3) days of receipt of the complaint, an employee may file a grievance at Step II. The Employer's response, with or without a meeting, is due seven (7) days after receipt of the grievance. Within seven (7) days after the Employer's response is received or due, whichever is earlier, the Union may invoke arbitration to determine whether the discipline was for cause. The arbitrator will be requested to schedule a hearing within thirty (30) days of ~~his~~their selection. The arbitrator shall issue a decision within five (5) days after the record is closed.

(2) Written reprimands shall be grievable, but shall not be arbitrable unless and until used as grounds, in whole or in part, for other disciplinary action, or constitute the basis of a decision not to select an employee for a promotion as defined in this Agreement. In any arbitration proceeding alleging that a reprimand constituted the basis of a decision not to select

an employee for a promotion, the remedy, if such a reprimand was without just cause, shall be limited to: (1) the removal of the reprimand from the employee's personnel record, and (2) in recognition of the limited number of promotional vacancies for unit employees, an order to re-do the promotion from among the original applicants without consideration of such reprimand. Accordingly, no remedy ordering the selection of the grievant shall be available nor shall the employee originally selected forfeit pay received while serving in the promotional position.

(c) Preventive Discipline.

(1) Suspensions with pay shall not be grievable or arbitrable.

(2) If, as a result of an investigation of allegations of facts leading to a suspension with pay, no action is taken, the record of the suspension shall be removed from the employee's file.

Section 4. Notwithstanding the above provisions of this Article, the Employer may impose any type of disciplinary action on employees who have not attained permanent status; such action shall not be grievable or arbitrable.

Section 5.

(a) Employees who engage in a strike, sympathy strike, work stoppage, slowdown, concerted withholding, interruption or disruption of service, sickout, or any interference with the mission of the Division of Criminal Justice may, at the exclusive option of the Employer, be discharged or disciplined.

(b) In taking action under paragraph (a) above, the Employer may also consider whether the employee induced, supported, or encouraged other employees to engage in activities prohibited by Article 4 (No Strikes - No Lockouts).

Section 6. Disciplinary Interviews.

(a) A Union representative may attend a disciplinary interview as a witness for, and consultant to, an employee when all of the following circumstances apply:

(1) The employee is being interviewed as part of an investigation of misconduct by a supervisor, official, or other representative of the Connecticut Division of Criminal Justice. The employee will be informed that the interview is part of an investigation of misconduct.

(2) Such discipline is considered likely at the time of the interview, but no final decision has been reached.

(3) The employee requests the presence of a Union representative.

(4) A Union representative is available within a reasonable time, ordinarily not to exceed twenty-four (24) hours.

(5) No emergency work situation involving the employee or the Union representative exists.

(6) The Union representative does not interrupt or otherwise impede the interview.

(7) Only one Union representative may attend an interview or series of interviews.

(b) The rights conferred in this Section constitute the full extent to which the parties intend the Weingarten case to be applied.

(c) Ordinarily, violations of paragraph (a) shall not be grounds for altering disciplinary action. However, the arbitrator reviewing such action may order other relief appropriate to the nature and circumstances of the case.

ARTICLE 14 - REDUCTION IN FORCE

Section 1. Definition. A layoff is defined as the involuntary nondisciplinary separation of an employee due to a reduction in the work force.

Section 2. Reasons for Layoff. Employees may be laid off because of lack of work, economy, insufficient appropriation, a change in Division organization, abolition of position or any other cause.

Section 3. Procedures for Reduction In Force.

(a) Any necessary cutback in the number of employees shall be accomplished as far as practicable by normal attrition.

(b) Scope of layoff. Layoffs within the bargaining unit shall be instituted on a bargaining-unit-wide basis.

(c) Order of layoff. Seniority shall be the controlling factor in the selection for layoff with those employees with the least seniority being laid off first.

(d) Seniority shall continue to accrue during a period of layoff

(e) If the seniority of two or more employees is exactly the same, priority for layoff and recall shall be based upon total service as a sworn full time law enforcement official. A committee composed of two members designated by the Chief State's Attorney and two members designated by the Union shall decide which inspector has the most service as a sworn full time law enforcement official. In the event the committee is deadlocked in making its determination, the committee may appoint a neutral third party to cast the deciding vote. The actions of the committee are not subject to collateral attack in any forum.

(f) Seniority as used in this Article is defined as aggregate service as a full-time Inspector in the Division of Criminal Justice or its predecessor entity.

(g) Notwithstanding any contrary provision of this Agreement, reassignment or permanent transfer of employees as a result of a reduction in the work force shall be accomplished, subject to the following:

(1) The employer decides the unit or office from which and to which such reassignment or permanent transfer will be made.

(2) Reassignment or permanent transfer shall first be attempted on voluntary basis within the unit or office involved.

(3) Reassignment or permanent transfer shall be made in accordance with inverse seniority in the unit or office from which the reassignment or permanent

transfer is made.

Section 4. Impact of Contracting Out.

(a) During the life of this Agreement, no full-time permanent employee will be laid off as a direct consequence of the exercise by the Employer of its right to contract out.

(b) The Employer will be deemed in compliance with this Section if (1) the employee is offered a transfer to the same or a similar position which, in the Employer's judgment, ~~he/she is~~they are qualified to perform, with no reduction in pay; or (2) the Employer offers to train an employee for a position which reasonably appears to be suitable based on the employee's qualifications and skills. There shall be no reduction in pay during the training period.

(c) It is not contemplated that Inspectors will be hired as temporary employees.

Section 5. Notice of Layoff.

(a) The Employer shall give the Union not less than four (4) weeks notice of layoff and at the Union's request shall meet to discuss alternatives.

(b) The Employer shall give employees not less than four (4) weeks notice of layoffs.

Section 6. Reemployment Lists.

(a) Laid off employees shall be placed on a reemployment list for a period of three (3) years, during which time they shall have reemployment rights in order of seniority, to any new or vacant bargaining unit position which the Employer decides to fill.

(b) An employee appointed from the reemployment list to a position in ~~his~~their former salary group will be placed at the same step in such a group as ~~he~~the employee held when ~~he~~they last worked in the bargaining unit.

Section 7. Reemployment.

(a) The Division shall restore to an Inspector or Supervisory Inspector who was laid off and returns to work within twelve (12) months of the date of the layoff, any accrued sick leave as of the date on which the employee was laid off.

(b) An Inspector or Supervisory Inspector who is laid off shall be paid for any compensatory time which cannot be scheduled prior to layoff.

The Division shall permit an inspector, who, at the time of layoff, has less than two (2) years of service as an inspector with the Division, as calculated from their date of hire as an inspector, who was paid for such compensatory time at the time of layoff, and returns to work within twelve (12) months of the date of the layoff, to repurchase all the accrued compensatory time which was paid to them at the time of layoff. No partial repurchase will be allowed.

Payment for such accrued compensatory time leave shall be made by check payable to the Treasurer, State of Connecticut in one lump sum amount. If the employee makes such repayment, ~~his/her~~their compensatory time shall be restored.

The election to purchase compensatory time must be made in writing, to the Division Labor Relations Administrator, at the same time as the employee accepts the offer of reemployment. The Division will then calculate the payment due and notify the employee of said amount in writing. Payment of the full amount due shall be transmitted to the Labor Relations Administrator not later than the first payday following the employee's

return to work.

(c) The Division shall permit an Inspector or Supervisory Inspector who was laid off, was paid for accrued, unused vacation at the time of layoff, and returns to work within twelve (12) months of the date of the layoff, to repurchase all the accrued vacation leave which was paid to ~~him/her~~them at the time of layoff. No partial repurchase will be allowed.

Payment for such accrued vacation leave shall be made by check payable to the Treasurer, State of Connecticut in one lump sum amount. If the employee makes such repayment, ~~his/her~~their vacation leave balance shall be restored to the number of hours to ~~his/her~~their credit at the time of ~~his/her~~their layoff

The election to purchase vacation must be made in writing, to the Human Resources Director, at the same time as the employee accepts the offer of reemployment. The Division will then calculate the payment due and notify the employee of said amount in writing. Payment of the full amount due shall be transmitted to the Human Resources Director not later than the first payday following the employee's return to work.

Section 8. Re: Public Act 03-02, Section 6. The following shall apply to Inspectors who were laid off in January of 2003 and returned to work within the next twelve (12) months:

1. These employees shall retain the annual increment date that applied prior to layoff.
2. The time spent on layoff shall count towards the employee's length of service for the following purposes:
   a. Eligibility for longevity payments under Article 16, Section 5, particularly the length of service required for particular levels of longevity pay;
   b. Eligibility for vacation accrual pursuant to Article 19, Section 2;
   c. Preference for vacation selection pursuant to Article 19, Section 3;
   d. Seniority as applicable to transfers under Article 25, Sections 3, 4 and 5.

To the extent required, these provisions shall supersede any contrary provisions of the Connecticut General Statutes and Regulations of Connecticut State Agencies.

ARTICLE 15 - SAFETY

Section 1. The Employer is receptive to all recommendations regarding improvement of apparently unsafe or unhealthy conditions. Once the Employer determines that an unsafe or unhealthy condition exists, it will attempt to alleviate or otherwise remedy the conditions.

If an employee is required to perform some duty or task under an unsafe condition which in fact presents a clear, present, and substantial danger of physical harm, the employee may refuse to perform the duty or task pending the immediate and expedited communication of the unsafe condition through the chain of command (Supervisor, State's Attorney, Chief State's Attorney).

Disputes over unsafe or unhealthy working conditions shall be processed through the Labor Department for compliance with CONNOSHA or otherwise with the parties, but shall not be subject to the grievance procedure.

Section 2. The parties may agree to worksite stress related health programs for bargaining unit employees through the State of Connecticut's health insurance carriers. In no case, shall these programs result in any cost to the Division of Criminal Justice.

The parties may request funds from the Health Care Cost Containment Committee to implement programs and activities developed and agreed upon by the parties.

ARTICLE 16 - COMPENSATION

Section 1. Base Salary Increases.

~~(a)~~ ~~Effective and retroactive to March 31, 2022, employees shall receive a lump sum pensionable bonus payment of two thousand five hundred dollars $2,500. Eligible employees are those who were on the active payroll as of that date. Effective approximately July 14, 2022, employees shall receive a lump sum pensionable bonus of one thousand dollars $1,000.~~

(~~b~~a) Effective ~~the pay period including~~and retroactive to July 1, ~~2021~~2025, the base annual salary for all employees shall be increased by two and one-half percent (2.5%). ~~Employees who left in good standing with 10 years or more of service, or who retired after 7/1/21 will~~To be eligible for retroactive ~~payment through their date of departure.~~payments, one must be an active employee in the bargaining unit on the date of General Assembly ratification of this Agreement or a former employee who went directly into retirement after July 1, 2025.

(e~~b~~) Effective the pay period including July 1, ~~2022~~2026, the base annual salary for all employees shall be increased by two and one-half percent (2.5%).

(d~~c~~) Effective the pay period including July 1, ~~2023~~2027, the base annual salary for all employees shall be increased by two and one-half percent (2.5%).

Section 2. Salary Allocation.

~~**Section 2. Salary Allocation.**~~ (a) The classification of DCJ Inspector shall be allocated to Salary Groups 27 and 29. The structure of the DCJ Inspector position will be 27-1 through 27-7 and 29-6 through 29-10. Effective July 1, 2027, and after the general wage increase on that date, Group 27 is eliminated. Employees will be placed on the adjusted Grade 29 scale on the first step not representing a decreased rate. The structure of DCJ Inspector position will be 29-1 through 29-11.

(b) The classification of Supervisory Inspector shall be allocated to Salary Group 31. The classification of Supervisory Inspector shall be allocated to Salary Group 31 with ten steps 31-1 through 31-10. Effective July 1, 2027, and after the general wage increase on that date employees will be placed on the adjusted Grade 31 scaled on the first step not representing a decreased rate. The structure of Supervisory Inspector position will be 31-1 through 31-8.

Section 3. Salary Structure.

(a) Inspectors shall be advanced along the pay grades and structure on ~~his/her~~their anniversary date for receipt of an annual increment in those years for which annual increments are provided by Section 4 of this Article. The condition precedent to advancement shall be satisfaction of the requirements for the receipt of an annual

increment, in accordance with the provisions of Article 11.

(b) Pursuant to ~~his/her~~their statutory authority and subject to ~~his/her~~ discretion, the Chief State's Attorney may, where operating needs require, promote qualified Inspectors to Supervisory Inspector positions. Inspectors so promoted shall be upgraded in accordance with existing practice as follows. Upon promotion, the employee shall be placed on the salary schedule in the new salary group at a step equal to or greater than the sum of the employee's current salary plus the annual increment for the new salary grouping. This shall not affect the promotional employee's entitlement to an annual increment on the next annual increment date.

In accordance with the provisions of Article 10, the promotional working test period for the Supervisory Inspector classification shall be three (3) months. Permanent employees in said classification may be demoted by the Chief State's Attorney upon written notice stating the reasons therefor. Such demotion shall be grievable and arbitrable. Notwithstanding the provisions of Article 13, in any arbitration concerning a demotion, the arbitrator shall not substitute ~~his/her~~their judgment for that of the Chief State's Attorney unless it can be shown that the decision to demote was arbitrary and capricious.

The Chief State's Attorney may, where operating needs require, designate qualified Inspectors to perform temporary service in the Supervisory Inspector classification. An Inspector who is assigned to perform such temporary service shall, commencing with the thirty-first (31st) consecutive work day, be paid for such actual work retroactive to the first day of such work at the rate of the Supervisory Inspector classification as if promoted thereto. This provision shall have no adverse impact on permanent appointments to the Supervisory Inspector classification, as established herein. No person may serve in such temporary capacity for more than ninety (90) calendar days, except that two (2) additional ninety (90) calendar day periods may be served with the written consent of the Union which shall not be unreasonably denied.

Section 4. Annual Increments.

(a) Employees will be eligible for and receive annual increments during the ~~2021-2022~~2025-2026 contract year in accordance with existing practice. ~~Employees who left in good standing with 10 years or more of service, or who retired after 7/1/21 will~~ To be eligible for retroactive ~~payment through their date of departure~~ payments, one must be an active employee in the bargaining on the date of General Assembly ratification of this Agreement or a former employee who went directly into retirement after July 1, 2025.

(b) Employees will be eligible for and receive annual increments during the ~~2022-2023~~2026-2027 contract year in accordance with existing practice.

(c) Employees will be eligible for and receive annual increments during the ~~2023-2024~~2027-2028 contract year in accordance with existing practice.

Section 5. Longevity.

(a) 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 has military service which would count toward longevity under current (pre-July

2011) rules shall be entitled to longevity if such individual obtains the requisite service in the future.

(b) For employees not excluded from eligibility for longevity by subsection a above, the following shall apply:

(1) The schedule for longevity payments shall be determined in accordance with the practice in effect prior to this 2021-25 Agreement.

(2) Except as provided herein, all State service, including war service, shall be counted in determining eligibility for longevity. Part-time service shall be prorated.

Section 6. Travel Reimbursements

(a) An employee who is required to travel on official state business shall be reimbursed in accordance with and subject to the conditions outlined in the Division's Inspectors' Travel Manual for Extraditions & Investigations and the Division's other travel policies as they may be reasonably amended from time to time with notice to the Union and its members.

An employee who is required to remain away from home overnight in order to perform the regular duties of ~~his/her~~their position shall be reimbursed for lodging in accordance with and subject to the conditions outlined in the Division's travel policy. Advance approval must be obtained from the Office of the Chief State's attorney.

An employee who is required to use ~~his/her~~their personal vehicle in the performance of duty shall be reimbursed at the rate per mile set forth in the Division's travel or other policies as appropriate and as they may be reasonably amended from time to time with notice to the Union and its members. Reasonable parking fees and tolls shall also be reimbursed when the request is accompanied by receipts.

It is the intent of the parties that the travel policy referenced herein shall be the policy adopted for all employees of the Division who are represented by the Union as well as non-bargaining unit employees.

(b) An employee who is not required to travel but who works in excess of the normal workday or on a Saturday, Sunday or holiday upon authorization of a supervisor is entitled to a meal allowance as follows:

(1) if the work is performed between 12:00 midnight and 9:00 a.m. on any day for an aggregate of three (3) hours or more: the breakfast rate set by the State of Connecticut Department of Administrative Services as provided in the Division's Travel Policy;

(2) if the work is performed between 4:00 p.m. and 12:00 midnight on a regular workday (Monday through Friday) for an aggregate of four (4) hours or more: the dinner rate set by the State of Connecticut Department of Administrative Services as provided in the Division's Travel Policy;

(3) if the work is performed between 9:00 a.m. and 1:00 p.m. on Saturday, Sunday or holiday for aggregate of three (3) hours or more: the lunch rate set by the State of Connecticut Department of Administrative Services as provided in the Division's Travel Policy; and;

(4) if the work is performed between 1:00 p.m. and 12:00 midnight on a Saturday, Sunday, or holiday for aggregate of four (4) hours or more: the dinner rate set by the State of Connecticut Department of Administrative Services as provided in the Division's Travel Policy.

ARTICLE 17 - HOURS OF WORK

Section 1. Regular Workweek. Employees work a regular thirty-five (35) hour workweek, provided that hours of duty are based upon position responsibility. Such employees shall work as needed or required, consistent with the provisions of Article 18 (Compensatory Time Off).

Section 2. Scheduling of Hours.

(a) Full-time employees shall normally work Monday to Friday, seven (7) hours per day within the period from 8:00 a.m. to 5:00 p.m.

(b) The Employer and the Union agree to discuss other work schedule changes as agreed will be in the best interest of both parties.

(c) The Chief State's Attorney reserves the right for operating purposes to establish second and third shifts. In the event that new hours of work are contemplated, the parties shall negotiate the effects of such schedule. Notice of such changes, if any, initiated by the employer, shall be sent directly to CSEA headquarters, copy to the President of the Inspectors Council.

Section 3. Meal Periods. Meal periods shall be one (1) hour in duration. Meal periods shall be scheduled close to the middle of a shift, subject to the operating needs of the jurisdiction as determined by officials in charge. Meal periods shall, except in unusual circumstances, be considered duty free. Meal periods shall not be counted as work time. The voluntary omission of a meal period, in whole or in part, shall not modify the starting or leaving time schedule.

Section 4. Rest Periods. Employees shall be entitled to two (2) fifteen (15) minute rest periods during the working day, one (1) in each half shift (to be scheduled by the supervisor), except that operational needs may preclude such periods for personnel when attending court or other proceedings. A rest period commences when the employee ceases work at the duty station. The voluntary omission of a rest period, in whole or in part, shall not modify the starting or leaving schedule.

ARTICLE 18 - COMPENSATORY TIME OFF

Section 1. Definition.

(a) For purposes of this Agreement, "Non-FLSA Compensatory Time Off" is defined as leave time earned and accrued for hours actually worked beyond the normal thirty-five (35) hour workweek through forty (40) hours actually worked in a one (1) week working period. Non-FLSA Compensatory Time Off shall be earned and accrued on a straight time, hour for hour basis for actual hours worked up to and including forty (40) hours.

(b) For purposes of this Agreement, "FLSA Compensatory Time Off" is defined as leave time earned and accrued for hours actually worked beyond forty (40) hours in a one (1) week working period. FLSA Compensatory Time Off shall be earned and accrued at a rate of time and one half for each hour actually worked beyond forty (40) hours in a one (1) week working period.

(c) For purposes of this Agreement, "one (1) week working period" is defined as the seven (7) day period beginning at 12:01 AM every Friday morning and ending at 11:59 PM of the following Thursday evening.

(d) For purposes of determining the extent to which an employee has earned non-FLSA or FLSA compensatory time off under the terms of this Agreement, an employee's use of any previously accrued paid leave time including but not limited to sick leave, including family sick leave, vacation leave, funeral leave, personal leave and non-FLSA compensatory time off or FLSA compensatory time off, during the one (1) week working period shall not be included in any calculation of "actual hours worked" or "hours actually worked" in accordance with this Article. Contractually recognized holidays will be included in any calculation of "actual hours worked" or "hours actually worked."

(e) For purposes of determining the extent to which an employee has earned non-FLSA or FLSA compensatory time off under the terms of this Agreement, any time served by an employee for a disciplinary suspension during the one (1) week working period shall not be included in any calculation of "actual hours worked" or "hours actually worked" in accordance with this Article.

(f) For purposes of determining the extent to which an employee has earned non-FLSA or FLSA compensatory time off under the terms of this Agreement, any time served by an employee for paid administrative leave during the one (1) week working period shall not be included in any calculation of "actual hours worked" or "hours actually worked" in accordance with this Article.

Section 2. Accrual.

(a) An employee shall accrue compensatory time off if required and authorized by a Supervisor to work at ~~his~~their regular place of employment on a legal holiday. For the purpose of the above sentence, the term "employee" shall be defined to include all bargaining unit employees.

(b) No employee may earn non-FLSA or FLSA compensatory time off on occasions other than those listed in 2(a) unless:

(1) The employee is specifically directed and required to perform work in excess of ~~his/her~~their standard workweek by the Chief State's Attorney, a Deputy Chief State's Attorney, a Supervisory Assistant State's Attorney, a State's Attorney, or a Chief Inspector.

(2) Any non-FLSA compensatory time off and/or FLSA compensatory time off

must comply with the administrative procedures set forth in the Division's Compensatory Time Policy as same may be reasonably amended from time to time with notice to the Union and its members.

(c) Grace Period. Compensatory time may not be elected/accrued for consecutive worktime, otherwise claimable under this Article of less than fifteen (15) minutes.

(d) Measurement. Compensatory time shall be measured to the nearest quarter-hour increment.

(e) Compensatory time shall not accrue for time spent by an employee attending a workshop, conference or training activity which the employee requested or elected to attend.

(f) ~~No~~For the 2025-2026 contract year, no employee shall be permitted to accrue more than four hundred eighty (480) hours of compensatory time at any time. ~~Once the four hundred eighty (480)~~Effective July 1, 2026, no employee shall be permitted to accrue more than seventy (70) hours of compensatory time at any time. Once the agreed upon hour maximum is reached, an employee will be compensated at the applicable rate of pay for such additional hours worked in accordance with the regular biweekly payroll cycle. Additional hours worked between 35 and 40 during a one (1) week working period shall be paid at the applicable straight time rate of pay. Additional hours worked beyond 40 hours during a one (1) week working period shall be paid at the applicable time and one half rate of pay.

Section 3. Taking and Lapse of Compensatory Time.

(a) An employee shall be permitted to use compensatory time off on the date and times requested unless doing so would unduly disrupt the operations of the Division. Compensatory time may be taken in quarter-hour increments. The "Comp. Time Year" shall begin on the first day of the second pay period in June and shall end on the last day of the first pay period of the following June. As an example, the Comp. Time Year for fiscal year 2022 will begin on Friday, June 4, 2021 and will end on Thursday, June 2, 2022. Any non-FLSA and/or FLSA compensatory time off earned and accrued, and not used, during the Comp. Time Year shall be paid out to the employee, at the employee's hourly rate. The Comp. Time Payout shall be included with the paycheck corresponding to the first pay period of June in any year. Each inspector's compensatory time account will have a zero balance after payout. The only exception to the zero balance will be for those inspectors with less than two years of service who have been approved to carry over up to seventy (70) hours, as set forth below in (b).

(b) Any inspector, who has, or will have, less than two (2) years of service as an inspector with the Division, as calculated from their date of hire as an inspector, as of the first pay period end in June in any year, may, at their sole discretion, elect to retain up to seventy (70) hours of any accrued compensatory time in lieu of the payout set forth above. This election to retain the accrued compensatory time must be submitted by the employee, in writing, to the Division's Director of Human Resources no later than May 1 of that same year. As a result of this written election, the Division will allow the employee to carry over the accrued time up to seventy (70) hours into the Comp. Time.

Year and such time will not be paid out. This election may be utilized for a maximum of two (2) times. Failure by the employee to timely submit the written election by May 1 will result in the compensatory time being paid out as set forth above and the employee will not be able to carry over any accrued but unused compensatory time into the subsequent Comp. Time Year. After two (2) years, the employee will be paid out for any accrued but unused compensatory time as set forth above. This provision shall not apply to any employee hired by the Division who immediately prior to being hired by the Division was an employee of the State of Connecticut.

Section 4. Reporting. When compensatory time off is earned or taken it must be reported on the attendance report submitted to the Office of the Chief State's Attorney.

ARTICLE 19 - VACATION-PERSONAL-MILITARY LEAVE

Section 1. Definition of a Permanent Employee. Each full-time, permanent employee in the bargaining unit who is included in the regular bi-weekly payroll and whose salary is allocated to a particular group and step is eligible to accrue vacation time with pay.

Section 2. Accrual of Vacation Time.

(a) Eligible employees and who are on the thirty-five (35) hour per week Division of Criminal Justice payroll who have completed less than ten (10) years of service shall accrue eight and three-quarters (8 3/4) vacation hours per month for each completed month of continuous full-time service and employees who have completed ten (10) years of service shall accrue eleven and two-thirds (11 2/3) vacation hours per month for each completed month of continuous full-time service.

(b) In computing the effective date of an employee's accrual rate, all service time accepted for purposes of computing longevity payments to such employee shall apply.

(c) Vacation leave starts to accrue with the first working day of the first full calendar month after date of commencement of employment and is credited to the eligible employee on the completion of the calendar month.

(d) No leave shall accrue for any calendar month in which an employee is on leave of absence without pay for more than an aggregate of three (3) working days.

(e) Unused vacation may accumulate to a maximum of the hourly equivalent of eight hundred forty (840) hours. After an employee has attained this maximum accrual, vacation hours shall begin to reaccrue when some of the leave is taken.

(f) The impact of a change in the length of the normal thirty-five (35) hour workweek upon the rate of vacation accrual shall be negotiated after the effective date of the change upon request of either party.

Section 3. Taking Vacation Time.

(a) An employee shall be allowed, subject to the approval of ~~his/her~~their supervisor, to choose the time of ~~his/her~~their vacation. In the event of conflicting schedules of leave,

length of service in the Division of Criminal Justice shall prevail, provided the more senior employee has chosen the time of ~~his/her~~their vacation within sixty (60) days of the commencement date of ~~his/her~~their vacation. Seniority for purposes of this paragraph shall be defined as aggregate service as a full-time employee in the Connecticut Division of Criminal Justice,

(b) In no event shall an employee take more than the hourly equivalent of twenty five (25) working days accrued vacation time in any one calendar year without first having obtained the approval of the Office of the Chief State's Attorney.

Section 4. Payment for Accrued Vacation Time on Termination of Employment.

(a) On termination of employment each eligible employee shall be granted a lump sum payment for vacation leave accrued and unused up to and including the last full calendar month of work. The amount paid shall be equal to the employee's hourly rate, which shall be based upon the employee's salary at the time of ~~his/her~~their termination or retirement.

(b) In the event an employee dies, a lump sum payment shall be made for all vacation leave accrued ~~to him/her~~ and unused at the time of ~~his/her~~their death. The amount paid shall be equal to the salary the deceased employee would have received had ~~he/she~~they remained in the service of the Division until the expiration of such vacation period. Such payment shall be made to the surviving beneficiary or beneficiaries lawfully designated by the employee under the State Employees Retirement System or, if there is no such designated beneficiary or beneficiaries, to the estate of the deceased.

Section 5. Personal Leave Days.

(a) In addition to normal vacation accrual as set forth in these regulations, there shall be granted to each full-time, permanent employee of the Division three (3) days of personal leave of absence with pay in each calendar year. Accrual and use of personal leave time shall be measured in "hours" rather than days.

(b) Personal leave of absence shall be taken 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 may be taken only when requested in advance by the employee and approved by ~~his/her~~their Supervisor. Personal leave which is not taken in a calendar year shall not be accumulated but shall lapse.

(c) Full-time permanent employees may not take personal leave time until after the conclusion of six (6) months continuous service as fulltime employees of the State of Connecticut, during which period they have not been on a leave of absence without pay for more than ten (10) working days.

(d) The Division of Criminal Justice shall continue its practice of allowing Inspectors hired directly from another state agency to carry over accrued vacation, sick leave and personal leave.

Section 6. Records. All vacation leave and personal leave shall be recorded in the State's electronic attendance records which reflect for each eligible employee the current amount of vacation leave accrued, the amount and dates when such leave was taken, the current balance of such leave available, and the number of personal leave hours taken during the calendar year. Employees receive information concerning their vacation balances on pay stubs/direct deposit reports.

Section 7. Military Leave. Military leave shall be provided in accordance with State and Federal law, as may be amended from time to time. Such military leave shall be granted upon submission to the Chief State's Attorney of acceptable and official military orders for such military training.

Section 8. Reopener. In the event the length of the regular workweek is changed, either party may reopen negotiations for the purpose of negotiating the impact of such change upon the provisions of this Article.

ARTICLE 20 - SICK LEAVE - LEAVE WITHOUT PAY

Section 1. Eligibility for Sick Leave. Each full-time, permanent employee in the bargaining unit who is included in the regular bi-weekly payroll and whose salary is allocated to a particular group and step is eligible to accrue sick leave starting with the first working day of the first full calendar month after date of commencement of employment in the Division.

Section 2. Sick Leave Accrual.

(a) Sick leave accrues at a rate of eight and three quarter (8 3/4) hours per completed calendar month of continuous full-time service which includes the period of time an employee is on an authorized leave of absence with pay.

(b) Sick leave continues to accrue in the month when some of such leave is taken.

(c) No sick leave hours shall accrue for any calendar month in which an employee was on leave of absence without pay for an aggregate of more than three (3) working days.

(d) Sick leave shall accrue for the first twelve (12) months in which a Division of Criminal Justice employee eligible to receive workers' compensation benefits and sick leave benefits is actually receiving workers' compensation benefits under the provisions of the General Statutes.

Section 3. Granting Sick Leave.

(a) Sick leave, to the extent accumulated by the employee and credited to ~~his/her~~their account in the attendance and leave records maintained by the Chief State's Attorney, shall be granted to an eligible employee upon satisfactory proof of illness or injury, other than pregnancy, incapacitating such employee from duty, in order that such employee may recuperate from such illness or injury. During such leave, the employee shall be compensated in full and retain ~~his/her~~their employment benefits.

(b) Sick leave to the extent accumulated by the employee and credited to the employee's account in the attendance and leave records maintained by the Chief State's Attorney, shall be granted to an employee during the period of time that she is disabled as the result of pregnancy. Disability may be presumed starting not more than four (4) weeks prior to the expected date of delivery as certified by the employee's physician, and ending not more than four (4) weeks following the actual date of birth. Disability as the result of pregnancy during other periods of time may be established on medical proof in accordance with Section 6 of this Article.

(c) The time an employee is sick while on annual vacation leave, other than terminal vacation leave, shall be charged against accrued sick leave if the employee files an acceptable medical certificate with the Chief State's Attorney attesting to the fact that the employee was sick and would have been unable to work on the day or days claimed as sick.

(d) A holiday occurring when an employee is on sick leave will be counted as a holiday and not charged as sick leave. When special time off is granted, however, an employee on sick leave shall be charged as prescribed by the Chief State's Attorney.

(e) If an employee is receiving workers' compensation or disability compensation, the employee may elect to draw upon ~~his~~their sick leave to the extent authorized by the General Statutes.

(f) Consistent with existing practice, upon exhaustion of accrued sick leave, other accrued paid leaves may be used by employees who are incapacitated or disabled as provided in and subject to the conditions of paragraphs (a) and (b) above.

Section 4. Special Leave of Absence with Pay Chargeable to Accrued Sick Leave.

Any eligible employee may be granted special leave of absence with pay chargeable to accrued sick leave, for the following reasons:

(1) for medical or dental treatment for which arrangements cannot be made outside of working hours;

(2) when ~~his/her~~their presence at duty will expose others to contagious disease;

(3) in the event of death in the immediate family when as much as three (3) working days' leave with pay may be granted. Immediate family means spouse, father, mother, parent--in-law, grandparent, sister, brother or child, and also any relative who is domiciled in the employee's household;

(4) in the event of critical illness or severe injury in the immediate family creating an emergency requiring the attendance or aid of the employee, when as much as ten (10) days leave with pay in a calendar year may be granted;

(5) up to two (2) days of leave may be provided to an employee for the purpose of going to, attending, and returning from funerals of persons other than members of the immediate family, if prior permission is requested of, and granted by, the employee's supervisor; and

(6) up to five (5) days of leave will be provided to employees in connection with the birth, adoption or taking custody of a child.

Section 5. Advanced Sick Leave.

(a) No sick leave with pay in excess of the sick leave hours accumulated to an eligible employee's credit shall be granted unless authorized in advance by the Chief State's Attorney. Such authorizations shall be granted only in cases involving extended periods of illness or injury. No advance of sick leave shall be authorized unless the employee has first exhausted all accrual to ~~his/her~~their credit for sick leave and vacation leave, including current accruals and any available compensatory time. No advance of sick leave shall be granted until an employee has completed at least five (5) years of full-time employment in state service.

(b) The advanced sick leave which may be granted shall be on the basis of one (1) day at full pay for each completed year of full-time 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 shall be repaid by an equal charge against such sick leave as the employee may subsequently accrue. No repayment of advanced sick leave shall be required, however, until the employee has first accrued five (5) days of sick leave following ~~his/her~~their return to duty.

Section 6. Medical Certificate.

(a) For the following reason Form P33A, which is the acceptable medical certificate, signed by a licensed physician or other practitioner whose method of healing is recognized by the State, shall be required of an employee by the Office of the Chief State's Attorney or by an employee's Supervisor to substantiate a request for sick leave or special leave of absence with pay:

(1) any period of absence consisting of more than five (5) consecutive working days.

(b) For the following reasons an acceptable medical certificate, signed by a licensed physician or other practitioner whose method of healing is recognized by the State, may be required of an employee by the Office of the Chief State's Attorney or by an employee's Supervisor to substantiate a request for sick leave or special leave of absence with pay:

(1) to support request for sick leave during annual vacation;

(2) when excessive absenteeism or other circumstances indicate reasonable cause for requiring such a certificate.

The Office of the Chief State's Attorney may have a physician make a further examination under both (a) and (b) above.

Section 7. Exhaustion of Leave. Any eligible employee in the Division absent from duty by reason of illness or injury who has exhausted all of ~~his/her~~their accrued sick leave, compensatory time, vacation leave including current accrual, personal leave days, advanced sick leave, when

applicable, and for sick leave bank days when applicable, and who thereafter does not return to duty, will receive no further compensation.

Section 8. Leave of Absence Without Pay.

(a) (1) If an employee has exhausted all available vacation and personal leave, compensatory time, and any leave available under FMLA or the SEBAC Agreement, a leave of absence without pay for the protection or improvement of an employee's health, or for any other cause considered reasonable or proper, may be granted to an employee upon approval of the appointing authority or any authorized committee thereof for a period not to exceed one (1) year. Requests for such leave must be submitted in writing to the Office of the Chief State's Attorney. Such leave may be extended beyond one (1) year by the Chief's State's Attorney. If such leave is granted, the employee's specific position and assignment may not be held open based on operational needs in the sole discretion of the Chief State's Attorney or ~~his/her~~ designee, unless otherwise required by law.

(2) Upon expiration of paid leave for disability resulting from pregnancy, the employee may request, and shall be granted, a medical leave of absence without pay, position held, for a period not to exceed six (6) months following the date of termination of the pregnancy. Such medical leave of absence may, at the exclusive option of the Chief State's Attorney, be extended beyond the six (6) month period with or without holding the position. Requests for such extensions shall be submitted to the Office of the Chief State's Attorney.

Section 9. Status of Accrued Sick Leave and Paid Leave Upon Reemployment of Resigned Employee. Any employee who resigns in good standing from the Division and who is reemployed within one (1) year from the date of ~~his/her~~their resignation shall be credited with the amount of sick leave accrued to ~~his/her~~their credit on the effective date of ~~his/her~~their resignation.

Section 10. Compensation for Unused Sick Leave Accrual Upon Retirement. Each eligible employee in the Division who retires shall be compensated, effective as of the date of ~~his/her~~their retirement, at the rate of one-fourth (1/4) of ~~his/her~~their daily salary for each day of sick leave accrued to ~~his/her~~their credit as of ~~his/her~~the last day on the active payroll up to a maximum payment equivalent of four hundred twenty (420) hours' pay.

Section 11. Records. All leave with or without pay shall be recorded in the State's electronic attendance records.

Section 12. Upon death of an employee who has completed ten (10) years of State service, the employer shall pay one fourth (1/4) of the deceased employee's daily salary for each day of sick leave accrued to ~~his/her~~their credit as of ~~his/her~~their last day on the active payroll up to a maximum payment equivalent to four hundred and twenty (420) hours' pay. Such payment shall be made to the surviving beneficiary or beneficiaries lawfully designated by the employee under the State Employees Retirement System or, if there is no such designated beneficiary or beneficiaries, to the estate of the deceased.

Section 13. Emergency Sick Leave Bank.

(a) There shall continue to be an Emergency Sick Leave Bank, composed of the contributions of bargaining unit employees under the predecessor Agreements and any additional contributions as provided pursuant to this Section. All unit employees serving an original probationary period on the effective date of this Agreement and all unit employees hired after that date shall contribute fourteen (14) hours from accrued sick leave to the sick leave bank upon obtaining permanent status. Hours contributed shall not revert to employees if not used.

(b) Hours contributed to the bank shall thereafter be allocated to nonprobationary employees with catastrophic or extended, long-term illnesses.

(c) To be eligible for allocation of sick hours from the bank, an employee must meet the following conditions:

(1) Exhaustion of all sick leave, personal and vacation leave, including advance sick leave under Section 5 of this Article.

(2) The illness or injury is not covered by workers' compensation and/or such benefit has been exhausted.

(3) An acceptable medical certificate supporting the absence is on file.

In addition, the parties shall consider as a factor the extent and circumstances of the applicant's usage of sick leave prior to the illness or injury in question.

(d) Hours shall be allocated by the parties. The parties shall have full authority to grant benefits and administer the program in accordance with guidelines outlined in this Section.

(e) Unused days shall be carried over from year to year and shall not lapse. The parties may, by agreement, provide for additional opportunities for contribution to the bank.

(f) Time off without loss of pay or benefits may be granted, as necessary, to members of the bargaining unit to attend meetings to administer this program.

(g) The actions or nonactions of the parties shall in no way be subject to collateral attack or the grievance/arbitration machinery. The parties shall not be considered a State agency, board or any other subdivision of the Employer. No requests shall be conducted as contested cases or otherwise be subject to the Administrative Procedure Act.

Section 14. Reopener. In the event the length of the regular work week is changed, either party may reopen negotiations for the purpose of negotiating the impact of such change upon the provisions of this Article.

Section 15. The parties agree to be bound by Section 5-248a of the General Statutes, and any other applicable state or federal law concerning family and medical leave, and its appurtenant regulations, and any amendments thereto.

ARTICLE 21 - HOLIDAYS

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, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day.

ARTICLE 22 - INSURANCE

Section 1. 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.

Section 2. Death and Dismemberment Insurance. The State shall provide a Fifty Thousand Dollar ($50,000) Death and Dismemberment Policy for each employee.

Section 3. Automobile Insurance. The State shall provide a One Million Dollar ($1,000,000) Underinsured/Uninsured Motorist Automobile Policy for each employee.

Section 4. Supplemental 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 an employee in the bargaining unit whose yearly gross earnings are at least forty-five thousand five hundred dollars ($45,500). The actual cost of such optional group life insurance 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 dividend 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.

ARTICLE 23 - EMPLOYEE RIGHTS

Employees covered by this Agreement shall suffer no reprisals for exercising their rights under this Agreement. Employees covered under this Agreement shall have full rights to Union representation as described in Article 9 (Grievance Procedure) and Article 13 (Discipline), Section 6.

ARTICLE 24 - FEDERAL GRANT EMPLOYEES

The Employer will exert its best efforts with appropriate third parties to obtain funds which are necessary to implement for federal grant employees the economic benefits of this Agreement.

ARTICLE 25 - TRANSFERS AND VACANCIES

Section 1. Transfer to Another Agency. An employee who wishes to transfer to another agency shall make application directly to that agency. Upon acceptance by that agency of the transfer request, the Chief State's Attorney shall not deny the transfer of the employee.

Section 2. Vacancies. Notice of vacancies to be filled in the bargaining unit shall be posted division-wide. A concurrent notice will be sent to the Union's Council President. Notice shall remain posted for ten (10) work days from the date of the initial posting. Interested employees must submit applications within ten (10) days of the initial posting. Vacancies will not be filled within this ten (10) day period. The Employer may advertise such vacancies in any other way simultaneously with this posting and may interview external applicants at any time in the process.

An employee may apply for a transfer or promotion to a vacancy by putting ~~his/her~~a request in writing to the Chief State's Attorney, or as otherwise designated on the posting. Provided that an employee who applies is qualified for the vacancy, the employee shall be interviewed for the vacant position. It is understood that newly hired employees serving their initial six (6) month probationary period or any extension thereof pursuant to Article 10 shall not be eligible to apply for transfer or promotion to another vacancy. If one or more internal candidates apply for transfer or promotion to a vacancy in response to a posting, the Division must select an internal candidate prior to appointing an external candidate unless the internal candidate is not qualified for the vacancy because of a demonstrable lack of particular necessary skill set forth in the job posting which cannot be acquired with reasonable training within a thirty (30) working day period. The Division shall have the sole discretion to select the successful candidate for the position. If an internal employee is not selected, a written explanation shall be given to the employee spelling out the reason why ~~he/she was~~they were not selected. Denial of a request for appointment to a vacancy shall not be subject to review under Article 9 for any reason whatsoever.

When a vacancy is filled by an internal candidate from another Duty Station, the employee's transfer or promotion shall be subject to a thirty (30) working day test period. During that working test period, either the employee, or the Division, may determine that the position to which ~~he/she was~~they were transferred or promoted is not a good fit and the employee shall be returned to ~~his/her~~their prior position. The determination of good fit shall not be subject to review under Article 9 for any reason whatsoever. In the event that an employee is returned to ~~his/her~~their prior position, the Division, in its sole discretion, shall have the right to determine whether the position will be filled by an internal or external candidate. Such determination shall not be subject to review under Article 9 for any reason whatsoever.

Section 3. Temporary Transfer. A temporary transfer is defined as a temporary assignment away from the duty station. Ordinarily such transfers shall not exceed ninety (90) calendar days. This initial ninety-day temporary transfer period may be extended for a period of up to ninety (90) calendar days, in increments of thirty (30) calendar days, with the written consent of the Union, at each thirty (30) day interval, which shall not be unreasonably withheld. Unless otherwise mutually agreed based on operational need, no employee will be required to be in temporary transfer status for more than one hundred eighty (180) days within any one year period commencing on the first day of the temporary transfer. In making temporary transfers, the Employer shall consider the wishes of employees, seniority, and operational needs; provided, however, its determination shall not be subject to review under Article 9. Newly hired employees serving their initial six (6) month probationary period or any extension thereof pursuant to Article 10 shall not be eligible for transfer.

Section 4. Permanent Involuntary Transfer. Except as provided in Section 5 of this Article, employees may be permanently transferred. A permanent transfer is defined as a permanent, indefinite change in duty station. Permanent transfers, except when caused by the creation of a new judicial district as provided in Section 5 of this Article, shall be accomplished, subject to the following:

(a) The Employer decides the duty station from which and to which such transfers will be made.

(b) Permanent transfers shall first be attempted on a voluntary basis.

(c) Permanent transfers shall next be made in accordance with inverse seniority in the duty station from which the permanent transfer is made. Duty stations shall be deemed to consist of the Office of the Chief State's Attorney and the Judicial Districts/State's Attorney's Offices (currently 13) located throughout the State. New Haven shall be considered one duty station for purposes of this provision.

Seniority, for the purpose of this section, shall be defined as current continuous service as a full-time permanent employee in the Division of Criminal Justice or its predecessor entity as an Inspector. Newly hired employees serving their initial six (6) month probationary period or any extension thereof pursuant to Article 10 shall not be eligible for transfer.

Section 5. Transfer to Newly Created Judicial District. In the event of the creation of a new judicial district, any employee may be permanently transferred to that new judicial district regardless of the date of hire. Such permanent transfers shall be accomplished subject to the following:

(a) The Employer decides the duty station from which and to which the transfers will be made, provided the location from which the transfers are made is a judicial district which formerly contained all or some of the towns which comprise the new judicial district.

(b) Permanent transfers shall first be attempted on a voluntary basis.

(c) Permanent transfers shall be made in accordance with inverse seniority in the duty station from which the permanent transfer is made.

Seniority for the purpose of this Section shall be defined as current continuous service as a full- time permanent employee in the Division of Criminal Justice or its predecessor entity as an Inspector. Newly hired employees serving their initial six (6) month probationary period or any extension thereof pursuant to Article 10 shall not be eligible for transfer.

ARTICLE 26 - LEGISLATIVE ACTION

The cost items contained in this Agreement and the provisions of this Agreement which supersedes pre-existing statutes shall not become effective unless and until legislative approval has been granted pursuant to Section 5-278(b) of the Connecticut General Statutes or as otherwise provided by said section. The Employer shall request such approval as provided in Section 5-278(b) of the Connecticut General Statutes. If the legislature rejects such requests as a whole, the parties shall return to the bargaining table.

ARTICLE 27 - SAVINGS CLAUSE

Should any provision of this Agreement be found unlawful by a court of competent jurisdiction, the remainder of this Agreement shall continue in force, and the parties shall immediately negotiate a substitute provision. Disputes concerning the appropriate substitute provision shall be handled as provided under the State Employee Relations Act.

ARTICLE 28 - RETIREMENT

Section 1. The terms and conditions of the employee retirement plan are governed by the Pension Contract between the Union and the State of Connecticut which is incorporated herein.

Section 2. Hypertension or Heart Disease.

(a) The presumption contained in C.G.S. Section 5-145c shall also apply to unit employees who successfully passed the type of physical examination mentioned in said statute on entry into prior service in any federal law enforcement agency.

(b) Employees hired on or after the date of approval of this Agreement who are not protected by C.G.S. Section 5-145c shall be required, as a condition of hire and a condition of employment, to undergo a physical examination, including but not limited to, an examination for hypertension and heart disease. If such examination fails to reveal any evidence of such condition the presumption of C.G.S. Section 5-145c shall apply. The result of the examination shall be noted in the employee's personnel record.

ARTICLE 29 - SUPERSEDENCE

Section 1. The inclusion of language in the Agreement concerning matters formerly governed by law, regulation, 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 the Agreement except as provided in the Supersedence Appendix to this Agreement or where, by necessary implication, no other construction is tenable.

Section 2.

(a) Except to the extent that a particular personnel or operational practice is specifically modified or restricted by an express provision of this Agreement or specifically incorporated by reference in this Agreement, the Employer reserves and retains the right to add to, alter, or eliminate such practices.

(b) In connection with the exercise of rights conferred under paragraph (a) above, which exercise impacts upon a mandatory subject of bargaining, the following procedures shall apply:

(1) The Employer shall give notice of its contemplated action.

(2) The Union may request that a meeting be convened to discuss such impact.

(3) The parties shall commence discussions in a timely fashion.

(4) (i) The fact that such discussions have not commenced or concluded shall not operate to delay the exercise of the Employer's rights under this Agreement, including but not limited to, the right to implement all or part of the contemplated action.

(ii) Prior to any such implementation, the Employer shall give notice to the Union and schedule a meeting with the Union.

(5) The fact that the Employer has exercised its rights shall not operate to terminate the obligation to continue such discussions for a reasonable period of time.

ARTICLE 30 - TRAINING

Section 1.

(a) The Employer and the Union, through the existing Training Sub-Committee, shall cooperate in providing information to employees concerning relevant in-service training, workshops, etc.

(b) Time off to attend training may be granted where-

(1) the employee submits a timely request;

(2) the training is deemed by the Employer to be relevant to the maintenance or improvement of necessary job skills; and

(3) operational needs permit.

Denials of requests shall not be subject to Article 9.

Section 2. The existing Training Sub-Committee shall determine procedures to implement the advance of reimbursable travel expenses to employees whose attendance at training has been approved.

Section 3. Tuition Reimbursement Fund.

(a) The Division shall allocate two thousand dollars ($2,000) in each year of this Agreement to provide full reimbursement for tuition and fees to eligible employees. 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. The maximum reimbursement rate shall be ninety dollars ($90) per credit for undergraduate course and one hundred ten dollars ($110) per credit for graduate courses.

(b) An employee may be reimbursed for a maximum of twelve (12) credits in a fiscal year.

(c) There shall be unlimited carryover of unused funds from one fiscal year to the succeeding fiscal year(s) provided, however, that the tuition reimbursement fund will

expire on expiration of this Agreement. The previous sentence notwithstanding, applications for tuition reimbursement which are submitted and approved within the final six (6) months of the Agreement may be paid, within the remaining available funds, up to three (3) months following expiration of this Agreement.

ARTICLE 31- MISCELLANEOUS

Section 1. Equipment.

During the life of this Agreement the Division of Criminal Justice will not increase the cost of equipment to the employees. There will be an Equipment sub-committee of the Labor Management Committee. The sub-committee will meet biannually, or more frequently if requested for a legitimate purpose, to discuss inspector equipment and recommend any changes to such equipment to improve quality, function, efficiency, and safety. The following equipment will be provided by the Division, as may be amended by mutual agreement of the parties: A firearm, a holster, Oleoresin Capsicum (Pepper Spray), a ballistic vest, a tactical flashlight, handcuffs, a handcuff case, ammunition, and a magazine holder. It is understood that the Employer need not provide the above items to its employees who already have them.

Section 2. Civic Duty.

(a) Employees absent from duty to perform jury service shall receive their regular straight time salary, exclusive of overtime or any other premium pay; acceptance of such salary shall be deemed a waiver of any statutory jury service fee.

(b) Employees called as a witness outside normal working hours in a matter arising out of the performance of customary duties of employment shall, upon request, be granted compensatory time off in accordance with the provisions of Article 18 (Compensatory Time Off).

Section 3. Method of Salary Payment. Employees shall continue to be paid on a biweekly basis for the duration of this Agreement.

Section 4. Workers' Compensation Payments. Accrued sick leave, to the extent available, then personal leave, to the extent available, then accrued vacation leave, to the extent available, and finally, accrued compensatory time, to the extent available, may, upon election of the employee, be used to supplement workers' compensation payments up to but not beyond an employee's regular salary.

Section 5. The use of the term "Chief State's Attorney" in this Agreement shall be deemed to include any person(s) who may from time to time be designated by the Chief State's Attorney to perform functions set forth in the Agreement.

Section 6. Clothing Claims. The Employer agrees to facilitate the expeditious processing of claims for lost or damaged property to the Claims Commission.

Section 7. Indemnification. Indemnification shall be provided pursuant to Section 4-165 of the General Statutes.

Section 8. Use of Assigned Vehicles While Off Duty.

During the life of this Agreement the Employer shall continue to permit the use of assigned vehicles while off duty, subject to the rules, regulations and orders which are presently in existence.

~~**Section 9.** The use of the word "he" or "him" in this contract shall be construed in its generic meaning unless otherwise indicated.~~

Section ~~10~~9. Outside Employment. In addition to statutory requirements concerning outside employment, the following provisions shall apply to the bargaining unit:

(a) notification of outside employment shall be provided by the affected employee, in accordance with procedures established by the Chief State's Attorney, and

(b) no resources or equipment of the employer shall be utilized by an employee in connection with ~~his/her~~their outside employment.

Section ~~11~~10. Cellular Phones. The Division shall provide to each Inspector and Supervisory Inspector a cellular phone. The Division policy concerning use of this type of equipment, including the prohibition on personal use, shall apply to the cellular telephones issued pursuant to this Agreement.

Section ~~12~~11. Supervisory Position. In any office with three (3) or more inspectors, one of those positions will be allocated as a supervisory inspector position. For purposes of this provision only, within the Chief States Attorney's Office, an "office" shall be any bureau or unit, or set of bureaus or units, which is under the direction of a specific supervisory assistant state's attorney.

ARTICLE 32 - DURATION

Section 1. Except as otherwise provided, this Agreement shall be effective July 1, ~~2021~~2025, through June 30, ~~2025~~2029.

Section 2. Negotiations for a successor agreement shall commence in August, ~~2024~~2028. Initial Union proposals for changes in the Agreement shall be submitted on or before the third week of September, ~~2025~~2028. The parties may, by mutual agreement, commence negotiations on a different date.

Section 3. Reopener. Notwithstanding Sections 1 and 2, there shall be a reopener to negotiate general wage increases, and steps, ~~and lump sum in lieu of steps,~~ if any, to be effective during the ~~2024-2025~~2028-2029 contract year. Negotiations with respect to such issue shall commence in August, ~~2023~~2027. Initial Union proposals with respect to those issues shall be submitted on or before the third week of September, ~~2024~~2027. The parties may, by mutual agreement, commence negotiations on a different date.

IN WITNESS WHEREOF, the parties have caused their names to be signed.

DIVISION OF CRIMINAL JUSTICE

By: _____
John J. Russotto.
Deputy Chief State's Attorney
For Administration

Date: _____

CONNECTICUT STATE EMPLOYEES ASSOCIATION, SEIU LOCAL 2001 (POLICE INSPECTORS COUNCIL)

By: _____
David Glidden
Executive Director

_____
David Sydnor
President

Date: _____

APPENDIX A - SUPERSEDENCE

To the extent applicable and necessary, certain provisions of the Agreement supersede preexisting statutes, as follows:

(1) The waiver of jury service fee by acceptance of regular salary, pursuant to Article 31 (Miscellaneous), Section 2, shall supersede C.G.S. Section 51 -247, Compensation of Jurors.

(2) The exclusive deduction of dues for members of CSEA under Article 7 (Union Security and Payroll Deductions), shall be deemed to supersede the words "any organization" in C.G.S. Section 5-260.

(3) Article 5 (Entire Agreement), Section 2 and Article 29 (Supersedence), Section 2 shall be deemed to supersede C.G.S. Section 5-271(a) and (e) and Section 5-272 (c), except to the extent that Article 29, Section 2(a) mandates impact bargaining.

(4) Disciplinary interviews (Article 13, Sec. 6) shall be deemed to supersede C.G.S. Section 5-27 1 (a).

(4) Article 16, Section 5 shall be deemed to supersede C.G.S. Section 5-213.

(5) Expansion of hypertension/heart disease presumption to employees previously employed n a federal law enforcement agency who, upon employment in such agency, passed a physical examination indicating no such condition, pursuant to Article 28 (Retirement), Section 2, shall supersede C.G.S. Section 5-145c.

(6) Payment for temporary service in the supervisory inspector classification commencing with the thirty-first (31st) consecutive work day retroactive to the first (1st) day of such work pursuant to Article 16, Section 3(c) shall be deemed to supersede the sixty (60) day requirement of C.G.S. Section 5-209.

(7) Travel reimbursement (Article 16, Section 6) shall be deemed to supersede the Standard State Travel Regulations.

(8) Article 16 (Compensation) and the Salary Schedules of Appendix C shall supersede the provisions of Conn. Gen. Stat. § 5-200a concerning objective job evaluation and the statewide SCOPE agreement.

(9) Article 20 (Sick Leave-Leave Without Pay) shall be deemed to supersede Conn. Gen. Stat. § 5-247 and any regulations thereunder promulgated by the Commissioner of Administrative Services.

APPENDIX B - MEMORANDA OF AGREEMENT

RE: Firearms Instructors

Should the Division decide to have its inspectors serve as firearms instructors in the future, the parties will meet to discuss any substantial secondary impacts, including compensation issues, associated with that decision.

RE: Article 13, Discipline

Representatives of the Division and the Union shall discuss possible modifications to Article 13, Discipline. If the parties mutually agree, the revised language may be substituted for some or all of the current provisions.

RE: Involuntary Reassignments within the Chief State's Attorney's Office

Representatives of the Division and the Union shall discuss through Labor Management possible language relating to involuntary reassignments within the Chief State's Attorney's Office. If the parties mutually agree, such agreed upon language will be implemented.

RE: Job Descriptions

The parties agree that, as a housekeeping matter, the Division will update the job descriptions for those positions covered by the collective bargaining agreement to reflect the duties that those in such positions currently perform and to make any legally appropriate updates. The Union President will be provided a copy of any updated job descriptions and the opportunity to engage in Labor Management Committee discussions before they are distributed to bargaining unit members. This shall not waive any duty to bargain the Division may have with respect to this issue.

RE: Policies and Procedures

The parties agree that, as a housekeeping matter, the Division will update the Divisions Policies and Procedures and to make any legally appropriate and/or required updates. The Union President will be provided a copy of any updated policies and procedures and the opportunity to engage in Labor Management Committee discussions before they are distributed to bargaining unit members. This shall not waive any duty to bargain the Division may have with respect to this issue.

RE: Racial Justice

The parties will meet and discuss policies to promote racial justice. These discussions may include, but not be limited to, recruitment, training – including implicit bias training -- promotion, and maintaining a workplace where racial justice is encouraged. These discussions shall not be deemed collective bargaining, nor shall they be used with respect to any argument or in any proceeding concerning what is or isn't a mandatory subject of bargaining.

APPENDIX C - GRIEVANCE FORM

Connecticut State Employees Association/Service Employees International Union Local 2001
Police Inspectors Council
GRIEVANCE FORM

Instructions: Grievant, complete in triplicate, retain one copy and give original plus one copy to Union Representative.

Name of Grievant: _____ **Job Title:** _____ **Telephone #:** _____

Work Location: _____ **Date of Alleged Violation:** _____

Specific Contract Provision Violated (Cite Article, Section, Title): _____

Statement of Grievance *(Facts and Issues Involved)*: _____

(Add additional pages if necessary)

Specific Remedy Requested: _____

(Add additional pages if necessary)

I hereby declare that all statements made herein are true and accurate to the best of my knowledge and I desire representation in this grievance as follows:

☐ I will represent myself.

☐ My representative will be _____ *(Name)* of _____ *(Union)*

Representative's Telephone #: _____ Representative's Duty Station: _____

_____ *(Aggrieved Employee Signature)* _____ *(Date)* _____ *(Signature of Representative)* _____ *(Date)*

DATE GRIEVANCE FILED AT STEP I: _____

ANSWER AT STEP I *(State's Attorney or Deputy Chief State's Attorney)*: _____

(Go to bottom of page 2 or add additional pages if necessary)

_____ *(Signature of Respondent)* _____ *(Date of Meeting)* _____ *(Date of Response)*

I acknowledge settlement of my grievance ☐

I appeal the decision and request review of, and response to, my grievance at the next step ☐

_____ _____ _____ _____

(Aggrieved Employee Signature) *(Date)* *(Signature of Representative)* *(Date)*

DATE GRIEVANCE FILED AT STEP II: _____

ANSWER AT STEP II *(Chief State's Attorney or Designee)*: _____

(Go to bottom of page or add additional pages if necessary)

_____ _____ _____

(Signature of Respondent) *(Date of Meeting)* *(Date of Response)*

I acknowledge settlement of my grievance ☐

The union appeals the decision and requests review of this grievance at step III, arbitration ☐

_____ _____ _____ _____

(Aggrieved Employee Signature) *(Date)* *(Signature of Representative)* *(Date)*

DATE GRIEVANCE FILED AT STEP III (ARBITRATION): _____

ADDITIONAL SPACE FOR RESPONSES *(Indicate Applicable Step)*: _____

DIVISION OF CRIMINAL JUSTICE INSPECTORS DI 35 HOUR PAY PLAN EFFECTIVE July 1, ~~2021~~2025 (2.5%)

~~Group~~	~~Period~~	~~Step 1~~	~~Step 2~~	~~Step 3~~	~~Step 4~~	~~Step 5~~	~~Step 6~~	~~Step 7~~	~~Step 8~~	~~Step 9~~	~~Step 10~~	~~AI~~
~~27~~	~~Annual~~	~~$77,404.00~~	~~$80,276.00~~	~~$83,149.00~~	~~$86,022.00~~	~~$88,895.00~~	~~$91,767.00~~	~~$94,638.00~~				~~$2,873.00~~
	~~Bi-Wk~~	~~$2,965.68~~	~~$3,075.71~~	~~$3,185.79~~	~~$3,295.87~~	~~$3,405.94~~	~~$3,515.98~~	~~$3,625.98~~				
	~~Daily~~	~~$296.57~~	~~$307.57~~	~~$318.58~~	~~$329.59~~	~~$340.59~~	~~$351.60~~	~~$362.60~~				
	~~Hourly~~	~~$42.37~~	~~$43.94~~	~~$45.52~~	~~$47.09~~	~~$48.66~~	~~$50.23~~	~~$51.80~~				
~~29~~	~~Annual~~						~~$98,630.00~~	~~$101,895.00~~	~~$105,158.00~~	~~$108,423.00~~	~~$114,385.00~~	~~$3,266.00~~
	~~Bi-Wk~~						~~$3,778.93~~	~~$3,904.03~~	~~$4,029.05~~	~~$4,154.14~~	~~$4,382.57~~	
	~~Daily~~						~~$377.89~~	~~$390.40~~	~~$402.91~~	~~$415.41~~	~~$438.26~~	
	~~Hourly~~						~~$53.99~~	~~$55.78~~	~~$57.56~~	~~$59.35~~	~~$62.61~~	
~~31~~	~~Annual~~	~~$89,373.00~~	~~$92,825.00~~	~~$96,279.00~~	~~$99,735.00~~	~~$103,187.00~~	~~$106,641.00~~	~~$110,095.00~~	~~$113,551.00~~	~~$117,006.00~~	~~$123,427.00~~	~~$3,454.00~~
	~~Bi-Wk~~	~~$3,424.26~~	~~$3,556.52~~	~~$3,688.86~~	~~$3,821.27~~	~~$3,953.53~~	~~$4,085.87~~	~~$4,218.20~~	~~$4,350.62~~	~~$4,482.99~~	~~$4,729.01~~	
	~~Daily~~	~~$342.43~~	~~$355.65~~	~~$368.89~~	~~$382.13~~	~~$395.35~~	~~$408.59~~	~~$421.82~~	~~$435.06~~	~~$448.30~~	~~$472.90~~	
	~~Hourly~~	~~$48.92~~	~~$50.81~~	~~$52.70~~	~~$54.59~~	~~$56.48~~	~~$58.37~~	~~$60.26~~	~~$62.16~~	~~$64.05~~	~~$67.56~~	

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	AI
27	Annual	85,439.00	88,610.00	91,782.00	94,952.00	98,123.00	101,294.00	104,463.00				$3,170.67
	Bi-Wk	$3,273.53	$3,395.02	$3,516.56	$3,638.01	$3,759.51	$3,881.00	$4,002.42				
	Daily	$327.35	$339.50	$351.66	$363.80	$375.95	$388.10	$400.24				
	Hourly	$46.77	$48.51	$50.24	$51.98	$53.71	$55.45	$57.18				
29	Annual						$108,869.00	$112,472.00	$116,075.00	$119,679.00	$126,260.00	$4,347.75
	Bi-Wk						$4,171.23	$4,309.28	$4,447.32	$4,585.41	$4,837.55	
	Daily						$417.12	$430.93	$444.73	$458.54	$483.76	
	Hourly						$59.59	$61.57	$63.54	$65.51	$69.11	
31	Annual	$98,650.00	$102,462.00	$106,274.00	$110,089.00	$113,899.00	$117,712.00	$121,524.00	$125,340.00	$129,152.00	$136,241.00	$4,176.78
	Bi-Wk	$3,779.70	$3,925.75	$4,071.81	$4,217.97	$4,363.95	$4,510.04	$4,656.10	$4,802.30	$4,948.36	$5,219.97	
	Daily	$377.97	$392.58	$407.18	$421.80	$436.40	$451.00	$465.61	$480.23	$494.84	$522.00	
	Hourly	$54.00	$56.09	$58.17	$60.26	$62.35	$64.43	$66.52	$68.61	$70.70	$74.58	

DIVISION OF CRIMINAL JUSTICE INSPECTORS DI 35 HOUR PAY PLAN EFFECTIVE July 1, ~~2022~~2026 (2.5%)

~~Group~~	~~Period~~	~~Step 1~~	~~Step 2~~	~~Step 3~~	~~Step 4~~	~~Step 5~~	~~Step 6~~	~~Step 7~~	~~Step 8~~	~~Step 9~~	~~Step 10~~	~~AI~~
~~27~~	~~Annual~~	~~$79,339.00~~	~~$82,283.00~~	~~$85,228.00~~	~~$88,173.00~~	~~$91,117.00~~	~~$94,061.00~~	~~$97,004.00~~				~~$2,945.00~~
	~~Bi-Wk~~	~~$3,039.81~~	~~$3,152.61~~	~~$3,265.45~~	~~$3,378.28~~	~~$3,491.08~~	~~$3,603.87~~	~~$3,716.63~~				
	~~Daily~~	~~$303.98~~	~~$315.26~~	~~$326.55~~	~~$337.83~~	~~$349.11~~	~~$360.39~~	~~$371.66~~				
	~~Hourly~~	~~$43.43~~	~~$45.04~~	~~$46.65~~	~~$48.27~~	~~$49.88~~	~~$51.49~~	~~$53.10~~				
~~29~~	~~Annual~~						~~$101,096.00~~	~~$104,442.00~~	~~$107,787.00~~	~~$111,134.00~~	~~$117,245.00~~	~~$3,348.00~~
	~~Bi-Wk~~						~~$3,873.41~~	~~$4,001.61~~	~~$4,129.78~~	~~$4,258.01~~	~~$4,492.15~~	
	~~Daily~~						~~$387.34~~	~~$400.16~~	~~$412.98~~	~~$425.80~~	~~$449.22~~	
	~~Hourly~~						~~$55.34~~	~~$57.17~~	~~$59.00~~	~~$60.83~~	~~$64.18~~	
~~31~~	~~Annual~~	~~$91,607.00~~	~~$95,146.00~~	~~$98,686.00~~	~~$102,228.00~~	~~$105,767.00~~	~~$109,307.00~~	~~$112,847.00~~	~~$116,390.00~~	~~$119,931.00~~	~~$126,513.00~~	~~$3,540.00~~
	~~Bi-Wk~~	~~$3,509.85~~	~~$3,645.45~~	~~$3,781.08~~	~~$3,916.79~~	~~$4,052.38~~	~~$4,188.01~~	~~$4,323.64~~	~~$4,459.39~~	~~$4,595.06~~	~~$4,847.25~~	
	~~Daily~~	~~$350.99~~	~~$364.55~~	~~$378.11~~	~~$391.68~~	~~$405.24~~	~~$418.80~~	~~$432.36~~	~~$445.94~~	~~$459.51~~	~~$484.73~~	
	~~Hourly~~	~~$50.15~~	~~$52.08~~	~~$54.02~~	~~$55.96~~	~~$57.90~~	~~$59.83~~	~~$61.77~~	~~$63.71~~	~~$65.65~~	~~$69.25~~	

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	AI
27	Annual	$87,575.00	$90,825.00	$94,077.00	$97,326.00	$100,576.00	$103,826.00	$107,075.00				$3,250.00
	Bi-Wk	$3,355.37	$3,479.89	$3,604.49	$3,728.97	$3,853.49	$3,978.01	$4,102.50				
	Daily	$335.54	$347.99	$360.45	$372.90	$385.35	$397.80	$410.25				
	Hourly	$47.94	$49.72	$51.50	$53.28	$55.05	$56.83	$58.61				
29	Annual						$111,591.00	$115,284.00	$118,977.00	$122,671.00	$129,417.00	$4,456.50
	Bi-Wk						$4,275.52	$4,417.02	$4,558.51	$4,700.04	$4,958.51	
	Daily						$427.55	$441.70	$455.85	$470.00	$495.85	
	Hourly						$61.08	$63.11	$65.13	$67.15	$70.84	
31	Annual	$101,116.00	$105,024.00	$108,931.00	$112,841.00	$116,746.00	$120,655.00	$124,562.00	$128,474.00	$132,381.00	$139,647.00	$4,281.22
	Bi-Wk	$3,874.18	$4,023.91	$4,173.61	$4,323.41	$4,473.03	$4,622.80	$4,772.50	$4,922.38	$5,072.07	$5,350.46	
	Daily	$387.42	$402.39	$417.36	$432.34	$447.30	$462.28	$477.25	$492.24	$507.21	$535.05	
	Hourly	$55.35	$57.49	$59.63	$61.77	$63.91	$66.04	$68.18	$70.32	$72.46	$76.44	

DIVISION OF CRIMINAL JUSTICE INSPECTORS DI 35 HOUR PAY PLAN EFFECTIVE July 1, ~~2023~~2027 (2.5%)

~~Group~~	~~Period~~	~~Step 1~~	~~Step 2~~	~~Step 3~~	~~Step 4~~	~~Step 5~~	~~Step 6~~	~~Step 7~~	~~Step 8~~	~~Step 9~~	~~Step 10~~	~~AI~~
~~27~~	~~Annual~~	~~$81,322.00~~	~~$84,340.00~~	~~$87,359.00~~	~~$90,377.00~~	~~$93,395.00~~	~~$96,413.00~~	~~$99,429.00~~				~~$3,019.00~~
	~~Bi-Wk~~	~~$3,115.79~~	~~$3,231.42~~	~~$3,347.09~~	~~$3,462.73~~	~~$3,578.36~~	~~$3,693.99~~	~~$3,809.55~~				
	~~Daily~~	~~$311.58~~	~~$323.14~~	~~$334.71~~	~~$346.27~~	~~$357.84~~	~~$369.40~~	~~$380.96~~				
	~~Hourly~~	~~$44.52~~	~~$46.17~~	~~$47.82~~	~~$49.47~~	~~$51.12~~	~~$52.78~~	~~$54.43~~				
~~29~~	~~Annual~~						~~$103,623.00~~	~~$107,053.00~~	~~$110,482.00~~	~~$113,912.00~~	~~$120,176.00~~	~~$3,432.00~~
	~~Bi-Wk~~						~~$3,970.23~~	~~$4,101.65~~	~~$4,233.03~~	~~$4,364.45~~	~~$4,604.45~~	
	~~Daily~~						~~$397.02~~	~~$410.17~~	~~$423.30~~	~~$436.45~~	~~$460.45~~	
	~~Hourly~~						~~$56.72~~	~~$58.60~~	~~$60.48~~	~~$62.35~~	~~$65.78~~	
~~31~~	~~Annual~~	~~$93,897.00~~	~~$97,525.00~~	~~$101,153.00~~	~~$104,784.00~~	~~$108,411.00~~	~~$112,040.00~~	~~$115,668.00~~	~~$119,300.00~~	~~$122,929.00~~	~~$129,676.00~~	~~$3,629.00~~
	~~Bi-Wk~~	~~$3,597.59~~	~~$3,736.60~~	~~$3,875.60~~	~~$4,014.72~~	~~$4,153.68~~	~~$4,292.73~~	~~$4,431.73~~	~~$4,570.89~~	~~$4,709.93~~	~~$4,968.43~~	
	~~Daily~~	~~$359.76~~	~~$373.66~~	~~$387.56~~	~~$401.47~~	~~$415.37~~	~~$429.27~~	~~$443.17~~	~~$457.09~~	~~$470.99~~	~~$496.84~~	
	~~Hourly~~	~~$51.40~~	~~$53.38~~	~~$55.37~~	~~$57.36~~	~~$59.34~~	~~$61.33~~	~~$63.32~~	~~$65.30~~	~~$67.29~~	~~$70.98~~	

Group	Period	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	AI
29	Annual	$93,096	$98,686	$102,016	$105,347	$108,679	$112,009	$116,638	$120,423	$124,208	$127,995	$134,909	$4,181.30
	Bi-Wk	$3,566.90	$3,781.08	$3,908.66	$4,036.29	$4,163.95	$4,291.54	$4,468.89	$4,613.91	$4,758.93	$4,904.03	$5,168.93	
	Daily	$356.69	$378.11	$390.87	$403.63	$416.40	$429.15	$446.89	$461.39	$475.89	$490.40	$516.89	
	Hourly	$50.96	$54.02	$55.84	$57.67	$59.49	$61.31	$63.85	$65.92	$67.99	$70.06	$73.85	
31	Annual	$113,911	$117,919	$121,922	$125,928	$129,933	$133,943	$137,948	$145,395				$4,497.71
	Bi-Wk	$4,364.41	$4,517.97	$4,671.35	$4,824.83	$4,978.28	$5,131.92	$5,285.37	$5,570.69				
	Daily	$436.44	$451.80	$467.14	$482.48	$497.83	$513.19	$528.54	$557.07				
	Hourly	$62.35	$64.55	$66.74	$68.93	$71.12	$73.32	$75.51	$79.59				

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Original DMS: iw://cloudimanage.com/SG/23776921/1	
Modified DMS: iw://cloudimanage.com/SG/23776921/2	
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~~Delete~~	378
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Move To	0
Table Insert	9
~~Table Delete~~	4
Table moves to	0
~~Table moves from~~	0
Embedded Graphics (Visio, ChemDraw, Images etc.)	0
Embedded Excel	0
Format changes	0
Total Changes:	786

DCJ POLICE INSPECTORS
TENTATIVE AGREEMENT

		2024-25			2025-26						
Name	AI Date	Grade	Step	Annual	Grade	Step	July to Dec	Step	Jan to June	Total Annual	Incr
Cortes,Jeffrey	July	27	1	83,355	27	2	44,305	2	44,305	88,610	6.30%
Ryan,Mark L	July	27	1	83,355	27	2	44,305	2	44,305	88,610	6.30%
Smith,Lawrence	July	27	1	83,355	27	2	44,305	2	44,305	88,610	6.30%
Tracy,Eric	July	27	1	83,355	27	2	44,305	2	44,305	88,610	6.30%
Winkler,Robert	July	27	1	83,355	27	2	44,305	2	44,305	88,610	6.30%
LaMaine,Christopher	January	27	1	83,355	27	1	42,720	2	44,305	87,025	4.40%
Rivera,William S	January	27	1	83,355	27	1	42,720	2	44,305	87,025	4.40%
Stone,Jessica	January	27	1	83,355	27	1	42,720	1	42,720	85,439	2.50%
Suplee,Matthew	January	27	1	83,355	27	1	42,720	2	44,305	87,025	4.40%
Apicella,Edward	July	27	2	86,449	27	3	45,891	3	45,891	91,782	6.17%
Heanue,Martin	July	27	2	86,449	27	3	45,891	3	45,891	91,782	6.17%
Marcus,Adam	January	27	2	86,449	27	2	44,305	3	45,891	90,196	4.33%
Rivera,Orlando	January	27	2	86,449	27	2	44,305	3	45,891	90,196	4.33%
Desimone,Laurence J	July	27	3	89,543	27	4	47,476	4	47,476	94,952	6.04%
Gioielli,Christopher H	July	27	3	89,543	27	4	47,476	4	47,476	94,952	6.04%
Ocasio,Carlos	July	27	3	89,543	27	4	47,476	4	47,476	94,952	6.04%
Zaweski,David S	July	27	3	89,543	27	4	47,476	4	47,476	94,952	6.04%
Faughnan,Sean	January	27	3	89,543	27	3	45,891	4	47,476	93,367	4.27%
O'Reilly,Martin A	January	27	3	89,543	27	3	45,891	4	47,476	93,367	4.27%
Robon,David A	January	27	3	89,543	27	3	45,891	4	47,476	93,367	4.27%
Stavrides,Angelo	January	27	3	89,543	27	3	45,891	4	47,476	93,367	4.27%
Adcox,Stephen	July	27	4	92,636	27	5	49,062	5	49,062	98,123	5.92%
Burstein,Stephen S	July	27	4	92,636	27	5	49,062	5	49,062	98,123	5.92%
Pérrone,Christopher N	July	27	4	92,636	27	5	49,062	5	49,062	98,123	5.92%
Russell,John E	July	27	4	92,636	27	5	49,062	5	49,062	98,123	5.92%
Slavin,Michael William	July	27	4	92,636	27	5	49,062	5	49,062	98,123	5.92%
Dicarlo,Christian P	January	27	4	92,636	27	4	47,476	5	49,062	96,538	4.21%
Divenere,John R	January	27	4	92,636	27	4	47,476	5	49,062	96,538	4.21%
Fargnoli Ii,Joseph M	January	27	4	92,636	27	4	47,476	5	49,062	96,538	4.21%
Hunt,Steven K	January	27	4	92,636	27	4	47,476	5	49,062	96,538	4.21%
Mastropetre,Michael J	January	27	4	92,636	27	4	47,476	5	49,062	96,538	4.21%
Naccarato,James	January	27	4	92,636	27	4	47,476	5	49,062	96,538	4.21%

DCJ POLICE INSPECTORS
TENTATIVE AGREEMENT

		2024-25			2025-26						
Name	AI Date	Grade	Step	Annual	Grade	Step	July to Dec	Step	Jan to June	Total Annual	Incr
Nesci,Robert J	January	27	4	92,636	27	4	47,476	5	49,062	96,538	4.21%
Pickett, Robert J	January	27	4	92,636	27	4	47,476	5	49,062	96,538	4.21%
Donaldson,Richard	July	27	5	95,730	27	6	50,647	6	50,647	101,294	5.81%
Mattei,Elisa Lynn	July	27	5	95,730	27	6	50,647	6	50,647	101,294	5.81%
Curtis,James M	January	27	5	95,730	27	5	49,062	6	50,647	99,709	4.16%
Flynn,Joseph	January	27	5	95,730	27	5	49,062	6	50,647	99,709	4.16%
Morgan,Peter Michael	January	27	5	95,730	27	5	49,062	6	50,647	99,709	4.16%
Johnson III,Herbert Vin	July	27	6	98,823	27	7	52,232	7	52,232	104,463	5.71%
Vazquez Jr,Alfonso	July	27	6	98,823	27	7	52,232	7	52,232	104,463	5.71%
Posadas,David James	January	27	6	98,823	27	6	50,647	7	52,232	102,879	4.10%
Clark,Phillip J	July	27	7	101,915	29	6	54,435	6	54,435	108,869	6.82%
Kosinski,Claudette	July	27	7	101,915	29	6	54,435	6	54,435	108,869	6.82%
Sinise,Mark C.	July	27	7	101,915	29	6	54,435	6	54,435	108,869	6.82%
Steck,Thomas R.	July	27	7	101,915	29	6	54,435	6	54,435	108,869	6.82%
Buyak Iii,Joseph J	January	27	7	101,915	29	7	52,232	6	54,435	106,666	4.66%
Jacob,Steven V	January	27	7	101,915	29	7	52,232	6	54,435	106,666	4.66%
Perez,Felix	January	27	7	101,915	29	7	52,232	6	54,435	106,666	4.66%
Poma,Luis M.	January	27	7	101,915	29	7	52,232	6	54,435	106,666	4.66%
Stevenson,Scott D.	January	27	7	101,915	29	7	52,232	6	54,435	106,666	4.66%
Puglielli,Mark J.	July	29	7	109,729	29	8	58,038	8	58,038	116,075	5.78%
Enns,Tracy L.	January	29	7	109,729	29	7	56,236	8	58,038	114,274	4.14%
Gonzalez Jr,Juan	January	29	7	109,729	29	7	56,236	8	58,038	114,274	4.14%
Kluntz,Timothy L.	January	29	7	109,729	29	7	56,236	8	58,038	114,274	4.14%
Pelosi,Gary A.	January	29	7	109,729	29	7	56,236	8	58,038	114,274	4.14%
Rodriguez,Luis A.	January	29	7	109,729	29	7	56,236	8	58,038	114,274	4.14%
Beaulieu,Forrest John	July	29	8	113,244	29	9	59,840	9	59,840	119,679	5.68%
Betz,John A.	January	29	8	113,244	29	8	58,038	9	59,840	117,877	4.09%
Sutton,Derek L.	January	29	8	113,244	29	8	58,038	9	59,840	117,877	4.09%
Brown Jr,Donald A	July	29	10	123,180	29	10	63,130	10	63,130	126,260	2.50%
Grenier,Kevin P.	July	29	10	123,180	29	10	63,130	10	63,130	126,260	2.50%
Miele,Mark A.	January	29	10	123,180	29	10	63,130	10	63,130	126,260	2.50%
Zack,Edward T	January	29	10	123,180	29	10	63,130	10	63,130	126,260	2.50%

DCJ POLICE INSPECTORS
TENTATIVE AGREEMENT

		2024-25			2025-26						
Name	AI Date	Grade	Step	Annual	Grade	Step	July to Dec	Step	Jan to June	Total Annual	Incr
Wuchek,Michael J.	July	31	4	107,404	31	5	56,950	5	56,950	113,899	6.05%
Sartor,Steven	July	31	5	111,121	31	6	58,856	6	58,856	117,712	5.93%
Sydnor,David J	July	31	5	111,121	31	6	58,856	6	58,856	117,712	5.93%
Chrostowski,Jerry C.	July	31	6	114,841	31	7	60,762	7	60,762	121,524	5.82%
Sheldon,Michael D.	July	31	7	118,560	31	8	62,670	8	62,670	125,340	5.72%
Hightower Jr,Emory L	January	31	7	118,560	31	7	60,762	8	62,670	123,432	4.11%
Acosta,Adrian	July	31	8	122,283	31	9	64,576	9	64,576	129,152	5.62%
Hurley,Michael R	July	31	8	122,283	31	9	64,576	9	64,576	129,152	5.62%
Clary,James F.	January	31	10	132,918	31	10	68,121	10	68,121	136,241	2.50%
				7,258,881						7,614,113	
									Increase:	**355,232**	**4.89%**

Updated as of 2/10/26

Step: Y
GWI: 2.50%

Indicates a group change
Not eligible for step movement

DCJ POLICE INSPECTORS
TENTATIVE AGREEMENT

		2026-27							2027-28						
Name	AI Date	Grade	Step	July to Dec	Step	Jan to June	Total Annual	Incr	Grade	Step	July to Dec	Step	Jan to June	Total Annual	Incr
Cortes,Jeffrey	July	27	3	47,039	3	47,039	94,077	6.17%	29	3	51,008	3	51,008	102,016	8.44%
Ryan,Mark L	July	27	3	47,039	3	47,039	94,077	6.17%	29	3	51,008	3	51,008	102,016	8.44%
Smith,Lawrence	July	27	3	47,039	3	47,039	94,077	6.17%	29	3	51,008	3	51,008	102,016	8.44%
Tracy,Eric	July	27	3	47,039	3	47,039	94,077	6.17%	29	3	51,008	3	51,008	102,016	8.44%
Winkler,Robert	July	27	3	47,039	3	47,039	94,077	6.17%	29	3	51,008	3	51,008	102,016	8.44%
LaMaine,Christopher	January	27	2	45,413	3	47,039	92,451	6.24%	29	1	46,548	2	49,343	95,891	3.72%
Rivera,William S	January	27	2	45,413	3	47,039	92,451	6.24%	29	1	46,548	2	49,343	95,891	3.72%
Stone,Jessica	January	27	1	43,788	2	45,413	89,200	4.40%	29	1	46,548	2	49,343	95,891	7.50%
Suplee,Matthew	January	27	2	45,413	3	47,039	92,451	6.24%	29	1	46,548	2	49,343	95,891	3.72%
Apicella,Edward	July	27	4	48,663	4	48,663	97,326	6.04%	29	3	51,008	3	51,008	102,016	4.82%
Heanue,Martin	July	27	4	48,663	4	48,663	97,326	6.04%	29	3	51,008	3	51,008	102,016	4.82%
Marcus,Adam	January	27	3	47,039	4	48,663	95,702	6.10%	29	2	49,343	3	51,008	100,351	4.86%
Rivera,Orlando	January	27	3	47,039	4	48,663	95,702	6.10%	29	2	49,343	3	51,008	100,351	4.86%
Desimone,Laurence J	July	27	5	50,288	5	50,288	100,576	5.92%	29	4	52,674	4	52,674	105,347	4.74%
Gioielli,Christopher H	July	27	5	50,288	5	50,288	100,576	5.92%	29	4	52,674	4	52,674	105,347	4.74%
Ocasio,Carlos	July	27	5	50,288	5	50,288	100,576	5.92%	29	4	52,674	4	52,674	105,347	4.74%
Zaweski,David S	July	27	5	50,288	5	50,288	100,576	5.92%	29	4	52,674	4	52,674	105,347	4.74%
Faughnan,Sean	January	27	4	48,663	5	50,288	98,951	5.98%	29	2	49,343	3	51,008	100,351	1.41%
O'Reilly,Martin A	January	27	4	48,663	5	50,288	98,951	5.98%	29	2	49,343	3	51,008	100,351	1.41%
Rohon,David A	January	27	4	48,663	5	50,288	98,951	5.98%	29	2	49,343	3	51,008	100,351	1.41%
Stavrides,Angelo	January	27	4	48,663	5	50,288	98,951	5.98%	29	2	49,343	3	51,008	100,351	1.41%
Adcox,Stephen	July	27	6	51,913	6	51,913	103,826	5.81%	29	5	54,340	5	54,340	108,679	4.67%
Burstein,Stephen S	July	27	6	51,913	6	51,913	103,826	5.81%	29	5	54,340	5	54,340	108,679	4.67%
Perrone,Christopher N	July	27	6	51,913	6	51,913	103,826	5.81%	29	5	54,340	5	54,340	108,679	4.67%
Russell,John E	July	27	6	51,913	6	51,913	103,826	5.81%	29	5	54,340	5	54,340	108,679	4.67%
Slavin,Michael William	July	27	6	51,913	6	51,913	103,826	5.81%	29	5	54,340	5	54,340	108,679	4.67%
Dicarlo,Christian P	January	27	5	50,288	6	51,913	102,201	5.87%	29	3	51,008	4	52,674	103,682	1.45%
Divenere,John R	January	27	5	50,288	6	51,913	102,201	5.87%	29	3	51,008	4	52,674	103,682	1.45%
Fargnoli Ii,Joseph M	January	27	5	50,288	6	51,913	102,201	5.87%	29	3	51,008	4	52,674	103,682	1.45%
Hunt,Steven K	January	27	5	50,288	6	51,913	102,201	5.87%	29	3	51,008	4	52,674	103,682	1.45%
Mastropetre,Michael J	January	27	5	50,288	6	51,913	102,201	5.87%	29	3	51,008	4	52,674	103,682	1.45%
Naccarato,James	January	27	5	50,288	6	51,913	102,201	5.87%	29	3	51,008	4	52,674	103,682	1.45%

DCJ POLICE INSPECTORS
TENTATIVE AGREEMENT

		2026-27							2027-28						
Name	AI Date	Grade	Step	July to Dec	Step	Jan to June	Total Annual	Incr	Grade	Step	July to Dec	Step	Jan to June	Total Annual	Incr
Nesci,Robert J	January	27	5	50,288	6	51,913	102,201	5.87%	29	3	51,008	4	52,674	103,682	1.45%
Pickett, Robert J	January	27	5	50,288	6	51,913	102,201	5.87%	29	3	51,008	4	52,674	103,682	1.45%
Donaldson,Richard	July	27	7	53,538	7	53,538	107,075	5.71%	29	6	56,005	6	56,005	112,009	4.61%
Mattei,Elisa Lynn	July	27	7	53,538	7	53,538	107,075	5.71%	29	6	56,005	6	56,005	112,009	4.61%
Curtis,James M	January	27	6	51,913	7	53,538	105,451	5.76%	29	4	52,674	5	54,340	107,013	1.48%
Flynn,Joseph	January	27	6	51,913	7	53,538	105,451	5.76%	29	4	52,674	5	54,340	107,013	1.48%
Morgan,Peter Michael	January	27	6	51,913	7	53,538	105,451	5.76%	29	4	52,674	5	54,340	107,013	1.48%
Johnson III,Herbert Vin	July	29	6	55,796	6	55,796	111,591	6.82%	29	7	58,319	7	58,319	116,638	4.52%
Vazquez Jr,Alfonso	July	29	6	55,796	6	55,796	111,591	6.82%	29	7	58,319	7	58,319	116,638	4.52%
Posadas,David James	January	29	7	53,538	6	55,796	109,333	6.27%	29	6	56,005	7	58,319	114,324	4.56%
Clark,Phillip J	July	29	7	57,642	7	57,642	115,284	5.89%	29	8	60,212	8	60,212	120,423	4.46%
Kosinski,Claudette	July	29	7	57,642	7	57,642	115,284	5.89%	29	8	60,212	8	60,212	120,423	4.46%
Sinise,Mark C.	July	29	7	57,642	7	57,642	115,284	5.89%	29	8	60,212	8	60,212	120,423	4.46%
Steck,Thomas R.	July	29	7	57,642	7	57,642	115,284	5.89%	29	8	60,212	8	60,212	120,423	4.46%
Buyak Iii,Joseph J	January	29	6	55,796	7	57,642	113,438	6.35%	29	7	58,319	8	60,212	118,531	4.49%
Jacob,Steven V	January	29	6	55,796	7	57,642	113,438	6.35%	29	7	58,319	8	60,212	118,531	4.49%
Perez,Felix	January	29	6	55,796	7	57,642	113,438	6.35%	29	7	58,319	8	60,212	118,531	4.49%
Poma,Luis M.	January	29	6	55,796	7	57,642	113,438	6.35%	29	7	58,319	8	60,212	118,531	4.49%
Stevenson,Scott D.	January	29	6	55,796	7	57,642	113,438	6.35%	29	7	58,319	8	60,212	118,531	4.49%
Puglielli,Mark J.	July	29	9	61,336	9	61,336	122,671	5.68%	29	10	63,998	10	63,998	127,995	4.34%
Enns,Tracy L.	January	29	8	59,489	9	61,336	120,824	5.73%	29	8	60,212	9	62,104	122,316	1.23%
Gonzalez Jr,Juan	January	29	8	59,489	9	61,336	120,824	5.73%	29	8	60,212	9	62,104	122,316	1.23%
Kluntz,Timothy L.	January	29	8	59,489	9	61,336	120,824	5.73%	29	8	60,212	9	62,104	122,316	1.23%
Pelosi,Gary A.	January	29	8	59,489	9	61,336	120,824	5.73%	29	8	60,212	9	62,104	122,316	1.23%
Rodriguez,Luis A.	January	29	8	59,489	9	61,336	120,824	5.73%	29	8	60,212	9	62,104	122,316	1.23%
Beaulieu,Forrest John	July	29	10	64,709	10	64,709	129,417	8.14%	29	11	67,455	11	67,455	134,909	4.24%
Betz,John A.	January	29	9	61,336	10	64,709	126,044	6.93%	29	11	67,455	11	67,455	134,909	7.03%
Sutton,Derek L.	January	29	9	61,336	10	64,709	126,044	6.93%	29	11	67,455	11	67,455	134,909	7.03%
Brown Jr,Donald A	July	29	10	64,709	10	64,709	129,417	2.50%	29	11	67,455	11	67,455	134,909	4.24%
Grenier,Kevin P.	July	29	10	64,709	10	64,709	129,417	2.50%	29	11	67,455	11	67,455	134,909	4.24%
Miele,Mark A.	January	29	10	64,709	10	64,709	129,417	2.50%	29	10	63,998	11	67,455	131,452	1.57%
Zack,Edward T	January	29	10	64,709	10	64,709	129,417	2.50%	29	10	63,998	11	67,455	131,452	1.57%

DCJ POLICE INSPECTORS
TENTATIVE AGREEMENT

		2026-27							2027-28						
Name	AI Date	Grade	Step	July to Dec	Step	Jan to June	Total Annual	Incr	Grade	Step	July to Dec	Step	Jan to June	Total Annual	Incr
Wuchek,Michael J.	July	31	6	60,328	6	60,328	120,655	5.93%	31	4	62,964	4	62,964	125,928	4.37%
Sartor,Steven	July	31	7	62,281	7	62,281	124,562	5.82%	31	5	64,967	5	64,967	129,933	4.31%
Sydnor,David J	July	31	7	62,281	7	62,281	124,562	5.82%	31	5	64,967	5	64,967	129,933	4.31%
Chrostowski,Jerry C.	July	31	8	64,237	8	64,237	128,474	5.72%	31	6	66,972	6	66,972	133,943	4.26%
Sheldon,Michael D.	July	31	9	66,191	9	66,191	132,381	5.62%	31	7	68,974	7	68,974	137,948	4.21%
Hightower Jr,Emory L	January	31	8	64,237	9	66,191	130,428	5.67%	31	5	64,967	6	66,972	131,938	1.16%
Acosta,Adrian	July	31	10	69,824	10	69,824	139,647	8.13%	31	8	72,698	8	72,698	145,395	4.12%
Hurley,Michael R	July	31	10	69,824	10	69,824	139,647	8.13%	31	8	72,698	8	72,698	145,395	4.12%
Clary,James F.	January	31	10	69,824	10	69,824	139,647	2.50%	31	8	72,698	8	72,698	145,395	4.12%
							8,055,146							8,363,848	
						Increase:	**441,033**	**5.79%**					**Increase:**	**308,702**	**3.83%**
													3 Yr Total:	**1,104,967**	**14.52%**

Updated as of 2/10/26

Step: Y
GWI: 2.50%

Indicates a group change

Step: Y
GWI: 2.50%
Group 29 & 31 move to step with an increase.
All group 27 move to group 29
Step # typed in

DCJ POLICE INSPECTORS
TENTATIVE AGREEMENT

DIVISION OF CRIMINAL JUSTICE INSPECTORS DI 35 HOUR PAY PLAN EFFECTIVE July 1, 2023 (2.5%)

Period	Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Annual	27	81,322	84,340	87,359	90,377	93,395	96,413	99,429			
Annual	29						103,623	107,053	110,482	113,912	120,176
Annual	31	93,897	97,525	101,153	104,784	108,411	112,040	115,668	119,300	122,929	129,676

DCJ INSPECTORS DI 35 HOUR PAY PLAN EFFECTIVE July 1, 2024 (2.5%) - apply to annual & calculate

Period	Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Annual	27	83,355	86,449	89,543	92,636	95,730	98,823	101,915			
Annual	29						106,214	109,729	113,244	116,760	123,180
Annual	31	96,244	99,963	103,682	107,404	111,121	114,841	118,560	122,283	126,002	132,918

GWI: **2.50%**

DCJ INSPECTORS DI 35 HOUR PAY PLAN EFFECTIVE July 1, 2025 **YEAR 1**

Period	Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
Annual	27	85,439	88,610	91,782	94,952	98,123	101,294	104,463			
Annual	29						108,869	112,472	116,075	119,679	126,260
Annual	31	98,650	102,462	106,274	110,089	113,899	117,712	121,524	125,340	129,152	136,241

GWI: 2.50%

DCJ INSPECTORS DI 35 HOUR PAY PLAN EFFECTIVE July 1, 2026

Period	Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	YEAR 2
Annual	27	87,575	90,825	94,077	97,326	100,576	103,826	107,075				
Annual	29						111,591	115,284	118,977	122,671	129,417	
Annual	31	101,116	105,024	108,931	112,841	116,746	120,655	124,562	128,474	132,381	139,647	

GWI: 2.50%

DCJ INSPECTORS DI 35 HOUR PAY PLAN EFFECTIVE July 1, 2027 **YEAR 3**

Period	Group	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
Annual	27	~~89,764~~	~~93,096~~	~~96,429~~	~~99,759~~	~~103,090~~	~~106,422~~	~~109,752~~				
Annual	29	93,096	98,686	102,016	105,347	108,679	112,009	116,638	120,423	124,208	127,995	134,909
Annual	31	113,911	117,919	121,922	125,928	129,933	133,943	137,948	145,395			

GWI: 2.50% $2,257 — + steps 3-7 of Grp 27

APPENDIX A - SUPERSEDENCE

To the extent applicable and necessary, certain provisions of the Agreement supersede preexisting statutes, as follows:

(1) The waiver of jury service fee by acceptance of regular salary, pursuant to Article 31 (Miscellaneous), Section 2, shall supersede C.G.S. Section 51 -247, Compensation of Jurors.

(2) The exclusive deduction of dues for members of CSEA under Article 7 (Union Security and Payroll Deductions), shall be deemed to supersede the words "any organization" in C.G.S. Section 5-260.

(3) Article 5 (Entire Agreement), Section 2 and Article 29 (Supersedence), Section 2 shall be deemed to supersede C.G.S. Section 5-271(a) and (e) and Section 5-272 (c), except to the extent that Article 29, Section 2(a) mandates impact bargaining.

(4) Disciplinary interviews (Article 13, Sec. 6) shall be deemed to supersede C.G.S. Section 5-27 1 (a).

(4) Article 16, Section 5 shall be deemed to supersede C.G.S. Section 5-213.

(5) Expansion of hypertension/heart disease presumption to employees previously employed n a federal law enforcement agency who, upon employment in such agency, passed a physical examination indicating no such condition, pursuant to Article 28 (Retirement), Section 2, shall supersede C.G.S. Section 5-145c.

(6) Payment for temporary service in the supervisory inspector classification commencing with the thirty-first (31st) consecutive work day retroactive to the first (1st) day of such work pursuant to Article 16, Section 3(c) shall be deemed to supersede the sixty (60) day requirement of C.G.S. Section 5-209.

(7) Travel reimbursement (Article 16, Section 6) shall be deemed to supersede the Standard State Travel Regulations.

(8) Article 16 (Compensation) and the Salary Schedules of Appendix C shall supersede the provisions of Conn. Gen. Stat. § 5-200a concerning objective job evaluation and the statewide SCOPE agreement.

(9) Article 20 (Sick Leave-Leave Without Pay) shall be deemed to supersede Conn. Gen. Stat. § 5-247 and any regulations thereunder promulgated by the Commissioner of Administrative Services.

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated April 6, 2026

Bargaining Unit: Criminal Justice Inspectors
Period of Contract: July 1, 2025 through June 30, 2028

Number of Full Time Employees:	All Funds	75
	General Fund	75

Total Annual Wages (26 pay periods) All Funds: $ 7,500,728

		Annualized Basis (26 Pay Periods for 4th Year)		
		Percent Increase		
Average Annual - All Funds:	Salary	Gen'l Wage Increase Including AI's	Other	Total
Prior to New Contract:	$100,010			
1st Year Contract: 2025-2026	$107,691	7.68%	0.00%	7.68%
2nd Year Contract: 2026-2027	$109,417	7.68%	0.00%	7.68%
3rd Year Contract: 2027-2028	$118,261	7.68%	0.00%	7.68%

FULL-TIME COMPENSATION SUMMARY

All Funds	Prior to Agreement	1st Year 2025-2026	2nd Year 2026-27	3rd Year 2027-28	Annualized
Total Wages and Related Items	$7,500,728	$440,911	$930,418	$1,349,002	$1,349,002
Fringe Benefits Value of Current Items		$377,508	$796,624	$1,155,016	$1,155,016
TOTAL WAGES AND BENEFITS		$818,420	$1,727,042	$2,504,018	$2,504,018

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated April 6, 2026

		All Funds Requirement			
		2025-2026	2026-2027	2027-2028	Annualized
Fiscal Year 2025-2026					
(1) 2.5% COLA & AI effective 7/1/2025		$440,911	$440,911	$440,911	$440,911
SUBTOTAL AGREEMENT ITEMS -		$440,911	$440,911	$440,911	$440,911
Fiscal Year 2026-2027					
(1) 2.5% COLA & AI effective 7/1/2026			$489,507	$489,507	$489,507
SUBTOTAL AGREEMENT ITEMS -			$489,507	$489,507	$489,507
Fiscal Year 2027-2028					
(1) 2.5% COLA & AI effective 7/1/2027				$418,584	$418,584
SUBTOTAL AGREEMENT ITEMS -				$418,584	$418,584
TOTAL CONTRACT ITEMS - ALL FUNDS		$440,911	$930,418	$1,349,002	$1,349,002
FRINGE ANALYSIS					
SERS Retirement Hazardous Duty 77.97%	77.97%	$343,778	$725,447	$1,051,817	$1,051,817
Social Security 6.2%	6.20%	$27,336	$57,686	$83,638	$83,638
Medicare 1.45%	1.45%	$6,393	$13,491	$19,561	$19,561
TOTAL FRINGE IMPACT	85.6%	$377,508	$796,624	$1,155,016	$1,155,016
TOTAL COST OF CONTRACT - ALL FUNDS		$818,419	$1,727,042	$2,504,018	$2,504,018

TENTATIVE AGREEMENT
FOR A SUCCESSOR TO THE JULY 1, 2021 – JUNE 30, 2025
COLLECTIVE BARGAINING AGREEMENT
BETWEEN
CONNECTICUT TECHNICAL EDUCATION AND CAREER SYSTEM ("CTECS")
AND
LOCAL 61, THE AMERICAN FEDERATION OF SCHOOL ADMINISTRATORS (AFL-CIO) ("AFSA")

In full and final settlement of a successor agreement to their July 1, 2021 through June 30, 2025 Collective Bargaining Agreement the negotiating teams for the Connecticut Technical Education and Career System ("CTECS") and Local 61, The American Federation of School Administrators ("AFSA" or the "Union") have tentatively agreed to the following changes to their collective bargaining agreement subject to ratification in accordance with law:

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
CTECS 1	Global	~~**The Board**~~ → CTECS
CTECS 9	Preamble	~~**STATE OF CONNECTICUT, acting by and through the State Board of Education on behalf of t**~~The Connecticut Technical Education and Career System, hereinafter called ~~**"the Board"**~~ "CTECS"
CTECS 9	Global	~~**Bureau of Human Resources**~~ → Department of Human Resources
CTECS 9/ AFSA 1C	Global	Connecticut Technical Education and Career ~~**School**~~ System
CTECS 9	Art. 8, Sec. 3 (Grievance Procedure)	**Section 3** … The grievance shall advance to the next highest level should ~~**the Board**~~ CTECS or its agents fail to adhere to any time limit described herein, except that only the Union can institute arbitration …
CTECS 9	Global	~~**Commissioner of the State Department of Education**~~
CTECS 9	Art. 8, Sec. 6 (Grievance Procedure)	Level Three. In the event that the Union is not satisfied with the disposition of the grievance at Level Two of this procedure, or in the event that no decision has been reached within ten (10) working days of when the grievance was heard at Level Two, the Union may file the grievance with the ~~**Commissioner of the State Department of Education or**~~ Executive Director of the Connecticut Technical Education and Career System, ~~**as the case may be,**~~ within ten (10) working days of the date of the Level Two decision or last possible date on which a Level Two decision could have been timely issued. A Level Three hearing shall be scheduled within ten (10) working days upon receipt by **the** ~~**Commissioner or**~~ Executive Director ~~**as the case may**~~

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
		~~be~~ of the grievance filing at Level Three. The grievance shall then be heard by the ~~Commissioner or~~ Executive Director, or ~~either officer's~~ designee, within ten (10) working days of receipt at Level Three. Thereafter, ~~the Commissioner,~~ the Executive Director or ~~either officer's~~ designee shall render a written decision within ten (10) working days of the Level Three meeting.
CTECS 9	Global	~~His/her~~ designee
CTECS 9	Art. 17, Sec. 8 (Miscellaneous)	**Section Eight.** The Superintendent ~~and/~~or ~~his/her~~ designee…
CTECS 9/ AFSA 1D	Art. 26, Sec. 3 (Military Leave)	**Section Three.** An employee shall be granted leave without pay and reinstatement following leave for service in the armed forces of the United States in accordance with the Uniformed Services Employment and Reemployment Rights Act (USERRA). The terms of employment in the service of the State shall be construed to include, in the case of such employee, the period of his/her leave ~~form~~ from State service.
AFSA 1A	Cover/Page Footers/TOC/ Signature Page Art. 1 Art. 8, Sec. 6 Art 19, Sec. 1	**Delete outdated references to:** "~~State of Connecticut Board of Education~~" "~~its Commissioner~~" **Update references as appropriate to:** "CTECS" "its Superintendent" **Delete references to:** "~~as the case may be~~"
AFSA 1B	PREAMBLE	~~STATE OF CONNECTICUT, acting by and through the State Board of Education on behalf of t~~ The Connecticut Technical Education and Career System, hereinafter called "CTECS", ~~"the Board"~~ or the "the Employer", and Local 61, The American Federation of School Administrators, AFL-CIO, on behalf ~~of the bargaining unit employees~~ ~~the administrators~~ of the Connecticut Technical Education and Career System hereinafter called "Local 61" or "the Union." WHEREAS …
AFSA 1D	Art. 5, Sec. 1 (Board Prerogatives)	….; to employ, assign, to establish or reduce administrators positions, transfer, suspend or dismiss administrators ~~providing~~ provided not inconsistent with the specific terms of this Agreement; to designate the schools….
AFSA 1D	Art. 6, Sec. 1	… Biweekly, the Union shall provide a report ~~pf~~ of dues deduction changes including any "starts and stops."

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
	(Union Security & Payroll Deductions)	
AFSA 1E	Art. 1 (Recognition)	**Add sentence/paragraph at end of article 1:** As used in herein the term "administrator(s)" shall mean employee(s) of the AFSA bargaining unit.
AFSA 1	Art. 6, Sec. 11 (Union Security & Payroll Deductions)	**Section Eleven.** New Hires. The Board will provide notice to the Union President and Vice President 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 emailed to the Union's designee(s) and shall include the new bargaining unit member's work location and job assignment/title.
AFSA 1	Art. 6, Sec. 12 (Union Security & Payroll Deductions)	**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 Board chooses, that orientation may be combined with a new hire orientation conducted by the Board. In such case, the Board 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 Board chooses not to schedule its orientation within thirty (30) days of an employee's hire, or not to add the Union orientation to the Board's orientation, the Union shall schedule the orientation at its discretion but consistent with the Board's operational needs. The Union orientation will include the Union providing all new employees with notice that the agreement is posted online ~~a copy of this agreement~~.
AFSA 2	Art. 7, Sec. 1 (Union Rights)	**Section One.** Employer representatives shall deal with the designated Union officers and/or ~~ore~~ representatives (as authorized by the Union) exclusively in the processing of grievances or any other aspect of contract administration. The Union shall provide CTECS with the list of such designated Union officers and/or authorized representatives and update it as applicable.
AFSA 2	Art. 7, Sec. 2 (Union Rights)	**Section Two.** Access to Premises. Union staff representatives shall be permitted to enter the schools/offices at any reasonable time for the purpose of discussing, processing or investigating potential or filed grievances, for fulfilling its role as collective bargaining agent, provided they give notice of their presence in advance or upon arrival

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
		~~immediately~~ to the leadership of the school/office ~~Principal~~, and do not interfere with the performance of duties.
AFSA 2	Art. 7, Sec. 5 (Union Rights)	**Section Five.** Orientation and Training. The Union will provide each new employee with notice that the agreement is posted online ~~a copy of the collective bargaining agreement~~.
AFSA 3	Art. 8, Sec. 4 (Grievance Procedure)	**Section Four.** Nothing herein contained shall be construed to prevent any person from informally discussing any matter in such person's interest with his/her supervisor or ~~the~~ Central Office Administration.
AFSA 3	Art. 8, Sec. 6 (Grievance Procedure)	**Section Six.** Procedure Level One. An Administrator who feels that they have been aggrieved pursuant to the terms of this Agreement shall first discuss the matter with his or her immediate supervisor outside of the bargaining-unit within twenty (20) working days of the date the Administrator knew, or reasonably should have known, of the issue giving rise to the grievance. In discussing such matters the Administrator may be accompanied by an authorized officer/representative of the Union, or two officers/representatives if reasonably necessary. The Union may propose that any grievance advance directly to Level Two, but CTECS retains the discretion to require that such must first be heard at Level One. Level Two. ... A Level Two hearing will be scheduled within ten (10) working days upon receipt of the grievance by the Superintendent. Said grievance will state the specific Article of the contract that it is alleged to have been violated. The grievance shall then be heard by the Superintendent, or his or her designee, following which the Superintendent or his or her designee shall have ten (10) working days to respond to the grievance ~~Administrator~~. Such response shall be in writing. Level Three. In the event that the Union is not satisfied with the disposition of the grievance at Level Two of this procedure, or in the event that no decision has been reached within ten (10) working days of when the grievance was heard at Level Two, the Union may file the grievance with the ~~Commissioner of the State Department of Education or~~ Executive Director of the Connecticut Technical Education and Career System~~, as the case may be,~~ within ten (10) working days of the date of the Level Two decision or last possible date on which a Level Two decision could have been timely issued. A Level Three hearing shall be scheduled within ten (10) working days upon

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
		receipt by the ~~Commissioner or~~ Executive Director ~~as the case may be~~ of the grievance filing at Level Three. The grievance shall then be heard by the ~~Commissioner or~~ Executive Director, or his/her ~~either officer's~~ designee, within ten (10) working days of receipt at Level Three. Thereafter, the ~~Commissioner,~~ Executive Director or his/her ~~either officer's~~ designee shall render a written decision within ten (10) working days of the Level Three meeting. Such decision shall be in writing. Level Four. A. Where a grievance involves the claimed violation, misinterpretation or misapplication of a specific term and/or provision of this Agreement and is not satisfactorily disposed of at Level Three, the Union may file the ~~unsettled~~ grievance to binding arbitration in writing within ten (10) working days of the date of the Level Three decision or last possible date on which a Level Three decision could have been timely issued. B. … C. The arbitrator shall be selected by the parties from a panel of neutral labor arbitrators provided by the American Arbitration Association and in accordance with the American Arbitration Association's selection procedures. The arbitration shall be conducted under the Labor Arbitration Rules of the American Arbitration Association. Submission to arbitration shall be ~~by letter, postage prepaid, addressed to the American Arbitration Association and postmarked~~ within the time limit provided in this Article. A copy of such letter shall be emailed/mailed concurrently to the ~~Commissioner, or~~ Executive Director or his/her designee. The expenses for the arbitrator's services and for the hearing shall be shared equally by both parties. Each of the parties shall bear the cost of its own witnesses, including any lost wages which may be incurred. However, in the event the parties mutually agree to have an arbitration conducted during working hours, the Board agrees there will be no loss of pay for the grievant and the steward.

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
		D. …
AFSA 3	Art. 8, Sec. 7 (Grievance Procedure)	**Section Seven.** Notwithstanding any contrary provisions, no dispute or controversy shall be subject for binding arbitration unless it involves the interpretation or application of a specific term or provision of this Agreement. The arbitrator will be without power or authority to alter, add to, or delete from the provisions of this Agreement or to make a decision which: (a) … … (h) removes any material placed in an employee's personal file, **except as set forth in and limited by Article 17, Section 7.**
AFSA 5	Art. 17, Sec. 1 (Miscellaneous)	**Section One.** The parties shall **ensure the online accessibility of the Agreement.**
AFSA 5	Art. 17, Sec. 1 (Miscellaneous)	**Section Seven.** No materials derogatory to an administrator hereunder shall be placed in his/her personnel file unless he/she had an opportunity to read it as acknowledged by his/her signature and/or that of the Union **representative ~~steward~~**, if his or her presence is requested. Said signature(s) shall only acknowledge receipt of such material, not necessarily agreement with same. The administrator shall have the right to answer and attach said answer to the file copy. An employee may file a grievance objecting to any derogatory material placed in his/her personnel file, however, no such grievance shall be arbitrable unless it is alleged by the Board as just cause for discipline. If the grievance is upheld, the material shall be withdrawn from the file.
AFSA 6	Art. 17, Sec. 9 (new) (Miscellaneous)	**Section Nine.(NEW) The Superintendent or designee shall ensure that an Emergency Chain of Command notice, applicable by school site and/or district-wide, is published to members of this bargaining unit on or about September 1 of each year (and updated as necessary).**
AFSA 6	Art. 17, Sec. 10 (new) (Miscellaneous)	**Section Ten.(NEW) Whenever a stipulated agreement or memorandum of agreement/ understanding is entered into between CTECS and another bargaining unit, and the implementation of it impacts/relates to working conditions about which AFSA bargaining unit employee(s) have supervisory involvement/duty or related interest, a copy of such agreement/memorandum shall be timely sent/made available to AFSA's President and also to the AFSA bargaining unit employee(s) who have such involvement/duty/interest.**

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
CTECS 3/ AFSA 7	Art. 18, Sec. 1 (Transfer)	**Section One.** Voluntary Transfer. ~~**Requests for transfers shall be made to the Superintendent. Considerations for Principal's positions shall be given to current Principals, prior to seeking applicants outside of the bargaining unit. The same provisions shall hold true for the Assistant Principal's positions.**~~ The Superintendent shall first give due consideration to the potential transfer list (Section Three below) in implementing voluntary transfers to address school vacancies or needed changes.
CTECS 3/ AFSA 7	Art. 18, Sec. 2 (Transfer)	**Section Two.** Involuntary Transfers. A. ~~**The Board**~~ CTECS agrees it is not its intent to involuntarily transfer employees as a disciplinary measure. Prior to involuntarily transferring any Administrator, CTECS shall first take all reasonable measures to implement voluntary transfers in accordance with Section One above. B. …
CTECS 3/ AFSA 7	Art. 18, Sec. 3 (Transfer)	**Section Three.** A potential transfer list shall exist and be updated by the Superintendent and/or his/her designee each year, on or before October 1st ~~**December 30th**~~, by adding new bargaining unit members and by surveying the current bargaining unit members regarding any update/revision of their preferred school(s) Administrators may also contact Central Office on an individual basis to add or delete schools at any time. An administrator who has indicated an interest in a potential transfer will not have that interest acted on without prior discussion. Nothing in this section shall be deemed to limit or restrict the Board prerogative to involuntarily assign or transfer administrators, provided consistent with other provisions of this contract; however, the Board will make reasonable efforts to give due consideration to the preference(s) of an administrator as detailed in the transfer list when feasible. Where multiple administrators have indicated an interest in the same potential transfer, in making the transfer the Superintendent shall consider any years of experience in the same classification.
CTECS 4, 11, 12/ AFSA 8	Art. 19, Sec. 1 (Vacancies & Promotions)	**Section One.** The filling of vacancies and the establishment of new positions within the school system is the responsibility of ~~**the Board**~~ CTECS Executive Director. ~~**, acting upon the recommendation and the advice of the Commissioner or Executive Director as the case may be.**~~ All job specifications shall disclose for which pension plan the position is eligible based upon CTECS' reasonable good faith understanding.
CTECS 4, 11, 12/ AFSA 8	Art. 19, Sec. 2	**Section Two.** Whenever a vacancy occurs in an established position (which CTECS ~~**the Board**~~ intends to fill) or a new position is created

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
	(Vacancies & Promotions)	within the bargaining unit, notice shall be e-mailed to each member as soon as possible and shall be posted on the Connecticut Technical Education and Career System's website under "Employment Opportunities." Except in the case of emergency, notice of a vacancy shall be e-mailed fifteen (15) calendar days prior to the application closing date.
CTECS 4, 11, 12/ AFSA 8	Art. 19, Sec. 5 (Vacancies & Promotions)	**Section Five.** Nothing in this agreement shall prevent ~~**the Board**~~ CTECS from making acting appointments in the best interest of the educational needs of the system until such positions can be filled with permanent appointments. Absent an emergency, ~~**the Board**~~ CTECS shall fill the vacancy of a Principal and/or an Assistant Principal position, at least via an acting appointment, within thirty (30) calendar days of such vacancy. Acting appointments may be made for a period of up to six (6) months and may be renewed for an additional period of up to six (6) months according to State guidelines or regulations. Such acting ~~**or temporary**~~ appointments shall not be made to give an individual an advantage over other applicants for a position. Anyone appointed ~~**temporarily**~~/ on an acting basis must hold 092 certification or a Durational Shortage Area Permit ("DSAP"). Acting/~~temporary~~ administrator appointees who are not in another State bargaining unit and who are appointed for at least three (3) months shall be eligible for membership in the bargaining unit and shall be treated as new members of the bargaining unit for purposes of Article.
CTECS 20	Art. 19, Sec. 9 (new) (Vacancies & Promotions)	**Section Nine.(NEW). Special Assignment.** **The Executive Director can establish a special assignment to be offered to a current bargaining unit member for up to twelve (12) months with possible six (6) month extension. Special assignments shall be made on a voluntary basis, unless otherwise agreed to by CTECS and AFSA. Special assignments shall be at the same rate of pay as the bargaining unit member's existing salary and the nature and scope of duties and level of responsibility, shall be set forth in writing, and shall be consistent with those required of AFSA unit positions.**
CTECS 13	Art. 20, Sec. 6 (Sabbatical Leave)	**Section Six.** An applicant must agree to return to his/her position or to an equivalent or higher classification within the bargaining unit (subject to application and selection) for a period of at least two (2) years after expiration of leave **unless a shorter time is agreed to by the Executive Director and Superintendent.** He/She agrees also not to accept a salaried position during the period of the leave. The Administrator shall

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
		sign a demand note equal to the salary received for the period of sabbatical leave. The amount will be paid by the Administrator if he/she fails to return to administrative employment within the ~~**Technical High School System**~~ CTECS for the required two year period.
AFSA 9 & 10	Art. 21, Sec. 1 (Vacation Leave)	**Section One.** Each year, every bargaining unit employee shall earn paid vacation credits for each completed calendar 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 ~~**Bargaining unit employees shall be credited with that year's vacation allotment each July 1st. If a bargaining unit employee utilizes vacation days that he/she has been credited with but ends his/her employment before such vacation days were actually earned, then such days that were credited/utilized but not earned shall be deducted from the employee's final pay.**~~ Vacation days are accrued on a monthly basis.
AFSA 9 & 10	Art. 21, Sec. 2 (Vacation Leave)	**Section Two.** ~~**No employee may carry over, without agency permission, more than ten days of vacation leave to the next year.**~~ Employees are urged, to schedule use of vacation leave to preclude building of accrued vacation. Employees can request the use of vacation days prior to accrual from the Superintendent. If a bargaining unit employee utilizes vacation days but ends employment before such vacation days were actually accrued, then such days that were utilized but not accrued shall be deducted from the employee's final pay. Employees may carryover up to the maximum accrual. The maximum accumulation of vacation shall be one hundred twenty (120) days. For those appointed to bargaining unit positions on or after July 1, 1995, the maximum accumulation of vacation leave shall be reduced from one hundred twenty (120) to ~~**sixty (60)**~~ seventy (70) days, but the maximum payout upon leaving state service shall be sixty (60) days (only for those appointed on or after July 1, 1995). Employees may earn up to their maximum accrual. Once an employee's balance reaches the maximum, no additional vacation time will accrue. Accrual will resume if the employee's balance falls

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
		below the maximum accrual limit.
AFSA 9 & 10	Art. 21, Sec. 4 (Vacation Leave)	**Section Four.** An Assistant Principal shall request approval to take vacation from the Principal, unless the vacation is requested for a day(s) when school is in session, in which case the request shall be submitted to the Superintendent. A Principal shall request approval to take vacation from the Superintendent **or designee**. Such requests shall be in writing and shall be submitted as much in advance of the vacation as possible. As a general rule, administrators are expected to use vacation during periods when school is not in session and when there are no required professional development or administrative activities. The Superintendent will generally approve ~~may approve~~ use of vacation on a day(s) when school is in session provided that there is adequate administrative coverage at the school. Consideration will also be given to whether the administrator is at/near maximum accrual/carry over so as to not unreasonably deny use of vacation when loss of vacation day(s) would otherwise result.
AFSA 11/ CTECS 5	Art. 22, Sec. 2 (Holidays)	**Section Two.** For the purposes of this Article, holidays are as follows: New Years' Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day
AFSA 14	Art. 27, Sec. 12	**Section Twelve.** Sick Leave Bank. Effective September 1, 1989, there shall be established an Emergency Sick Leave Bank to be used by bargaining unit employees as detailed herein. Each year CTECS will provide at least one-week advance notice to all bargaining unit members of t~~T~~he open enrollment period, which will typically be from September 1 to October 1 of each contract year. Such notice shall also advise about the employees' ability to donate, the timeline to donate and the process to donate. Employees wishing to enroll will so notify the Bureau of Human Resources during this open enrollment ~~time~~ period. The Bureau of Human Resources will forward to the Union President a list of ~~eligible~~ employees who enrolled on or before October 15 of each contract year. No new enrollees will be accepted after that date. An eligible employee requesting use of emergency sick leave may make application on the prescribed form to a Labor Management subcommittee established to administer the program. Such Sick Leave Bank subcommittee shall meet in the summer and in advance of the open enrollment period

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
		to review the sick bank process and sick bank balance to date. All subcommittee meetings will be scheduled at a time and location agreeable to the members. Said subcommittee shall be comprised of three (3) designees, one (1) from the Employer and two (2) from the Union, and shall determine eligibility for benefits in accordance with the following: A. …
AFSA 15	Art. 28, Sec. 5 (new)	**Section Five. (NEW) Any individual assigned to temporary service in a higher class shall be given at least fifteen (15) calendar days advance notice of the end date of such appointment, unless such end date was established in writing at the outset of such appointment.**
AFSA 15	Art. 28, Sec. 5 (new)	**Section Six. (NEW) The Union shall be given written notice of all temporary service in a higher class appointments in this bargaining unit and of the end date of each such appointment.**
AFSA 16/ CTECS 15	Art. 29, Sec. 1A (Compensation)	**Section One.** A. Eligible employees will receive Annual Increments (AI's) during the term of this Agreement as set forth in Article 36, subject to the following: July 1, ~~2021~~ 2025 – AI, where applicable July 1, ~~2022~~ 2026 – AI, where applicable July 1, ~~2023~~ 2027 – AI, where applicable July 1, ~~2024~~ 2028 – Subject to reopener
AFSA 16/ CTECS 15	Art. 29, Sec. 1B (Compensation)	B. Top Step Payment – Employees who are at maximum and therefore not eligible for an Annual Increment ("AI") shall receive a lump sum payment in accordance with the following rates –two thousand dollars ($2,000) for Principals and one thousand dollars ($1,000) for Assistant Principals. Unless otherwise agreed to between the parties, such payment shall be made on the date when AI would normally apply. **Effective July 1, 2027 the top step payment rates shall be two thousand two hundred fifty dollars ($2,250) for Principals and one thousand two hundred fifty dollars ($1,250) for Assistant Principals.**
AFSA 16/ CTECS 15	Art. 29, Sec. 2 (Compensation)	Administrators shall be paid according to the salary schedules set forth in Appendix B.* July 1, 2025 – GWI of 2.5 %, effective and retroactive to July 1, 2025 for those employees on the payroll at the time of

<table>
<tr><th>Proposal Proponent & Number</th><th>Location of Revision & (Article Name)</th><th>Agreed Upon Revision/Language</th></tr>
<tr><td></td><td></td><td><u>legislative approval and for those who went directly into retirement on or after July 1, 2025.</u>
<u>July 1, 2026 – 2.5%</u>
<u>July 1, 2027 – 2.5 %</u>
<u>July 1, 2028 – Subject to reopener</u>
* Appx. B shall be updated from the 7/1/24 rates (per reopener) to add the above GWI
<s>July 1, 2021 – 2.5%, effective and retroactive to July 1, 2021; a $2,500 one (1) time bonus to each member of the bargaining unit, effective and retroactive to March 31, 2022. The anticipated date of such payment shall be June 17, 2022.</s>
<s>July 1, 2022 – 2.5%</s>
<s>a $1,000 one (1) time bonus to each member of the bargaining unit. The anticipated date of such payment shall be July 29, 2022.</s>
<s>July 1, 2023 – 2.5%</s>
<s>July 1, 2024 – Subject to reopener</s></td></tr>
<tr><td>AFSA 17</td><td>Art 29, Sec. 4 (Compensation)</td><td>Section Four. Longevity.
A. …
B. …
(1) …
(2) Except as provided herein, employees will continue to be eligible for longevity payments for the life of this contract as follows.
<table><tr><td></td><td>10 Years</td><td>15 Years</td><td>20 Years</td><td>25 Years</td></tr><tr><td>Assistant Principals</td><td>$210.00</td><td>$420.00</td><td>$630.00</td><td>$840.00</td></tr><tr><td>Principals</td><td>$221.25</td><td>$442.50</td><td>$663.75</td><td>$885.00</td></tr></table>Longevity shall be paid semi-annually and typically in the pay period that includes October 1 and April 1 of the fiscal year.</td></tr>
<tr><td>AFSA 24**</td><td>Art. 29, Sec. 11 (new)</td><td>**Withdrawn pursuant to separate settlement of pending grievance</td></tr>
<tr><td>AFSA 25***</td><td>Art. 29, Sec. 12 (new)</td><td>***Subject to separate Stipulation of Agreement between the parties to continue negotiations</td></tr>
<tr><td>AFSA 26</td><td>Art. 31, Sec. 2 (Professional Development)</td><td>Section Two. Tuition ….

<s>With respect to online course work: A professional development subcommittee consisting of an equal number of representatives appointed by the Union and by the Superintendent, and including the Supervisor of Professional Development, shall develop a list of mutually agreed upon accredited institutions of higher education</s></td></tr>
</table>

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
		~~from which administrators may seek reimbursement under this policy for online courses, and thereafter maintain and update such approved list every other year, to add and/or delete approved institutions. The Superintendent shall have the ultimate authority to make changes to the list of approved institutions for reimbursement for online course work in the event that the professional development subcommittee cannot agree on a proposed change to such list. Online courses taken through an educational institution that is not included on such approved list shall be reimbursed at 50% of the applicable reimbursement rate, except that an administrator may seek exemption from such reimbursement reduction from the Superintendent or his/her designee upon a satisfactory showing of the educational rigor of the online program. Once such an exception is approved, such online course shall be added to the approved list.~~ For purposes of this section, timely reimbursement means…
AFSA 26	Art. 31. Sec. 4 (Professional Development)	**Section Four.** For the purpose of making payments pursuant to Section Two above, and for the purpose of paying for attendance at educational conferences or conventions approved by the Superintendent, there shall be a Professional Development Fund consisting of: a) the amount unused and carried over from funds appropriated pursuant to Sections Four and Six of the contract that expired on June 30, 2011; and b) an additional ~~$45,000~~ amount added to the fund in each contract year as follows: • $50,000 effective July 1, 2026; • $55,000 effective July 1, 2027. There shall be unlimited carryover of unused funds from one contract year to the succeeding contract years. The Board shall ensure that the Union is provided with a financial report of disbursements and balance of the Professional Development Fund, as well as the then-present status and details of any pending request(s), on or about October 1, March 1 and August 1 of each year.
CTECS 16	Art. 31, Sec. 6 (Professional Development)	Section Six.(NEW) Members must use personal time or vacation leave (subject to personal leave approval procedures) to complete

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
		coursework and field observation related to the attainment of an 093 certification.
AFSA 19	Art. 35, Sec. 1 (Duration & Hold Over of Agreement)	**Section One.** This Agreement shall be effective retroactive to July 1, 20~~21~~25 and shall expire June 30, 20~~25~~29, except that there shall be a reopener effective July 1, 20~~24~~29 as to GWI and AI (including top step bonus **(but not as to the top step payment rates)**).
AFSA 20	Appx. B (Salary Chart)	**Update for housekeeping revisions, for 7/1/24 rates (per reopener) Appx. B shall be updated for housekeeping revisions as reflected in this TA; and shall be updated from the 7/1/24 rates (per reopener) to add GWI%**
AFSA 29	Appx. C (Telecommuting)	Administrators shall be permitted to telework under the following circumstances and subject to the below conditions: … 4. Central Office administrators shall also be eligible to telework on days when ~~**A.I. Prince**~~ **the** Technical High School **nearest to their home** ~~**in Hartford**~~ is closed for students and teachers due to snow **or** other inclement weather **and on any day when there is an** unexpected ~~**site**~~ closure **at the site at which they were scheduled/expected to work that day** (e.g. electrical/ heating/cooling failure ~~***at the* school**~~); 5. … …
CTECS 19	Appx. E, III (Cross Unit Handling of Durationals, Temporaries, Snow Days and Flexible Scheduling)	~~**III. Alternative Work Schedules, Compressed Work Schedules, and Telecommuting (General Offer)**~~ ~~**Concept: Each agency will form a committee (like labor management) with each of its unions to discuss these issues. With the agreement of Union representatives, committees may operate cross bargaining units.**~~ ~~**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 compromised of an equal and mutually agreed upon number of members appointed by the SEBAC Leadership, and representative of management, which shall include the Director**~~

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
		~~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.~~ ~~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 to otherwise and / or proposes alternative language in the arbitration.~~

Proposal Proponent & Number	Location of Revision & (Article Name)	Agreed Upon Revision/Language
		~~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.~~

In addition to the above reflected revisions, the Parties agree that the Appendix A (Supersedence) and the Table of Contents will each be updated as necessary and in accordance with this Tentative Agreement.

Any and all other proposals and/or portions of proposals not reflected above or otherwise in this Tentative Agreement are mutually withdrawn. The withdrawal of any such proposal is without prejudice.

In witness whereof the parties have authorized their representatives to affix their signatures on the dates set forth below:

Jarad M. Lucan
Chief Spokesperson for CTECS

Date: 3/24/2026

Nicole M. Rothgeb
Chief Spokesperson for AFSA

Date: 3/24/2026

APPENDIX A

SUPERSEDENCE

CONNECTICUT TECHNICAL HIGH SCHOOL ADMINISTRATORS

PROVISION REFERENCE	CONTRACT REGULATION	STATUTE OR AMENDED
Deduction of dues exclusively for the certified representative.	Article 6, Section 2	CGS 5-260
Procedure for dismissal or non-renewal only.	Article 9, Sections 1 and 5 Article 24, Section 1	CGS 10-151(c), (d),
Definition of "tenure"	Article 8, Section 7 Article 9, Section 1 Article 23, Sections 1 and 2	CGS 10-151 and related Conn. State Agency Regs. 10-151
Allowance for use of leave credits for employees awaiting Workers' Compensation determination.	Article 10, Section 1	CGS 5-143
Maternity disability leave without pay carries position for 6 months.	Article 11	Reg. 5-248-2(e)
Up to 5 days parental leave deductible from sick leave.	Article 11	Reg. 5-247-4
Rate and manner of vacation accrual specified in contract.	Article 21, Section 1	CGS 5-250
Maximum vacation accumulation limited to 70 days for those hired 7/1/77 or later.	Article 21, Section 2	CGS 5-250(b)
Paid Military Leave for call ups limited to emergencies.	Article 26, Section 1	CGS 27-33

PROVISION REFERENCE	CONTRACT REGULATION	STATUTE OR AMENDED
Sick leave eligibility for death in immediate family increased to 5 days.	Article 27, Section 3	Regs. 5-247-4 5-247-4(a)(2)
Sick leave eligibility for sickness in family increased to 5 days.	Article 27, Section 3	Regs.5-247-4 5-247-4(a)(3)
when employee is without pay for 5 or more days per calendar month.	Article 27, Section 10	Reg. 5-247-2(a)(3)
Sick leave payment at 25% to maximum of 60 days upon death of employee within 10 years service.	Article 27, Section 11	CGS 5-247(a)
Payment for temporary service in a higher class commencing with the 15th working day, retroactive on the first working day.	Article 28	CGS 5-209
Payment for excess mileage incurred because of temporary service in a higher class of a different school.	Article 29	CGS 5-200(l) CGS 5-200(n)
Pay groups for longevity payments	Article 29, Section 4	CGS 5-213
Payment for mileage incurred when an Administrator required to return to School in emergency - subject to approval of the Superintendent.	Article 29, Section 6	Standard State Travel Regulations
Payment for unused Personal Leave Days.	Article 32	CGS 5-250(c)
Teleworking	Appendix C	CGS 5-248i

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated April 6, 2026

Bargaining Unit: American Federation of School Administrators
Period of Contract: July 1, 2025-June 30, 2029

Number of Full Time Employees:	All Funds	80
	General Fund	80

Total Annual Wages (26 Pay Periods) All Funds: $12,570,443

	Annualized Basis (26 Pay Periods for All Years) Percent Increase			
Average Annual-All Funds:	Salary	Gen'l Wage Increase	AI's & Lump Sums	Total
Prior to New Contract	$157,131			
1st Year Contract: 2025-2026	$161,059	2.5%	0.0%	2.5%
2nd Year Contract: 2026-2027	$165,085	2.5%	0.0%	2.5%
3rd Year Contract: 2027-2028	$169,212	2.5%	0.0%	2.5%
4th Year Contract: 2028-2029	$169,212	0.0%	0.0%	0.0%

FULL-TIME COMPENSATION SUMMARY

All Funds	Prior to Agreement	1st Year 2025-2026	2nd Year 2026-2027	3rd Year 2027-2028	4th Year 2028-2029
Total Wages and Related Items	$12,570,443	$314,262	$636,380	$966,551	$966,551
Fringe Benefits Value of Current Items		$41,483	$84,002	$127,585	$127,585

TOTAL WAGES AND BENEFITS		$355,785	$720,382	$1,094,136	$1,094,136

All Funds	Prior to Agreement	1st Year 2025-2026	2nd Year 2026-2027	3rd Year 2027-2028	4th Year 2028-2029
Tuition Reimbursement	$45,000	$0	$5,000	$5,000	$0
Additional Top Step Bonus	$0	$15,000	$15,000	$15,000	$15,000

TENTATIVE AGREEMENTS*

*Subject to ratification

#	Content of TA
SVFT # 1	**Article 1 Section Three** The Board shall provide to the Union ~~on a monthly basis the names, addresses, assignments and hiring date~~ the signed hire letter of all new employees covered by this Agreement **as soon as practicable** and, further, the Board shall furnish monthly the names of all bargaining unit employees who terminate.
SVFT # 3	**Article 1. Section Seventeen.** A copy of all CTECS Board meeting agendas shall be provided to the Union President at least twenty-four (24) hours in advance of the ~~meeting~~ deadline for public speaking.
SVFT # 4	**Article 3. Section One.** <u>General Wage Increases</u> The salary schedules for full-time employees are set forth in Appendix A and reflect the following general wage increases: (a) Effective at the start of the pay period that includes September 1, 2025, all rates on the Salary Schedule for Full Time Teachers (Appendix A) shall be increased **two and one-half percent (2.5%).** (b) Effective at the start of the pay period that includes September 1, 2026, all rates on the Salary Schedule for Full Time Teachers (Appendix A) shall be increased **two and one-half percent (2.5%).** (c) Effective at the start of the pay period that includes September 1, 2027, all rates on the Salary Schedule for Full Time Teachers (Appendix A) shall be increased **two and one-half percent (2.5%).** (d) Effective at the start of the pay period that includes September 1, 2028, all rates on the Salary Schedule for Full Time Teachers (Appendix A) shall be **subject to reopener.** In order to be eligible for retroactive payments, one must be an active employee in the bargaining unit on date of General Assembly ratification of this agreement, or a former employee ~~a) who left in good standing after September 1, **2025** with 10 years or more of service, or b~~) who **went directly into retirement** ~~retired~~ after September 1, **2025.**

	In addition, there will be a reopener on Annual Increments and top step in lieu of payments in the last year of the contract. For years 1-3, CTECS will agree to top step payments in lieu of the Annual Increments ("step") The reopeners will only be on GWI, Annual Increment, and whether top step in lieu of payments are made.
SVFT # 5	**Section 3.1** B. Compensation for Degrees ~~For the 2021-2022, 2022-2023 and 2023-2024 contract years,~~ **For the duration of this contract,** there shall be funds equivalent to one percent (1.00%) of the base salary account for full-time teachers as of September 1st each year, to be used for the purpose of funding the Degree Scale payments as provided in Appendix F.
SVFT # 6 & SVFT # 7	**Article 3. Section Three.** The Department will provide payment for extracurricular duties, to be paid as follows: (a) Fall sports in the **last** pay period November; (b) Winter sports in the **last** pay period March; (c) Spring sports in the **last** pay period June; (d) Seasonal activities as above; (e) Year-long activities in two (2) equal payments in the **last** pay period January the **last** pay period June. **(new) (f) In the event an employee's pay as set forth in (a)-(e) is delayed and Central Office is aware of the delay, Central Office will notify the employee as soon as practicable.** (g) Payments for ongoing positions such as full and partial curriculum writing, assessment writing, TEAM paper reviewer and master reviewer, proficiency scale writing, remediation plan writing, etc) will be paid **per an agreed schedule for submission, review, and revision.** ~~in the first pay period of October, January, March, and June.~~ (h) All summer work, outside of summer school and summer workdays, will be paid in the second pay period in September.
SVFT # 8	**Article 3. Section 9(B)** **$1500 top step payments in lieu of payments in lieu of increment ("step") for 2025-2026, 2026-2027, and 2027-2028. Reopener for 2028-2029.**
CTECS # 20	**Article 4. Section 4.** **(new) (i) In the event that employees are covered by Connecticut's Paid Sick Leave Law, Conn. Gen. Stat. §§ 31-57r et seq. as it may be amended from time to time, CTECS shall permit teachers to use their first forty (40) hours of contractual paid sick leave in each fiscal year for the same purposes and under the same conditions as the conditions described in**

	Connecticut's Paid Sick Leave Law, notwithstanding any provisions in this section to the contrary (the "Statutory Sick Leave"). Any contractual paid sick leave accrued and used in excess of the Statutory Sick Leave shall be subject to the requirements of this Article and applicable CTECS policy requirements.
SVFT # 12	**Article 4. Section Six. (b)** An employee requesting longer term child-rearing leave should make the request in writing as soon as possible following the birth, adoption, placement of foster child, or taking custody of a child. Such leave shall not exceed the second September 1 following the commencement of such child-rearing leave.
SVFT # 13	**Article 4. Section Six (c)** Up to five (5) days of paid leave, deducted from sick leave will be provided to an employee in connection with the birth, adoption, placement of foster child, or taking custody of a child.
SVFT # 16	**Article 5. Section 1(a)** ~~The Board~~ **CTECS** shall allocate ~~$550,000~~ **$650,000** for the tuition reimbursement program for courses and other programs approved in accordance with this Article, outside of regular working hours, in the first year of this Agreement **(2025-2026)**, (~~2021-2022~~). In the second year of this Agreement **(2026-2027)** ~~(2022-2023)~~, this amount shall increase to **$675,000** ~~$600,000~~ ; in the third year of this Agreement **(2027-2028)** ~~(2023-2024),~~ this amount shall increase to **$700,000** ~~$650,000~~. In the fourth year, this shall be included in the reopener negotiations.
SVFT # 21	**Article 6. Section 2(a)(1)** Instructors who are assigned to report to work before the start of the regular school day will be permitted to leave after seven and one-half hours, **but not earlier than the end of the student day. In no event may a faculty member miss parent appointments, extended faculty meetings, or PPT meetings.**
SVFT # 22	**Article 6. Section 2. (b)** When there is an evening event (such as open house) at a school, teachers who participate in such event shall be granted an early dismissal day, which will be scheduled ~~for the last scheduled workday of that week after the event.~~ as follows: First evening event: The day before Washington's Birthday / Presidents Day Second evening event: The Thursday before Good Friday Third evening event: The Friday before Memorial Day No Evening events can be scheduled for the 2nd Wednesday of November or 1st Wednesday of May. (1) If a **school closure** happens on the day of a give back day, the day will be rescheduled for the following Friday.

SVFT # 25	**Article 6. Section 2. (c)** In the event of ~~inclement weather or other emergencies declared by the Principal requiring~~ a late opening **declared by the Principal and/or by the Superintendent or their designee,** instructors will be required to report to work fifteen (15) minutes before the starting time for students.
SVFT # 26	**Article 6. Section 2. (d)** In the event of ~~inclement weather or other emergencies declared by the Principal requiring~~ an early dismissal **declared by the Principal and/or by the Superintendent or their designee,** instructors shall be permitted to leave **anytime after 15 minutes from the departure time for students** ~~not later than fifteen (15) minutes before the starting time for students.~~
SVFT # 29	**Article 6. Section 3(c)** Each employee shall have a continuous ~~twenty~~ thirty (~~20~~30) minute duty-free lunch period with no interruptions, except those employees on outside production jobs. **Note: 30 minute duty-free lunch shall be reflected throughout the contract where applicable*
CTECS # 2	(b) The official school calendar shall provide a minimum of two (2) early dismissal days. One shall be the day before Thanksgiving. The other shall be the last day of school before **winter break occurring in December** ~~Christmas if such day is December 22 or later~~. On these days, the workday shall ordinarily end at the conclusion of two hundred and forty (240) minutes of actual student instruction. However, in the event no transportation is available at this time, the day may extend until 1:00 p.m. On early dismissal days other than the two mandated by this section, Instructors may be required to stay until 3:00 p.m. for orientation, staff meetings, professional development, student assistance, parent appointments or other professional responsibilities. The present practice at each school shall continue with respect to evening events. ~~When there is an evening event (such as open house) at a school, teachers who participate in such event shall be granted an early dismissal day, which will be scheduled for the last scheduled workday of that week after the event.~~ In addition to staff meetings, employees may be required to attend **up to three evening events designated by the school administration as part of their professional responsibilities. Three early dismissal days for all employees will be scheduled in the school calendar. Any employee who does not attend the designated evening event must receive**

	preapproval from the school principal. ~~**Failure to attend a required evening event may be subject to discipline.**~~ ~~the following meetings as part of their professional responsibilities: i) open house, ii) career night, and iii) one other event designated by the school administration, in collaboration with teaching staff.~~ Attendance at additional evening events or activities is voluntary but is encouraged.
CTECS # 3	**ARTICLE 6 – WORKING CONDITIONS** **Section 3. Preparation Time, Unassigned or Administrative Time.** **(c)** Each employee shall have a continuous twenty (20) minute duty-free lunch period with no interruptions, except those employees on outside production jobs. Those employees on outside production jobs who are required to have lunch at the production site more than twenty (20) times per year shall be paid a stipend of $250. An employee who is required to have lunch at the production site shall be granted permission to sign out twenty (20) minutes prior to the end of official workday on any day when he/she is required to have lunch at the production site, provided he/she has no other obligations. In situations where the specific time of lunch is not prescheduled (School Counselor, etc.), it is the responsibility of the individual instructor to take lunch, unless there is prior authorization from an administrator not to take lunch. If there is such prior authorization on more than twenty (20) occasions, ~~the Board shall pay~~ the employee **shall be paid** a **stipend of** $250 stipend. If there is no prior authorization but the employee made reasonable efforts to obtain prior authorization and was unable to reach an administrator, the employee's failure to take lunch will be counted towards the twenty occasions if the administration determines it was a reasonable and justified decision.
SVFT # 30 / CTECS # 22	**ARTICLE 6 – WORKING CONDITIONS** **Section 3. Preparation Time, Unassigned or Administrative Time.** (d) An instructor will not be required to teach more than two (2) subjects (subjects are: English, Social Studies, Science, Mathematics, Physical Education/Health, Art, World Language) or have more than three (3) preparations (a preparation is defined as a different subject or a different grade level within a subject or a different course within a subject; for example, General Science, Earth Science, Physics, and Biology) in any one (1) **cycle** ~~week~~. In accordance with the present practice, this Article does not apply to Special Education Instructors. Notwithstanding the above, efforts shall be made to minimize the number of different preparations. No teacher will be scheduled to teach more than one course per period (courses are: Algebra I, Honors Algebra I, English, ECE, AP, etc)

CTECS #3 & SVFT # 31	**ARTICLE 6 – WORKING CONDITIONS** **Section 3. Preparation Time, Unassigned or Administrative Time.** ~~(c) (1) Blueprint Reading is deemed to be one subject.~~ ~~a. The courses within the subject of Blueprint Reading are: Building Trades BPR, Service Trades BPR and 9th Grade BPR.~~ ~~b. Each of the different grades levels - sophomore, junior and senior - is deemed to be a separate preparation.~~ ~~c. An instructor whose assignment is limited to or primarily comprised of Blueprint Reading may be assigned not more than four (4) different preparations per day and not more than twenty- five (25) contact instructional periods per week.~~
CTECS #4	**ARTICLE 6 – WORKING CONDITIONS** **Section Five. Assignments.** (a) The employer shall make a good faith effort to notify employees in writing of their assignments for the coming year will be changed by August 1, except in cases of an unanticipated change in circumstances. Changes after August 1 shall be provided by the school normally within the first two (2) weeks of the school year. (b) ~~A~~ **Teachers** shall be given written notice of a change in the school to which **they are** ~~he is~~ assigned. Other information concerning teaching assignments, schedules, grades and subjects shall be provided by the school, normally within the first two (2) weeks of the school year. (c) Administrators shall solicit input from teachers on their teaching assignments and schedules for the coming year. Teachers shall have input to the schedules for the coming school year through the Scheduling Team. **(NEW) Section Six. Professional Development** **All members are required to attend scheduled professional development training designated by the school administration and/or district as a part of their professional responsibilities. Any employee who does not attend a professional development event is responsible for the content of the missed training.**

	CTECS may, in its sole discretion, host professional development training remotely.
SVFT # 35, 37, 38, 71, 81	**Article 7, Section 1.** **(new) The CTECS Assistant Superintendent of Pupil Services will convene a joint task force to assess the effectiveness and sustainability of CTECS' special education and pupil services programming, including speech language pathologists. The task force will review current service delivery models, staffing patterns, caseload distributions, and best practices from research and comparable Connecticut districts, with the goal of ensuring an appropriate continuum of supports for students across the district. The task force will include the Assistant Superintendent or designee and an equal number of representatives from both AFSA and SVFT.** **At no time will these discussions be considered negotiations under the State Employee Relations Act ("SERA") and they will not be subject to the impasse resolution procedures under SERA. In addition, this Section shall not be subject to the grievance procedure of this Agreement. Nothing in this Section prohibits either party from making any proposals related to this issue during negotiations of a successor this Agreement.**
SVFT # 39	**Article 7, Section 2(a)(3)** If no employee on administrative time is available, an employee on preparation time to be paid ~~at the rate of thirty-one dollars ($31.00) until the daily substitute rate increases beyond $155. At such time, lost preparation time shall be paid~~ at the rate of 1/5th of the daily substitute rate set forth in Appendix F. Involuntary assignments of employees on preparation time will be rotated as equitably as practical. No employee will be required to give up more than one (1) preparation period in any week.
CTECS #5 & SVFT # 44	**ARTICLE 7 – PUPIL LOAD, CLASS COVERAGE** **Section Two. Class Coverage** (a) In the event an employee with classroom or shop responsibilities is absent, the ~~Board~~ **School Principal** will provide coverage for that classroom or shop in the following order of priority: … ~~(f) The Board will use individuals maintained on the regular substitute list to provide clinical coverage whenever possible, before using LPN Department Heads employed by the CTHSS. Such substitutes shall be paid at the regular prevailing daily substitute and not the rate for clinical instructors set forth in Appendix F.~~

	~~If a regular substitute is not available and an LPN Department Head must provide clinical coverage, the rate of pay shall be $200.00 for a full day. The payment shall be prorated for a partial day of coverage.~~
SVFT # 40	**ARTICLE 7 – PUPIL LOAD, CLASS COVERAGE** **Section Two. Class Coverage** (a) ... (4) If coverage cannot be accomplished under (1), (2), or (3), employees in a multiple-person shop shall be required to cover for the absent employee. In a two-person shop, the covering employee will be paid at the rate per period set forth in (3) providing that the employee is instructing at least four (4) students more than he/she is normally responsible for and that there are a total of at least ten (10) students. In a multiple-person shop, the first full day of such coverage during a school year will be uncompensated. Thereafter during a school year, the covering employee (or covering employees pro-rata) will be paid at the rate per period set forth in (3). Instructors on preapproved outside production work shall not be assigned for coverage **except in case of emergency.**
SVFT # 43	**ARTICLE 7 – PUPIL LOAD, CLASS COVERAGE** **Section Two. Class Coverage** (b) School counselors/directors of school counseling, social workers, speech language pathologists, and psychologists shall not be assigned coverage.
SVFT # 45	**ARTICLE 7 – PUPIL LOAD, CLASS COVERAGE** **Section Two. Class Coverage** **(f)** Instructors who **are approved** to plan, grade, and input grades for vacancies within their certification(s) will be compensated at their **hourly** per diem rate.
SVFT # 46	**Article 8. Section One.** Instructors and Departments Heads shall be entitled to representation at all levels of the process.
SVFT # 48	**Article 10. Section One. (c)** Duplicating and ~~typing~~ planning facilities;
SVFT # 55	**Article 10. Section Three** Employees are not expected to work as custodians, **secretaries,** maintenance personnel or security personnel outside of learning situations except in case of an urgent, unforeseen situation requiring immediate action.

CTECS # 9	**ARTICLE 11** **Section Five. Probation for Promotion from Instructor to Department Head or From VS 02 to VS 03.** (a) An Instructor who is promoted shall serve a two (2) year probationary period. Failure to perform satisfactorily during the probationary period shall result in reassignment to an instructor position. This ~~instructor~~ **employee** will thus be allowed to a) fill a vacancy for which he/she is certified and has **served** ~~taught~~ within the last five (5) years; b) bump the least-senior **employee** ~~instructor~~ in a position for which this **employee** ~~instructor~~ is certified and has ~~taught~~ **served** within the last five (5) years; or c) accept a layoff and retain rights in accordance with Article 12 of this agreement. (b) Nothing in this article shall be construed as superseding the tenure requirements of this Agreement. (c) An employee who fails a promotional probationary period shall be precluded from applying for another promotional position for a period of three (3) years thereafter, and he/she must have achieved satisfactory or better evaluations during the three-year period.
SVFT # 4	**Article 13. Section 4.** When an investigation ~~which~~ leads to a disciplinary action for a teacher ~~includes student statements,~~ the SVFT will be provided copies of ~~those~~ **all** statements, **videos, and investigatory reports**, subject to restrictions, limitations, and/or provisions of applicable law.
SVFT # 68	**Article 14, Section 1.** Notice of administrative transfer shall be given to employees and the Union at least fifteen (15) days prior to the effective date of the transfer. For transfers to begin at the commencement of a new school year, notice will be given by May 15 where possible and practicable. An affected employee who makes a written request within seven (7) days of receipt of said notice shall be granted a meeting with the Superintendent or his/her designee to discuss the transfer, with Union representation, provided that the Superintendent's decision shall be final
SVFT # 69	**ARTICLE 14** **Section 2. CTECS shall maintain a Transfer List for SVFT members. A member desiring to transfer shall identify any locations to which they would like to transfer by no later than February 1. CTECS will consider the list when making**

	an administrative transfer.
CTECS # 15	**Article 18** **Section One.** Library Media Specialists shall not be required to cover more than one (1) study period per day and shall not be assigned to cover a class for an absent teacher except in situations when no other teacher is available. ~~**Section Two**~~ ~~In addition to their applicable salaries, Library Media Specialists shall receive an additional stipend for additional responsibilities with Chromebooks. The stipend shall be $2,000 in year one of this Agreement, $2,050 in year two of this agreement, $2,101.25 in year three of the Agreement, with a reopener in year four with respect to said stipend.~~
SVFT # 114	**Article 18** **Section Two (new)** **One of the three professional days in August prior to the start of the academic school year, as designated by the Superintendent, shall be used to address Chromebooks**
SVFT # 75	**Article 21. Section One. (c)** The term "days" where used in the Article shall mean ~~calendar~~ school days~~, including Saturdays, Sundays and holidays~~.
CTECS # 10	**ARTICLE 23** **Section 1** The parties herein agree that, as required by law, neither shall discriminate against any employee on the basis of race, color, religious creed, sex, age, national origin, ancestry, marital status, sexual orientation, lawful political activity or past/present history of mental disorder, learning disability and physical disability **or any other membership in any protected class as provided by federal or state law**
CTECS # 11	**ARTICLE 23** **(New) Section Two** **Any claim of discrimination may be grieved but shall not be filed to arbitration, as such claims are better resolved by the agencies charged with such duties, including the Commission on Human Rights and Opportunities or the State Board of Labor Relations.**
SVFT # 77	**Article 26. Section Three.** The Executive Director and Superintendent shall meet with the President, Vice-President, and Executive Union Representative to discuss labor issues **not less than once per month.**
SVFT # 81	**ARTICLE 37**

	SPEECH AND LANGUAGE PATHOLOGISTS **The Board may hire speech and language pathologists to serve in regional positions. Regions shall be agreed upon with the Union prior to posting positions. Speech and language pathologists shall only report to one school per day.** **Speech and language pathologists may attend meetings virtually when practicable.** **Speech and language pathologists shall be assigned to offices/classrooms that provide privacy and freedom from unnecessary interruptions to the extent practicable.**
SVFT # 84	**SA 3.2.d** The Department will provide payment for extracurricular duties, to be paid as follows: (a) Fall sports in the **last** pay period November; (b) Winter sports in the **last** pay period March; (c) Spring sports in the **last** pay period June; (d) Seasonal activities as above; (e) Year-long activities in two (2) equal payments in the **last** pay period January the **last** pay period June. **(new) (f) In the event an employee's pay as set forth in (a)-(e) is delayed and Central Office is aware of the delay, Central Office will notify the employee as soon as practicable.**
CTECS # 13	**APPX A** 1. When an employee **is entitled** ~~has received his/her professional certificate which would entitle him/her~~ to move to a higher salary group, **as shown in the SALARY SCHEDULE FOR FULL-TIME TEACHERS,** step placement pursuant to said movement shall be calculated by adding the amount of the average annual increment of the higher salary group to the employee's current annual salary and placing him/her on that step in the higher salary group which is at least equal to that amount. The new salary rate will remain in effect through the end of the school year; there will be no decrease in the summer (pro-rata) pay to reflect the school days worked at the lower rate.
SVFT # 89	**APPENDIX A** **Salary Placement on Change in Status** The effective date of the increase shall be the start of the pay period on or after the date the professional certificate is effective provided the employee ~~immediately~~ provides an **electronic** copy of the professional certificate to **Human Resources** ~~the School Principal~~ within two weeks of receipt of the certification.

	For Aviation Program Instructors, the effective date of the increase shall be the date on which the employee completes the two required courses and provides proof of such successful completion to Human Resources.
CTECS #14 & SVFT # 90 , 91	**APPENDIX A** SALARY SCHEDULE FOR FULL-TIME TEACHERS GROUP VS 01: Instructors with Initial, ~~Provisional or~~ Temporary Certification (except as specified below); ~~School to Career~~; **Aviation Program Instructors with a mechanic certificate and airframe and powerplant ratings, who have not completed 113 and 116.** GROUP VS 02: All Instructors with Professional Certification; School Counselor and Reading Instructors with Initial, Provisional or Temporary Certification; Library Media Specialists; School to Career; **Aviation Program Instructors who have completed 113 and 116.** GROUP VS 03: Department Heads; Psychologist/Social Workers; Dean of Students; **Speech Language Pathologists.** **Effective September 1, 2026, Library Media Specialists shall be placed in Group VS 03 at the step as close to but not lower than their current salary on VS 02 consistent with Appendix A, Salary Placement on Change of Status.**
CTECS # 16	**APPENDIX B** During the term of this Agreement, **CTECS** ~~the Board~~ and the Union may mutually agree to add new coach or advisor stipends to this schedule. The rate for such new coach or advisor shall be set at the rate of a coach or advisor on the existing schedule who performs comparable work. ~~For the 2021-2022 school year, all stipends identified in Appendix B will increase 2.5%. For the 2022-2023 school year, all stipends identified in Appendix B will increase 2.5%. For the 2023-2024 school year, all stipends identified in Appendix B will increase 2.5%.~~

	~~For the 2024-2025 school year, there shall be a reopener on the amount of the stipends identified in Appendix B.~~ **For the 2025-2026 and 2026-2027 school year shall stay flat. For the 2027-2028 school year, all stipends identified in Appendix B will increase 2.5%. For the 2028-2029 school year, there shall be a reopener on the amount of the stipends identified in Appendix B.**
CTECS # 16 (Partial) & SVFT # 11	**APPENDIX B** ***TEAM Mentor – Academic: This is a two-year position. The stipend shall be paid in four installments over those two years.** ****TEAM Mentor – Trade: This is a one-year position. The stipend will be paid in two installments during that year.** **SVFT 103 Trade National Honor Society stipend @ $1264.85**
SVFT # 102	**APPENDIX B** **SkillsUSA chaperones shall be eligible for a stipend of $1500 for attendance at SkillsUSA upon approval of the Superintendent or designee, not to exceed eighteen chaperones.**
SVFT # 106	**Appendix B.** TEAM Mentor** Academic TEAM Mentors will receive the total stipend amount over the two-year TEAM process. Trade TEAM Mentors will receive 3/5 of the total stipend amount over the one-year TEAM process.
SVFT # 108	The hourly rate for summer school, special programs, night school and the apprentice program shall be as follows: ~~School Year~~ ~~Instructor~~ ~~Supervisor~~ ~~2021-2022~~ ~~$32.40~~ ~~$38.86~~ ~~2022-2023~~ ~~$33.21~~ ~~$39.83~~

	~~2023-2024 $34.04 $40.82~~ ~~For the 2021-2022 school year, all stipends identified in Appendix D will increase 2.5%.~~ ~~For the 2022-2023 school year, all stipends identified in Appendix D will increase 2.5%.~~ ~~For the 2023-2024 school year, all stipends identified in Appendix D will increase 2.5%.~~ ~~For the 2024-2025 school year, there shall be a reopener on the amount of the stipends identified in Appendix D.~~ CTECS ~~The Board may~~ shall unilaterally increase hourly rates as follows: 1. The hourly rate for Instructors ~~may~~ shall be increased ~~as deemed necessary by the Board,~~ to a rate ~~not to exceed the hourly rate for the first step of Group 1~~ equal to VS01-Step 3 on the applicable salary schedule in Appendix A. 2. The hourly rate for Supervisors ~~may~~ shall be increased ~~as deemed necessary by the Board,~~ to a rate ~~not to exceed the hourly rate for the first step of Group 1~~ equal to VS03-Step 1 on the applicable salary schedule in Appendix A. 3. ~~The Board~~ **CTECS** may establish different hourly rates for different categories or programs. 4. Prior to effecting any change in hourly rates, ~~the Board~~ **CTECS** shall give the Union notice and, upon request, meet and confer with the Union to review its intended action.
CTECS # 17	**APPENDIX B** **All stipend positions must be approved by the Principal. These stipend amounts cover all work for the stated positions, including but not limited to work that may occur during the summer. Coaching stipends shall not be split among multiple members for athletics/coaching stipends, unless approved by the Superintendent or designee before the start of the athletic season. All other stipends may be split between members upon approval by the Principal or designee.**
SVFT # ??	**Appendix B.** **By May 1, 2026, the CTECS Executive Director will convene a working group to review current programming in athletics, the associated costs, and the roles and expectations of the Athletic Directors, coaches, and game day positions. The working group will analyze spending data being collected as part of the budgeting process, review state and federal laws and policies impacting athletic related roles, and conduct research on practices at comparable Connecticut districts. The working group will include representation from SVFT and executive leadership, as well as other relevant stakeholders as identified by the Executive Director.**

	At no time will these discussions be considered negotiations under the State Employee Relations Act ("SERA") and they will not be subject to the impasse resolution procedures under SERA. In addition, this Section shall not be subject to the grievance procedure of this Agreement. Nothing in this Section prohibits either party from making any proposals related to this issue during negotiations of a successor this Agreement. **In addition, the Athletic Director stipend shall increase 2.5% in the second year of the contract (2026-2027), effective September 1, 2026, unless otherwise agreed to.**
CTECS # 19	**APPENDIX E** **~~DAILY~~ SUBSTITUTE RATE** The work day for substitutes is the same as the work day for full-time teachers in the school assigned. ~~The daily substitute rate for all substitutes shall be as follows:~~ ~~$155.~~ **A. The per diem substitute rate for "daily substitutes" shall be $200.** **1. "Daily substitutes" is defined as substitutes who are called and are assigned on a daily basis.** **2. The rate for daily substitutes may be increased as deemed necessary by CTECS. CTECS may establish different substitute rates for different categories or programs. Prior to effecting any change in substitute rates, the Superintendent shall give the Union notice and, upon request, meet and confer with the Union to review its intended action.** **3. "Daily substitutes" will be entitled to the same duty-free lunch as full-time teachers.** **4. "Daily substitutes" can be assigned to supervise a classroom or assigned to a duty.** **5. "Daily substitutes" will be provided with and will implement substitute lesson plans left by the teacher.** **6. "Daily substitutes" are expected to take attendance.** **7. "Daily substitutes" can be paid the per diem substitute rate to attend professional development, when required by the school principal with prior approval of the superintendent.** **B. The per diem substitute rate for "long-term substitutes" shall be the per diem rate of VS01 – Step 3.** **1. "Long-term Substitutes" is defined as substitutes who are assigned to a specific teacher's schedule for a period of time exceeding 10 days and will be responsible for the obligations of an instructor, including lesson planning, grading, and guardian contact for the assigned classes.**

	2. The daily rate for "Long-term substitutes" will begin on the first day of the long-term assignment. **3. "Long-term Substitutes" must possess a CT teacher certification in any area or meet the requirements for a CT State Department of Education "State Certified Substitute".** **4. "Long-term Substitutes" will have a schedule that includes the same duty-free lunch period as full-time teachers.** **5. "Long-term Substitutes" will have a schedule that includes a prep period.** **a. If assigned to cover a class during their prep period, the "Long-term Substitutes" will be compensated as the same rate as a full-time teacher.** **6. "Long-term Substitutes" shall attend professional development days at their per diem rate.** **7. "Long-term Substitutes" must request a "daily substitute" and leave lesson plans, if absent.**
SVFT # 111	**Appendix F. 8.** Shares used to determine the supplemental payments shall be assigned in accordance with the following schedule: LEVEL — SHARES Bachelor's (Trade Only) — 3 shares Master's (Trade and **School Counselors** Only) — 4 shares
SVFT # 83	**Supplemental Agreement Article 3. Section One.** All regularly scheduled part-time employees who teach in the regular day program shall be paid a prorated portion of the full-time salary for VS 01 **or VS02, based on certification, effective September 1, 2026.**
SVFT # 85	**Supplemental Agreement Article 4. Section Two. (a)** **Effective September 1, 2026,** such employees ~~also~~ shall ~~receive~~ be eligible for ~~the same~~ **pro-rated** allotment of sick leave and personal leave afforded to full time teachers pursuant to Article 4 of this Agreement.
SVFT # 86	**Supplemental Agreement Article 5, Section Four** A durational ~~or regularly scheduled part-time~~ employee shall be required to attend the same staff meetings as are required of

	full-time employees. There shall be no additional compensation for such attendance for any employee who is full-time or who is paid a prorated annual salary of at least sixty percent (60%). Part-time employees shall only be required to attend the eight (8) meetings outlined in Article 6, Section Two (f) of this Agreement, parent appointments, and PPTs.

4-06-2026

Connecticut Technical Education and Career System

4/6/2026

State Vocational Federation of Teachers, Local 4200A

SUPERSEDENCE APPENDIX

PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Deduction of dues exclusively for certified representative.	Article 1, Sec. 2	C.G.S. 5-260; Public Act 21-25
Provision of updated member information to Union	Article 1, Sec. 3	Public Act 21-25
Retirement credit may be purchased by employee who takes a leave of absence for union business.	Article 1, Sec. 16	C.G.S. 5-182
Allowance for use of leave credits for employees awaiting workers' compensation determination.	Article 4, Sec. 1	C.G.S. 5-143
Personal leave eligibility and conditions on taking established by contract.	Article 4, Sec. 3	C.G.S. 5-250(c) Regs. 5-250-8
Sick leave rate of accrual, basis for eligibility and conditions for granting leave established by contract.	Article 4, Sec. 4	C.G.S. 5-247; Regs. 5-241-1 through 11
Sick leave payment at 25% to maximum of sixty days upon death of employee with ten years of service.	Article 4, Sec. 4(b)	C.G.S. 5-247(a)
Sick leave bank established; funded by voluntary employee contributions of sick leave.	Article 4, Sec. 4(h)	C.G.S. 5-247; Regs. 5-247-5, 5-247-6
Up to five days parental leave deductible from sick leave.	Article 4, Sec. 6(c)	Reg. 5-247-4

PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Paid military leave (in addition to leave for required field training under C.G.S. 5-248(c); limited to unscheduled emergencies.	Article 4, Sec. 9	C.G.S. 27-33
Provision for removal of derogatory material from personnel file after three years if conduct or condition remedied.	Article 9, Sec. 1(a)(5)	C.G.S. 11-08a; Records Retention Schedules of Public Records Administrator
Voluntary lateral transfers and administrative transfers governed by contract.	Article 11; Article 14	C.G.S. 5-239; Regs. 5-239-1, 5-239-2
Arbitration the exclusive procedure for resolving disputes over discipline, including dismissal; just cause standard not applicable to dismissal of non-tenured teachers	Article 13, Sec. 1	C.G.S. 10-151
Tenure defined.	Article 15, Sec. 1	C.G.S. 10-151.
Procedure for dismissal or non-renewal of non-tenured employees established by contract.	Article 15, Sec. 2	C.G.S. 10-151
Payment for temporary service in a higher class retroactive to first day after fifteenth consecutive working days.	Article 19, Sec. 3	C.G.S. 5-209
Clarification of eligibility for indemnification under C.G.S. 10-235.	Article 25	C.G.S. 10-235

PROVISION	CONTRACT REFERENCE	STATUTE OR REGULATION AMENDED
Modification of the date for the next window period shall be not earlier than August, 2024.	Article 35	Supplemental Agreement Article 22 C.G.S. 5-270 et seq. and related regulations
Compensation increased in the last two years for positions and rates set forth in Appendices B and D.	Appendices B and D	C.G.S. 5-200(1) and 5-200(n)

OFFICE OF POLICY AND MANAGEMENT
Cost Estimate of Contract
Dated April 6, 2026

Bargaining Unit: American Federation of School Administrators
Period of Contract: July 1, 2025-June 30, 2029

Number of Full Time Employees:	All Funds	1,258
	General Fund	1,239

Total Annual Wages (26 Pay Periods) All Funds: $128,855,946

Average Annual-All Funds:	Annualized Basis (26 Pay Periods for All Years) Percent Increase			
	Salary	Gen'l Wage Increase	AI's & Lump Sums	Total
Prior to New Contract	$100,211			
1st Year Contract: 2025-2026	$105,021	2.5%	2.3%	4.8%
2nd Year Contract: 2026-2027	$110,272	2.5%	2.5%	5.0%
3rd Year Contract: 2027-2028	$115,896	2.5%	2.6%	5.1%
4th Year Contract: 2028-2029	$115,896	0.0%	0.0%	0.0%

FULL-TIME COMPENSATION SUMMARY

All Funds	Prior to Agreement	1st Year 2025-2026	2nd Year 2026-2027	3rd Year 2027-2028	4th Year 2028-2029
Total Wages and Related Items	$128,855,946	$6,185,085	$12,937,136	$20,168,583	$20,168,583
Fringe Benefits Value of Current Items		$816,431	$1,707,702	$2,662,253	$2,662,253

TOTAL WAGES AND BENEFITS		$7,001,516	$14,644,838	$22,830,836	$22,830,836

All Funds	Prior to Agreement	1st Year 2025-2026	2nd Year 2026-2027	3rd Year 2027-2028	4th Year 2028-2029
Tuition Reimbursement	$550,000	$100,000	$125,000	$150,000	$0
Library Media Spec. Reclass	$1,748,260	$55,313	$55,313	$55,313	$55,313
Athletic Coord. Stipend Incr.	$192,610	$0	$4,815	$4,815	$4,815
Substitute Daily Rate Incr.	$4,571,980	$1,327,349	$1,327,349	$1,327,349	$1,327,349

TENTATIVE AGREEMENT

The Division of Public Defender Services, State of Connecticut, and AFSMCE Local 381 have reached a tentative agreement on a successor contract to their July 1, 2021 to June 30, 2025 agreement.

In addition to the already agreed to provisions between parties, the following provisions are agreed to subject to ratification by the union membership and approval by the Legislature.

2025 – 2026 contract year (7/1/2025 – 6/30/2026)

1. Effective and retroactive to the start of the pay period that includes July 1, 2025, a 2.5% wage increase to base salaries.
2. Annual increments and lump sum payments for those not eligible for an annual increment will be paid on each employee's annual increment date, whether July 2025 or January 2026.
3. Employes entering the 2025-2026 contract year on Steps 8, 9, 10, 11, 12 or 13 (at one of these steps on June 30, 2025) of the DAPD/APD/Senior APD pay plan will receive an additional increment on their annual increment dates in 2025-2026.
4. Effective July 1, 2025, all employees who were or are promoted will be placed on the Supervisory Pay Plan to a step that is at least equal to or greater than the value of two times the amount of the average annual increment in the Supervisory Pay Plan.

2026 – 2027 contract year (7/1/2026 – 6/30/2027)

5. Effective at the start of the pay period including July 1, 2026, a 2.5% wage increase to base salaries.
6. Annual increments and lump sum payments for those not eligible for an annual increment will be paid on each employee's annual increment date, whether July 2026 or January 2027.
7. Effective at the start of the pay period including July 1, 2026, an additional step will be added to the Supervisory pay plan as set forth in the salary schedules in Appendix C.

2027 – 2028 contract year (7/1/2027 – 6/30/2028)

8. Effective the start of the pay period including July 1, 2027, a 2.5% increase to base salaries.
9. Annual increments and lump sum payments for those not eligible for an annual increment will be paid on each employee's annual increment date, whether July 2027 or January 2028.
10. In contract year 2027 – 2028, employees on the DAPD/APD/Senior APD pay plan entering the contract year on Step 3 (at this step as of June 30, 2027) shall advance to Step 5 on their annual increment date in lieu of an AI. Attorneys who progress to Step 5

4/2/2026

4/2/26

under this contractual provision shall not progress in title to Assistant Public Defender until their AI date in contract year 2028 – 2029.

11. In contract year 2027 – 2028, employees on the DAPD/APD/Senior APD pay plan entering the contract year on Step 9 (at this step as of June 30, 2027) shall advance to Step 12 on their annual increment date in lieu of an AI.

Other Provisions

12. Reopener in 2028 – 2029 contract year as to:
    a. general wage increase to base salary;
    b. payment of annual increments and lump sum payments to those not eligible for annual increments;
    c. continuation of items 10 and 11 above.
13. Employees hired on July 1, 2023 or after who were hired at Step 5 and have at least seven (7) years of experience in criminal law shall be progressed to Step 7 as of their date of hire, with retroactive pay to their date of hire.
14. New attorneys may be hired up to and including Step 10 based upon the attorney's experience in the practice of criminal law. If the step placement is step 4 or under, Article 19, Section 6 (1) and (2) of the July 1, 2021-June 30, 2025 Collective Bargaining Agreement apply; if the step placement is step 5 through and including step 10, the step placement shall be at the discretion of the Chief Public Defender or their designee. Article 19, Section 6 (1) and (2) will be modified to reflect that attorneys hired at Step 5 will be hired as Assistant Public Defenders. The language in Article 19, Section 6 (2) following the asterisk will be removed from the contract.
15. Upon legislative approval, the contract will be retroactive to July 1, 2025 for active employees in the bargaining unit and for employees who directly retired after July 1, 2025.
16. Effective the first full pay period after legislative approval, Supervisory Assistant Public Defenders who are then on Step 11 or below and who were promoted prior to July 1, 2025, and who continue to perform supervisory duties, will advance one step.

April 2, 2026

4/2/26

Proposal No. 1
Article 16 – Other Leaves
Section One: Military Leave

July 1, 2021 – June 30, 2025, language:

MILITARY LEAVE

Section One. A full-time permanent employee of the Division shall be granted military leave and the benefits attendant thereto as provided by State and Federal law. Such military leave shall be granted upon submission to the Chief Public Defender of acceptable and official written military orders signed by a superior/commanding officer.

Union's Proposal:

MILITARY LEAVE

Section One. A full-time permanent employee of the Division shall be granted military leave and the benefits attendant thereto as provided by State and Federal law. **[Absent a mobilization or deployment, a full-time permanent employee shall be entitled to a maximum of thirty (30) paid days per year for military leave.]** Such military leave shall be granted upon submission to the Chief Public Defender of acceptable and official written military orders signed by a superior/commanding officer.

3/27/2026

Eric Ryan
3/27/26

Article 12

Vacation and Personal Leave

Section Five. Personal Leave. Full-time permanent employees of the Division who are eligible to accrue sick and vacation leave will be granted the hourly equivalent of three (3) days of personal leave of absence on January 1st of each year. Permanent part-time employees are granted personal leave on a pro-rated basis.

~~Personal leave is granted to new employes in permanent positions at the conclusion of six (6) months of continuous service, during which period they have not been on a leave of absence without pay for more than ten (10) working days.~~

Pursuant to Public Act 24-1, Section 78,

- ~~an employee hired between January 1st and July 30th will receive their full annual allotment of personal leave upon hire and may use this time immediately;~~
- ~~an employee hired in July will receive 5/6 of their normal full allotment of personal leave upon hire and may use this time immediately;~~
- ~~an employee hired in August will receive 4/6 of their normal full allotment of personal leave upon hire and may use this time immediately;~~
- ~~an employee hired in September will receive 3/6 of their normal full allotment of personal leave upon hire and may use this time immediately;~~
- ~~an employee hired in October will receive 2/6 of their normal full allotment of personal leave upon hire and may use this time immediately;~~
- ~~an employee hired in November will receive 1/6 of their normal full allotment of personal leave upon hire and may use this time immediately;~~
- ~~an employee hired in December will not be eligible to receive any personal leave until the next year.~~

Personal leave ~~of absence~~ shall be for the purpose of conducting private affairs including the observance of religious holidays. Personal leave must have prior supervisory approval.

Personal leave days not taken during the calendar year are not accumulated from year to year and shall expire on December 31st of each year.

Personal leave is not payable upon termination of employment for any reason.

3/27/2026

3/27/26

Article 12

Vacation & Personal Leave

Section One. ~~Permanent employees~~ Employees in a permanent position are eligible to accrue vacation leave after the first full month of employment. Pursuant to Public At 24-1, Section 78, employees in an initial working test period are eligible to use vacation time immediately upon accrual.

3/27/2026

3/27/26

SUPERSEDENCE APPENDIX LOCAL 381

EFFECTIVE JULY 1, 2025 TO JUNE 30, 2029

CONTRACT PROVISION	**CONTRACT REFERENCE**	**STATUTE OR REGULATION AMENDED**
Military Leave	Article 16, Section 1	C.G.S. 5-248(c), C.G.S. 27-33
Compensation	Article 19	C.G.S 51-293(h)
Dismissal, Suspension, Demotion or Other Discipline	Article 21	C.G.S. 5-271 (a)
Grievance Procedure	Article 22	C.G.S. 5-271 (a)

NOTE: The above does not include supersedence appendices from prior or current contract periods. Although not reprinted herein such remain applicable.

State of Connecticut Division of Public Defender Services and
AFSCME Local 381 Public Defender Attorneys and Public Defender Supervising Attorneys
Cost Sheet for Collective Bargaining Agreement July 1, 2025 to June 30, 2029

	FY 26	FY 27	FY 28	FY 29	Total
2.5% General Wage Increase	$ 757,081	$ 807,385	$ 859,393	$ -	$ 2,423,859
Annual Increment	$ 1,352,722	$ 1,272,950	$ 1,361,129	$ -	$ 3,986,802
Lump Sum	$ 269,731	$ 138,600	$ 285,152	$ -	$ 693,483
Total	$ 2,379,534	$ 2,218,935	$ 2,505,675	$ -	$ 7,104,144

TENTATIVE AGREEMENT

BETWEEN

STATE UNIVERSITY ORGANIZATION OF ADMINISTRATIVE FACULTY

AND

BOARD OF REGENTS FOR HIGHER EDUCATION

10.5.4 Position Action Request Procedure
When Management establishes or modifies a SUOAF position, the following procedure shall be followed:

- 1) Upon approval of a job description by the CSU CHROs, the University Chief Human Resources Officer (CHRO) or designee shall send a request by email to the SUOAF Chapter President and SUOAF Local President designee. Attachments shall include the new position description document (and signed copy of former position description, if applicable), the date of CSU CHRO approval, and any additional relevant information, such as rationale for position action and identity of incumbents (if any) to whom the new/modified description will apply.

- 2) Statewide SUOAF review shall occur, not to exceed 10 working days after receiving documents and information in step# 1 of this procedure. Further negotiation may occur during this time prior to final Union approval. Upon such approval, SUOAF Local President designee shall sign and return the position description by email to the initiating CHRO or designee.

- 3) If no further issues, CHRO or designee shall sign and return position description by email to SUOAF Chapter President and SUOAF Local President designee.

- 4) Minor changes may be affected by appropriate phone or email consultation, followed by applicable edits and new signatures. If significant changes are required, documents shall be returned at step# 1 of this procedure.

Unresolved disputes shall be subject to the Grievance Procedure.

~~**Appendix B**~~

~~**SUOAF-AFSCME POSITION ACTION REQUEST FORM AND PROCEDURES**~~

~~Position title & rank:~~ _____

~~University:~~ _____ ~~Date:~~ _____

~~**Level 1, Day 0** – *Univ. Chief Human Resources Officer creates and presents package to Chapter level SUOAF designee for review. Attachments shall include the following items where applicable: (1) a copy of this form; (2) new and former position descriptions; (3) salary, rank, and rationale; and (4) any additional information required.*~~

~~Initiating president or designee~~ _____

~~Date presented to univ. SUOAF rep.~~ _____

~~SUOAF univ. review & recom. by~~ _____

~~Date of SUOAF university review~~ _____

~~The above-mentioned package has been forwarded to the Local Union by the university Chief Human Resources Officer. Date: _____~~

~~**Level 2, Not to exceed 10 working days after receipt** – Statewide SUOAF review occurs during this interval. Further negotiation may occur at this level prior to final Union approval. Upon such approval, SUOAF shall return all materials to the initiating University Chief Human Resources Officer or designee.~~

~~SUOAF Local Pres./desig.: _____ Date: _____~~
~~Disposition at SUOAF Local level: ☐ approve proposed rank & salary~~
~~☐ disapprove proposed rank & salary~~

~~Comments or recommendations:~~

~~Date returned to Univ. Chief Human Resources Officer: _____~~

~~**Level 3, Not to exceed 10 working days after receipt** – Univ. Chief HR Officer brings paperwork to Council on Employee Relations meeting for review. If no further issues arise, the form is signed by and remains with the Chancellor/designee. If significant changes are required, docs. are returned at Level 1. Minor changes may be affected by appropriate phone consultation.~~

~~Date considered by CER: _____~~
~~Disposition at Council Level: ☐ approve ☐ disapprove~~
~~Comments or Recommendations:~~
~~Chancellor/desig.: _____ Date: _____~~

~~The Univ. Chief Human Resources Officer will provide a signed copy of this form to the SUOAF chapter president.~~

For the Board of Regents

Christopher Wethje — Nov 14, 2025

Chief Spokesperson — Date
Christopher T. Wethje

For SUOAF-AFSCME Council 4, Local 2836

Kelly Rommel — Nov 14, 2025
Kelly Rommel (Nov 14, 2025 15:43:34 EST)

Chief Spokesperson — Date
Kelly Rommel

BOARD PROPOSAL #12

Article 12 – Administrative Faculty Appointments

12.1 The President/Chancellor **or designee** shall appoint members of the administrative faculty and report such appointments to the Board of Regents. Before making such appointments, the President/Chancellor or designee shall consult appropriate administrative faculty member(s), designated by the Union, provide the Union with an opportunity to receive information and offer input regarding salary and prior system service credit, and notify the Union when such appointments are made.

The letter of appointment shall contain:

- beginning and ending dates of appointment;
- class (full–time, part–time);
- rank and salary;
- special conditions of employment;
- title of immediate supervisor/evaluator;
- a statement of the nature of the appointment (temporary, term, etc.) and appropriate notice provisions.

In addition, a copy of the position description shall be enclosed.

Provisions of this Section are not grievable.

TENTATIVE AGREEMENT

Christopher Wethje
For the Board of Regents
04/08/2025
Date

Kelly A. Rommel
Kelly A. Rommel (Apr 9, 2025 08:18 EDT)
For SUOAF
04/09/2025
Date

UNION PROPOSAL #12

ARTICLE 15 – CONTINUING APPOINTMENT

15.8 Emeritus status shall be awarded to administrative faculty members holding continuing appointment at the University recommending the title who have retired in accordance with the provisions of State Statutes. Emeritus status is awarded by the Board of Regents upon recommendation by the University President. Emeriti shall be accorded at least the following privileges: desk space if available, full use of the library, catalog listing, a printed certificate, professional use of the title, invitations to University functions, course privileges available pursuant to Article 22 and inclusion on the mailing list for all University publications. **Emeritus status may be posthumously bestowed.**

For the Board of Regents

Christopher Wethje Nov 14, 2025

Chief Spokesperson Date
Christopher T. Wethje

For SUOAF-AFSCME Council 4, Local 2836

Kelly Rommel Nov 14, 2025
Kelly Rommel (Nov 14, 2025 15:43:34 EST)

Chief Spokesperson Date
Kelly Rommel

BOARD PROPOSAL #19

Article 17 – Working Conditions

17.6 **Closing/Delayed Opening**

When any condition forces the closing or interruption of normal University operations, the President or his/her designee shall provide notice of such condition as soon as possible to the administrative faculty. Employee health and safety shall be a consideration in the President's decision to curtail or to delay University operations.

If the President officially closes the University, administrative faculty members shall not report for work. If the President issues a delayed opening of the University, administrative faculty members shall report to work at the designated time. When classes are cancelled, members are expected to report on the same basis as other non–instructional personnel. However, when an employee reasonably believes that he/she is unable to come to work because of hazardous driving conditions, he/she shall charge the absence to personal or vacation time and shall make every reasonable effort to contact the supervisor. In any of these situations, it is understood that essential personnel may still be called to work. **Employees authorized to telework shall be required to telework during their regular work hours on a day when offices are closed or a delayed opening is issued if the impacted day of the week is one in which the employee is regularly scheduled to telework.**

For the Board of Regents

Christopher Wethje Nov 14, 2025

Chief Spokesperson Date
Christopher T. Wethje

For SUOAF-AFSCME Council 4, Local 2836

Kelly Rommel Nov 14, 2025
Kelly Rommel (Nov 14, 2025 15:43:34 EST)

Chief Spokesperson Date
Kelly Rommel

BOARD PROPOSAL #21

Article 20 – Discipline

20.3.2 Abandonment Members who both fail to meet their assigned duties and to report their absence for more than ~~ten (10)~~ **six (6)** consecutive work days may be deemed to have abandoned their employment absent extenuating circumstances, **provided the Union is notified as soon as possible, but in no case less than three (3) work days prior to the declaration of abandonment.**

For the Board of Regents

Christopher Wethje Nov 14, 2025

Chief Spokesperson Date
Christopher T. Wethje

For SUOAF-AFSCME Council 4, Local 2836

Kelly Rommel Nov 14, 2025
Kelly Rommel (Nov 14, 2025 15:43:34 EST)

Chief Spokesperson Date
Kelly Rommel

MODIFIED UNION PROPOSAL #4

ARTICLE 22
PROFESSIONAL GROWTH

22.2. Course Privileges

22.2.1 Subject to the approval of the receiving Connecticut State University, administrative faculty members shall be allowed to register for courses on a space available basis provided that such coursework does not interfere with the member's employment obligations. The tuition, University General Fee and State University Fee for courses undertaken shall be waived for all members of the bargaining unit.

The parties agree to participate in continuing efforts to access courses and programs offered by other Connecticut institutions of higher education on a tuition-free basis.

22.2.2 Emeritus members, as well as spouses and unmarried children under the age of 25, of bargaining unit members may take courses on a space available basis without paying tuition and the State University Fee at any University within the system. **These course privileges shall also be available to spouses and dependents surviving a member who became deceased during active employment and who had accumulated ten (10) years of service in the University system, provided the spouse and/or dependent was actively enrolled at one of the Connecticut State Universities at the time of the employee's passing.**

22.6 Professional Development Funds

In addition to funds budgeted normally for such purposes, the sum of $25,000 shall be available annually for the purpose of funding professional development activities for members of the bargaining unit. The Board shall have full and final authority of the Chief Human Resources Officer on each university and the Chancellor, or designee, in the System Office. No one individual shall receive more than ~~$1500~~ **$2500** in a contract year. Expenses of members required to travel on University business shall not be charged to this fund. Funds appropriated in one fiscal year and not expended shall carry over into the next fiscal year. Decisions concerning allocation and expenditure of said funds shall not be grievable.

For the Board of Regents

Christopher T. Wethje Dec 16, 2025

Chief Spokesperson Date
Christopher T. Wethje

For SUOAF-AFSCME Council 4, Local 2836

Kelly Rommel Dec 16, 2025
Kelly Rommel (Dec 16, 2025 09:57:13 EST)

Chief Spokesperson Date
Kelly Rommel

Off the Record Proposal #5

UNION PROPOSAL #5

ARTICLE 24 - LEAVES WITH PAY

24.2.10 Sick Leave Bank

A sick leave bank is established for use by bargaining unit members who have exhausted their accumulated sick leave and who have a catastrophic and/or extended illness. The bank shall be established by a mandatory contribution of four (4) days of accumulated sick leave from each member and maintained at a minimum of four days per member after the first year of institution. New members shall be eligible for the sick leave bank and all member's initial contribution will be made on January 1st following their date of hire. Additional contributions shall be made as necessary. Upon retirement, a member's contributions of sick days made to the bank less any days taken from the bank shall be returned to his/her accumulated credit for the purpose of computing compensation for unused sick leave. Such days shall not be returned if an individual has accrued 240 sick days.

24.2.10.1 When a member has a catastrophic and/or extended illness which has exhausted his/her sick leave, and has subsequently used up to a maximum of thirty (30) days of vacation time (if accumulated) immediately preceding eligibility for the sick leave bank, a request for use of the bank may be made to the local Chief Human Resources Officer who shall forward the application to the Sick Leave Bank Committee.

24.2.10.2 The sick leave bank shall be administered by a Committee consisting of four members designated by the Board to serve at its discretion and four members designated by the Union to serve at its discretion. The Sick Leave Bank Committee shall determine a member's eligibility for use of the bank and the amount of leave to be granted, considering his presentation of adequate medical evidence of catastrophic and/or extended illness and his prior utilization of all accrued sick leave. The decision of this Committee regarding eligibility and entitlement shall be final and binding and not subject to grievance or appeal.

24.4 Vacations

24.4.1 ~~After six (6) months of continuous employment at the University, f~~Full~~-~~time administrative faculty members employed on a 10~~-~~month basis are entitled to a total of 18.33 working days (128.333 working hours) of vacation accrued at the rate of 1.833 (12.8333 hours) days per calendar month of service.

~~After six (6) months of continuous employment at the University, p~~Part~~-~~time administrative faculty members employed on a 10~~-~~month basis are entitled vacation accrued at the rate of 1.833 (12.8333 hours) days per calendar month of service multiplied by the following fraction: the number of hours worked per week divided by 35.

~~After six (6) months of continuous employment at the University, f~~Full–time administrative faculty members employed on a 12–month basis are entitled to a total of twenty–two (22) working days (one hundred fifty–four [154] working hours) of vacation each calendar year accrued at the rate of 1.833 days (12.8333 hours) per calendar month of service.

~~After six (6) months of continuous employment at the University, p~~Part–time administrative faculty members employed on a 12–month basis are entitled to vacation accrued at the rate of 1.833 days (12.8333 hours) per calendar month of service multiplied by the following fraction: the number of hours worked per week divided by 35.

24.8 Sabbatic Leaves

Sabbatic leaves are granted only for the benefit and advancement of the Connecticut State University and must be for purposes of scholarly and creative endeavors that enhance the member's professional competence. Upon the completion of six (6) years of full–time service, a member is eligible to be considered for sabbatic leave. After a sabbatic leave, a member becomes eligible for another such leave after the completion of an additional six (6) years of full–time service. Waivers of these time periods may be granted at the President's discretion.

The number of sabbatic leaves available each year is limited and depends upon the availability of funds. Leaves are granted without regard to seniority or to the number of years a member has been eligible for sabbatic. Written proposals for sabbatic leaves shall be submitted as prescribed by the particular University. Each proposal will be judged on its merits through a process proposed by the University Senate and approved by the University President.

Note: The Union agrees to withdraw its proposal to expand the sick leave bank committee and create a SUOAF sabbatic committee as part of Union proposal #5 in exchange for the BOR's agreement to the Union's proposal to eliminate the 6-month waiting period to use accrued leave.

For the Board of Regents

Christopher Wethje 04/30/2025

Chief Spokesperson Date
Christopher T. Wethje

Signature: Kelly Rommel
Kelly Rommel (Apr 30, 2025 13:14 EDT)

Email: krommel@council4.org

For SUOAF-AFSCME Council 4, Local 2836

Kelly Rommel 4/30

Chief Spokesperson Date
Kelly Rommel

Signature: Christopher Wethje

Email: cwethje@ccsu.edu

24.3.1 Administrative faculty members shall be granted time off with pay for the following holidays if these holidays fall within their work year:

New Year's Day	**Juneteenth**
Martin Luther King Day	Independence Day
Lincoln's Birthday (Observed Friday preceding Washington's Birthday)	Labor Day
Washington's Birthday	Day before Thanksgiving
~~Day of Prayer~~ **Good Friday**	Thanksgiving Day and following Friday
Memorial Day	Christmas Day

For the Board of Regents

Christopher Wethje Nov 14, 2025

Chief Spokesperson Date
Christopher T. Wethje

For SUOAF-AFSCME Council 4, Local 2836

Kelly Rommel Nov 14, 2025
Kelly Rommel (Nov 14, 2025 15:43:34 EST)

Chief Spokesperson Date
Kelly Rommel

BOARD PROPOSAL #28

Article 28 – Retrenchment

28.3 Within ten (10) calendar days, the President/Chancellor shall give notice by **read receipt email** ~~certified mail~~ **or hand delivered** to members whose positions, as described in Article 10.1, are to be retrenched. Copies of all notifications shall be sent to the SUOAF-AFSCME Chapter and Local Presidents.

For the Board of Regents

Christopher Wethje Nov 14, 2025

Chief Spokesperson Date
Christopher T. Wethje

For SUOAF-AFSCME
Council 4, Local 2836

Kelly Rommel Nov 14, 2025
Kelly Rommel (Nov 14, 2025 15:41:42 EST)

Chief Spokesperson Date
Kelly Rommel

BOARD PROPOSAL #30

Article 28 – Retrenchment

28.6 For a period of thirty–six (36) months following retrenchment, no position eliminated under this article shall be re-established and filled in the same department or similar program in another department on either a full-time or FTE part-time basis until at least three (3) years have elapsed, unless the person who was separated and is qualified as determined by the job qualifications after consultation with the department has been offered reappointment and has not accepted it. Offers of reappointment shall be in inverse order of separation and shall be sent by **e-mail** ~~registered mail, return~~ **read** receipt requested, to the address last filed with the President. Failure to accept an offer within thirty (30) days of the time it was mailed by the University shall be taken to mean that the offer is rejected, and the President shall be free to offer the position to another person.

For the Board of Regents

Christopher Wethje Nov 14, 2025

Chief Spokesperson Date
Christopher T. Wethje

For SUOAF-AFSCME Council 4, Local 2836

Kelly Rommel Nov 14, 2025
Kelly Rommel (Nov 14, 2025 15:41:42 EST)

Chief Spokesperson Date
Kelly Rommel

BOARD PROPOSAL #36

Article 29 – Compensation

29.1 Provisions consistent with the SEBAC Framework (economic):

A. The salary schedule for contract year 2021~~5~~ - 2022~~6~~ shall be as follows:

Admin. Rank	MINIMUM		MAXIMUM	
	Biweekly	Annual	Biweekly	Annual
I	$1,819.19	$47,481	$3,364.63	$87,817
II	$2,304.29	$60,142	$3,985.34	$104,017
III	$2,789.44	$72,804	$4,606.13	$120,220
IV	$3,274.50	$85,464	$5,226.89	$136,422
V	$3,759.64	$98,127	$5,847.68	$152,624
VI	$4,244.75	$110,788	$6,468.44	$168,826
VII	$4,729.85	$123,449	$7,089.23	$185,029
~~Admin. Rank~~	~~MINIMUM~~		~~MAXIMUM~~	
	~~Biweekly~~	~~Annual~~	~~Biweekly~~	~~Annual~~
~~I~~	~~$1,525.50~~	~~$39,815~~	~~$2,821.43~~	~~$73,639~~
~~II~~	~~$1,932.29~~	~~$50,432~~	~~$3,341.96~~	~~$87,225~~
~~III~~	~~$2,339.12~~	~~$61,051~~	~~$3,862.54~~	~~$100,812~~
~~IV~~	~~$2,745.86~~	~~$71,666~~	~~$4,383.06~~	~~$114,397~~
~~V~~	~~$3,152.68~~	~~$82,284~~	~~$4,903.65~~	~~$127,985~~
~~VI~~	~~$3,559.48~~	~~$92,902~~	~~$5,424.19~~	~~$141,571~~
~~VII~~	~~$3,966.28~~	~~$103,519~~	~~$5,944.75~~	~~$155,157~~

~~B. All members will receive a one-time special lump sum payment of~~
~~C. $2,500, which will be payable as soon as practicable upon General Assembly approval. The effective date and retro date is 3/31/22. This payment will be pro-rated for part-time members.~~

~~D.~~B. In lieu of the usual method for salary determination, pursuant to SEBAC discussions, each continuing member shall receive a 4.5 percent (4.5%) increase in salary for FY22~~6~~ effective 7/1/25 ~~for the pay period including 7/1/21~~. Employees who are employed as of the date of legislative approval of the agreement ~~who left in good standing with 10 years or more of service, or who retired after 7/1/21~~, will be eligible for the retroactive payment ~~through their date of departure~~.

~~E.~~C. The salary schedule for contract year 202~~2~~6 - 202~~3~~7 shall be as follows:

Admin. Rank	MINIMUM		MAXIMUM	
	Biweekly	Annual	Biweekly	Annual
I	$1,901.05	$49,617	$3,516.04	$91,768
II	$2,407.98	$62,848	$4,164.68	$108,698
III	$2,914.96	$76,080	$4,813.41	$125,630
IV	$3,421.85	$89,310	$5,462.10	$142,561
V	$3,928.82	$102,542	$6,110.83	$159,492
VI	$4,435.76	$115,773	$6,759.51	$176,423
VII	$4,942.69	$129,004	$7,408.24	$193,355
~~Admin. Rank~~	~~MINIMUM~~		~~MAXIMUM~~	
	~~Biweekly~~	~~Annual~~	~~Biweekly~~	~~Annual~~
~~I~~	~~$1,594.15~~	~~$41,607~~	~~$2,948.40~~	~~$76,953~~
~~II~~	~~$2,019.25~~	~~$52,702~~	~~$3,492.35~~	~~$91,159~~
~~III~~	~~$2,444.39~~	~~$63,798~~	~~$4,036.36~~	~~$105,348~~
~~IV~~	~~$2,869.43~~	~~$74,892~~	~~$4,580.30~~	~~$119,545~~
~~V~~	~~$3,294.56~~	~~$85,988~~	~~$5,124.32~~	~~$133,741~~
~~VI~~	~~$3,719.66~~	~~$97,083~~	~~$5,668.28~~	~~$147,942~~
~~VII~~	~~$4,144.77~~	~~$108,178~~	~~$6,212.27~~	~~$162,140~~

~~F. All members will receive a one-time special lump sum payment of $1,000 effective 7/14/22. This payment will be pro-rated for part-time members.~~

~~G.~~D. In lieu of the usual method for salary determination, pursuant to SEBAC discussions, each continuing member shall receive a 4.5 percent (4.5%) increase in salary for FY2~~3~~7 effective 7/1/26 ~~for the pay period including 7/1/22~~.

~~H.~~E. The salary schedule for contract year 202~~3~~7 - 202~~4~~8 shall be as follows:

Admin. Rank	MINIMUM		MAXIMUM	
	Biweekly	Annual	Biweekly	Annual
I	$1,986.60	$51,850	$3,674.26	$95,898
II	$2,516.34	$65,676	$4,352.09	$113,589
III	$3,046.14	$79,504	$5,030.01	$131,283
IV	$3,575.83	$93,329	$5,707.90	$148,976
V	$4,105.62	$107,157	$6,385.82	$166,670
VI	$4,635.37	$120,983	$7,063.69	$184,362
VII	$5,165.11	$134,809	$7,741.61	$202,056
~~Admin. Rank~~	~~MINIMUM~~		~~MAXIMUM~~	
	~~Biweekly~~	~~Annual~~	~~Biweekly~~	~~Annual~~
~~I~~	~~$1,665.89~~	~~$43,479~~	~~$3,081.08~~	~~$80,416~~
~~II~~	~~$2,110.12~~	~~$55,074~~	~~$3,649.51~~	~~$95,252~~
~~III~~	~~$2,554.39~~	~~$66,669~~	~~$4,218.00~~	~~$110,089~~
~~IV~~	~~$2,998.56~~	~~$78,262~~	~~$4,786.42~~	~~$124,925~~
~~V~~	~~$3,442.82~~	~~$89,857~~	~~$5,354.92~~	~~$139,763~~
~~VI~~	~~$3,887.05~~	~~$101,452~~	~~$5,923.36~~	~~$154,599~~
~~VII~~	~~$4,331.29~~	~~$113,046~~	~~$6,491.83~~	~~$169,436~~

~~I.~~F. In lieu of the usual method for salary determination, pursuant to SEBAC discussions, each continuing member shall receive a 4.5 percent (4.5%) increase in salary for FY2~~4~~8 effective

~~7/1/27the pay period including 7/1/23~~.

~~J.~~G. There will be a reopener on wages only during the fourth and final year of the agreement (7/1/24~~8~~ - 6/30/25~~9~~).

For the Board of Regents

Christopher Wethje Mar 31, 2026

Chief Spokesperson Date
Christopher T. Wethje

For SUOAF-AFSCME Council 4, Local 2836

Kelly Rommel Mar 31, 2026
Kelly Rommel (Mar 31, 2026 10:51:21 EDT)

Chief Spokesperson Date
Kelly Rommel

BOARD PROPOSAL #31

Article 30 – Fringe Benefits

30.7 **Accounting of Benefits**
Each member of the bargaining unit shall be provided, upon request, ~~before August 1~~ with a confidential written accounting ~~as of June 30 of that year~~ giving his/her current status on the following items:

- amount of cumulative annual vacation and sick leave;
- current salary;
- years of credit toward longevity payment;
- years of eligibility for next sabbatic leave;
- termination date for members on term contracts;
- years of credit applicable toward continuing appointment.

~~Each member of the bargaining unit shall be notified no later than November 15 of the extent to which vacation accruals exceed the maximum permitted.~~

For the Board of Regents

Christopher T. Wethje Dec 16, 2025

Chief Spokesperson Date
Christopher T. Wethje

For SUOAF-AFSCME Council 4, Local 2836

Kelly Rommel Dec 16, 2025
Kelly Rommel (Dec 16, 2025 09:57:13 EST)

Chief Spokesperson Date
Kelly Rommel

UNION PROPOSAL #21

ARTICLE 31 -RESIGNATION

An administrative faculty member may resign at any time, provided that three (3) weeks' written notice is given for members below the rank of VI. For members holding an administrative rank VI or higher, six (6) weeks' written notice is required. ~~Failure to give such notice will result in forfeiture of two (2) weeks pay.~~ **For each work day less than the required notice, employees at the rank of Admin I–V shall forfeit one day of vacation pay (fifteen (15) days maximum), and employees at the rank of Admin VI or higher forfeit up to one day of vacation pay (thirty (30) days maximum),** unless explicitly waived by the University President.

For the Board of Regents

Christopher Wethje Dec 16, 2025

Chief Spokesperson Date
Christopher T. Wethje

For SUOAF-AFSCME Council 4, Local 2836

Kelly Rommel Dec 16, 2025
Kelly Rommel (Dec 16, 2025 09:57:13 EST)

Chief Spokesperson Date
Kelly Rommel

Tentative Agreement

BOARD PROPOSAL #35

Administrative Faculty Evaluation Annual Form

Name: _____ Date: _____

Position Title & Rank: _____

Period covered by evaluation: From _____ To _____

An assessment of the administrative faculty member's performance based on his/her established job description, additional duties pursuant to Section 10.6, special projects pursuant to Section 16.4, as well as last year's performance goals are to be given for each of the five general areas listed below.

When the **Overall Evaluation** is unsatisfactory, it must be accompanied by a written performance improvement plan that is shared with Human Resources. (Human Resources will provide a copy of Unsatisfactory evaluations to the Union per Article 19.5.)

Key: Excellent – Consistently exceeds expectations
Good – Occasionally exceeds expectations
Satisfactory – Meets expectations and requirements
Needs Improvement – Partially meets expectations, requires further development to meet full potential
Unsatisfactory – Does not meet expectations or requirements of the role and needs significant improvement

---

Employee shall provide a brief description of activities and accomplishments during the evaluation period and may attach any supporting documents, including certificates or credentials attained.

1. **Demonstrated knowledge and effective application of professional skills in the field worked** (including knowledge about area of responsibility, competence in handling responsibilities of the position, and the ability to make effective decisions and plan effectively, staying abreast of and adapting to new developments in the field of work and/or technology).

The rating for this area is:

Excellent	Good	Satisfactory	Needs Improvement	Unsatisfactory
☐	☐	☐	☐	☐

Comments (required):

2. **Willingness and ability to work constructively with students, University personnel and the general public** (including effective communication and ability to act fairly and objectively, be accessible, approachable, have sound working relationships, and demonstrate civility, teamwork, and exhibit strong interpersonal skills).

The rating for this area is:

Excellent	Good	Satisfactory	Needs Improvement	Unsatisfactory
☐	☐	☐	☐	☐

Comments (required):

3. **Quality of work** (including exercising sound judgment, demonstrating initiative and creativity, accuracy, detail-oriented, completion of work/tasks in a timely manner, consistency, and/or follow-through).

The rating for this area is:

Excellent	Good	Satisfactory	Needs Improvement	Unsatisfactory
☐	☐	☐	☐	☐

Comments (required):

4. **Activities demonstrating professional growth and achievement** (including professional development, improvement of knowledge and competence, remaining current and active in area worked. Acceptance of constructive criticism and suggestions and changing performance methods or techniques when essential to position).

The rating for this area is:

Excellent	Good	Satisfactory	Needs Improvement	Unsatisfactory
☐	☐	☐	☐	☐

Comments (required):

5. **Quality of participation and professional judgment in University and/or system wide activities including committee work and/or advisory service to students and professional colleagues, and similar contributions (including participation on search committees)..**

The rating for this area is:

Excellent	Good	Satisfactory	Needs Improvement	Unsatisfactory
☐	☐	☐	☐	☐

Comments (required):

The overall performance assessment for the evaluation period is:

Excellent	Good	Satisfactory	Needs Improvement	Unsatisfactory
☐	☐	☐	☐	☐

Comments (required). Supervisor shall include areas of strength as well as areas for improvement. Reminder: Overall Unsatisfactory rating must be accompanied by a Performance Improvement Plan.

***Prior to award of continuing appointment, positive evaluations do not ensure renewal of appointment.**

Performance Goals for Next Evaluation Period (a minimum of 3 goals must be provided) These goals should be mutually established by both the supervisor and employee and shall include a metric as well as an anticipated deadline to complete the goal.

Goal #1:

Goal #2:

Goal #3:

Goal #4:

Goal #5:

Prepared by (evaluator) _____ Date_____

1st level of Management (outside of the bargaining unit):

_____ Date_____

Comments (if any): _____

_____

Provost/VP/AVP/Chief (if different from 1st level of management outside of bargaining unit):

_____ Date_____

Acknowledged by (evaluee) _____ Date_____

Note: Pursuant to Section 19.3.3, signature by the evaluee shall constitute acknowledgment of receipt of the evaluation and does not constitute agreement with the contents of the evaluation. Pursuant to Section 19.3.4, the evaluee may provide written comment to the evaluation within ten (10) work days of receipt. If the evaluee provides written comment, a copy shall be sent to the supervisor, Management Official, and Human Resources for inclusion in the personnel file.

For the Board of Regents

Christopher Wethje 05/28/2025

Chief Spokesperson Date
Christopher T. Wethje

For SUOAF-AFSCME Council 4, Local 2836

Kelly Rommel
Kelly Rommel (May 28, 2025 14:37 EDT)

Chief Spokesperson Date
Kelly Rommel

Article 38 – Duration of Agreement

This Agreement shall be effective as of the 1st day of July ~~2021~~ **2025**, and shall remain in full force and effect up to and including the 30th day of June ~~2025~~ **2029**.

Remaining Contract Proposals

All proposals by both parties that have not been settled via this signed Tentative Agreement (TA) are considered withdrawn.

This agreement is subject to approval of the Board of Regents, membership ratification, and approval of the legislature pursuant to Connecticut General Statutes Section 5-278.

In witness whereof, the parties have affixed their signatures as duly authorized collective bargaining agents.

Christopher Wettje — Mar 31, 2026

For Board of Regents — **Date**

Lisa Marie Bigelow — Mar 31, 2026

Lisa Marie Bigelow (Mar 31, 2026 13:09:32 EDT)

For SUOAF-AFSCME, Local 2836 — **Date**
Local President

Kelly Rommel — Mar 31, 2026

Kelly Rommel (Mar 31, 2026 12:49:12 EDT)

For SUOAF-AFSCME, Local 2836 — **Date**
Council 4 Staff Representative

April 10, 2026

State University Organization of Administrative Faculty (SUOAF)
Collective Bargaining Agreement July 1, 2025 – June 30, 2029

SUPERSEDENCE INDEX

As negotiated between the Board of Regents for Higher Education and the State University Organization of Administrative Faculty, Local 2836 of Council 4, AFSCME, AFL-CIO, pursuant to §§ 5-270 through 5-280 and 10a-1a, 10a-6 and 10a-87 of the Connecticut General Statutes.

Contract Reference	Provision	State Statute or Regulation Superseded
Article 17	Telecommuting/ Requires work on closing due Weather or other circumstance	C.G.S §5-248i
Article 20	Disciplinary/ Reduces the number of days before job abandonment	C.G.S § 5-243, State Agency Reg. 5-243-1
Article 24.4.1	Vacation Leave Eliminates the probationary Waiting period to use leave	C.G.S.§ 5-250(f)

CONNECTICUT STATE COLLEGES AND UNIVERSITIES
Cost Estimate of Arbitration Award
Dated: 4/7/2026

Bargaining Unit	State University Non-Fac Prof
Period of Contract:	July 1, 2025 Through June 30, 2028

Number of Full Time Employees	997
Number of Part Time Employees	8
Total Annual Wages (26 pay periods) All Funds:	$103,132,285
Total Value of Fringe Benefits	

		Annualized Basis (26 Pay Periods)		
		Percent Increase		
Average Full Time All Funds:	Salary	Gen'l Wage Increase	AI's	Total
Prior to New Contract:	103,132,285			
1st Year Contract: 2025-2026	107,773,238	2.50%	2.00%	4.50%
2nd Year Contract: 2026-2027	112,623,034	2.50%	2.00%	4.50%
3rd Year Contract: 2027-2028	117,691,070	2.50%	2.00%	4.50%

FULL TIME COMPENSATION SUMMARY

		1st Year	2nd Year	3rd Year
All Funds	Prior To Agreement	2025-2026	2026-2027	2027-2028
Total Wages and Related Items	103,132,285	4,640,953	4,849,796	5,068,037
Fringe Benefits				
Value of Current Items		380,558	397,683	415,579
Arbitrated Improvements				
Total Wages and Benefits	103,132,285	5,021,511	5,247,479	5,483,615

CONNECTICUT STATE COLLEGES AND UNIVERSITIES
Cost Estimate of Contract
Dated: 4/7/2026

		All Funds Requirement- 26 pay periods		
		2025-2026	2026-2027	2027-2028
Fiscal Year 2025-2026				
(1)	2.5% GWI Effective 7/1/2025	2,578,307		
(2)	2% AI Effective 7/1/2025	2,062,646		
	SUBTOTAL AGREEMENT ITEMS -1st YEAR	$ 4,640,953		
Fiscal Year 2026-2027				
(1)	2.5% GWI Effective 7/1/2026		4,830,707	
(2)	2% AI Effective 7/1/2026		19,089	
	SUBTOTAL AGREEMENT ITEMS - 2nd YEAR		$ 4,849,796	
Fiscal Year 2027-2028				
(1)	2.5% GWI Effective 7/1/2027			2,815,576
(2)	2% AI Effective 7/1/2027			2,252,461
	SUBTOTAL AGREEMENT ITEMS· 3rd YEAR			$ 5,068,037
	TOTAL CONTRACT ITEMS - ALL FUNDS	$ 4,640,953	$ 4,849,796	$ 5,068,037
	FRINGE ANALYSIS			
	Social Security 6. 2%	6.20% 287,739	300,687	314,218
	Medicare 1.45%	1.45% 67,294	70,322	73,487
	Unemployment 0.10%	0.10% 4,641	4,850	5,068
	Workers Comp 0.45%	0.45% 20,884	21,824	22,806
	TOTAL FRINGE	8.2% $ 380,558	$ 397,683	$ 415,579
	TOTAL COST OF CONTRACT-ALL FUNDS	$ 5,021,511	$ 5,247,479	$ 5,483,615

Board of Regents – and – 4Cs (CT State)

TENTATIVE AGREEMENTS*

*subject to ratification by the Union, the BOR, and the CGA

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Global	Replace "President of the Connecticut State Colleges and Universities" with "Chancellor of the Connecticut State Colleges and Universities" in all instances, unless the term is otherwise addressed in a specific proposal.
Global	Replace "Community College System" with "CT State Community College" in all instances, unless the term is otherwise addressed in a specific proposal.
~~Preamble~~	Preamble The intent of both parties in carrying out their responsibilities is to promote the quality and effectiveness of education in the Connecticut ~~Community College System~~ **State Community College and the Connecticut State College and University System.**[1] This objective is best accomplished by a good faith cooperative and collegial relationship in the System**, with the Connecticut State Community College,** and on each campus. The parties also recognize the value of productive engagement between professional staff members and students, which is a hallmark of ~~the community college system~~ **the Connecticut State Community College**. Professional staff members are encouraged to continue their efforts in this area. This preamble is a statement of intent and is not subject to grievance and arbitration. **This** Agreement~~,~~ **is** made and entered into this ~~1st day of July, 2021~~ _____ [to be completed], by and between the Congress of Connecticut Community Colleges, hereinafter referred to as "the Congress" or "the union," and the Board of Regents for Higher Education (formerly the Board of Regents of Regional Community Colleges) and the State of Connecticut, hereinafter referred to as "the Board" or "the employer." [1] Reference in this Agreement to "the Community Colleges" or "the Community College System" shall be the equivalent of a reference to the Board of Regents of ~~Community-Technical Colleges~~ **Higher Education.**
01.0	The Board recognizes the Congress as the sole and exclusive bargaining agent for the purposes of collective bargaining with respect to salaries, hours, and other conditions of employment for all professional employees in the bargaining unit presently or hereafter employed by the Board as set forth in the certification issued by the Connecticut State Board of Labor Relations in Case No. SE-3259 ~~on December 17, 1975~~, **Decision No. 1354;** ~~and the Recognition Agreement in Case No. SE-3259 issued on January 28, 1975,~~ Case No. SE-4669, **Decision No. 1680;** ~~issued on November 3, 1978,~~ and Case No. SE-8181**, Decision No. 2346** ~~issued on December 4, 1984~~. These certifications are for a unit of employees working twenty (20) or more hours per week. This Agreement covers all such Congress-represented Faculty and Administrators, Counselors and Librarians (ACLs), except those covered by this Agreement between the Board and Congress/AFSCME (Merged Agreement).

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	Should additional ~~colleges~~ **campuses**, branches, or teaching locations be established, all professional staff members employed therein by the Board who are in positions in the unit as defined pursuant to the aforementioned certification and Recognition Agreement shall be covered automatically by the terms of this Agreement.
02.2	The Board and the Congress shall continue their policy of not discriminating against any member of the bargaining unit on the basis of race, color, religious creed, national origin, ancestry, sex (including sexual harassment), sexual orientation, age, marital status, political affiliation, ~~or~~ present or past history of mental disorder, developmental disability, learning disability or physical disability, criminal record, ~~or~~ opposition to discrimination, **or** any **other protected class** as required by any federal or Connecticut statute or regulations pursuant thereto. The Board and the Congress agree not to discriminate against bargaining unit members based upon membership in any union representing employees of the Board of Regents.
2.3	~~All references to bargaining unit members in the Agreement designate both sexes, and whenever gender is specified, it shall be construed to include male and female employees.~~ **As the Board and the Congress are fully committed to gender inclusivity, both parties have agreed to use gendered-neutral language throughout this Agreement**
04.1	The Congress and its duly authorized representatives shall be permitted to confer and transact official Congress business on college property and to use college facilities for meetings and other official business, subject to standard and reasonable rules established by the Board and provided that there is no interference with the instructional program and other operations of the college or the duties of professional staff members as employees. No charge shall be made for use of facilities by the Congress provided that there is no cost to the college for such usage. If costs are incurred, they will be borne by the Congress. The use of facilities does not include the use of equipment, machines, materials, supplies or similar items, or personal services. The foregoing notwithstanding, copy machines, if such are available at the college, may be used for local chapter purposes only. The Congress may use the college internal mail service and professional staff mailboxes for purposes of communication, subject to the establishment by the ~~CEO~~/**CT State** President of standard procedures for general distribution. The Congress may postdate official notices and communications on suitable bulletin boards designated by the ~~CEO~~/**Campus** President **or appropriate College Office Vice President or their designee** ~~of the college~~. The Congress will establish and

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	publicize to unit members a toll-free telephone number for use when it is needed for union business. *Section 2. Chapter Meetings* The Congress shall have the right to schedule one regular and one emergency Congress chapter meeting per month during normal operating hours at a ~~college~~ **Campus** at times mutually agreeable to the ~~college CEO/~~ **Campus** President **or appropriate College Office Vice President or their designee** and the union. Subject to the operating needs of the college, non-teaching professional staff members shall be allowed to rearrange their schedules to attend such meetings provided, however, that the revised work schedule be approved by the appropriate management representative. Individuals shall not be required to reschedule mutually agreed upon time periods spent in such meetings provided that their work responsibilities are fulfilled. Teaching obligations take precedence over attendance at such meetings. Normal college procedures will be followed in scheduling available space. *Section 3. Congress Activity* *A. Leaves of Absence for Union Assignments* The Board of Regents may grant leaves of absence without pay in accordance with the provisions of Article XIX, Section 1 of this Agreement to permit Congress assignees to pursue assigned union tasks. Such leaves of absence may be full or part-time, but in total may not exceed two full-time equivalent assignments per fiscal year for the System. Upon return from such leave, the employee(s) shall have the right to purchase back retirement credits for the period of the leave, provided that the employee or the union shall pay the State's contribution for the period of the leave. The person seeking the leave will apply to the ~~college CEO/~~**Campus** President **or College Office Vice President or their designee**. The ~~CEO/~~**Campus** President **or College Office Vice President or their designee** will in turn forward the request to the Board, with a statement which indicates the effect of the leave on educational offerings and/or ~~college~~ **Campus** services to students and includes a recommendation. Such a request must be made three months prior to the opening of a semester and shall not be unreasonably denied. ... *C. Contract Administration Training/Attendance at Conventions* Congress delegates to contract administration training/union conventions shall have a combined total of twenty-four (24) working days' leave with pay per year, to be distributed by the Congress, to attend said meetings upon thirty (30) calendar days'

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	notice to the ~~CEO/~~**Campus** President **or College Office Vice President or designee** ~~of the appropriate college~~.
04.1	The Congress and its duly authorized representatives shall be permitted to confer and transact official Congress business on college property and to use college facilities for meetings and other official business, subject to standard and reasonable rules established by the Board and provided that there is no interference with the instructional program and other operations of the college or the duties of professional staff members as employees. No charge shall be made for use of facilities by the Congress provided that there is no cost to the college for such usage. If costs are incurred, they will be borne by the Congress. The use of facilities does not include the use of equipment, machines, materials, supplies or similar items, or personal services. The foregoing notwithstanding, copy machines, if such are available at the college, may be used for local chapter purposes only. The Congress may use the college internal mail service and professional staff mailboxes for purposes of communication, subject to the establishment by the **Campus ~~CEO/~~President or College Office Vice President or their designee** of standard procedures for general distribution. The Congress may postdate official notices and communications on suitable bulletin boards designated by the **Campus ~~CEO/~~President or College Office Vice President or their designee** ~~of the college~~. The Congress will establish and publicize to unit members a toll-free telephone number for use when it is needed for union business. *Section 2. Chapter Meetings* The Congress shall have the right to schedule one regular and one emergency Congress chapter meeting per month during normal operating hours at a college at times mutually agreeable to the ~~college~~ **Campus ~~CEO/~~President or College Office Vice President or their designee** and the union. Subject to the operating needs of the college, non-teaching professional staff members shall be allowed to rearrange their schedules to attend such meetings provided, however, that the revised work schedule be approved by the appropriate management representative. Individuals shall not be required to reschedule mutually agreed upon time periods spent in such meetings provided that their work responsibilities are fulfilled. Teaching obligations take precedence over attendance at such meetings. Normal college procedures will be followed in scheduling available space. *Section 3. Congress Activity* *A. Leaves of Absence for Union Assignments*

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	The Board of Regents may grant leaves of absence without pay in accordance with the provisions of Article XIX, Section 1 of this Agreement to permit Union assignees to pursue assigned union tasks. Such leaves of absence may be full- or part-time, but in total may not exceed two full-time equivalent assignments per fiscal year for the System. Upon return from such leave, the employees shall have the right to purchase back retirement credits for the period of the leave, provided that the employee or the union shall pay the State's contribution for the period of the leave. The person seeking the leave will apply to the ~~college~~ **Campus ~~CEO~~/President or College Office Vice President or their designee.** The **Campus ~~CEO~~/President or College Office Vice President or their designee** will in turn forward the request to the Board, with a statement which indicates the effect of the leave on educational offerings and/or college services to students and includes a recommendation. Such a request must be made three (3) months prior to the opening of a semester and shall not be unreasonably denied. ... *Reopener on Section 6.*
04.3.B	B. Released Time for Union Business The Board of Regents shall grant released time, equivalent to twenty-four (24) contact/credit hours plus Additional Responsibilities for instructional staff and fourteen (14) hours per week for non-teaching professionals per year, to union officials for the purposes of: (1) investigating and processing grievances; (2) meeting with the Board or its representatives to discuss implementation of this Agreement; (3) conducting other union responsibilities related to collective bargaining and contract administration; **(4) presenting at new employee orientations or any other meetings with new hires set forth in Article IV, Section 9. The** released time will be assigned on a semi-annual basis by the Congress, subject to the following: (1) the Board reserves the right to approve said selection on the basis of the impact of the leave on the college, provided that said approval shall not be unreasonably denied; (2) the Board will be advised of individuals so designated; (3) released time must be utilized in a manner which is least disruptive of the individual's professional responsibilities and college operations; (4) to this end, prior notice must be given to the appropriate management representative when released time is to be utilized. No teaching professional shall receive more than six contact/credit hours' release from teaching responsibilities in any semester and no non-teaching professional shall receive more than seven hours' release per week. The Congress shall be afforded sixty percent release time for its President or his/her designee to conduct business of the union, effective July 1, 2017.
04.4	Such meetings of the Board or its committees which are public meetings according to

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	law are open to any representative of the Congress. ~~For each such regular or special public meeting, a copy of the agenda will be mailed to the CEO/President of the Congress 48 hours after it has been mailed to the Board. Included with the agenda will be reports that are related to agenda items, provided that such reports are public information and have been provided to Board members.~~ The President of the Congress or his/her designee shall be accorded the privilege of speaking at Board meetings in accordance with Board policy on oral presentation at meetings. Should the Congress wisBh to have an item placed on the agenda of a Board meeting, the President of the Congress shall request such in writing of the ~~President~~ **Chancellor** of the Connecticut State Colleges and Universities **or designee** at least three weeks in advance. The ~~President~~ **Chancellor** of the Connecticut State Colleges and Universities **or designee** shall notify the President of Congress of the Board's disposition of the request. Bargaining unit members have the right to attend meetings of the Board or its committees to the extent provided by law or Board policy. If any right exists under law or Board policy for unit members to participate in such meetings, that right shall be accorded to unit members.
04.6	~~*D. Professional Day*~~ ~~There shall be a Professional Day each year, scheduled on a Saturday between March 15 and April 15, for the purpose of discussing matters of educational concern to the Community College System, its staff, and students. The organization of the Professional Day shall be the responsibility of a Professional Day Committee of six members, of whom three shall be named by the Congress and three by the Board. The Congress and the Board shall each contribute $500 for the expenses of the Professional Day, unspent monies to be refunded to each on an equal basis.~~
04.8	**Article 4, *Section 8. Training (new section)*** **All employees are required to complete all training that is required by law and State policy. Employees shall be provided adequate notice to complete the trainings prior to the training deadline. Employees shall also be provided adequate time to complete the trainings during the employee's scheduled workday.**
04.9	**The Employer shall provide the Union with not less than ten (10) days' written electronic notice of the planned date, time, and location of new hire orientation, unless there is an instance where there is an urgent need critical to the Employer's operations that prevents the ten (10) days' notice. A Union representative shall be permitted to make a presentation of thirty (30) minutes during the new hire orientation session, and management shall not be present.** **In the event the Union is given less than ten (10) days' written electronic notice of the new hire orientation and the Union is unable to participate in the new hire**

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	orientation, or in the event the new employee does not attend their scheduled new hire orientation, the Union shall have the right to schedule a meeting with new employees on paid time for thirty (30) minutes. If the new employee works in person, the Union may elect to hold the meeting in person at the worksite, and the Employer shall provide appropriate on-site meeting space.
04	The offer of employment is made only by written contract executed by the **Campus** CEO/President and may be subject to ratification by the Board or the President of the Connecticut State Colleges and Universities. Each ~~college~~ **campus** shall make a good faith effort to **make initial course offers to** ~~inform~~ part-time members ~~of their employment~~ at the earliest reasonable opportunity. **Educational Assistants shall be given a minimum of 30 days' notice of renewal/non-renewal.** Where a part-time lecturer at a college **campus** has taught eighteen (18) or more **contact**/credit hours of instruction ~~and been employed during the previous year~~ that individual will be continued in the part-time lecturer applicant pool **for that campus**. If any such individual has a concern regarding the selection of part-time lecturers, ~~he/she~~ **they** may raise it with the dean and then the **Campus** ~~CEO~~/President. The preceding sentences of this paragraph shall not be subject to grievance/arbitration. Members shall be notified of class cancellations before classes begin. If a class scheduled to be taught by a part-time member is cancelled and assigned to a full-time faculty member within seven (7) days prior to the beginning of the first day of classes, the part-time member shall be paid the sum of three hundred dollars ($300). Per availability, and at the discretion of the Department Chair and in consultation with Coordinators, adjunct faculty who have been offered and accepted 8 semesters without a break and who are appointed for a 9th consecutive semester may be offered a full-year contract.
07	*Section 1. Informal Adjustments* Whenever possible, problems affecting professional staff members should be adjusted between the professional staff member and the immediate supervisor or within the college structure through the level of **Campus President or appropriate College Office Vice President** ~~CEO/President~~ if necessary. Any professional staff member in the bargaining unit may present and discuss his/her complaint with appropriate management representatives and may be represented by the Congress in this process. The Congress may present and discuss with appropriate management representatives any complaint on its own behalf, but not on behalf of a professional staff member or professional staff members. These presentations or discussions shall be entirely informal. Any

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	settlement, withdrawal, or disposition of a complaint at the informal stage shall not constitute a binding precedent in the settlement of similar complaints or grievances. Such matters shall not be deemed grievances and their settlement shall not establish any precedent whatsoever for the resolution of any problems between a professional staff member and the immediate supervisor, the college, or the Board. If a bargaining unit member believes that a problem or concern constitutes a grievance, he or she may request that the **Campus President or appropriate College Office Vice President** ~~CEO/President~~ agree to extend the time for filing the grievance for up to fifteen calendar days, as provided in 2D below. *Section 2. Grievance Procedure* *A. Definition* If any professional staff member, group of professional staff members, or the Congress should have a complaint as to the interpretation or application of this Agreement, such complaint shall constitute a grievance subject to settlement pursuant to this Section. In processing grievances under this Section at Levels One and Two, the parties shall not be precluded from considering questions of equity, provided, however, that any resolution based upon equity shall not constitute a waiver of the right to assert appropriate contractual provisions in any like case unless such right is expressly waived in writing by the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities. ... *C. Steps* A grievance shall be filed on a form mutually agreed upon by the Board and the Congress. If the grievance involves an action of the Board or a matter of general applicability within the System, the grievance may be filed at Level Two, provided however that such grievances must be filed within thirty (30) calendar days after the grievant knew, or should have known, of the act or conditions on which the grievance is based. All other grievances shall be processed in accordance with the following: 1. Level One – **Campus President or appropriate College Office Vice President** ~~CEO/President~~

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	Within thirty (30) calendar days after he/she knew or should have known of the act or conditions upon which the grievance is based, the grievant shall present the grievance in writing to the **Campus President or appropriate College Office Vice President** ~~CEO/President~~, specifying the facts, rationale, the section or provision of the Agreement alleged to have been violated and remedy sought, provided that this requirement shall not be interpreted to limit the right to amend a grievance. Failure to file the grievance within the time prescribed shall result in a waiver of the grievance. The **Campus President or appropriate College Office Vice President** ~~CEO/President~~ or designee shall meet with the grievant for the purpose of resolving the grievance and shall, within fourteen (14) calendar days of receipt of the written grievance, or the meeting with the grievant, render **the** ~~his/her~~ decision and reasons therefore in writing to the grievant and the Congress office. 2. Level Two – President of the Connecticut State Colleges and Universities If the grievance is not resolved at Level One or the written decision of the **Campus President or appropriate College Office Vice President** ~~CEO/President his/her~~ **or** designee is not rendered within the time specified, the grievant may then appeal the grievance to the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities but, if ~~he/she~~ **the grievant** chooses to appeal to the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities, the grievance shall be filed within ten (10) calendar days of the receipt of the **Campus President's or appropriate College Office Vice President's or** designee**'s** ~~CEO/President's or his/her designee's~~ answer or within ten (10) calendar days after the end of the time specified in Level One for said answer. Failure to file with the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities within the time specified shall be deemed to be acceptance of the decision rendered at Level One. The **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities or his/her designee shall meet with the grievant and shall render a written decision within twenty-one (21) calendar days of receipt of the grievance or the meeting with the grievant. *D. Extension of Time Limits* Any of the specified time limits may be extended by mutual agreement between the grievant or his union representative and the **Campus President or appropriate College Office Vice President** ~~CEO/President~~, or **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities, as the case may be, provided, however, that in no case shall the period of time for filing a grievance be extended more than an additional fifteen (15) calendar days except by the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities or his/her designee. Any extension shall be in writing.

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	... *Section 3. Mediation Panel* There shall be a bipartite mediation panel which shall consist of two members selected for the Board and two members selected for the Congress. The panel shall be selected from two lists established in advance by the parties. Within sixty (60) days of the signing of this Agreement and whenever necessary thereafter, representatives of the parties shall meet to designate the individuals to be placed on said lists. The parties may by mutual agreement submit a grievance which has not been resolved at Level Two to the panel which shall hear the positions of the respective parties and endeavor to effect an amicable resolution. In the event that resolution is not possible, the sole authority of the panel shall be to make a confidential report and recommendation to the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities with a copy to the Congress. The **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities shall within fourteen (14) calendar days after receipt of the report of the mediation panel render his/her decision and reasons therefore to the grievant with a copy to the Congress. *Section 4. Arbitration* *A. Notice* If the grievance is not resolved satisfactorily to the grievant at Level Two of the grievance procedure set forth in Section 2 of this Article, or in the mediation process, the Congress may proceed to arbitration by filing a written notice by certified mail with the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities. Such notice must be postmarked within thirty (30) calendar days after receipt by the grievant of the Level Two or mediation decision or within thirty (30) calendar days of the expiration of the time for said answer, whichever is later. ...
07	*Section 1. Purpose* Sabbatical leave is educational leave. The purpose of sabbatical leave is to provide a professional staff member with the time and support for scholarly or creative endeavors which will benefit the college and the staff member professionally, and/or enable the professional staff member to develop resources or materials to enrich his/her teaching effectiveness or the performance of administrative responsibilities. The ~~President~~ **Chancellor** of the Connecticut State Colleges and Universities may grant sabbatical leave for a full year on half salary, or for a half year on full salary, or for such period and portion of salary as agreed to by the applicant and the ~~President~~ **Chancellor** of the Connecticut State Colleges and Universities.

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	Section 2. Eligibility and Conditions *A. Eligibility* A professional staff member on tenure-track appointment shall become eligible for sabbatical leave after six (6) consecutive years of full-time service at a ~~college~~ **campus or College Office**. Such professional staff member shall be considered for sabbatical leave during his/her sixth year of full-time service, but the sabbatical shall not commence until he/she has completed six years of service. Once the sabbatical leave has been taken, the professional staff member shall again become eligible for sabbatical leave after six (6) additional consecutive years of full-time service following the completion of the sabbatical. *(See side letter Re: Sabbaticals.)* Full-time leave for professional development shall be considered as continuous service for sabbatical leave, but shall not be included as accumulated time required to qualify for sabbatical leave. *B. Conditions* The recipient of a sabbatical leave is permitted to receive other remuneration in the form of fellowships, assistantships, grants, honoraria or consultant fees. However, an individual on sabbatical leave is generally not expected to engage in paid employment elsewhere. Each applicant for sabbatical leave shall disclose, as part of his/her proposal, all anticipated remuneration including but not limited to, professional development and/or tuition reimbursement dollars and, if paid employment is involved, he/she shall describe the relationship of such employment to the purpose of the sabbatical leave as outlined in Section 1 above. Total compensation while on sabbatical leave shall normally not exceed the regular salary (base pay plus longevity) of the recipient plus expenses attributable to the leave. The recipient of a sabbatical leave must agree to return to the ~~college~~ **campus or College Office** for at least one year of full-time service following the expiration of the leave. Failure to return to the ~~college~~ **campus or College Office** for at least one year may result in forfeiture of any and all compensation due him/her and shall be considered a resignation not in good standing. *Section 3. Rights* Time on sabbatical leave at full or partial pay shall be considered as continuous service for longevity and retirement pursuant to the professional staff member's particular State-approved retirement plan. Time on sabbatical leave at less than full pay will be considered as full-time service for the purpose of determining years of service for longevity. All fringe benefits shall be continued during the period of the sabbatical leave. Upon completion of such leave, the professional staff member shall

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	return to the same ~~college~~ **campus or College Office** at the same salary and rank he/she would have attained had he/she not taken such leave. ... *Section 5. Sabbatical Leave Committee* At each ~~college~~ **campus and the College Office**, there shall be a Sabbatical Leave Committee elected by the members of the bargaining unit(s). Only tenured employees or employees on tenure track appointment at the ~~college~~ **campus or College Office** may serve as members of a Sabbatical Leave Committee. The size and composition of the committee shall be determined by mutual agreement. At merged campuses, subcommittees of the Sabbatical Leave Committee will be established consisting of representatives of each bargaining unit. Each subcommittee shall make the recommendation with respect to its own bargaining unit members. ~~AFSCME members shall apply directly to the CEO/President for sabbaticals, unless they opt to apply to the committee.~~ The Sabbatical Leave Committee shall have the responsibility to review all applications for sabbatical leave and shall make recommendations to the ~~CEO/~~**Campus** President **or College Office Vice President or their designee,** listing in priority order applicants recommended for sabbatical leave at full pay, and separately, applicants recommended for sabbatical leave at half pay. The operation of the Sabbatical Leave Committee shall be subject to the supervision of the ~~CEO/~~**Campus** President or ~~his/her~~ **College Office Vice President or their** designee. The committee shall review the ~~President~~ **Chancellor** of the Connecticut State Colleges and Universities' guidelines for its work and shall keep a written record of the dates of all meetings, attendance at the meetings and materials considered. These records and materials shall be in the custody of the ~~CEO/~~**Campus** President or ~~his/her~~ **College Office Vice President or their** designee. The committee shall not disclose its records or recommendations except as provided herein. *Section 6. Procedure* Applicants for sabbatical leave shall prepare a proposal for leave which describes the prospective activity, and indicates the contribution it will make to the individual concerned and to the ~~college~~ **campus or College Office**, and addresses all other conditions set forth in sections 1 and 2 above. By November 15th of the fall semester of the year prior to the year in which the sabbatical would occur, the proposal shall be submitted to the **Campus or College Office Sabbatical Leave Committee** on a form established by the Employer **as set forth in the below paragraph.** This deadline for submitting such proposals may be extended, at the discretion of the ~~College CEO/~~ **Campus** President **or College Office Vice President or their designee.**

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	Applicants who work on a campus and report to a campus shall submit their proposal to their Campus Sabbatical Leave Committee. Applicants who work at College Office shall submit their proposal to College Office Sabbatical Leave Committee. Applicants who work on a campus but report to College Office may elect to submit their proposal to the Campus Sabbatical Leave Committee on the campus they reside or elect to submit their proposal to the College Office Sabbatical Leave Committee. In the event an applicant who works on a campus but reports to College Office elects to submit their proposal to the Campus Sabbatical Leave Committee, the recommendations from the Campus Sabbatical Leave Committee shall be sent to the appropriate College Office Vice President for further consideration. The ~~College CEO/~~ **Campus** President **or College Office Vice President or their designee** shall seek the recommendations of the ~~College~~ **Campus or College Office** Sabbatical Leave Committee, which shall be submitted by December 15th. In making its recommendations, the committee shall be guided only by the criteria contained in Sections 1 and 2 of this Article and shall proceed in the manner set forth in said Sections. By January 15th, the ~~College CEO/~~ **Campus** President **or College Office Vice President or their designee** shall forward his/her recommendations to the ~~President~~ **Chancellor** of the Connecticut State Colleges and Universities. Prior to making his/her recommendations, the ~~College CEO/~~ **Campus** President or ~~his/her~~ **or College Office Vice President or their** designee shall meet and discuss his/her intended recommendations with the ~~College~~ **Campus or College Office** Sabbatical Leave Committee. Where there are differences between the ~~College CEO/~~ **Campus** President **or College Office Vice President or their designee** and the committee, the committee may forward a statement of the reasons for its position to the ~~President~~ **Chancellor** of the Connecticut State Colleges and Universities or his/her designee, with a copy to the ~~College CEO/~~ **Campus** President **or College Office Vice President or their designee.** **In the event that in a given year, the College recommends more individuals for sabbatical leaves then there are available the CSCU Sabbatical Leave Selection Committee shall be convened and follow the procedure outlined below.** The CSCU Sabbatical Leave Selection Committee shall then review college-approved sabbatical leave proposals and make a final decision on the approved system-wide list of these proposals by February 1st. The ~~President~~ **Chancellor** of the Connecticut State Colleges and Universities or his/her designee shall review and confirm the final decision of the CSCU Sabbatical Leave Selection Committee by February 15th and allocate such full-pay and half-pay sabbatical leaves in a manner that is consistent with this Article and with funds from College Operating Funds.

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	All applicants shall be entitled to know the formal recommendations at each level and the decision of the ~~President~~ **Chancellor** of the Connecticut State Colleges and Universities or his/her designee by March 1st, which shall be final.
08.1	*Section 1. College Files* ~~Each college in the Connecticut Community College System~~ **The College** shall maintain three official files for each member of its professional staff: (1) a personnel file, (2) a professional file, and (3) an application file. *A. Personnel File* The personnel file shall include the following: (1) record of salary, increments, and change of status; (2) record of leaves of absence, vacations, and personal leave days; (3) sickness reports; (4) records of payments for insurance, retirement benefits, etc.; (5) record of accrued longevity; and (6) general fiscal data. These records shall be accessible on a reasonable basis to the professional staff member concerned. *B. Professional File* Subject to the provisions specified hereinafter, the **College** ~~CEO/~~President **or his/her designee** ~~of the college~~ shall be responsible for the confidentiality, control, and content of the professional file. The foregoing shall not be interpreted to override applicable law with regard to disclosure. The file may include only the following: (1) information relating to the professional staff member's academic and professional accomplishments; (2) records generated by the college; (3) reports of the evaluation of the professional staff member's performance; (4) memoranda of discussions between the professional staff member and supervisory and managerial personnel, including but not limited to department chairpersons, division heads, deans, or **Campus ~~CEO/~~President or College Office Vice President or their designee,** relating to the professional staff member's employment relationship to the Board; and (5) signed, written statements relating to the quality of service of the professional staff member. Where no released time is provided, a bargaining unit member may include in the professional file a statement of the extent of activities as campus grievance representative or as a participant in joint activities of the Board of Regents and the Congress. The professional staff member may attach written comments. To this end, professional staff members are encouraged to review their files on a regular basis with the right to have any and all documents reproduced at cost to the professional staff member. Such files shall be placed in a location other than the private office of the **College** ~~CEO/~~President. No item shall be included unless a copy has been provided to the professional staff member together with a notice that a copy will go into the file. Each document placed in the file shall be numbered seriatim in chronological order.

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	The Congress may have access to a unit member's professional file upon written authorization of the unit member. Any such authorization shall not be valid for a period in excess of twenty working days. *C. Application File* The application file~~, which shall be in the control of the CEO/President,~~ shall contain all materials requested by the college or supplied by the professional staff member in connection with original employment; including confidential material solicited in regard to the employment application. Such confidential material shall be accessible to the individual professional staff member unless such professional staff member agreed to its confidentiality as to himself/herself prior to its solicitation. The material may be made available to the Board of Regents and appropriate System Office and college personnel and committees for the purpose of initial selection. Confidential material may not be utilized in any subsequent decision affecting the individual's employment, except as the initial appointment may come into question. ~~*Section 2. System Office Files*~~ ~~*A. General File*~~ ~~Files for all professional staff are maintained in the System Office. These files may contain materials submitted to the Board in support of appointment recommendations by the CEO/President. The files may also contain duplicates of all materials submitted in conjunction with Board actions, such as promotions, and duplicates of all appointment and reappointment notices. In addition, all correspondence between the System Office and the individuals may be part of these files. The file shall be accessible on a reasonable basis to the professional staff member concerned, who may attach written comments.~~ ~~*B. Grievance File*~~ ~~In any action taken or recommended by a CEO/President in which an appeal is made by a professional staff member to the Board, a separate file relative thereto may be maintained. This file shall be accessible on a reasonable basis to the professional staff member concerned.~~
09	*Section 1. Types of Appointments* All members of the bargaining unit hold one of the types of appointments described in this Section. No appointment shall be made or modified except in accordance with the Agreement. *A. Standard Appointment* A standard appointment is an appointment which creates an interest in employment at a **campus or College Office** ~~college~~ for a specified term of one (1) year or less. *B. Tenured Appointment* A tenured appointment is an appointment which creates an interest in employment at a **campus or College Office** ~~college~~ without limit of time, subject to retirement,

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	dismissal, and termination for special reasons and subject to evaluation for consideration for continuation in accordance with Article XI, provided that a dismissal based on said evaluation shall be subject to Article XVI. A tenured appointment normally will not be offered to a member of the bargaining unit until he/she will have, by September 1 of the year such appointment is to be effective, completed six (6) years of full-time employment by the Board at the same **campus or College Office** ~~college~~, at least three (3) years of which must be in the current job function. Service as a lecturer or educational assistant **may count toward the six-year requirement in accordance with Section XX.XX of this Agreement.** ~~shall not count toward the six-year requirement, unless the **Chancellor** President of the Connecticut State Colleges and Universities determines that all or a portion of such service should count.~~ *C. Special Appointment* A special appointment is an appointment to the position of lecturer or educational assistant which creates an interest in employment for a specified term of one year or less at a **campus or College Office** ~~college~~. Such an appointment does not require notice of nonreappointment and is not subject to Section 3 herein below. Completed service while on a special appointment may count toward tenure and/or promotion. An individual in the bargaining unit shall not normally be employed on a special appointment for more than three (3) years, provided that this limitation shall not apply to positions funded by external funds such as government or private grant or contract, except that the non-reappointment of said individual for reasons other than the loss or reduction of said funding shall be governed by the appropriate provisions of this Article. *D. Third or Subsequent Special Appointment* Employees serving on the third or subsequent special appointment, each lasting an academic year or calendar year (two consecutive semesters) shall be given 90-day notice of nonrenewal. For each of the first three special appointments, the decision of the employer not to renew shall be final. a. In cases of nonappointment of the 4th consecutive special appointment, the employee may request the reasons in writing. The reasons shall not be arbitrary or capricious. This provision is subject to the grievance and arbitration procedures. b. **Effective July 1, 2027,**the Board may grant special appointments for a period of **three (3)** ~~six (6)~~ years. Any employee who has successfully completed **three (3)** ~~six (6)~~ **years of** consecutive special appointments shall transition to a standard, tenure-track appointment. **Employees who, as of July 1, 2027, are already on a third or subsequent non-grant-funded special appointment shall transition to a standard, tenure-track appointment after successful completion of five (5) years of consecutive non-grant-funded special appointments. The transition to standard, tenure-track appointments shall not apply to positions funded in whole or in part, by external funds such as federal grant(s) or contract(s), state grant(s) other than the CSCU block grant, state contract(s), or private grant(s) or contract(s). All full-time job**

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	postings that are subject to this provision shall include a designation "grant-funded" in the job posting. ~~*E. Nonreappointment*~~ ~~Nonreappointment for reasons other than special reasons of a full-time employee on special appointment who was hired prior to January 1, 1975 shall be subject to the provisions of Section 3 of this Article as if such individual had been on a standard appointment; this provision shall not constitute a precedent for individuals hired on special appointments after January 1, 1975.~~ Newly hired ten-month staff who have met their scheduled obligation of professional staff meetings and are present and working on the first day of classes shall receive compensation from the beginning of the appointment period for all ten-month staff. **E. Recall** **An employee serving on their third or subsequent special appointment who is nonrenewed due to elimination of funding shall have recall rights to the position so long as the position maintains the same or substantively similar job description.** **Nonrenewed special appointment employees shall be eligible for recall for a period of two years to the same or substantively similar job description from which they were non-renewed, at the campus they most recently served. Nonrenewed special appointment employees are responsible for notifying CT State of their desire to return to the position by the close of the application period for the position. The College shall notify the Congress and provide the name, job title and contact information of the employee non-renewed for lack of funding**
09.4	*Section 4. Tenure* *A. Purpose* Tenure is a means for providing job security consistent with the mission of the Community Colleges and of assuring a high level of service to the college by those holding such tenure. The employer agrees that the appointment of a member of the bargaining unit who has been granted tenure pursuant to the terms of this Agreement or who had acquired tenure under the Board's personnel policies may be terminated only in accordance with the procedures set forth in this Agreement. The professional staff member has a correlative responsibility to the employer to maintain an acceptable level of proficiency in service to the college. Tenure is granted by the ~~CEO/~~**College** President **or his/her designee** and relates only to the college and not the System, except as provided in Article IX, Section 4(B)(4). Tenure recognizes professional growth and improvement in service to the college, the usefulness of the individual's services to the college, affirmative evidence of an acceptable level of proficiency of service, and the potential for service and

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	professional growth. The decision of the ~~CEO/~~**College** President **or his/her designee** with respect to tenure shall be final. *B. Procedure* The following procedures shall govern the consideration of bargaining unit members for tenured appointments. ~~The CEO/College President or his/her designee is responsible for ensuring that the procedures are followed. AFSCME members may apply for Tenure directly to the College CEO/President.~~ 1. Bargaining unit members requesting consideration for tenure must apply, on forms which the ~~CEO/~~**College** President **or his/her designee** will make available, by the first day of **classes for** the spring semester **as identified on the Connecticut State Community College academic calendar**. ~~data to support their application for tenure. Such application shall be in writing and addressed to the college CEO/ President. CEO/President can approve an extension if necessary.~~ **Campus President or College Office Vice President or their designee can approve an extension if necessary.** 2. A ~~college-wide~~ Tenure Committee shall be formed at each ~~college~~ **campus and the college office** consisting of four (4) tenured bargaining unit members ~~two teaching members and two nonteaching members~~ elected by the bargaining unit, **if possible, or if not possible, tenure-track bargaining unit members who have completed at least three years of service. The Tenure Committee shall also include** two members of the Administration selected by the ~~CEO/~~ **Campus** President or **College Office Vice President or their** ~~his/her~~ designee. **Congress's representatives on the campus committee should include 2 union members from the teaching faculty and 2 union members from the non-teaching faculty. Congress's representatives on the College Office committee shall include 4 union members from non-teaching faculty.** The Tenure Committee shall review all evaluative material in the candidate's file generated since her/his original appointment to the college, and the recommendations of the supervisor. **3. Applicants who work on a campus and report to a campus shall submit their application to their Campus Tenure Committee. Applicants who work at College Office shall submit their proposal to College Office Tenure Committee. Applicants who work on a campus but report to College Office may elect to submit their application to the Campus Tenure Committee on the campus they reside or elect to submit their application to the College Office Tenure Committee. In the event an applicant who works on a campus but reports to College Office elects to submit their proposal to the Campus Tenure Committee, the recommendations from the Campus Tenure Committee shall be sent to the appropriate College Office Vice President as set forth in subparagraph 5 below.**

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	4. The Tenure Committee shall keep a written record of the dates of all meetings, attendance at meetings, and materials considered. All records and materials shall remain in the custody of the **Campus** ~~CEO/~~President **or College Office Vice President or their** ~~or her/his~~ designee. The committee shall not disclose its records or recommendations except as provided herein. 5. By March 1st, the Tenure Committee may recommend to the **Campus** ~~CEO/~~President **or College Office Vice President or their** ~~or her/his~~ designee that a tenured appointment be granted, that a tenured appointment not be granted and a standard appointment issued, or that a tenured appointment not be granted and a final appointment issued. The Tenure Committee shall inform each candidate for tenure, in writing, of the recommendation made. 6. In making its recommendations, the Tenure Committee shall be guided only by the best interests of the college and the individual's quality of performance of professional responsibilities as provided in Article X of this Agreement as indicated by material in the individual's file generated since her/his original appointment to the college. 7. The **Campus** ~~CEO/~~President **or College Office Vice President or their designee** shall consider the recommendations of the Tenure Committee. By April 15th, the **College** ~~CEO/~~President **shall decide the award of tenure in consultation with the Campus President or College Office Vice President.** The **decision must fall into one of three categories:** ~~CEO/President may decide that~~ a tenured appointment be granted, ~~that~~ a tenured appointment not be granted a standard appointment issued, or ~~that~~ a tenured appointment not be granted and a final appointment issued. If a standard appointment is granted, the **Campus** ~~CEO/~~President **or College Office Vice President or their designee** shall specify areas of improvement, in writing, to the candidate and the tenured appointment review process shall be repeated the following year. 8. If the **College** ~~CEO/~~President's decision does not agree with the recommendations of the Tenure Committee, the President shall notify the bargaining unit member involved and the Union ~~CEO/~~President, in writing, and shall provide said bargaining unit member, in writing, with the reason(s) for such action. 9. Tenure, once granted, is continuous. Should tenure be denied, the bargaining unit member affected shall be so advised in writing and shall have the option to appear before the **College President or his/her designee** ~~Board or a Committee thereof~~, with representation, to appeal the **College** ~~CEO/~~President's decision. The decision of the ~~Board~~ **College President or his/her designee** on the appeal shall be final.

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	10. Tenure, once granted, is also portable for involuntary transfers. If transfer is voluntary, tenure shall be included in the decision to hire within a similar position.
9.5	**(new) 5. Effective July 1, 2026, the Board will require that, to the extent available, at least five qualified internal candidates be granted a preliminary interview for full-time faculty openings and full-time CCP openings. The College shall give priority consideration to internal candidates and hire internal candidates, where possible, over other external candidates when both are equally qualified, provided the Board's diversity processes are followed. The College shall provide written explanation to the Union when no internal candidate is hired.**
9.6	**Upon hire into a tenure-track position that management~~,~~ determines to be similar, prior service as PTL and/or Educational Assistant shall count towards step placement and eligibility for promotion and tenure, up to a maximum of two years of full-time equivalent work. Management may count prior service as a PTL and/or Educational Assistant toward step placement above the maximum of two years of full-time equivalent work in its sole discretion.**
10.1	*Section 1. Teaching and Related Duties of Teaching Faculty* All Teaching Faculty members shall: a) within the workload limitations of Section 3 of this Article, perform such other duties as the **Campus** ~~p~~**P**resident **or College Office Vice President or Designee** may assign, provided that such duties shall be consistent with the mission of the college; b) serve on college and division/department committees, if **elected/appointed** ~~chosen~~; c) attend and participate in commencement ceremonies, unless excused by the **Campus** President **or College Office Vice President or Designee**, wearing academic garb when required); d) attend and participate in college convocations, conferences, and meetings, and divisional/departmental meetings during the work year~~;~~ e) prepare and teach college-approved courses in accordance with approved course descriptions and class schedules, including developing syllabi and reading lists and keeping each course taught complete and up to date;

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	f) respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); g) possess strong **computer and** information literacy skills~~, including the ability to word process and to use spreadsheets, presentation ware, e-mail, CD-ROM, compressed video, the Internet, the World Wide Web, and other distance communication modalities; demonstrate the ability to evaluate, synthesize, and make decisions from data~~; ...
10.1	**q) submit grades in accordance with the procedural rules and regulations of the college, which shall be due no less than three business days after the last day of final exams during a semester, or three business days after the last day of an intersession.**
10.2	~~*Section 2. Additional Responsibilities/Teaching*~~ ~~The Additional Responsibilities as specified in Section 3A may include, but shall not be limited to the following, and shall be for the purpose of fulfilling the mission, goals, and priorities of the college and the System as determined by the employer:~~ ~~a) preparation of special reports such as accreditation reports;~~ ~~b) participation in special college projects, surveys, studies;~~ ~~c) development of new instructional techniques, course offerings or programs, or major revisions of courses or programs;~~ ~~d) participation in community service activities designed to further the mission of the college;~~ ~~e) participation in career-development and related advising activities or special retention programs (in addition to academic and career-oriented advising required of all faculty as provided in Section 1j above)~~ ~~f) serving on System-wide committees;~~ ~~g) advising student organization and activities;~~ ~~h) peer evaluations requested by the college administration; the evaluation of part-time faculty; retention counseling; the recruitment of students;~~ ~~i) providing assistance in student registration and add/drop procedures;~~ ~~j) working with statewide and/or regional business groups and trade associations and/or employers to ascertain what educational programs and offerings they would~~

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	~~like the college to provide to their current and/or future employees; as approved by the college, developing traditional and/or non-traditional courses; programs and offerings to meet the identified needs of such groups, associations and/or employers;~~ ~~k) working with high school and/or adult education administrators, teachers and other professionals (e.g. counselors), and students to ascertain the needs of high school and G.E.D. graduates which, if met by the college, would induce them to attend the college and/or would facilitate their success at the college; as approved by the college, developing traditional and/or non-traditional courses; programs and offerings to meet the identified needs of such graduates;~~ ~~l) working with community agencies and similar organizations (traditional and non-traditional) to ascertain the needs of the individuals they serve which, if met by the college, would induce those individuals to attend the college and/or would facilitate their success at the college; as approved by the college, developing traditional and/or non-traditional courses, programs and offerings to meet the identified needs of such individuals;~~ ~~m) developing professional development activities consistent with an approved departmental, divisional or college professional development plan;~~ ~~n) within the limitation of the Article, such other administrative or supervisory or; teaching-related assignments as are consistent with the mission and goals of the college, including but not limited to:~~ ~~1) additional office hours;~~ ~~2) supervising adjunct or independent study, provided it is not asserted that such supervision is part of the teaching obligation of 24 contact/credit hours;~~ ~~3) review of patient charts in preparation for clinical instruction.~~ ~~o) Significant leadership on a major committee or a significant time commitment resulting from membership on a committee.~~ Section **2** ~~9~~. Work Load, Hours of Work, and Work Year of Teaching Faculty A. Work Load ~~During each academic year, full-time teaching faculty shall:~~ ~~1. Teach twenty-four contact/credit hours and perform related duties as provided in Section 1 above (one 50 minute lecture hour/clinical hour shall equal one contact/credit hour for purposes of this provision);~~ ~~2. Perform Additional responsibilities equivalent to the preparation and teaching of an additional three contact/credit course or an average of nine hours per week for each semester within the appointment year or teach an additional three contact/credit hours each semester or combine Additional Responsibilities with additional contact/credit hours as provided in Section 2 above.~~

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	(See Side Letter Re: Additional Responsibilities of Teaching Faculty and Additional Responsibilities Addendum) **Each full-time faculty member's workload will be comprised of one of the following options through mutual agreement between the member and their Campus Dean of Faculty or designee. One 50-minute lecture hour/clinical hour shall equal one contact/credit hour for purposes of this provision).** **A. Combined total teaching load of 30 contact/credit hours over the fall and spring semester.** **B. Combined total teaching load of 24 contact/credit hours over the fall and spring semester and perform approved Additional Responsibilities equivalent to the preparation and teaching of an additional three contact/credit hour course, or an equivalent of 9 hours per week, per fall and spring semester.** **C. Combined total teaching load of 27 contact/credit hours over the fall and spring semester and perform approved Additional Responsibilities equivalent to the preparation and teaching of an additional three contact/credit hour course, or the equivalent of 9 hours per week, for either the fall or spring semester.** **D. Combined teaching load, approved Additional Responsibilities and course release equivalence for program coordinators and/or department chairs to equate to the equivalent of 30 contact/credit hours over the fall and spring semester.** **Additional Responsibilities shall be for the purpose of fulfilling the mission, goals, and priorities of the college and the System as determined by the employer . Additional Responsibility activities are determined through mutual agreement between the faculty member and their Campus Dean of Faculty or designee. Approved additional responsibilities are limited to the following options which may be combined as appropriate to equate to 9 hours per week or 3 contact/credit hours.** **A. Member participation or chair level leadership of multi-campus or single campus program review;** **B. Member participation or chair level leadership in college shared governance or (i.e. College Senate, Curriculum Congress, Curriculum Discipline Councils or Groups (CDC/CDG) or campus-based shared governance once established and endorsed by the College President;** **C. Member participation or chair level leadership on a CSCU System Committee**

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	D. Participation in external accreditation; either programmatic or institutional **E. Advising workload of up to 55 students using the college advising technology tools;** **F. Service on Annual Provost or College President Fellowship Appointments;** **G. Service as faculty liaison with concurrent enrollment instructors;** **H. Supervision of Independent/Directed Study;** **I. Service in Center for Teaching leadership roles (campus based or college wide)** **J. Service related to Collegewide Strategic Priorities as established by the College President or designee annually,** **K. Approved faculty proposal for a special project aligned with the Collegewide Strategic Priorities or a substantive activity or special project related to increasing student engagement, retention, or success;** **L. Approved faculty proposal related to research or development to advance teaching or propose significant revisions or new curriculum in the faculty member's field.** The parties agree that it is desirable to limit the number of class preparations ... ... ~~1. Notwithstanding the above, the parties agree to the following changes regarding workload for teaching faculty:~~ ~~a) Full time faculty hired on or after July 1, 2017 shall be required to teach a course in lieu of Additional responsibilities (AR);~~ b) Teaching faculty hired on or after July 1, 2017 shall be hired at step 3 of their respective rank on the salary schedule. Step movement shall be in accordance with this agreement; ~~Faculty hired on or after July 1, 2017 shall~~ **be granted release time** ~~as appropriate with approval from the college.~~ ~~c) All faculty employed on or before June 30, 2017 shall elect to either complete AR or teach a 3-credit course for compensation as outlined in the miscellaneous rate of pay table. The parties understand that compensation shall be pro-rated based on the number of credits taught, not necessarily the number of courses. Said election shall be made by the faculty member no later than May 15th of the preceding academic year. AR approval decisions shall be made no later than June 1st of the preceding academic year. The existing practices and rules regarding AR proposals/approvals shall remain in place;~~

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	d) If a faculty member elects to perform AR and such election and proposal is approved, any additional course(s) **beyond 15 contact/credit hours** taught by such faculty member shall be paid at the prevailing PTL rate; ~~e) The parties agree to continue discussions regarding limitations (policy and/or contractual) on teaching assignments.~~ *Clarification: Elimination of "Teaching compensation in lieu of Additional Responsibility" row from Miscellaneous Rates of Pay Grid* **The contact/credit hour limitation for full-time faculty shall be 22 contact/credit hours per semester, inclusive of full-time faculty workload, additional responsibilities, release time, and overload.**
10.4	*All Nonteaching Professional Staff shall:* a. within the workload limitations of Section 2 of this Article, perform such other duties as the **Campus ~~CEO/~~President or College Office Vice President or their designee** may assign, provided that such duties shall be consistent with the mission of the college; b. serve on college and division/department committees, ~~if chosen;~~ **if elected/appointed**; c. respond to and work with multiple constituencies, including students, peers (faculty and staff), and external agencies (business, community, educational, etc.); d. possess strong **computer and** information literacy skills, ~~including the ability to word process and to use spreadsheets, presentation ware, e-mail, compressed video, the Internet, the World Wide Web, web-based learning platforms and other distance communication modalities; distance learning modalities; demonstrate the ability to evaluate, synthesize, and make decisions from data;~~ e. attend and participate in commencement ceremonies, unless excused by the **Campus ~~CEO/~~President or College Office Vice President or their designee**, wearing academic garb when required (see side letter re: Commencement); f. attend and participate in college convocations, conferences, and meetings, and divisional/departmental meetings during the work year; g. maintain contact with one's academic discipline(s) or areas of assigned responsibility, the development of knowledge in one's field of specialization, and the teaching/learning process;

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	h. serve on system-wide committees if elected/appointed. (See side letter Re: Commencement and Technology Training); *B. Responsibilities of nonteaching professional staff* The responsibilities of non-teaching professional staff shall be assigned in accordance with the system- wide job description approved by the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities or developed by the **College** ~~CEO/~~President **or his/her designee** to meet the needs of the **College** ~~local campus~~ subject to the approval of the **Chancellor** ~~President~~ of the Connecticut Colleges and Universities. A bargaining unit member may request a copy of his/her job description, and the employer will provide a copy. *C. Notification and Consultation of Job Description Changes* The Board may consult appropriate professional groups with regard to any contemplated change in a system-wide job description. When such a change is under consideration, the Board shall notify and consult the union and provide sixty (60) days within which the union may respond. (See side letter Re: Grade Placement.) *Section 5. Workload, Hours of Work, and Work Year of Nonteaching Professional Staff* *A. Workload* The required work week is 35 hours of assigned responsibilities which may include evening or weekend work. Unless otherwise agreed to by the individual concerned, all members of the non- teaching professional staff must have two consecutive days off each week including either Saturday or Sunday. The 35 hours shall be scheduled over a five-day work week, provided that the individual and the **Campus ~~CEO~~/President or College Office Vice President** or ~~his~~ **their** designee may, by mutual agreement, schedule a four-day work week and provided that a sixth day may be required in exceptional circumstances or by agreement with the employee. There shall be no obligation for mutual agreement if a four-day schedule is changed by the employer. The parties recognize that fulfillment of professional responsibilities may necessitate service to the college in excess of 35 hours per week. The **Campus ~~CEO~~/President or College Office Vice President** or ~~his~~ **their** designee shall consult with professional staff members prior to the establishment of work schedules. When possible, and consistent with the interests of the college, a professional staff member may be granted scheduling privileges as to days and hours, including a nonstandard schedule, by the **Campus ~~CEO~~/President or College Office Vice President or their designee.** Such arrangements may occur only with the written approval of the **Campus**

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	~~CEO~~/**President or College Office Vice President or their designee** whose decision shall be final. Professional staff members who are granted scheduling privileges to attend, during their regularly scheduled hours, a credit or non-credit course for retraining or to enhance knowledge or skills related to their responsibilities will either be scheduled for make-up hours or otherwise fulfill their professional responsibilities in a manner approved by the **Campus ~~CEO~~/President or College Office Vice President or their designee** or his/her designee whose decision shall be final.
10.5	*Article 10, Section 5 - Informal Work Schedule Adjustments/Compensatory Time* In those cases~~,~~ in which a professional staff member, in significant measure, works repeatedly more than 35 hours per week, informal work schedule adjustments will be accommodated. Compensatory time will be provided on a one-for- one basis in accordance with the following procedure: 1. Compensatory time can be accrued only with the prior approval of the employer, except when emergencies or unanticipated conditions make it impractical to obtain such prior approval. 2. There shall be a record of accrued compensatory time as it is approved and used. Such record of accumulated compensatory time shall be available to the employee and the union. 3. Compensatory time shall be used within **one year of the date it was earned** ~~the calendar year earned or within three months of being earned, whichever comes later~~, at times mutually agreeable to the employee and supervisor. When using compensatory time, employees are expected to take into account the interests of the college and to accommodate to the scheduling requests of supervisors. In the event that time off is not allowed, the employee may request that compensatory time be taken at a later date. Such requests shall not be unreasonably denied. 4. The parties recognize that there may be special circumstances in which their agreement with respect to informal work schedule adjustments and use of compensatory time cannot be implemented because of the nature of the work or staffing. In any period, after an employee in such circumstances accrues 70 hours of compensatory time, the employee will be paid at a straight time rate for those additional hours which would have otherwise been added to the compensatory time total. Situations to be covered by this provision shall be identified by mutual agreement of the parties. This method of computing for compensatory time will be used only for the purposes of this paragraph and will have no application to any other provision of this agreement.

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	5. Upon terminating employment, an employee will be paid for accrued but unused compensatory time up to a total of **70** hours pursuant to the following limitations. Nothing in this provision modifies or supersedes the requirement that employees use compensatory time as set forth in paragraph 3 above. In the event that an employee ends employment without giving at least two weeks' notice, the employee shall not be paid for any unused compensatory time. In the event that the employee provides at least two weeks' notice, the employer may pay out the unused compensatory time by relieving the employee of the obligation to work through the notice period.
10.5.D	*Article 10, Section 5.D. Informal Work Schedule Adjustments/Compensatory Time* In those cases~~,~~ in which a professional staff member, in significant measure, works repeatedly more than 35 hours per week, informal work schedule adjustments will be accommodated. Compensatory time will be provided on a one-for- one basis in accordance with the following procedure: 1. Compensatory time can be accrued only with the prior approval of the employer, except when emergencies or unanticipated conditions make it impractical to obtain such prior approval. 2. There shall be a record of accrued compensatory time as it is approved and used. Such record of accumulated compensatory time shall be available to the employee and the union. 3. Compensatory time shall be used within **one year of the date it was earned** ~~the calendar year earned or within three months of being earned, whichever comes later~~, at times mutually agreeable to the employee and supervisor. When using compensatory time, employees are expected to take into account the interests of the college and to accommodate to the scheduling requests of supervisors. In the event that time off is not allowed, the employee may request that compensatory time be taken at a later date. Such requests shall not be unreasonably denied. 4. The parties recognize that there may be special circumstances in which their agreement with respect to informal work schedule adjustments and use of compensatory time cannot be implemented because of the nature of the work or staffing. In any period, after an employee in such circumstances accrues 70 hours of compensatory time, the employee will be paid at a straight time rate for those additional hours which would have otherwise been added to the compensatory time total. Situations to be covered by this provision shall be identified by mutual agreement of the parties. This method of computing for

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	compensatory time will be used only for the purposes of this paragraph and will have no application to any other provision of this agreement. 5. Upon terminating employment, an employee will be paid for accrued but unused compensatory time up to a total of 70 hours pursuant to the following limitations. Nothing in this provision modifies or supersedes the requirement that employees use compensatory time as set forth in paragraph 3 above. In the event that an employee ends employment without giving at least two weeks' notice, the employee shall not be paid for any unused compensatory time. In the event that the employee provides at least two weeks' notice, the employer may pay out the unused compensatory time by relieving the employee of the obligation to work through the notice period.
10.6	*Article 10, Section 6* *A. Outside Employment* Full-time employment by the Board shall be considered the basic employment of each professional staff member. Outside employment is work for which compensation is received and which is not within the normal duties and responsibilities assigned to a professional staff member as an employee of the Board. A professional staff member engaged in outside employment shall notify the **Campus ~~CEO/~~President or appropriate College Office Vice President or their designee** ~~of the college~~ of this activity in a general statement indicating the extent of such employment. Outside employment shall be limited so as not to impair the performance of the professional staff member's professional responsibilities. Outside employment which requires the member's absence on a school day during that member's normally scheduled working hours when he should be available for professional responsibilities as provided in this Agreement is presumed to interfere with the performance of the duties and responsibilities of that member. Outside, including consulting or other self-employment, may not be asserted as a basis for academic or professional scheduling privileges.
10.6.C	The Board may authorize additional payment for services performed by full-time professional staff members provided that the nature and scope of such services, particularly with regard to instructional services, lie outside the regular duties of the professional staff member and are so certified by the ~~CEO/President of the college~~ **Campus President,** and that ~~they~~ **the duties** constitute no more than the estimated equivalent of teaching an additional class or one-fifth of a total load. **Any additional employment, including faculty overload, is subject to dual employment review.**
10.6.j	Article 10, Section 6(J) It is recognized by the parties that a professional staff member should give notice of retirement or resignation in advance whenever possible in order to allow for the

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	normal recruitment and hiring process, preferably not less than 90 days. **In the event an employee resigns and provides less than two weeks' notice, the employee's separation will be designated as not in good standing in CORE unless the notice is explicitly waived by the Campus President or College Office Vice President or their designee. Effective July 1, 2026, the Board shall include reference to this practice in information provided to new hires. The Board shall inform the Congress each time the not in good standing designation is applied to a Congress member.**
10.6.F	*Summer Session Assignments* Priority for consideration for summer-session assignments for additional pay will be given to full-time ten-month professional staff members within each **campus** ~~college~~ for employment in their primary areas of competence up to a maximum of 80% of the anticipated course offerings. Each college shall establish a system of rotation for allocating available opportunities. The offer of employment is made only by written contract executed by the **Campus ~~CEO/~~President or appropriate College Office Vice President or their designee**. In selecting professional staff members for the summer session, the **Campus ~~CEO/~~President or appropriate College Office Vice President or their designee** may consider but is not limited to consideration of the requirements of the assignment and any special skills or experience of potential assignees. Nothing herein shall preclude the **Campus** CEO/President **or appropriate College Office Vice President or their designee** from offering summer session employment to non-bargaining unit members. Summer session pay shall be according to the schedule for part-time lecturers, except that up to two courses per session, but no more than four per college per summer, may be taught at a lower rate by mutual agreement between the employee and the college.
10.6.K	Section 10.6.K *Part-time Employment at Another **Campus** ~~Community College~~* Whenever a full-time member of the professional staff is employed to teach part-time at any ~~Community College in the System~~ **campus**, the rate of compensation for said teaching shall be calculated upon the basis of the total number of courses previously taught by that individual in any and all ~~colleges~~ **campuses** in the Community College System.
10.6.L	Section 10.6.L The employer shall maintain safe and healthy working conditions in accordance with applicable law. Unit members shall not be required to work under unsafe conditions, provided that such conditions have been brought to the attention of the **Campus ~~CEO/~~President or appropriate College Office Vice President or their designee ~~of the college or his/her designee~~**, in writing, by the unit member and the college has

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	failed to exercise reasonable efforts to redress the complaint; however, a unit member must follow the rule, work now, grieve later, unless there is imminent danger to the employee's physical well-being. In any grievance regarding this Section, the award of an arbitrator in matters relating to physical facilities, staffing and the hiring of additional staff shall be advisory only and not binding on the Board. This limitation shall not prevent the Board of Regents from seeking legislative funding pursuant to the advisory opinion. The Board shall comply with the provisions of the Connecticut Occupational Safety and Health Act. Such compliance shall not be subject to arbitration.
10.6.M	**M. Assignment to Teach at Another College** 1. By agreement, faculty members may be assigned to teach one or more courses, not to exceed eight (8) contact/credit hours in any one semester, at a ~~college~~ **campus** ~~in the Community College System~~ other than the ~~"~~home~~"~~ **campus** ~~college.~~ **2. In circumstances where a full-time faculty member is unable to make minimum full-time workload in their specific discipline or in their credentialled field at their home campus and there are course opportunities at another campus where a credentialled faculty expert is needed to fill course assignments, the College may assign the faculty member up to eight (8) contact/credit hours teaching in their discipline or credentialled field across on one other campus, provided that the one campus limitation does not apply to online courses. Faculty members may not be required to work on more than one physical campus location in one day and may not be assigned to teach physically outside of a 25-mile radius from the faculty member's home campus. Faculty members shall only be required to attend department meetings on their home campus. The College shall not cancel, reassign, or withhold sections at the home campus for the purpose of justifying cross-campus assignment.** 3. If, on any day, the faculty member's total travel obligation exceeds the normal round trip commuting distance between that faculty member's home and the ~~"~~home~~"~~ **campus** ~~college~~, the difference in mileage shall be reimbursed to the faculty member in accordance with Article XXI, section 6B.
10.6.O	Section 10.6.O The parties agree to incorporate the present BOR policy as it pertains to the CSU universities within the Connecticut State University system into the parties' respective CBAs.

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	Emeritus status maybe awarded to a professional staff member by the Board of Regents upon recommendation of the **Campus President, College President** ~~CEO/President~~ or **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities, as appropriate. Persons eligible for emeritus status must have retired from state service with at least fifteen years of service to the college/system. ~~A CEO/~~**The College** President or the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities may, however, request that the Board waive these minimum requirements in exceptional circumstances. ...
10.7	**Article 10, Section 7. Telecommuting** The ~~CEO/~~ **Campus** President **or appropriate College Office Vice President** ~~his/her~~ **or** designee may authorize an individual to perform work from a remote site. Telecommuting is by mutual agreement only. The employee must have adequate internet at the employee's expense at the proposed telecommuting site. The employee must have a job function acceptable for telecommuting, i.e. one that can be performed at a remote site without diminishing the quality of the work, the availability of services, or disrupting the productivity of an office. A. Approval A request for a telecommuting agreement must first be completed by the member and is forwarded to his/her immediate **supervisor** ~~manager~~ for discussion and approval. If approved by the immediate supervisor, the request for approval will be sent ~~to the Vice President, Associate Vice President or CIO responsible for the member's functional area. If approved at that level, the request shall then be sent~~ to the ~~CEO/President or his/her designee, generally the chief human resources officer~~ **Campus President or appropriate College Office Vice President** for final approval. **In the event a telework request is denied, the Employer shall provide the reasons in writing as to why the telework request is denied and how the employee's telework request is inconsistent with the operational needs of their department.** An employee ~~for whom an agreement has been approved~~ shall not provide day care services while telecommuting. B. Grievance and Arbitration The operational needs of the System take precedence over telecommuting agreements. A telecommuting employee must forego telecommuting if needed in the office on a regularly scheduled telecommuting day, but the individual should be given as much notice as is reasonably possible. A supervisor may allow for flexibility in scheduling the specific days of

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	the week used for telecommuting and allow week-to-week flexibility to meet changing needs. Requests shall not be unreasonably denied. The provisions of this section shall not be subject to the grievance and arbitration procedure.
11.3	Section 11.3 A professional staff member may request a peer evaluation provided however, that the request must be made prior to the occurrence of any other scheduled evaluation. Selection of the peer shall be by mutual agreement between the ~~Campus CEO~~ **Campus President or applicable College Office Vice President or designee** and the person to be evaluated.
12	Article XII Promotion *Section 1. Definition* Promotion recognizes quality of performance by means of an increase in compensation, as provided herein. Within the current delegation of authority, all promotion-eligible candidates shall be promoted if the ~~CEO/~~**College** President **or his/her designee** determines that they meet the standards for promotion in this Agreement. There shall be no production of promotion lists at individual campuses. Calculations for promotions will be done consistent with the SPP Stipulated Agreement regarding Faculty Promotion Calculations and Miscellaneous Rates of Pay.- *Section 2. Standard for Promotion* The standard for promotion shall be the individual's quality of performance of professional responsibilities as provided in Article X, Section 1 of this Agreement and the individual's job description. Consideration shall be given to all evaluative material in the applicant's **professional** file generated since the applicant's previous promotion or original appointment to the college, whichever is more recent. In the case of teaching faculty, for promotion to all ranks the major area of emphasis shall be growth and demonstrated competence in teaching and related responsibilities; for promotion to professor or associate professor, additional consideration shall be given to demonstrated growth and effectiveness in community service, contribution to the college, and professional development and, additionally, for promotion to professor, effective academic leadership. In the case of promotion to professor or associate professor, it is recognized that a teaching faculty member may not be outstanding in all of the additional areas. In the case of administrators, counselors and librarians, the major areas of emphasis shall be growth and demonstrated competence in performance of professional responsibilities as set forth in Article X, Section 4 and in the job description. *Section 3. Eligibility*

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	Members are eligible to apply for promotion when they believe ~~they've~~ **they have** met the standards for promotion. Prior service on full-time special appointments, which the employer determines is similar, shall be credited. Eligibility for promotion of an administrator, counselor or librarian whose position has been reclassified pursuant to the Side Letter RE: Grade Placement shall be determined without regard to the effective date of said reclassification. *(See Side Letter RE: Grade Placement.)* Fulfillment of the minimum formal requirements for promotion to a higher rank or grade, as established by the employer (attached hereto as Schedule B for informational purposes only) or who have an appropriate equivalency in accordance with Board policy, provided that the determination of appropriateness shall be subject to the grievance process only), shall determine eligibility for promotion, but shall not guarantee a right to promotion which shall remain within the sole discretion of the ~~CEO/~~**College** President. *Section 4. Salary* Upon promotion, a unit member's annual salary shall be increased by an amount as provided in the Stipulated Agreement entered by the parties on March 20, 2015. *Section 5 Procedures for Promotion* The following procedures shall govern consideration for promotion at the college level. The ~~CEO/~~ **College** President or his designee is responsible for ensuring that the procedures are followed. 1. It is the responsibility of the bargaining unit member to submit to the ~~CEO/~~ **College** President **or his/her designee** ~~of the college~~ an application for promotion, with supporting documentation, on a form which the ~~CEO/~~**College** President **or his/her designee** will make available. Candidates are requested to submit a notice of intent to apply for promotion by the last day of the fall semester. The application for promotion is due on the 1st day of **classes for** the spring semester **as identified on the Connecticut State Community College academic calendar.** The ~~CEO/~~**College** President **or his/her designee** can approve extensions if necessary. 2. A Promotion Committee as described below shall, by March 1, consider each applicant for promotion and shall: a) Make a recommendation for or against promotion (the committee shall not rank applicants); b) Inform each applicant, in writing, of the recommendation made;

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	c) Produce a written recommendation with supporting rationale for each person recommended for promotion in a format to be chosen by the committee. These written recommendations shall be included in the applicant's promotion application file but comments contained therein shall not be used in any grievance procedure. At each ~~college~~ **campus and College Office** there shall be one Promotion Committee comprised of four **(4) tenured** bargaining unit members, ~~appointed~~ **elected** by their respective union and two (2) members of the Administration appointed by the ~~CEO/~~ **Campus** President or **College Office Vice President or their** ~~his/her~~ designee of the respective ~~college~~ **campus or College Office** in which the promotion is being considered. **Congress's representatives on the campus committee** ~~The bargaining unit should~~ shall include 2 union members from the teaching faculty and 2 union members from the non-teaching faculty. **Congress's representatives on the College Office committee shall include 4 union members from non-teaching faculty.** For the Congress bargaining unit, committee members shall be elected by the members of the bargaining unit consisting of tenured members of the bargaining unit, if possible, or if not possible, bargaining unit members who have completed at least three years of service. ~~Members of the committee shall serve two-year terms.~~ **Applicants who work on a campus and report to a campus shall submit their application to their Campus Promotion Committee. Applicants who work at College Office shall submit their proposal to College Office Promotion Committee. Applicants who work on a campus but report to College Office may elect to submit their application to the Campus Promotion Committee on the campus they reside or elect to submit their application to the College Office Promotion Committee. In the event an applicant who works on a campus but reports to College Office elects to submit their proposal to the Campus Promotion Committee, the recommendations from the Campus Promotion Committee shall be sent to the appropriate College Office Vice President for further consideration.** The Board shall consult with the Unions with respect to the written instructions which it gives to promotion committees. (See Side Letter Re: Consultation.) The Promotion Committee shall keep a written record of the dates of all meetings, attendance at meetings, and materials considered and shall review the Board guidelines for their work. These records and materials shall be in the custody of the ~~CEO/~~**Campus** President or **College Office Vice President or their** ~~his/her~~ designee ~~his designee~~. The committee shall not disclose its records or recommendations except as provided herein. *(See Side Letter Re: Consultation.)*

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	The promotion application and all evaluative material in the applicant's file generated since her/his previous promotion or original appointment to the college, whichever is more recent, referred to herein as the promotion application file, shall be forwarded to the Promotion Committee by the ~~CEO/~~**Campus** President or **College Office Vice President or their designee**. In making its recommendation, the Promotion Committee shall be guided by the individual's quality of performance of professional responsibilities as provided in Article X of this Agreement, shall give consideration to the material in the individual's promotion application file, shall consider the best interest of the college and seek to establish an overall institutional perspective with respect to its recommendations. The individual shall have the right to appeal an alleged violation of the foregoing procedural requirements by the Promotion Committee to the ~~CEO/~~**Campus** President or **College Office Vice President or their designee** provided that she/he does so in writing within ten (10) calendar days of the date of recommendation of the Promotion Committee. The ~~CEO/~~**Campus** President or **College Office Vice President or their designee** shall investigate any such allegation and ~~the CEO/President shall,~~ if he/she finds a procedural violation prejudicial to the individual, take remedial action or give weight to the violation in making his/her decision. This provision shall be the exclusive remedy for an alleged violation of the contractual procedures by the Promotion Committee, and any such allegation shall not be subject to Article VII unless the ~~CEO/~~**Campus** President or **College Office Vice President or their designee** has failed to take remedial action or give weight to the violation. In making his/her decision, the ~~CEO/~~**Campus** President or **College Office Vice President or their designee** shall be guided only by the criteria contained in this Article and shall give consideration to all material in the individual's promotion application file. In determining whom to promote, the ~~CEO/~~**Campus** President or **College Office Vice President or their designee** shall review the recommendations of the Promotion Committee. Prior to making his/her decision, the ~~CEO/~~**Campus** President or **College Office Vice President or their designee** shall meet and discuss her/his intended decision with the Promotion Committee. Where there are differences between the ~~CEO/~~**Campus** President or **College Office Vice President or their designee** and the committee, the committee may forward a statement of the reasons for its position to the CSCU ~~President~~ **Chancellor**. The ~~CEO/~~**College** President shall forward ~~her/his~~ the **Campus** President or **College Office Vice President's determination** ~~decision~~ respecting promotions and a copy of the recommendations of the Promotion Committee to the Board by April 15. The ~~CEO/~~**College** President shall inform the person concerned, in writing, of ~~her/his~~ the decision. When **it is determined** ~~the CEO/President determines~~ that a candidate has failed to meet the standards for promotion, ~~she/he~~ **the Campus President or College Office Vice President** will provide specific written suggestions for areas of improvement.

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	Section 6. Funding Contract funding will be provided to colleges for promotions based on the contractual based calculations. *Section 7. Merit Recognition* Nothing in this Article shall prevent the Board from providing merit recognition to unit members in the form of lump-sum payments. *(See side letter Re: Merit Pay.)*
13.4	Section 13.4 The employer shall make a reasonable effort to place an individual who is terminated for special reasons in another suitable position opening within the ~~Community~~ College ~~System~~. This obligation shall not create a claim or right to any position opening and shall end thirty (30) days following termination of the affected employee. The obligation of the employer shall be satisfied by compliance with the following procedure: 1. Upon written request of the affected employee, the Board shall provide copies of all position notices for which external searches are ongoing and all position notices for external searches which commence during the obligation period specified herein. This obligation relates to bargaining unit positions for which a standard appointment is contemplated. 2. The affected employee may apply for any position opening. The employee will be considered on the same basis as any other applicant, except that the **Campus ~~CEO~~/President or appropriate College Office Vice President or their designee's** recommendation shall consider that the affected employee should be selected if the qualifications of the affected employee and top candidate(s) are relatively equal. The **Campus ~~CEO~~/President or appropriate College Office Vice President or their designee** shall notify the affected employee of his/her decision. Within five (5) calendar days of such notice, the affected employee may file a notice with the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities by certified letter requesting review of the **Campus ~~CEO~~/President or appropriate College Office Vice President or their designee's** recommendation. The decision of the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities shall be final. ...
15	*Section 1. Definition*

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	Transfer is the appointment of a professional staff member to a ~~Community College~~ **work location** other than the one at which he/she is employed. Transfers may be initiated by the employer or by a professional staff member. *Section 2. Application for Transfer* In the event the transfer is initiated by the professional staff member, **request** ~~application~~ for transfer **to a particular campus** shall be made directly to the **College Vice President of Human Resources** ~~CEO/President of the college to which transfer is desired. Applicants shall inform the CEO/President from which transfer is desired of any such application at the time the application is made.~~ Candidates for transfer are subject to the same selection procedures as any other applicant for an available position. *Section 3. Tenure* In the event of an ~~involuntary~~ transfer ~~to~~ **from** one **work location** ~~college~~ to another, the employee shall retain his/her tenure. ~~If a transfer is voluntary,~~ **transfer** ~~tenure will not normally be made with tenure. However, on a case-by-case basis, at the discretion of the Campus CEO/President or College Office Vice President or their designee of the receiving college~~ **work location**, ~~tenure may be preserved. The Campus CEO/President or College Office Vice President or their designee's decision is final and shall not be subject to grievance or arbitration.~~ ~~A tenured employee who accepts a transfer without tenure may apply for tenure when he/she will have, by September 1 of the year such appointment is to be effective, completed three (3) years of full-time employment in the same job function at the receiving college.~~ A non-tenured employee who accepts a transfer shall receive credit for up to three (3) years of full-time employment at the first college in the same job function. Decisions concerning whether an employee's position upon transfer is in the same job function shall be made by the **Campus ~~CEO/~~President or College Office Vice President or their designee** of the receiving **work location** ~~college or his/her designee~~.
16	Dismissal is an action by the **Campus ~~CEO/~~President or appropriate College Office Vice President or their designee** which terminates the appointment of a professional staff member for cause. Dismissal for cause shall include, but not be limited to the following:

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	1. incompetent or inadequate performance of responsibilities of the position or repeated neglect of these responsibilities; 2. repeated noncompliance with reasonable regulations or reasonable directives of the Board, the **Campus ~~CEO~~/President or appropriate College Office Vice President or their designee**, or designated management employees; 3. conduct which impairs the effective performance of assigned responsibilities or impairs the rights of students or of other staff members; 4. the use of fraud, collusion, or misrepresentation of a fact material to obtaining employment with the college and/or status therein. B. The appointment of a professional staff member may be terminated according to the following dismissal procedure: 1. The **Campus ~~CEO~~/President or College Office Vice President or their designee** shall notify the professional staff member in writing that termination of his/her appointment is under consideration. Said notice will contain a statement of the reasons for the proposed termination. 2. The professional staff member may respond in writing within twenty-one (21) calendar days of receipt of notice from the **Campus ~~CEO~~/President or College Office Vice President or their designee.** 3. If, after considering the response of the professional staff member, or if the professional staff member has not responded within the twenty-one (21) day period, the employer or its representative determines to dismiss the professional staff member, the employer or its representative shall so notify the member in writing of the decision.
17.1.A	*A. Purpose* Professional development funds are made available to reimburse employees for approved activities that relate to the bargaining unit member's responsibilities at the college. The following are examples that may be appropriate for approval: • Tuition and fees for coursework relevant to the member's employment; • Conference, seminar and workshop fees relevant to the member's employment;

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	• Professional society membership relevant to the member's employment; • **Certifications & licensure renewals relevant to the member's employment** • Travel related to the above.
19.4	**Section 4. Professional Development Funds** **A. Purpose** **Professional development funds are made available to reimburse employees for approved activities that relate to the bargaining unit member's responsibilities at the college, advancing their education, or professional qualifications including but not limited to:** • **Tuition and fees for coursework relevant to the member's employment;** • **Conference, seminar and workshop fees relevant to the member's employment;** • **Professional society membership relevant to the member's employment;** • **Certification & licensure renewals** • **Travel related to the above.** **B. Funding** **Funds equaling 1.35% of the prior year's payroll shall be allocated to fund professional development, including nursing refreshers, each fiscal year for the duration of the 2025-2029 Collective Bargaining Agreement ~~effective July 1, 2025~~.** **Annual allocations for each campus/chapter will be sent to the bargaining unit and campus CEOs/Presidents no later than September ~~July~~ 1st of each year.** **C. Eligibility** **All full-time and part-time faculty and staff shall be eligible for professional development funds when actively employed at the College.** **There shall be an established per-semester maximum for individual part-time and full-time employees as agreed to by the Board and Congress.** **[*Charts showing increased allocation for FY26-FY28 increasing at the 4.5% rate applied to the Misc. Pay Grid*]**

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	For the purpose of determining which semester a PD request applies to, semesters are defined as Fall starting on 7/1 through 12/31 and Spring starting on 1/1 through 6/30. **Faculty and staff working on multiple campuses may apply for funds on multiple campuses, but their total approved reimbursement shall not exceed the established individual maximums.** **D. Application** **Bargaining unit members may apply for professional development dollars by using a form mutually agreed to by the union and employer.** **E. Reimbursement** **Approved Professional Development funds shall be processed for reimbursement no later than thirty (30) days after all required paperwork has been submitted.**
19	*Leaves Unrelated to Medical or Family Leave* The **Campus ~~CEO~~/President or College Office Vice President or their designee** may grant a leave of absence without salary upon the request of a professional staff member for a period not to exceed two years. Professional staff members are eligible for leave of absence without salary after two years of full-time service on standard appointment, except that a leave for educational advancement may be granted after one year of service. An individual who believes his/her leave was unreasonably denied may forward his/her request to the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities with a statement of his/her position. The decision of the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities shall be final. The terms and conditions of such a leave of absence shall be agreed upon by the **Campus ~~CEO~~/President or College Office Vice President or their designee** and the professional staff member concerned, who may be represented by the **union** ~~Congress~~. The agreement shall be in writing. ... *B. Medical, Parental, and Family Leaves* Medical, parental and family leaves are available as follows: *1. Medical Leave* **(a)** ~~(b)~~ After exhaustion of accrued sick leave and upon establishment of a serious illness, a permanent professional staff member who has more than six months of service shall be entitled to a medical leave without salary not

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	to exceed a maximum of twenty-four (24) weeks in any two (2) year period, **pursuant to the 2017 SEBAC agreement.** **(b)** ~~(a)~~ After exhaustion of accrued sick leave and upon establishment of the actual disability of the professional staff member who has two (2) or more years of service on standard appointments, such professional staff member shall be entitled to a medical leave without **pay** ~~salary~~ not to exceed two (2) years from the date sick leave accrual is or was exhausted (such exhaustion date to be determined without reference to sick leave days accrued after the disability commenced). Said leave shall include any leave pursuant to Section 31-51kk of the Connecticut General Statutes. *2. Parental Leave* **(a)** ~~(b)~~ **Parental** ~~such~~ leave without salary shall be granted to permanent professional staff members after six (6) months of service for a period not to exceed a maximum of twenty-four (24) weeks in any two (2) year period **pursuant to the 2017 SEBAC Agreement.** As used in this Article, "parental leave" shall be defined as leave for the purpose of: (a) rearing a child for whom the professional staff member has legal responsibility; or (b) the prenatal and postnatal care of a **spouse** ~~wife~~. **(b)** ~~(a)~~ Parental leave without salary not to exceed two (2) years may be granted by the **Campus** ~~CEO/~~President to professional staff members after one (1) year of service on standard appointment. **Said leave shall include any leave pursuant to Section 31-51kk of the Connecticut General Statutes.** An individual who believes that his/her request for leave was unreasonably denied may forward his/her request with a statement of his/her position to the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities. The decision of the **Chancellor** ~~President~~ of the Connecticut State Colleges and Universities shall be final. *3. Family Leave* All permanent professional staff members after six (6) months of service shall be entitled to family leave without salary not to exceed a maximum of twenty-four weeks in any two (2) year period, **pursuant to the 2017 SEBAC Agreement.** As used in this Article, "family leave" shall be defined as a leave necessitated by a serious illness suffered by the permanent professional staff member's own parent, spouse, or child. ...
19.2	*Entitlements and Conditions* All full-time professional staff members accrue sick leave with pay for continuous service at the rate of one and one-quarter days per calendar month from the date of initial employment. All part-time professional staff members in the bargaining

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	unit accrue sick leave with pay for continuous service from the date of initial employment at the rate of one and one-quarter days per calendar month multiplied by the following fraction: the number of hours worked per week divided by 35. Earned sick leave is granted to a professional staff member who is incapacitated for duty. However, if a faculty member is unable to fulfill her/his obligations to the college for a period of time that encompasses the end of an academic semester, there shall be no charge to a sick leave balance for days following the date on which grades are due or the date on which the semester ends, whichever is sooner. An acceptable medical certificate is required to substantiate a request for sick leave in the following situations: any period of absence of more than five (5) consecutive working days; sick leave during annual vacation; leave of any duration if absence from duty recurs frequently or habitually, provided that the employee has been notified that a certificate will be required; leave of any duration when evidence indicates reasonable cause for requiring such a certificate. Sick leave shall be calculated in quarter-day units. **Sick leave shall not accrue for employees while utilizing emergency sick leave donations.**
19.2.D.	Article 19, Section 2.D. Emergency Sick Leave ~~Effective March 31 of each year of this agreement, all bargaining unit members not currently in the AFSCME and Board of Regents for Higher Education – CBA July 1, 2021 – June 30, 2025 42 sick leave bank shall automatically be enrolled and contribute three (3) days of accrued sick leave to the bank. Days contributed to the bank shall thereafter be allocated to employees with catastrophic or extended long term illness.~~ ~~Bargaining unit members with a sick leave balance of 105 hours or more on March 31 will have these three (3) days deducted effective immediately. Employees with less than a 105 hours sick leave balance on March 31, will have one (1) day each deducted quarterly with all three (3) days deducted no later than the end of the calendar year. New hires will have one (1) day deducted in each of the 9th, 10th and 11th month accruals.~~ **A sick leave bank is established for use by bargaining unit members who have exhausted their accumulated leave accruals and who have catastrophic and/or extended illness. The bank shall be established by a mandatory contribution of three (3) days of accumulated sick leave from each member in January or July following the completion of one (1) year of employment.** To be eligible for allocation of sick days from the bank, an employee must meet the following conditions: a. Membership in the bank;

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	b. Exhaustion of all personal sick leave, personal, or vacation leave and any other compensatory time due; c. The illness or injury is not covered by worker's compensation, or such benefit has been exhausted; d. An acceptable medical certificate supporting the absence is on file; e. The bank is not depleted.
19.3	Article 19, Section 3 *A. Conditions* Special leave is leave for personal emergencies which is to be charged to sick leave. It shall be calculated in hour units. *B. Purpose* Special leave shall be granted for the following reasons: 1. Dental, medical, or eye examination or treatment for which arrangements cannot be made outside of working hours; 2. When presence at work will expose others to contagious diseases; 3. In the event of death in the immediate family, when as much as (5) five working days' leave with pay shall be granted (immediate family means spouse, father, mother, sister, brother, or child, or any other relative who is domiciled in the professional staff member's household); 4. If critical illness or severe injury in the immediate family or household creates an emergency which requires the attendance or aid of the professional staff member, when up to ~~(5) five~~ **ten (10)** working days' leave with pay in a calendar year shall be granted. The **Campus ~~CEO~~/President or College Office Vice President or their designee** may also grant necessary time, not to exceed in the aggregate a total of (3) three working days' leave per calendar year, to fulfill the obligations of traveling to, attending, and returning from funerals of persons other than members of the immediate family. Special leave shall be contingent upon the availability of earned sick leave and charged against sick leave.
19.6	Article 19, Section 6 *Conditions* Sick leave may be utilized for any such period of childbearing disability, provided that the employer may require that a medical doctor certify that any period in excess of five (5) days to which sick leave is applied is medically necessary as a result of or to recover from childbearing disability. In addition, the employer recognizes the right of professional staff members to leave as follows: After all employee-designated sick and vacation leave have been exhausted, a professional staff member shall be granted, upon request, a leave of up to twelve months without salary (including the 24-week leave provided for in Section 5- 248a of the Connecticut General Statutes) for childbearing disability which extends

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	beyond accumulated sick leave, provided, however, that a professional staff member who has elected to retain her sick leave pursuant to Section 6A of this Article, above, shall be entitled to retain her accumulated sick leave. Further, at the end of a childbearing disability leave, a professional staff member shall be granted, upon request, a leave of up to twelve months without salary (including the 24-week leave provided for in Section 5- 248a of the Connecticut General Statutes) for childrearing. Adjustments in the duration of the leave may be made by mutual agreement between the **Campus ~~CEO~~/President or College Office Vice President or their designee** and the professional staff member concerned to insure that such leave is least disruptive of the instructional program of the college and the educational progress of students, provided, however, that the **Campus ~~CEO~~/President or College Office Vice President or their designee** shall not have authority to reduce such leave below twenty- four weeks, in combination with other such medical leaves taken within a two- year period (commencing with the first day of leave of the first such leave within the period). Time on such leave shall be considered as continuous service for purposes of sabbatical leave but shall not be included as accumulated time required to qualify for sabbatical leave. *C. Reinstatement* Provided that the professional staff member shall return to service no later than twelve months from the beginning of leave without salary for disability or childrearing, subject to the adjustments stipulated in Section 6B above, she shall be restored, subject to any provisions on staff reductions, to the same job or to an equivalent position with the same seniority, salary, retirement and fringe benefits, and other service credits which she had attained at the time such leave was granted, plus the appropriate increase in benefits accorded to persons of that rank and salary and any and all improvements in fringe benefits established through negotiations between the Congress and the Board during the period of such leave. For up to twelve (12) months from the beginning of leave without salary for disability or childrearing, part-time return to service may be arranged by mutual agreement between the professional staff member concerned and the **Campus ~~CEO~~/President or College Office Vice President or their designee**, subject to the following: in the case of an employee holding a special appointment or a standard appointment which has not been renewed in accordance with Article IX, Section 3, a leave shall not extend beyond, and provisions for reemployment shall not apply beyond, the termination date of the appointment unless the employer agrees in writing to such an extension.
20	Add Juneteenth to the list of holidays under this article.
20.2	*Article 20, Section 2. Vacations* ...

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	B. Conditions 1. Vacation days taken by professional staff members are subject to prior approval by the **Campus ~~CEO~~/President or College Office Vice President or their designee** ~~of the college~~. It is expected that professional staff members will take a minimum of three weeks of vacation each calendar year. **In keeping with State requirements, vacation days may not be accumulated to a total of more than 120 days.** ~~However, in extenuating circumstances, vacation days may be carried over into a new calendar year with the written approval of the CEO/President of the college, which approval shall not be unreasonably withheld, but may not be accumulated to a total of more than 120 days.~~ 2. Vacation days do not accrue during any month in which a professional staff member is on leave of absence without salary for more than five days, **including use of union Sick Leave donations.** *C. Adjustments on Termination* 1. If a professional staff member has taken more vacation days than would have been accrued at the rate specified in Section 2A above, the college shall, on termination, deduct from his/her pay the value of vacation days taken in excess of the amount accrued. 2. Any eligible professional staff member leaving state service shall receive a lump sum payment for accrued but unused vacation time, except that all professional staff members who have been notified of termination of their appointment are required to use all accumulated vacation time prior to expiration of the final appointment year unless other arrangements are specifically authorized in writing by the ~~college~~ **Campus ~~CEO~~/President or College Office Vice President or their designee**, which authorization shall not be unreasonably withheld.
21.1.D	Advanced Manufacturing Technology Instructor - **reopener**
21.11	~~Upon request~~, **Should** a faculty member ~~shall~~ be required, as part of his/her regular assignment, to prepare, proctor, and grade exemption exams and shall be compensated at the rate of ~~twenty five dollars ($25)~~ **fifty dollar ($50)** per credit per student for the course for which exemption or credit is sought, provided that such compensation shall not be less than ~~seventy-five dollars ($75)~~ **one-hundred fifty dollar ($150)** per exam per student. The parties understand that this compensation schedule relates solely to faculty members who are assigned to prepare, proctor and grade exemption exams and is not meant to compromise the Board's right to assign and compensate this work through other appropriate means.

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21.6	*Article 21, Section 6. Travel Expenses and Reimbursements* *E. More than One **Campus** ~~College~~ Stipend* Bargaining unit members who **on a regular basis report in person to** ~~teach~~ **work at** more than one **work location as part of their primary job function and that requires them to travel** ~~college or at a location~~ more than ten (10) miles from their home campus shall receive a five hundred dollars ($500.00) stipend per semester.
21.6.D	D. More than One College Stipend Bargaining unit members who, **as part of their regular work assignment**, teach/work **in-person** at more than one college or at a location more than ten (10) miles from their home campus **or location** shall receive a five hundred dollars ($500.00) stipend per semester.
21.8	ARTICLE XXI Section 8 (pg 71) Section 8. Tuition Waiver In addition to the waiver of tuition and fees permitted under Chapter 185b, Section 10a-77 of the Connecticut General Statutes, the Board may waive tuition and fees for part-time and full-time bargaining unit members, emeriti, and their spouses and dependent children at all colleges in the Community College System. Waiver of fees for noncredit course offerings and for extension credit course offerings may be granted on a space-available basis, in the discretion of the employer, to full-time and part-time bargaining unit members, emeriti, and their spouses and dependent children. Waivers may be granted to bargaining unit members only where the course is offered outside of the employee's regularly scheduled work day, except that where a course is job-related and the employee's supervisor approves his/her release for this purpose, the course may be taken during the member's regularly scheduled work day. The parties agree that the employer will determine on a case-by-case basis the courses to which the waiver may apply as well as the administrative processes to be used in the implementation of this benefit. The decision of the employer whether or not to grant a waiver shall be final and not subject to grievance or arbitration. Community College tuition and fee waivers are limited to in-state tuition, the application fee, program enrollment fee, college service fee, and student activity fee. Community College part-time and full-time bargaining unit members, emeriti, and their spouses and dependent children can apply the cash value of their community college in-state tuition and fee waiver to universities throughout the CSCU System with the exception of Charter Oak State College.

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	The cash value of a Community College tuition and fee waiver will equate to the total amount of in-state Community College tuition and college service fee per the number of registered credit hours. The maximum cash value for principal bargaining unit members, emeriti, their spouses, and dependent children per semester will equate to a full-time load of twelve (12) or more credit hours. The maximum cash value for part-time bargaining unit members, their spouses, and dependent children will equate to one 3-credit course per semester during the period they are working. The cash value equivalent for Community College tuition and fee waivers will be adjusted to align with changes in community college in-state tuition and fees. **Families in which two spouses are Congress members may use both members' waivers in the same semester for any combination of covered family member(s), including by a single member.** The cash value of the Community College tuition and fee waiver can be applied to graduate-level courses for those Community College employees/emeriti, their spouses, and dependents who are academically eligible for graduate classes.
21.1	*Update Article 21 as follows:* 2025-2026: 2.5% GWI + step effective July 1, 2025 2026-2027: 2.5% GWI + step effective July 1, 2026 2027-2028: 2.5% GWI + step effective July 1, 2027 2028-2029: reopener on GWI + Step 4.5% annual increase on the following miscellaneous rates of pay in Schedule E for each of the first three years of the agreement (FY26, FY27, FY28): • Nursing Course Leader, • Program Coordinator, • Department Chair • Summer Call-In Per Diem Rate 5.25% annual increase on the following miscellaneous rates of pay in Schedule E for each of the first three years of the agreement (FY26, FY27, FY28): • PT Educational Assistants • PT Lecturers • PTL with Clinical Component (including PT Clinical Faculty – Educational Assistant) Top step bonus increase 2.5% Retroactive wages shall be provided to current employees, which is defined for the purposes of this provision alone as follows: (1) any employee on payroll on the date of

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	legislative approval; or (2) any part-time employee who was employed between August 22, 2025, and December 11, 2025, who has not retired.
21.10	~~Allied Health~~ Uniforms Upon the employee's submission of an acceptable receipt for the purchase of ~~and/or cleaning of clinical~~ uniforms **and footwear related to industry standards** ~~by full-time clinical faculty in the nursing, and dental, and other allied health programs~~, **required by the Board, which is not supplied by the Board,** ~~it~~ **the Board** shall reimburse up to ~~one hundred fifty dollars ($150)~~ **three hundred dollars ($300)** of such receipted expenditures per person per fiscal year.
25	This Agreement shall be effective July 1, ~~2021~~ **2025**, and shall expire June 30, ~~2025~~ **2029**.
p. 115	D.C. Agreement 5. c) Department Chairs shall receive $100 per FTE faculty member in the department for their ongoing responsibility for department business. In accordance with the present practice, it is recognized that department chairs and teaching faculty members with administrative responsibility may devote time to the department's business during the Summer and intersessions. When it is necessary for a department chair or other teaching faculty member with administrative responsibility to devote considerable time to department business during the summer **and intersession** and a mutually agreed-upon schedule is worked out, the appropriate dean, with the approval of the **Campus** President, may authorize additional days of compensation at the applicable daily rate, not to exceed 25 days **per academic year.**
p. 124	RE: NURSING/DENTAL FACULTY COURSE LEADERS In 2007-08, $75,045 shall be available to the colleges for payments to nursing and dental course leaders for each individual who fulfills such responsibilities; compensation may be shared by more than one individual on a pro-rata basis. In 2008-09, $78,797 shall be available for such payments; in 2009-10, $82,737 shall be available for such payments. **The course leader's compensation shall be paid over 5 pay periods bi-weekly beginning in October for the Fall semester and March for the Spring semester.** ...
PT06	The offer of employment is made only by written contract executed by the CEO/President and may be subject to ratification by the Board or the President of the Connecticut State Colleges and Universities. Each college shall make a good faith effort to inform part-time members of their employment at the earliest reasonable opportunity.

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	Where a part-time lecturer at a college has taught eighteen (18) or more contact/credit hours of instruction and been employed during the previous year, that individual will be continued in the parttime lecturer applicant pool. If any such individual has a concern regarding the selection of part-time lecturers, he/she may raise it with the dean and then the CEO/President. The preceding sentences of this paragraph shall not be subject to grievance/arbitration. Members shall be notified of class cancellations before classes begin. If a class scheduled to be taught by a part-time member is cancelled and assigned to a full-time faculty member within seven (7) days prior to the beginning of the first day of classes, the part-time member shall be paid the sum of three hundred dollars ($300). Per availability, and at the discretion of the Department Chair and in consultation with Coordinators, adjunct faculty who have been offered and accepted 8 semesters without a break and who are appointed for a 9th consecutive semester may be offered a full-year contract. **It is recognized by the parties that a professional staff member should give notice of retirement or resignation in advance whenever possible in order to allow for the normal recruitment and hiring process, preferably not less than 90 days. In the event an employee resigns and provides less than two weeks' notice, their separation will be designated as not in good standing in CORE unless the notice is explicitly waived by the Campus President or College Office Vice President or their designee. Effective July 1, 2026, the Board shall include reference to this practice in information provided to new hires. The Board shall inform the Congress each time the not in good standing designation is applied to a Congress member.**
PT07	Article VII - Job Security for Part-time Lecturers (pg 137) When a part-time lecturer in the system has taught 18 ~~credits~~ **contact/credit hours** ~~and has received a satisfactory evaluation~~, the part-time lecturer will be placed in the part-time lecturer pool at the ~~college(s)~~ **campus(es)** where the part-timer has accumulated a minimum of 18 ~~credits~~ **contact/credit hours.** 1. Once a part-time lecturer is placed in the pool **on a campus, they shall** remain in **that campus's** pool unless and until received an unsatisfactory evaluation. Receipt of an unsatisfactory evaluation shall result in immediate removal from the pool **of that campus. Receipt of a second unsatisfactory evaluation at any campus will result in removal from all campus seniority pools. Members of the seniority pool may request to be removed from the seniority pool at a campus if they are no longer interested in teaching at that campus.** All members who are in the pool prior to the execution of this CBA shall remain in the pool.

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	2. Among the members of the pool **on a campus,** employees will be assigned on a seniority basis to at least one course per semester, subject to course availability. Seniority will be calculated by determining when the 18-~~credits~~ **contact/credit hour** threshold was met. This provision does not require that any specific course be assigned on a seniority basis, only that if the number of pool members exceeds the number of available courses, senior pool members will be assigned at least one course. **Additionally, each campus shall assign additional courses to members of the seniority pool, up to but not to exceed a total of 8 ~~credits~~ contact/credit hours, prior to making a course offer to an external hire.** 3. Continuous service in the pool for seniority purposes will be considered broken for a break in service resulting from the employee refusing, declining or otherwise not responding to course assignments for three consecutive semesters **(Fall, Spring semesters only).** Seniority in the pool restart effective the date the employee returns to teaching. The aforementioned break in service will not apply to the following: a. pursuing an advanced degree related to the field in which the employee teaches b. for medical reasons relating to themselves or immediate family members. c. **Members who have not been offered a course based on lack of available sections or who accepted sections that were subsequently cancelled or reassigned.** 4. This agreement applies only to initial course assignments and does not apply to: ● Changes in course assignments necessitated by enrollment or by other unanticipated circumstances which occur within 14 days of the start of classes; ● Courses offered under grants or contracts; ● The assignment of courses to full-time employees, including but not limited to the assignment of "overload" courses to full-time employees, and the assignment of courses to former full-time employees who have retired; ● A decision to broaden the hiring pool to enhance the skill base or to enhance affirmative action or diversity in the selection of part-time members. 5. ~~The college~~ **Each campus** ~~where the part-time lecturer has taught eighteen (18) credits~~, shall maintain **records of seniority pool membership, and update the list after the completion of each semester (Fall, Spring). Maintenance of records shall include the addition of those who have newly reached seniority, as well as**

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	removal of those who have broken service as outlined above. ~~the person in the pool.~~ **Finalized** records of pool membership shall be shared with **department chairs/program coordinators and** the bargaining unit **prior to building the course schedule** each semester. 6. Once courses are assigned, a senior member of the pool may not "bump" a junior member of the pool if the senior member's assigned course is cancelled. 7. ~~Repeated attempts to contact a part-timer by telephone, e-mail and certified mail as a method to satisfy notification requirement, shall constitute compliance with the requirement to offer such a part-timer a course under this agreement.~~ **At least three attempts to contact a part-time lecturer by multiple means, shall constitute compliance with the requirement to offer such part-time lecturer a course under this agreement. These attempts must include contact by college email, personal email and telephone listed in the member's personnel file. No response to multiple means within two weeks constitutes a lack of response by the part-time faculty.** All courses taught by part time faculty shall count toward meeting the requirements for entry into the part time seniority pool. The offering of courses to part time faculty who are in the seniority pool shall apply to every term (fall, spring, summer and intersessions.) **Full-time faculty and staff members may not bump an adjunct faculty member to maintain an overload teaching assignment.** **8. Following the signing of this agreement, CT State a shall appoint a Taskforce to review and make recommendations regarding how to administer an intercampus seniority pool for part-time lecturers and a proposed process for submitting part-time lecturer preferences for modality, campus locations, and courses. The Taskforce shall be comprised of three members from the Administration appointed by the College President and three members from Congress. The recommendations of the Taskforce shall be provided to the CT State President six months following the commencement of the Taskforce. The implementation of any such recommendations shall be at the sole discretion of the CT State President. At no time will these discussions be considered negotiations under the State Employee Relations Act ("SERA"), and they will not be subject to the impasse resolution procedures under SERA. In addition, this Section shall not be subject to the grievance procedure of this Agreement. Nothing in this Section prohibits either party from making any proposal related to this issue during negotiations of a successor for this Agreement.**
PT09	**I. New Part-time Lecturer and Part-time Educational Assistant Orientation** **The Employer shall provide the Union with not less than ten (10) days' written electronic notice of the planned date, time, and location of new hire orientation,**

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	unless there is an instance where there is an urgent need critical to the Employer's operations that prevents the ten (10) days' notice. A Union representative shall be permitted to make a presentation of thirty (30) minutes during the new hire orientation session. If the new hire orientation is in person, the Union shall be permitted to make its presentation in person. **Effective Fall 2026 semester, new hire orientation sessions will be held for new part-time lecturers ("PTL") ~~faculty online~~ before the beginning of each semester. These orientation sessions will be held virtually and will be no more than three hours in duration. PTLs who never previously worked as PTLs for CT State will be paid $150 participating in the new hire orientation. Attendance at new hire orientation is mandatory.** **Effective Fall 2026 semester, new part-time educational assistant ("EA") orientation will be held virtually for new EAs who have never previously worked as a part-time EA for CT State. Participation in the new part-time educational assistant orientation program is mandatory and will be part of the hours recorded by the part-time educational assistant at their current rate of pay during their normally scheduled hours.** **Returning PTLs and PT EAs newly hired after July 1, 2025, who never participated in a new hire orientation may choose to attend their respective new hire orientation session for the Fall 2026 semester. Returning PTLs will be paid $150 for participating in the new hire orientation. Returning PT EAs will complete this activity at their current rate of pay during normally scheduled hours.** **In the event the Union is given less than ten (10) days' written electronic notice of the new hire orientation and the Union is unable to participate in the new hire orientation, or in the event the employee does not attend their scheduled new hire orientation, the Union shall have the right to schedule a meeting with employees for 30 minutes. If the employee works in person, the Union may elect to hold the meeting in person at the worksite, and the Employer shall provide appropriate on-site meeting space. PTLs will be paid $25 for this activity. PT EAs will complete this activity at their current rate of pay during normally scheduled hours.**
PT09	*E. Inclement Weather or Other Emergency Condition* When classes are canceled or the **campus** ~~college~~ is closed due to weather or other circumstances, all Faculty Members (both teaching and non-teaching) need not report to work and shall suffer no loss of pay or charge to any other leave.

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PT10	There shall be periodic evaluation as provided by the employer, which may include student evaluation, of all members of the unit. The criterion for the evaluation shall be the quality of performance of professional responsibilities as provided in Article IX of this Agreement for part- time employees. The professional staff member shall be notified in advance of the evaluation and shall be given and opportunity to meet and discuss the evaluation. **The evaluation instruments shall be the Faculty Overall Performance Form and Faculty Instructional Observation Form, and the Board and Congress shall agree to any changes to the evaluation instrument. Negative evaluations may not be issued for arbitrary and capricious reasons.** **Following the signing of this agreement, CT State a shall appoint a Taskforce to review and make recommendations regarding evaluations, including the timing of evaluations and the form used for such evaluations. The Taskforce shall be comprised of three members from the Administration appointed by the College President and three members from Congress. The recommendations of the Taskforce shall be provided to the CT State President six months following the commencement of the Taskforce. The implementation of any such recommendations shall be at the sole discretion of the CT State President.** **At no time will these discussions be considered negotiations under the State Employee Relations Act ("SERA"), and they will not be subject to the impasse resolution procedures under SERA. In addition, this Section shall not be subject to the grievance procedure of this Agreement. Nothing in this Section prohibits either party from making any proposal related to this issue during negotiations of a successor for this Agreement.**
PT12	All non-teaching unit members shall be granted time off with pay or compensatory time for State holidays on which they would be regularly scheduled to work. All non-teaching unit members employed for more than ninety (90) scheduled working days and commencing with the third consecutive semester shall receive prorated sick leave in the manner provided by Article XIX of the Agreement between the Congress and the Board covering full-time professional staff. In addition, such unit members shall receive, commencing the third consecutive semester, two prorated days off with pay per semester in lieu of vacation and personal leave. Use of such day shall be subject to the approval of the **Campus** President or **College Office Vice President or** designee and must be in the semester in which accrued.
PT15	In addition to the waiver of tuition and fees permitted under Chapter 185b, Section 10a-77 of the Connecticut General Statutes, the Board may waive tuition and fees for part-time and full-time bargaining unit

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	members, emeriti, and their spouses and dependent children at all colleges in the Community College System. Waiver of fees for noncredit course offerings and for extension credit course offerings may be granted on a space-available basis, in the discretion of the employer, to full-time and part-time bargaining unit members, emeriti, and their spouses and dependent children. Waivers may be granted to bargaining unit members only where the course is offered outside of the employee's regularly scheduled work day, except that where a course is job-related and the employee's supervisor approves his/her release for this purpose, the course may be taken during the member's regularly scheduled work day. The parties agree that the employer will determine on a case-by-case basis the courses to which the waiver may apply as well as the administrative processes to be used in the implementation of this benefit. The decision of the employer whether or not to grant a waiver shall be final and not subject to grievance or arbitration. Community College tuition and fee waivers are limited to in-state tuition, the application fee, program enrollment fee, college service fee, and student activity fee. Community College part-time and full-time bargaining unit members, emeriti, and their spouses and dependent children can apply the cash value of their community college in-state tuition and fee waiver to universities throughout the CSCU System with the exception of Charter Oak State College. The cash value of a Community College tuition and fee waiver will equate to the total amount of in- state Community College tuition and college service fee per the number of registered credit hours. The maximum cash value for principal bargaining unit members, emeriti, their spouses, and dependent children per semester will equate to a full-time load of twelve (12) or more credit hours. The maximum cash value for part-time bargaining unit members, their spouses and dependent children will equate to one 3-credit course per semester during the period they are working. The cash value equivalent for Community College tuition and fee waivers will be adjusted to align with changes in community college in-state tuition and fees. The cash value of the Community College tuition and fee waiver can be applied to graduate-level courses for those Community College employees/emeriti, their spouses, and dependents who are academically eligible for graduate classes.

	Content
	Part-time lecturers and non-teaching unit members shall be eligible for ~~space available~~ tuition waivers on the following terms: Tuition and fees will be waived for one 3-credit course per academic semester to be taken **at CT State** ~~at any community college in the CSCU system~~. The waiver may be used by the employee, ~~his/her~~ **their** spouse or any of ~~his/her~~ **their** dependents during a semester when the unit member is actually working, except that If a course or courses assigned to the part-time lecturer is cancelled **or reassigned** ~~after a space available tuition waiver as described herein has been granted~~, the waiver may still be used consistent with this article. **Families in which two spouses are Congress members may use both members' waivers in the same semester for any combination of covered family member(s), including by a single member.**
PT (NEW)	**PT. All part-time professional staff members shall be eligible for professional development funds according to Article XVIII of the Agreement between the Congress and the Board covering full-time professional staff, effective their first day of work.** **The maximum individual allotment per semester for part-time employees shall be calculated at no less than 50 percent of the maximum individual allotment for full-time employees.** **Part-time faculty and staff working on multiple campuses may apply for funds on multiple campuses, but their total approved reimbursement shall not exceed the established individual maximums.** **Part-time professional staff members are only eligible for professional development funds during a semester when the unit member is actively working except that if a course or courses assigned to the part-time lecturer is cancelled or reassigned. For the purposes of this provision the semester shall be defined as it is for professional development.**

Sarah Niemiroski
April 8, 2026

Board of Regents for Higher Education
Colleges

4/8/26

Connecticut Congress of Community

April 10, 2026

Congress of Connecticut Community Colleges
Collective Bargaining Agreement July 1, 2025 – June 30, 2029

SUPERSEDENCE INDEX

As negotiated between the Board of Regents for Higher Education and the Congress of Connecticut Community Colleges pursuant to §§ 5-270 through 5-280 and 10a-1a, 10a-6 and 10a-87 of the Connecticut General Statutes.

Contract Reference	Provision	State Statute or Regulation Superseded
Article 4	Provision of information to Union	C.G.S. § 31-40bb
Article 10	Approval of telecommuting request	C.G.S. § 5-248i
Article 19	Sick leave bank funded by voluntary employee contributions	C.G.S. § 5-247; Regs. §§ 5-247-5, 5-247-6
Article 19	Leave without pay	Regs. § 5-248b-2

CONNECTICUT STATE COLLEGES AND UNIVERSITIES
Cost Estimate of Arbitration Award
Dated: 4/10/2026

Bargaining Unit	4 Cs
Period of Contract:	July 1, 2025 Through June 30, 2028

Number of Full Time Employees	1,430
Number of Part Time Employees	3,684

Full Time Wages (includes add'l misc pay)	127,924,763
Part Time Wages	71,875,005
Total Annual Wages (26 pay periods) All Funds:	**$ 199,799,768**
Total Value of Fringe Benefits	

	Annualized Basis (26 Pay Periods)			
		Percent Increase		
	Salary	Gen'l Wage Increase	AI's *	Total
Prior to New Contract:	199,799,768			
1st Year Contract: 2025-2026	210,289,256	2.50%	2.75%	5.25%
2nd Year Contract: 2026-2027	224,631,758	2.50%	2.75%	5.25%
3rd Year Contract: 2027-2028	240,474,406	2.50%	2.75%	5.25%

* AI % is a blended rate of step increases ranging from 2.3% to 3.4% and the 4.5% increase of misc rates

ANNUAL COST OF COMPENSATION

		1st Year	2nd Year	3rd Year
All Funds	Prior To Agreement	2025-2026	2026-2027	2027-2028
Total Wages and Related Items	-	10,489,488	14,342,502	15,842,648
Fringe Benefits				
Value of Current Items		860,138	1,176,085	1,299,097
Total Wages and Benefits	-	11,349,626	15,518,587	17,141,746

CONNECTICUT STATE COLLEGES AND UNIVERSITIES
Cost Estimate of Contract
Dated: 4/10/2026

			All Funds Requirement- 26 pay periods		
			2025-2026	2026-2027	2027-2028
Fiscal Year 2025-2026					
(1)	FT 2.5% GWI Effective 7/1/2025		3,198,119		
(2)	FT 2.75% AI Effective 7/1/2025 *		3,517,931		
(3)	PT 5.25% Effective 7/1/2025		3,773,438		
(4)	Faculty workload changes		-		
(5)	PT Orientation Costs		-		
(6)	Uniform costs		-		
	SUBTOTAL AGREEMENT ITEMS -1st YEAR		$ 10,489,488	-	-
Fiscal Year 2026-2027					
(1)	FT 2.5% GWI Effective 7/1/2026			3,460,356	
(2)	FT 2.75% AI Effective 7/1/2026 *			3,806,392	
(3)	PT 5.25% Effective 7/1/2026			4,324,136	
(4)	Faculty workload changes			2,572,068	
(5)	PT Orientation Costs			173,850	
(6)	Uniform costs			5,700	
	SUBTOTAL AGREEMENT ITEMS - 2nd YEAR			$ 14,342,502	-
Fiscal Year 2027-2028					
(1)	FT 2.5% GWI Effective 7/1/2027				3,818,919
(2)	FT 2.75% AI Effective 7/1/2027 *				4,200,811
(3)	PT 5.25% Effective 7/1/2027				5,077,117
(4)	Faculty workload changes				2,707,101
(5)	PT Orientation Costs				33,000
(6)	Uniform costs				5,700
	SUBTOTAL AGREEMENT ITEMS· 3rd YEAR				$ 15,842,648
	TOTAL CONTRACT ITEMS - ALL FUNDS		$ 10,489,488	$ 14,342,502	$ 15,842,648
	FRINGE ANALYSIS				
	Social Security 6. 2%	6.20%	650,348	889,235	982,244
	Medicare 1.45%	1.45%	152,098	207,966	229,718
	Unemployment 0.10%	0.10%	10,489	14,343	15,843
	Workers Comp 0.45%	0.45%	47,203	64,541	71,292
	TOTAL FRINGE	8.2%	$ 860,138	$ 1,176,085	$ 1,299,097
	TOTAL COST OF CONTRACT-ALL FUNDS		$ 11,349,626	$ 15,518,587	$ 17,141,746

CSU-AAUP/CSCU Board Tentative Agreements
4/7/26

TA #	Article	Content
1	1.1	(Also called "Employer") The Board of Regents for Connecticut State Colleges and University System. [~~Sec. 10a-88 CGS: Beginning on January 1, 2012, the Board of Regents for Higher Education shall serve as the Board of Trustees for the Connecticut State University System.~~]
1	1.3	The Board together with its executive officers and professional staff, including but not limited to the BOR ~~President~~ **Chancellor**, Presidents, Provosts, Vice Presidents, and Deans, and all such other management personnel, as defined in Secs. 5-270 - 5-280 CGS, provided that it shall not include department Chairpersons, academic Division Directors or academic Program Directors.
1	1.3.1	**1.3.1 ~~President~~ Chancellor of the BOR** ~~President~~ **Chancellor** of the Board of Regents for Higher Education who serves as the Chief Executive Officer of the Connecticut State University System.
2	1.9	**1.9 Consultation** To seek opinion or advice of another, to discuss and exchange views concerning the matter about which advice was sought **with the reasonable expectation that the input will be considered**.
2	1.6.5	**1.6.5 Full-time Faculty of Practice and Clinical Faculty** Those employees of Connecticut State University who are employed for a semester and who earn more than 8.75 load credits, and whose function consists primarily of (but shall not be limited to) service as teachers, and clinical faculty ~~and~~ or instructional faculty of practice.
1	4.2.3.1	Within thirty (30) days of the effective date of this Agreement, the Administration and CSU-AAUP shall each name four (4) representatives (one from each university) to act on academic freedom matters. The two representatives ~~on~~ **from** each university shall constitute the Academic Freedom Panel which shall be responsible for the implementation of Article 4.2.3.2.
1	4.2.3.2	When the above time limits fall within intersession, during weeks when classes are not in session or outside the member's work year, an initial written request for extension by the complainants, the Panel or the respondents, if any, shall be granted automatically for up to four (4) weeks or until classes have been in session two (2) weeks, whichever occurs ~~first~~ **later.**
1	4.11.4	**4.11.4 DEC Membership** If a member of a department believes that the composition of the DEC could create a conflict of interest or a violation of law or policy, appeal may be made to the Chief

		Human Resources Officer. The Chief Human Resources Officer may, after consultation with the Dean and Department Chair, take any appropriate action, including but not limited to removing a member of the DEC.
2	**4.11.8**	**4.11.8 Student Opinion Survey** The practice of conducting student opinion surveys of teaching faculty (see Article 4.11.7) shall be continued using evaluation instruments and a procedure for administering them that are designed or approved by the department. The procedure for collecting, routing, and disposition of the surveys shall be recommended by the Senate and approved by the President and shall include the requirements that: (1) The evaluation shall be administered by a third party; and (2) Students shall be apprised of the survey process and assured the completed survey will not be viewed by the instructor until all grades have been posted. It is understood that members may use evaluation forms in addition to the approved instrument. Student feedback is an important but limited vehicle for understanding the effectiveness of an individual's teaching because survey responses may reflect student biases.
1	**4.13**	Should the evaluation report identify matters requiring remedial action, the evaluators, in consultation with the affected member, shall develop a specific plan with a schedule of compliance, which shall be implemented. The evaluators shall provide a written copy of the plan to be implemented to the affected member, the Dean or Vice President, and the member's personnel file. If the member fails to cooperate, or is unable to execute ~~his/her~~ **their** professional responsibilities….
1	**4.14.2.1**	**4.14.2.1** Each university shall maintain the official personnel file for each member in **electronic or paper format in** a secure ~~place~~ **manner**. A subset of these records for payroll purposes may be kept in another location. Under normal circumstances, the official personnel file shall not be removed from the location in which it is ~~housed~~ **maintained**.
1	**4.15**	During the second (2nd) year of the endowed chair's appointment, ~~he/she~~ **they** may apply for tenure through an expedited process. This process shall be initiated in the spring of the endowed chair's second (2nd) year of service. If the endowed chair wishes to apply for tenure utilizing the expedited process, ~~he/she~~ **they** must notify the Department Chair and the Chair of the DEC of such intention by January 20. The endowed chair will submit relevant documents for consideration to the DEC by February 10. The DEC shall submit its evaluation and appropriate recommendation to the appropriate dean by February 25. The dean shall submit ~~his/her~~ **their** recommendation to the University-wide Promotion and Tenure Committee by March 10. The Promotion and Tenure…

		… Each evaluative body shall consider all materials submitted by the candidate in ~~his/her~~ **their** application for the endowed chair position, as well as materials from ~~his/her~~ **their** service to the university to date, including student opinion surveys as applicable.
2	**5.3.1**	**5.3.1** Instructor, Staff Librarian, Staff Counselor, Instructor of Practice, Clinical Instructor An earned master's degree appropriate to the field from an accredited college or university.
2	**5.3.2**	**5.3.2** Assistant Professor, Assistant Librarian, Assistant Counselor, Assistant Professor of Practice, and Assistant Clinical Professor (A) For assistant professor and assistant librarian an earned doctorate or a terminal degree appropriate to the field from an accredited college or university, or ~~(B) A~~at least three (3) years of full-time service in a college or university at a rank of Instructor or above, plus 1. A master's degree, plus 2. An additional full year of study above the master's level. ~~(C) For counseling faculty an earned master's degree or higher from an accredited university and a professional license in the field shall be equivalent to a terminal degree.~~ (B) For counseling faculty and clinical faculty, an earned master's degree or higher from an accredited university and a professional license in the field shall be equivalent to a terminal degree. (C) For faculty of practice, an earned master's degree or higher from an accredited university and at least five (5) years of service in the field shall be equivalent to a terminal degree.
2	**5.3.3**	**5.3.3** Associate Professor, Associate Librarian, Associate Counselor, Associate Professor of Practice, and Associate Clinical Professor An earned doctorate or a terminal degree appropriate to the field from an accredited college or university plus at least five (5) years of full-time service in a college or university in a rank of Assistant Professor or above. For counseling faculty and clinical faculty, an earned master's degree or higher from an accredited university and a professional license in the field shall be equivalent to a terminal degree. For faculty of practice, an earned master's degree or higher from an accredited university and at least five (5) years of service in the field shall be equivalent to a terminal degree.
2	**5.3.4**	**5.3.4** Professor, Librarian, Counselor, Professor of Practice, and Clinical Professor An earned doctorate or a terminal degree appropriate to the field from an accredited college or university plus at least eight (8) years of full-time service in a college or university including at least five (5) years at a rank of Associate Professor or above.

		For counseling faculty and clinical faculty, an earned master's degree or higher from an accredited university and a professional license in the field shall be equivalent to a terminal degree. For faculty of practice, an earned master's degree or higher from an accredited university and at least five (5) years of service in the field shall be equivalent to a terminal degree.
1	5.7	5.7 Emeritus designation shall be bestowed upon a retiring member of the full-time faculty or part-time faculty in Groups C & F in Article 12. 8 table upon recommendation of the department, appropriate Dean, Provost and approval by the President. Emeriti shall be afforded at least the following privileges: desk space if available, university email account, library privileges, ~~catalog listing, a printed certificate,~~ professional use of the title, invitations to university functions, course privileges (full-time emeriti only) available pursuant to Article 13.13, faculty parking privileges and inclusion on the ~~mailing~~ **University distribution** lists ~~for all university publications~~.
1	5.13	5.13 The Board endorses the concept of participation of full-time ~~instructional~~ faculty in the process of selection of academic administrators. The role of the ~~instructional~~ faculty in selection of an administrator should be commensurate with the legitimate faculty interest in the position.
2	5.20	5.20 ..... A department, interdisciplinary program, University-wide Curriculum Committee, the Senate or the President may initiate a recommendation for program discontinuance. If a recommendation for discontinuance originates from a source other than the Curriculum Committee or Senate, as appropriate, it shall be submitted in writing to the Curriculum Committee or Senate as appropriate. Once it has received or initiated a recommendation for program discontinuance, within sixty (60) days during the academic year, the Curriculum Committee or Senate as appropriate shall investigate the impact of such discontinuance and make its recommendations to all affected parties. CSCU and AAUP (and its members) agree that neither of them will materially interfere with the work of the President, the Curriculum Committee, or the Senate. Assessment of such program discontinuance proposals by all parties shall include consideration of bona fide educational needs. After reviewing the Curriculum Committee/ Senate's recommendations, the President shall take appropriate action, including appropriate recommendations to the Board of Regents. If the President's decision is different from that of the Curriculum Committee or Senate, then the President shall provide the rationale for the decision in writing. If program discontinuance would result in involuntary separation of a full-time member, said discontinuance shall not occur except pursuant to the provisions of Article 17, beginning at Section 17.5.
1	6.2	6.2 Coaches who held regular appointments on January 1, 1995, shall continue to hold such appointments. ~~Such members shall be listed in the University catalog by faculty rank or, at the member's option, by job description title (e.g. Head Coach, Assistant Coach, Athletic Trainer).~~

2 & 1 (7.11)	Article 7	**ARTICLE 7 COUNSELING FACULTY, CLINICAL FACULTY, AND FACULTY OF PRACTICE** **7.1.1** Load credit activities of counseling faculty shall include counseling in all areas pertaining to student mental health and psychosocial wellbeing: consultation and clinical supervision; case management and referrals; maintenance of clients records; completion of other supporting paperwork; provision of supervision; reviewing of supervisee documentation and counseling work; and maintenance of supervisory records. Each University shall make every reasonable effort to comply with the recommendations of the International Accreditation of Counseling Services (IACS) with respect to the percentage of time spent on scheduled direct services, which includes counseling with students as well as consultations with parents, therapists, professors, and supervision. **7.1.2** Load credit activities of full-time faculty of practice and clinical faculty shall include teaching courses, teaching courses with a clinical component, teaching or supervising laboratories, supervising student placements/practicums in a clinical or instructional setting. Each University shall make every reasonable effort to comply with the recommendations of the appropriate accrediting bodies for each discipline, and certification and practice requirements as specified by the relevant regulatory and specialty bodies. This includes limits on faculty without terminal degrees teaching in graduate programs where applicable. **7.2** Where applicable, present counseling, faculty of practice and clinical faculty shall continue to hold their instructional faculty rank and also tenured appointment, if previously held. **7.2.1** Counseling faculty shall be known and identified as Staff Counselor, Assistant Counselor, Associate Counselor and Counselor. **7.2.2** The standards of rank for Staff Counselor, Assistant Counselor, Associate Counselor and Counselor shall be exactly those for Instructor, Assistant Professor, Associate Professor, and Professor respectively. **7.2.3** Faculty of practice and clinical faculty shall be known and identified as Instructor of Practice or Clinical Instructor, Assistant Professor of Practice or Clinical Assistant Professor, Associate Professor of Practice or Clinical Associate Professor, and Professor of Practice or Clinical Professor. **7.2.4** The standards of rank for Instructor of Practice or Clinical Instructor, Assistant Professor of Practice or Clinical Assistant Professor, Associate Professor of Practice or Clinical Associate Professor, and Professor of Practice or Clinical Professor shall

		be exactly those for Instructor, Assistant Professor, Associate Professor, and Professor respectively. **7.3** Both parties to this Agreement recognize and endorse the participation of counseling faculty, faculty of practice, and clinical faculty in the governance of the academic community. **7.3.1 Evaluation Criterion and Categories for Counseling Faculty** The criterion for evaluating and recommending full-time counseling faculty shall be the quality of activity, including keeping current in one's field, within each of the categories listed below (Articles 7.3.1.1 – 7.3.1.6). All individuals and bodies evaluating counseling faculty shall weight these categories in the order listed. Any special conditions in the member's letter of appointment or subsequent extensions or modification of such appointment as provided in Article 4.7 shall be considered in the evaluation process for renewal, promotion or tenure. **7.3.1.1** Load Credit Activity –See Article 7.1. **7.3.1.2** Professional activity, such as attendance and participation in conferences and workshops, membership and service in appropriate professional organizations and other professional activities. **7.3.1.3** Productive service to the department and university. **7.3.1.4** Creative activity appropriate to one's field, such as delivering papers at conferences, research, study and publication. **7.3.1.5** Years in rank. **7.3.1.6** Record of any disciplinary action in the member's personnel file at the time of the evaluation. **7.3.2** The full-time counseling faculty shall have a Department Evaluation Committee (DEC)-conforming to Senate requirements for participating in promotion, tenure, renewal and professional assessment procedures. Only tenured members of the department may serve, except in hardship cases (See 4.11.1). In hardship cases, the DEC may include counseling faculty or faculty from related disciplines from other Connecticut State Universities. The appropriate director shall take the place of the academic dean (see Table 1 and 4.11.12). **7.4.1 Evaluation Criterion and Categories for Faculty of Practice and Clinical Faculty** The criterion for evaluating and recommending full-time faculty of practice, and clinical faculty shall be the quality of activity, including keeping current in one's field, within each of the categories listed below (Articles 7.4.1.1 – 7.4.1.6). All individuals and bodies evaluating faculty of practice and clinical faculty shall weight these categories in the order listed. Any special conditions in the member's

		letter of appointment or subsequent extensions or modification of such appointment as provided in Article 4.7 shall be considered in the evaluation process for renewal, promotion or tenure. **7.4.1.1** Load Credit Activity – See Article 7.1.2 for faculty of practice and clinical faculty. 7.4.1.2 Productive service to the department and university. The nature and amount of productive service shall be set forth in their letter of appointment. By way of example, productive service may include, to the extent not already covered by load-credit activity: clinical practice; laboratory coordination; field work placement and supervision; direction of education or other professional programs; accreditation, assessment, or program review; coordination and supervision of internship programs; advising; tutoring; publication editor. **7.4.1.3** Professional activity, such as attendance and participation in conferences and workshops, membership and service in appropriate professional organizations and other professional activities. **7.4.1.4** Creative activity appropriate to one's field, such as delivering papers at conferences; research, study and publication; maintaining expertise and keeping up to date in clinical or instructional practice; developing and implementing innovative educational methods and practice; or improving active, hands-on application of specialized skills, training, or methodologies within a professional, clinical, or instructional context. **7.4.1.5** Years in rank. **7.4.1.6** Record of any disciplinary action in the member's personnel file at the time of the evaluation. **7.4.2** Full-time faculty of practice and clinical faculty shall be evaluated for promotion, tenure, renewal and professional assessment in accordance with the steps laid out in 4.11.1-8 and 4.11.13-16. Each department shall have DEC evaluation guidelines that are appropriate for their field. **7.4. 5.** Those counseling faculty not joining a department will be eligible for tenure and promotion through the counseling faculty ranks. **7.4.5.1** Promotion and tenure shall be recommended by the University-wide Promotion and Tenure Committee. **7.56** A full-time counseling faculty member may teach a course if the course is scheduled outside of the operating hours of the Counseling Center, or during a summer or winter session, or both. **7.67** Counseling faculty will work an average of thirty-five (35) hours per week over a continuous 198 work day work year (inclusive of paid holidays listed in Article 10.1.1 and Spring recesses). As the needs of University programs dictate, the

		Director or appropriate Dean may require a member of the counseling faculty to commence the work year no sooner than August 15 and no counseling faculty member's work year shall end later than May 31. Other schedules, including discontinuous schedules, may be arranged by agreement between the member of the counseling faculty and the Director or appropriate Dean. Work outside the work year shall be compensated pursuant to Article 11 (also see Article 10.6.1.1). **7.~~7~~8** To ensure confidentiality in student counseling, counseling faculty will be provided with private offices, in which every effort will be made to make them as sound proof as possible. Where possible, waiting areas will be provided in the Counseling Center. Administrative support assistance will be provided. **7.~~8~~9** Counseling faculty shall follow the holiday schedule established pursuant to Article 10.1.1 for those holidays which fall within the counseling faculty's scheduled work year. 7.10 When the President officially closes the university or classes are canceled, counseling faculty members shall not be required to work, unless directed to do so for an emergent issue. If the President issues a delayed opening of the university, counseling faculty shall report to work at the designated time. However, when a counseling faculty member reasonably believes that, because of hazardous driving conditions, it is impossible to come to work, the absence shall be charged to personal or vacation time and every reasonable effort shall be made to contact the Director. **7.11** Faculty of practice and Clinical faculty will have the same work year as regular full-time faculty in Art. 10.1. The instructional load for full-time faculty of practice and clinical faculty shall be twelve (12) load credits per semester in Connecticut State University. Specialized load credit and student/faculty ratios will be set forth in an MOA for each department as outlined in Article 10.4 below. **7.12 Clinical Faculty and Faculty of Practice Percentage** The parties agree that it is not their intent to replace traditional full-time tenured/tenure-track teaching faculty who conduct research or creative activity as a principal part of their evaluation with clinical faculty or faculty of practice. The total number of clinical faculty and faculty of practice positions shall not exceed five (5) percent of full-time bargaining unit members.
1	**8.3**	**8.3** Load credit activities of the library faculty shall include ~~such those~~ activities needed to develop, support, and evolve the library's collection and information services to further the teaching, learning, and research mission of the university as developing and maintaining the library collection of the university, providing bibliographic services (access to recorded information) to the university community, providing bibliographic instruction to students, and advising faculty, scholars, and the community in the use of these collections. Librarians perform an array of duties that ensure ongoing access to, and management of, information resources, including

		their acquisition, organization, discovery, sharing, and preservation. Librarians provide instruction and consultation on research for students, faculty, and the community. Library faculty may develop and maintain systems to support the delivery of information and research services. Librarians shall be assigned general responsibilities which are appropriate to their education and experience. Such responsibilities shall be recommended by the full-time library faculty.
2	**8.7**	**8.7** The work year for full-time librarians shall be twelve (12) months, **exclusive of Spring Break. Librarians required to work during Spring Break shall earn compensatory time in the same manner as described in section 8.11.** All full-time librarians shall be entitled to a total of twenty-two (22) working days of vacation each calendar year accrued at the rate of 1.83 days per calendar month of service. Librarians may take vacation time following the completion of six (6) months of continuous employment in state service.
1	**8.10**	8.10 There shall be a pool of work days equal to ~~1.25~~ 3 times the number of full-time librarians, prorated at each library based on the number of full-time librarians. This pool of work days shall be available each semester for professional development of full-time library faculty. …
2	**9.5**	**9.5 Conference and Workshop Funds** **9.5.1** From the amount appropriated for the purposes enumerated in Article 12.10.1, funds may be allotted for members for attendance at professional seminars, workshops, **clinical trainings,** conferences or educational exchanges. The President or designee shall consult with the cabinet and the Senate President in assigning the travel funds. Each full-time member shall normally not be allowed more than ~~$1,500~~ $2,275 reimbursement per contract year toward the cost of fees, travel, food and lodging related to attendance at such events, provided such travel is approved in advance; for part-time members this amount shall be no more than ~~$750~~ $1,150. Reimbursement for travel, food and lodging shall be consistent with Articles 9.7 and 9.8 of this Agreement. **9.5.2** Requests for funds to attend professional seminars, workshops, **clinical trainings,** conferences, or educational exchanges must be submitted to the appropriate Dean for approval at least five (5) weeks in advance. Upon approval, the President or designee shall process the request at least two (2) weeks in advance of the attendance. The administration shall give due consideration to requests which cannot be submitted in accordance with specified time limits. **9.5.3** Not more than thirty (30) days following the activity, the member shall submit a claim for reimbursement on the appropriate form, documentation following as soon as possible thereafter. The business office shall process the claim no more than forty-five (45) days following the receipt of the claim and/or required documentation. If no claim has been submitted to the business office within the

		thirty (30) day deadline, funds committed for the particular activity may be made available to others.
2	**9.10**	**9.10 University Research Grants** ..... Grant applicants, using the form provided by the Committee, shall describe the nature of the proposed research and include a budget of up to ~~**$5,000**~~ **$7,600** with no more than ~~**$2,500**~~ **$3,800** as a stipend and the remainder for support services, supplies and/or equipment. The stipend shall be outright and the grant shall be unrestricted. Any equipment purchased under said grant shall become the property of the University. The member may determine whether the purchase of support services, supplies, and/or equipment shall be made directly or administered through university procedures.
2	**10.1**	**10.1 Work Year for Teaching Members** The work year for all full-time members of the bargaining unit, excluding librarians, counseling faculty, coaches and non-instructional athletic trainers and members with extended assignments pursuant to Article 10.6.1.1, shall be that period which begins on the fourth (4th) Monday in August and terminates on the last day in May. **The work year for 10-month members is distinct from the academic year.** For all teaching members of the bargaining unit, the academic year shall be two (2) semesters. Each semester shall be for a maximum of seventeen (17) weeks. Each semester shall include seventy-five (75) scheduled days of instruction and evaluation and up to ten (10) additional days for registration, academic counseling, convocations, exclusive of Saturdays and Sundays. **For periods of the work year outside of the academic year, teaching faculty members should be available to perform their job responsibilities.** .....
1	**10.1**	No class or other professional responsibilities shall be scheduled for teaching members on: New Year's Day Martin Luther King Day Lincoln's Birthday Washington's Birthday Day of Reflection Memorial Day **Juneteenth** Independence Day Labor Day Day Before Thanksgiving Thanksgiving Day After Thanksgiving Christmas Day *Lincoln's Birthday shall be observed on the Friday prior to Washington's Birthday. Because classes are scheduled on Columbus and Veterans Days, the day before and after Thanksgiving shall be observed in lieu of them.

		The common academic calendars are incorporated by reference (see Article 10.1.2).
1	10.1.2	**10.1.2 Academic Year Calendars** Calendars for each Academic Year shall be accessible on each University's ~~Human Resources~~ website.
1	10.4.2	10.4.2 Load credit shall be granted for master's thesis direction as follows: One half (1/2) load credit when a student is enrolled in a thesis preparation course ~~or the first draft of the thesis or a research project equivalent to thesis is submitted to the thesis director, who shall so certify to the Department Chairperson~~. One half (1/2) load credit when the thesis is accepted. The load credit is allowed in lieu (i.e., instead) of credit any member might receive for working with students in a graduate level course in which thesis preparation is the principal work of the course.
2	10.6.4	**10.6.4 Reassigned Time for Research** Load credits allocated for this purpose shall be no less than: **Institution** **Work Load Credits Per Semester** CCSU ~~108~~ **145** ECSU ~~36~~ **48** SCSU ~~108~~ **145** WCSU ~~43~~ **57**
1	10.8.2	**10.8.2** The part-time percentage for a particular university (excluding Western) shall be computed by multiplying by one hundred (100) all load credits earned by part-time members (excluding all part-time load credits attributable to full time member's sabbatic leave, sick leave, retraining coverage, research load credit, and all reassigned time for full-time members) divided by the aggregate faculty load credits for the particular university based upon the data for the particular academic year. At Western, the part-time percentage will be computed in the same manner, but with the exclusion of faculty from the School of Visual, ~~and~~ Performing, **and Communication** Arts **in the Art, Music, and Theatre Arts departments** from such computation.
1	10.15.1	**10.15.1** The decision to offer a distance learning course shall be made by the department offering the course, with the approval of the Chief Academic Officer or designee ~~Dean~~.
1	10.1.2	**10.1.2 Academic Year Calendars** Calendars for each Academic Year shall be accessible on each University's ~~Human Resources~~ website.
2	ARTICLE 12	Article 12 of the Collective Bargaining Agreement and any supporting wage schedules shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) plus two percent (2.0%) in lieu of increment,

		to the first full payroll following effective for the 2025-2026 contract year retroactive August 22, 2025 for any member on the payroll at the date of **legislative approval. Additionally, this shall be retroactive for those part-time faculty members who taught in the Fall 2025, did not work in Spring 2026, and who are either (1) on the date of legislative approval on the schedule to teach at least one course in Fall 2026; or (2) teach at least one course in Fall 2026.** Article 12 of the Collective Bargaining Agreement and any supporting wage schedules shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) effective August 21, 2026. Effective that same date, two percent (2.0%) will be added to fund an appropriate biweekly increment as outlined in Section 12.5.3. The biweekly increment will be determined by a joint committee consisting of four (4) members appointed by CSU-AAUP and four (4) members appointed by CSU with the members representing each campus no later than July 1, 2026. The biweekly increment determination plus the two and one-half percent (2.5%) general wage increase cannot be more than a four and one-half percent (4.5%) total increase over the ~~**current payroll**~~ **bargaining unit bi-weekly compensation** as of August 20, 2026. If the joint committee is unable to agree on a biweekly increment by July 1, 2026, then there will be no biweekly increment, and any supporting wage schedules shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) plus two percent (2.0%) in lieu of increment effective August 21, 2026. Article 12 of the Collective Bargaining Agreement and any supporting wage schedules shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) effective August 20, 2027. Effective that same date, two percent (2.0%) will be added to fund an appropriate biweekly increment as outlined in Section 12.5.3. The biweekly increment will be determined by a joint committee consisting of four (4) members appointed by CSU-AAUP and four (4) members appointed by CSU with the members representing each campus no later than July 1, 2027. The biweekly increment determination plus the two and one-half percent (2.5%) general wage increase cannot be more than a four and one-half percent (4.5%) total increase over the ~~**current payroll**~~ **bargaining unit bi-weekly compensation** as of August 19, 2027. If the joint committee is unable to agree on a biweekly increment by July 1, 2027, then there will be no biweekly increment, and any supporting wage schedules shall be revised to provide for a base annual salary increase of two and one-half percent (2.5%) plus two percent (2.0%) in lieu of increment effective August 20, 2027.

		Either party, by a notice in writing no sooner than January 1, 2028, may reopen Article 12 of this Agreement to negotiate salaries for 2028-2029. During any "opener" contemplated under this provision, only sections describing compensation shall be open and all other provisions shall remain in full force and effect. *Affected Sections: 11.2 (as it's governed by 12.8) 12.3, 12.4, 12.5.3, 12.8, 12.8.1, 12.8.2, 12.10.1*
	12.10.1	**12.10.1 Travel, Faculty Development, Research Grants, Curriculum-related Activities and Retraining Funds** For the purposes delineated in Articles 9.5 (travel), 9.6 (faculty development), 9.10 (research grants), 9.11 (curriculum-related activities), and 9.12 (retraining) there shall be an annual appropriation of ~~**$2,651,565 for 2021-22; $2,770,886 for 2022-23; and $2,895,576 for 2023-24 $3,025,877 for 2024-25;**~~ **$3,162,041 for 2025-26; and $3,304,333 for 2026-27, $3,453,028 for 2027-28.** Said funds shall be available at the beginning of each academic year. Of this amount, 40% shall be available for travel, 9% for faculty development, 40% for research grants, 10% for curriculum-related activities, and 1% for retraining. ...
1	**12.12**	~~**12.12 One-time Payments**~~ ~~Consistent with the SEBAC 2022 Agreement, all full-time members shall receive a one-time payment of $2,500 effective and retroactive to 3/31/2022 payable as soon as practicable upon General Assembly approval of the Agreement. Part-time members employed during the Spring 2022 semester shall receive a pro-rated payment based on the part-time member's workload for the Spring 2022 semester as a percentage of a full-time workload of 12 load credits/semester. The maximum total payment for any one part-time faculty member cannot exceed $2,500.~~ ~~Effective July 14, 2022, all full-time members shall receive a $1,000 special lump sum payment payable in the 1st pay date for the 2022-2023 academic year. Part-time members employed during the Fall 2022 semester shall receive a pro-rated payment based on the member's workload for the Fall 2022 semester as a percentage of a full-time workload of 12 load credits/semester. The maximum total payment for any one part-time faculty member cannot exceed $1,000.~~
1	**13.2.7**	**13.2.7 Part-Time Faculty** Part-time faculty shall not accrue sick leave. Part-time faculty may miss up to three (3) working days per semester, for the following reasons, without adjustment to their contracts: (A) temporary incapacitation for duty; (B) when presence at work will expose others to contagious disease; (C) in the event of death in the immediate family (immediate family means husband, wife, father, mother, sister, brother, or

		child, or any other person who is domiciled in the member's household); (D) if critical illness or severe illness or severe injury in the immediate family creates an emergency which requires the attendance or aid of the member; (E) disabilities caused or contributed to by pregnancy, including recovery therefrom. Part-time faculty members who need to miss work for any of the above reasons shall provide written notice to their dean or designee and department chair with as much advanced notice as practicable.
1	13.4.1	**13.4.1 PFMLA Taskforce** The Board shall appoint a Taskforce within a year of the effective start date of this agreement to study and make recommendations about substituting the Connecticut State Paid Family Leave Benefits Law (PFMLA) for Articles 13.4.2-13.5 below for full-time and part-time employees. Implementation of any such recommendations shall be at the sole discretion of the Chancellor. At no time will these discussions be considered negotiations under the State Employee Relations Act ("SERA") and they will not be subject to impasse resolution procedures under SERA. In addition, this Section shall not be subject to the grievance procedure of this Agreement. Nothing in this Section prohibits either party from making any proposal related to this issue during negotiations for a successor to this Agreement.
1	13.6	Effective only upon return to active status, a member returning from leave of absence without pay shall be accorded all collective bargaining increases to base salary and fringe benefits which became effective during the period of the member's leave of absence without pay which would have applied to the member had ~~he/she~~ **they** not been on leave of absence without pay.
1	13.15	**13.15 Annual Accounting of Balances** Upon request each member of the bargaining unit shall be provided a written accounting as of September 1 of each year setting forth the member's current status on the following items: • Current salary; • Years of credit toward longevity payment; • Years of eligibility for next sabbatic leave; • Termination date for members on pre-tenure contracts; • Years of credit potentially applicable toward tenure
1	20.2	The Board shall deduct from each salary payment payable to a member of CSU-AAUP a sum equal to **one percent (1%) of gross salary or whatever dues rate AAUP indicates has been duly authorized** ~~**one-twenty-sixth (1/26th) of the annual charges for dues**~~ and pay such monies to CSU-AAUP, within two (2) weeks after the Comptroller has forwarded said monies to the universities. Both parties to this Agreement recognize that a percentage dues structure may be applied

		such that the amount withheld varies with changes in base salary. CSU-AAUP shall provide to the corresponding agency payroll a list of all employees who have authorized dues deduction in a format dictated by the Agency. Biweekly, CSU-AAUP shall provide a report of dues deduction changes including any "starts and stops." By providing such list, CSU-AAUP certifies that each employee has knowingly and willfully consented to the payroll deduction. Within 10 business days of receipt, the Union shall notify the Board, in writing, of any revocations of said authorizations and the effective date of the same.

4/8/2026

Board of Regents for Higher Education

4/8/26

CSU-AAUP

April 10, 2026

Connecticut State University American Association of University Professors
Collective Bargaining Agreement July 1, 2025 – June 30, 2029

SUPERSEDENCE INDEX

As negotiated between the Board of Regents for Higher Education and the Connecticut State University American Association of University Professors pursuant to §§ 5-270 through 5-280 and 10a-1a, 10a-6 and 10a-87 of the Connecticut General Statutes.

Contract Reference	Provision	State Statute or Regulation Superseded
Article 7	Requires availability to work on closing	C.G.S. § 5-248i

CONNECTICUT STATE COLLEGES AND UNIVERSITIES
Cost Estimate of Arbitration Award
Dated: 4/10/2026

Bargaining Unit	AAUP - Union 21
Period of Contract:	July 1, 2025 Through June 30, 2028

Number of Full Time Employees	1,317
Number of Part Time Employees	3,564
Total Annual Wages (26 pay periods) All Funds:	$ 198,672,940
Total Value of Fringe Benefits	

		Annualized Basis (26 Pay Periods)		
		Percent Increase		
Average Full Time All Funds:	Salary	Gen'l Wage Increase	AI's	Total
Prior to New Contract:	198,672,940			
1st Year Contract: 2025-2026	206,833,946	2.50%	2.00%	4.50%
2nd Year Contract: 2026-2027	216,176,541	2.50%	2.00%	4.50%
3rd Year Contract: 2027-2028	225,939,553	2.50%	2.00%	4.50%

FULL TIME COMPENSATION SUMMARY

		1st Year	2nd Year	3rd Year	
All Funds	Prior To Agreement	2025-2026	2026-2027	2027-2028	
Total Wages and Related Items	198,672,940	8,161,005	9,342,595	9,763,012	
Fringe Benefits					
Value of Current Items		669,202	766,093	800,567	
Professional development		136,164	142,292	148,695	(non-wages)
Total Wages and Benefits	198,672,940	8,966,372	10,250,980	10,712,274	

CONNECTICUT STATE COLLEGES AND UNIVERSITIES
Cost Estimate of Contract
Dated: 4/10/2026

		All Funds Requirement- 26 pay periods		
		2025-2026	2026-2027	2027-2028
Fiscal Year 2025-2026				
(1)	2.5% GWI Effective 8/22/2025	4,533,892		
(2)	2% AI Effective 8/22/2025	3,627,113		
	SUBTOTAL AGREEMENT ITEMS -1st YEAR	$ 8,161,005		
Fiscal Year 2026-2027				
(1)	2.5% GWI Effective 8/1/2026		5,190,331	
(2)	2% AI Effective 8/1/2026		4,152,264	
	SUBTOTAL AGREEMENT ITEMS - 2nd YEAR		$ 9,342,595	
Fiscal Year 2027-2028				
(1)	2.5% GWI Effective 8/1/2027			5,423,895
(2)	2% AI Effective 8/1/2027			4,339,116
	SUBTOTAL AGREEMENT ITEMS- 3rd YEAR			$ 9,763,012
	TOTAL CONTRACT ITEMS - ALL FUNDS	$ 8,161,005	$ 9,342,595	$ 9,763,012
	FRINGE ANALYSIS			
	Social Security 6. 2%	6.20% 505,982	579,241	605,307
	Medicare 1.45%	1.45% 118,335	135,468	141,564
	Unemployment 0.10%	0.10% 8,161	9,343	9,763
	Workers Comp 0.45%	0.45% 36,725	42,042	43,934
	TOTAL FRINGE	8.2% $ 669,202	$ 766,093	$ 800,567
	TOTAL COST OF CONTRACT-ALL FUNDS	$ 8,830,208	$ 10,108,688	$ 10,563,579

Tentative Agreement
Between
Board of Regents of Higher Education and AFSCME Local 2480

March 31, 2026

For the Union: [signature] Date: 4.1.26

For the Board: [signature] Date: 4/1/26

	TBD	For the purposes of this agreement a College Office Vice President denotes a College Cabinet-level executive who provides oversight of a functional area of the College and reports directly to the College President, as reflected in the organizational chart in effect at the time.
Union #3 / BOR #16	Art. X, Section 2(D)(c) and (d) [renumber accordingly]	c. Compensatory time shall be used within one year of the date it was earned ~~the calendar year earned or within three months of being earned, whichever comes later~~, at times mutually agreeable to the employee and supervisor. When using compensatory time, employees are expected to take into account the interests of the college and to accommodate to the scheduling requests of supervisors. ~~In the event that time off is not allowed, the employee may request that compensatory time be taken at a later date. Such requests shall not be unreasonably denied.~~ An employee may accrue a maximum of 100 hours of compensatory time. d. The parties recognize that there may be special circumstances in which their agreement with respect to informal work schedule adjustments and use of compensatory time cannot be implemented because of the nature of the work or staffing. In any period, after an employee in such circumstances accrues 50 hours of compensatory time, the employee may request to be paid at a straight time rate for those additional hours which would have otherwise been added to the compensatory time total. Situations to be covered by this provision shall be identified by mutual agreement of the parties. This method of computing for compensatory time will be used only for the purposes of this paragraph and will have no application to any other provision of this agreement. This provision shall

		not apply to compensatory time already accrued as of the date of legislative approval of this 2025-2029 collective bargaining agreement.
Union #8	Art. XVIII, Section 1(F)	Each member/employee may be awarded funding for coursework, conferences, research, and memberships in the same semester so long as the semester total does not exceed the semester coursework maximum and the professional development funds have not been exhausted. **Every effort shall be made to reimburse professional development expenses within thirty (30) days after all paperwork is completed, submitted, and approved.**
Union #9, 19 / BOR #36, 37	Art. XIX, Section 2	*See attached.*
Union #10	Art. XIX, Section 1	2025-2026: 2.5% GWI and step movement effective and retroactive to 7/1/25 for individuals actively employed as of legislative approval 2026-2027: 2.5% GWI and step movement effective 7/1/26 2027-2028: 2.5% GWI and step movement effective 7/1/27 2028-2029: reopener
Union #12	Art. XXIV	Section 1. Duration ~~This agreement shall be effective July 1, 2021 and shall expire June 30, 2025~~ **This agreement shall be effective July 1, 2025 and shall expire June 30, 2029.** ~~Section 2. Supplemental Letters of Agreement~~ ~~The parties have agreed to a reopener as more fully described in the Supplemental Letters of Agreement.~~

Union #13	TBD (gender pronouns)	Agreement in principle.
Union #14 / BOR #13	Art. IX, Section 1	*Clean up "college" to "campus".* ~~a. In cases of non-appointment of the 4th consecutive special appointment, the employee may request the reasons in writing. The reasons shall not be arbitrary or capricious. The provision is subject to the grievance and arbitration procedures.~~ b. ~~The Board may grant special appointments for a period of six (6) years.~~ **Effective July 1, 2027, any** ~~Any~~ employee who has successfully completed ~~six (6)~~ **three (3)** consecutive special appointments shall transition to a standard, tenure-track appointment **provided that this transition shall not apply to positions funded in whole or in part, by external funds such as federal, state, or private grant(s) or contract(s). Those employees who, by July 1, 2026, are already on their third or subsequent non-grant-funded special appointment shall transition to a standard, tenure-track appointment after successful completion of five (5) consecutive non-grant-funded special appointments.** ~~Non-reappointment for reasons other than special reasons of a full-time employee on special appointment who was hired prior to January 1, 1975, shall be subject to the provisions of Section 3 of this Article as if such individual had been on a standard appointment; this provision shall not constitute a precedent for individuals hired on special appointments after January 1, 1975. (See side letter RE: Grants and Contracts.)~~
Union #15	Art. X, Section 4 (telework)	Add: Employer will provide reason in writing for denial.
Union #20	Art. XX, Section 1	As proposed (adding Juneteenth as paid holiday).
Union #21 / BOR # 42	Art. XXI, Section 11(E)	**More than One Campus College Stipend** Bargaining unit members who **on a regular basis report in person to** teach/work at more than one college or at a **work location as part of their primary job function that**

		requires them to travel more than ten (10) miles from the home campus shall receive a five hundred dollar ($500.00) stipend per semester **or the actual mileage at the current federal rate if that amount is higher for said travel. Staff cannot be made to drive more than 20 miles on a regular basis from their home campus, but when mutually agreed to, staff can elect to drive more than 20 miles from their home campus or location. For the purposes of this provision, the semester shall be defined as it is for professional development.**
BOR #1	Art. I	Clean up language referring to State Labor Board cases.
BOR #2	Art. II, Section 2	The Board and AFSCME shall continue their policy of not discriminating against any member of the bargaining unit on the basis of race, color, religious creed, national origin, ancestry, sex (including sexual harassment), sexual orientation, age, marital status, political affiliation, or present or past history of mental disorder, developmental disability, learning disability or physical disability, criminal record, ~~or~~ opposition to discrimination, **or any other protected class as recognized** ~~as required by~~ any federal or Connecticut statute or regulations pursuant thereto. The Board and AFSCME agree not to discriminate against bargaining unit members based upon membership status in any union representing employees of the Board of Regents.
BOR #3	Art. IV, Section 3	~~For each regular or special public meeting of the Board of Regents, a copy of the agenda will be mailed to the President of the Union at the same time it is mailed to members of the Board. In addition, a copy will be made available to each library by the college CEO/President's office, preferably within a day of receipt.~~ **For each regular or special public meeting of the Board of Regents, a copy of the agenda and minutes will be distributed to employees per current practice.** Should the Union wish to have a specific matter placed on the agenda of a Board meeting, the President of the Union shall request such of the Board of Regents. The ~~President~~ **Chancellor** of the Connecticut State Colleges and Universities **or his/her designee** shall provide the President of the Union with written notification of the Board's disposition of the request no later than seven (7) calendar days after receipt of such request. The President of the Union or his/her designee may request the privilege of speaking at Board meetings in accordance with Board bylaws and rules as

		they may be amended. ~~The Board shall also provide to the President of the Union a copy of the official minutes of its meetings.~~
BOR #4	Art. IV, Section 5	~~The Board shall advise the Union of all full-time openings in professional positions at any college or at the System Office.~~ **The Board shall inform employees of all full-time openings in professional positions at any campus per current practice.**
BOR #5	Art. X, Section 3(D)	~~There shall be a professional day each year, scheduled on a Saturday between March 15 and April 15, for the purpose of discussing matters of educational concern to the Community College System, its staff, and students. The organization of the professional day shall be the responsibility of a Professional Day Committee of six members, of whom three shall be named by the Union and three by the Board. The Union and the Board shall each contribute $500 for the expenses of the professional day, unspent monies to be refunded to each on an equal basis.~~
BOR #7	Schedule D	Remove language regarding teaching compensation because that is outside the scope of the contract.
BOR #8	Supplemental Letters of Agreement	Remove outdated reopener language.
BOR #9 / Union #2	Art. II, Section 1 / Art. IV, Section 6	... The Board agrees **to make a link available with the current collective bargaining agreement** ~~to provide all new bargaining unit members with the Procedures for Administration attached hereto as Appendix B~~. Within thirty (30) days after the execution of this Agreement, and on a ~~quarterly~~ **monthly** basis thereafter, the Board shall provide the Union with include the name, **work email** address, **salary,** date of hire, the position held, and the campus designation for all members of the bargaining unit. ~~Names and addresses of new hires will be provided to Chapter Presidents/chairs as soon as reasonably possible.~~

		... Strike Art. IV, Section 6, as it is consolidated into language above.
BOR #10, 15, 17, 19, 22, 23, 26, 28, 30, 31, 33, 34, 39	Various	Terminology clean-up: "college" to "campus"; "CEO/President" to "Campus President or College Office Vice President or their designee"
BOR #11	Art. VII (grievances)	Terminology changes as proposed. Change "Levels" to "Steps" throughout.
BOR #12	Art. VIII, Section 1	Terminology clean-up. Strike outdated references to "System Office Files." Third paragraph of subsection (B) changed as follows: The professional staff member may attach written comments. To this end, professional staff members are encouraged to review their files on a regular basis with the right to have any and all documents reproduced at cost to the professional staff member. Such files shall be **stored in a secure location on each campus or at College Office, as appropriate** ~~placed in a location other than the private office of the CEO/President~~. No item shall be included unless a copy has been provided to the professional staff member together with a notice that a copy will go into the file. Each document placed in the file shall be numbered seriatim in chronological order.
BOR #14	Art. IX, Section 4	As proposed except maintain ability to apply directly to Campus President or College Office VP as applicable, and strike proposed language about joint committee #2. Clean up "community colleges" language.
BOR #18	Art. X, Section 3(C)	The Board may authorize additional payment for services performed by full-time professional staff members provided that the nature and scope of such services, particularly

		with regard to instructional services, lie outside the regular duties of the professional staff member and are so certified by the **Campus President or College Office Vice President or their designee** ~~CEO/President of the college~~, and that ~~they~~ **the duties** constitute no more than the estimated equivalent of teaching an additional class or one-fifth of a total load. **Any additional employment is subject to the state requirements regarding work schedules and dual employment review.**
BOR #25	Art. X, Section 5 [new]	**As a condition of continued employment, all employees are required to complete all training that is statutorily required and/or deemed mandatory by the employer. Employees shall be provided adequate time to complete the trainings during the workday.**
BOR #27 / Union #7	Art. XII	As proposed except maintain ability to apply directly to Campus President or College Office VP as applicable, and strike proposed language about joint committee, and strike language about two calendar years of service in Section 3.
BOR #29	Art. XV	Terminology clean-up. In Section 2, modify as follows: In the event the transfer is initiated by the professional staff member, **request** ~~application~~ for transfer **to a particular campus** shall be made directly to the **College Vice President of Human Resources, the Campus President of the campus** ~~CEO/President of the college~~ to which transfer is desired, **and the College Office Vice President if applicable**. ~~Applicants shall inform the CEO/President from which transfer is desired of any such application at the time the application is made.~~ Candidates for transfer are subject to the same selection procedures as any other applicant for an available position.
BOR #32	Art. XVII	Terminology clean-up. Clarify role of CSCU Sabbatical Leave Selection Committee.
BOR #35	Art. XIX, Section 1	Terminology clean-up. Modify subsection (B) as follows:

		B. Medical, Parental, and Family Leaves Medical, parental and family leaves are available as follows: *1. Medical Leave* (a) After exhaustion of accrued sick leave and upon establishment of **a serious illness, a permanent professional staff member who has more than six months of service** ~~the actual disability of a professional staff member who has two (2) or more years of service on standard appointments, such professional staff member~~ shall be entitled to a medical leave without **pay** ~~salary~~ not to exceed a maximum of twenty-four (24) weeks within any two (2) years **period, pursuant to the 2017 SEBAC agreement.** ~~from the date sick leave accrual is or was exhausted (such exhaustion date to be determined without reference to sick leave days accrued after the disability commenced). Said leave shall include any leave pursuant to Section 31-51kk of the Connecticut General Statutes.~~ (b) After exhaustion of accrued sick leave and upon establishment of **the actual disability** ~~a serious illness~~, a permanent professional staff member who has **two (2) or more years of service on standard appointments** ~~more than six months of service~~ shall be entitled to a medical leave without **pay** ~~salary~~ not to exceed **two (2) years from the date sick leave accrual is or was exhausted (such exhaustion date to be determined without reference to sick leave days accrued after the disability commenced).** ~~a maximum of twenty-four (24) weeks in any two (2) year period.~~ **Said leave shall include any leave pursuant to Section 31-51kk of the Connecticut General Statutes.** *2. Parental Leave* (a) Parental leave without salary **shall be granted to permanent professional staff members after six (6) months of service for a period not to exceed a maximum of four months in any two (2) year period, pursuant to the 2017 SEBAC Agreement.** ~~not to exceed two (2) years may be granted by the CEO/President to professional staff members after one (1) year of service on standard appointment. An individual who believes that his/her request for leave was unreasonably denied may forward his/her request with a statement of his/her position to the President of the Connecticut State Colleges and Universities. The decision of the President of the Connecticut State Colleges and Universities shall~~

		~~be final.~~ **As used in this Article, "parental leave" shall be defined as leave for the purpose of: (a) rearing a child for whom the professional staff member has legal responsibility; or (b) the prenatal and postnatal care of a wife.** (b) **Parental** ~~Such~~ leave without salary **not to exceed two (2) years may be granted by the CEO/President to professional staff members after one (1) year of service on standard appointment. Said leave shall include any leave pursuant to Section 31-51kk of the Connecticut General Statutes. An individual who believes that his/her request for leave was unreasonably denied may forward his/her request with a statement of his/her position to the Chancellor of the Connecticut State Colleges and Universities. The decision of the Chancellor of the Connecticut State Colleges and Universities shall be final.** ~~shall be granted to permanent professional staff members after six (6) months of service for a period not to exceed a maximum of twenty-four (24) weeks in any two (2) year period. As used in this Article, "parental leave" shall be defined as leave for the purpose of: (a) rearing a child for whom the professional staff member has legal responsibility; or (b) the prenatal and postnatal care of a wife.~~ *3. Family Leave* All permanent professional staff members after six (6) months of service shall be entitled to family leave without salary not to exceed a maximum of twenty-four weeks in any two (2) year period, **pursuant to the 2017 SEBAC Agreement**. As used in this Article, "family leave" shall be defined as a leave necessitated by a serious illness suffered by the permanent professional staff member's own parent, spouse, or child. ...
BOR #38	Art. XIX, Section 3	Terminology clean-up. Increase number of days of leave with pay that may be awarded for critical illness or severe injury to family member from 5 to 10.
BOR #40	Art. XX, Section 1(A)	If a professional staff member is required to work on a holiday, or if a holiday falls on a day on which he/she is not regularly scheduled to work, he/she shall be granted equivalent

		time off, **not to exceed 7 hours per holiday**. Such time off must be utilized within one (1) year.
BOR #41	Art. XX, Section 2	*B. Conditions* 1. Vacation days taken by professional staff members are subject to prior approval by the **Campus ~~CEO/~~President or College Office Vice President or their designee** ~~of the college. It is expected that professional staff members will take a minimum of three weeks of vacation each calendar year.~~ **In keeping with State requirements, vacation days may not be accumulated to a total of more than 120 days.** ~~However, in extenuating circumstances, vacation days may be carried over into a new calendar year with the written approval of the CEO/President of the college, which approval shall not be unreasonably withheld, but may not be accumulated to a total of more than 120 days.~~ 2. Vacation days do not accrue during any month in which a professional staff member is on leave of absence without salary for more than five days. *C. Adjustments on Termination* 1. If a professional staff member has taken more vacation days than would have been accrued at the rate specified in Section 2A above, the college shall, on termination, deduct from his/her pay the value of vacation days taken in excess of the amount accrued. 2. Any eligible professional staff member leaving state service shall receive a lump sum payment for accrued but unused vacation time, except that all professional staff members who have been notified of termination of their appointment are required to use all accumulated vacation time prior to expiration of the final appointment year unless other arrangements are specifically authorized in writing by the ~~college~~ **Campus ~~CEO/~~President or College Office Vice President or their designee**, which authorization shall not be unreasonably withheld.

ARTICLE XIX - OTHER LEAVES

Section 2. Sick Leave

A. Entitlements and Conditions

All full-time professional staff members accrue sick leave with pay for continuous service at the rate of one and one-quarter days per calendar month from the date of initial employment. Earned sick leave is granted to a professional staff member who is incapacitated for duty.

An acceptable medical certificate is required to substantiate a request for sick leave in the following situations: any period of absence of more than five (5) consecutive working days; sick leave during annual vacation; leave of any duration if absence from duty recurs frequently or habitually, provided that the employee has been notified that a certificate will be required; leave of any duration when evidence indicates reasonable cause for requiring such a certificate. Sick leave shall be calculated in quarter-day units.

...

D. Emergency Sick Leave

~~Effective March 31 of each year of this agreement, all bargaining unit members not currently in the AFSCME and Board of Regents for Higher Education – CBA July 1, 2021 – June 30, 2025 42 sick leave bank shall automatically be enrolled and contribute three (3) days of accrued sick leave to the bank. Days contributed to the bank shall thereafter be allocated to employees with catastrophic or extended long term illness.~~

~~Bargaining unit members with a sick leave balance of 105 hours or more on March 31 will have these three (3) days deducted effective immediately. Employees with less than a 105 hours sick leave balance on March 31, will have one (1) day each deducted quarterly with all three (3) days deducted no later than the end of the calendar year. New hires will have one (1) day deducted in each of the 9th, 10th and 11th month accruals.~~

A sick leave bank is established for use by bargaining unit members who have exhausted their accumulated leave accruals and who have catastrophic and/or extended illness. The bank shall be established by a mandatory contribution of three (3) days of accumulated sick leave from each member in January or July following the completion of one (1) year of employment. In the event that a member does not have sufficient sick leave for their mandatory contribution in keeping with the preceding sentence, then the member shall contribute one and a half (1.5) days in January or July following the completion of one (1) year of employment and one and a half (1.5) days in the July or January following.

To be eligible for allocation of sick days from the bank, an employee must meet the following conditions:

a. Membership in the bank;
b. Exhaustion of all personal sick leave, personal, or vacation leave and any other compensatory time due;
c. The illness or injury is not covered by worker's compensation, or such benefit has been exhausted;
d. An acceptable medical certificate supporting the absence is on file;
e. The bank is not depleted.

Days shall be allocated by a joint committee of four members, two designated by AFSCME, two by the Employer. This Committee shall have full authority to grant benefits and administer the program in accordance with guidelines outlined above; in addition, the committee may by agreement provide for additional opportunities for contribution to the bank. Time off without loss of pay or benefits may be granted, as necessary, to members of the committee to attend meeting to administer this program.

Unused days shall be carried over from year to year and shall not lapse.

The actions or non-actions of this committee shall in no way be subject to collateral attack or the grievance/arbitration process. The panel shall not be considered a State agency, board, or any other subdivision of the Employer. No requests shall be conducted as contested cases or otherwise be subject to the Uniform Administrative Procedure Act.

Upon retirement, bargaining unit members who have accrued in excess of 240 days of sick leave, shall have those days over 240 added to the sick bank.

Sick Leave Donation: Upon request, any bargaining unit member can donate up to five (5) sick days per year to the sick leave bank.

The Union shall be provided an annual report containing the sick leave bank balance and all eligible members.

E. (new section)
Bargaining unit members may voluntarily donate vacation time to members with no remaining vacation or personal time to be used as sick time in situations that do not qualify for the emergency sick leave bank.

CONNECTICUT STATE COLLEGES AND UNIVERSITIES
Cost Estimate of Arbitration Award
Dated: 4/7/2026

Bargaining Unit	AFSCME - Union 55
Period of Contract:	July 1, 2025 Through June 30, 2028

Number of Full Time Employees	101
Number of Part Time Employees	-
Total Annual Wages (26 pay periods) All Funds:	$ 8,704,021
Total Value of Fringe Benefits	

		Annualized Basis (26 Pay Periods)		
		Percent Increase		
Average Full Time All Funds:	Salary	Gen'l Wage Increase	AI's	Total
Prior to New Contract:	8,704,021			
1st Year Contract: 2025-2026	9,160,983	2.50%	2.75%	5.25%
2nd Year Contract: 2026-2027	9,641,935	2.50%	2.75%	5.25%
3rd Year Contract: 2027-2028	10,148,136	2.50%	2.75%	5.25%

FULL TIME COMPENSATION SUMMARY

		1st Year	2nd Year	3rd Year
All Funds	Prior To Agreement	2025-2026	2026-2027	2027-2028
Total Wages and Related Items	-	456,962	480,952	506,201
Fringe Benefits				
Value of Current Items		37,471	39,438	41,508
Arbitrated Improvements				
Total Wages and Benefits	-	494,433	520,390	547,709

CONNECTICUT STATE COLLEGES AND UNIVERSITIES
Cost Estimate of Contract
Dated: 4/7/2026

		All Funds Requirement- 26 pay periods		
		2025-2026	2026-2027	2027-2028
Fiscal Year 2025-2026				
(1)	2.5% GWI Effective 7/1/2025	217,601		
(2)	2.75% AI Effective 7/1/2025	239,361		
	SUBTOTAL AGREEMENT ITEMS -1st YEAR	$ 456,962		
Fiscal Year 2026-2027				
(1)	2.5% GWI Effective 7/1/2026		229,025	
(2)	2.75% AI Effective 7/1/2025		251,927	
	SUBTOTAL AGREEMENT ITEMS - 2nd YEAR		$ 480,952	
Fiscal Year 2027-2028				
(1)	2.5% GWI Effective 7/1/2027			241,048
(2)	2.75% AI Effective 7/1/2025			265,153
	SUBTOTAL AGREEMENT ITEMS· 3rd YEAR			$ 506,201
	TOTAL CONTRACT ITEMS - ALL FUNDS	$ 456,962	$ 480,952	$ 506,201
	FRINGE ANALYSIS			
	Social Security 6. 2%	6.20% 28,332	29,819	31,384
	Medicare 1.45%	1.45% 6,626	6,974	7,340
	Unemployment 0.10%	0.10% 457	481	506
	Workers Comp 0.45%	0.45% 2,056	2,164	2,278
	TOTAL FRINGE	8.2% $ 37,471	$ 39,438	$ 41,508
	TOTAL COST OF CONTRACT-ALL FUNDS	$ 494,433	$ 520,390	$ 547,709

April 10, 2026

AFSCME, Local 2480, Council 4 (at CSCC)
Collective Bargaining Agreement July 1, 2025 – June 30, 2029

SUPERSEDENCE INDEX

As negotiated between the Board of Regents for Higher Education and the AFSCME, Local 2480, Council 4 (at CSCC), pursuant to §§ 5-270 through 5-280 and 10a-1a, 10a-6 and 10a-87 of the Connecticut General Statutes.

Contract Reference	Provision	State Statute or Regulation Superseded
Article II, sec.1	Information provided to Union	C.G.S.§31-40bb
Article XIX, sec. 1	FMLA and Parental Leave Eligibility	C.G.S.§31-51kk
Article XX, sec. 1a	Holiday compensatory time	C.G.S.§§ 1-4, 5-254,
Article XIX, sec. 2.D &2.E	Participation in the donation &/or receipt of vacation or sick leave	C.G.S.§§ 5-247, 31-70, 31-71e; State Agency Regs. 5-247-5, 5-247-6

Tentative Agreement for a successor Collective Bargaining Agreement
Between
AFSCME Local 1214
and
Board of Regents for Higher Education

1. The parties agree to the following modifications of the collective bargaining agreement:

2. The duration of the successor agreement between the parties shall be July 1, 2025, through June 30, 2029, with all changes except those explicitly retroactive to take place upon legislative approval.

3. Two housekeeping/formatting updates: (1) Incorporate a table of contents at the beginning of the collective bargaining agreement and (2) Update document format to clarify navigation.

4. Article 14, Section One. General Wage Increases.
   (a) Effective and retroactive July 1, 202~~1~~5, and upon **legislative approval of the collective bargaining agreement**, the base annual salary shall be increased by two and one-half percent (2.5%) for bargaining unit members who are active employees on **that** date ~~of legislative ratification, and to any 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 pay period that includes~~ July 1, 202~~2~~6, the base annual salary for all bargaining unit members shall be increased by two and one-half percent (2.5%). ~~The increase shall apply to all employees in the bargaining unit on July 1, 2022.~~
   (c) Effective ~~with pay period that includes~~ July 1, 202~~3~~7, the base annual salary for all bargaining unit members shall be increased by two and one-half percent (2.5%). ~~The increase shall apply to all employees in the bargaining unit on July 1, 2023~~.
   (d) **There will be a reopener on wages for the ~~only during the~~ fourth and final year of the agreement (July 1, 2028-June 30, 2029).** ~~Wage Reopener for 2024-2025 (for effective date July 1, 2024).~~ Either party, by a notice in writing no sooner than January 1, 202~~4~~8, may reopen Article 14, Compensation.~~, as well as any wage schedules that should be updated based on changes to this article.~~ During any "opener" contemplated under this provision, only sections describing compensation shall be open and all other provisions shall remain in full force and effect.
   (e) Professional Union Pay Ranges. The minima and maxima for all bargaining unit salary ranges shall increase by 2.5% on the effective dates designated in Section 1(a), 1(b), and 1(c) above. For members who reach the maximum salary for their range prior to receiving a 2.5% increase, the difference will be paid to the member in a single lump sum. The lump sum payment will not be added to the member's base salary. Local parties not prevented from using part of GWI for restructuring.

5. Article 14, Section Two. Longevity. Employees **already eligible to receive longevity as of April 2011** shall continue to be eligible for longevity payments in accordance with the existing practice. Each **eligible** employee who has completed not less than ten (10) years of State service shall receive

semiannual lump-sum payments based on service completed as of April 1 and October 1 of each year, as follows:

(a) An employee who has completed ten (10) or more years, but less than fifteen (15) years of State service shall receive an amount equal to 0.875% of his/her base annual salary.

(b) An employee who has completed fifteen (15) or more years, but less than twenty (20) years of State service shall receive an amount equal to 1.75% of his/her base annual salary.

(c) An employee who has completed twenty (20) or more years, but less than twenty-five (25) years of State service shall receive an amount equal to 2.625% of his/her base annual salary.

(d) An employee who has completed twenty-five (25) or more years of State service shall receive an amount equal to 3.5% of his/her base annual salary. (Agreeable 3/18/2026)

The semiannual longevity lump-sum payments shall be made on the first regular pay day following April 23 and October 24 of each year, except that a retiring employee shall receive, on the first regular pay day following the twenty-fourth of the month immediately following retirement, a prorated payment based on the proportion of the six-month period served prior to the effective date of retirement. Part-time, seasonal or intermittent State service shall be credited as State service for the purposes of this section when such part-time, seasonal or intermittent service, accumulated, totals the calendar years herein above specified.

6. Article 14, Section Five. Annual Increments

(a) Effective and retroactive January 1, 202~~2~~**6**, and **legislative approval of the collective bargaining agreement** ~~upon legislative approval~~, bargaining unit members shall receive an increment of two and sixty-five one hundredths percent (2.65%) movement within salary range in fiscal year 202~~1~~5-202~~2~~6, but not to exceed the maximum of the salary range. This retroactive increment shall be paid to employees in the bargaining unit on the date of legislative **approval**. ~~ratification, and to any 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 on January 1, 202~~3~~**7**, bargaining unit members shall receive an increment of two and sixty-five one hundredths percent (2.65%) movement within salary range in fiscal year **2026-2027**,~~2022-2023~~, but not to exceed the maximum of the salary range.

(C) Effective on January 1, 202**48**, bargaining unit members shall receive an increment of two and sixty-five one hundredths percent (2.65%) movement within salary range in fiscal year **2027-2028**, ~~2023-2024~~, but not to exceed the maximum of the salary range.

(d) For members who reach the maximum salary for their range prior to receiving a 2.65% annual increase, the difference will be paid to the member in a single lump sum. The lump sum payment will not be added to the member's base salary.

(e) Employees whose overall annual performance was evaluated as "unsatisfactory" shall not be eligible to receive an increment. If an employee with an annual evaluation of "unsatisfactory" is issued a subsequent evaluation for the period prior to the increment date, the granting of any increment shall be based upon the subsequent evaluation.

7. Article 14, Section Six. Merit Pay.

Effective **and retroactive to July 1, 2025,** ~~in each year of the contract,~~ **the College shall permanently discontinue the Merit Pay program. The Union agrees that it will not request or negotiate funding for Merit Pay during the term of this Agreement.** ~~there shall be a Merit Pay Fund equal to 0.25% of the total salary base of bargaining unit members prior to the contract year. Any merit payments shall be in the form of a lump sum payment of up to $1,000 that would be granted on or about September 1. Funds which are not expended in one contract year shall carry over to the following year provided that the Merit Pay Fund shall expire upon expiration of the contract. Notwithstanding the prior sentence, any remaining funds at the end of the contract shall carry over to allow payments effective on the September 1 after expiration to recognize service during the last year of the contract.~~

In consideration of the discontinuance of Merit Pay, a one-time, non-recurring adjustment of 0.25% shall be applied to each bargaining unit member's base salary effective July 1, 2025. This adjustment shall be incorporated into the salary base of any active employee on July 1, 2025 and will not be applied to any new employees hired subsequent to such date.

~~Nominations of employees for merit pay consideration may be made by any COSC employee or BOR member and should be based upon outstanding performance, innovative projects or initiatives, or other efforts or undertakings that have or would greatly benefit the College and/or its students. The criteria shall be developed by the Labor Management Committee. The nominations shall be discussed by the Labor Management Committee or their designated committee, which shall develop a list of recommended candidates to submit to the College President. The discussions and recommendations will not be disclosed except to the Labor Management Committee. The final decision on the selection among the recommended candidates shall be in the sole discretion of the College President and not subject to the grievance procedure.~~

8. Article 14, Section Seven. Special Lump Sum Payments.

~~(a) Effective and retroactive to July 1, 2021, and upon legislative approval, full time bargaining unit members 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 status. The special lump sum payment shall be paid to active employees on the date of legislative ratification, and all 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, active bargaining unit members 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 status and shall be paid in the payroll including July 1, 2022.~~

9. Article 7, Section 6 (New):

An employee temporarily or permanently promoted shall receive an increase of at least 6% or the minimum of the new range, whichever is greater, not to exceed the maximum of the new range.

10. Article 7, Section 7:

The employer shall make the current collective bargaining agreement available electronically to all employees.

11. Article 7, Section 10 (New):

Ten work days prior to posting any new or existing open position to search, management will provide notice via college email to all bargaining unit members. At the end of the ten day period, the position will be posted to search publicly. In the event the reassignment process outlined in article 12 has been initiated and reassignment to a vacancy is necessary, management is not required to post the vacant position publicly or provide the ten day notice to bargaining unit members.

12. Article 8, Section 7

The College President or his/her designee may authorize an individual to perform work from a remote site. Telecommuting is by mutual agreement only. A telecommuting application procedure will be developed by the Labor-Management Committee. Topics to address will include how applications will be submitted, how frequently they will need to be submitted, and how employees will be informed by Management about telecommuting decisions. **Applications for telecommuting shall be submitted annually for the period of July 1-June 30. The applications for teleworking should be submitted in accordance with the processes outlined by the Labor-Management Committee as described in this paragraph. In the event that a telecommuting application is denied that employee can submit another application after six months.**

The employee must have adequate internet at the employee's expense at the proposed telecommuting site.

The employee must have a job function acceptable for telecommuting, i.e., one that can be performed at a remote site without diminishing the quality of the work, the availability of services, or disrupting the productivity of an office.

(a). Approval - A request for a telecommuting agreement must first be completed by the member and is forwarded to his/her immediate manager for discussion and approval. If approved by the immediate supervisor, the request for approval will be sent to the Vice President, Associate Vice President, or CIO responsible for the member's functional area. If approved at that level, the request shall then be sent to the President or his/her designee, for final approval. An employee for whom an agreement has been approved shall not provide day care services while telecommuting.

The operational needs of the College take precedence over telecommuting agreements. A telecommuting employee must forego telecommuting if needed in the office on a regularly scheduled telecommuting day, but the individual should be given as much notice as is reasonably possible. A supervisor may allow for flexibility in scheduling the specific days of the week used for telecommuting and allow week-to-week flexibility to meet changing needs. Requests shall not be unreasonably denied.

(b) Occasional Remote Work - The parties recognize that situations arise that necessitate response by members who are off site or during off hours but do not require the member to return to the worksite to respond. In the event that a member responds to such a situation, the member should respond appropriately according to college procedures and act first to protect the health and safety of students. As soon as practicable, the member should notify the immediate supervisor of the work done from the remote location and the number of hours worked, providing incident reports, e-mails, or other documentation of the hours claimed. The hours may then be documented on the member's timesheet as time worked. The parties recognize that if a member as a part of their job responsibilities is required to work remotely that they may document said hours on their timesheet. Nothing herein is intended to relieve an employee from the duty to immediately notify the first supervisor outside of the bargaining unit of the existence of situations referenced herein.

(c) In the event that management deems it necessary to rescind or alter an employee's approved telecommuting schedule prior to the end of an application period as described above, the employee shall be provided a minimum of 30 days' notice before the change in schedule is to take effect. This notice period is not required for instances when the operational needs of the college require a

telecommuting employee to report in office on a scheduled telecommuting day as described in subsection a above.
(dc) Grievance and Arbitration Procedure - The provisions of this section shall not be subject to the grievance and arbitration procedure.

13. Article 8, Sections One, **Two, and Five**: Hours of Work
~~Section 1 It is expected that bargaining unit member will devote the time necessary to meet the professional obligations of his/her position as determined by the College President.~~
(Renumber subsequent sections)

Section ~~Three~~. Inclement Weather. When any condition forces the closing or interruption of normal College operations, the College President or his designee shall provide notice of such condition as soon as possible to members. Employee health and safety shall be a consideration in the College President's decision to curtail or to delay College operations.

If the College President officially closes the College or any part thereof, affected members shall not report for work. If the College President issues a delayed opening of the College, members shall report to work at the designated time.

When a member reasonably believes that he/she is unable to come to work because of hazardous driving conditions or that member chooses to depart early because of potentially hazardous driving conditions, he/she shall charge the absence to personal or vacation time. If the College President closes the College due to weather, any member who charged time solely as a result of said conditions shall be reimbursed only for that time in which the College closed.

In any of these situations, it is understood that ~~essential~~ **required on campus** personnel may still be called to work. **The College will maintain a list of those employees who are required to be on campus and those included will be duly informed with the union also copied.**

Section Five. **A special project appointment is an internal, short-term assignment requiring additional hours outside of the employee's regular work schedule and duties, but contains duties that fall within the scope of bargaining unit work. These projects are necessary to fulfill the operational needs of the College (i.e., complete a specific project, etc.). Such appointments are not intended to create an expectation of permanent promotion or entitlement to a future position. The number of hours per week will vary based on the needs of a project, all special projects will be assigned based on the procedure outlined below except for assignments that need to be filled on an emergency basis. For the purposes of this article, emergency is defined as: Emergency basis means exceptional circumstances when rapid action is necessary for operations.**
~~For the purpose of this article, a "special project" is defined as an unexpected task of temporary duration. Assignment of special projects shall normally be unrelated to a member's normal duties and/or outside of the member's normal hours Of work, but within the scope of bargaining unit work.~~ Payment for such assignment shall be on an hourly basis at the member's normal rate of pay and there shall be no earned time accrual or use or any other benefit associated with special projects.

When the College has an operational need the College may post a notice of a special project appointment opportunity. Prior to such posting, the College will notify the Labor Management Committee. Members of the Union shall have ten (10) College working days from the date of the posting to express interest in writing to Human Resources along with any required materials requested in the posting (i.e. CV, resume, etc.). The College will review expressions of interest as well as the information provided by the employees; then management may select from that pool of internal employees if a candidate meets the needs of the project (i.e. qualifications, the operational needs, and performance history., etc.). The College will provide written notice to employees who expressed interest, indicating whether they were selected or not. Such decisions are not subject to grievance, arbitration, or appeal. Special Project appointments will generally not exceed six (6) months in duration, but the College may extend a special project for one additional six (6) month period if necessary. ~~Once there is a need to assign a bargaining unit member to a special project and that compensatory time arrangements are not possible, the terms and conditions of such assignment shall be reduced to writing by the employee's supervisors and submitted to the Vice President for Administration and Chief Financial Officer (the "CFAO"). The CFAO will discuss the situation with the College President and make a recommendation to the College President. The Union will receive notification of all special projects~~

14. Article 15, Section 1. Reclassification (New):
A. Reclassifications
Reclassification is a change in grade of an existing or previously classified position. Review of a position to ensure that it reflects the appropriate grade and potential reclassification may be appropriate when there has been substantive, measurable change in job content and degree of responsibility or a restructuring of roles within a department. An increased workload, or modernization of existing responsibilities through use of new tools or methods, does not justify a change in classification if the level of work is the same.

Bargaining unit employees' level and scope of assigned duties shall be documented in their job descriptions. If an employee's duties and responsibilities undergo substantive changes as described in the preceding paragraph, an individual employee or Management may engage in the reclassification process. When the College considers reclassification of a position, the reclassification will be brought to the Labor Management Committee for the union's feedback. **Any dispute arising out of or relating to reclassification as described herein may be grieved up to step 3, but shall not be subject to the arbitration provision of this agreement.**

15. Article 27, Section 5
(a) Due to the operational needs of the College, certain job classifications, particularly in the areas of information technology, **instructional design,** and facilities are inherently and through industry expectations expected to provide availability outside the standard workday. **Designated** ~~e~~Employees ~~within~~in the **identified areas** ~~*se designated positions* (which may not be all positions in a classification or area)~~ will receive an annual stipend of ~~two thousand one hundred dollars ($2,100)~~, **two thousand four hundred dollars ($2,400.00)** distributed on a bi-weekly basis, to compensate for this requirement.

(b) Designated employees of the College that fall into the paragraph above are expected to maintain availability via a cellular phone during off-hours. These employees may choose either:
A College-owned mobile device with service provided by the College; or
A pre-tax monthly wage supplement of ninety dollars ($90) in lieu of a College-issued device, to offset the cost of maintaining a personal device and service plan for College-related communication.

~~(c)~~ - This pre-tax wage supplement will be treated as taxable income in accordance with applicable state and federal tax laws and shall be subject to all required withholdings. Employees opting to use a personal device agree that it will be available for College-related communication but still remains a personal device that is owned and operated by the employee.

~~(d~~c) With the approval of their immediate supervisor, employees will use flex time to accommodate any additional hours to provide a uniform number of hours across pay periods.

16. Article 18, Section Five. Donation of Vacation Leave. This is to confirm the parties' understanding reached in negotiations that from time-to-time, on an as needed basis, bargaining unit members may donate their accrued vacation and/or sick leave ~~and/or personal leave~~ to a fellow bargaining unit member who is suffering from a long term or terminal illness or disability and who has at least six (6) months of seniority and has completed the initial probationary period and has exhausted his/her own accrued paid time off.

Said benefit shall be subject to review and approval by the College President and shall be applied in accordance with guidelines developed by such President. As provided in those guidelines, the donation shall be made only in minimum units of one day (or the equivalent hours), which shall be the length of the standard workday (e.g., 8 hours).

17. Article 27, Section Three. An employee who fails to provide at least ~~three~~ **two** weeks' notice of resignation shall have the separation recorded as "not in good standing", which may be communicated in response to any request for employment verification or employment references. The provisions of this Section may be waived by the President if he/she determines that there were extenuating circumstances that justified the insufficient notice.

18. Article 3, Section Five. **Upon request of the employee and/or the union, t**~~T~~he ~~Board~~ **College** will **provide** ~~notify~~ employees ~~on an annual basis,~~ **a calculation** ~~calculated through September 30,~~ of their seniority and their years of service credited for longevity **and/or pension purposes.**

19. **Article 5Union Security And Payroll Deductions**
Section One. During the life of this Agreement, 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.** Council 4 shall provide notice of the amounts to be deducted under this Article. Any changes in the amount of the Local dues shall be effective as soon as practicable after receipt by the College President of written notice or electronic notice of such changes.[original Section 5]

Section Two. The Board 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 College. The Union shall provide to the corresponding agency payroll office a digital list of all employees who have authorized dues deduction

in a format dictated by the Agency. ~~Within thirty (30) days after initial appointment to a position in the bargaining unit, or within thirty (30) days after approval of this Agreement by the General Assembly, whichever is later, each employee shall become a member of the Local or shall pay to the Local agency service fees. The Local shall indemnify and save the Employer harmless against any and all claims, demands, suits or other forms of liability which may arise by reason of any actions taken pursuant to this Article.~~

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. 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. ~~Local dues shall be deducted by the Employer biweekly from the paycheck of each employee who signs and remits to the Employer a form authorizing such deduction. Such deduction shall be discontinued upon written request of an employee thirty (30) days in advance; however, such discontinuance would not relieve the employee from the obligation for payments under Section Four.~~

Section Four. If the College is informed of a dispute between a bargaining unit member and the Union concerning the obligation to withhold union dues, the College may request the union 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. ~~Within thirty (30) days after initial appointment to a position in the bargaining unit, or within thirty (30) days after approval of this Agreement by the General Assembly, whichever is later, each employee who is not a member of the Local shall pay to the Local an agency service fee which shall be deducted by the Employer biweekly from the employee's paycheck.~~

Section Five. The College and the Union will work together to ensure the amount of dues deducted under this Article, together with a list of all employees for whom said deductions were made, as well as a list of all employees in the bargaining unit, shall be remitted to the appropriate designee identified by the Union on a monthly basis. The College will provide the Union with the names of new members of the bargaining unit as soon as practicable after their hire, and no later than ten (10) workdays after the commencement of employment. Such notice will be by email. ~~Council 4 shall provide notice certified in writing of the amounts to be deducted under this Article. Any changes in the amount of the Local dues or the amount of the agency service fees shall be effective as soon as practicable after receipt by the Employer's designee of written notice of such changes.~~

Section Six. The amount of Local deductions under this Article shall be remitted to Council 4 as soon as practicable after the payroll period in which such deductions were made together with a list of the employees and the amount being remitted.

Section Seven. No payroll deductions shall be made for any payroll period in which the earnings received are insufficient to cover the amount of the deduction, nor shall such deductions be made from subsequent payrolls to cover the period in question.

Section Eight. The ~~local~~ **Union** shall indemnify and save the Board harmless against any and all claims, demands, suits or other forms of liability which may arise by reason of any actions taken pursuant to this Article. [original from Section 2]

Section 9. In accordance with procedures promulgated by the Office of the State Comptroller, the College 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 College consistent with process outlined in Section Two above.

20. Article 17, Section 7

Section Seven. Donation of Vacation or Sick Leave. From time-to-time and on an as needed basis, bargaining unit members may donate their accrued vacation and sick leave to a fellow bargaining unit member who is suffering from a long term or terminal illness or disability. Eligible recipients must have completed at least six (6) months of seniority, have completed the initial probationary period, and have exhausted his/her own accrued paid time off.

a. **The donation shall be made only in standard workday increments with the minimum being eight (8) hours.**
b. **A request to donate vacation and/or sick leave time may be initiated by the employee contacting the union president who will provide the form to other union members who wish to donate time.**
c. **The union president will provide the donation information to human resources for processing.**
d. **The College's Human Resource Officer or designee will work with the union president to ensure that the donated leave is applied in accordance with established policies and guidelines.**
e. **The donated days will be transferred, on an as needed basis, to the sick leave account of the absent employee. The transferred time will be utilized starting on the date upon which the absent employee exhausts all accrued leave time.**
f. **Donated days will be taken from the donating employees in the order the donations are received by the union.**

21. Article 18, Section 5

Section Five. Donation of Vacation or Sick Leave. ~~This is to confirm the parties' understanding reached in negotiations that~~ from time-to-time, on an as needed basis, bargaining unit members may donate their accrued vacation and/or sick leave ~~and/or personal leave~~ to a fellow bargaining unit member who is suffering from a long term or terminal illness or disability. **Eligible recipients must have completed** ~~and who has~~ at least six (6) months of seniority, **have** ~~and has~~ completed the initial probationary period and ~~has~~ exhausted **their** ~~his/her~~ own accrued **time off. The procedure for the donation of accrued vacation and/or sick leave shall been done in accordance with the processed outlined in Article 17, section 7 of this agreement.**

~~Said benefit shall be subject to review and approval by the College President and shall be applied in accordance with guidelines developed by such President. As provided in those guidelines, the donation shall be made only in minimum units of one day (or the equivalent hours), which shall be the length of the standard workday (e.g., 8 hours).~~

22. All remaining contract proposals by both parties not specified in this signed Tentative Agreement (TA) are considered withdrawn.

23. This agreement is subject to approval of the Board of Regents, membership ratification, and approval of the legislature pursuant to Connecticut General Statutes Section 5-278.

In witness whereof, the parties have affixed their signatures as duly authorized collective bargaining agents.

3/25/2026

For the Board of Regents

3/25/2026

For AFSCME 1214, Council 4

April 10, 2026

Charter Oak State College Professional Bargaining Unit, American Federation of State, County and Municipal Employees, Local 1214 (Professionals)
Collective Bargaining Agreement July 1, 2025 – June 30, 2029

SUPERSEDENCE INDEX

As negotiated between the Board of Regents for Higher Education and the Charter Oak State College Professional Bargaining Unit, American Federation of State, County and Municipal Employees, Local 1214 of Connecticut Council 4, AFL-CIO, pursuant to §§ 5-270 through 5-280 and 10a-1a, 10a-6 and 10a-87 of the Connecticut General Statutes.

Contract Reference	Provision	State Statute or Regulation Superseded
Article 5, sec. 2 & 5	Information provided to Union	C.G.S.§31-40bb
Article 8, sec. 5	Multiple Job Assignments	C.G.S.§ 5-208a
Article 8, sec. 7	Telecommuting	C.G.S.§ 5-248i
Article 17, sec. 7	Participation in the donation &/or receipt of vacation or sick leave	C.G.S.§§ 5-247, 31-70, 31-71e; State Agency Regs. 5-247-5, 5-247-6

Charter Oak State College
Financial Impact of AFSCME Local 1214 CBA

	FY26	FY27	FY28	FY29
General Wage Increase & Annual Increment	280,774	291,338	302,299	TBD
Standardization of Promotion Schedule	2,125	2,375	2,625	2,625
Increase On Call Stipend	1,710	1,710	1,710	1,710
Retirement of Annual Merit Pool	-	(18,909)	(19,883)	(20,907)
Overall Financial Increase / (Decrease)	**284,610**	**276,514**	**286,751**	**TBD**

COLLECTIVE BARGAINING AGREEMENT

Between

The University of Connecticut Board of Trustees

and

The University of Connecticut Chapter of the American Association of University Professors

July 1, 2025 – June 30, 2029

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ARTICLE 1

RECOGNITION

The Board of Trustees recognizes the University of Connecticut Chapter of the American Association of University Professors as the exclusive bargaining representative of members of the staff who are employed one-half time or more and who hold the following titles: University Professor, Professor, Associate Professor, Assistant Professor, Instructor, Assistant Instructor, Lecturer, Professor in Residence, Associate Professor in Residence, Assistant Professor in Residence, Instructor in Residence, Research Professor, Assistant Research Professor, Associate Research Professor, Academic Assistants I, II, III, IV, V, Research Associate I, II, III, Research Assistant I, II, III, Extension Professor, Clinical Professor, Senior Cooperative Extension Educator, Senior Cooperative Extension Educator In Residence, Associate Extension Professor, Associate Clinical Professor, Cooperative Extension Educator, Cooperative Extension Educator In Residence, Assistant Extension Professor, Assistant Clinical Professor, Associate Cooperative Extension Educator, Associate Cooperative Extension Educator In Residence, Extension Instructor, Clinical Instructor, Assistant Cooperative Extension Educator, Assistant Cooperative Extension Educator In Residence, Associate Research Scientist, Associate Research Scholar, Research Scientist, Research Scholar, Senior Research Scientist, Senior Research Scholar, Specialist I, II, III, IV, Adjunct Faculty, teaching courses for credit unless otherwise excluded, Facilities Scientist I, II, III, IV, V, Coach and Trainer. Excluded are those classifications and titles listed in Article 2 and all other supervisory, confidential, and managerial employees as defined in the Connecticut General Statutes Chapter 68 Section 5-270 (e) through Section 5-270 (g) for the purpose of negotiating with respect to wages, hours and other conditions of employment. Hereinafter for the purposes of collective bargaining, staff holding the above titles who are not excluded pursuant to Article 2 are referred to as "faculty" or "members of the bargaining unit."

ARTICLE 2

EXCLUSIONS

2.1 Members of the staff who hold the following titles are excluded from the bargaining unit: President, Provost, Vice Provost, Executive Vice President, Chief Financial Officer, Vice President, Chief of Staff, Deputy Chief of Staff, Associate and Assistant Vice Provost, Associate and Assistant Vice President, Dean, Associate Dean, Assistant Dean, Campus Dean, Director, Associate Director, Assistant Director, University Staff Professionals I-VI, Faculty of the School of Medicine, Faculty of the School of Dental Medicine, Faculty of the School of Law, Postdoctoral Research Associates, Graduate Assistants and Graduate Students, Specialists other than those in the Division of Athletics, and those who hold a faculty or research rank in addition to their Specialist title, all confidential and managerial employees, and all other employees of the University.

2.2 The inclusion or exclusion in the bargaining unit of new personnel classifications established by the University subsequent to the effective date of this agreement shall be preceded by discussion with the UConn-AAUP. Any impasse in this area shall be submitted to the State Labor Relations Board for resolution.

2.3 The exclusion of members from the unit for the purpose of assuming confidential status shall be preceded by discussion with the UConn-AAUP. Any impasse in this area shall be submitted to the State Labor Relations Board for resolution.

ARTICLE 3

ACADEMIC FREEDOM

3.1 The Board of Trustees recognizes the paramount importance of academic freedom in an institution of higher education and reaffirms its continuing commitment to the principles of academic freedom and its protections described in the University of Connecticut By-Laws.

A. All members of the faculty, whether tenured or not, are entitled to academic freedom set forth in the 1940 Statement of Principles on Academic Freedom and Tenure formulated by the Association of American Colleges and the American Association of University Professors.

B. The faculty member is a citizen, a member of a learned profession, and an officer of an educational institution. When the faculty member speaks out or writes as a citizen, they should be free from institutional censorship or discipline, but the faculty member's special position in the community imposes special obligations. As a person of learning and an educational officer, they should remember that the public may judge the faculty member's profession and the University by their utterances. Hence, they should at all times be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they do not speak for the institution.

3.2 This article on academic freedom is a statement of intent and policy and is not subject to the Contractual Grievance Procedure. Discipline will not be used to restrain bargaining unit members in the exercise of academic freedom. Academic freedom can be used as a defense in any disciplinary proceeding.

ARTICLE 4

GOVERNANCE

4.1 Although the UConn-AAUP, as the elected bargaining agent, retains the exclusive right to negotiate and reach agreement on terms and conditions of employment for the members of the bargaining unit, and the Board of Trustees retains its rights, under law, to manage and direct the University, the parties recognize the necessity of a collegial governance system for faculty in areas of academic concern. It is mutually desirable that the collegial system of shared governance be maintained and strengthened so that faculty will have a mechanism and procedure, independent of the collective bargaining process, for making recommendations to appropriate administrative officials and to the Board of Trustees, and for resolving academic matters, through the organizational divisions of the University, the University Senate, the Administration, and the Board of Trustees.

4.2 Collegiality in academic governance on each campus of the University of Connecticut can best be accomplished through the University Senate and the faculties of the schools and colleges. Appropriate matters of concern should be brought before the Senate or the several faculties by their members or by the Provost of the University or their representatives. Upon request of the Senate, the Provost should transmit recommendations of the Senate to the Board of Trustees for their consideration.

4.3 This article on governance is a statement of intent and policy and is not subject to the Contractual Grievance Procedure.

ARTICLE 5

NONDISCRIMINATION

5.1 The Board and the UConn-AAUP agree that no bargaining unit member shall be unlawfully discriminated against because of race, color, ethnicity, religious creed, sex, age, national origin, citizenship status, marital status, ancestry, sexual orientation, political belief, political affiliation, disability unrelated to ability to perform professionally, genetic information, physical or mental disabilities (including learning disabilities, intellectual disabilities, and past or present history of a mental illness), veteran status, prior conviction of a crime, workplace hazards to reproductive systems, gender identity or expression, or membership in other protected classes set forth in state or federal law that excludes an individual from participation, denies the individual the benefits or treat the individual differently, or otherwise adversely affects a term or condition of an individual's employment or participation in an employment-related University program or activity. Discrimination includes failing to provide reasonable accommodation, consistent with state and federal law, to persons with disabilities.

5.2 Neither the Board nor the UConn-AAUP shall discriminate against, intimidate, restrain, coerce, or interfere with any terms and conditions of employment of any bargaining unit member because of or with respect to their lawful union activities, including participation in a grievance, or in UConn-AAUP committees or bodies, or because they refrain from such UConn-AAUP activities or National AAUP membership. In addition, there shall be no discrimination against any bargaining unit member in the application of the terms of this Agreement because of membership or non-membership in the AAUP.

ARTICLE 6

AFFIRMATIVE ACTION AND EQUAL EMPLOYMENT OPPORTUNITY POLICY

The parties are committed to the creation and maintenance of a diverse faculty and staff. The Administration and the UConn-AAUP will cooperate in carrying out the University's affirmative action and equal employment opportunity policy. Two (2) bargaining unit members nominated by the UConn-AAUP shall be appointed to the University Committee charged with advising the President and Provost on equal employment opportunity issues, in the event such a committee is established.

ARTICLE 7

BOARD PREROGATIVES

7.1 It is recognized that the Board of Trustees has and will continue to retain, whether exercised or not, the sole right, responsibility or prerogative to make rules for the government of the University and shall determine the general policies of the University, including, those concerning the admission of students, and the establishment of schools, colleges, divisions, and departments. The Board of Trustees shall have the right to direct the use of its resources and expenditure of the University's funds within the amounts available and shall establish tuition and fees and may make refunds of the same.

7.2 The Board of Trustees, within available funds shall have sole jurisdiction over the selection, appointment, assignment of duties, amount of compensation, sick leave, vacation, leaves of absence, termination of service, rank, and status of the individual members of the professional staff of the University.

7.3 Said Board shall determine who constitutes the professional staff of the University and establish compensation and classification schedules for its professional staff.

7.4 These rights, responsibilities, and prerogatives are not subject to delegation to the UConn-AAUP in full or in part except that the same shall not be exercised in a manner inconsistent with or in violation of any of the specific terms and provisions of this agreement. No action taken by the Board with respect to such rights, responsibilities, and prerogatives other than the specific provisions contained in this agreement shall be subject to the grievance provisions of this contract.

ARTICLE 8

MAINTENANCE OF PROCEDURES

8.1 The parties agree that all written policies and procedures impacting upon mandatory subjects of bargaining may be changed only by agreement of the Board of Trustees and the UConn-AAUP. In addition, the UConn-AAUP will be notified in advance of any proposed changes in written policies and procedures, which affect members of the bargaining unit.

8.2 In the event there is a proposal to amend any provision of the University By-Laws now in existence which directly impacts negotiable terms and conditions of employment of bargaining unit members, including the faculty grievance procedure in the By-Laws, such proposal will first be negotiated with the UConn-AAUP. The University will forward any other proposed changes to the University By-Laws to the UConn-AAUP at the time they are made available to the public. Reasonable efforts will be made to provide greater notice to the UConn-AAUP.

8.3 Where the University By-Laws are referenced in the collective bargaining agreement, it shall refer to the most current version of the By-Laws, as they may be amended from time to time.

8.4 Due process requires the University to protect members of the bargaining unit from discrimination, prejudice and distortion in their records pertaining to evaluation for promotion, tenure, and any other University personnel matter.

8.5. The UConn-AAUP will provide the University official in charge of collective bargaining with an electronic copy of any petition, complaint, or similar document within three (3) calendar days after its filing. In a similar way, the Administration will provide an electronic copy to the UConn-AAUP.

ARTICLE 9

MEET AND DISCUSS

9.1 To assure the efficient and harmonious operation of the University, the parties agree to meet and discuss at least once a month, upon request of one of the parties, any matters of official concern, including budget proposals and long-range planning, or matters relative to this agreement, arising during the life of this contract which require attention. This provision shall not be construed as requiring either party to bargain during these meetings with respect to any non-mandatory subject of bargaining. The UConn-AAUP committee for this purpose shall consist of no more than five (5) members of the bargaining unit. Agenda items shall be submitted by both parties at least one (1) week in advance.

9.2 In the event the UConn-AAUP wishes to discuss issues related to collective bargaining or non-contractual issues with the President, the UConn-AAUP will request such a meeting through the University official in charge of collective bargaining and provide an agenda of such meeting to that office at least one (1) week in advance of the meeting. Depending on the submitted agenda such meeting with the President or their designee shall be scheduled at a mutually agreeable time and place. Except by mutual agreement, such meetings shall not be held more than once during each school semester.

9.3 Nothing in this article restricts the right of the Administration to meet with committees or individual faculty members to discuss such matters as the Administration desires with the exception of those items which are reserved, by statute, for negotiations with the bargaining agent.

ARTICLE 10

CONTRACTUAL GRIEVANCE PROCEDURE

10.1 The parties agree that all problems should be resolved whenever possible before the filing of a grievance and encourage open communication between University administrators and bargaining unit members, so that the formal grievance procedure will not normally be necessary.

10.2 Definition

The term grievance shall mean a dispute concerning the interpretation or application of the terms or provisions of this agreement.

10.3 Resort to Other Procedure

If prior to seeking resolution of a dispute by filing a grievance under this contract, or while the grievance proceeding is in progress, a member of the bargaining unit seeks to resolve the matter in any other forum, whether administrative or judicial, the Board shall have no obligation to entertain or proceed with this grievance procedure. For the purpose of this Agreement, however,

the parties agree that a complaint filed by a member of the bargaining unit with the University of Connecticut's Office of Institutional Equity or Office of University Compliance are internal investigatory procedures and the member of the bargaining unit shall retain all rights to proceed with the Article 10 grievance process.

10.4 Step 1

A. A member of the bargaining unit and/or a representative of the UConn-AAUP (if the member of the bargaining unit so desires) shall first discuss the problem with the University official against whom the member of the bargaining unit is aggrieved. If a problem resolved in accordance with this paragraph is in the opinion of the Administration a grievance as defined herein, the Administration shall notify the UConn-AAUP in writing of the terms of the settlement.

B. If the matter is not satisfactorily adjusted within seven (7) calendar days, the member of the bargaining unit or the UConn-AAUP (if requested by the member of the bargaining unit) shall submit it in writing within fifteen (15) calendar days to the appropriate director or dean of the school or college or their designee for a satisfactory adjustment and provide a copy to the University official in charge of collective bargaining. If the grievance involves a member of the bargaining unit who is in Athletics, the grievance shall be submitted to the director of athletics. The grievance should set forth the act or condition on which the grievance was based and identify the article(s) of the contract that is/are being aggrieved. After receiving the formal grievance, the dean, director, Director of Athletics or designee will meet with the aggrieved member of the bargaining unit within fifteen (15) calendar days after receiving the formal grievance and will give their decision in writing to the aggrieved within seven (7) calendar days of such meeting.

10.5 Step 2

Failing satisfactory settlement within the above time limits, the aggrieved member of the bargaining unit may, within seven (7) calendar days, appeal in writing to the Provost's Office and provide a copy to the University official in charge of collective bargaining. The Provost or their designated vice provost, or designated vice president if the bargaining unit member is in a department or unit that does not report to the Provost, shall meet with the member of the bargaining unit and a UConn-AAUP representative within fifteen (15) calendar days from receiving the member's appeal and shall give a decision in writing to the member and the UConn-AAUP within seven (7) calendar days of such meeting. The UConn-AAUP shall be notified and allowed to participate through Step 2. If the grievance involves a member of the bargaining unit in Athletics the appeal shall be made to the President's Office and heard by the President or their designated vice president or other designee upon mutual agreement of the parties, in accordance with the provisions of this paragraph.

10.6 Step 3

If the grievance has not been satisfactorily resolved at Step 2, the UConn-AAUP, upon request of the grievant, may proceed to arbitration. Notice of intent to proceed to arbitration must be filed with the Provost's Office (or in the case of a member of the bargaining unit who is in Athletics, with the President's Office) and to the University official in charge of collective bargaining for the University within fifteen (15) calendar days after receipt of the Step 2 decision and must be signed

by the UConn-AAUP President or representative. (The filing of a notice to proceed to arbitration shall constitute a waiver of rights to alternative or de novo judicial consideration.) The terms of the agreement that are involved shall be identified in the submission. The grievance shall be filed to arbitration within fifteen (15) calendar days of filing of the notice of intent to proceed to arbitration. The UConn-AAUP will provide a copy of the filing to arbitration to the University official in charge of collective bargaining within three (3) business days of the filing. The grievance may be withdrawn at any time by the grievant or by the UConn-AAUP representative at any point during Step 3.

10.7 Selection of Arbitrator

The parties shall follow the American Arbitration Association procedure for the selection of an arbitrator unless the parties mutually agree on an arbitrator within ten (10) calendar days of filing the notice. The rules of the American Arbitration Association shall govern the arbitration unless alternative rules are mutually agreed to by the parties.

10.8 Authority of the Arbitrator

The arbitrator shall hear and decide only one (1) grievance in each case, except where the grievance involves the same grievant or there is a common nucleus of facts, and upon mutual agreement of the parties. The arbitrator shall neither add to, subtract from, modify nor alter the terms and provisions of this agreement. Arbitration shall be confined solely to the application and/or interpretation of this agreement and the precise issues submitted for arbitration. The arbitrator shall have no authority to determine any other issues. The arbitrator shall refrain from issuing any statements of opinion or conclusions not essential to determining the issues submitted. The decision of the arbitrator shall be final and binding subject to statutory provisions.

10.9 Fees and expenses of the arbitrator shall be borne equally by the Board of Trustees and the UConn-AAUP.

10.10 General Provisions

A. Except for grievances arising under Article 25.5 (which shall be dealt with in accordance with Article 25.6), any grievance as defined above not presented for disposition in writing within thirty-seven (37) calendar days of the occurrence giving rise thereto shall not thereafter be considered a grievance under the agreement. Failure at any step of this procedure to appeal a decision within the specified time limits shall be considered acceptance by the aggrieved of the decision rendered and such decision shall thereafter be binding upon the aggrieved and the UConn-AAUP. Failure of the Administration to respond to any grievance during the time limits specified at any step shall allow the grievant or the UConn-AAUP to proceed to the next step. The time limits specified at any step may be extended in any particular instance by agreement between the appropriate administrator outside the bargaining unit and the UConn-AAUP.

B. No member of the bargaining unit may file for arbitration except with the approval and participation of the UConn-AAUP.

C. Meetings held under this procedure shall be conducted at a time and place that will afford a fair and reasonable opportunity to attend for all persons proper to be present. When such meetings are held during University business hours, all persons who participate shall be excused without loss of pay for that purpose. Persons proper to attend for the purposes of this section are defined as aggrieved members of the bargaining unit, their appropriate UConn-AAUP representative(s), and qualified witnesses.

D. Matters of policy are not subject to the arbitration clause of the grievance procedure. This does not include terms and conditions of employment set forth in this Agreement.

E. No complaint informally resolved or grievance resolved at either Step 1 or Step 2 shall constitute a precedent for any purpose unless agreed to in writing by the Provost (or in the case of a member of the bargaining unit who is in Athletics, by the President) and the UConn-AAUP acting through its President.

F. The UConn-AAUP on behalf of a member of the bargaining unit, a group of members of the bargaining unit, or on behalf of itself may initiate any contractual grievance at Step 2 of the grievance procedure. If there is a dispute about the sufficiency of information to investigate a grievance, the University official in charge of collective bargaining and a representative of the UConn-AAUP shall promptly meet to discuss the situation and possible accommodation. Neither party shall unreasonably withhold information.

G. Grievances involving the University of Connecticut Board of Trustees' By-Laws and policies are appealable to the Board as the final step and are not subject to the above grievance procedure and arbitration.

ARTICLE 11

ADDITIONS TO THE BY-LAWS GRIEVANCE PROCEDURES

11.1 Except for disciplinary grievances (which are grievable under Articles 13, 26, 27 and 37) merit grievances (which are grievable until Article 25.5), and contractual grievances (which are grievable under Article 10), grievances arising out of the application or interpretation of the University of Connecticut By-Laws, and policies of the University, shall be brought through the faculty grievance procedures outlined in the University By-Laws ("Faculty By-Laws Grievance Procedure"). Prior to the first step of the Faculty By-Laws Grievance Procedure, an informal conference shall be held between the bargaining unit member who alleges they are aggrieved and the appropriate University administrator to discuss the alleged grievance. The bargaining unit member, if they desire, may be accompanied by a representative of the UConn-AAUP. Grievances brought under the Faculty By-Laws Grievance Procedure shall be filed within thirty-seven (37) calendar days of the occurrence of the event or when the member knew or reasonably should have known of the event giving rise to the grievance. The grievance must be presented in writing and identify the provision of the University By-Laws or University policy allegedly violated.

11.2 Within seven (7) calendar days of the informal conference referenced in Paragraph 11.1 above, the University administrator shall provide in writing their answer to the bargaining unit member. A copy of this answer shall be given to the UConn-AAUP.

11.3 If the bargaining unit member still feels aggrieved, they may file within fifteen (15) calendar days of receipt of such answer a written grievance in conformity with the Faculty By-Laws Grievance Procedure. Settlements made under the Faculty By-Laws Grievance Procedure dealing with terms and conditions of employment shall be consistent with the provisions of this Agreement and shall be reported to the UConn-AAUP.

11.4 No bargaining unit member may pursue a grievance under Article 10 if the bargaining unit member also pursued, or is in the process of pursuing, a grievance under the Faculty By-Laws Grievance Procedure. No bargaining unit member may pursue a grievance under the Faculty By-Laws Grievance Procedure if the bargaining unit member also pursued, or is in the process of pursuing, a grievance under Article 10.

ARTICLE 12

PERSONNEL FILES

12.1 For the purposes of this article, personnel file shall mean any file that may be used in evaluating the performance or conduct of any member of the bargaining unit. The personnel file includes the Promotion, Tenure and Reappointment ("PTR") file for tenured and tenure-track faculty and the Promotion and Reappointment ("P&R") file for non-tenure track faculty, which may be maintained electronically or in hard copy, in the department, school or college, or by the Provost's Office. The official personnel file is maintained centrally in the University's Department of Human Resources and includes documents maintained in hard copy as well as documents which are now maintained by Human Resources in an electronic format.

12.2

A. Bargaining unit members are entitled to see any materials used to support personnel actions, including letters of reference obtained as part of the PTR/P&R process which may be accessed as set forth in Paragraph 12.2(D). Not later than three (3) working days after the request is made by the bargaining unit member, a bargaining unit member shall be provided with an electronic version of their personnel file or PTR/P&R files at all levels. If the administration demonstrates they cannot produce requested materials within three (3) working days, the time to provide the file shall be extended to five (5) working days.

B. The only others who shall have access to such files are:

1. Administrators, Human Resources employees, members of the bargaining unit on official business, and employees (other than student employees) within their units with job responsibilities related to the maintenance of personnel files and/or administration of personnel matters, and;

2. UConn-AAUP representatives with the consent of the bargaining unit member.

C. The Administration shall maintain the privacy of personnel files consistent with this article and applicable law. In cases where there is a request for a personnel file which is not covered by applicable law, HR must provide notice to the bargaining unit member before releasing any information from the personnel files.

D. Access by a faculty member to external letters of reference obtained during the PTR/P&R process shall be as follows:

1. Upon request to the Provost Office, a faculty member may access a redacted copy of an external letter of reference. Redaction is defined as the removal of identifiable information (including, but not limited to, name, title, institutional affiliation, and relationship to the candidate) contained either at the top of the letterhead, or within and below the signature block of the letter of evaluation. The full text of the body of the letter shall be accessible to the candidate upon request. Letter writers will be instructed that if they wish to provide a brief factual statement regarding their relationship to the candidate, it should be placed below the signature block. Access will be provided within five (5) business days of the request.

2. External letters of reference shall be numbered, and reviewers should be referred to only by their respective number in narrative statements visible to the faculty member (e.g., department PTR committee recommendation, department head recommendation).

12.3 A bargaining unit member may at any time obtain a copy of material in their personnel files, for which the bargaining unit member may be charged at cost. If requested, copies shall be authenticated by an appropriate representative of the Administration.

12.4 No anonymous material shall be included in a personnel file.

12.5 Each member of the bargaining unit shall be entitled to include in the appropriate file a rebuttal of any statement therein contained.

12.6 A member of the bargaining unit may petition the Dean of their school or college or other appropriate administrator to remove any materials from their personnel file which the member can prove is factually in error. The factual validity of materials included in the PTR/P&R file shall be subject to challenge solely within the PTR/P&R process itself.

ARTICLE 13

CLINICAL, IN-RESIDENCE, AND EXTENSION (CIRE) FACULTY

13.1 This article pertains to members of the bargaining unit not in a tenure track, referred to as "CIRE faculty members," in the following titles:

Extension Professor, Associate Extension Professor, Assistant Extension Professor, Extension Instructor, Assistant Cooperative Extension Educator, Associate Cooperative Extension Educator, Cooperative Extension Educator, Senior Cooperative Extension Educator, Lecturer, and all faculty with Clinical and In-Residence titles.

13.2 Appointment of CIRE Faculty Members

A. New CIRE faculty members shall serve a one-year probationary period. In the event the probationary employee is dismissed before the end of their probationary period, they shall receive 30 calendar days' notice or pay and benefits for which they are eligible in lieu thereof.

B. Following the completion of the probationary year, CIRE faculty members shall be eligible for one-year appointments up to a maximum of three (3) such one-year appointments. Notice of non-renewal of a one-year appointment shall be afforded according to the schedule listed below.

C. Beginning the fifth year, CIRE faculty members shall be eligible for a two (2) year appointment. Notice of non-renewal of a two-year appointment shall be afforded according to the schedule listed below.

D. Beginning in the seventh year, or prior to the seventh year upon recommendation of the department or academic unit and approval by the dean or equivalent official, reappointed CIRE faculty members shall receive a multi-year contract of three (3) or more or more years in duration. Commencing with the first multi-year contract of three (3) or more years, subsequent appointments shall be for five (5) years, and non-renewal shall be grievable according to the procedures and standards of dismissal for cause.

E. Notice of non-renewal shall be afforded according to the schedule listed below.

1. Probationary employees shall receive fourteen (14) calendar days' notice.
2. After one (1) year of probationary employment: forty-five (45) calendar days' notice.
3. After one (1) year of non-probationary employment: ninety (90) calendar days' notice.
4. After receiving a two-year appointment: one hundred twenty (120) calendar days' notice.
5. After receiving the first multi-year appointment of three or more years: three hundred (300) calendar days' notice.

F. CIRE faculty employed on July 1, 2026, shall have their appointment duration adjusted to the length provided for in this Article upon the next renewal of their appointment.

G. If either the UConn-AAUP or the University identifies any CIRE faculty members who should have, but did not, receive a contract of the duration provided for in this Article, the parties shall meet prior to the start of the next academic year to discuss the matter and determine what action should be taken.

H. The dismissal or non-renewal of a CIRE faculty member during their probationary year shall not be grievable under any article of this agreement or under the University of Connecticut By-Laws. Following the successful completion of the probationary year, dismissal or non-renewal of CIRE faculty on one-year or two-year appointments shall be grievable under Article 5 (Non-Discrimination) only. In such cases, the UConn-AAUP shall have the burden to demonstrate that the non-renewal or dismissal violated Article 5.

Dismissal or nonrenewal of a CIRE faculty member after receiving an appointment of three or more years shall be grievable according to the procedures and standards of dismissal for cause in this article.

13.3 Evaluation System

The parties agree that the purpose of an evaluation system is to promote, maintain, and enhance excellence in job performance and to foster informed communication between bargaining unit members and their supervisor(s).

13.4 Evaluation Procedures

Performance Review of CIRE faculty members shall be in conformance with procedures developed pursuant to Article 30.5(B).

13.5 Notice of Termination

In the event of non-continuation of a program or bona fide fiscal constraints demonstrated by the Administration, during the term of an employment contract, CIRE faculty members shall be entitled to notice of termination or salary and benefits for which they are eligible in lieu thereof according to the following schedule:

A. Probationary employees shall receive thirty (30) calendar days' notice.

B. After one (1) year of probationary employment: sixty (60) calendar days' notice.

C. After one (1) year of non-probationary employment: ninety (90) calendar days' notice.

D. After receiving a two-year appointment: one hundred eighty (180) calendar days' notice.

E. After receiving a contract of three or more years: three hundred (300) calendar days' notice.

Dismissal for cause is not subject to the above schedule.

13.6 Discipline, Dismissal, or Non-Renewal of Appointments of Three or More Years for Just Cause

(This section is applicable to non-probationary employees only):

The parties wish to encourage open communication between administrators and CIRE faculty members and agree that whenever possible, problems should be resolved informally before these procedures are initiated.

The parties agree that, except for serious misconduct, dismissal of a non-probationary CIRE faculty member or non-renewal of such a member following receipt of an appointment of three or more years should occur only as the final step in a progressive disciplinary system. The level of proof shall be a preponderance of the evidence. Each instance of misconduct must be established on its own factual merits and cannot be based solely on evidence that CIRE faculty member engaged in other acts of misconduct. The parties acknowledge that the principles of academic freedom as provided in Article 3 apply to CIRE faculty members.

A. Discipline, dismissal, and non-renewal of appointments of three or more years shall be for just cause such as:

1. Neglect of assigned responsibilities, incompetence, failure to meet continuing educational requirements, or to fulfill professional commitments;

2. Insubordination or serious noncompliance with the University of Connecticut By-Laws, the Code of Ethics for Public Officials (Chapter 10 of the Connecticut Statutes), or with University, State, or Federal Regulations governing research or NCAA Rules and Regulations;

3. The use of fraud, collusion, concealment, or misrepresentation of a fact material to obtaining employment with the University and/or obtaining reappointment, promotion, salary increase, or other benefit;

4. Sexual harassment, serious misconduct, or other conduct which impairs the rights of faculty, students, employees, or others who are engaged with the University in its business or operations;

5. Repeated, documented failure to meet generally accepted satisfactory standards of job performance based on written evaluations conducted in accordance with Article 30.5(B).

B. Procedures to be followed for dismissal, demotion in rank and/or salary, or suspension without pay or non-renewal for just cause following appointments of three or more years.

1. The CIRE faculty member shall receive in writing a statement of the reasons for the action being recommended.

2. Within seven (7) calendar days of receiving the written statement (Step B.1), the CIRE faculty member may request in writing a hearing before their Dean or Director or their designee, with a UConn-AAUP representative present, should the CIRE faculty member so desire. This hearing shall be held within fifteen (15) calendar days of the CIRE faculty member's written request. The hearing officer shall issue a written recommendation following the hearing within fifteen (15) calendar days.

3. Within seven (7) calendar days of receiving the recommendation in Step B.2 above, the CIRE faculty member shall have the right to submit a written appeal to the Provost or their designee, who is not a member of the bargaining unit. At such appellate hearing, the CIRE faculty member shall have the right to be represented by the UConn-AAUP. The hearing officer shall issue a written recommendation following the hearing within fifteen (15) calendar days.

4. The decision of the Provost or designee to demote, suspend without pay or dismiss may be appealed to arbitration on the merits under Article 10 of this agreement.

C. A Dean or equivalent official not a member of the bargaining unit may issue written warnings and reprimands following discussion with the CIRE faculty member, which member may request the attendance of an UConn-AAUP representative. Warnings, reprimands, and other less severe discipline shall be grievable through Step B.3 above but shall not be grievable to arbitration.

D. Immediate Suspension and Loss of Salary

1. If the University judges that the grounds for dismissal or discipline require the immediate suspension of the CIRE faculty member, the suspension shall be with salary and benefits for which the CIRE faculty member is eligible until the hearings described in Steps B.2 and B.3 above have taken place, or the opportunity to have such hearings has been afforded to the member, and only after discussion with the UConn-AAUP.

2. In the event the discipline involves the loss of salary and benefits and the decision is appealed to arbitration, the salary and benefits for which the CIRE faculty member is eligible shall not be withheld until after the arbitration decision or four (4) months from the initiation of the discipline at Step B.4, whichever is sooner. In the event the discipline is for serious misconduct, this provision is not applicable.

E. The procedures for discipline provided in this Article shall supersede any contrary provisions of the University By-Laws.

F. The parties agree that whenever the Promotion and Reappointment (P&R) procedures are used for promotion and/or reappointment for CIRE faculty members, they should not be used to deal with issues of misconduct which are more appropriately dealt with under the disciplinary procedures. In no case shall the outcome of the P&R process be construed as falling under this Article.

G. In investigations conducted by the University, UConn-AAUP and a CIRE faculty member will be provided with an update as to the status of the investigation upon request and shall receive notification of the closing of an investigation resulting in a finding of no violation of University policies within five (5) business days.

ARTICLE 14

REDUCTION OF STAFF FOR DISCONTINUANCE OF PROGRAMS OR FOR FINANCIAL EXIGENCY

The language in Article 14 is from the 2021-2025 collective bargaining agreement. The parties have agreed to proceed with interest arbitration on this Article.

14.1 Whenever the discontinuance of faculty is contemplated for reasons consonant with the long-range educational mission of the University or for what the Administration believes to be a bona fide financial exigency, the procedures below shall be followed.

14.2 Should the Administration determine that the fiscal position of the University has deteriorated to an extent which warrants informing the Board of Trustees of a financial exigency that may require a reduction in the faculty, the Administration shall notify the UConn-AAUP promptly.

A. At a time mutually agreeable to both parties, but in no case less than five (5) calendar days before presentation to the Board of Trustees, a meeting shall be held between the President of the University, the Provost, the appropriate Vice Presidents or Vice Provosts, and the

UConn-AAUP or the purpose of reviewing the entire budgetary outlook of the University. The President, the Provost, and the appropriate Vice Presidents or Vice Provosts shall document the financial position of the University and its reasons for its declaration to the UConn-AAUP along with recommendations for alleviating the situation.

B. At that or a subsequent meeting, but prior to the meeting with the Board of Trustees, the UConn-AAUP may present to the Provost its own recommendations for resolving the exigency, in the hope that the recommendations given to the Board are the joint recommendations of the parties.

C. In the event that the Administration wishes to present to the Board of Trustees recommendations with which the UConn-AAUP does not concur, the UConn-AAUP shall be allowed to present to the Board or the appropriate committee of the Board its own recommendations prior to the time when the Board is to determine what course of action it shall take.

14.3 If the course of action adopted by the Board of Trustees requires discontinuation or consolidation of existing programs with the resultant elimination of faculty, the Provost, the appropriate Vice Presidents or Vice Provosts, the UConn-AAUP, the Deans of the affected schools, the Head(s) of the affected department(s), and a faculty representative chosen by the Senate Executive Committee shall meet to identify faculty whose termination is to be recommended to the Provost. In the course of such discussions regarding which faculty shall be terminated, the participants shall take into consideration, and where possible recommend, such things as shared or reduced load with proportionate reduction in salary, administrative assignment, the feasibility of early retirement, and the possibility of reassigning the faculty member, provided they are suitably qualified, to another unit of higher education.

14.4 The following criteria shall apply to the identification of faculty whose termination is to be recommended:

A. Except where demonstrable and serious distortion of an academic program would result, non-tenured faculty in an affected program will be terminated before any tenured faculty member is terminated.

B. In identifying tenured faculty whose termination is to be recommended, the following shall be taken into account: the academic needs of the affected program(s); the merit of the affected faculty as attested by peer reviews of scholarship, teaching, and service; the length of service of the affected faculty; and the Affirmative Action aims of the University.

C. In all cases requiring the termination of faculty, primary consideration shall be given to the University's responsibility to offer an appropriate range of courses and programs, including at the regional campuses.

14.5 The following procedure shall govern the case of any faculty member whose termination is recommended to the Provost:

A. Prompt notice of the recommendation to terminate will be given.

B. The faculty member given such notice shall have the right to a hearing under the grievance procedure specified in the University of Connecticut By-Laws (as set forth in Article 8.3).

14.6 If because of financial exigency the University terminates appointments, it will not at the same time make new appointments in the same department except where a serious distortion in a program of the University would otherwise result.

14.7 In all cases of termination because of financial exigency or program discontinuance, the place of the faculty member concerned will not be filled by a replacement within a period of two (2) years.

14.8

A. During a period of two (2) years from the date of termination, the terminated faculty member shall be offered reemployment in the same position should the position be restored. Any faculty member so recalled shall have thirty (30) days in which to accept such offer. Both the offer of reemployment and its acceptance or rejection shall be made by registered mail.

B. If a faculty member was enrolled in a health insurance program at the time of layoff during the recall period, they shall be entitled to purchase health insurance benefits for up to seventy-eight (78) weeks following the layoff at the group rate in effect for the bargaining unit.

C. A tenured faculty member who has received notice of layoff as the result of financial exigency shall be entitled during their period of notice up to $2,000 for reimbursement for fees charged by professional placement or occupational counseling services.

D. A tenured faculty member who has received notice of layoff shall be entitled during their period of notice and recall to reimbursement for coursework for up to $2,000 per semester.

14.9 Standards of Notice for Tenured and Tenure-Track Employees

A. In all cases of termination or program discontinuance because of financial exigency, the following standards of final notice or severance salary in lieu thereof shall apply: In the first year of service, three (3) months; in the second, third or fourth year of service, six (6) months; after the fourth year of service, one (1) year. Tenured faculty shall be entitled to fifteen (15) months of notice.

B. In cases of termination for reasons unrelated to financial exigency, the following standards of final notice or severance pay shall apply: In the first year of service, three (3) months; in the second year of service, six (6) months; in the third year of service through the sixth, one academic year; and all tenured faculty, twenty-four (24) months.

14.10 Dismissal for cause is not covered under Article 14, and in no case shall a dismissal for cause be labeled a termination for reasons related to financial exigency or program change under Article 14.

ARTICLE 15

SELECTION AND REVIEW OF DEPARTMENT HEADS

As used in this article, the term "department" includes schools within a college.

15.1 In a selection of a Department Head for a continuing appointment due to a vacancy, the Dean shall ask the department to form a search committee. A majority of the committee must be elected by members of the department. Voting eligibility shall be determined by departmental by-laws. The elected members of the search committee shall be no more than seven (7) and no fewer than three (3) department faculty members, unless agreed to by the Dean and a majority of the votes cast by eligible Department members. The following criteria shall apply:

A. An election will be conducted entirely within the department to determine the majority of the members of the committee.

B. Once the committee majority has been elected by the department, the Dean may appointment additional members of the bargaining unit that can constitute at most a minority of the committee.

C. Committee members that are external to the bargaining unit may be added by agreement between the Dean and a majority of the votes cast by eligible department members.

D. The elected majority shall elect a committee chair.

E. No candidate will be appointed Department Head who is not recommended by the search committee.

15.2 The term of appointment for a department head shall be up to five (5) years. A review of the appointment of each Department Head shall be held at intervals not to exceed five (5) years, or at other times as decided by the Dean. If the Dean has decided not to reappoint a department head to another term, the review may be waived by the Dean. When conducting a review, the Dean shall attempt to obtain input from all of the members of the bargaining unit in the department. The Dean shall also initiate a review upon the request of a majority of the voting members of the department. Any review requested by a majority of the voting members of the department may not take place more than once in each term.

A. Annually, the Dean or their designee will provide a department head with criteria for an evaluation and formative written feedback about performance in their assigned duties as department head.

15.3 A department head shall not serve more than two (2) consecutive terms unless the majority of the members of their department eligible to vote under the department by-laws approves a maximum third consecutive term.

15.4 Department Heads shall be appointed for ten (10) months, rather than the ordinary faculty appointment of nine (9) months. Beginning August 23, 2026, newly appointed or reappointed department heads shall also receive an additional $10,000 as an administrative supplement. The compensation for serving as department head is reflective of work performed over the full academic year, including during the summer. After service as Department Head, the appointment shall return to nine (9) months, and their salary shall be reduced to its equivalent nine (9) month level. Department Heads may be removed by the Dean after following the process described in Paragraph 15.2 above or through the contractual discipline process.

Department heads appointed prior to August 23, 2026, whose sole compensation for serving as department head is a tenth month or who receive an administrative supplement of less than $10,000 shall receive an administrative supplement of at least $10,000 beginning August 23, 2026.

15.5 Vacancies in the position of department head shall be filled at the earliest opportunity, adhering to the process in 15.1.

ARTICLE 16

UCONN-AAUP RIGHTS

16.1 The UConn-AAUP may make recommendations to the Board of Trustees and/or Administration concerning the governance of the University and on the request of the UConn-AAUP, the President, at the December and March meetings of the Board, shall transmit such recommendations to the Board of Trustees for consideration.

16.2 To the extent that it is available, and within reasonable time limits, the Administration shall supply, upon request, information needed for collective bargaining, including information related to a grievance, to the UConn-AAUP. In a similar way, the UConn-AAUP will provide information to the Administration. Requests to the Administration shall be made to the University official in charge of collective bargaining. Requests to the UConn-AAUP shall be made to its Executive Director.

16.3 The Administration shall notify the UConn-AAUP at least monthly of changes in the status of members of the bargaining unit.

16.4 The UConn-AAUP may use the campus mails under the policy for registered organizations; specifically, it shall: pay a rate that reflects the real cost; not interfere with other official University obligations; make sure all material is accompanied by a statement that it is not an official publication of the University and that it is paid for by the UConn-AAUP.

16.5 The Administration shall post on a University website a copy of this Agreement within thirty (30) days after approval by the Legislature and distribute a link to the Agreement to each member of the bargaining unit.

16.6 Participation in representational activities by officials of the UConn-AAUP shall be considered professional service. The UConn-AAUP shall supply the University official in charge of collective bargaining with a list of such officials.

16.7 Workload Reduction for UConn-AAUP Representatives

A. The Administration agrees that up to five (5) bargaining unit members designated by the UConn-AAUP will be given a reduction in workload.

B. For teaching bargaining unit members, the workload reduction will be one (1) course per semester, unless the faculty member agrees otherwise. If agreed upon, the reduction may occur in a different semester.

C. For non-teaching bargaining unit members, the workload reduction will be the equivalent of one (1) course and will be negotiated with the appropriate Dean or Director.

D. The five (5) UConn-AAUP representatives shall be released from no more than one course per semester or the equivalent thereof. If a faculty member, other than the UConn-AAUP President and one other bargaining unit member, has received a course reduction in three (3) or more consecutive semesters or four (4) or more course releases in a four-year period, the dean may require an alternative to course release. The faculty member, department head, UConn-AAUP representative if requested by the member, and dean (or their designee) will meet to establish an alternative, equivalent workload reduction.

16.8 Upon election/selection of the five (5) UConn-AAUP representatives eligible for release time as set forth in Paragraph 16.7, but in no case later than ninety (90) calendar days prior to the start of the relevant semester, the UConn-AAUP will provide the University official in charge of collective bargaining a list of individuals who will receive the workload reduction.

16.9 In the event of disagreement concerning release time as set forth in Paragraph 16.7, the UConn-AAUP Executive Director and the University official in charge of collective bargaining will meet to resolve the issue. In the event no agreement is reached within thirty (30) calendar days prior to the start of the relevant semester, the parties shall present their positions to the Provost of the University, whose decision shall be final. If the bargaining unit member is in a unit which does not report to the Provost, the parties shall present their positions to the appropriate Vice President, or other designee upon mutual agreement of the parties, whose decision shall be final.

ARTICLE 17

UCONN-AAUP SECURITY AND PAYROLL DEDUCTIONS

17.1 During the life of this agreement a member of the bargaining unit shall retain the freedom to decide whether or not to become or remain a member of the AAUP.

17.2 Within thirty (30) days of approval of the contract by the legislature and as instructed by UConn-AAUP during the life of the contract, the University shall deduct UConn-AAUP dues bi-weekly from the gross paycheck of each person who provides UConn-AAUP with authorization to receive such deduction. UConn-AAUP shall provide to the University's payroll office a digital list of all members of the bargaining unit who have authorized dues deduction in a format dictated by the University. UConn-AAUP shall provide a report of dues deduction changes including any "starts and stops" as they occur. By providing such list, UConn-AAUP certifies that each UConn-AAUP member has knowingly and willfully consented to the payroll deduction. Within ten (10) business days of receipt, UConn-AAUP shall notify the University's payroll office, in writing, of any revocations of said authorizations and the effective date of the same.

17.3

A. The parties recognize that the authorization of UConn-AAUP to receive payroll deductions is an agreement solely between UConn-AAUP and its members which the member may revoke consistent with UConn-AAUP's membership rules. UConn-AAUP shall provide to the University the current Dues Deduction Authorization language. Should this language change, UConn-AAUP will provide the University with an updated version within ten (10) business days.

B. Should a bargaining unit member approach the University or its agents seeking to terminate or modify their contractual relationship with UConn-AAUP, that bargaining unit member will be directed to communicate such intent directly with UConn-AAUP. If the University is informed of a dispute between a bargaining unit member and UConn-AAUP concerning the obligation to withhold dues, it may invoke Paragraph 17.4.

17.4 Upon request from the University, UConn-AAUP shall provide legally sufficient proof of the authorization to collect dues through the payroll deduction to the University for any member of the bargaining unit who disputes said authorization. If the requested proof of authorization is not provided within seven (7) calendar days of the request, the University will cease withholding union dues for that bargaining unit member during the next available full payroll period. Upon request, the University may request a dues reconciliation not more than twice per contract year.

17.5 The amount of dues deducted under this article shall be remitted to the Treasurer of the UConn-AAUP as soon as practicable after the pay period of the members of the bargaining unit for whom any such deduction is made.

17.6 No payroll deduction of dues shall be made during a payroll period in which earnings are insufficient to cover the amount of deduction nor shall such deductions be made from subsequent payrolls to cover the period in question. The UConn-AAUP shall be notified when such a situation exists.

17.7 The University shall continue its practice of payroll deductions as authorized by members of the bargaining unit for purposes in addition to payment of UConn-AAUP dues provided any such payroll deduction has been approved by the state in advance. Authorization for such deduction by the bargaining unit member shall be provided in writing by UConn-AAUP to the University's payroll office consistent with process outlined in Paragraph 17.2 above.

17.8 In the event any agency or court orders the University to rebate to employees dues or other deductions or awards any damages, the UConn-AAUP agrees to hold the University harmless by returning the dues or other deductions and paying the damages, provided that this shall not take effect until any appeal has been exhausted. However, with regard to any costs to the University that arise out of a challenge to this Article, the UConn-AAUP shall save the University harmless from financial loss and expense as these costs are incurred. Any challenge to this Article of the Agreement and the University's actions taken there under shall be defended by UConn-AAUP.

17.9 Once it becomes technically feasible the University shall deduct contributions in the amount specified from the gross paycheck of each person in the unit who authorizes in writing payments to fundraising drives sponsored by the University of Connecticut Foundation.

17.10 All new members of the bargaining unit shall be required to attend a University-sponsored orientation program. UConn-AAUP shall be allocated meeting time scheduled during new faculty orientation and bi-weekly new employee orientation, which the member of the bargaining unit shall have the option to attend. The Union will provide all new bargaining unit members with copies of this Agreement.

ARTICLE 18

LONGEVITY

18.1 Longevity payments are based on a member of the bargaining unit's title and appointment term, as well as a member of the bargaining unit's length of service for purposes of longevity. For purposes of determining longevity payments, the salary scale and steps adopted by the Board of Trustees for 1976-77 shall remain in effect during the period of this agreement. A chart of titles, years of service, and longevity amounts is appended to this Agreement as Appendix A.

18.2 No member of the bargaining unit 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 that individual obtains the requisite service in the future.

ARTICLE 19

SALARY AND BENEFITS

19.1 Permanent members of the bargaining unit who are half time or more, but not full time, shall receive a prorated share of all salary and fringe benefits.

A. Salary

Except as noted in Paragraph 1, below, the following increases shall be added to the base salary of each member of the bargaining unit who is employed on April 1 of that calendar year and still employed on the effective date of the increase.

1. As soon as practicable following General Assembly approval of this agreement, those current members of the bargaining unit employed on April 1, 2025, or who have directly retired since that date, whose performance is satisfactory shall receive a 2.5% general wage increase (GWI) retroactive to August 23, 2025.

As soon as practicable following General Assembly approval of this agreement, those current members of the bargaining unit employed on April 1, 2025, or who have directly retired since that date, whose performance is satisfactory shall receive a 2.0% performance-based award retroactive to August 23, 2025.

2. Effective August 23, 2026, those members of the bargaining unit whose performance is satisfactory shall receive a 2.5% general wage increase (GWI).

Effective August 23, 2026, a merit pool shall be established comprised of 2.0% of the combined salaries of members of the unit as of December 31, 2025, and will be distributed in accordance with the procedures outlined in Article 25.

3. Effective August 23, 2027, those members of the bargaining unit whose performance is satisfactory shall receive a 2.5% general wage increase (GWI).

Effective August 23, 2027, a merit pool shall be established comprised of 2.0% of the combined salaries of members of the unit as of December 31, 2026, and will be distributed in accordance with the procedures outlined in Article 25.

19.2 Research Assistants and Research Associates

Research Assistants and Research Associates shall receive the following increment increase in lieu of a merit award provided under this Agreement. The amount shall be added to the base salary of each bargaining unit member with this title who qualifies whose performance is satisfactory and who has been employed as of April 1 of that calendar year and is still employed on the effective date of the increase:

Effective August 23, 2026, the merit increment of each Research Assistant and Research Associate in the bargaining unit whose performance is satisfactory shall be calculated as the percentage increase accorded to merit in Article 19.1(A)(2), less any portion of the merit pool reserved for the Provost and Deans, as per Article 25.

Effective August 23, 2027, the merit increment of each Research Assistant and Research Associate in the bargaining unit whose performance is satisfactory shall be calculated as the percentage increase accorded to merit in Article 19.1(A)(3), less any portion of the merit pool reserved for the Provost and Deans, as per Article 25.

19.3 Promotions in Rank

A. The amounts for promotions in rank for the 2025-2029 contract shall be as follows:

For promotions effective August 23, 2025:

Assistant Professor	$1,830
Associate Professor	$3,660
Professor	$5,750

For promotions effective August 23, 2026:

Assistant Professor	$1,885
Associate Professor	$3,770
Professor	$6,000

For promotions effective August 23, 2027:

Assistant Professor	$1,940
Associate Professor	$3,880
Professor	$6,275

For promotions effective August 23, 2028:

Assistant Professor	$2,000
Associate Professor	$4,000
Professor	$6,575

B. Promotion increases shall be applied after all other increases are awarded.

19.4 Satisfactory Evaluation

Performance evaluation of members of the bargaining unit shall be in conformance with this agreement.

19.5 Salary Minima

A. The salary minima for assistant professor, associate professor, and professor ranks, excluding research professor and research scholar titles, shall be no less than the lowest salary in each rank in the previous academic year. Any proposed exceptions shall be discussed with UConn-AAUP as is current practice.

B. The determination of whether a bargaining unit member's salary must be adjusted to meet the salary minima for their rank shall be made after all salary increases are applied.

19.6 Benefits

A. Tuition Waiver

1. In addition to the waiver of tuition permitted under Chapter 185.b, Sections 10 a-105 (e, f, and g) of the 1983 revised Connecticut General Statutes, the Board of Trustees shall have full authority to waive tuition for dependent children or other dependents of members of the bargaining unit matriculating in an undergraduate degree program at the University of Connecticut or its regional campuses. In the event of a bargaining unit member's death while their child is enrolled, the waiver shall continue through completion of the undergraduate degree and in no case more than a total of five (5) academic years. In the event the bargaining unit member is separated from employment with the University for any other reason, the waiver shall cease upon the completion of the current semester, unless the University determines special circumstances warrant otherwise, after discussion with UConn-AAUP. Dependent child means the bargaining unit member's biological child; the member's stepchild, who is the biological or adopted child of the member's spouse; or the member's legally adopted child.

2. Each semester spouses of bargaining unit members who have been accepted into an undergraduate degree program at the University of Connecticut or one of its regional campuses may take nonlaboratory courses—on a space available basis—with the consent of the instructor. Spouses taking courses under this option must sign up for the course no earlier than the first day of classes and are not permitted to pre-register.

B. Tuition Reimbursement

A sum of $40,000 shall be allocated each year of the agreement for tuition reimbursement, which shall be distributed according to existing guidelines. Applications for tuition reimbursement may not be made more than sixty (60) days prior to the start of the class for which reimbursement is requested.

C. Health Insurance Programs

For the duration of this agreement, the health insurance programs established under the current SEBAC agreement will be available to bargaining unit members as specified both by the SEBAC agreement itself and as expressed in this collective bargaining agreement.

D. Group Life Insurance

Group life insurance shall be available to bargaining unit members at the same rate and coverage limits as provided to non-bargaining unit state employees under Sec. 5-257 of the Connecticut General Statutes.

E. Travel

1. Within the funds appropriated, the Board of Trustees shall have full authority to allocate funds to travel and to authorize the expenditures of such funds for out-of-state travel under the authority of the President or their designee.

2. The mileage reimbursement rate shall be adjusted annually in accordance with federal guidelines.

F. Professional Development Fund

1. A fund is established for professional development each year of the contract. The individual benefit focus of the Professional Development Fund shall not be altered; however, the parties recognize that up to 5% of the fund is intended to complement University sponsored professional development programs for department heads. The UConn-AAUP will be notified of professional development program expenditures for department heads.

2. The fund shall be as follows:

FY 2026	$1,000,000
FY 2027	$1,000,000
FY 2028	$1,000,000
FY 2029	$1,000,000

Unused funds will be rolled into the next fiscal year.

3. Annually, each eligible full-time bargaining unit member shall, upon request, receive up to $2,500 from the Professional Development Fund for any academic-related travel expenses (airfare, lodging, conference registration fees, per diem, etc.), so long as such funds are available. Such travel expenses shall require prior approval of the faculty member's department or unit head.

4. The parties acknowledge that the Professional Development Fund is especially beneficial to junior bargaining unit members. Consequently, the parties agree that each year, 30% of the fund shall be available only to members of the bargaining unit whose terminal degrees have been earned within the past seven (7) years. In the event that the full amount of this 30% has not been requested by the junior bargaining unit members by February 1 of the relevant fiscal year, the unrequested balance shall revert to the general Professional Development Fund for that fiscal year.

5. This provision does not limit the University from providing additional professional development assistance or travel reimbursement to bargaining unit members at its discretion.

G. Disability Pay

1. In that all Alternate Retirement Plan participants receive disability coverage, all approved medical leaves of absence of bargaining unit members so insured should be referred for coverage when the medical leave exceeds the deductible period. To the extent a bargaining unit member is eligible under the Faculty Medical Leave Guidelines (Appendix B) to receive a disability insurance supplement, the University shall supplement the disability insurance such that the bargaining unit member's bi-weekly gross pay (pay plus disability benefit and supplement) while receiving the supplement equals the bi-weekly gross pay the bargaining unit member would

have received if they were fully employed less the ARP contribution being paid by the disability carrier on behalf of the bargaining unit member.

2. Failure of a bargaining unit member to apply for disability coverage withing thirty (30) calendar days of becoming eligible may result in a reduction in the amount of pay available to the bargaining unit member under Appendix B, and/or withholding or reduction in the supplement.

H. Child Care

A pool shall be established each year of this agreement to reimburse bargaining unit members for childcare expenses incurred in licensed day care facilities as follows:

FY 2026	$190,000
FY 2027	$210,000
FY 2028	$220,000
FY 2029	$230,000

Guidelines established by the parties shall control the reimbursement process.

I. Family/Medical Leave

1. Eligibility for family and/or medical leave and pay, if any, during a family and/or medical leave will be determined in accordance with federal and/or state medical leave laws, SEBAC Supplemental Leave, University By-Laws, this Article, and Appendix B of this contract, where applicable.

a. Childbirth Leave - The University shall grant a bargaining unit member who is on an approved state or federal medical leave after giving birth to a child six or eight weeks paid leave related to childbirth, as specified in the medical provider's medical disability documentation. Such leave shall be subtracted from any paid sick leave entitlements under Article 24, Article 42, and Appendix B, except that a bargaining unit member with sick leave under Article 24 or Article 42 shall be permitted to save five (5) days. Time characterized as childbirth leave shall commence on the date of birth and extend six or eight weeks thereafter. This leave will run concurrently with state and federal medical leave laws, as applicable, and may be taken in conjunction with parental leave under paragraph B.

b. Parental (Bonding) Leave – The University shall grant a bargaining unit member who is on an approved state or federal family or medical leave up to six (6) calendar weeks paid leave at the time of birth, adoption, taking custody, or foster placement of a child, or for the prenatal or postnatal care of a spouse or significant other, to be taken within the year following birth, adoption, or placement of the child. Such leave shall be an established reduced schedule (e.g., 50% time over 12 weeks) or continuous block leave and subtracted from any sick leave entitlements under Article 24 or Article 42, except that the bargaining unit member shall be permitted to save five (5) days. Additional unpaid time off beyond the six (6) calendar weeks for bonding or prenatal or postnatal care of a spouse or significant other may be approved under federal

and state medical leave laws as applicable. Such leave, if approved, would run concurrently from the bargaining unit member's first day out on caregiver or bonding leave. Bargaining unit members should notify their supervisor of an anticipated leave as soon as practicable and prior to the start of the semester in which the leave will be taken.

c. Leave under this article does not create an entitlement to additional pay outside of a bargaining unit member's appointment period.

2. During the period of an unpaid family and/or medical leave, the University will pay for the employer's share of the bargaining unit member's individual health insurance benefits.

3. Tenure-track faculty members taking a qualified family and/or medical leave or who experience a qualifying major life event as defined in federal and/or state family and/or medical leave laws, prior to their mandatory tenure evaluation year, and reported to the Department of Human Resources within six (6) months of its occurrence, will receive an automatic one (1) year extension of the tenure clock.

The tenure clock will be stopped no more than twice. Exceptions to this may be granted at the discretion of the Provost.

J. Voluntary Leave

The voluntary leave program as constituted between the parties in 1994 shall be extended for the life of this agreement.

19.7 Adjunct Faculty Compensation

For Adjunct Faculty, the minimum remuneration shall be at the following rates:

Effective August 23, 2025	$2,062 per credit
Effective August 23, 2026	$2,209 per credit
Effective August 23, 2027	$2,298 per credit
Effective August 23, 2028	$2,389 per credit

For adjuncts with more than two (2) academic years (four (4) semesters) of continuous employment, the minimum remuneration shall exceed the amount above by the following percentage each year of the agreement: 2%.

For adjuncts with more than six (6) academic years (twelve (12) semesters) of continuous employment, the minimum remuneration shall exceed the amount above by the following percentage each year of the agreement: 3%.

19.8 Provost Fund

A. Each year of the contract a General Fund pool shall be allocated to the Provost for making increases in base salary, inclusive of fringe, as they see fit in order to retain bargaining unit members in the face of market competition, to address salary disparities

including but not limited to salary compression and inversion taking into account performance, to make equity adjustments, or to recognize special achievement. Bargaining unit members may also apply for such increases on the basis of salary disparity, including equity, compression, and inversion. Neither the allocation of the fund, nor the individual awards made under it are grievable or arbitrable in any way.

The pools for each year of this agreement shall be as follows:

FY 2026	$350,000
FY 2027	$350,000
FY 2028	$350,000
FY 2029	$375,000

B. Procedures

1. Immediately prior to the beginning of the academic year, the Provost shall publish standards and expectations for that portion which is to be directed toward special achievement at the next distribution.

a. The Provost will solicit recommendations from the Deans for members of the bargaining unit to receive awards from the Provost Fund for special achievement. The Deans' recommendations are not binding upon the Provost and in no way limit the Provost's discretion to allocate or award the Provost Fund.

2. Immediately prior to the beginning of the academic year, the Provost shall publish procedures for members of the bargaining unit to apply for increases to salary from the Provost Fund.

a. These procedures will be posted on the Provost's website.

b. These procedures will include to whom a member of the bargaining unit seeking an increase must make their request, the time period during which the request must be made, and the manner in which the request should be made (including required documentation, if any).

c. These procedures will provide that each application will be reviewed at the level of at least the Dean or their designee.

3. A member of the bargaining unit who has applied for an increase from the Provost Fund in accordance with the published procedures shall be notified of the outcome of their application prior to the increase, if any, appearing in their paycheck. For a member of the bargaining unit receiving a salary increase supported in whole or in part by the Provost Fund, this requirement may be satisfied by a letter stating the member's new salary prior to the increase appearing in their paycheck.

C. The University will provide the UConn-AAUP with a list of employees who receive the increases from the Provost Fund along with the reasons in each instance.

19.9 FLSA Time for Non-Exempt Employees:

A .Employees who are non-exempt under the federal Fair Labor Standards Act (FLSA) may be required to report hours worked in the University's official time reporting system.

B. At its discretion, the University may pay overtime or award compensatory time as required by the FLSA.

1. If the University determines to pay overtime, it shall be awarded at the rate of one and one-half hours for each hour for which overtime compensation is required by the FLSA.

2. If the University determines to award it, compensatory time for non-exempt employees shall be afforded in accordance with the FLSA as summarized in the following guidelines:

a. Compensatory time shall be afforded at the rate of one and one-half hours for each hour for which overtime compensation is required by FLSA.

b. When an employee's compensatory time earned reaches a total of 240 hours the employee shall be paid for additional compensatory hours earned.

c. Use of compensatory time must be requested in advance and taken at a time mutually agreeable to the supervisor and the employee, consistent with business needs.

ARTICLE 20

MINIMUM TERMS

This agreement states the minimum terms of employment of a member of the bargaining unit. Written agreements and understandings between members of the bargaining unit and the Board shall be maintained unless they fall below the minimum terms set forth herein; in such cases this agreement shall be controlling, unless the individual and UConn-AAUP agree in writing to waive these minimum terms.

Agreements and understandings between members of the bargaining unit and the Board which exceed the minimum terms of this agreement must be in writing and approved by the Dean, or equivalent official in units that do not have a Dean.

ARTICLE 21

CONTINUATION OF SERVICES

The UConn-AAUP and the Board agree that any differences between them arising under this agreement shall be settled by the means provided in this agreement. The UConn-AAUP agrees that it will neither call nor condone any form of strike by bargaining unit members, and the Board agrees that it will not lock out members of the unit.

ARTICLE 22

MERGERS AND ACQUISITIONS

In the event that the University acquires any other educational institution or portion thereof, where the faculty members are not part of a union, the faculty members of such educational institution shall accrete to, and become members of, the bargaining unit, to the extent permitted by law. Prior to the expiration date of any agreement or individual contract under which they are presently covered, the salary schedule and other conditions of employment for these new bargaining unit members shall be negotiated by the parties for the subsequent year.

ARTICLE 23

SAVINGS CLAUSE

23.1 If any provision of this agreement is, or shall at any time be, contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law. Any substitute action shall be subject to appropriate consultation and negotiation with the UConn-AAUP.

23.2 In the event that any provision of this agreement is, or shall at any time be, contrary to law, all other provisions of this agreement shall continue in effect.

ARTICLE 24

RESEARCH ASSISTANTS AND RESEARCH ASSOCIATES

The titles of Research Assistant and Research Associate are used exclusively for individuals who support grant-funded or contract-funded research activities. The specific conditions of employment shall be identified in offer letters of employment or as modified on renewal appointments as they occur. Reasonable changes in hours may be required with four (4) weeks' notice. The normal University workweek will apply with provision for compensatory time in accordance with mutually agreed upon guidelines.

24.1 Annual Salary Adjustments

Research Assistants and Research Associates shall receive the amount specified under Article 19 of this agreement.

24.2 Benefits

A. Full-time Research Assistants and Research Associates shall be entitled to leaves with pay according to the following schedule. Research Assistants and Research Associates appointed at less than full time or for durations less than one (1) year will be entitled to leaves with pay on a pro-rated basis. Use of paid time off must be recorded when used in a location available to both the member of the bargaining unit and their supervisor. Research Assistants and Research Associates may be required to record their use of leave in the University's official time

reporting system, which includes employees who are non-exempt under the FLSA. Leave not taken will not be compensated.

1. Vacation Leave

Effective on the appointment date and each anniversary date of such appointment thereafter, Research Assistants and Research Associates shall be credited with a maximum of twenty-two (22) vacation days annually. Vacation must be requested in advance and will be taken at a time mutually agreed to by the supervisor and the employee. There will be no carry-over of vacation beyond the end date of a funding grant or funding contract, but Research Assistants and Research Associates may carryover five (5) vacation days per year to a maximum of twenty-five (25) days if continuing on an employment contract with the University.

2. Holidays

Legal Holidays as enumerated below:

New Year's Day, Martin Luther King Jr. Day, Lincoln's Birthday, Washington's Birthday/President's Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus Day/Indigenous Peoples Day, Veterans' Day, Thanksgiving Day, Christmas.

If a holiday falls on a day when a Research Assistant or Research Associate is expected to be on duty, they will earn a compensatory day off to be taken at a time mutually agreed to by the supervisor and the employee.

3. Sick Leave

Effective on the appointment date and each anniversary date of such appointment thereafter, Research Assistants and Research Associates shall receive paid sick leave for bona fide personal illness, injury, health, preventative care, or treatment up to fifteen (15) workdays annually. These days may be used for the illness, injury health, or preventative care or treatment of a family member (spouse, sibling, child, grandparent, grandchild, parent, or an individual related to the employee by blood or affinity whose close association with the employee shows to be equivalent to those family relationships). Employees may be required to provide an acceptable medical certificate. There will be no carry-over of sick leave beyond the end dates of a funding grant or funding contract, but a Research Assistants and Research Associate may carryover five (5) days of sick leave per year to a maximum of twenty-five (25) days if continuing on an employment contract with the University.

4. Personal Leave

Effective August 23 of each year of the contract, each Research Assistant and Research Associate shall be credited with two (2) days of personal leave to be taken as needed for the conduct of personal business or religious observance. As much advance notice as possible will be given to the supervisor or manager when personal leave is taken.

B. Appointment

1. Human Resources will provide to requesting Research Assistants and Associates who are not renewed a listing of current openings with similar titles within the University.

2. Research Assistants and Associates may be hired on multiple-year appointments not to exceed the term of the grant.

24.3 Layoffs

This section pertains to Research Assistants and Research Associates who are laid off prior to the end date of their appointment.

A. In cases where employees supported by grant funds and contracts receive less than thirty (30) calendar days' notice of layoff from their supervisors, such employees shall be eligible for a prorated cash payment for the portion of the thirty (30) calendar days' notice period not given. A pool of no more than $20,000 shall be set aside for all such cases. In no instance shall any individual receive the equivalent of more than two (2) pay periods of salary.

B. Dismissal for cause is not subject to the above schedule.

24.4 Written Warnings and Reprimands

A. Supervisors may issue written warnings following discussion with the bargaining unit member, who may request attendance of a UConn-AAUP representative.

B. Only supervisors who are not in the bargaining unit may issue written reprimands following discussion with the bargaining unit member, who may request attendance of a UConn-AAUP representative.

C. Within seven (7) calendar days of receiving notice of the action, the Research Assistant or Associate may make a written request to the initiator of the action in order to meet and to review the decision. If a meeting is held, the Research Assistant or Research Associate may request the attendance of a UConn-AAUP representative. The initiator of the action shall issue a written response to the appeal within ten (10) calendar days.

D. Within seven (7) calendar days of receipt of the response in C, the Research Assistant or Research Associate may appeal the decision to the appropriate Dean or Director. The Dean or Director's office shall issue a written response to the appeal within ten (10) calendar days.

E. The decision of the Dean or Director is final and may not be appealed to arbitration on substantive or procedural grounds.

24.5 Loss of Pay and Dismissal for Cause Procedures

The parties agree that, except for serious misconduct, dismissal of a non-probationary bargaining unit member or non-renewal of such a bargaining unit member should occur only as the final step in a progressive disciplinary system.

This section refers solely to disciplinary action resulting in loss of pay or dismissal for cause during the term of an employment contract for:

1. Neglect of assigned responsibilities, incompetence, failure to meet continuing educational requirements, or to fulfill professional commitments.

2. Insubordination or noncompliance with the University of Connecticut By-Laws, the Code of Ethics for Public Officials (Chapter 10 of the Connecticut Statutes), or with University, State, or Federal Regulations governing research or NCAA Rules and Regulations.

3. The use of fraud, collusion, concealment, or misrepresentation of a fact material to obtaining employment with the University, promotion, salary increase, or other benefit.

4. Sexual harassment, serious misconduct, or other conduct which impairs the rights of faculty, students, employees, or others who are engaged with the University in its business or operations.

5. Documented failure to meet generally accepted satisfactory standards of job performance.

The Parties agree that disciplinary action resulting in loss of pay or dismissal for cause of a non-probationary Research Assistant or Research Associate during the term of the contract shall follow the procedure outlined below. Only supervisors who are not in the bargaining unit may issue discipline resulting in loss of pay or dismissal for cause.

A. The Research Assistant or Research Associate shall receive a written statement of the reasons for which the action is being initiated.

B. Within seven (7) calendar days of receiving notice of the action, the Research Assistant or Research Associate may make a written request to the initiator of the action to review the decision. If a meeting is held, the Research Assistant or Research Associate may request the attendance of a UConn-AAUP representative. The initiator shall issue a written response to the request within fifteen (15) calendar days.

C. Within seven (7) calendar days of receiving the review (see item B above) the Research Assistant or Research Associate may appeal the decision to the Provost's Office. The Provost's Office will issue a written decision within fifteen (15) calendar days.

D. The decision of the Provost's Office is final and may not be appealed to arbitration on substantive or procedural grounds.

E. In cases where the Research Assistant or Research Associate claims and is prepared to show evidence that the Provost Office's decision was arbitrary and capricious, or that the discipline was based on inaccurate facts or that the discipline is too severe for the infraction, the final decision may be appealed to an internal disciplinary review panel. Such appeal must be made within fifteen (15) calendar days of receiving the Provost Office's decision.

F. Composition of the Internal Disciplinary Review Panel for Research Assistants and Research Associates:

The UConn-AAUP shall select one (1) person from within the bargaining unit. The Administration shall select one (1) person from the administration, and these two individuals shall choose a third who is mutually agreeable. The third person shall be or have been a principal investigator and/or be very knowledgeable about the management of grant funds. The three-person panel shall hold a due process hearing on the Research Assistant or Research Associate's claim and render a decision in writing within twenty-one (21) calendar days of the appeal at (E) above. If the majority of the panel upholds the position of the bargaining unit member, they shall either reduce or rescind the disciplinary action or remand the decision to correct any procedural deficiencies. The decision of the panel shall be final and binding. No disciplinary action, including dismissal for cause, is grievable or arbitrable under the collective bargaining contract.

24.6 Reclassification Process

A. Requests for reclassification (promotion) may be made by either the Principal Investigator (PI) or the Research Assistant or Research Associate and forwarded through the Human Resources department when:

1. The incumbent meets the minimum education and experience requirements of the next level as identified in the criteria listed on the Human Resources webpage. UConn-AAUP will be notified of any changes to the criteria; and

2. When assigned job duties meet the description of the next level.

The method of classification analysis shall be a job audit performed by specialists in the Department of Human Resources.

B. Human Resources shall supply the reclassification application within one (1) week after receiving a written request for reclassification. The Research Assistant/Associate will complete the application and return it to Human Resources together with a copy of their curriculum vitae (CV). The PI, Department Head, and/or Dean/Director will confirm the information on the application, and the application shall be returned to Human Resources.

C. Except in unusual circumstances, within four (4) weeks following receipt of the application, Human Resources will complete its audit. The employee, the department head, and the PI will be notified in writing of the audit results. In no case shall the delay be more than ninety (90) days from the submission date of the application. Audit results shall not be grievable.

D. If the audit process reveals that an existing higher-level job classification is appropriate, the effective date of the reclassification shall be no more than ninety (90) days from the submission date of the application. The Research Assistant/Associate will have their salary increased by 3% or $1,750.00, whichever is less.

24.7 Probationary Period for Research Assistants and Research Associates

A. New Research Assistants and Research Associates shall serve a probationary period during their first appointment or six (6) months, whichever is longer. In the event a probationary employee is dismissed before the end of their probationary period, they shall receive two (2) weeks' notice or pay and benefits for which they are eligible in lieu thereof.

B. In no case shall the dismissal of a Research Assistant or Research Associate during their probationary period or the non-renewal of a Research Assistant or Research Associate at the end of their appointment be grievable under any article of this agreement.

24.8 Performance Review

To promote and maintain excellence in job performance, each unit employing Research Assistants and/or Research Associates will develop and approve a process for an annual performance review. The review shall, at a minimum, provide written formative feedback for the employee and state whether the employee's overall performance is satisfactory or unsatisfactory.

ARTICLE 25

MERIT

Merit is for the recognition of noteworthy contributions to one's department, school, campus or college, the University and or professional discipline through the traditional avenues of teaching, research, and service. It is also the most consistent means for moving beyond the cost-of-living increase traditionally recognized through the satisfactory performance increase provision. It is recognized that conditions vary within and among departments in terms of individual expectations, and it is agreed that awards at the various levels are designed to recognize individual achievement.

25.1 This article does NOT refer to Research Assistants or Research Associates paid from grant funds or contracts or to members of the bargaining unit employed in the division of Athletics.

25.2 The merit pool shall be distributed according to the procedures outlined below:

A. The Provost shall establish a contingency fund and shall distribute the remainder of the merit pool at their discretion among the Deans of the schools and colleges and to leadership for units with reporting lines outside of a school or college.

B. The Dean of a school or college shall establish a contingency fund from the merit pool allotted to their school or college by the Provost. The remainder of the merit pool, excluding an amount for department heads' merit and an amount for bargaining unit members not affiliated with an academic department, shall be distributed at the discretion of the Dean among the departments. The Dean shall reserve an amount from the departments' merit pool in proportion to the department heads' payroll and the payroll of bargaining unit members not affiliated with an academic department.

C. The total amount of the contingency funds of both the Provost and the Deans shall not exceed 30% of the merit pool.

25. 3 Merit Criteria and Procedures

A. In concert with the PTR and P&R requirements identified in the By-Laws, merit criteria shall include instructional, scholarly, service, and outreach excellence as appropriate.

B. Prior to the beginning of the academic year, the Dean will publish their merit criteria to faculty and for Department Heads within their school.

C. Consistent with the procedures outlined in Article 30, in departmentalized schools each department may establish, by a majority vote, the criteria and also may establish priorities or the appropriate weighting of such criteria, that will be used to determine the departmental merit recommendations. In non-departmentalized schools, equivalent arrangements shall be established by Deans and faculty members.

1. By means of a procedure approved by a majority of the faculty, departments (and their equivalents in non-departmentalized schools) may establish advisory committees for making recommendations for merit awards to the Department Head (or Dean in non-departmentalized schools). Department Heads shall take departmental committee recommendations into consideration when making their own merit recommendations.

2. In the event a department decides to permit the Department Head to establish the criteria and the appropriate weighting for merit recommendations, the Department Head shall inform all faculty members in writing of such criteria no later than two months prior to the commencement of the academic year for which merit recommendations will be made.

D. D In determining the merit awards for Department Heads, Deans shall consider any department merit criteria for eligible faculty in evaluating the Department Head's contributions in discipline specific areas. Department merit committees may present merit evaluations without mention of a dollar amount to the Dean for their consideration in determining the Department Head's merit award.

E. E. Prior to the Department Head making a recommendation to the Dean, the Department Head shall inform each bargaining unit member of the merit recommendation for that bargaining unit member. A bargaining unit member has seven (7) calendar days from receipt of the Department Head's recommendation to request a meeting with the Department Head to discuss their merit recommendation.

F. On forms provided by the Provost, Department Heads shall forward their merit recommendations for members of their departments, other than themselves, along with recommendations of the advisory committee, to the Dean of the school or college. If a merit award is recommended, it shall be no less than $500.

1. The Department Head shall inform each bargaining unit member when their merit recommendation is submitted to the Dean. The bargaining unit member has fourteen (14) calendar days from the time of the Department Head's submission to the Dean to discuss the Department Head's recommendation with the Dean.

G. A Department Head or bargaining unit member not affiliated with an academic department, or Director of non-departmental schools, has seven (7) calendar days from receipt of the Dean's recommendation to request a meeting with the Dean to discuss their merit recommendation.

H. The Dean shall review the recommendations of the Department Head and the departmental advisory committee, if any. Prior to the Dean making a recommendation to the Provost, the Dean shall inform each bargaining unit member of their merit recommendation if it differs from the department head's recommendation. The Dean shall forward their own recommendations to the Provost together with the recommendations of the Department Head and the departmental advisory committee, if any.

I. Within two weeks of receiving their approved recommendations from the Provost, the office of the Dean shall compile and make available to the departments an abstract of merit recommendations. Similarly, the Dean shall compile and make available to department heads an abstract of merit recommendations for the department heads. Such an abstract will give the number of people receiving a given range of award within the school and/or no award.

J. Departments and interdisciplinary units employing jointly appointed bargaining unit members shall agree upon a merit process for such faculty to be administered by the home department. The department will treat contributions towards interdisciplinary scholarship and creative work, the teaching of courses for the home and interdisciplinary unit, and service to the department and interdisciplinary unit according to criteria determined by the department and interdisciplinary unit. The interdisciplinary unit head shall advise the home department and department heads of the faculty member's contributions in their interdisciplinary unit, including the significance of the faculty member's contributions within their fields. Similarly, for faculty teaching at a regional campus, the home department shall solicit input from the regional Campus Dean about the faculty member's contributions and engagement at the regional campus.

1. For a faculty member serving as head of an interdisciplinary unit reporting to a Provost, Vice Provost, or a Vice President (including the Q Center and the Writing Center), the faculty member's home department and the administrator to whom the interdisciplinary unit reposes shall agree upon a merit process for the faculty member, which shall be administered by the faculty member's home department, taking into account their contributions in their interdisciplinary unit.

25.4 The University will provide UConn-AAUP a list of merit awards by fund and by individual on or before October 1 of the year in which it was awarded.

25.5 Merit awards shall be communicated to the bargaining unit member via the University email system prior to the increase appearing in their paycheck.

25.6 Judgments and decisions of the Provost which result in decrease of more than 35% in the Department Head's recommendations or the Dean's recommendation for department heads are subject to the grievance procedure described below only where there is evidence alleging that the decrease was arbitrary or capricious.

25.7 Merit Grievance Panel

For the purpose of hearing merit grievances, an internal merit grievance panel shall be convened made up of one member of the administration chosen by the Provost, one member of the bargaining unit chosen by UConn-AAUP, and a neutral party chosen by the first two individuals.

The panel may either uphold or dismiss the grievance. In a case where the panel upholds the grievance, it shall recommend an appropriate merit award; however, in no case shall the panel award more than what the Department Head had originally proposed. The decision of the panel is final and is not grievable or arbitrable. Grievances on merit must be presented to the University Official in charge of collective bargaining within fourteen (14) calendar days of the receipt of the Provost's letter notifying the employee of their merit awards.

ARTICLE 26

TEMPORARY EMPLOYEES

This article refers to the titles listed below:

> Research Professor, Associate Research Professor, Assistant Research Professor, Research Instructor, Visiting Professor, Visiting Associate Professor, Visiting Assistant Professor, Visiting Instructor, Adjunct Faculty, Associate Research Scientist, Associate Research Scholar, Research Scientist, Research Scholar, Senior Research Scientist, Senior Research Scholar.

26.1 For the purpose of signifying the temporary nature of any title in the bargaining unit or that an appointment is funded by a grant or contract, the word "visiting" may precede the title. Temporary "visiting" appointments, unless funded by a grant or contract, shall be limited to a maximum duration of three (3) years. The duration of a visiting appointment may be extended beyond three (3) years for good cause with the agreement of the UConn-AAUP. If a visiting appointment is converted to a continuing appointment covered by Article 13 or Article 42, all years of prior service as visiting shall be credited to eligibility for multi-year appointments.

26.2 Sick Leave

A. Decisions concerning sick leave for personal illness for all temporary employees will be handled by the administration in conformity with the University of Connecticut By-Laws and applicable federal and state law. Employees may be required to provide an acceptable medical certificate.

B. There shall be no carry-over of sick leave beyond the end dates of a grant or employment contract unless required by law.

26.3 Notice of Termination

In the event of programmatic change, low course enrollment, or bona fide fiscal constraints as demonstrated by the administration, during the term of an employment contract, temporary employees shall be entitled to notice of termination or pay and benefits for which they are eligible in lieu thereof according to the following schedule:

1. Faculty with semester appointments shall receive thirty (30) calendar days' notice. After the first day of class for the course, payment must be made for the remainder of the semester.

2. Annual appointments with less than three (3) years of continuous employment, or semester appointments with six (6) or more consecutive semesters of employment, shall receive forty-five (45) calendar days' notice.

3. Annual appointments with more than three (3) years of continuous employment shall receive sixty (60) calendar days' notice.

Dismissal for cause is not subject to the above schedule.

26.4 Written Warnings and Reprimands

A. Supervisors may issue written warnings following discussion with the bargaining unit member, who may request attendance of a UConn-AAUP representative.

B. Only supervisors who are not in the bargaining unit may issue written reprimands following discussion with the bargaining unit member, who may request attendance of a UConn-AAUP representative.

C. Within seven (7) calendar days of receiving notice of the action, the bargaining unit member may make a written request to the initiator of the action to review the decision. The bargaining unit member may request the attendance of a UConn-AAUP representative. The department head or equivalent official shall issue a written response to the appeal within ten (10) calendar days.

D. Within seven (7) calendar days of receipt of the response in B, the bargaining unit member may appeal the decision to the appropriate Dean or Director. The Dean or Director's office shall issue a written response to the appeal within ten (10) calendar days.

E. The decision of the Dean or Director's office is final and may not be appealed to arbitration on substantive or procedural grounds.

26.5 Loss of Pay or Dismissal for Cause Procedures for Temporary Employees

A. This section refers solely to disciplinary action resulting in loss of pay or dismissal for cause during the term of an employment contract, which shall be for:

1. Neglect of assigned responsibilities, incompetence, failure to meet continuing educational requirements, or to fulfill professional commitments;

2. Insubordination or noncompliance with the University of Connecticut By-Laws, the Code of Ethics for Public Officials (Chapter 10 of the Connecticut Statutes), or with University, State, or Federal Regulations governing research or NCAA Rules and Regulations;

3. The use of fraud, collusion, concealment, or misrepresentation of a fact material to obtaining employment with the University and/or obtaining promotion, salary increase, or other benefit;

4. Sexual harassment, serious misconduct, or other conduct which impairs the rights of faculty, students, employees, or others who are engaged with the University in its business or operations;

5. Documented failure to meet generally accepted satisfactory standards of job performance.

B. The Parties agree that disciplinary action resulting in loss of pay or dismissal for cause of a temporary employee during the term of an employment contract shall follow the procedure outlined below:

1. The bargaining unit member shall receive a written statement of the reasons for which the action is being initiated.

2. Within seven (7) calendar days of receiving notice of the action, the bargaining unit member may make a written request to the initiator of the action to review the decision. The initiator shall issue a written response to the request within fifteen (15) calendar days.

3. Within seven (7) calendar days of receiving the review (see item B above) the bargaining unit member may appeal the decision to the appropriate Dean or Director. The Dean or Director will issue a written decision within fifteen (15) calendar days.

4. Withing seven (7) calendar days of receiving the review (see item 3 above) the bargaining unit member may appeal the decision to the Provost. The Provost's Office will issue a written decision withing fifteen (15) calendar days.

5. The decision of the Provost's Office is final and may be appealed to arbitration on procedural grounds only.

26.6 Notice of Non-Renewal

A. Temporary employees, other than adjunct faculty members, shall be entitled to notice of non-renewal or pay and benefits for which the bargaining unit member is eligible in lieu thereof according to the following schedule:

1. With three (3) or less years of continuous employment, bargaining unit members shall receive thirty (30) calendar days' notice;

2. After continuous employment of more than three (3) years, bargaining unit members shall receive sixty (60) calendar days' notice.

B. Adjunct faculty members shall be entitled to notice of non-renewal or pay and benefits for which they are eligible in lieu thereof according to the following schedule:

1. With a semester appointment, twenty-one (21) calendar days' notice.

2. With a multi-year appointment, forty-five (45) calendar days' notice.

C. Non-renewal of a temporary appointment at the expiration of the appointment period shall not be grievable.

26.7 Adjunct Faculty

A. The University shall determine minimum enrollment requirements and inform the UConn-AAUP, which may include publishing a minimum class size policy in a location accessible to members of the bargaining unit.

The maximum number of credits an adjunct may teach in any one semester is eight (8). Exceptions to this rule must be approved in writing by t the Department of Human Resources and then by the UConn-AAUP.

B. Appointment contracts for adjunct faculty members shall be reduced to writing, which may include an electronic appointment letter. Absent extenuating circumstances, semester appointment contracts should normally be provided to the adjunct faculty member no less than seven (7) calendar days prior to the start of the assignment. Multi-year appointment contracts shall be provided at least thirty (30) calendar days prior the start of the appointment.

C. Multi-year Contracts

1. Adjuncts employed prior to July 1, 2017, who have been continuously employed for ten (10) consecutive semesters, shall be offered multi-year contracts, subject to adequate enrollment, satisfactory teaching evaluations, and the continuation of class offerings. For purposes of this paragraph, an adjunct faculty member shall not be deemed to have a break in service if: no course is available, the adjunct faculty member's assigned course is assigned to a full-time faculty member and/or due to documented health reasons the adjunct is unable to teach for a period of up to one (1) semester.

2. New adjuncts, employed on or after July 1, 2017, who have been continuously employed by the University for twelve (12) consecutive semesters shall be offered multi-year contracts, subject to adequate enrollment, satisfactory teaching evaluations, and the continuation of class offerings. For purposes of this paragraph, an adjunct faculty member shall not be deemed to have a break in service if: no course is available, the adjunct faculty member's assigned course is assigned to a full-time faculty member and/or due to documented health reasons the adjunct is unable to teach for a period of up to one (1) semester.

3. Commencing the first multi-year contract, all subsequent contracts shall be for at least three (3) years.

4. Once attaining a multi-year contract, the adjunct faculty member shall have a limited "right of first refusal" to teach a course in which the adjunct has taught ten (10) semesters. At least four (4) of the ten (10) semesters must be in or after the Fall 2026 semester. The "right of first refusal" will only apply over other adjunct faculty members. If the adjunct faculty member declines or is unavailable to teach the course, unless otherwise determined by the department head, the course may be given to another adjunct and the right of first refusal is discontinued. The adjunct faculty member must teach the course in six (6) additional semesters for the right of first refusal to be reinstated.

5. Multi-year contracts are defined as having a term of at least three academic years and remain in effect during semesters when the adjunct is unavailable due to documented medical reasons or other basis to which the adjunct and the department head and/or campus director agree, including no course is available, and/or the member's assigned course is assigned to a full-time member of the bargaining unit.

6. In the event a department or campus terminates an adjunct faculty member with a multi-year appointment due to programmatic change or bona fide fiscal constraints demonstrated by the Administration under Article 26.3, the department or campus will regard that adjunct's receipt of a multi-year appointment as a favorable factor in consideration for future assignments for which the adjunct is qualified.

7. If either the UConn-AAUP or the University identifies any adjunct faculty members who should have, but did not, receive a multi-year contract of the duration provided for in this Article, the parties shall meet prior to the start of the next academic year to discuss the matter and determine what action should be taken.

D. If an Adjunct is to be appointed, the following will prevail.

1. The adjunct faculty member shall have a right of first refusal to teach the lab sections associated with any course section where they are the instructor of record. Adjuncts who teach both the lecture and lab section of a course will be paid as an adjunct for the lecture and for each lab section.

2. Compensation for adjuncts appointed to lab sections associated with credit courses will be at the UConn-AAUP negotiated rate and with benefits set forth in paragraph 26.7.I of this Article.

3. No adjunct shall be paid during a semester in which they do not teach or do not perform formalized non-teaching assignments.

4. Formalized non-teaching assignments for adjunct faculty which are exempt under the FLSA, such as advising, curriculum development, etc., shall be compensated based upon pro-rated load credits.

5. In hiring adjunct faculty, departments or campuses may give preference to adjunct faculty who have been previously employed as an adjunct at the University. Departments/Campuses will regard prior satisfactory performance as an adjunct as a favorable factor in consideration for future assignments for which the adjunct is qualified.

E. Evaluation of adjunct teaching may include, among other elements, classroom observations and student experience of teaching. Replacements during the term of an employment contract for reasons of teaching-related qualifications may also be made based on a demonstrable need for better qualifications. In such circumstances the University shall notify the affected adjunct faculty member thirty (30) calendar days prior to the first day of the course or the affected adjunct faculty member will receive pay in lieu thereof for the prorated portion of the thirty (30) calendar days' notice period not given.

F. Adjunct faculty with a multi-year contract who are not reappointed or not assigned a class for two consecutive semesters shall be entitled to meet with their respective Department Head and/or Campus Dean (and UConn-AAUP representative if requested) and be provided with reasons for the non-reappointment or non-assignment. After meeting with the Department Head and/or Campus Dean, upon request, such faculty member (and UConn-AAUP representative if requested) shall be entitled to discuss non-reappointment or non-assignment with the Dean or their designee. The Dean or their designee may overturn the non-reappointment or non-assignment.

Except as provided by Article 5, the procedures in this Article shall be the exclusive procedure for resolving non-reappointments or non-assignments of adjunct faculty on multi-year appointments.

G. Adjunct Benefits

1. Adjuncts shall be eligible to purchase parking permits.

2. Adjuncts shall have faculty library privileges.

3. Library and email privileges will be continued for two (2) semesters following any appointment, unless the adjunct is terminated for cause.

ARTICLE 27

DISCIPLINE FOR TENURED AND/OR TENURE-TRACK FACULTY

The parties wish to encourage open communication between administrators and faculty and agree that whenever possible problems should be resolved informally before these procedures are initiated. The parties agree that this Article shall not be used to restrain faculty members in the exercise of their academic freedom or their rights as citizens.

The parties agree that, except for serious misconduct, dismissal should occur only as the final step in a progressive disciplinary system. Each instance of misconduct must be established on its own factual merits and cannot be based solely on evidence that the faculty member engaged in other acts of misconduct.

A. Discipline and dismissal for tenured or tenure-track faculty shall be for just cause such as:

1. neglect of assigned responsibilities, incompetence, failure to meet satisfactory standards of job performance, failure to meet continuing educational requirements, or to fulfill professional commitments;

2. insubordination, serious misconduct, or non-compliance with University of Connecticut By-Laws; noncompliance with the Code of Ethics for Public Officials (Chapter 10 of the Connecticut General Statutes), or with University, State, or Federal regulations governing research;

3. the use of fraud, collusion, concealment, or misrepresentation of a fact material to obtaining employment with the University and/or obtaining promotion, tenure, salary increase, or other benefit;

4. sexual harassment, serious misconduct, or other conduct which impairs the rights of faculty, students, employees, or others who are engaged with the University in its business or operations.

B. Procedures to be followed for dismissal, demotion in rank and/or salary, or suspension without pay.

1. The faculty member shall receive in writing a statement from the Dean's office of the reasons for the action being recommended.

2. Within seven (7) calendar days of receiving the written statement (B.1), the faculty member may request from the Dean a hearing with a UConn-AAUP representative present, should the faculty member so desire. This hearing shall be held within fifteen (15) calendar days of the faculty member's written request. The Dean's Office shall issue a written recommendation following the hearing within fifteen (15) calendar days.

3. Within seven (7) calendar days of receiving the recommendation in B.2 above, the faculty member shall have the right to submit a written appeal to the Provost. At such appellate hearing, the faculty member shall have the right to be represented by the UConn-AAUP. The Provost's Office shall issue a written decision following the appellate hearing.

4. The decision of the Provost's Office may be appealed to arbitration on the merits under Article 10 of this agreement.

C. A Dean or equivalent official not a member of the bargaining unit may issue written warnings and reprimands following discussion with the bargaining unit member, which member may request the attendance of a UConn-AAUP representative. Warnings, reprimands, and other less severe discipline shall be grievable through steps B.3 above but shall not be grievable to arbitration.

D. If the Provost or more senior official judges that the grounds for dismissal or discipline require the immediate suspension of the faculty member, the suspension shall be with pay and benefits for which the faculty member is eligible until the hearings described in B.2 and B.3 above have taken place or the opportunity to have such a hearing has been afforded to the faculty member, and only after discussion with the UConn-AAUP.

1. In the event the discipline is performance related, as defined in A.1 above, and involves the loss of or reduction in salary, and the decision is appealed to arbitration, the salary shall not be withheld until after the arbitration decision or four (4) months from the initiation of the discipline at B.4, whichever is sooner. In the event the discipline is for serious misconduct, this provision is not applicable.

E. The procedures for discipline provided in this Article shall supersede any contrary provisions of the University By-Laws.

F. The parties agree that the Promotion, Tenure and Reappointment ("PTR") procedures should not be used to deal with issues of misconduct which are more appropriately dealt with under the disciplinary procedures. In no case shall the outcome of the PTR process be construed as falling under this Article.

G. In investigations conducted by the University, the UConn-AAUP or a faculty member will be provided with an update as to the status of the investigation upon request and shall receive notification of the closing of an investigation resulting in a finding of no violation of University policies within five (5) business days.

ARTICLE 28

STUDENT EXPERIENCE OF TEACHING

The Student Experience of Teaching (SET) can productively inform teaching effectiveness in particular areas. In gauging teaching effectiveness, however, SETs are not to be used as the sole criterion of teaching for disciplinary measures, promotion, tenure or reappointment, or for non-reappointment with respect to full-time members of the bargaining unit and adjunct faculty who have been employed by the University for at least five (5) semesters over a five (5) calendar year

period, including summer sessions (which collectively count as one semester each calendar year). Nothing contained in this Article shall be interpreted to suggest there is any expectation of continued employment at the expiration of a contract.

ARTICLE 29

PATENT RIGHTS

The terms and conditions concerning patent rights, as outlined in section 10a-110b, 10a-110c and 10a-110d of the Connecticut General Statutes, shall be incorporated by reference and together with current practice are understood to guide the University in matters related to the ownership of inventions and employees' share of proceeds from inventions.

ARTICLE 30

FACULTY PARTICIPATION IN DEPARTMENT GOVERNANCE

The language in Article 30 is from the 2021-2025 collective bargaining agreement. The parties have agreed to proceed with interest arbitration on this Article.

30.1 Statement of Principle

A. By virtue of their command of their disciplines, University faculty shall participate in the governance of the departments in which they will exercise their judgments. Governance shall take the form of selection and evaluation of faculty members, department heads and other departmental administrative positions, curriculum development and oversight, research directions, and utilization of financial resources. The sections that follow ensure meaningful participation by department faculties, including the assurance of procedural regularity and fair play.

B. In this Article, references to "department" shall also include interdisciplinary academic units similar to a department.

30.2 Contractual Governance

Each Department, or School where a Department does not exist, shall maintain Department governance documents that shall be consistent with the collective bargaining agreement and the governance documents of the relevant School/College and the University. Each department or school/college faculty shall develop Department/School governance documents for the governance of their units. The following Department governance documents shall be required for each Department/School:

A. By-laws

B. Performance Review

C. Merit Criteria

D. Promotion, Tenure, and Reappointment (PTR)/Promotion and Reappointment (P&R)

E. Workload Policies

F. Evidence of Teaching Effectiveness Beyond SET

G. Departmental Administrative Positions

These documents shall be drafted by faculty-elected department committees and shall require approval by a majority of eligible Department voters. The documents will be forwarded by the department to the appropriate Dean and to UConn-AAUP by January 1, 2023. Subsequent revisions will be forwarded by the department to the appropriate Dean and to UConn-AAUP, as those revisions become available.

30.4 Deans shall review these Departmentally approved documents to ensure they are consistent with the By-Laws, governance documents, and policies of the School/College and the University.

30.5 Departments shall adhere to these practices when drafting or updating the aforementioned documents.

A. By-Laws – the By-Laws of each Department/School shall include *inter alia* determination of criteria for eligible voters

B. Performance Review

1. The parties agree that the purpose of the Performance Review is to promote, maintain, and enhance excellence in job performance and to foster informed communication between bargaining unit members and their supervisor(s).

a. The Performance Review shall be based upon each bargaining unit member's assigned duties in teaching, service, research, and/or clinical work including duties associated with extension and any administrative appointment held by the member.

b. The Performance Review should clarify or establish the faculty member's assigned duties in teaching, service, research, clinical work, and/or extension for the next year.

c. The Performance Review is an opportunity for faculty members and their academic unit heads to discuss a faculty member's ambitions and aspirations within the University and the profession, including teaching preferences and progress toward promotion.

2. Each department or equivalent unit is responsible for developing procedures and criteria to conduct a Performance Review of faculty members appropriate to their disciplines. The procedures and criteria must address review of jointly appointed faculty.

3. Each year, the academic unit head shall provide a written summary to the faculty member. At a minimum, the summary shall:

a. State the faculty member's anticipated workload for the next academic year;

b. Provide formative feedback in the performance review commenting upon their performance in each area of assigned duties (research, teaching, service, extension, and/or clinical work).

c. Conclude whether the faculty member's performance is satisfactory or unsatisfactory.

4. Unsatisfactory Performance Review

Department Heads or equivalent officials shall give a faculty member at least four (4) months' warning before issuing an unsatisfactory Performance Review.

a. The warning shall trigger a meeting among the member, department head or equivalent official, and appropriate representative of the UConn-AAUP, if requested, to develop a plan to achieve a satisfactory Performance Review.

b. Failure to meet the standards enunciated in the plan shall be considered just cause for an unsatisfactory Performance Review.

c. The member shall have the right to appeal any unsatisfactory Performance Review through the grievance procedure. Discipline for just cause under Articles 13 or 27 shall not be subject to this requirement.

C. Merit Policies –must be consistent with Article 25 of the Collective Bargaining Agreement

D. Promotion, Tenure and Reappointment (PTR) and Promotion and Reappointment (P&R)

1. Each Department shall have a Departmental PTR Advisory Committee for tenured and tenure-track members of the bargaining unit selected according to a method approved by a majority of the Departmentally determined eligible faculty voting members. This Committee:

a. Shall advise the Department Head on promotion, tenure, and reappointment;

b. Shall review the bargaining unit member's PTR file and appraise the performance and potential for teaching, scholarship and/or creative accomplishments, extension work, and service of the individual under consideration, basing its evaluations on the criteria listed in the relevant articles of the By-Laws of the University of Connecticut (as set forth in Article 8.3). This evaluation should take into account the assignments of the individual;

c. Shall advise the Department Head by making a formal recommendation by vote and summarizing its evaluation and vote in a written report;

d. Shall follow prescribed procedures outlined in the Provost's Guidelines on Promotion, Tenure, and Reappointment.

2. A separate P&R Advisory Committee may be established by the department for reviewing non-tenure-track members of the bargaining unit for promotion and reappointment, or that responsibility may be delegated to the PTR Advisory Committee. This committee:

a. Shall advise the Department Head on promotion and reappointment;

b. Shall review the bargaining unit member's P&R file and appraise the performance and potential for teaching, scholarship and/or creative accomplishments, clinical extension work and service of the individual under consideration, basing its evaluations on the criteria listed in the relevant articles of the By-Laws of the University of Connecticut (as set forth in Article 8.3). This evaluation should take into account the assignments of the individual;

c. Shall advise the Department Head by making a formal recommendation by vote and summarizing its evaluation and vote in a written report;

d. Shall follow prescribed procedures outlined by the Provost's Office as well as those of the School/College in which the bargaining unit member is employed.

D. Workload Policies – Workload policies shall be consistent with other articles contained in the Collective Bargaining Agreement. Each department shall develop criteria for measuring workload and shall develop baseline workload expectations that bargaining unit members must perform each academic year (*e.g.,* through teaching, research, service, outreach, clinical work and/or extension).

1. The criteria should permit both individual bargaining unit members and department heads and equivalent officials to reasonably determine if a member has satisfied the criteria.

2. For members of the bargaining unit, any significant departure from documented effort allocation or expectations shall be made only after discussion with the member.

3. The department will publish its workload policies, including the criteria for measuring workload, at least 120 calendar days prior to the effective date of the policy or any change thereto, and in a location accessible to members of the bargaining unit in the department.

E. Evidence of Teaching Effectiveness Beyond SET – Each department shall develop guidelines that provide effective teaching assessment beyond SET for those who have teaching duties.

F. Departmental Administrative Positions – Each department shall develop processes for the selection and review of departmental administrative positions held by members of the bargaining unit (including, but not limited to, associate department head(s), graduate or undergraduate director/coordinator) on an ongoing basis, if any.

ARTICLE 31

PROMOTION, TENURE, AND REAPPOINTMENT

The parties agree to establish a joint labor-management committee to review the University's Promotion, Tenure, and Reappointment ("PTR") and Promotion and Reappointment ("P&R") procedures, including all documents and related forms.

A. The purpose of the committee shall be to make recommendations to the Provost for changes, if any, to the PTR/P&R procedures. Any changes to the PTR/P&R procedures based upon the committee's recommendations shall be in accordance with Article 8.

B. The UConn-AAUP may appoint up to five (5) members of the bargaining unit to serve on the committee. The Provost may designate up to five (5) members of the administration to serve on the committee. The University Senate, pursuant to its by-laws and procedures, may designate one (1) member of the Faculty Standards committee who is also a member of the bargaining unit to serve on the committee. The Parties shall endeavor to appoint members to their committees who represent a cross-section of the University.

C. Each party shall identify their appointees to the committee no later than September 15 following the effective date of this collective bargaining agreement. The committee shall hold its first meeting no later than October 15 of the same academic year and meet at least once each month thereafter through the end of the nine-month appointment period. The committee shall provide its report to the Provost by the end of the same academic year, which may include that the committee has no recommendations.

D. Any committee recommendation to the Provost shall be by consensus of the Parties. If there is no consensus, there shall be no recommendations. The committee shall also provide a summary to the Provost of matters it discussed which did not result in a recommendation.

ARTICLE 32

OFFICE/RESEARCH/INSTRUCTIONAL SPACE AND TECHNOLOGY

An adequate academic working environment and supporting services and technology necessary to perform assigned duties promote effective teaching, learning, and research.

32.1 The Administration shall manage office, research and instructional space, including room capacity and configuration, location, and appropriate technology necessary to perform assigned duties, in an equitable manner consistent with institutional and pedagogical needs and the obligation of faculty members to comply with FERPA and HIPAA. The availability, location, and nature of the office, instructional and research space, and technology necessary to perform assigned duties shall be determined by the Administration.

32.2 The nature of any equipment or support for technology necessary to perform assigned duties shall be determined by the Administration. The Administration may require a faculty member to demonstrate a need for the University to provide the equipment or support. Any equipment provided by the University remains property of the University.

32.3 The Administration will consider input from the bargaining unit member about space and technology necessary to perform their assigned duties. It is the obligation of the bargaining unit member to bring to the attention of their department head or other supervisor any unique or specific space or technology needs, including space available for confidential conversations and the storage of protected documents, necessary to perform their assigned duties.

32.4 This article on office/research/instructional space and technology shall be neither grievable nor arbitrable.

ARTICLE 33

AGRICULTURAL EXTENSION

The University By-Laws concerning academic tenure apply to tenured and tenure-track faculty in Agricultural Extension.

ARTICLE 34

TENURE APPEAL

34.1 In the event that a vote in favor of tenure for a faculty member by a departmental PTR committee, a Dean's Advisory Council, and the Provost's Faculty Review Board are all overturned by the Provost of the University and the faculty member has evidence that the Provost's decision may have been arbitrary and capricious, the Provost's decision may be appealed to a Select Committee chosen by the Senate Executive Committee. The appeal must be made within thirty-seven (37) calendar days of the faculty member receiving the decision of the Provost denying their tenure.

34.2 The Senate Executive Committee shall nominate nine (9) tenured members of the faculty who are all in the bargaining unit to serve on the committee and the University and the UConn-AAUP may each strike two (2) names from the list of nominees. In the event that more than five (5) names remain after the completion of the process, the Senate Executive Committee shall designate five (5) tenured faculty members from the bargaining unit to serve as the Select Committee. The parties understand that time is of the essence in this process, and in no case shall it take longer than fourteen (14) calendar days for the selection of the Select Committee. The decision of the Select Committee shall be rendered no later than August 1.

34.3 If the five-member Select Committee finds, after hearing the evidence from each side, that arbitrary and capricious action was, in fact, the basis for the Provost's decision, the aggrieved faculty member shall be recommended for tenure through the Provost to the Board of Trustees.

34.4 No bargaining unit member may pursue a tenure appeal pursuant to this Article if they have also pursued, or are in the process of pursuing, a tenure appeal pursuant to the University's By-Laws. No bargaining unit member may pursue a tenure appeal pursuant to the University's By-Laws if they have also pursued, or are in the process of pursuing, a tenure appeal pursuant to this Article.

ARTICLE 35

PARKING

35.1 The UConn-AAUP will have a representative on the Transportation Advisory Committee. Bargaining unit members will be afforded one "free" ticket per semester where it can be demonstrated that the member had paid for parking and none was available (reserved and restricted spaces, handicapped and fire lanes excluded).

35.2 Annual Increase:

The University has the right to increase parking fees in the existing Storrs rate schedule as follows. The annual increase does not apply to adjuncts. Those increases are in Section 4.

At the beginning of each fiscal year, parking fees for all types of permits in a given fiscal year shall be increased by a factor equal to the annual percentage increase in base salary exclusive of merit-rounded to the nearest whole dollar amount effective that same fiscal year. The percentage increase shall be applied to the parking fee in effect at the time of the annual increase. In any year there is zero percent (0%) increase to the base salary, there will not be an increase in the parking rate.

The University will maintain designated Area 3 parking as free for bargaining unit members.

35.3 Area 2 Sliding Scale:

A. Bargaining unit members shall be eligible to purchase Area 2 parking permits at a reduced cost according to a sliding scale based on base salary:

Percentage of Area 2 Rate	Base Salary
50%	Up to $56,548
75%	$56,549 to $84,822
100%	$84,823 and up.

B. At the beginning of each fiscal year, the base salary in the Area 2 sliding scale will be increased by a factor equal to the annual percentage increase in base salary exclusive of merit rounded to the nearest whole dollar amount effective that same fiscal year. In any year there is a zero percent (0%) increase to the base salary, there will not be an increase in the base salary in the sliding scale.

35.4 Adjunct Faculty

The semester parking rate for Adjunct Faculty shall be equal to 70% of the lowest Storrs Area 2 semester rate as of July 1, 2026, and remains at that amount for the term of this contract.

35.5 Regional Campuses:

The University will provide Area 2 parking for all faculty at regional campuses. Parking rates at campus locations other than Storrs, except as noted below, shall be the same as the Area 2 rates at the Storrs campus. Bargaining unit members purchasing parking permits at the campus at which they are primarily employed shall have the parking permit honored at comparable or lesser types of parking at other campuses when travelling to such locations for University business.

The University reserves the right to also provide non-Area 2 parking at any campus. If non-Area 2 parking is made available to bargaining unit members, the rates will be negotiated with UConn-AAUP.

35.6 Parking Garages

For parking permits in garages opened on or before June 30, 2022, at the beginning of each fiscal year, the University may increase the parking fees by the percentage provided for in Article 35.2, plus an additional percentage factor not to exceed the merit pool for the same fiscal year.

35.7 Accessible Parking

An employee with an Area 2 University parking permit, using a state-issued handicap parking permit, and registered with Facilities Operations, shall be permitted to park at any handicap designated parking spot in surface lots, without incurring additional costs.

ARTICLE 36

FLEXIBLE SEMESTERS

The University and the UConn-AAUP recognize the importance of encouraging research activity during the academic year, which is agreed to be the primary appointment period of most faculty. Adjustments in the academic calendar may require increased flexibility in research scheduling.

There may be situations when summer teaching is required as part of a faculty member's normal appointment. Otherwise, on a voluntary basis and with the approval of the department head or equivalent official and Dean, and with notice to the Office of Summer and Winter Programs, a faculty member may be allowed to substitute a summer teaching assignment for a fall or spring teaching obligation. This exchange will be documented in writing, considered as part of the faculty member's regular teaching load and will not be eligible for extra compensation. If a course is cancelled by Administration after completion of an exchange agreement, the faculty member's obligation will be consistent with terms of the exchange agreement. Such voluntary changes are understood to be in the best interests of the University and the faculty member, and, therefore, Promotion Tenure and Reappointment (for tenured and tenure-track faculty), Promotion & Reappointment (for non-tenure track faculty), merit and other evaluations will be adapted to take into account such flexible scheduling.

ARTICLE 37

ATHLETICS

This article pertains to bargaining unit members in the following titles:

Head Coach, Associate Head Coach and Assistant Coach

Athletic Trainer

Specialist

Tier 1 NCAA Team Sports: Football and Basketball

Tier 2 NCAA Team Sports: All other NCAA Team Sports Offered at the University

As of July 1, 2026, bargaining unit members in Team Sports may be employed in either Tier 1 or Tier 2 Team Sports, or both.

37.1 All bargaining unit members in this article may be hired or renewed with contracts for more or less than one year. However, in no case may an Associate Head Coach (Tier 1 or Tier 2), an Assistant Head Coach (Tier 1 or Tier 2), or a Specialist (Tier 1, but excluding Athletic Trainers) be hired or renewed for a term longer than the head coach in their sport. In situations where the contract term for an existing coach has expired, the terms and conditions of the previous contract may be applicable and remain in effect for up to forty-five (45) days, at which point the contract shall be renewed for one (1) year based on the existing terms, unless the coach is provided with a notice of non-renewal prior to the contract's expiration or during the extended appointment period in accordance with Article 37.6, or terms of the contract are renegotiated by mutual agreement.

37.2 New bargaining unit members shall serve a one (1) year probationary period. In the event the probationary employee is dismissed before the end of their probationary period, they shall receive one (1) months' notice or pay and benefits for which they are eligible in lieu thereof.

37.3 Following the probationary period, Athletic Trainers and Specialists in Tier 2 NCAA Team Sports shall be eligible for one-year appointments up to a maximum of five (5) such one-year appointments. Notice of non-renewal shall be afforded according to Section 37.6 below. Beginning in the seventh year, or prior to the seventh year upon recommendation of a supervisor and approval by the Athletic Director or equivalent official, reappointed Athletic Trainers and Specialists in Tier 2 NCAA Team Sports shall receive multi-year contracts (a "Multiyear Appointment") of between three (3) and five (5) years in duration. Commencing with the first Multiyear Appointment: subsequent appointments shall be for three (3) or more years, non-renewal shall be grievable according to the standards of dismissal for cause, and notice of non-renewal shall be afforded according to the schedule listed in 37.6(A) below.

37.4 Unless otherwise specified in this Article, neither the dismissal of bargaining unit members during their probationary period, nor the non-renewal of bargaining unit members prior to receiving a Multiyear Appointment shall be grievable, except pursuant to Article 5 (Non-Discrimination). In such cases, the UConn-AAUP shall have the burden to demonstrate that the non-renewal violated Article 5.

37.5 This section applies only to Tier 1 NCAA Team Sports

A. Any new bargaining unit member employed in Tier 1 NCAA Team Sports may be employed exclusively in Tier 1 NCAA Team Sports.

B. Bargaining unit members supporting that sport in the titles covered in this Section may be appointed to varying employment terms which coincide with the employment term of the head coach. However, in no case may an Associate Head Coach, Assistant Head Coach, or Specialist in Tier 1 NCAA Team Sports (excluding Athletic Trainers) be hired or renewed for a term longer than the head coach in their sport.

C. When a head coach of a Tier 1 NCAA Team Sport is separated for any reason before the end of their contract, a bargaining unit member employed in that sport program only (excluding Athletic Trainers) may be terminated with the following notice:

1. Bargaining unit members with less than one year's service shall receive ninety (90) calendar days' notice or pay and benefits for which they are eligible in lieu of notice.

2. Bargaining unit members with at least one year of service shall receive one hundred eighty (180) calendar days' notice or pay and benefits for which they are eligible in lieu of notice.

37.6 Notice of Non-Renewal

A. Notice of non-renewal, or salary and benefits for which they are eligible in lieu thereof, shall be afforded according to the schedule below:

1. Probationary employees shall receive fourteen (14) calendar days' notice;

2. After one (1) year of probationary employment: thirty (30) calendar days' notice.

3. After one (1) year of non-probationary employment: sixty (60) calendar days' notice.

4. After continuous non-probationary employment of three (3) or more years: one hundred twenty (120) calendar days' notice;

5. After receiving a Multiyear Appointment: Three hundred (300) calendar days' notice.

B. Notice of non-renewal for an elimination of a program shall follow the notice period in paragraph A above.

37.7 Bargaining Unit Members with Multiyear Appointments

If either the UConn-AAUP of the University identifies any bargaining unit members who should have, but did not, receive a Multiyear Appointment, the parties shall meet prior to the start of the next year to discuss the matter and determine what action should be taken.

37.8 At the discretion of the University, a bargaining unit member in the titles covered in this Article who is required to utilize a wireless communication device to perform their official duties may receive compensation in the form of a stipend to cover business-related use of a personally owned mobile device. Use of the device, including eligibility for and the amount of the stipend, shall be determined in accordance with University policy, as may be amended from time to time.

37.9 Following a negotiated agreement with UConn-AAUP, teams may move from one tier to another.

37.10 Evaluation System

The parties agree that the purpose of an evaluation system is to ensure the quality of job performance and to inform decisions regarding reappointment and promotion in rank.

37.11 Evaluation Procedures

A. All formal evaluations shall be conducted in accordance with procedures developed by the Department of Athletics. Coaches and other members of the bargaining unit who serve on the President's Athletic Advisory Committee will be given the opportunity to review and provide comment to the Department prior to implementation of the procedures or any change thereto. Evaluation procedures shall be in writing and shall not solely rely upon student athlete evaluations. The Department shall establish and publish such evaluation procedures on or before December 31, 2026 and provide a copy to UConn-AAUP. Subsequent changes in such procedures shall also be published and provided to UConn-AAUP.

B. The use of real-time, anonymous complaint technology, e.g., RealResponse, etc., shall not be included as an independent criterion in the formal evaluation.

C. Written evaluations shall be shared with the bargaining unit member within fourteen (14) calendar days of the time they are completed. The bargaining unit member shall sign the evaluation solely for the purpose of acknowledging that they have read it and shall be given a copy for their records.

D. An employee shall have the right to append a response to their evaluation.

37.12 Dismissal for Just Cause

The parties wish to encourage open communication between administrators and bargaining unit members in the titles covered in this Article and agree that whenever possible, problems should be resolved informally before these procedures are initiated.

The parties acknowledge that the University is a member of the National Collegiate Athletic Association ("NCAA") which maintains rules and regulations applicable to the University and individual members of the bargaining unit. The parties agree that it is in the interest of the University and members of the bargaining unit in Athletics to foster a culture of compliance with NCAA rules and regulations.

The parties agree that, except for serious misconduct, dismissal of a bargaining unit member in the titles covered in this Article should occur only as the final step in a progressive disciplinary system and each instance of misconduct shall be established on its own factual merits and cannot be based solely on evidence that the member engaged in other acts of misconduct. The level of proof shall be a preponderance of the evidence. The parties acknowledge that the provisions of Article 3 on academic freedom apply to all bargaining unit members in the titles covered in this Article.

A. Discipline or dismissal during the term of an employment contract shall be for just cause. Non-renewal of all bargaining unit members covered by this Article shall not require just cause, except for Athletic Trainers and Specialists in Tier 2 NCAA Team Sports following receipt of a Multiyear Appointment. Just cause is defined to mean:

1. Neglect of assigned responsibilities, incompetence, or failure to fulfill professional commitments.

2. Insubordination or serious noncompliance with the University of Connecticut By-Laws, with the Code of Ethics for Public Officials (Chapter 10 of the Connecticut Statutes), or with NCAA rules or regulations, including, but not limited to Level I violations;

3. The use of fraud, collusion, concealment, or misrepresentation of a fact material to obtaining employment with the University and/or obtaining promotion, salary increase, or other benefit;

4. Sexual harassment, serious misconduct, or other conduct which impairs the rights of faculty, students, employees, or others who are engaged with the University in its business or operations;

5. Repeated, documented failure to meet generally accepted satisfactory standards of job performance based on written evaluations conducted in accordance with Paragraphs 37.10 and 37.11 above.

B. Procedures to be followed for dismissal, demotion in rank and/or salary, or suspension without pay during the term of any employment contract:

1. The bargaining unit member shall receive in writing a statement of the reasons for the action being recommended.

2. Within seven (7) calendar days of receiving the written statement in 37.12(B)(1) above, the bargaining unit member may request a hearing before the Director of Athletics or their designee with an UConn-AAUP representative present, should the bargaining unit member so desire. This hearing shall be held within fifteen (15) calendar days of the employee's request. The

hearing officer shall issue a written recommendation following the hearing within fifteen (15) calendar days.

3. Within seven (7) calendar days of receiving the recommendation in 37.12(B)(2) above, the bargaining unit member shall have the right to submit a written appeal to the President or their designee who must be outside the Athletic Department. At such appellate hearing, the bargaining unit member shall have the right to be represented by the UConn-AAUP. The hearing officer shall issue a written decision following the appellate hearing within fifteen (15) calendar days.

4. The decision of the President or designee to demote, suspend without pay or dismiss may be appealed to arbitration on the merits under Article 10 of this agreement. Non-renewal of a contract at the expiration of the appointment term shall not be grievable for all bargaining unit members covered in this Article except Athletic Trainers and Specialists in Tier 2 Sports following receipt of a Multiyear Appointment.

C. A Deputy Director of Athletics or equivalent official not a member of the bargaining unit may issue written warnings and written reprimands following discussion with the bargaining unit member, which member may request attendance of a UConn-AAUP representative. Warnings, reprimands, and other less severe discipline shall be grievable through Step 37.12.B.3 above but shall not be grievable to arbitration.

D. The procedures for discipline provided in this Article shall supersede any contrary provisions of the University By-Laws.

37.13 Immediate Suspension and Loss of Salary

A. If the Director of Athletics or more senior official judges that the grounds for dismissal or discipline require the immediate suspension of the bargaining unit member, the suspension shall be with pay and healthcare and retirement benefits for which the employee is eligible until the hearings described in 37.12(B)(2) and 37.12(B)(3) above have taken place, or the opportunity to have such hearings has been afforded the grievant, and only after discussion with the UConn-AAUP.

B. In the event the discipline involves the loss of salary and the decision is appealed to arbitration, the salary shall not be withheld until after the arbitration decision or four (4) months from the initiation of the discipline at 37.12(B)(1), whichever is sooner. In the event the discipline is for serious misconduct (including job abandonment), this provision is not applicable.

37.14 In cases where a non-probationary bargaining unit member claims that their procedural rights under 37.10 and 37.11 of this Article have been violated, the final decision may be appealed only on procedural grounds under the terms of Article 10 of this Agreement.

37.15 Merit for Athletic Personnel

A. Merit is for the recognition of noteworthy contributions and achievements to a UConn sports program. It is recognized that conditions vary within and among programs in terms of individual expectations, and it is agreed that awards at the various levels are designed to recognize individual achievement.

B. Criteria for the distribution of the merit pool shall include but not limited to the following:

1. Employee performance evaluation of "meets expectations."

2. All bargaining unit members involved with a team that won a conference championship or participated in post-season competition.

3. Extraordinary service to Athletics or an individual sports program.

37.16 This Section Applies to Certified Professional Staff Only

A. Certified Professional Staff may have an opportunity for advancement in their positions. Certified Professional Staff may be eligible for advancement to the following titles:

- Assistant
- Associate
- Senior Associate
- Associate Head
- Head

B. Criteria for advance may include, but is not limited to, the following:

- Proper certification/qualification
- Experience/Length of service to the University
- Sport Program responsibilities

C. The decision to advance a Certified Professional shall be in the sole discretion of the University and not subject to grievance or arbitration.

ARTICLE 38

SUMMER AND WINTER COMPENSATION

38.1 Compensation

Compensation of full-time faculty who hold academic appointments during the regular academic year and who teach credit bearing courses during the summer or winter sessions are paid as described in A.1 and A.2 below, unless teaching such courses is part of the bargaining unit member's regular teaching load. The summer and winter academic programs are self-supporting based upon fee revenue from program participants.

A. Traditional Credit Courses

1. Effective August 23, 2026, faculty will be paid a base salary of $1,959 per credit for enrollments up to and including eight (8) students. $240 per credit per student will be added to this base for each additional student thereafter up to a maximum of 13% of the faculty member's normal academic year salary or two point five (2.5) times the minimum adjunct rate, whichever is greater, not to exceed 13% of the University-wide full professor average salary. Compensation for credit bearing courses above or below three credits shall be prorated accordingly.

2. Beginning in fiscal year 2027, each year on August 23, the base salary per credit and the per credit per student rate will be increased by a factor equal to the percentage increase in the course fee for an undergraduate course effective that same fiscal year, but no less than 4.0% and no more than 5.5%. In any year there is a zero percent (0%) increase to the course fee, there will not be an increase in the base salary per credit or the per credit per student rate.

3. Load adjustment: Full-time faculty who teach during summer or winter sessions may be given a load adjustment for either the next occurring spring or fall semester in consultation with the Department Head or equivalent official upon prior approval of the Dean of the affected school or college. If a load adjustment is not arranged, the faculty member will be compensated according to the above formula.

4. Team Taught Courses: The Department Head or equivalent official, with the prior approval of the Dean of the affected school or college, will assess the number of credits each faculty member is responsible for, and each faculty member will be paid proportionally according to the above formula as appropriate.

5. Adjunct Faculty: Adjunct faculty who teach during the regular academic year shall be paid the same rate when teaching the same course(s) during the summer or winter.

B. Non-Traditional Credit Courses: Independent Studies, Practica, Fieldwork, Internships, and Similar Non-Traditional Courses

Faculty teaching non-traditional credit courses shall receive 50% of the course fee paid by the students up to a maximum of 13% of the faculty member's normal academic year salary or 13% of the University-wide full professor average salary, whichever is less.

C. Masters or Doctoral Courses Numbered 5960 and 69602

When student course fees in the Masters or Doctoral courses numbered 5960 and 6960, or their successor numbers, is part of a need-based financial aid package, the course fees shall not be part of the fee sharing arrangement specified for independent study. Such course fees will be returned to the Graduate School for assistance to other graduate students eligible for such aid.

D. Lab Preparation

For lab courses requiring that the professor personally prepare specimens, chemicals, specialized equipment, or the like, there will be an additional $500 payment above the instructional rate.

E. Course Preparation

If a class that a faculty member has not previously taught during the academic year, the summer or winter is cancelled, the faculty member will receive $450 per credit as compensation for course preparation. A faculty member may receive course preparation pay for the same course only once.

F. Incentives

In exceptional cases, the Dean of the appropriate school or college may offer financial incentives to faculty members who teach high demand courses during the summer and winter sessions. Notice of any such financial incentives will be provided to the University official in charge of collective bargaining who will provide such information to the UConn-AAUP upon request.

G. Exceptions to Compensation Formula

The compensation formula and/or salary maximum may be waived in exceptional cases by the Dean of the appropriate school based upon academic demands, availability of qualified faculty, and/or programmatic requirements. Situations in which the compensation formula may be waived may include, but are not limited to, teaching of new courses or courses required for graduation with lower enrollments and teaching of courses where enrollment is limited by external factors (e.g., licensure or accreditation requirements). Notice of any such waivers will be provided to the University official in charge of collective bargaining who will provide such information to the UConn-AAUP upon request.

38.2 Administration of Summer and Winter

A. Though the Parties consider teaching in summer or winter sessions to be a service to the students, faculty activity in such a session will not be considered in evaluations relating to the amount or award of merit, unless teaching such course is part of the bargaining unit member's regular teaching load or the departmental merit practices specifically include consideration for summer or winter teaching.

B. Participation by faculty will be on an entirely voluntary basis and nothing in this Agreement precludes the employment of either adjunct faculty or graduate students as instructors if faculty do not volunteer when course proposals by academic units are solicited.

C. A faculty member who agrees to teach a summer or winter course may not later decline to teach it absent good cause. A faculty member who declines to teach a course without good cause may be refused the opportunity to teach in future summer and winter-sessions.

D. The University reserves the right to cancel classes due to low enrollment.-Notice to affected faculty will occur no later than the last business day before the start of the session in question.

E. The normal academic year salary is defined as the annual salary rate less longevity pay.

F. For purposes of determining compensation in Article 38.1.A, enrollment numbers shall be based upon the number of paying students as of the end of the add/drop period for the applicable session.

G. Reimbursement for travel to other campuses will be for mileage only and will be paid at the rate established in the collective bargaining agreement.

38.3 Changes to Summer and Winter Session Calendar

If the University considers changes to the calendar during winter and summer sessions, the UConn-AAUP shall be afforded the opportunity to participate in discussions with the University concerning these proposed changes. Nothing in this paragraph is intended to or shall be construed as creating an obligation for the University to negotiate or bargain with the UConn-AAUP over these proposed changes.

38.4 Extra-Compensation

In accordance with University policies and procedures, faculty members teaching during the summer and winter sessions may accumulate funds in a special departmental account to be used by the faculty member for legitimate professional expenses, with prior approval of the Department Head or equivalent official. The University will process the transfer of funds to the faculty member's special departmental account in an expeditious manner, but not to exceed two (2) pay periods from the end of the applicable session.

ARTICLE 39

COMPENSATION FOR THE DEVELOPMENT OF CREDIT-BEARING ONLINE COURSES

39.1 The Parties agree with regard to the development of online credit-bearing courses for extra compensation by full-time members of the faculty, as follows:

A. The O*nline Credit-Bearing Course Development and Intellectual Property Agreement* ("Online Course Development Agreement") (*See* Appendix C) shall be used until the expiration of the Parties' collective bargaining agreement.

1. In order for a faculty member to receive extra compensation for development of an online credit-bearing course, they must execute the Online Course Development Agreement. Minimum compensation for developing an on-line course shall be $2,750 per course credit hour.

2. The "right of first refusal" contained in the Online Credit Course Development Agreement means that during each term or session, the developer shall be given the first opportunity to instruct all sections of the course to be taught using the course materials-developed by them. If the developer declines or is unavailable to teach the course (e.g. the faculty member is on leave or has departed the University), the course materials may be used and/or adapted by another instructor for use during that term only without further compensation to the developer. Use or adaptation of the developer's material by another instructor does not abridge the developer's future right of first refusal unless they are no longer employed at the University, nor does it give

another instructor the right to continue to use the developer's materials in subsequent terms or semesters. Continued use of the developer's materials in subsequent terms or semesters requires the instructor to seek approval from the developer. If the developer is unavailable, the instructor may seek approval from the department head, whose decision is final, and must give attribution to the developer. Nothing in this Agreement shall be construed as requiring the University to offer an online course using the materials during any term or session.

B. For team-developed courses (e.g., courses developed by two or more faculty members):

1. All members of the developing team shall be required to sign the Online Course Development Agreement.

2. The developing team shall reach an agreement regarding the allocation of compensation paid by the University for development of the course. The University reserves the right to determine the total compensation paid for development of the course, which shall be no less than the amount paid to a single developer.

3. The developing team shall reach an agreement concerning the rotation or other schedule for the application of the "right of first refusal" to use the developed course materials described in the Online Course Development Agreement.

C. The University will not unilaterally license, sell or otherwise transfer to a third party course materials developed in accordance with this Agreement. The developers retain rights to their intellectual property in accordance with U.S. law and the University's *Intellectual Property and Commercialization Policy*. Any licensing, sale or transfer of the course shall require written consent from the developer(s) and any authors of copyrighted works included in the course.

39.2 Teaching of an online credit-bearing course during the traditional academic year (e.g., Fall and Spring semesters) shall be considered part of the faculty member's workload.

39.3 Adjunct faculty members and other members of the bargaining unit may be hired to develop an online credit-bearing course for compensation on a "work for hire" basis.

A. Minimum compensation for an adjunct faculty member developing an online course for compensation shall be $2,750 per course credit hour.

B. The University will have the non-exclusive right to use all course materials developed by the adjunct faculty member for compensation ("Course Materials"), including any copyrighted material and any materials the adjunct faculty member develops while teaching the class. The adjunct faculty member may use the content they created without further consent or approval of the University in any scholarly or creative works or to teach similar courses at other institutions.

C. An adjunct faculty member who develops an online course for compensation will have a limited "right of first refusal" to teach the course with the Course Materials relative to other adjunct faculty members and graduate assistants only. This limited "right of first refusal" means that the adjunct faculty member shall be given the opportunity to teach all sections of the course

to be taught using the Course Materials before it is offered to another adjunct faculty member or a graduate assistant, provided that the adjunct faculty member's performance is satisfactory and teaching of the course does not cause the faculty member to exceed eight (8) credits in the semester. If the adjunct faculty member declines or is unavailable to teach the course, if their performance is unsatisfactory, or if teaching of the course will cause the adjunct faculty member to exceed eight (8) credits in the semester, the Course Materials may be used and/or adapted by another adjunct faculty member or a graduate assistant for use during that term or semester only without further compensation to the adjunct faculty member who developed the materials. Continued use of the developer's materials in subsequent terms or semesters requires the instructor to seek approval from the department head, whose decision is final.

1. The adjunct faculty member's limited right of first refusal will terminate after four (4) consecutive semesters without an appointment at the University.

D. Each year of this agreement, the University will provide the UConn-AAUP with a list of adjunct faculty members who have been hired to develop an online course for compensation on a "work for hire" basis.

E. The *Online Course Development and Intellectual Property Agreement for Adjunct Faculty* (*See* Appendix D) shall be used until the expiration of the Parties' collective bargaining agreement.

ARTICLE 40

DURATION OF AGREEMENT

40.1 This agreement shall be in full force and effect from July 1, 2025, through June 30, 2029. There shall be a reopener limited for the period of July 1, 2028, through June 30, 2029, to include the following, effective no later than August 23, 2028:

A. A general wage increase (GWI)

B. Merit pool

40.2 The parties may, by mutual agreement, extend the life of this agreement beyond its expiration date for a period not to exceed two years.

ARTICLE 41

COMPENSATION FOR EXPERIENTIAL GLOBAL LEARNING

This Article pertains to faculty members who teach in Experiential Global Learning programs, including Education Abroad, that are administered by the Office of Global Affairs.

41.1 Compensation

A. Instructional Responsibilities

1. Faculty members who teach in an Experiential Global Learning program as part of their regular teaching load, who receive course release for such teaching, or who are otherwise compensated for such teaching will receive no additional compensation from the Office of Global Affairs.

2. Faculty members who teach in an Experiential Global Learning program which is not part of their regular teaching load or for which they have not received course release or other compensation and are hired for the sole purpose of teaching the programs in location shall be compensated at a per credit rate equivalent to the minimum adjunct rate in effect at the start of the program. The rate for programs in Summer 2026 shall be the adjunct rate as of August 23, 2025 ($2,062 per credit).

3. Where a course is taught by two (2) or more bargaining unit members the credit attributed to the faculty member for purposes of determining compensation under Section A.2 will be divided proportionately between the employees.

B. Exceptions to the methodology for calculating faculty compensation under Section 41.1(A)(2) may be made with the written agreement of the faculty member and the Vice President Office of Global Affairs or their designee. At the request of a faculty member, compensation for participation in an Experiential Global Learning program may be waived or diverted to another account. Information about exceptions granted will be provided to the UConn-AAUP upon request.

41.2 Expenses

A. The University will provide round-trip transportation between the program location and the faculty member's home campus in accordance with University policies.

B. The University will provide lodging for the duration of the period of required travel and presence at a program location.

C. Except as noted in (C)(1) below, beginning August 23, 2026, where meals are not provided to the faculty member by a program, the University will provide a stipend of $225 per week for meals and incidentals for the period of required travel and presence at a program location. Modifications may be made with the written agreement of the faculty member and the Vice President of Global Affairs or their designee. Information about modifications will be provided to the UConn-AAUP. At the request of a faculty member, the stipend may be waived.

1. This section applies to semester-based programs where (1) a person or institution other than the University is teaching and/or leading the program for the duration of the program and (2) a University faculty member is required to visit the location for a period of ten (10) days or fewer for the purpose of program facilitation. The University will pay the meals and incidental rate for the location set by the U.S. Department of State for the period of required travel

and presence at the program location. At the request of a faculty member, this payment may be waived.

D. A faculty member whose expenses are covered by this Article may not also seek reimbursement under other University policies or procedures.

41.3 Program Cancellation

A. If an Experiential Global Learning program is cancelled at any point prior to the program start, the Office of Global Affairs will not be responsible for any compensation due to the faculty member under this article.

B. If an Experiential Global Learning program is cancelled at any point after the program has started, the Office of Global Affairs will pay the faculty member the balance of any compensation for instructional duties due under Section 41.1(A)(2).

C. If an Experiential Global Learning program is cancelled at any point after the program has started, the Office of Global Affairs will continue to pay expenses for the faculty member as set forth in Section 41.2, including return transportation, for the period of time necessary to return the faculty member to their home campus. If a faculty member elects to remain in the program location, the lodging and meals expenses and any increase in return transportation expenses shall be at their own expense.

ARTICLE 42

ACADEMIC ASSISTANTS AND FACILITIES SCIENTISTS

This article pertains to members in the bargaining unit in the titles of Academic Assistant I, II, III, IV or V, and Facilities Scientist I, II, III, IV, and V.

42.1 Appointment Terms

A. New Academic Assistants and Facilities Scientists shall serve a one-year probationary period. In the event the probationary employee is dismissed before the end of their probationary period, they shall receive thirty (30) calendar days' notice or pay and benefits for which they are entitled in lieu thereof.

B. Following the completion of the probationary year, Academic Assistants and Facilities Scientists shall be eligible for one-year appointments up to a maximum of three (3) such one-year appointments. Notice of non-renewal of a one-year appointment shall be afforded according to the schedule listed below.

C. Beginning in the fifth year, Academic Assistants and Facilities Scientists shall be eligible for a two (2) year appointment. Notice of non-renewal of a two-year appointment shall be afforded according to the schedule listed below.

D. Beginning in the seventh year, or prior to the seventh year upon recommendation of the department or academic unit and approval by the dean or equivalent official, reappointed Academic Assistants and Facilities Scientists, shall receive multi-year contracts of three or more years in duration. Commencing with the first contract of three or more years, subsequent appointments shall be for five (5) years, and non-renewal shall be grievable according to the procedures and standards of dismissal for cause.

E. If either the UConn-AAUP or the University ~~audit~~ identifies any members who should have, but did not, receive a contract of the duration provided for in this Article, the parties shall meet prior to the start of the next academic year to discuss the matter and determine what action should be taken.

F. Dismissal or non-renewal of an Academic Assistant or Facilities Scientist during their probationary year shall not be grievable under any article of this agreement or under the University of Connecticut By-Laws. Following the successful completion of the probationary year, dismissal or non-renewal of an Academic Assistant or Facilities Scientist on one-year or two-year appointments shall be grievable under Article 5 (Non-Discrimination) only. In such cases, the UConn-AAUP shall have the burden to demonstrate that the non-renewal or dismissal violated Article 5.

G. Dismissal or nonrenewal of an Academic Assistant or Facilities Scientist after receiving an appointment of three or more years shall be grievable according to the procedures and standards of dismissal for cause in this article.

H. An Academic Assistant/Facilities Scientist employed on July 1, 2026, shall have their appointment duration adjusted to the length provided for in this Article upon the next renewal of their appointment.

42.2 Notice of Non-Renewal

Notice of non-renewal or pay and benefits for which they are entitled in lieu thereof shall be afforded according to the schedule listed below.

A. Probationary employees shall receive fourteen (14) calendar days' notice.

B. After one (1) year of probationary employment: forty-five (45) calendar days' notice.

C. After one (1) year of non-probationary employment: ninety (90) calendar days' notice.

D. After receiving a two-year appointment: one hundred twenty (120) calendar days' notice.

E. After receiving the first multi-year appointment of three or more years: three hundred (300) calendar days' notice.

42.3 Notice of Termination

In the event of non-continuation of a program or bona fide fiscal constraints demonstrated by the Administration, during the term of an employment contract, Academic Assistants and Facilities Scientists shall be entitled to notice of termination or salary and benefits for which they are eligible in lieu thereof according to the following schedule:

A. Probationary employees shall receive thirty (30) calendar days' notice.

B. After one (1) year of probationary employment: sixty (60) calendar days' notice.

C. After one (1) year of non-probationary employment: ninety (90) calendar days' notice.

D. After receiving a two-year appointment: one hundred eighty (180) calendar days' notice.

E. After receiving an appointment of three or more years: three hundred (300) calendar days' notice.

Dismissal for cause is not subject to the above schedule.

42.4 Paid Time Off

Academic Assistants and Facilities Scientists shall be entitled to leaves with pay according to the following schedule. Academic Assistants and Facilities Scientists appointed at less than full time or for durations less than one (1) year will be entitled to leaves with pay on a prorated basis. Use of paid time off must be recorded when used in a location available to both the Academic Assistant or Facilities Scientist and their supervisor. Academic Assistants and Facilities Scientists may be required to record their use of leave in the University's official time reporting system, including employees who are non-exempt under the FLSA. Leave not taken annually will not be compensated.

A. Vacation

Effective on the appointment date and each anniversary date of such appointment thereafter, Academic Assistants and Facilities Scientists shall be credited with maximum of twenty-two (22) vacation days annually. Vacation must be requested in advance and will be taken at a time mutually agreed to by the supervisor and the employee. There will be no carry-over of vacation beyond the end date of a grant, but an Academic Assistant or Facilities Scientist may carry-over five (5) vacation days per year to a maximum of twenty-five (25) days if continuing on an employment contract with the University.

B. Holidays

Legal holidays as enumerated below:

New Year's Day, Martin Luther King Jr. Day, Lincoln's Birthday, Washington's Birthday/President's Day, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Columbus/Indigenous Peoples Day, Veterans' Day, Thanksgiving Day, Christmas.

If a holiday falls on a day when an Academic Assistant or Facilities Scientist is expected to be on duty, the Academic Assistant or Facilities Scientist will earn a compensatory day off to be taken at a time mutually agreed to by the supervisor and the employee.

C. Sick Leave

Effective on the appointment date and each anniversary date of such appointment thereafter, Academic Assistants and Facilities Scientists shall receive paid sick leave for bona fide personal illness, injury, health, preventative care, or treatment up to fifteen (15) workdays annually. Up to ten (10) of these days may be used for the illness, injury, health, or preventative care or treatment of a family member (spouse, sibling, child, grandparent, grandchild, parent, or an individual related to the employee by blood or affinity whose close association with the employee shows to be equivalent to those family relationships). Employees may be required to provide an acceptable medical certificate. There will be no carry-over of sick leave beyond the end date of a grant, but an Academic Assistant or Facilities Scientist may carry-over five (5) sick days per year to a maximum of twenty-five (25) days if continuing on an employment contract with the University.

D. Personal Leave

Effective August 23 of each year of the contract, each Academic Assistant and Facilities Scientist shall be credited with one (1) day of personal leave to be taken as needed for the conduct of personal business or religious observance. As much advance notice as possible will be given to the supervisor or manager when personal leave is taken.

42.5 Performance Review

To promote and maintain excellence in job performance, each school (excluding schools within a college), college, or similar unit employing Academic Assistants or Facilities Scientists will adopt a process for an annual performance review. The employing unit may include Academic Assistants and Facilities Scientists in the performance review developed in accordance with Article 30. Otherwise, the review shall, at a minimum, provide formative feedback for the employee and state whether the employee's overall performance is satisfactory or unsatisfactory. Academic Assistants or Facilities Scientists in the employing unit will be given a meaningful opportunity to participate in development of the performance review process.

42.6 Reclassification Process

A. Requests for reclassification (promotion) may be made by either the supervisor or the Academic Assistant or Facilities Scientist and forwarded through the Human Resources department when:

1. The incumbent meets the minimum education and experience requirements of the next level as identified in the criteria listed on the Human Resources webpage. UConn-AAUP will be notified of any changes to the criteria; and

2. When assigned job duties meet the description of the next level.

The method of classification analysis shall be a job audit performed by specialists in the Department of Human Resources.

B. Human Resources shall supply the reclassification application within one (1) week after receiving a written request for reclassification. The Academic Assistant or Facilities Scientist will complete the application and return it to Human Resources together with a copy of their curriculum vitae (CV). The supervisor will confirm the information on the application, and the application shall be returned to Human Resources.

C. Except in unusual circumstances, within four (4) weeks following receipt of the application, Human Resources will complete its audit. The employee and their supervisor will be notified in writing of the audit results. In no case shall the delay be more than ninety (90) days from the submission date of the application. Audit results shall not be grievable.

D. If the audit process reveals that an existing higher-level job classification is appropriate, the effective date of the reclassification shall be no more than ninety (90) days from the submission date of the application. The Academic Assistant or Facilities Scientist will have their salary increased by 3% or $1,750, whichever is less.

42.7 Discipline, Dismissal, or Non-renewal of Appointments of Three or More Years:

(This section is applicable to non-probationary employees only):

The parties wish to encourage open communication between administrators and employees and agree that whenever possible, problems should be resolved informally before these procedures are initiated.

The parties agree that, except for serious misconduct, dismissal of a non-probationary Academic Assistant or Facilities Scientist or non-renewal of such bargaining unit member following an appointment of three or more years should occur only as the final step in a progressive disciplinary system. The level of proof shall be a preponderance of the evidence. Each instance of misconduct must be established on its own factual merits and cannot be based solely on evidence that the Academic Assistant or Facilities Scientist engaged in other acts of misconduct. The parties acknowledge that the principles of academic freedom as provided in Article 3 apply to Academic Assistants and Facilities Scientists.

A. Discipline, dismissal, and non-renewal of an appointment of three or more years shall be for just cause such as:

1. Neglect of assigned responsibilities, incompetence, failure to meet continuing educational requirements, or to fulfill professional commitments;

2. Insubordination or serious noncompliance with the University of Connecticut By-Laws, the Code of Ethics for Public Officials (Chapter 10 of the Connecticut Statutes), or with University, State, or Federal Regulations governing research or NCAA Rules and Regulations;

3. The use of fraud, collusion, concealment, or misrepresentation of a fact material to obtaining employment with the University and/or obtaining reappointment, promotion, salary increase, or other benefit;

4. Sexual harassment, serious misconduct, or other conduct which impairs the rights of faculty, students, employees, or others who are engaged with the University in its business or operations;

5. Repeated, documented failure to meet generally accepted satisfactory standards of job performance based on written evaluations conducted in accordance with Article 42.5.

B. Procedures to be followed for dismissal, demotion in rank and/or salary, or suspension without pay or non-renewal for just cause following a five-year appointment.

1. The Academic Assistant or Facilities Scientist shall receive in writing a statement of the reasons for the action being recommended.

2. Within seven (7) calendar days of receiving the written statement (Step B.1), the Academic Assistant or Facilities Scientist may request in writing a hearing before their Dean or Director or their designee, with a UConn-AAUP representative present, should the Academic Assistant or Facilities Scientist so desire. This hearing shall be held within fifteen (15) calendar days of the Academic Assistant's or Facilities Scientist's written request. The hearing officer shall issue a written recommendation following the hearing within fifteen (15) calendar days.

3. Within seven (7) calendar days of receiving the recommendation in Step B.2 above, the Academic Assistant or Facilities Scientist shall have the right to submit a written appeal to the Provost or their designee, who is not a member of the bargaining unit. At such appellate hearing, the Academic Assistant or Facilities Scientist shall have the right to be represented by the UConn-AAUP. The hearing officer shall issue a written recommendation following the hearing within fifteen (15) calendar days.

4. The decision of the Provost or designee to demote, suspend without pay or dismiss may be appealed to arbitration on the merits under Article 10 of this agreement.

C. A Dean or equivalent official not a member of the bargaining unit may issue written warnings and reprimands following discussion with the Academic Assistant or Facilities Scientist, who may request the attendance of a UConn-AAUP representative. Warnings, reprimands, and other less severe discipline shall be grievable through Step B.3 above but shall not be grievable to arbitration.

D. Immediate Suspension and Loss of Salary

1. If the University judges that the grounds for dismissal or discipline require the immediate suspension of the employee, the suspension shall be with salary and benefits for which the Academic Assistant or Facilities Scientist is eligible until the hearings described in Steps B.2 and B.3 above have taken place, or the opportunity to have such hearings has been afforded to the Academic Assistant or Facilities Scientist, and only after discussion with the UConn-AAUP.

2. In the event the discipline involves the loss of salary and benefits and the decision is appealed to arbitration, the salary and benefits for which the Academic Assistant or Facilities Scientist is eligible shall not be withheld until after the arbitration decision or four (4) months from the initiation of the discipline at Step B.4, whichever is sooner. In the event the discipline is for serious misconduct, this provision is not applicable.

42.8 In investigations conducted by the University, UConn-AAUP and the Academic Assistant or Facilities Scientist will be provided with an update as to the status of the investigation upon request and shall receive notification of the closing of an investigation resulting in a finding of no violation of University policies within five (5) business days.

ARTICLE 43

HEALTH AND SAFETY

43.1 Statement of Principle

The University and the UConn-AAUP agree to the importance of a safe and healthy work environment. The University shall act in compliance with all applicable state and federal workplace safety laws and shall endeavor to provide to all bargaining unit members a place of employment free from recognized hazards that are causing or are likely to cause death, serious injury, or physical harm to their employees.

43.2 No bargaining unit members shall be required to work in conditions that pose an imminent threat to health and safety. Should a bargaining unit member become aware of a condition they believe poses an imminent threat, after securing their safety, they shall immediately report the condition to a supervisor and/or to Environmental Health and Safety (EH&S) to make a determination as to whether it is safe to remain in or return to the workplace.

43.3 In cases where a bargaining unit member asserts in a complaint to their supervisor or EH&S that an unsafe or unhealthy condition poses an imminent threat to the member, the bargaining unit member may request to be relocated while awaiting a determination by the University. The University will, if feasible, accommodate such a request and relocate the employee to a different location or permit the employee to work remotely if the employee's duties can be performed remotely. The Administration's determination as to whether or where to relocate the employee or change the work modality shall be discussed with the member of the bargaining unit and shall be grievable but not arbitrable.

43.4. Right to Timely Notice

A. The university shall provide guidance regarding possible contact with law enforcement, federal agents, or immigration officials, seeking to enter a non-public space on campus, including a point of contact (university office or official) responsible for monitoring any such activity.

The university shall inform bargaining unit members of any changes to this guidance.

B. The university shall make available to bargaining unit members information regarding international travel, employment-based visa sponsorship, and a regularly updated listing of legal resources and community partners that may be able to provide information or assist members of our community, which also remains current.

43.5 The University agrees to appoint to the Environmental Health and Safety Committee a member of the bargaining unit who shall be designated by the UConn-AAUP.

43.6 The University shall notify bargaining unit members of any asbestos abatement projects or other hazards that will impact a workspace to which a bargaining unit member is assigned.

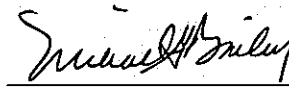
43.7 The UConn-AAUP may request, and the University shall provide, non-exempt copies of lab inspection reports from EH&S. The UConn-AAUP may request through Labor Relations other information related to health and safety issues affecting members of the bargaining unit in accordance with Article 16.2.

43.8 The University shall not retaliate against any bargaining unit member for identifying and/or expressing good faith concerns about safety-related issues.

ARTICLE 44

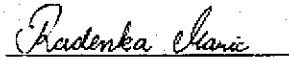
SIGN OFF

FOR AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS



Michael Bailey, Executive Director

FOR THE BOARD OF TRUSTEES OF THE UNIVERSITY OF CONNECTICUT



Radenka Maric, President

NEGOTIATING TEAMS

FOR UCONN-AAUP:
David Amdur
Michael Bailey, Chief Negotiator
Thomas Bontly
Jennifer Curtis-Gray
Jeffrey Dudas
Mary Gallucci
Jean McCarthy

FOR UCONN:
Kelly Bannister, Co-Chief Negotiator
Renee Boggis
Zachary Broughton
Lindsay DiStefano
Amy Gorin
Brooke Grant
Jason Irizarry
Gladis Kersaint
Dede Lucey
Joshua Nadreau, Co-Chief Negotiator
Mansour Ndiaye
Jennifer Orlikoff

APPENDIX A

LONGEVITY PAYMENT CHART

Distinguished and University Professors

Title	Appt Term	10 Yr Rate	15 Yr Rate	20 Yr Rate	25 Yr Rate Full Increment
Distinguished Professor	N/A	$ 387.50	$ 775.00	$ 1,162.50	$ 1,550.00
University Professor	N/A	$ 387.50	$ 775.00	$ 1,162.50	$ 1,550.00

Professorial Titles, by Academic Rank:

Academic Rank	Appt Term	10 Yr Rate	15 Yr Rate	20 Yr Rate	25 Yr Rate Full Increment
Professor	11	$ 356.25	$ 712.50	$ 1,068.75	$ 1,425.00
Professor	9, 10	$ 291.25	$ 582.50	$ 873.75	$ 1,165.00
Assoc Prof	11	$ 281.25	$ 562.50	$ 843.75	$ 1,125.00
Assoc Prof	9, 10	$ 230.00	$ 460.00	$ 690.00	$ 920.00
Asst Prof	11	$ 220.00	$ 440.00	$ 660.00	$ 880.00
Asst Prof	9, 10	$ 180.00	$ 360.00	$ 540.00	$ 720.00
Instructor	11	$ 171.25	$ 342.50	$ 513.75	$ 685.00
Instructor	9, 10	$ 140.00	$ 280.00	$ 420.00	$ 560.00

Non-Professorial Positions/Titles	Appt Term	10 Yr Rate	15 Yr Rate	20 Yr Rate	25 Yr Rate Full Increment
Academic Asst 1	N/A	$ 112.50	$ 225.00	$ 337.50	$ 450.00
Academic Asst 2	N/A	$ 138.75	$ 277.50	$ 416.25	$ 555.00
Academic Asst 3	N/A	$ 172.50	$ 345.00	$ 517.50	$ 690.00
Academic Asst 4	N/A	$ 217.50	$ 435.00	$ 652.50	$ 870.00
Academic Asst 5	N/A	$ 277.50	$ 555.00	$ 832.50	$ 1,110.00
Assoc Coop Ext Educator	N/A	$ 172.50	$ 345.00	$ 517.50	$ 690.00
Assoc Research Scholar	N/A	$ 172.50	$ 345.00	$ 517.50	$ 690.00
Assoc Research Scientist	N/A	$ 172.50	$ 345.00	$ 517.50	$ 690.00
Asst Coop Ext Educator	N/A	$ 138.75	$ 277.50	$ 416.25	$ 555.00
Extension Educator	N/A	$ 217.50	$ 435.00	$ 652.50	$ 870.00
Lecturer	11	$ 220.00	$ 440.00	$ 660.00	$ 880.00
Lecturer	9, 10	$ 180.00	$ 360.00	$ 540.00	$ 720.00
Research Assoc 1	N/A	$ 172.50	$ 345.00	$ 517.50	$ 690.00
Research Assoc 2	N/A	$ 217.50	$ 435.00	$ 652.50	$ 870.00
Research Assoc 3	N/A	$ 277.50	$ 555.00	$ 832.50	$ 1,110.00
Research Asst 1	N/A	$ 113.75	$ 227.50	$ 341.25	$ 455.00
Research Asst 2	N/A	$ 112.50	$ 225.00	$ 337.50	$ 450.00
Research Asst 3	N/A	$ 138.75	$ 277.50	$ 416.25	$ 555.00
Research Scholar	N/A	$ 217.50	$ 435.00	$ 652.50	$ 870.00
Research Scientist	N/A	$ 217.50	$ 435.00	$ 652.50	$ 870.00
Senior Research Scholar	N/A	$ 277.50	$ 555.00	$ 832.50	$ 1,110.00
Senior Research Scientist	N/A	$ 277.50	$ 555.00	$ 832.50	$ 1,110.00

Spec Internal Lecturer I	11	$ 171.25	$ 342.50	$ 513.75	$ 685.00
Spec Internal Lecturer I	9, 10	$ 140.00	$ 280.00	$ 420.00	$ 560.00
Spec Internal Lecturer II	11	$ 220.00	$ 440.00	$ 660.00	$ 880.00
Spec Internal Lecturer II	9, 10	$ 180.00	$ 360.00	$ 540.00	$ 720.00
Spec Internal Lecturer III	11	$ 281.25	$ 562.50	$ 843.75	$ 1,125.00
Spec Internal Lecturer III	9, 10	$ 230.00	$ 460.00	$ 690.00	$ 920.00
Specialist IA	11	$ 171.25	$ 342.50	$ 513.75	$ 685.00
Specialist IA	9, 10	$ 140.00	$ 280.00	$ 420.00	$ 560.00
Specialist IIA	11	$ 220.00	$ 440.00	$ 660.00	$ 880.00
Specialist IIA	9, 10	$ 180.00	$ 360.00	$ 540.00	$ 720.00
Specialist IIIA	11	$ 281.25	$ 562.50	$ 843.75	$ 1,125.00
Specialist IIIA	9, 10	$ 230.00	$ 460.00	$ 690.00	$ 920.00
Specialist IVA	11	$ 356.25	$ 712.50	$ 1,068.75	$ 1,425.00
Specialist IVA	9, 10	$ 291.25	$ 582.50	$ 873.75	$ 1,165.00
Sr Coop Ext Educator	N/A	$ 277.50	$ 555.00	$ 832.50	$ 1,110.00
Visiting Asst Ext Educator	N/A	$ 138.75	$ 277.50	$ 416.25	$ 555.00
Visiting Assoc Ext Educator	N/A	$ 172.50	$ 345.00	$ 517.50	$ 690.00

APPENDIX B

MEDICAL LEAVE GUIDELINES

These guidelines are intended to provide better guidance and general parameters to University administrators in evaluating requests for pay during bargaining unit members' medical leave.

Eligibility

A. These guidelines are for a bargaining unit member's own long term illnesses only (e.g. federal and/or state FMLA qualifying medical leaves) and apply only to tenured and tenure-track faculty and CIRE faculty members and Academic Assistants/Facilities Scientists who are on multi-year appointments or annual appointment with at least three (3) years of service in the position.

B. Except as provided for in Article 19.6(I), absences for short-term illness, bonding, and caregiver leave, and for members of the bargaining unit not covered by this Appendix will be administered at the school or departmental level.

C. In no case shall a medical leave extend a temporary appointment beyond its end-date. For CIRE faculty members and Academic Assistants/Facilities Scientists not on a multiyear appointment, leave under this Appendix will cease on the member's appointment end date. If the CIRE faculty member or Academic Assistant/Facilities Scientist is renewed for a consecutive appointment in the same position, the balance of leave under this Appendix shall be extended into the new appointment.

D. An eligible bargaining unit member may use the benefit in this Appendix to supplement their pay during an approved reduced schedule or intermittent FMLA leave provided that the bargaining unit member's percent employed during the period of leave is at least 50%.

E. Whenever a bargaining unit member utilizes paid sick leave under these guidelines, the bargaining unit member's years of service shall be determined from the bargaining unit member's hire date into a non-temporary bargaining unit position.

A. Bargaining unit members with Less than Three (3) Years of Service (up to six months paid sick leave)

1. Bargaining unit members with less than three (3) years of service will be eligible to be paid for a qualifying medical leave under the federal FMLA and/or the state FMLA medical leave law, up to the period provided for in the medical certification, not to exceed six (6) months.[1] Sick leave must be supported by medical certification and be approved by the Department of Human Resources, with notification provided to the department head or equivalent official and the Dean.

[1] *The term "months" is intended to mean calendar months.*

2. Extensions of medical leave after the initial six (6) months provided for in Paragraph A.1 may be requested with proper medical certification and shall be unpaid and limited to the bargaining unit member's remaining entitlements, if any, under federal and state law.

If the bargaining unit member with less than three years of service is an ARP participant and is eligible to collect long-term disability (LTD) benefits during a period of approved unpaid leave, the University will not supplement the LTD benefit.

3. If federal and state medical leave entitlements and entitlements under this Appendix have been exhausted, the bargaining unit member will be medically separated in good standing. Post-employment benefits will be determined by the rules of the retirement plan that the bargaining unit member has elected.

B. Bargaining unit members with 3 to 6 Years of Service (up to twelve months paid sick leave)

1. Bargaining unit members with 3 to 6 years of service will be eligible to be paid for a qualifying medical leave under the federal FMLA and/or the state FMLA medical leave law, up to the period provided for in the medical certification, not to exceed six (6) months. Sick leave must be supported by medical certification and be approved by the Department of Human Resources, with notification provided to the department head or equivalent official and the Dean.

2. If after six (6) months of leave the bargaining unit member is still medically unable to return to work, an extension of six (6) months paid sick leave, up to the period provided in the medical certification, may be requested with proper medical certification approved by the Department of Human Resources.

If the leave is approved as paid, and the bargaining unit member is an ARP participant, the leave will be converted to LTD leave in accordance with Article 19.G. The University will supplement the disability benefit so that the bargaining unit member receives the same rate of pay as if fully employed for the approved period. If the leave is approved as paid, and the bargaining unit member is a SERS or Hybrid participant, they will continue to receive their pay as if fully employed for the approved period.

3. Extensions of medical leave after the initial one (1) year period provided for in Paragraphs B.1 and B.2 shall be unpaid and limited to the bargaining unit member's remaining entitlements, if any, under federal and state law.

4. If federal and state medical leave entitlements have been exhausted and no extension has been approved, the bargaining unit member will be medically separated in good standing. Post-employment benefits will be determined by the rules of the retirement plan that the bargaining unit member has elected.

C. Bargaining unit members with 7 to 10 Years of Service (up to eighteen months of paid sick leave)

1. Bargaining unit members with 7 to 10 years of service will be eligible to be paid for a qualifying medical leave under the federal FMLA and/or the state FMLA medical leave law, up to the period provided for in the medical certification, not to exceed six (6) months. Sick leave must be supported by medical certification and be approved by the Department of Human Resources, with notification provided to the department head or equivalent official and the Dean.

2. If after six (6) months of leave the bargaining unit member is still unable to return to work, an extension of six (6) months paid sick leave, up to the period provided in the medical certification, may be requested with proper medical certification approved by the Department of Human Resources. If the bargaining unit member is still unable to return to work, an additional extension of six (6) months paid sick leave may be requested.

If the leave is approved as paid, and the bargaining unit member is an ARP participant, the leave will be converted to LTD leave in accordance with Article 19.G. The University will supplement the LTD benefit so that the bargaining unit member receives the same rate of pay as if fully employed for the approved period. If the leave is approved as paid, and the bargaining unit member is a SERS or Hybrid participant, they will continue to receive their pay as if fully employed for the approved period.

3. Extensions of medical leave after the initial eighteen month period provided for in Paragraphs C.1 and C.2 shall be unpaid and limited to the bargaining unit member's remaining entitlements under federal and state law.

4. If federal and state medical leave entitlement and entitlements under this Appendix have been exhausted, the bargaining unit member will be medically separated in good standing. Post-employment benefits will be determined by the rules of the retirement plan that the bargaining unit member has elected.

D. Bargaining unit members with More Than 10 Years of Service (up to twenty-four months paid sick)

1. Bargaining unit members with more than 10 years of service will be eligible to be paid for a qualifying medical leave under the federal FMLA and/or the state FMLA medical leave law, up to the period provided for in the medical certification, not to exceed six (6) months. Sick leave must be supported by medical certification and be approved by the Department of Human Resources, with notification provided to the department head or equivalent official and the Dean.

2. If after six (6) months of leave the bargaining unit member is still unable to return to work, an extension of six (6) months paid sick leave, up to the period provided in the medical certification, may be requested with proper medical certification approved by the Department of Human Resources. If the bargaining unit member is still unable to return to work at the end of the extension, two (2) additional extensions of six (6) months paid sick leave may be requested.

If the leave is approved as paid, and the bargaining unit member is an ARP participant, the leave will be converted to LTD leave in accordance with Article 19.G. The University will supplement the LTD benefit so that the bargaining unit member receives the same rate of pay as if fully employed for the approved period. If the leave is approved as paid, and the bargaining unit member is a SERS or Hybrid participant, they will continue to receive their pay as if fully employed for the approved period.

3. Extensions of medical leave after the initial two (2) year period provided for in Paragraphs D.1 and D.2 shall be unpaid and limited to the bargaining unit member's remaining entitlements under federal and state law.

4. If federal and state medical leave entitlements and entitlements under this Appendix have been exhausted, the bargaining unit member will be medically separated in good standing. Post-employment benefits will be determined by the rules of the retirement plan that the bargaining unit member has elected.

E. Maximum Continuous Medical Leave

Unless otherwise required by law, any continuous period of medical leave (paid, unpaid or a combination of paid/unpaid) shall not exceed two (2) years.

F. Concurrent Leaves and Entitlements

1. All medical leaves under these guidelines shall run concurrently with federal and state FMLA and other legal entitlements, including ADA accommodations arranged through the ADA Coordinator.

2. Bargaining unit members who are afforded paid time off under the collective bargaining agreement must use such time concurrently with any paid leave provided in accordance with this Appendix, except that a member may save up to five (5) days of sick leave.

G. Reinstatement of Bargaining unit Members Who Are Medically Separated In Good Standing

If a bargaining unit member who is medically separated in good standing becomes medically able to return to University employment, they shall be eligible for rehire in accordance with the University's normal hiring practices.

H. Calculation of Supplemental Disability Pay

For bargaining unit members enrolled in the ARP and eligible to receive a disability supplement in accordance with these guidelines, the University shall supplement the disability insurance such that the bargaining unit member's bi-weekly gross pay (disability benefit plus supplement) while receiving the supplement equals the bi-weekly gross pay the bargaining unit member would have received if they were fully employed less the ARP contribution being paid by the disability carrier on behalf of the bargaining unit member.

I. Multiple Access to Paid Sick Leave

If the bargaining unit member accesses the benefit a second or subsequent time within the three (3) year period from the date the bargaining unit member initially accessed the paid sick leave, then the bargaining unit member shall be limited to the remaining paid sick leave eligibility for that three (3) year period.

If during the three-year period a bargaining unit member enters into the next tier of benefit based on years of service, the remaining paid sick leave eligibility for the three-year period shall include the additional benefit available by moving into the next tier. The total amount of paid leave a bargaining unit member may take during the three-year period shall not exceed the amount of paid leave available in the higher tier.

APPENDIX C

ONLINE CREDIT-BEARING COURSE DEVELOPMENT AND INTELLECTUAL PROPERTY AGREEMENT

This is an agreement between the University of Connecticut ("University') and ("Faculty Member") establishing the terms and compensation for the development and teaching of online courses on behalf of the University. The agreement derives from and is supplemental to, the University's *Intellectual Property and Commercialization Policy* ("*Policy*").

For consideration, Faculty Member agrees to develop [name of course] ("Course") for teaching remotely to enrolled students at the University in a predominantly online asynchronous mode of instruction.

Faculty Member and University recognize each other's independent and mutual rights under Policy and agree to abide by the terms of *Policy*.

Faculty Member agrees to Policy and the terms established in *Policy*. Faculty Member agrees to the division of intellectual property rights, as defined by *Policy* and further articulated here.

Schedule

University and Faculty Member agree to apply all diligence and quality of work to complete development of Course by [date].

Use of Copyrighted Materials

Faculty Member agrees that all materials collected and employed in Course by Faculty Member, whether written or visual or audio, have been cleared for use in Course, and that Faculty Member owns or has permission from the owner to use the material in Course, or the material may be employed under fair use rules.

University agrees that all materials collected and employed in Course by University, whether written or visual or audio, have been cleared for use in Course, and that University owns or has permission from the owner to use the material in Course, or the material may be employed under fair use rules.

Faculty Member agrees that every use of each individual item of copyrighted work comply with all applicable laws, contracts, and licenses. Faculty Member also agrees that each use obtained by Faculty Member includes permissions for online uses for a minimum of five years.

Intellectual Property Ownership

University agrees that the Faculty Member has rights to their intellectual property, in accordance with U.S. law and the *Policy* as referenced above, particularly Faculty Member's preexisting work that is incorporated into the Course. University agrees that Faculty Member retains all rights of ownership in such materials.

Faculty Member agrees, however, to grant the University a non-exclusive, royalty-free license to use the material as part of the Course. University agrees that Faculty Member retains all other rights of ownership to the Faculty Member's work and will be credited and acknowledged in all University uses of the work.

The Faculty Member retains the right to use the substantive content of the Course Materials created by the Faculty Member, without further consent or approval of University, in any scholarly or creative works. In particular, the Faculty Member retains the right to use the content in textbooks, journal articles, conference presentations, consulting projects, other scholarly works or professional activities, and in courses at other universities if the Faculty Member has left the full-time employment of the University of Connecticut.

The University grants to Faculty Member the "right of first refusal" to teach all sections of the Course to be taught using the course materials developed by them during the term required by the University. This "right of first refusal" means that during each term or session, the Faculty Member shall be given the first opportunity to instruct all sections of the Course to be taught using the materials they developed. If in a semester during the traditional academic year teaching all sections of Course to be taught using the materials they developed will result in overload for a full-time Faculty Member, the Faculty Member may have the option of teaching all such sections in exchange of a load adjustment in a subsequent semester with the prior approval of the department head and Dean. If the Faculty Member declines to teach the course or is unavailable to teach the course (i.e., on leave or has departed the University), the course materials may be used and/or adapted by another instructor without further compensation to the Faculty Member for use during the semester in which the developer declined or was unavailable. Continued use of the developer's materials in subsequent terms or semesters requires the instructor to seek approval from the developer. If the developer is unavailable, the instructor may seek approval from the department head, whose decision is final, and must give attribution to the developer.

Transferability

The course may not be licensed, sold, or in any way transferred to a third party without written permission from the Provost's office and written consent from the Faculty Member and any authors of copyrighted works included in the course.

Rights Reserved by University

The University retains, at a minimum, the following rights:

1. A license and the right to use the Course for credit and non-credit instruction without payment of any royalties, fees, or residuals to the Course authors/developers, nor payment of any kind to any third parties holding copyright to elements used in the course except as provided by negotiated licenses or contracts.

2. The right to maintain continuity beyond the original creation by creating derivative works to keep the content current and relevant, and to maintain the usefulness and quality of Course materials as a University instructional offering, and the right to use Course Materials beyond the involvement of the original author/developer if the "right of first refusal" is no longer in force.

Quality, Clarity, and Currency Assurance

Faculty Member agrees to take full responsibility for:

1. The substantive and intellectual content of the course materials, both at the time of their production and in subsequent uses so long as the Faculty Member remains employed by the University; Faculty Member agrees to deliver accurate and current information and content.

2. Maintaining the content for accuracy, currency, and clarity of presentation when the Faculty Member teaches this course at the University.

For the University of Connecticut:

[Printed Name] _____

Date: _____

Faculty Member:

[Printed Name] _____

Date: _____

APPENDIX D

ONLINE CREDIT-BEARING COURSE DEVELOPMENT AND INTELLECTUAL PROPERTY AGREEMENT FOR ADJUNCT FACULTY

This is an agreement between the University of Connecticut ("University') and ("Adjunct Faculty Member") establishing the terms and compensation for the development and teaching of online credit-bearing courses on behalf of the University. The agreement derives from and is supplemental to, the University's *Intellectual Property and Commercialization Policy* ("*Policy*").

For consideration, Adjunct Faculty Member agrees to develop [name of course] ("Course") for teaching remotely to enrolled students at the University in a predominantly online asynchronous mode of instruction.

Adjunct Faculty Member and University recognize each other's independent and mutual rights under Policy and agree to abide by the terms of *Policy*.

Adjunct Faculty Member agrees to Policy and the terms established in Policy. Adjunct Faculty Member agrees to the division of intellectual property rights, as defined by Policy and further articulated here.

Schedule

University and Adjunct Faculty Member agree to apply all diligence and quality of work to complete development of Course by [date].

Use of Copyrighted Materials

Adjunct Faculty Member agrees that all materials collected and employed in Course by Adjunct Faculty Member, whether written or visual or audio, have been cleared for use in Course, and that Adjunct Faculty Member owns or has permission from the owner to use the material in Course, or the material may be employed under fair use rules.

University agrees that all materials collected and employed in Course by University, whether written or visual or audio, have been cleared for use in Course, and that University owns or has permission from the owner to use the material in Course, or the material may be employed under fair use rules.

Adjunct Faculty Member agrees that every use of each individual item of copyrighted work complies with all applicable laws, contracts, and licenses. Adjunct Faculty Member also agrees that each use obtained by Adjunct Faculty Member includes permissions for online uses for a minimum of five years.

Intellectual Property Ownership

University agrees that Adjunct Faculty Member has rights to their intellectual property, in accordance with U.S. law and the *Policy* as referenced above, particularly Adjunct Faculty Member's preexisting work that is incorporated into the Course. University agrees that Adjunct Faculty Member retains all rights of ownership in such materials.

Adjunct Faculty Member agrees that the University has a non-exclusive right to use all of the course materials, including any copyrighted material, that Adjunct Faculty Member develops, including any materials they develop while teaching the class.

Adjunct Faculty Member retains the right to use the substantive content of the Course Materials created by Adjunct Faculty Member, without further consent or approval of University, in any scholarly or creative works. In particular, Adjunct Faculty Member retains the right to use the content in textbooks, journal articles, conference presentations, consulting projects, and other scholarly works or professional activities. Adjunct Faculty Member may use the course materials to teach similar courses at other institutions but may not authorize other instructors or institutions to use the course materials.

Adjunct Faculty Member agrees that the University may engage other instructors to teach this or other courses using these materials. The University grants to Adjunct Faculty Member a limited "right of first refusal" to teach sections of the Course using the course materials developed by them relative to other adjunct faculty members and graduate assistants only. This limited "right of first refusal" means that Adjunct Faculty Member shall be given the first opportunity to instruct all sections of the Course to be taught using the materials they developed before it is offered to another adjunct faculty member or a graduate assistant, provided that Adjunct Faculty Member's performance is satisfactory and teaching of the course does not cause Adjunct Faculty Member to exceed eight (8) credits in the semester. If Adjunct Faculty Member declines or is unavailable to teach the course, if their performance is not satisfactory, or if teaching the course will cause Adjunct Faculty Member to exceed eight (8) credits in the semester, the course materials may be used and/or adapted by another adjunct faculty member or a graduate assistant for use during that semester only without further compensation to Adjunct Faculty Member. Continued use of the developer's materials in subsequent terms or semesters requires the instructor to seek approval from the department head, whose decision is final.

Adjunct Faculty Member's limited right of first refusal will terminate after four (4) consecutive semesters without an appointment at the University.

Transferability

The course may not be licensed, sold, or in any way transferred to a third party without written permission from the Provost's office and written consent from Adjunct Faculty Member and any authors of copyrighted works included in the course.

Rights Reserved by University

The University retains, at a minimum, the following rights:

1. A license and the right to use the Course for credit and non-credit instruction without payment of any royalties, fees, or residuals to the Course authors/developers, nor payment of any kind to any third parties holding copyright to elements used in the course except as provided by negotiated licenses or contracts.

2. The right to maintain continuity beyond the original creation by creating derivative works to keep the content current and relevant, and to maintain the usefulness and quality of Course materials as a University instructional offering, and the right to use Course Materials beyond the involvement of the original author/developer if the "right of first refusal" is no longer in force.

Quality, Clarity, and Currency Assurance

Adjunct Faculty Member agrees to take full responsibility for:

1. The substantive and intellectual content of the course materials, both at the time of their production and in subsequent uses so long as Adjunct Faculty Member remains employed by the University; Adjunct Faculty Member agrees to deliver accurate and current information and content.

2. Maintaining the content for accuracy, currency, and clarity of presentation when Adjunct Faculty Member teaches this course at the University.

For the University of Connecticut:

[Printed Name] _____

Date: _____

Faculty Member:

[Printed Name] _____

Date: _____

APPENDIX E

PROFESSIONAL DEVELOPMENT FUND FELLOWSHIP FOR CIRE FACULTY

I. PURPOSE

A. A Fellowship Fund of $100,000 per fiscal year shall be established beginning in fiscal year 2027 to support the professional development of full-time CIRE faculty members.

B. The Fellowship Fund will be open to full-time CIRE faculty members who have received a multi-year appointment of three or more years pursuant to Article 13.2.

C. Awards to individual faculty members from the Fellowship Fund may be used for expenses and activities related to professional development and the faculty member's job responsibilities in the areas of teaching and learning, research and scholarship, leadership, community outreach and engagement, clinical practice, and pedagogical training including, but not limited to, student support, travel, and summer salary.

II. IMPLEMENTATION

A. The Provost's Office, in consultation with UConn-AAUP, shall develop procedures for eligible faculty members to apply for an award from the Fellowship Fund prior to July 1, 2026.

B. Faculty members will be required to provide a written report of the work done with support from the Fellowship Fund award and its impact.

C. The University will provide the UConn-AAUP with a list of employees who receive an award from the Fellowship Fund.

D. Neither the allocation of the fund nor individual awards made from it are grievable or arbitrable in any way.

III. DURATION

This Agreement becomes effective upon legislative approval of a successor collective bargaining agreement covering the period July 1, 2025, through June 30, 2029.

Unless otherwise agreed to by the Parties, the Fellowship Fund shall expire on June 30, 2029.

MEMORANDUM OF AGREEMENT #1

SCHOOLS WITHIN A COLLEGE

Unless specifically stated otherwise, the term "department head" as used in this agreement includes directors of schools within a college who are the functional equivalent of a department head.

As of July 1, 2026, this includes directors of the: School of Computing; School of Mechanical, Aerospace, and Manufacturing Engineering; School of Public Policy; and School of Civil and Environmental Engineering.

MEMORANDUM OF AGREEMENT #2

SABBATICAL LEAVE

A. Sabbatical leave by members of the faculty shall be in accordance with the University of Connecticut By-Laws, policies, and procedures.

B. A faculty member will have their appointment reverted to the 9-month faculty base for the duration of the sabbatical.

C. The determination of whether to take a half-year sabbatical during the fall or spring semester shall not interfere with the eligibility of the faculty member to earn up to three (3) months of summer salary. A faculty member with a 10-month appointment who takes a half-year sabbatical will be eligible to earn up to two point five (2.5) months of summer salary.

MEMORANDUM OF AGREEMENT #3

ARTIFICIAL INTELLIGENCE (AI)

The UConn-AAUP shall designate one member of the bargaining unit to serve on the artificial intelligence council, when such council is formed. The council shall be constituted no later than July 1, 2026.

ATTACHMENT B

SUPERSEDENCES

April 8, 2026

Collective Bargaining Agreement Between

The University of Connecticut Board of Trustees and the University of Connecticut Chapter of the American Association of University Professors (UConn-AAUP)

Pursuant to Conn. Gen. Stat. § 5-278(e), "[w]here there is a conflict between any agreement . . . on matters appropriate to collective bargaining . . . and any general statute or special act, or regulations adopted by any state agency, the terms of such agreement or arbitration award shall prevail . . .." Whether or not a provision is a "supersedence" depends upon the interpretation of the word "conflict" as used in C.G.S. § 5-278(e), which has been broadly interpreted herein.

In accordance with Conn. Gen. Stat. § 5-278(b), the following state statutes and regulations, if applicable to employees in the unclassified service, are superseded by contrary provisions in this agreement.

Tentative Agreement	Provision	State Statute (as Amended) or Regulation Superseded
Article 1 – Recognition	Identifies unit of employees represented by UConn-AAUP.	C.G.S. § 5-196; § 5-198.
Article 2 – Exclusions	Identifies titles excluded from the UConn-AAUP bargaining unit.	C.G.S. § 5-196; § 5-198.
Article 3 – Academic Freedom	Recognizes the importance of academic freedom; provides that faculty will not be restrained in the exercise of academic freedom; and provides that academic freedom may be used as a defense in any disciplinary proceeding.	C.G.S. § 10a-102.
Article 4 – Governance	Recognizes the importance of collegial governance.	C.G.S. § 10a-104.
Article 5 – Nondiscrimination	Prohibits certain discrimination against bargaining unit members.	DAS Regulation § 5-201-14; C.G.S. § 5-227; C.G.S. § 31-69b; C.G.S. §§ 46a-51 *et seq.* and related DAS Regulations § 46a-5-1 through 46a-68k-8.
Article 6 – Affirmative Action and Equal Opportunity Policy	Recognizes the parties' commitment to diversity and allows UConn-AAUP to participate on any committee established to advise the President and Provost on equal opportunity issues.	None.
Article 7 – Board Prerogatives	Recognizes the Board's prerogative to make rules	None.

	for the government of the University, and determine the general policies of the University, including those concerning the admission of students and the establishment of schools, colleges, divisions, and departments, and shall direct the expenditure of the University's funds. Establishes that disputes concerning the exercise of Board prerogatives are not grievable.	
Article 8 – Maintenance of Procedures	Establishes that due process protects bargaining unit members from discrimination, prejudice and distortion in their records pertaining to evaluation for promotion, tenure and any other University personnel matter. Requires that all written policies and procedures impacting upon mandatory subjects of bargaining may be changed only by agreement of the UConn-AAUP. Further provides that UConn-AAUP will be notified in advance of any proposed changes in written policies and procedures, which affect members of the bargaining unit. Adopts version of By-Laws as may be amended from time to time.	None.
Article 9 – Meet and Discuss	Establishes the right of UConn-AAUP to request meetings with the President regarding negotiable and non-negotiable matters not	C.G.S. § 46a-51 *et seq.*

	more than once a semester, and requires the President or their designate to participate in such meetings.	
Article 10 – Contractual Grievance Procedure	Establishes the process for contractual grievances and arbitrations, including obligation to share information, authority and time limits.	C.G.S. § 5-194; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-201 and related DAS Regulations § 5-201-10 through § 5-201-17; C.G.S § 5-202; C.G.S. § 5 -240; DAS Regulations § 5-240-1a through §5-240-8a; C.G.S. § 5-244; C.G.S. § 31-68.
Article 11 - Additions To the By-Laws Grievance Procedures	Recognizes the process for non-contractual grievances, including authority and time limits.	C.G.S. § 5-194; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-201 and related DAS Regulations § 5-201-10 through § 5-201-17; C.G.S § 5-202; C.G.S. § 5 -240; DAS Regulations § 5-240-1a through §5-240-8a; C.G.S. § 5-244; C.G.S. § 31-68.
Article 12 – Personnel Files	Establishes rights and rules regarding employee access to personnel files.	C.G.S. § 1-206; C.G.S. § 1-210 through § 1-214; C.G.S. § 31-128a *et seq.*
Article 13 – Clinical In-Residence and Extension (CIRE) Faculty	Establishes CIRE faculty member contract lengths; leave time and accruals; notice of termination and renewal rules; investigation closure notification; and disciplinary procedures.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-250 through § 5-253 and related DAS Regulations § 5-250-1 through 5-250-8; C.G.S § 31-74a; C.G.S. § 31-76k; C.G.S. § 5-251; C.G.S. § 5-254 and related DAS Regulations § 5-254-1 and § 5-254-2; C.G.S. § 46a-51 *et seq.* and related DAS Regulations § 46a-5-1 through 46a-68k-8; C.G.S. § 5-248 and related DAS regulations § 5-248-1 through § 5-248-6; C.G.S. § 5-248a & § 5-248b and related Regulations § 5-248b-1 through § 5-248b-9; C.G.S. § 31-70, § 31-71e; C.G.S. § 5-143; C.G.S. § 5-244 and related DAS Regulation § 5-244-1; C.G.S. § 5-247 and related DAS Regulations § 5-247-1 through § 5-247-12; C.G.S. §31-51kk through § 31-51rr and related DAS Regulations § 31-51qq-1 through § 31-51qq-48; C.G.S. § 5-200a; DAS Regulations § 5-201-10 through § 5-201-17; C.G.S. § 5-225; C.G.S. § 5-237 and related DAS Regulation § 5-237-1; C.G.S. § 5-194; C.G.S. § 5-201 and related DAS Regulations § 5-201-10 through DAS § 5-201-17; C.G.S § 5-202; C.G.S. § 5-225; C.G.S. § 5-240; DAS Regulations § 5-240-1a through § 5-240-8a; C.G.S. § 5-244; C.G.S. § 31-68; C.G.S. § 31-57s-t.
Article 14 – Reduction of Staff for Discontinuance of	Establishes process for layoffs, available notice	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; DAS Regulation § 5-201-14; C.G.S. § 5-202; C.G.S. § 5-240; C.G.S. § 5-241 and related

Programs or for Financial Exigency	periods and rights when laid off or terminated.	DAS Regulations § 5-241-1 and § 5-241-2; C.G.S. § 5-243; DAS Regulation § 5-247-9.
Article 15 – Selection and Review of Department Heads	Establishes process for the selection, hiring and removal of Department Heads.	None.
Article 16 – UConn-AAUP Rights	Establishes UConn-AAUP rights to make governance recommendations; receive periodic updates concerning bargaining unit members; use campus mail and email; and receive release time/workload reductions for UConn-AAUP service.	C.G.S. § 31-105 and Comptroller Policies/Regulations; C.G.S. § 1-206; C.G.S. § 1-210 through C.G.S. §1-214; C.G.S. § 31-105; C.G.S. § 31-40bb.
Article 17 – UConn-AAUP Security and Payroll Deductions	Provides for University to deduct membership dues; requires UConn-AAUP to provide information concerning union membership; requires new bargaining unit members to attend orientation and provides for UConn-AAUP to meet with employees during such orientation.	C.G.S. § 5-260; C.G.S. § 31-40bb.
Article 18 – Longevity	Establishes longevity compensation schedule.	C.G.S. § 5-208 through § 5- 213; C.G.S. § 3-119; C.G.S § 31-71a through § 31-71f; Comptroller Regulations; C.G.S. § 5-208a; C.G.S. § 31-70.
Article 19 – Salary and Benefits	Establishes compensation increases, one-time payments, and promotional increases; professional development, childcare, provost equity and tuition reimbursement funds; rules governing tuition waiver; insurance benefits; travel reimbursement rules; disability pay; rules governing family, medical, and voluntary leave; and compensatory	C.G.S. § 5-200 through 200-c and related DAS Regulation § 5-200-1; C.G.S. § 5-250 through § 5-253 and related DAS Regulations § 5-250-1 through 5-250-8; C.G.S § 31-74a; C.G.S. § 31-76k; C.G.S. § 5-251; C.G.S. § 5-254 and related DAS Regulations § 5-254-1 and § 5-254-2; C.G.S. § 46a-51 *et seq.* and related DAS Regulations § 46a-5-1 through 46a-68k-8; C.G.S. § 5-248 and related DAS regulations § 5-248-1 through § 5-248-6; C.G.S. § 5-248a & § 5-248b and related Regulations § 5-248b-1 through § 5-248b-9; C.G.S. § 31-70, C.G.S. § 5-143; C.G.S. § 5-244 and related DAS Regulation § 5-244-1; C.G.S. § 5-247 and related DAS Regulations § 5-247-1 through § 5-247-12; C.G.S. §31-51kk through § 31-51rr and related DAS Regulations §

	time for non-exempt employees.	31-51qq-1 through § 31-51qq-48; C.G.S. § 5-200a; DAS Regulations § 5-201-10 through § 5-201-17; C.G.S. § 5-225; C.G.S. § 5-237 and related DAS Regulation § 5-237-1; C.G.S. § 5-194; C.G.S. § 5-201 and related DAS Regulations § 5-201-10 through DAS § 5-201-17; C.G.S § 5-202; C.G.S. § 5-225; C.G.S. § 5-240; DAS Regulations § 5-240-1a through § 5-240-8a; C.G.S. § 5-244; C.G.S. § 31-68); C.G.S. § 5-208 through § 5- 213c; C.G.S. § 3-119, C.G.S. § 10a-105, C.G.S. § 31-58, C.G.S. § 31-60; C.G.S § 31-71a through § 31-71f; C.G.S. § 31-76b; Comptroller Regulations; C.G.S § 3-123b; C.G.S. § 3-123aaa; C.G.S. § 3-123bbb; C.G.S. § 3-123ddd; C.G.S. § 5-160 through § 5-192x; C.G.S. § 5-208a; C.G.S. § 5-243; C.G.S. § 5-248c; C.G.S. § 5-257; C.G.S. § 5-259 through 5-259c; C.G.S. § 31-70; C.G.S. § 31-71e; DAS Regulations §§ 5-155-1 et seq.); C.G.S. § 5-247 and related DAS Regulations § 5-247-1 through 5-247-12; C.G.S. § 5-141c; C.G.S. § 10a-26; C.G.S. § 10a-151a-c; DAS Regulations § 5-141c-1 through § 5-141c-11; Standard State Travel Regulations.
Article 20 – Minimum Terms	Establishes that CBA contains the minimum terms and conditions of employment that must be observed; that agreements to exceed minimum terms must be in writing and approved by a Dean; and that waiver of minimum terms must be agreed to in writing by the UConn-AAUP.	None.
Article 21 – Continuation of Services	The parties agree there will be no strikes or lockouts during the term of the Agreement.	C.G.S. § 5-279
Article 22 – Mergers and Acquisitions	Establishes rules governing accretion in the event of a merger or acquisition.	C.G.S. § 10a-104
Article 23 – Savings Clause	Establishes that if any provision of the CBA is contrary to law, then such provision shall not be enforceable, but all	None.

	other provisions shall survive.	
Article 24 – Research Assistants and Research Associates	Establishes Research Assistant and Research Associate leave time and accrual rules; layoff rules; disciplinary procedures; and reclassification procedures.	C.G.S. § 5-196 through § 5-198; C.G.S. § 5-200 through C.G.S. § 5-219 and related DAS Regulations § 5-201-1 through § 5-201-17; C.G.S. § 5-227a and b; C.G.S. § 228; C.G.S. § 5-235; C.G.S. § 5-236; C.G.S. § 5-239 and related DAS Regulations § 5-239-1 and 5-239-2; C.G.S. § 5-250 through § 5-253 and related DAS Regulations § 5-250-1 through 5-254-1; C.G.S § 31-74a; C.G.S. § 31-76k; C.G.S. § 5-247 and related DAS Regulation § 5-247-8; C.G.S. § 46a-51 *et seq*. and related DAS Regulations § 46a-5-1 through 46a-68k-8; C.G.S. § 5-248 and related DAS regulations § 5-248-1 through § 5-248-6; C.G.S. § 5-248a & § 5-248b and related Regulations § 5-248b-1 through § 5-248b-9; C.G.S. § 5-143; C.G.S. § 5-244 and related DAS Regulation § 5-244-1; C.G.S. §31-51kk through § 31-51rr and related DAS Regulations § 31-51qq-1 through § 31-51qq-48; C.G.S. § 5-194; C.G.S. § 5-240; DAS Regulations § 5-240-1a through § 5-240-8a; C.G.S. § 5-244; C.G.S. § 5-241 and related DAS Regulations § 5-241-1 and § 5-241-2; C.G.S. § 5-243; DAS Regulation § 5-247-9; C.G.S. § 5-201 and related DAS Regulations § 5-201-10 through DAS § 5-201-17; C.G.S. § 31-57s-t.
Article 25 – Merit	Establishes procedures for the award of merit and disputes concerning merit awards.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-200a; DAS Regulations § 5-201-10 through § 5-201-17; C.G.S. § 5-225; C.G.S. § 5-237 and related DAS Regulation § 5-237-1.
Article 26 – Temporary Employees	Establishes temporary employee sick leave time and accrual rules; notice of termination and non-renewal rules; and disciplinary procedures; and contains rights pertaining to adjuncts (rights regarding assignment of classes, eligibility for multi-year contracts, etc.).	C.G.S. § 5-143; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-244 and related DAS Regulation § 5-244-1; C.G.S. § 5-247 and related DAS Regulations § 5-247-1 through § 5-247-12; C.G.S. §31-51kk through § 31-51rr and related DAS Regulations § 31-51qq-1 through § 31-51qq-48; C.G.S. § 46a-51 *et seq*. and related DAS Regulations § 46a-5-1 through § 46a-68k-8; C.G.S. § 31-70, C.G.S. § 31-71e; C.G.S. § 31-76k; C.G.S. § 5-194; C.G.S. § 5-201 and related DAS Regulations § 5-201-10 through DAS § 5-201-17; C.G.S § 5-202; C.G.S. § 5-225; C.G.S. § 5-240; DAS Regulations § 5-240-1a through § 5-240-8a; C.G.S. § 5-244; C.G.S. § 31-68; C.G.S. § 5-241 and related DAS Regulations § 5-241-1 and § 5-241-2; C.G.S. § 5-243; DAS Regulation § 5-247-9; C.G.S. § 31-57s-t.

Article 27 – Discipline for Tenured and/or Tenure-Track Faculty	Establishes procedures for discipline of tenured and tenure-track faculty.	C.G.S. § 5-194; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-201 and related DAS Regulations § 5-201-10 through DAS § 5-201-17; C.G.S § 5-202; C.G.S. § 5-225; C.G.S. § 5-240; DAS Regulations § 5-240-1a through § 5-240-8a; C.G.S. § 5-244; C.G.S. § 31-68.
Article 28 – Student Experience of Teaching	Establishes rules for use of student experience of teaching.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-200a; DAS Regulations § 5-201-10 through § 5-201-17; C.G.S. § 5-225; C.G.S. § 5-237 and related DAS Regulation § 5-237-1.
Article 29 – Patent Rights	Incorporates by reference C.G.S. §§ 10a-110b, 110c, and110d.	None.
Article 30 – Faculty Participation in Departmental Governance	Requires departments to create various governance documents, including related to workload, and award of merit; provides for an annual evaluation.	C.G.S. § 10a-104; C.G.S. § 5-237 and related DAS Regulation § 5-237-1.
Article 31 – Promotion, Tenure, and Reappointment	Parties agree to establish a joint labor-management committee to make recommendations to the Provost on promotion, tenure, and reappointment procedures.	None.
Article 32 – Office/Research/Instructional Space and Technology	Provides that office, research, and instructional space and supporting services will be managed in a way to promote effective teaching, learning and research, but is not grievable or arbitrable.	None.
Article 33 – Agricultural Extension	Incorporates by reference University By-Law provision governing agricultural extension.	None.
Article 34 – Tenure Appeal	Establishes a procedure for employees denied tenure following a positive recommendation from the Department Head, Dean, and Faculty Review Boards.	C.G.S. § 5-194; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-201 and related DAS Regulations § 5-201-10 through § 5-201-17; C.G.S § 5-202; C.G.S. § 5 -240; DAS Regulations § 5-240-1a through §5-240-8a; C.G.S. § 5-244; C.G.S. § 31-68.

Article 35 – Parking	Establishes parking rate increases; discounted parking; adjunct rate increases; and rates at regional campuses.	§ 10a-139; DAS Regulations § 5-141c-4.
Article 36 – Flexible Semesters	Allows for flexible scheduling of teaching schedules to encourage research activity.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-238 and related DAS regulations § 5-238-1 through § 5-238-5; C.G.S. § 5-245; C.G.S. § 5-248i; C.G.S. § 31-58, C.G.S. § 31-60, C.G.S. § 31- 68; C.G.S. § 31-71a through § 31-71f; C.G.S. § 31-76b; § 31-76k.
Article 37 – Athletics	Establishes rules governing contract terms; notice of non-renewal and termination rules; evaluation procedures; disciplinary procedures; and merit.	C.G.S. § 5-194; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-201 and related DAS Regulations § 5-201-10 through DAS § 5-201-17; C.G.S § 5-202; C.G.S. § 5-225; C.G.S. § 5-240; DAS Regulations § 5-240-1a through § 5-240-8a; C.G.S. § 5-241 and related DAS Regulations § 5-241-1 and § 5-241-2; C.G.S. § 5-200a; C.G.S. § 5-237 and related DAS Regulation § 5-237-1; C.G.S. § 5-141c; C.G.S. § 10a-151a-c; Comptroller Policies/Regulations; DAS Regulations § 5-141-1 through § 5-141-11.
Article 38 – Summer and Winter Compensation	Provides for compensation related to teaching of summer and winter courses.	C.G.S. § 5-200 through § 5-200c and related DAS Regulation § 5-200-1; C.G.S. § 5-208 through § 5- 213c; C.G.S. § 3-119, C.G.S. § 10a-105, C.G.S. § 31-58, C.G.S. § 31-60; C.G.S § 31-71a through § 31-71f; C.G.S. § 31-76b; Comptroller Regulations.
Article 39 – Compensation for the Development of Credit-Bearing Online Courses	Establishes compensation, intellectual property, and other rules related to the development of credit-bearing online courses.	C.G.S. § 5-200 through § 5-200c and related DAS Regulation § 5-200-1; C.G.S. § 5-208 through § 5- 213c; C.G.S. § 3-119, C.G.S. § 10a-105, C.G.S. § 31-58, C.G.S. § 31-60; C.G.S § 31-71a through § 31-71f; C.G.S. § 31-76b; Comptroller Regulations.
Article 40 – Duration of Agreement	Establishes length of CBA.	None.
Article 41 – Compensation for Experiential Global Learning	Establishes compensation rates for faculty leading program, establishes reimbursement rates for travel and meal expenses during the program operation.	C.G.S. § 5-200 through 200-c and related DAS Regulation § 5-200-1; C.G.S. § 5-208; C.G.S. § 31-70; C.G.S. § 31-71e; DAS Regulations §§ 5-155-1 et seq.);C.G.S. 5-238; C.G.S. § 5-245; C.G.S. § 5-247 and related DAS Regulations § 5-247-1 through 5-247-12; C.G.S. § 5-141c; C.G.S. § 10a-26; C.G.S. § 10a-151a-c; DAS Regulations § 5-141c-1 through § 5-141c-11 ; Standard State Travel Regulations.
Article 42 – Academic Assistants and Facilities Scientists	Establishes Academic Assistant and Facility Scientist bargaining unit member contract lengths;	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-250 through § 5-253 and related DAS Regulations § 5-250-1 through 5-250-8; C.G.S § 31-74a; C.G.S. § 31-76k; C.G.S.

	leave time and accruals; notice of termination and renewal rules; investigation closure notification; and disciplinary procedures.	§ 5-251; C.G.S. § 5-254 and related DAS Regulations § 5-254-1 and § 5-254-2; C.G.S. § 46a-51 et seq. and related DAS Regulations § 46a-5-1 through 46a-68k-8; C.G.S. § 5-248 and related DAS regulations § 5-248-1 through § 5-248-6; C.G.S. § 5-248a & § 5-248b and related Regulations § 5-248b-1 through § 5-248b-9; C.G.S. § 31-70, § 31-71e; C.G.S. § 5-143; C.G.S. § 5-244 and related DAS Regulation § 5-244-1; C.G.S. § 5-247 and related DAS Regulations § 5-247-1 through § 5-247-12; C.G.S. §31-51kk through § 31-51rr and related DAS Regulations § 31-51qq-1 through § 31-51qq-48; C.G.S. § 5-200a; DAS Regulations § 5-201-10 through § 5-201-17; C.G.S. § 5-225; C.G.S. § 5-237 and related DAS Regulation § 5-237-1; C.G.S. § 5-194; C.G.S. § 5-201 and related DAS Regulations § 5-201-10 through DAS § 5-201-17; C.G.S § 5-202; C.G.S. § 5-225; C.G.S. § 5-240; DAS Regulations § 5-240-1a through § 5-240-8a; C.G.S. § 5-244; C.G.S. § 31-68); C.G.S. § 31-57s-t;
Article 43 – Health and Safety	Establishes importance of safe and healthy work environment; provides timely notice and guidance in certain situations.	C.G.S. § 31-367, et seq.
Article 44 – Sign Off	Signature Lines	None
Appendix A – Longevity Payment Chart	Outlines longevity compensation schedule.	C.G.S. § 5-208 through § 5- 213; C.G.S. § 3-119; C.G.S § 31-71a through § 31-71f; Comptroller Regulations; C.G.S. § 5-208a; C.G.S. § 31-70.
Appendix B – Medical Leave Guidelines	Provide guidelines for bargaining unit member medical leave and entitlements.	C.G.S. § 5-143; C.G.S. § 5-200 through 200-c and related DAS Regulation § 5-200-1; C.G.S. § 5-244 and related DAS Regulation § 5-244-1; C.G.S. § 5-247 and related DAS Regulations § 5-247-1 through § 5-247-12; C.G.S. § 5-248 and related DAS regulations § 5-248-1 through § 5-248-6; C.G.S. § 5-248a – C.G.S. § 5-248c and related DAS Regulations § 5-248b-1 through § 5-248c-3; C.G.S. § 5-250 through C.G.S. § 5-253 and related DAS Regulations § 5-250-1 through § 5-250-8; C.G.S. § 5-251; C.G.S. § 5-254 and related DAS Regulations § 5-254-1 and § 5-254-2; C.G.S. § 31-51kk through § 31-51rr and related DAS Regulations § 31-51qq-1 through § 31-51qq-48; C.G.S. § 31-57s-t; C.G.S. § 31-71e; C.G.S. § 31-76k

Appendix C – Online Credit-Bearing Course Development and Intellectual Property Agreement	Agreement for development of credit-bearing online course.	C.G.S. § 5-200 through § 5-200c and related DAS Regulation § 5-200-1; C.G.S. § 5-208 through § 5- 213c; C.G.S. § 3-119, C.G.S. § 10a-105, C.G.S. § 31-58, C.G.S. § 31-60; C.G.S § 31-71a through § 31-71f; C.G.S. § 31-76b; Comptroller Regulations.
Appendix D – Online Credit-Bearing Course Development and Intellectual Property Agreement for Adjunct Faculty	Agreement for development of credit-bearing online course.	C.G.S. § 5-200 through § 5-200c and related DAS Regulation § 5-200-1; C.G.S. § 5-208 through § 5- 213c; C.G.S. § 3-119, C.G.S. § 10a-105, C.G.S. § 31-58, C.G.S. § 31-60; C.G.S § 31-71a through § 31-71f; C.G.S. § 31-76b; Comptroller Regulations.
Appendix E – Professional Development Fund Fellowship for CIRE Faculty	Establishes fund to provide for the professional development of CIRE Faculty.	None.
MOA #1 – Schools Within A College	Clarifies application of term department head.	None.
MOA #2 – Sabbatical Leave	Clarifies application of sabbatical leave in respect to appointments.	C.G.S. § 5-200 through 200-c and related DAS Regulation § 5-200-1.
MOA #3 – Artificial Intelligence	Allows UConn-AAUP to appoint a member of the bargaining unit to serve on the artificial intelligence council when formed.	C.G.S. § 4a-2e; C.G.S. § 4-68jj

ATTACHMENT C

SUMMARY OF COLLECTIVE BARGAINING AGREEMENT BETWEEN THE UNIVERSITY OF CONNECTICUT AND THE UNIVERSITY OF CONNECTICUT CHAPTER OF THE AMERICAN ASSOCIATION OF UNIVERSITY PROFESSORS

The University and the UConn-AAUP are parties to a collective bargaining agreement, the most recent expiring on June 30, 2025. In anticipation of the expiration of that agreement, the University and the UConn-AAUP began bargaining a successor agreement in January 2025. As the parties had not reached a new agreement prior to expiration, in or about July 2025, the parties agreed to an extension agreement to keep key provisions of the contract operational until June 30, 2026, or legislative approval of a successor collective bargaining agreement.

In March 2026, the parties came to a tentative agreement at the bargaining table on a new contract between the University and UConn-AAUP, which was ratified by the UConn-AAUP on April 3, 2026, and approved by the University's Board of Trustees on April 6, 2026.

OVERVIEW

The proposed four-year agreement contains important new provisions and language updates that address several longstanding concerns among the parties. Agreed upon changes include clarification and expansion of rights and protections for Clinical, In-Residence, and Extension (CIRE) Faculty, Academic Assistants and Facilities Scientists; provision of access to paid parental leave for members of the bargaining unit; increased compensation for department heads reflective of work performed over the full year; further codification of academic freedom protections; and establishment of a process for the redaction of personally identifiable information in external reference letters solicited during the promotion, tenure, and reappointment (PTR) process. Additionally, the parties have committed in side letters and memoranda of agreement to continue discussion and/or negotiation of important issues which could not be resolved at the bargaining table, while preserving their rights in other appropriate forums.

Despite best efforts, the parties were unable to reach agreement on two articles—Article 14 (Reduction of Staff for Discontinuance of Programs or For Financial Exigency) and Article 30 (Faculty Participation in Departmental Governance)—and they will proceed to interest arbitration. The primary issue in Article 14 is a disagreement as to which members of the bargaining unit it applies and under what circumstances the process in Article 14 must be followed. With regard to Article 30, the parties had extensive discussions about shared governance and the role of the department, school/college, and Provost in establishing policies and procedures related to performance review, merit, PTR, evaluation of teaching, and determination and assignment of faculty workload.

If approved by the legislature, the agreement between the University and the UConn-AAUP will take effect upon approval by the legislature retroactive to July 1, 2025, and run through June 30, 2029.

Economic Provisions

Article 19 – Salary and Benefits:

- General Wage Increase (GWI) and Merit: Consistent with the SEBAC framework, with 2% allocated to merit in lieu of increments consistent with the parties' past practice.

  FY 2026: As soon as practicable following legislative approval of the agreement, 2.5% GWI and 2% performance-based award retroactive to August 23, 2025 (includes employees who have directly retired in the interim).

  FY 2027: Effective August 23, 2026, 2.5% GWI and 2% merit pool.

  FY 2028: Effective August 23, 2027, 2.5% GWI and 2% merit pool.

  FY 2029: Subject to reopener.

  Research Assistants and Research Associates continue to receive an increment increase in lieu of a merit award.

- Adjunct Compensation:

  FY 2026: $2,062 per credit (no change).

  FY 2027: Increases to $2,209 per credit.

  FY 2028: Increases to $2,298 per credit.

  FY 2028: Increases to $2,389 per credit.

  Maintains that adjuncts with more than four (4) consecutive semesters receive at least 2% above the minimum adjunct rate and adjuncts with more than twelve (12) consecutive semesters receive at least 3% above the minimum adjunct rate.

- Promotions in Rank:

  Increases promotional increases:

	Assistant Professor	Associate Professor	Professor
FY 2026	$1,830	$3,660	$5,750
FY 2027	$1,885	$3,770	$6,000
FY 2028	$1,940	$3,880	$6,275
FY 2029	$2,000	$4,000	$6,575

- Tuition Reimbursement:

  Fund remains $40,000 each fiscal year.

- Professional Development:

  Maintains fund at $1,000,000 each fiscal year, with unused funds rolled over.

  Increases maximum a faculty member may receive from the fund annually from $2,200 to $2,500.

- Child Care: Increases fund from $190,000 to $210,000 in FY 27, to $220,000 in FY 28, and to $230,000 in FY 29.

- Family/Medical Leave:

  Provides Childbirth Leave for bargaining unit members on an approved state or federal medical leave six or eight weeks paid leave related to childbirth, as specified in the medical provider's medical disability documentation. Such leave shall be subtracted from any paid sick leave entitlements under the bargaining agreement, with the employee permitted to save 5 days of sick leave for future use.

  Provides Parental (Bonding) Leave for bargaining unit members on an approved state or federal family or medical leave up to six (6) calendar weeks paid leave at the time of birth, adoption, taking custody, or foster placement of a child, or for the prenatal or postnatal care of a spouse or significant other, to be taken within the year following birth, adoption, or placement of the child. Such leave shall be subtracted from sick leave entitlements eligible to be used for family members under the bargaining agreement.

  Neither Childbirth Leave nor Parental Leave create an entitlement to additional pay outside of a bargaining unit member's appointment period.

- Provost Fund:

  Continues to allow fund to be used at Provost's discretion to support retention of faculty members in the face of competition, to address salary issues such as compression and inversion, and to recognize special achievement by faculty members. Maintains fund for FY 26, 27 and 28 at $350,000. Increases fund to $375,000 in FY 29. Does not continue additional $550,000 available under prior agreement specifically to address equity concerns.

  Clarifies that the fund is inclusive of fringe, as is practice.

Article 15 – Selection and Review of Department Heads:

Provides newly appointed or reappointed department heads an additional $10,000 as an administrative supplement in addition to the ten-month appointment.

Clarifies the compensation for serving as department head is reflective of work performed over the full academic year, including during the summer.

Article 24 – Research Assistants and Research Associates:

Increases salary increase for reclassification from 2% to lesser of 3% or $1,750.

Allows Research Assistants and Research Associates continuing on an employment contract with the University the ability to carryover five (5) vacation and five (5) sick days per year to a maximum of twenty-five (25) days each.

Provides for two (2) days of personal leave (increased from one (1) day).

Article 35 – Parking

The sliding scale for reduced Area 2 parking rates was adjusted and will continue to adjust each year by the same percentage as the annual percentage increase exclusive of merit.

The semester parking rate for Adjunct Faculty shall be equal to 70% of the lowest Storrs Area 2 semester rate as of July 1, 2026, and remains at that amount for the term of this contract.

Allows employees using a state-issued handicap parking permit to park at any surface lot handicap designated parking spot at the Area 2 rate.

Article 38 – Summer and Winter Compensation:

Effective August 23, 2026, pays faculty a base salary of $1,959 per credit (increased from $1,915) for enrollments up to and including eight (8) students. $240 per credit per student (increased from $230) will be added to this base for each additional student thereafter up to a maximum of 13% (previously 12%) of the faculty member's normal academic year salary or 2.5% (previously 2.25%) times the minimum adjunct rate, whichever is greater, not to exceed 13% (previously 12%) of the University-wide full professor average salary.

Beginning in fiscal year 2027, each year on August 23, increases the base salary per credit and the per credit per student rate by a factor equal to the percentage increase in the course fee for an undergraduate course effective that same fiscal year, but no less than 4.0% and no more than 5.5%. In any year there is a zero percent (0%) increase to the course fee, there will not be an increase in the base salary per credit or the per credit per student rate.

Faculty teaching non-traditional credit courses shall continue to receive 50% of the course fee paid by the students up to a maximum of 13% (previously 12%) of the faculty member's normal academic year salary or 13% (previously 12%) of the University-wide full professor average salary, whichever is less.

Increases fee for course preparation if class is cancelled from $400 to $450 per credit.

Article 39 – Compensation for the Development of Credit-Bearing Online Courses and related Appendixes C and D:

Maintains minimum compensation for developing an online course at $2,750 per course credit hour.

Clarifies right of first refusal and process for continued use of the developer's materials in subsequent terms or semester.

Article 41 – Compensation for Experiential Global Learning:

Maintains compensation at a per credit rate equivalent to the minimum adjunct rate.

Increases the stipend for meals and incidentals from $200 to $225 per week for most programs, and uses the meals and incidental rate for the location set by the U.S. Department of State for the period of required travel and presence at the program location when ten (10) days or less.

Article 42 (New) – Academic Assistants and Facilities Scientists:

Increases salary increase for reclassification from 2% to lesser of 3% or $1,750.

Appendix E – Professional Development Fund Fellowship for CIRE Faculty:

Establishes a Fellowship Fund of $100,000 per fiscal year, beginning in FY 27, for individual CIRE Faculty to apply for and receive awards for expenses and activities related to professional development and job responsibilities in the areas of teaching and learning, research and scholarship, leadership, community outreach and engagement, clinical practice, and pedagogical training including, but not limited to, student support, travel, and summer salary.

Non-Economic Provisions

Throughout the contract, changes have been made to remove outdated references and expired provisions, to establish or adjust timelines and procedures to conform with practice, and other minor clarifications.

Article 3 – Academic Freedom:

Incorporates language from the University of Connecticut By-Laws into the bargaining agreement, in particular, language outlining the faculty member's rights and responsibilities when they speak or write as a citizen.

Article 5 – Nondiscrimination:

Adds that no bargaining unit member shall be unlawfully discriminated against because of citizenship status, consistent with federal law.

Article 12 – Personnel Files:

Updates language to account for employees (other than student employees) within units with job responsibilities related to the maintenance of personnel files and/or administration of personnel matters to have access to personnel or PTR/P&R files.

For external letters solicited as part of the PTR process, allows for the removal of identifiable information (including, but not limited to, name, title, institutional affiliation, and relationship to the candidate) contained either at the top of the letterhead, or within and below the signature block of the letter of evaluation. This should pave a path for obtaining meaningful responses to inform important tenure and promotion decisions.

Article 13 – *Clinical, In-Residence, and Extension (CIRE) Faculty*:

Splits CIRE Faculty from Academic Assistants and Facilities Scientists (addressed in a new article) to more closely align each article with the rights and responsibilities of each position.

Maintains that CIRE faculty members will serve a probationary year and an additional five years in the position before receipt of a multiyear appointment with just cause protection for non-renewal. Provides that the appointment after the probationary year and three (3) one-year appointments will be a two-year appointment (*i.e.*, years five and six), which may be non-renewed without just cause at its conclusion. Provides that the first multiyear appointment with just cause protection will be for three to five (5) years, with the second and subsequent appointments for five (5) years.

Increases notice periods for non-renewal of CIRE faculty members from 30 to 45 calendar days after one year of probationary employment and from 60 to 90 calendar days after one year of non-probationary employment.

Article 15 – Selection and Review of Department Heads:

Outlines that the Dean or designee will provide evaluation and feedback regarding performance in their assigned duties as department head.

Article 16 – UConn-AAUP Rights:

Outlines the potential for an alternative, equivalent workload reduction (other than course release) if a faculty member has received a course reduction in three (3) or more consecutive semesters or four (4) or more course releases in a four-year period.

Article 24 – Research Assistants and Research Associates:

Allows Research Assistants and Research Associates continuing on an employment contract with the University the ability to carryover five (5) vacation and five (5) sick days per year to a maximum of twenty-five (25) days each.

Provides for two (2) days of personal leave (increased from one (1) day).

Adds language regarding progressive discipline and a list of acts that may lead to discipline resulting in loss of pay or dismissal for cause.

Requires units to develop and approve a process for an annual performance review to provide written formative feedback for the employee and state whether the employee's overall performance is satisfactory or unsatisfactory.

Article 25 – Merit:

Requires the solicitation of input from interdisciplinary unit heads and regional Campus Deans as applicable.

Article 26 – Temporary Employees:

Adds language regarding progressive discipline and a list of acts that may lead to discipline resulting in loss of pay or dismissal for cause, and clarifies internal appeal process.

Provides adjunct faculty members notice of non-renewal of twenty-one (21) calendar days' for a semester appointment and forty-five (45) calendar days' notice for a multi-year appointment.

Requires written appointment letters and timeline for adjunct faculty members.

Provides an adjunct, on a multi-year contract, who has taught ten (10) semesters of the same course (at least four (4) of which must be in or after the Fall 2026 semester) a limited right of first refusal to teach the course only as to other adjunct faculty members.

Article 32 – Office/Research/Instructional Space and Technology:

Requires provision of space for confidential conversations and the storage of protected documents if necessary to perform assigned duties.

Article 37 – Athletics:

Clarifies contracts may be for more or less than one year and bargaining unit members may be employed in either Tier 1 (Football and Basketball) or Tier 2 (all other) sports or both.

In situations where the contract term for an existing coach has expired, the terms and conditions of the previous contract may be applicable and remain in effect for up to forty-five (45) days, at which point the contract shall be renewed for one (1) year based on the existing terms, unless the coach is provided with a notice of non-renewal prior to the contract's expiration or terms of the contract are renegotiated by mutual agreement.

Establishes a notice period for non-renewal of bargaining unit members if a sport is eliminated consistent with existing schedule.

Outlines input process for evaluation procedures and clarifies that anonymous complaint technology may not be an independent criterion for evaluation.

Includes a statement agreeing that it is in the interest of the University and members of the bargaining unit in Athletics to foster a culture of compliance with NCAA rules and regulations.

Clarifies that discipline for serious non-compliance with NCAA rules or regulations includes, but is not limited to, Level I violations.

Outlines criteria for merit for athletic personnel, including satisfactory performance, involvement with a team that won a conference championship or participated in post-season competition, and extraordinary service to Athletics or an individual sports program.

Provides guidance on the opportunity for advancement in Certified Professional Staff positions, such as Athletic Trainers.

Article 42 (New) – Academic Assistants and Facilities Scientists:

Moves Academic Assistants and Facilities Scientists into their own article (previously in Article 13) to more closely align each article with the rights and responsibilities of each position.

Maintains that Academic Assistants and Facilities Scientists will serve a probationary year and an additional five years in the position before receipt of a multiyear appointment with just cause protection for non-renewal. Provides that the appointment after the probationary year and three (3) one-year appointments will be a two-year appointment (*i.e.*, years five and six), which may be non-renewed without just cause at its conclusion. Provides that the first multiyear appointment with just cause protection will be for three to five (5) years, with the second and subsequent appointments for five (5) years.

Increases notice periods for non-renewal of Academic Assistants and Facilities Scientists from 30 to 45 calendar days after one year of probationary employment and from 60 to 90 calendar days after one year of non-probationary employment.

Allows Academic Assistants and Facilities Scientists continuing on an employment contract with the University the ability to carryover five (5) vacation and five (5) sick days per year to a maximum of twenty-five (25) days each.

Requires unit employing Academic Assistants or Facilities Scientists to adopt a process for an annual performance review to provide formative feedback for the employee and state whether the employee's overall performance is satisfactory or unsatisfactory.

Establishes a reclassification process through Human Resources similar to other bargaining unit members.

New Article – Health and Safety:

Affirms the University's and UConn-AAUP's shared commitment to maintaining a safe and healthy work environment in compliance with state and federal law. It establishes that bargaining unit members cannot be required to work under conditions posing an imminent threat to health or safety and outlines procedures for reporting hazards and requesting temporary relocation or remote work.

Outlines the University will provide guidance related to possible law enforcement or immigration activity, and access to information on visas, travel, and legal resources.

Provides union representation on the Environmental Health and Safety Committee.

Explicitly prohibits retaliation against bargaining unit members who raise good-faith safety concerns.

Appendix B – Faculty Medical Leave Guidelines:

Clarifies eligibility and process for approval of medical leave under this Appendix, including use during an approved reduced schedule or intermittent FMLA leave.

Standardizes amount of paid leave available based on years of service and establishes connection between approved state or federal medical leave and receipt of benefits.

Resolves ambiguity concerning amount of paid leave available when a faculty member moves from one tier of benefits to the next while on an approved leave or in temporal proximity to a prior approved leave.

MOA #1:

Clarifies the term "department head" as used in this agreement to include directors of schools within a college who are the functional equivalent of a department head.

MOA #2:

Codifies practice that a faculty member will have their appointment reverted to the 9-month faculty base for the duration of the sabbatical.

Clarifies that the determination of whether to take a half-year sabbatical during the fall or spring semester shall not interfere with the eligibility of the faculty member to earn up to three (3) months of summer salary. A faculty member with a 10-month appointment who takes a half-year sabbatical will be eligible to earn up to two point five (2.5) months of summer salary.

MOA #3:

Allows the UConn-AAUP to designate one member of the bargaining unit to serve on the artificial intelligence council, when such council is formed, no later than July 1, 2026.

Duration

The contract will have a duration of July 1, 2025, through June 30, 2029. There will be a reopener on general wage increases and merit for fiscal year 2029.

Interest Arbitration

Despite best efforts, the parties were unable to reach agreement on two articles—Article 14 (Reduction of Staff for Discontinuance of Programs or For Financial Exigency) and Article 30 (Faculty Participation in Departmental Governance)—and they will proceed to interest arbitration.

Article 14 – Reduction of Staff for Discontinuance of Programs or for Financial Exigency:

The primary issue in Article 14 is a disagreement as to which members of the bargaining unit it applies and under what circumstances the process in Article 14 must be followed.

Article 30 – Faculty Participation in Department Governance:

The parties had extensive discussions about shared governance and the role of faculty, the department, school/college, and Provost in establishing policies and procedures related to performance review, merit, PTR, evaluation of teaching, and determination and assignment of faculty workload. These issues will need to be resolved through arbitration.

Further Actions

Professor in the Field: The parties expressed mutual interest in a side letter to develop a paid "Professor in the Field" or similar title for the employment of individuals who have achieved exceptional distinction as a practitioner or performer in a specialized field but may not have the terminal degree of the field. The parties agreed to meet and discuss creation of the title and endeavor to have it implemented prior to the start of the 2027–2028 academic year.

Article 35: The University acknowledged that it will continue to make reasonable efforts to find a solution to an issue with charging adjunct faculty the correct rate when purchasing a parking permit prior to the start of the semester.

ATTACHMENT D

AAUP - Fiscal Impact
FY26 - FY29 Proposal

* Wage reopener" FY29

		FY26				FY27				FY28				FY29				Total FY26-FY29
AAUP	Comments	Univ Support	Research / Grants	Other	Total	Univ Support	Research / Grants	Other	Total	Univ Support	Research / Grants	Other	Total	Univ Support	Research / Grants	Other	Total	
Wage Increase *(Permanent)*	General wage increase 2.5% and FY26 Performance based 2%; FY27-FY28 Merit 2%	$ 9,035,704	$ 1,117,038	$ 1,484,521	$ 11,637,263	$9,281,596	$1,144,964	$1,521,634	$ 11,928,194	$9,678,368	$1,196,488	$1,590,107	$ 12,464,963					$ 36,030,420
Adjunct Stipend	FY26=$2,062/C; FY27=$2,209/C; FY28=$2,298/C; FY29=$2,389/C				$ -	$660,933	$8,247	$266,115	$ 935,295	$400,157	$4,993	$161,117	$ 566,267	$409,149	$5,105	$164,738	$ 578,992	$ 2,080,555
Promotions in Rank		$431,005			$ 431,005	$467,640			$ 467,640	$486,346			$ 486,346	$505,800			$ 505,800	$ 1,890,791
Tuition Reimbursement		$40,000			$ 40,000				$ -				$ -				$ -	$ 40,000
Professional Development Fund					$ -				$ -				$ -				$ -	$ -
Childcare					$ -	$20,000			$ 20,000	$10,000			$ 10,000	$20,000			$ 20,000	$ 50,000
Provost Fund		($500,000)			$ (500,000)	$350,000			$ 350,000	$350,000			$ 350,000	$375,000			$ 375,000	$ 575,000
Total		**$ 9,006,709**	**$1,117,038**	**$1,484,521**	**$11,608,268**	**$10,760,170**	**$1,153,211**	**$1,787,749**	**$13,701,130**	**$10,924,871**	**$1,201,481**	**$1,751,225**	**$13,877,576**	**$1,309,949**	**$5,105**	**$164,738**	**$ 1,479,792**	**$ 40,665,766**

Notes/Assumptions:
Costs included in chart are incremental
Source data based on snapshot from March 2026
The Other fund source includes revenues from course, mandatory and student fees, sales and services, foundation and indirect cost returns

COLLECTIVE BARGAINING AGREEMENT

Between

The University of Connecticut
Board of Trustees

And

The University of Connecticut
Professional Employees Association
Local 3695
AFTCT, AFT, AFL-CIO

JULY 1, 2025 – JUNE 30, 2029

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Article 1.

RECOGNITION

1.1 Pursuant to the provisions of Connecticut General Statute §§ 5-270, *et seq.*, and as certified by the Connecticut State Board of Labor Relations in Case No. SE-3541, Decision No. 1481, dated January 24, 1977, the Board of Trustees of the University of Connecticut (hereinafter referred to as "the University" or referred to as "the Board") hereby recognizes the University of Connecticut Professional Employees Association, Local 3695, American Federation of Teachers Connecticut (AFT-CT), American Federation of Teachers, AFL-CIO (hereinafter referred to as "the Union" or referred to as "the Bargaining Agent" or referred to as the "UCPEA") as the exclusive bargaining agent for all professional employees excluding those in the Faculty Unit or with faculty rank, faculty in the Law School, those in the University of Connecticut Health Center (Farmington) and the following titles:

President

Provost

Vice Provost

Associate Vice Provost

Assistant Vice Provost

Executive Vice President

Vice President

Associate Vice President

Assistant Vice President

Chief of Staff

Deputy Chief of Staff

General Counsel

Dean

Campus Dean

Associate Dean

Dean of Students

Associate Dean of Students

Executive Director

University Director

Police Chief

University Staff Professionals I–VI*

University Educational Assistants I–III*

University Technicians I–II

Any Director, Associate Director, or Assistant Director who meets the criteria for management and/or confidential exclusions under C.G.S. § 5-270.

Part-time professional employees who are employed less than 1/2 time.

Any other employee who meets the criteria for management and/or confidential exclusions under C.G.S. § 5-270.

*If the University changes its management/confidential classification system during the life of this agreement to utilize other titles, the exclusion will continue to apply to these positions as they may be renamed.

1.2 Notwithstanding the exclusions listed above, the Board of Trustees reserves its right under the State Collective Bargaining Statute, Section 5-270, to exclude additional positions which are or which may become managerial during the life of this contract.

Article 2.

ROLE OF PROFESSIONAL STAFF

2.1 The Board of Trustees recognizes the importance of the professional staff to the excellence of the University and considers their contribution an integral part of the University's mission to provide education for the citizens of Connecticut.

Professional staff include, among others, academic advisors, accountants, computer programmers, financial aid staff, health care professionals, librarians, public service unit personnel, student affairs personnel, research administrators, and others engaged in the administration of the University and its programs.

Professional employee means any employee engaged in work:

a. predominantly intellectual and varied in character, as opposed to routine mental, manual, mechanical or physical work;

b. involving the consistent exercise of discretion and judgment in its performance;

c. of such a character that the output produced or the result accomplished cannot be standardized in relation to a given time period; and

d. requiring at least a four-year college degree or equivalent advanced professional training customarily acquired through formal instruction and study.

This article is not grievable under the contractual or non-contractual grievance procedure.

Article 3.

BOARD PREROGATIVES

3.1 It is recognized that the Board of Trustees has and will continue to retain, whether exercised or not, the sole and unquestioned right, responsibility or prerogative to direct the operations of the University of Connecticut, its schools, and branches, in all aspects. The Board shall make rules for the governance of the University including, but not limited to, those concerning the admission of students; the setting of fees for tuition and refund of tuition; the establishment of schools, colleges, divisions, and departments; and the expenditure of the University's funds within the amounts available.

3.2 The ability to determine, to make rules for, or to approve such things as the care, maintenance, and operation of buildings, land, apparatus, and other property used for school purposes; educational policy, programs, and courses; staffing requirements, the academic calendar; the selection, appointment or assignment of duties and hours of work; leaves of absence, vacations, sick leaves, terminations of service, qualifications, rank, and status of individual members of the professional staff, standards of performance, discipline, order and efficiency, as well as the decision to reward, promote, demote, suspend, discipline or discharge unit members for lack of work or other legitimate reasons; to determine whether the whole or any part of the operation shall continue; to submit budgets to the General Assembly, to make such transfers of funds within the appropriated budget as it shall deem desirable, and to expend monies appropriated by the State of Connecticut for the maintenance of the University shall be under the sole jurisdiction of the Board of Trustees.

3.3 These rights, responsibilities and prerogatives are not subject to delegation in full or in part except that the same shall not be exercised in a manner inconsistent with or in violation of any of the specific terms and provisions of this agreement. No action taken by the Board with respect to such rights, responsibilities, and prerogatives other than the specific provisions contained in this agreement shall be subject to the contractual grievance provision of this contract.

Article 4.

PROFESSIONAL FREEDOM

4.1 The University shall endeavor to preserve and facilitate freedom of speech, written or oral, and other constitutionally protected civil liberties. The UCPEA and its members recognize their obligation to be accurate, exercise appropriate restraint, and show respect for the opinions of others.

Employees shall endeavor to seek internal remedies to University problems before turning to outside resources such as those provided by state or federal statutes. With issues related to their jobs, employees shall inform their supervisors and shall seek to exhaust administrative remedies within the University before issuing public statements.

4.2 Repeated failure to abide by this article may be considered grounds for disciplinary action.

Article 5.

NONDISCRIMINATION, ANTI-HARASSMENT, AND DIVERSITY, EQUITY & INCLUSION (DEI)

5.1 The University is committed to fostering a diverse, equitable and inclusive workplace that recognizes and embraces the unique talents and contributions of our workforce. Diversity, equity, and inclusion, three of the University's core values, are embedded in all aspects of the employment process. The University and the Union shall not unlawfully discriminate against any employee on the basis of race, color, ethnicity, religious creed, age, sex, marital status, national origin, ancestry, sexual orientation, genetic information, physical or mental disability (including learning disabilities, intellectual disabilities, and past or present history of mental illness), veteran's status, prior conviction of a crime, workplace hazards to the reproductive system, gender identity or expression, or membership in any other protected classes as set forth in state or federal law.

Concerns about diversity and affirmative action may be raised in Labor/Management meetings with additions to attendance appropriate to the subject being addressed.

5.2

a. Employees shall not be subjected to discrimination or discriminatory harassment as defined in the *Policy Against Discrimination, Harassment and Related Interpersonal Violence* ("*Policy Against Discrimination*"), which is revised and updated and may be renamed from time to time. The *Policy Against Discrimination* prohibits specific forms of behavior that violate state and federal laws, including but not limited to Title VII of the Civil Rights Act of 1964 ("Title VII"), Title IX of the Education Amendments of 1972 ("Title IX"), the Violence Against Women Reauthorization Act of 2013 ("VAWA"), and related state and federal antidiscrimination laws.

b. The University Office of Institutional Equity (OIE) has responsibility for diversity and equity compliance at the University. All complaints alleging prohibited conduct, including but not limited to discrimination, discriminatory harassment, sexual harassment and other forms of related interpersonal violence under the *Policy Against Discrimination*, are most appropriately addressed and investigated by OIE, and will be referred directly to that Office.

c. As set forth in the *Policy Against Discrimination*, which may be revised from time to time, the University will offer reasonable and appropriate measures to individuals impacted by an allegation of Prohibited Conduct in order to facilitate their continued access to University employment or education programs and activities.

d. As currently allowed under OIE process, which may be revised from time to time, Complainants, Respondents, and witnesses involved in an OIE investigation are permitted to have one support person (which may be a union representative) accompany them to any meeting with OIE related to a report or investigation under OIE's complaint procedures.

5.3 The University strictly prohibits discrimination, discriminatory harassment, sexual harassment, and other forms of related interpersonal violence to include sexual assault, sexual exploitation, intimate partner violence, stalking and sexual or gender-based harassment.

5.4 Retaliation against any employee who, in good faith, reports prohibited conduct or participates in any proceeding under the *Policy Against Harassment* or this Agreement is prohibited. Retaliation includes threatening, intimidating, discriminating, harassing, coercing, interfering with potential witnesses or a potential proceeding, or any other conduct that would discourage a reasonable person from engaging in activity protected under the *Policy Against Discrimination* or this Agreement. Complicity is any act taken with the purpose of aiding, facilitating, promoting, or encouraging the commission of an act of prohibited conduct under the *Policy Against Discrimination* by another person.

5.5 If the employee files a complaint with the CHRO or EEOC, and either the employee or the Union also files a grievance, the University shall have no obligation to proceed with the grievance.

If while the grievance proceeding is in progress, a member seeks to resolve the matter by filing a complaint with CHRO, the University shall have no obligation to proceed with the grievance procedure.

5.6 The University will make its best endeavor to develop an annual implicit bias and microaggression training available to all employees covered by the UCPEA collective bargaining agreement. Once developed, this annual training will be mandatory for all supervisors covered by the UCPEA collective bargaining agreement.

Article 6.

VACATION LEAVE

6.1 Each employee shall be entitled to annual vacation according to the following schedule:

a. 12-month employees shall receive 1.75 vacation days credit for each month of employment, plus one additional day, for a total of 22 days maximum per year.

b. Employees working fewer than 12 months (including 9 or 10-month employees who are paid on a 12-month basis) shall accrue vacation on a prorated basis. Employees employed on a part-time basis shall accrue vacation on a prorated basis.

c. Recognizing that large vacation accumulations are to be used during departmental slow times, all employees may accumulate vacation credit of up to sixty (60) vacation days, except as noted below:

Vacation days may not be accumulated beyond this amount except by specific permission of a University Vice President, Director or designee. It is understood that employees who have previously accumulated more than the 60 days may retain this accumulation provided that in no case may the employee's accumulation exceed the number of days they presently have. The original entitlement over 60 days diminishes upon use until it reaches 60 days. (It does not remain as a permanent entitlement of additional possibility of accrual.) Once below 60 days, it cannot be accumulated beyond 60 again.

An employee whose reasonable request for vacation time has been denied shall be permitted to accrue that time beyond the 60 days.

d. A legal holiday, as enumerated in Article 8 below, which occurs during the employee's vacation shall not be charged against the employee as a vacation day.

e. To the extent possible, consistent with a department's workload, the choice of vacation periods shall be up to the individual employees. Upon request of the employee, denial of a vacation period request and the reason therefor shall be given to the employee in writing. Denials shall not be arbitrary, capricious, or without good business reason. In the event of unresolved conflicts over vacation schedules between two (2) or more employees within the same department, preference shall be determined by seniority within the department provided that final decision shall be based on the needs of the department and shall be determined by the appropriate Dean, Director or Department Head. Employees may take up to two (2) vacation days per calendar year without requesting them in advance from their Dean, Director, or Department Head. Employees may not take said 2 vacation days in conjunction with the 2 personal leave days provided for in Article 9.1 in order to be excused from work for four (4) consecutive days.

f. If any employee's service is separated for any reason, the employee (or the employee's estate if deceased) shall be entitled to receive full pay for each unused vacation day up to 60 days. Unless there are extenuating circumstances, this payout of unused vacation time will occur no later than the second (2nd) pay period following the employee's date of separation (or death).

g. If an employee becomes ill or is injured while on vacation, such time shall be charged against sick leave, provided that if requested, the employee provides the appropriate Dean, Director, or Department Head with medical documentation of said illness or injury.

Article 7.

NOTICE OF INTENT TO LEAVE

7.1 Employees intending to leave the employ of the University must give at least four (4) weeks' notice in advance. After giving notice, such employees must serve at least ten (10) workdays on the job prior to leaving. Employees serving less than ten (10) workdays on the job shall forfeit one day of paid vacation for each day less than ten (10) workdays on the job. These requirements may be waived by the appropriate Vice President, Director, or designee.

a. Employees may, at their discretion, provide a notice period longer than four (4) weeks. If an employee provides more than four (4) weeks' notice, the University may accept the resignation effective as of any date within the period of notice, provided that the employee is permitted to work at least four (4) weeks from the date of notice or receives pay and benefits in lieu thereof.

Article 8.

HOLIDAYS

8.1 Each employee shall be entitled to time off with pay for each legal holiday listed herein or any other legal holiday declared by the Governor or General Assembly.

LEGAL HOLIDAYS: New Year's Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, Juneteenth, Independence Day, Labor Day, Indigenous People's Day,* Veterans Day, Thanksgiving Day, Christmas Day.

If such a holiday falls on a Saturday, it shall be observed on the preceding Friday. If such holiday falls on a Sunday, it shall be observed on the following Monday.

a. Any employee who is required to work on a legal holiday shall be granted holiday compensatory time on an hour-for-hour basis for hours worked on the holiday.

b. An employee may work on any holiday subject to mutual agreement by the parties and shall be granted holiday compensatory time. A denial to work a holiday shall be given in writing, and shall not be arbitrary, capricious, or without good business reason. Such denial is grievable through Step 2 of the contractual grievance procedure but shall not be arbitrable.

c. Any holiday compensatory time accrued under this article shall be taken within 365 days of accrual, at a time mutually agreed to by the parties. Denial of use of holiday compensatory time for observance of a religious or cultural holiday shall not be arbitrary, capricious, or without good business reason.

8.2 Part-time employees shall be granted time off with pay on a pro-rated basis for holidays. Employees who work less than a full-time five-day work week over twelve (12) months will receive all thirteen (13) holidays on a pro-rated basis.

8.3 Upon separation for any reason, employees will be paid out for unexpired accrued but unused holiday compensatory time.

*Connecticut General Statutes § 1-4 currently designates the second Monday in October as a legal holiday known as Columbus Day. If C.G.S. § 1-4 is amended during the life of this agreement to reflect a different designation for this or any other legal holiday contained therein, this agreement will follow such statutory designation.

Article 9.

PERSONAL LEAVE

9.1 Each employee in the bargaining unit shall be entitled to two (2) days per fiscal year for emergencies or personal business. Employees shall be expected to notify their supervisors of their anticipated absence as early as possible. Personal leave is not accrued.

9.2 Exempt employees in 9- and 10-month positions who work a full 35-hour workweek will receive 2 Personal Leave days per year without proration. Membership in this population will be based upon the employee's full time equivalent (FTE) and schedule as of July 1 of each year. Exempt employees in 9 and 10 month positions who work less than a full 35 hour workweek will receive prorated Personal Leave hours based upon their full-time equivalent percentage during their period of 9 or 10 month service. Membership in this population will be based upon the employee's FTE and schedule as of July 1 of each year. All other part-time employees will receive prorated Personal Leave hours based on their full-time equivalent percentage.

Article 10.

CIVIC AND LEGAL OBLIGATIONS

10.1 Jury Duty or Court Appearances Under Subpoena

Each employee called as a juror or subpoenaed to appear in court for reasons resulting from their University employment, shall be granted leave for that purpose at no loss of pay or charge to other leave, provided that:

a. The employee notifies the appropriate department head within four (4) days of receiving notification to serve as a juror or of receiving the subpoena.

b. The employee either refuses pay, excluding reimbursement for transportation expenses such as mileage or parking, for serving on a jury or turns the jury pay over to the University.

c. An employee who is excused or released from jury duty prior to 5:00 p.m. is required to return to work for the remainder of the workday if, after allowing time for travel and parking between the jury duty location and the employee's normal workstation, the employee is able to work at least 50% of their scheduled hours on that day.

10.2 Civic Emergencies

Employees who are fire, ambulance, or other recognized emergency personnel, and who have so notified their supervisors in advance, may request time off for emergency duty. Approval of each request for emergency duty is solely at the discretion of the first level supervisor outside the bargaining unit.

Up to five (5) requests per year may be granted with pay. Additional approved requests shall be charged to vacation time. The denial of time off for civic emergencies is not grievable or arbitrable under this contract.

10.3 Legal Obligations

An employee may request to use vacation time, compensatory time, holiday compensatory time, and/or unpaid time in order to meet the requirements of a legal obligation for themselves or their family (as defined in Article 11.1). Such requests for time off will not be unreasonably denied.

An employee who is temporarily unable to work due to a pending legal matter (or their designated representative) may also choose to apply for an unpaid leave of absence. Approval of each request is at the sole discretion of the University and is not subject to the grievance process or arbitration.

Article 11.

SICK LEAVE

11.1 The University recognizes its obligation to provide paid and unpaid sick leave for bona fide personal illness to members of the professional staff.

a. Full-time employees shall receive paid sick leave for bona fide personal illness up to fifteen (15) workdays per contract year. Part-time employees, including those working less than 12 months, shall have it prorated. Sick leave may also be used for illness or death of a family member; however, from the 15 days, leave for these categories shall not exceed 5 days in a fiscal year, except for illness of one's child, grandchild, spouse and/or parent, which shall not exceed 10 days in a fiscal year. Family member shall mean parent (guardian, stepparent), parent-in-law, spouse, child (stepchild, child-in-law, stepchild-in-law), sibling, sibling-in-law, grandparent, grandparent-in-law, grandchild, niece, nephew, aunt, uncle, any person living with the employee, or a person whose close association with the employee shows to be equivalent to a family relationship. Employees shall be allowed to use sick time for doctor appointments for themselves or a family member.

b. Decisions as to the granting of paid sick leave for bona fide personal illness, or for illness of a family member when the use of sick days during a fiscal year exceeds fifteen (15) workdays, shall be made by the Department. When accompanied by a medical certificate, if requested, and having made adjustments for past use of sick leave, the Department shall grant an employee who requires it no less sick leave than they would have been eligible for had the University had an accrual sick leave system, subject to fiscal year limits referenced above if the sick leave is to be used for illness or death of a family member.

c. Decisions as to the granting of unpaid family leave shall be made by the University Administration coordinated by the Department of Human Resources.

d. Before being granted, all requests for sick leave must be approved (by the first level supervisor outside the bargaining unit) as a bona fide illness, which prevents an employee from carrying out their responsibilities. A medical certificate may be required for any illness regardless of the number of days.

e. Application for sick leave in connection with childbirth shall be considered on the same basis as leave requests for any other sick leave.

11.2 In cases where employees have been allowed to accumulate unused sick leave days, such days shall remain "banked." Employees whose need for sick time for bona fide personal illness exceeds what they would have been entitled to under an accrual system shall, at their option, be entitled to use any banked time. At the time of retirement or termination, any unused "banked" days an employee has remaining shall be subject to the provisions of Section § 5-247 of the State Personnel Act. No employee shall be forced to use their banked sick time.

11.3 Sick Leave Bank

a. The Sick Leave Bank consists of time made available by the donation of accrued vacation or holiday time by members of the bargaining unit.

b. Donation of time may occur in July and the last pay period in December and shall be either one-half or one-day increments. Access to the bank shall be under the guidelines developed by the UCPEA and the University, by way of signed agreement between the parties. The Sick Leave Bank Committee shall be composed of union members.

1. Employee health and personnel information shared with members of the Sick Leave Bank Committee is private and shall not be used or shared by members of the committee except as necessary to fulfill their role on the committee.

2. Within six (6) months of legislative approval, the parties will update the Sick Leave Bank guidelines to conform with this bargaining agreement. At least once per year after, the parties will review the Sick Leave Bank guidelines and update as appropriate. Any and all changes shall be mutually agreed upon.

c. The Sick Leave Bank shall be available as a source of sick time when all other options (contract year sick leave allotments, 'as if' accrued sick leave, banked sick leave, vacation (except that the employee may save up to two (2) weeks of vacation leave), personal leave, holiday and compensatory time) are exhausted.

1. An employee is limited to 75 days from the Sick Leave Bank over a rolling two (2) year period, not to exceed the leave entitlement under the federal of state Family Medical Leave Act ("FMLA") or SEBAC supplemental leave.

2. The Sick Leave Bank is for the employee's own serious health condition as defined in federal or state FMLA.

3. The Sick Leave Bank may also be available as a source of paid caretaker leave for an employee who must care for a dependent child or spouse with a serious health condition as defined in federal or state FMLA, not to exceed leave entitlements provided under the federal or state FMLA. The Sick Leave Bank may only be accessed for paid caretaker leave after the exhaustion of the 10 sick days of leave available pursuant to 11.1 (a) and exhaustion of all contract year sick leave allotments, 'as if' accrued sick leave, banked sick leave, vacation (except that the employee may save up to two (2) weeks of vacation leave), personal leave, holiday and compensatory time.

4. The University may also grant, solely at its discretion, additional paid sick time beyond any allotted from the Sick Leave Bank. Consideration of additional paid sick time in excess of any allotted from the Sick Leave Bank shall be coordinated by the Department of Human Resources.

d. To be eligible to receive time from the Sick Leave Bank, an employee must be on an approved federal or state FMLA or SEBAC supplemental leave.

11.4 Workers' Compensation

When an employee is out of work due to a work-related injury or illness, the procedures and provisions of the Workers' Compensation Statutes will be followed. Should an employee's absence be for less than the duration required for Workers' Compensation coverage to begin, the use of either existing or "as if accrued" sick time shall not disadvantage any future needs for sick time up to the amount utilized. If an employee chooses to supplement the Workers' Compensation pay with their own time balances up to 100% of salary, that time shall be deducted and will not be available for future utilization.

11.5 Fitness for Duty Examinations

The University is permitted to compel an examination by a physician or medical provider of the University's choice and at the University's expense in the following situations:

a. where there are reasonable grounds, based upon observed behavior or lack of performance, suggesting that an employee is unfit to perform the essential functions of the job due to a medical condition (mental or physical);

b. where the University requires verification that an employee is fit to return to work and perform the essential functions of the position following any medical leave;

c. where the University requires verification that an employee on medical leave is, in fact, unable to work;

d. where there is observed impairment on the job suspected to be the result of drug or alcohol use; and

e. where the employee poses an imminent or serious safety threat to self or others.

Article 12.

CHILDBIRTH AND PARENTAL BENEFITS

121 The University shall grant an employee giving birth to a child six (6) or eight (8) weeks paid leave related to childbirth, as specified in the medical provider's medical disability documentation. Such leave shall be subtracted from their sick leave entitlement to the extent that it exists, including "as if accrued" and previously earned banked sick leave. Time characterized as childbirth leave shall commence on the date of birth and extend six (6) or eight (8) weeks thereafter. This leave will run concurrently with state and federal medical leave laws, as applicable.

122 The University shall grant an employee up to five workdays paid leave at the time of birth, adoption, taking custody, or foster placement of a child, or for the prenatal or postnatal care of a spouse or significant other. Such leave shall be subtracted from their sick leave entitlement if it exists and shall be deducted from that portion of the employee's sick leave available for illness of a child. Additional time off beyond the five workdays for bonding or prenatal or postnatal care of a spouse or significant other may be approved under federal and state family and medical leave laws, as applicable. Such leave, if approved, would run concurrently from the employee's first day out on caregiver or bonding leave.

123 Following the birth, adoption, or foster placement of a child, parents may be entitled to a bonding or caregiver leave on a reduced schedule leave as applicable under state and federal FMLA. Following the birth, adoption, or foster placement of a child, parents who do not qualify for state or federal FMLA shall be entitled to work half time for up to three (3) months or the date on which they become eligible for state or federal FMLA, whichever comes sooner.

Article 13.

EDUCATIONAL LEAVE

13.1 Each year of the contract a total of up to four (4) educational leaves may be granted to employees in the bargaining unit in order to engage in projects or develop products that are believed to be of value, or to advance the interests or reputation of the University. All such leaves are a privilege rather than a right. Employees desiring such leave must apply through the chain of command at least one year in advance of the projected leave.

Employees with seven (7) or more years of continuous service in the bargaining unit may be eligible for a one-year educational leave.

Employees on such leaves shall not engage in paid employment elsewhere.

No staff member shall be eligible for more than one such leave in a ten (10) year period. At least ten (10) years shall elapse between leaves. The recipient must agree to return to the University for at least one year of service following the leave.

Employees granted educational leave under Article 13.1 shall be allowed to choose to take a 1/2-year leave at full pay rather than a 1-year leave at 1/2 pay. There is no increase in the number of employees allowed to take such leave annually.

Employees granted educational leave under Article 13.1 shall continue to enjoy the full tuition waiver for the duration of their leave as defined under Article 35.

13.2 Educational Leave Application Procedure

a. All applications for educational leave shall be made in writing at least one year prior to the date that the leave is to begin. The written application shall contain a description of the proposed activity to be undertaken, as well as an indication of the mutual benefit to the individual and to the University. This application shall be submitted through the appropriate Department Head, Dean or Director, to the Vice President or their designee who, in turn, will submit it to the Board of Trustees with a recommendation of the appropriate Department Head, Dean or Director, and Vice President or their designee. Only positive recommendations will go beyond the Vice-Presidential level.

b. Applicants shall receive written notice in a timely manner of the recommendation at each level in the supervisory chain of command.

   Such written notice shall contain a full explanation of the reasons for any unfavorable recommendation. Ordinarily, the applicant will receive written notice of the Board's final action at least six (6) months prior to the requested commencement of the leave.

c. The Union shall be given written notice of the final approval or disapproval of any application for educational leave.

d. The educational leave application procedure shall not be grievable.

Article 14.

MAINTENANCE OF STATUS WHILE ON PAID LEAVE

14.1 Each employee who is on any paid leave shall automatically receive any pay increases, benefits, accrual of time toward retirement, and standard accrual of vacation time, or seniority that have accrued to their position during the period of such leave.

Article 15.

LEAVES WITHOUT PAY

15.1 Union Leave without Pay

Up to three (3) employees per year, (with an FTE not to exceed one (1)) who are elected or appointed to positions with the Union will, upon prompt application and with the approval of the appropriate Provost, Vice Provost, Vice President or designee, be granted a one-year leave of absence without pay for the purpose of accepting this position. Persons granted full-time leave shall have all insurance and other benefits if they or the Union wish to pay for such benefits. During such leave they shall accrue seniority as though still employed, however, no vacation days will accrue. Persons on partial leave for one year shall retain benefits on a pro-rated basis. Upon return, they shall be placed in the assignment that they left, providing the position has not been eliminated, or placed otherwise in a comparable position for which they are qualified.

15.2 Emergency Leave Without Pay

Short leaves to cover emergency situations may be granted by the appropriate department head if arrangements can be made to assign the work to others. The period of such leave should not exceed ten (10) workdays without prior approval of the Provost, Vice President, or their designee. This is intended for reasons other than those covered by the Family and Medical Leave Act.

15.3 Professional Educational Leave Without Pay

Leave of absence without pay may be granted by the Provost or Vice President for reasons considered to be in the best interest of the University and in the interests of professional growth and improvement of the staff member concerned. All such cases are treated as special cases. Staff members desiring such leave should apply through their department head to the appropriate Vice Provosts or Vice Presidents.

15.4 Maintenance of Status While on Unpaid Leave

Any employee on unpaid leave shall have their position retained and upon their return to work shall benefit by any increase in salary and/or fringe benefits that accrued to their position during the period of such leave. Vacation, holiday leaves, and seniority do not accrue during unpaid leave.

15.5 Voluntary Leave Program

The Voluntary Leave Program, as constituted on July 1, 1994, shall be extended for the life of the contract. This may be amended based upon discussions/negotiations between the DAS and the SEBAC.

Article 16.

WORK SCHEDULES

16.1 With the approval of the appropriate Vice President or designee, departments may establish a flexible schedule program that, while not adversely affecting departmental services, can afford greater flexibility to employees. Flexible schedules are considered non-permanent. Before taking effect, in addition to the written authorization of the manager outside the bargaining unit, all such schedules must be approved by the Department of Human Resources.

Except by mutual agreement otherwise, denials shall be given to employees in writing within twenty (20) workdays of the written request. Any denial of a request for a flexible schedule shall be accompanied by a reason for the denial. Denials shall not be arbitrary, capricious, or without good business reason. Prior to filing a grievance an employee may ask that a representative of the administration and a representative of UCPEA attempt to resolve the dispute.

16.2 The University's regular administrative hours are defined as between 8:00 a.m. - 5:00 p.m. UCPEA employees' work schedules normally approximate 35 hours per week (historically 8:30 a.m. to 4:30 p.m.). A flexible schedule is defined as some of the hours falling outside of the University's regular administrative hours.

When the University identifies a need to adopt a temporary flexible schedule, management will first seek volunteers from within the work group. Failing to attract sufficient volunteers, the work group will be empowered to develop schedules to meet the unit's needs. If the work group is unable to address this need, then, consistent with the needs and functionality of the work group, individual employees may now be required to work a temporary flexible schedule of up to one fiscal year, with twenty (20) working days' notice. Such requirement will not be made arbitrarily or capriciously. Individuals may be exempted from flexible schedules for reasons including, but not limited to, child/parental care, health, or unavoidable personal issues. The parties recognize that the University may require immediate, temporary schedule changes in the event of a declared local, state, or federal natural disaster or health emergency. Such schedule changes shall be limited to the duration of the declared natural disaster or health emergency.

16.3 Changes in Work Schedules Within the University's Regular Administrative Hours

In circumstances where the University identifies a need to change work schedules, within the University's regular administrative hours (between 8:00 a.m. – 5:00 p.m.), management will first seek volunteers from within the work group. Consistent with the needs and functionality of the work group, individual employees can be required to work a different work schedule, within the University's regular administrative hours, with ten (10) working days' notice. Individuals may be exempted from schedule changes for reasons including, but not limited to, child/parental care, health, or unavoidable personal issues.

16.4 Off Site Work

The following statement represents current practice and is not an expansion of work conditions. Given the definition of professional work contained in Article 2.1 of this agreement, the University agrees it is not unreasonable to consider differing methodologies for accomplishing professional work. This may include agreements to have work produced off site utilizing appropriate technology. Each situation must be evaluated individually and approved in accordance with established procedure.

16.5 Telecommuting

Telecommuting is a work arrangement in which some or all of the work is performed at a work site that is off University property, such as the home. It is one of the flexible work arrangements that may be established for staff to enable them to achieve a more successful work-life balance. Telecommuting arrangements must be in accordance with University telecommuting procedures and be in the best interest of the University.

The University retains the sole and exclusive right, in its discretion, except where limited in this Article, to determine when, where, and how work is performed, including but not limited to determining employee and position eligibility for telecommuting; requiring in-person work; approving, denying, limiting, suspending, modifying, or revoking telecommuting arrangements; determining schedules, work hours, reporting expectations, on-site attendance requirements, and the number of telecommuting days permitted; and establishing and enforcing all operational, technological, equipment, and data security requirements applicable to telecommuting. Such determinations may be made at any time based on operational needs or any other legitimate business reason, subject to the limitations in this Article. Except as expressly stated herein, decisions concerning telecommuting shall not be subject to the grievance or arbitration procedure.

Eligibility and Consideration Criteria

1. Professional staff may submit a request for a telecommuting arrangement in a form and manner required by the University. Any revisions to the form with be shared with the UCPEA.

2. The University may consider such factors it deems relevant in evaluating any request, with operational needs as paramount. Such factors may include, but are not limited to:

    a. The nature of the employee's duties and whether they can be effectively performed remotely.

    b. The need for on-site presence for service delivery, knowledge transfer, collaboration, supervision, training, or student-facing responsibilities.

    c. The employee's performance, reliability, and demonstrated ability to work independently.

    d. Technology, equipment, and data-security requirements.

3. The University's judgment regarding operational needs shall govern all determinations.

Decision Process

1. Requests for telecommuting arrangements shall be submitted in accordance with the form and manner required by the University.

2. Managers are encouraged to give serious consideration to all reasonable requests for telecommuting arrangements but shall have no obligation to approve any request.

3. If a request for telecommuting arrangement is denied, the employee may submit a new request only after one year from the date of the denial, unless a material change in job duties, work schedule, operational needs, or performance circumstances occurs sooner.

Appeal Process

1. Employees may request an internal review if:

    a. Their telecommuting request is denied in full or if the employee is approved for less than two (2) telecommuting days per work week, and

    b. They received a rating of "Good" or better on their most recent performance evaluation.

2. Employees wishing to appeal a decision made under 16.5 may submit a written request for review to Human Resources within four (4) weeks of receipt of the initial telework decision.

3. Upon receipt of a timely appeal, Human Resources shall convene a Telework Review Panel within two (2) weeks composed of two (2) members: one from Human Resources and one appointed by the UCPEA.

4. The Telework Review Panel shall review the written appeal, the original telework decision, and any relevant supplementary information. The panel may, at its discretion, meet with the manager and employee to clarify their respective positions.

5. Within two (2) weeks of completing its review, the Telework Review Panel shall issue one of the following outcomes:

    a. Uphold the initial decision, or

    b. Recommend reconsideration.

6. If the panel is not unanimous or if the panel recommends reconsideration, the matter will be forwarded to the appropriate Vice President (or designee), who shall issue a final written determination within two (2) weeks.

Modification or Revocation

1. Approved telecommuting arrangements may be temporarily limited, suspended, modified, or revoked at any time due to operational needs, changes in job duties, performance

concerns, supervision needs, compliance concerns, technology or data security concerns, or any other legitimate business reason.

2. The University will provide as much notice as practicable under the circumstances but reserves the right to require immediate temporary return to in-person work where necessary.

3. A permanent revocation of Telecommuting would be administered in the same manner as an initial denial and subject to the appeals process described above.

Article 17.

STUDENT HEALTH AND WELLNESS

17.1 Overtime and Stipends, Generally

a. Overtime

When Student Health and Wellness (SHaW) employees who are licensed as nurses, nurse practitioners, lab technicians, phlebotomists, or X-ray technicians, are required to work a half shift or more beyond the equivalent of a full-time workweek, they shall be paid at time-and-one-half of their base rate of pay for the additional time worked if they are covered by FLSA. FLSA exempt employees shall receive either time and time-and-one-half pay or time-and-one-half compensatory time. When part-time employees work a half shift or more beyond their regular schedule, they will receive either straight time pay or compensatory time up to the equivalent of a full-time workweek, and time and time-and-one-half worked thereafter.

For FLSA exempt employees, the decision about either pay or compensatory time shall be mutually agreed by the SHaW management and the employee. If there is no agreement the individual shall be paid rather than accrue compensatory time.

With supervisor permission, an FLSA exempt employee may also receive the stipends and/or differentials provided in the other Sections of this Article.

b. Stipends

At the beginning of each fiscal year, all stipends referenced in this Article shall be increased by a factor equal to the annual percentage increase in base salary exclusive of performance-based compensation rounded to the nearest quarter dollar amount effective that same fiscal year. The percentage increase shall be applied to the stipend amounts in effect at the time of the annual increase. In any year there is zero percent (0%) increase to the base salary, there will not be an increase in the stipends.

17.2 Shift Differentials

a. Evening Shift

1. The University will pay SHaW employees who are regular employees of the University, who are regularly assigned to work the day shift, who are scheduled to work four (4) or more hours of the evening shift (i.e. until 8:00 p.m. or later) (the

"evening shift"), a differential of fifteen percent (15%) of their hourly rate as derived from their base annual salary for each hour worked after 4:00 p.m.

2. Except for by mutual agreement, this differential will not apply to employees who, for their own convenience, have requested and been granted permission to work hours other than their scheduled shift, or as a result of a flexible schedule agreement.

3. With supervisor permission, the evening shift differential may be added or combined with any other differential. The evening shift differential will only be paid for hours actually worked and not while such an employee is on leave of any nature.

b. Night Shift

1. When a SHaW employee who is a regular employee of the University and who is licensed as a nurse, nurse practitioner, lab technician, phlebotomist, or X- ray technician (collectively, "licensed professionals") is scheduled to work the full weekday night shift, (which shift typically includes those hours between 11:00 p.m. and 8:00 a.m., between Monday at 11:00 p.m. through Saturday at 8:00 a.m.) (the "night shift"), they shall be paid a differential of 20% of their hourly rate as derived from their base annual salary for each hour worked. This will not apply to employees who happen to work hours that overlap a portion of the night shift, but do not work the full shift.

2. With supervisor permission, the night shift differential may be added or combined with any other differential. The night shift differential will only be paid for hours actually worked, and not while the employee is on leave of any nature.

3. Under no circumstances will the night shift differential be paid to Advice Nurses, Sexual Assault Response Nurses, or Mental Health Services Professionals (MHSPs) unless they actually worked for SHaW during the weekday night shift.

c. Weekends

1. When a licensed professional work between 8:00 a.m. Saturday and 8:00 a.m. Monday (the "weekend"), they shall be paid a differential of 15% of their hourly rate as derived from their base annual salary for each hour worked.

2. With supervisor permission, the weekend shift differentials may be added or combined with any other differential. The weekend shift differential will only be paid for hours actually worked, and not while the employee is on leave of any nature.

3. Under no circumstances will the weekend shift differential be paid to Advice Nurses, Sexual Assault Response Nurses or MHSPs unless they actually worked at SHaW during the weekend shift.

17.3 Advice Nurses – Weekends

a. Advice Nurse services will be provided off-site on weekends, only during the academic semesters. The shifts are between 4:00 p.m. and 8:00 a.m. on Saturday and between 4:00 p.m. and 8:00 a.m. on Sunday.

b. The coverage pools will consist of qualified SHaW Nurses who have successfully completed training as required by the Department. All coverage is provided on a voluntary basis and will be scheduled for the entire school year.

c. The stipend for Advice Nurses for a 4:00 p.m. to 8:00 a.m. shift will be $352.00 or $22.00 per hour is part of the shift is worked.

d. Advice Nurses may be scheduled for one or more of the available shifts. The scheduled nurse will be responsible for coverage of their scheduled shift. If the scheduled nurse is unable to cover the shift due to emergency reasons, it is their responsibility to arrange coverage. If the scheduled nurse is unable to arrange coverage, they will notify the administrator on call, who will arrange coverage if possible, or may authorize the cancellation of coverage for that shift.

e. The protocol for the Advice Nurse receiving phone calls will be established in accordance with accepted medical practice.

f. In the unforeseen event that SHaW is required to remain open 24 hours on a specific weekend to provide on-site coverage (thus precluding the need for Advice Nurse services), such assignments may be cancelled.

g. It is within the University's discretion to conclude that there is no longer a need for the Advice Nurse services program, in which case the University is under no obligation to continue this type of work or compensation for any duration.

h. Nurses filling these positions will be exempt from the provisions of Article 18, Compensatory Time, during these shifts.

17.4 Sexual Assault Response Nurses and Mental Health Services – Weekend On Call

Assignment of Advance Practice Registered Nurses (APRNs) (collectively referred to in this Section as "Sexual Assault Response Nurses") to respond to sexual assault situations will be provided on Saturdays, only during the academic semesters.

a. The coverage pool will consist of qualified SHaW APRNs who have successfully completed training as required by the Department. All coverage is provided on a voluntary basis and will be scheduled for the entire school year. SHaW management may disqualify an employee from eligibility for this assignment in their sole discretion, if it is decided that the employee resides too far away from the campus to be able to report in under an hour.

b. Stipends:

1. The stipend for being on call is $25.00 per hour. This is the "on call" rate.

2. The stipend for Sexual Assault Response Nurses for being on call but not being called into work for an 8:00 a.m. to 4:00 p.m. shift (8 hours) will be $200.00.

3. A Sexual Assault Response Nurse called in to work will be paid for actual time worked, including travel time from home to the work site, but not less than two (2) hours, at time and one half of their regular rate of pay.

4. For Sexual Assault Response Nurses, total compensation for being on call combined with working during a weekend shift will be a combination of the number of hours actually worked which are paid at time and one half of the employee's regular rate of pay, plus the remainder of the shift's hours paid at the "on call" rate. For example, if a Sexual Assault Response Nurse being paid $80.00 per hour is called in for 4 hours, the pay for that shift would be 4 hours times and one half (totaling $480.00), plus 4 hours times $25.00 ($100.00), for a total of $580.00.

c. Sexual Assault Response Nurses may be scheduled for part or all of the available shifts. The scheduled Sexual Assault Response Nurse will be responsible for coverage of the scheduled shift. If the Sexual Assault Response Nurse unable to cover the shift due to emergency reasons, it is their responsibility to arrange coverage. If the Sexual Assault Response Nurse is unable to arrange coverage, they will notify the administrator on call who will arrange coverage if possible or may authorize the cancellation of coverage for that shift.

d. The protocol for contacting the Sexual Assault Response Nurses with instruction to report to SHaW will be established and published at the beginning of the program.

e. In the unforeseen event that SHaW is required to remain open 24 hours on a specific weekend to provide on-site coverage (thus precluding the need for Sexual Assault Response Nurse services) such assignments may be cancelled.

f. In accordance with the Memorandum of Agreement with the Office of Victim Services, it is within the University's discretion to conclude that there is no longer a need for the Sexual Assault Response Nurse services program, in which case the University is under no obligation to continue this type of work or compensation for any duration.

g. Sexual Assault Response Nurses filling the aforesaid position will be exempt from the provisions of Article 18, Compensatory Time during these shifts.

17.5 Mental Health Services – Weekend On Call

a. After-hours Mental Health Services within SHaW will be provided on weekends, only during the academic semesters. The shift between 8:30 a.m. on Saturday and 8:30 a.m. on Sunday constitutes a single shift, the shift between 8:30 a.m. on Sunday and 8:30 a.m. on Monday constitutes a second single shift. There will be two (2) such shifts per weekend.

b. The coverage pool will consist of qualified UCPEA bargaining unit MHSPs who have successfully completed on-call training as required by the Department. All coverage is provided on a voluntary basis and will be scheduled for the entire school year. SHaW management may disqualify an employee from eligibility for this assignment in their sole

discretion, if it is decided that the employee resides too far away from the campus to be able to report in under an hour.

c. Stipends:

1. The stipend for being on call is $18.75 per hour. This is the "on call" rate.

2. The stipend for a MHSP being on call but not being called into work for an 8:30 a.m. to 8:30 a.m. shift (24 hours) will be $450.00.

3. A MHSP called in to work will be paid for actual time worked, including travel time from home to the work site, but not less than two (2) hours, at time and one half of their regular rate of pay.

4. For MHSPs, total compensation for being on call combined with working during a weekend shift will be a combination of the number of hours actually worked which are paid at the employee's regular rate of pay, plus the remainder of the shift's hours paid at the "on call" rate. For example, if a MHSP being paid $80.00 per hour is called in for 4 hours, the pay for that shift would be 4 hours times and one half $80.00 (totaling $480.00), plus 20 hours times $18.75 ($375.00), for a total of $855.00.

5. The totality of weekend on call stipends for MHSPs is covered by this section. MHSPs do not earn an additional stipend under Article 17.4(c).

d. An MHSP filling the aforesaid position will be exempt from the provisions of Article 18, Compensatory Time.

e. The MHSP may be scheduled for one or the other available shifts, or for both shifts. The scheduled MHSP will be responsible for coverage of their scheduled shift. If the MHSP is unable to cover the shift due to emergency reasons, it is their responsibility to arrange coverage. If the MHSP is unable to arrange coverage, they will notify the administrator on call, who will arrange coverage if possible, or may authorize the cancellation of coverage for that shift.

f. The protocol for receiving phone calls will be established in accordance with accepted medical practice.

g. In the unforeseen event that SHaW is required to remain open 24 hours on a specific weekend to provide on-site coverage (thus precluding the need for MHSP services) such assignments may be cancelled.

h. It is within the University's discretion to conclude that there is no longer a need for the MHSP services program, in which case the University is under no obligation to continue this type of work or compensation for any duration.

17.6 9-Month, 10-Month and 11-Month Licensed Professionals

a. Except by agreement otherwise, all licensed professionals employed by SHaW for 9, 10 or 11 months per year will begin the work year one week prior to the first day of classes at the start of the fall semester, at the discretion of the Department as necessary within the operational needs of SHaW.

b. These 9-month, 10-month or 11-month licensed professionals shall accrue vacation time as if the employee worked one continuous month for the portion of time worked in August and the portion of the time worked in their last month of their 9-month, 10-month, or 11-month appointment.

17.7 Student Health and Wellness Physician

a. The position "Student Health and Wellness Physician" will be exempt from the salary limitations stated in Section 32.4 Salary Schedules.

b. These positions will be exempt from all general provisions of Article 18, Compensatory Time, but will be eligible for "On-Call" pay pursuant to that Article.

c. All other provisions of this collective bargaining agreement shall remain in effect for these positions.

Article 18.

COMPENSATORY TIME

18.1 Non-Exempt Employees

Compensatory time for non-exempt employees shall be in accordance with the Fair Labor Standards Act ("FLSA").

a. Non-exempt members of the bargaining unit shall be paid their "regular rate of pay" for each hour worked up to 40 hours in a workweek consistent with the FLSA and State Department of Labor wage and hour laws and regulations. The implementation of this section shall be consistent with Article 16 (Work Schedules) of the collective bargaining agreement.

b. Non-exempt UCPEA employees' "regular rate of pay" shall be determined by dividing their bi-weekly pay rate by up to seventy (70) hours.

c. Non-exempt UCPEA employees will continue to receive compensatory time off for hours worked in excess of forty in a workweek in accordance with the FLSA and the collective bargaining agreement between the UCPEA and UCONN.

d. Non-exempt UCPEA employees will be required to complete a timecard every pay period. Time worked will be reported on a daily basis in quarter hour increments. Use of paid leave time will be charged in quarter hour increments with a one hour minimum.

e. Compensatory time shall be afforded at the rate of one- and one-half hours for each hour for which overtime compensation is required by FLSA.

f. When an employee's compensatory time earned under Article 18 (i.e., the compensatory time) reaches a total of 105 hours the employee shall be paid for additional compensatory hours earned.

g. The University may elect to reimburse an employee for any unused compensatory time at any time. The University shall pay the balance due to the employee within two (2) pay dates of when the decision to payout is made.

h. To the extent possible, consistent with a department's workload, the choice of when to use accrued compensatory time shall be up to the employee.

i. If an employee is reclassified from non-exempt to exempt, they shall be paid out for any unused compensatory time earned while non-exempt.

j. Upon termination of employment, for any reason, an employee shall be paid out for any unused compensatory time.

18.2 Exempt Employees

An exempt employee, not including those listed in Article 18.5, may be required to work hours beyond their regularly scheduled workweek. The requirement to work hours beyond a regularly scheduled workweek will fall within these categories:

a. The first supervisor outside the bargaining unit will confirm in writing to the employee the requirement to work hours, specifying the reason for the requirement, and identifying the anticipated reduction in schedule to account for the hours worked beyond the employee's regularly scheduled workweek.

b. In an emergency situation, an employee may be responsive to situational needs, provided they have obtained verbal approval from the first supervisor outside of the bargaining unit. The employee will confirm in writing with the first supervisor outside of the bargaining unit the reason(s) for working additional hours and the hours worked within the same pay period.

The following procedures shall be followed:

a. The employee must flex the first five (5) hours worked through a reduction in the employee's schedule within the same pay period.

b. However, if business or operational needs do not allow a reduction in schedule within the same pay period, or if the hours worked exceeds five (5) hours in a pay period, the first supervisor outside the bargaining unit may instead authorize the employee, in writing, to accrue compensatory time for the amount of hours they were unable to flex. All compensatory time must be recorded on the employee's leave record as it is earned. All compensatory time must be utilized within two (2) years of being earned at times mutually agreeable to the employee and the supervisor.

18.3 Employees will make every effort to request the utilization of accrued compensatory time and supervisors are encouraged to approve these requests whenever business needs permit. If an individual employee's accumulation exceeds a balance of 105 hours, management may request to pay for the time over one hundred (100) hours up to a maximum of forty (40) hours at a time. Management requesting such a payout for an employee must provide a written justification and budget approval to the Director of Labor Relations, or designee, who has the final authority to approve or deny the payout request. The manager's justification must explain the extenuating circumstances that made it impossible or impractical for the employee to use accrued compensatory time. Management may request a payout of compensatory time for individual employees no more than once per calendar quarter. The University shall pay the balance due to the employee within two (2) pay dates of when the approval for payout is made.

18.4 On Call

An employee is considered to be "on call" when management requires that an individual be continuously available for responding to a work-related call for assistance during hours outside of their normal work schedule. The restraints placed upon the employee's personal freedom shall determine the level of compensation to be afforded for the hours on call as follows:

a. An employee who is required to be available for call and in order to respond their travel is restricted, shall receive compensatory time equal to twenty-five percent of the time they are required to be on call.

b. An employee who is required to be available for call but has no restrictions on their travel in order to respond shall receive compensatory time equal to ten (10) percent of the time they are required to be on call.

c. Actual time spent working in response to a call shall be compensated hour for hour with compensatory time.

18.5 Compensatory Time for Specific Positions

Due to standard irregular work hours within certain University operations and occupations, a fixed annual amount of compensatory time will be awarded in lieu of the process provided in Section 18.2 as follows:

a. Hall Directors and Community Directors Live-In Staff employed in the Department of Residential Living and Education shall receive seven (7) days of compensatory time in the Fall Semester, seven (7) days of compensatory time in the Spring Semester, and three (3) days of compensatory time in the Summer Semester.

b. Professional staff in identified positions within the Division of Athletics shall receive five (5) compensatory days on July 1 of each fiscal year and five (5) compensatory days on January 2 of each fiscal year. All compensatory time accrued under this provision by employees in Athletics must be utilized within one year of being earned at times mutually agreeable to the employee and the supervisor.

c. Admissions Officers, Senior Admissions Officers, Admissions Managers, Associate Directors, and Senior Associate Directors employed in the Department of Undergraduate Admissions, shall receive eight (8) compensatory days on July 1 of each fiscal year and seven (7) compensatory days on January 2 of each fiscal year to compensate for hours during recruitment travel and during the reading of applications.

d. Employees will be notified in writing upon hire or reclassification of eligibility for compensatory time under this provision.

e. No other compensatory time or extra compensation for the irregular hours of work routinely expected of these positions shall be awarded.

18.6 Compensatory Time for Level 1 (Essential/Emergency) Support Services Staff During Inclement Weather

UCPEA members who are designated as Level 1 (Essential/Emergency) Support Services Staff and must remain at or report to in-person work when other employees are directed to not report to campus based on inclement weather shall be compensated hour for hour with compensatory time, except when the weather event occurs on a holiday enumerated in Article 8.1 of the collective bargaining agreement, in which case only holiday compensatory time in accordance with Article 8.1 may be earned.

Article 19.

EMPLOYEE FILES

19.1 For the purpose of evaluating an employee, employee files may be maintained at all administrative levels and may contain notes, records, and other documentation of employee performance. The employee's official, complete employee file will be housed in the Department of Human Resources and may include documents maintained electronically or in hard copy.

Each employee shall have the right and may request to review the content of their employee file, which may be satisfied by providing the employee an electronic copy of their employee file. Said hard copy or electronic file will be provided within five (5) workdays of the date on which the request is made.

19.2 Others who shall have access to the employee files are:

a. Individuals within the employee's department with stated job responsibilities relating to the maintenance of employee files (i.e., personnel officers, the dean, director, or department head, and confidential secretaries as designated by the supervisor).

b. Other administrative personnel with legitimate reason may have access through the administrator responsible for the employee file.

c. The UCPEA may review material in the employee's file at any time. An official representative of UCPEA, with the written authorization from the employee, may review specific material contained in the files relating to a grievance or a pending grievance.

19.3 No negative judgments that have not been discussed with the employee nor any materials that are not contained in the complete employee file may be used in any promotion or disciplinary action.

19.4 No anonymous material of any kind shall be placed in any employee file.

19.5 The employee shall be notified of the placement of any negative evaluative material in their employee file within ten (10) workdays and shall have the right to write a rebuttal to any such material for inclusion in the file.

19.6 An employee may request the removal of a Letter of Warning and related written documentation from their official, complete employee file after (12) twelve months provided there have been no further disciplinary events (as defined in Article 22.2) during this period.

An employee may request the removal of a Letter of Reprimand and related written documentation from their official, complete employee file after twenty-four (24) months provided there have been no further disciplinary events (as defined in Article 22.2) during this period.

The request and the response shall be done in writing through a process that is mutually agreed to by the parties. The request shall be reviewed by Labor Relations whose decision shall not be arbitrable.

19.7 Employees recognize their responsibility to review the contents of their employee files.

19.8 The employee shall have the right to obtain a copy of any material placed in their employee file (excluding pre-employment records), which will be provided in electronic form.

19.9 Nothing in this article shall preclude the existence or maintenance of other employee files of a personnel nature.

Article 20.

PROBATIONARY EMPLOYEES

20.1 A probationary employee is an employee who has not completed a working test or trial period in their position. Such a period shall not exceed one year and four (4) months.

a. All employees who have not completed a working test or trial period in the bargaining unit or who have been rehired after a break in service from a position represented by the UCPEA shall serve a one-year probationary period.

   The first supervisor outside of the bargaining unit, in consultation with Labor Relations, may reduce or extend an employee's probationary period. Extensions shall be no more than four (4) additional months. The UCPEA shall be copied on all probationary extension letters. Further extensions shall be by mutual agreement of the parties.

   In addition, any current employee voluntarily reassigned or hired as a result of a search may serve a four (4) month probationary period, at the sole discretion of the first manager outside of the bargaining unit. Employees who fail their four (4) month probationary period and are dropped shall be placed on the Article 27 recall list for the position in which they

previously held permanent status, for the full duration established in Article 27. Employees voluntarily reassigned or hired as a result of a search shall be eligible for salary increases as established in Article 32 during this probationary period.

b. Any recalled employee shall serve a four (4) month probationary period. Employees who are not continued during their four (4) month probationary period and are dropped shall be placed on the Article 27 recall list for the position in which they previously had permanent status. In the first instance this occurs, the employee shall be entitled to the full duration of the recall period established in Article 27. In any instance thereafter, the employee shall only be entitled to the balance, as of the date of return to the recall list after the first placement of the recall period established in Article 27. Recalled employees shall be eligible for salary increases as established in Article 32 during this probationary period. A manager shall only be required to accept a recalled employee once for a given position. If such employee is not continued during their probationary period, that manager may then initiate a search for that position.

c. Employees who are converted from end-date to permanent in the same position after a year of service, reclassified in their own position and/or involuntarily reassigned shall not be required to serve a probationary period.

Except as provided in Section 20.1 (d), service in a durational position, end-date position, student job, or special payroll position does not satisfy any probationary period.

20.2 A newly hired employee shall be provided with a copy of their job template. Newly hired employees will be provided with electronic access to a description and explanation of the Career Paths system.

20.3 Approximately halfway through and at the end of their probationary period, each employee shall be given a written evaluation of their performance that is not grievable under either 23.1 (a) or 23.1 (b). The employee shall normally sign the evaluation within seven (7) calendar days from receipt for the sole purpose of indicating that they have read it. Failure to sign may be considered cause for disciplinary action.

20.4 In the event that a probationary employee (excluding Residence Hall Directors) is dismissed before the end of their probationary period, they shall be notified in writing and receive two (2) weeks' notice or pay in lieu thereof. Residence Hall Directors only shall receive four (4) weeks' notice or pay in lieu thereof.

20.5 Residence Hall Directors who are dismissed before the end of their probationary period will be provided not less than four (4) weeks from the date of the dismissal notice to vacate their University apartment, unless the University has a safety or security concern about the employee remaining in University housing. At the UCPEA's request, the University will agree to meet and discuss exceptional circumstances in which the Residence Hall Director may request additional time to vacate their University apartment. The University's decision whether to grant an extension request is not grievable or arbitrable.

20.6 In no case shall either the dismissal of an employee during their probationary period, or the non-continuation of an employee upon the completion of their probationary period, be grievable under any article of this agreement including 23.1 (b), or grievable and arbitrable under 23.1 (a). A probationary employee who is dismissed, or who is not continued, may appeal within ten (10) days to the office of the appropriate Provost, Vice Provost, Vice President, or designee. Within seven (7) calendar days of the hearing the Provost, Vice Provost, Vice President, or designee shall respond in writing. The decision of the Provost, Vice Provost, Vice President, or designee is final and not appealable to arbitration.

Meetings held under this procedure shall be conducted at a time and place, which shall afford a fair and reasonable opportunity to attend for all persons proper to be present. When such meetings are held during working hours, all persons who participate shall be excused without loss of pay for that purpose. Persons proper to attend for the purposes of this section shall be defined as the appealing employees, their Union representatives, and qualified witnesses. Qualified witnesses shall be defined as those with information relevant to the appeal. At least two (2) business days before the hearing, the employee shall submit to the hearing officer a list of proposed witnesses. The designated hearing officer will determine which witnesses, if any, are qualified to attend the hearing. Determinations that a proposed witness is not qualified to attend the hearing shall be provided in writing at least one (1) business day before the hearing and shall include the reason for the determination. The determination of the hearing officer is final and not grievable or arbitrable.

Article 21.

EVALUATION

21.1 For the purpose of promoting, maintaining, and enhancing excellence in job performance, each department shall provide for evaluations of each UCPEA employee at least once a year. Such evaluations shall permit the continuing assessment of the quality of the individual's performance relative to the required duties described in their official job template and internal departmental job specification (if applicable).

21.2 Evaluation Procedures

a. The evaluation period shall be May 1st to April 30th of each year.

b. Management may require employees, or employees may volunteer, to provide an annual report of activity and achievement to be used as a source of information for evaluations. If management makes such a requirement, they must do so in advance of the period for which they want the reporting. Employees shall be given a minimum of (2) weeks' notice for providing the requested reports. Final reports for an evaluation year must be submitted by April 15th for consideration in the evaluation process.

c. For the purpose of documenting and appraising the employee's performance during the period, as well as for providing suggestions for improvement, each supervisor of UCPEA staff, including supervisors in UCPEA positions, shall prepare a written evaluation with criteria appropriate to that department or work unit. While an evaluation may be done at any time during the evaluation year, one must be prepared and presented to each employee between May 1st and May 22nd of each year.

d. A cover sheet indicating appropriate demographic information and overall rating of performance that reflects the details of the evaluation shall accompany each evaluation. Ratings should be categorized as follows:

- Outstanding – Far Exceeds Expectations
- Very Good – Exceeds Expectations
- Good – Meets Expectations
- In Need of Improvement
- Unsatisfactory

e. The employee shall normally sign the evaluation within seven (7) calendar days from receipt for the sole purpose of indicating that they have read it. Failure to sign may be considered cause for disciplinary action.

f. An employee shall have the right to append to their evaluation a written statement presenting their concerns as they relate to the evaluation. This will be attached to the evaluation, become a permanent part of the record, and will be the final documentation associated with the performance evaluation. The statement shall normally be submitted within sixty (60) calendar days from receipt of the evaluation by the employee.

g. In addition to the employee's signature, others shall include the immediate supervisor and the first supervisor outside the bargaining unit, provided they are not the same person. The employee shall be given a copy of the final signed document, and a copy shall be sent to HR by May 15th.

21.3 Either party may request to review the evaluation form every other year (odd-numbered years) during the month of January. The review process will not extend beyond the month of January. All changes shall be approached as a joint labor-management effort. Any changes the parties agree to make to the evaluation form will go into effect at the start of the following rating period (e.g., changes made in January 2023 would go into effect on May 1, 2023). No changes will go into effect without agreement from both parties. The evaluation form and any changes made thereto shall not be grievable or arbitrable.

a. The parties agree to meet beginning in July 2026 to review and revise the evaluation form to be effective for the review year beginning May 1, 2027.

21.4 Upon the written request of an employee, a job template will be provided by the Administration.

21.5 An employee may grieve only those evaluations that result in an overall unsatisfactory rating. If the overall unsatisfactory rating results in disciplinary action and the employee was notified of the discipline at the time of the rating, an employee may grieve under Article 22 (Dismissal or Other Disciplinary Action); however, they may not also file a separate grievance on the rating under this Article. During the Article 22 grievance, the unsatisfactory rating shall be incorporated into the grievance.

Article 22.

DISMISSAL OR OTHER DISCIPLINARY ACTION

22.1 The provisions of this article apply to all non-probationary members of the bargaining unit.

The parties are in agreement that discipline shall be for just cause and that, except in cases of serious misconduct, the dismissal of any employee shall occur as the final step in a progressive disciplinary system and only after the rights of the employee to a fair hearing are provided. Cases of serious misconduct should be dealt with through an immediate administrative leave with pay, followed by a hearing at Step 22.3 (b) below.

Grounds for dismissal or other disciplinary action:

a. Documented incompetence or failure to meet satisfactory standards of job performance based on written evaluations of their performance.

b. Failure to meet educational requirements or to fulfill professional commitments, including certification and licensing, made in a written agreement at the time of employment.

c. Misconduct or insubordination to reasonable directives to the employee, given as direct orders which are not illegal, or clearly dangerous, by their Dean, Director, Department Head or designee. If the employee feels that an order is not a part of their responsibilities, they may request and shall be given a written verification of that order. They shall carry out the order and aggrieve through the grievance procedure.

d. Sexual harassment as defined in the CT State Statutes (§ 46a-60(8)).

e. Drug and alcohol abuse in the workplace as defined in University policies.

22.2 Disciplinary action may include: (a) verbal or written warning or reprimand, (b) withholding of a satisfactory performance increase, (c) suspension without pay, (d) demotion, and (e) dismissal. In a case of a violation of 22.1 (c), (d), or (e) above, an employee may be placed on paid administrative leave of absence while the investigation is completed, if it is adjudged to be in the best interests of the University by the appropriate cabinet officer.

22.3 Procedures to be followed when disciplinary action such as the withholding of a salary increase, suspension without pay, demotion, or dismissal is contemplated:

a. The employee shall be notified in writing, with a copy to the UCPEA office, of the investigatory or fact-finding interview. The employee shall be advised of their right to union representation. If representation is waived it shall be done in writing.

b. When the investigation is complete and before a decision about discipline is made, the employee shall be afforded an opportunity to meet with the appropriate cabinet officer or their designee to hear the specific charges, the evidence against them, and to present their side of the situation. The employee shall be afforded fifteen (15) calendar days written notice of this meeting. Said notice shall include the date, time and location of the meeting, and the specific charges that form the reasons that disciplinary action is under consideration. Union representation is an entitlement at this meeting; if waived, the

employee must do so in writing. At such a hearing the employee may call witnesses who they feel may have information related to the issue under investigation. A written decision shall be rendered within fifteen (15) calendar days from the date of the hearing and shall include a specific notice of discipline to be imposed and the effective date(s) of discipline. An employee who, without legitimate reason, fails to report to this hearing, shall be terminated immediately.

c. The decision of the appropriate cabinet officer or their designee shall be final except for the appeal provisions noted in 22.3 (e).

d. No member of the professional staff shall be suspended without pay until after the hearing specified in 22.3 (b). Placement on paid administrative leave described in 22.2 is understood to be part of the disciplinary process but is not considered discipline.

e. Suspension without pay, denial of a satisfactory performance increase, demotion or termination may be appealed to arbitration on the merits. For these penalties, the arbitrator shall not substitute their judgment for that of the administrator except if it has been arbitrary, capricious, or unreasonable.

Article 23.

GRIEVANCE PROCEDURE

The Parties agree that all problems should be resolved whenever possible before the filing of a grievance, and they wish to encourage open communication between administrators and employees, so that the formal grievance procedures will not normally be necessary.

23.1 Definitions

a. A contractual grievance shall be limited to a claim that there has been a violation of a specific term(s) or provision(s) of this agreement or of those conditions of employment, which are specified in the contract.

b. A non-contractual grievance shall be a dispute concerning the practices and policies of The University of Connecticut.

c. A grievant may be an individual employee, a group of employees, or the Union on behalf of an individual or group of employees. It is understood that when the Union grieves on behalf of an employee or a group of employees, it shall identify the individual(s) and that the individual(s) may be required by either party to this agreement to testify at all levels of the grievance procedure.

d. Immediate Supervisor shall mean the first person outside the bargaining unit with responsibility and authority to direct the grievant; it may be a supervisor, department head, director, dean, or someone designated as the supervisor with adequate authority to resolve the matter. If, in a contractual grievance the immediate supervisor is also the appropriate Step Two level administrator, the grievant may elect to file at Step Two and waive a Step One hearing.

23.2 Time Limits

A grievant shall be granted thirty-five (35) calendar days from the event giving rise to the grievance to submit the grievance in writing to the immediate supervisor. If the event occurs while the grievant is on authorized leave from the University and/or could not reasonably be expected to be knowledgeable of the event giving rise to the grievance, the grievant will have up to fourteen

(14) calendar days after their return to work in which to submit the grievance in writing to the immediate supervisor. Similarly, the supervisor on authorized leave shall have fourteen (14) calendar days after their return to work to respond to the grievance in writing. In no case shall The University of Connecticut administration be obliged to process a grievance, which is submitted forty-five (45) days after the event giving rise to the grievance.

23.3 Procedure for Non-Contractual Grievances

a. Step One: Immediate Supervisor

If the informal attempt by the parties does not resolve the problem, the grievant, and a representative of the Union (if the grievant so desires) shall within the limits in 23.2 submit said grievance in writing to the immediate supervisor with a copy of the grievance to Labor Relations. The immediate supervisor will meet with the grievant and an UCPEA representative (if requested by the grievant) within fourteen (14) calendar days of the submission and will give their decision in writing within fourteen (14) calendar days of such meeting.

b. Step Two: Non-Contractual Grievance Panel

If the grievance is not resolved to the satisfaction of the grievant, or the UCPEA on behalf of a group of employees, within fourteen (14) calendar days of the receipt of the decision at Step 1, the grievant or the UCPEA, on behalf of the grievant(s), may notify the University Labor Relations Designee that they wish to appeal to the Non-contractual Grievance Panel.

A Non-contractual Grievance Panel shall be chosen for each grievance in the following manner:

1. Within 21 days of the progression to Step Two the UCPEA shall select three (3) persons from within the UCPEA bargaining unit, but not from the department in which the grievance has been filed. Within 10 days, the University shall choose one of those persons for the Grievance Panel.

2. Within 21 days of the progression to Step Two the University shall select three (3) persons from among the management of the University, but not from the department in which the grievance has been filed. Within 10 days, the Union shall select one of those persons as a member of the Grievance Panel.

3. Once the panel has been chosen, the panel's charge shall be given jointly by a representative of the University and a representative designated by the Union.

The two (2) members chosen above shall constitute the Non-contractual Grievance Panel and shall hold a hearing and render their decision, in writing, within forty-five (45) days of receiving their charge. If the decision of the panel is unanimous, it shall be final and binding and not appealable by either party. If the decision is not unanimous, the grievance may go to Step III.

Any changes to the time frame in the Step Two procedure shall be mutually agreed to by the Union and the University. Reasonable requests for extensions shall not be denied.

c. Three: Vice Presidential Step

If the decision of the Non-Contractual Grievance Panel is not unanimous, within fourteen

(14) calendar days, the grievant, or the UCPEA on behalf of the grievant(s), may submit the grievance to the appropriate Vice President. The Vice President, Director or their designee may review the work of the Non-Contractual Grievance Panel. Within twenty-eight (28) calendar days after submission, the Vice President, Director or designee shall hold a hearing with the grievant and an UCPEA representative and respond in writing. The decision of the Vice President, Director or designee is final.

23.4 Procedure for Contractual Grievances

a. Step One: Immediate Supervisor

If the informal attempt by the parties does not resolve the problem, the grievant and a representative of the Union (if the grievant so desires) shall within the time limits of 23.2 submit said grievance in writing to the immediate supervisor with a copy to Labor Relations. The immediate supervisor will meet with the grievant and the UCPEA representative (if requested by the grievant) within fourteen (14) calendar days of the submission and will give their decision in writing within fourteen (14) days of such meeting.

b. Step Two: Vice Presidential Level

If the grievance has not been resolved to the satisfaction of the grievant, or the Union on behalf of the employees, it shall, within fourteen (14) calendar days of the receipt of the decision at Step One, be submitted to the Vice President. The Vice President, Director or designee shall, within fourteen (14) calendar days of the receipt of the grievance, meet with the grievant and the Union representative. Within fourteen (14) calendar days of the hearing the Vice President, Director or designee shall respond in writing.

c. Step Three: Arbitration

If the grievance is not resolved to the satisfaction of the Union, within fourteen (14) calendar days of the receipt of the decision at Step Two the Union may submit - with notice to the Provost or appropriate Vice President and Labor Relations designee - the grievance to arbitration. The Union will provide a copy of the filing to arbitration to Labor Relations within three (3) business days of filing. Grievances regarding suspensions of more than ten (10) days, demotions, or terminations and contract interpretation shall be submitted for arbitration to the American Arbitration Association or the Connecticut Board of Mediation

and Arbitration. Grievances concerning all other complaints, including suspensions of ten (10) days or less, written warnings or reprimands, and evaluations shall be submitted for arbitration to the Connecticut Board of Mediation and Arbitration. The arbitration rules of whichever forum the grievance is filed shall apply.

To qualify for arbitration, the grievance must meet the definition of a contractual grievance as defined in 23.1 (a) and must cite the specific article(s) of the contract involved.

23.5 Authority of the Arbitrator

a. The arbitrator shall hear and decide only one grievance in each case.

b. The arbitrator shall neither add to, subtract from, modify nor alter the terms and provisions of this agreement. Arbitration shall be confined solely to the application and/or interpretation of this agreement and the precise issues submitted for arbitration. The arbitrator shall refrain from issuing statements of conclusions not essential to determining the issues submitted.

c. Fees and expenses of the arbitrator shall be borne equally by the Board and the Union.

d. The decision of the arbitrator shall be final and binding provided that the terms of this section are not violated.

23.6 General Provisions

a. Any grievance not presented in writing within the time limits of 23.2 shall not thereafter be considered a grievance under this procedure.

b. Failure at any step of this procedure to appeal a decision within the specified time limit shall be considered acceptance by the aggrieved of the decision rendered and such decision shall thereafter be binding upon the aggrieved and the Union.

c. Failure at any step by the employer to respond to the grievant and the Union within the time limits specified at any step allows progression to the next step.

d. Meetings held under this procedure shall be conducted at a time and place, which shall afford a fair and reasonable opportunity to attend for all persons proper to be present. When such meetings are held during working hours, all persons who participate shall be excused without loss of pay for that purpose. Persons proper to attend for the purposes of this section shall be defined as aggrieved employees, their Union representatives, and qualified witnesses.

e. No complaint informally resolved or grievance resolved at either Step One or Step Two shall constitute a precedent for any purpose, unless the parties agree in writing that it should become a precedent.

f. Non-contractual grievances terminate with the Vice-Presidential step and are not subject to arbitration.

g. All time limits above may be extended by mutual agreement of the parties.

h. Non-renewal of an employee with an end date, or non-renewal of an employee due to termination or non-renewal of the grant or contract funding their position, is not subject to either the contractual or non-contractual grievance procedure.

i. No policies, rights, responsibilities, or prerogatives of the Board of Trustees shall be subject to the contractual grievance procedure and/or arbitration unless exercised in a manner inconsistent with a specific provision of this agreement.

Article 24.

NO WORK STOPPAGE

24.1 The Union and the Board agree that any differences between the parties on matters relating to the agreement shall be settled by the means provided in the contract. The UCPEA and its members agree that they will not condone, call, engage in, or participate in any strike, slow down, work stoppage or picketing during normal working hours on behalf of its own, or any other labor organization, during the term of this agreement.

24.2 The University agrees there shall be no lockouts during the term of this agreement.

Article 25.

CAREER LADDERS

25.1 The University will continue to support career ladders. All current (Clinical Career Progression Program for Student Health and Wellness Nurses) and approved career ladder programs shall be maintained during the life of the contract. All new programs will be reviewed by the University and submitted to the Provost or appropriate Vice President, with a simultaneous copy provided to the UCPEA.

25.2 In order for employees to develop additional professional skills, and upon mutual agreement by the University and an employee, the employee shall be provided with release time of up to one day per week for one year in order for the employee to assume an internship position in another professional role at UConn. All such agreements shall be reduced to writing and shall be coordinated through the University Department of Human Resources.

Article 26.

VACANCIES AND JOB POSTING

26.1 All newly created or vacant existing bargaining unit positions shall be posted on the Human Resources web page for two (2) weeks. The projected salary range may be obtained by contacting Human Resources. This specifically exempts positions that may be created and filled within a single unit. An UCPEA applicant for a bargaining unit position who meets the stated minimum qualifications and identifies themself as a member of the unit on their vita shall be granted an interview.

a. The University will work with the UCPEA to develop a pilot program for conducting a pooled search process for agreed upon positions, with the intent of the program to become fully operational no later than twelve (12) months after the effective date of this collective bargaining agreement. The University and the UCPEA shall meet regularly, no less than quarterly, to ensure timely development and implementation. The pilot program may only be implemented, modified, or extended through consultation with and notification to the UCPEA and shall expire at the end of this agreement unless otherwise agreed to by the University and the UCPEA.

26.2 An employee, upon request, shall be given the status of their application or the reason they were rejected for a position.

26.3 In no case shall the failure to obtain the position or a disagreement with the reasons for being rejected be grievable or arbitrable under this agreement.

Article 27.

REDUCTION OF PROFESSIONAL STAFF

27.1 This section does not refer to probationary employees or those supported by grant funds or contracts.

a. In all cases requiring the termination of professional staff, primary consideration shall be given to the University's responsibility to offer an appropriate range of educational support services.

b. Whenever an employee is provided notice of layoff, the President or designee shall meet and discuss the layoff with the UCPEA. The UCPEA may submit its own proposal to address the situation or offer an alternative to layoff.

c. In the event that a layoff is necessary, seniority shall be the determining criterion for selecting which employees shall be laid off within a school, division, department or subdivision of a department, or program.* Exceptions may be made to seniority based upon the following:

    1. Affirmative action judged in relation to goals within the last five (5) years for non-teaching professionals in the classification level.

    2. The first level supervisor outside of the unit has taken into consideration the skills, experience, and merit of the employees in relation to the needs of the department and the least senior employee is clearly, significantly, and demonstrably superior to the more senior employee as shown through a combination of the following:

        a. professional publications,

        b. awards external to the University related to their profession,

        c. attainment of significant skills or qualifications within their field related to the position, but beyond the minimum requirements of the position,

d. self-initiated new programs, projects, or processes that advance the mission of the department or University,

e. clear and consistent disparity of evaluation over the past three (3) years prior to layoff. This may be one element, but not the primary element used as proof of the superiority.

3. In those cases when a department is not to be eliminated entirely, and the department or subfunction within a department has been able to maintain as full a range of services as possible.

*The University shall provide the UCPEA with a list of these units in September annually of each contract year. So long as the University maintains a website accessible to the UCPEA with a current organizational chart, provision of this last shall not be required.

d. When a reorganization causes two (2) or more positions to be combined and one or more components are to be eliminated, the least senior employee from those positions that have been combined shall be laid off if all employees are at the same level. If employees are not at the same level, the least senior employee shall be laid off provided the remaining employees are able to perform the remaining duties with reasonable orientation but not training.

e. For the purpose of this article, seniority shall be calculated as years of service based on total state employment, with part-time employees receiving a prorated share of seniority.

f. In the event that any part of this article comes before an arbitrator, it shall be understood that issues at an arbitration hearing may include failure to satisfy any of the above conditions, but not the initial decision of the University to retrench, or terminate a school, division, department or subdivision of a department, or program.

g. Any employee who has been laid off shall be offered employment in a position that is same or a similar to the eliminated position or to a lower level of the eliminated position in the same job path, if the employee meets the minimum qualifications of the job specification, if such a position becomes available during the eighteen (18) months from the date of the notice of layoff. Employees on layoff shall receive notice of all UCPEA vacancies and shall be granted an interview for all posted positions for which they apply and notify Human Resources of their application, and meet the minimum qualifications within eighteen (18) months of the date of notice of layoff. Employees offered reemployment by the University must accept such an offer within 15 days.

h. When a program, department or subdivision of a department hires a laid-off employee into a position for which they would not otherwise be entitled to through recall, such employee shall be subject to a four (4) month probationary period. If the employee is not retained beyond the probationary period, they shall be returned to the recall list in order to be on the recall list for a total of eighteen (18) months.

i. When a program, department or subdivision of a department is recalling laid-off employees, they shall be recalled in order of seniority except in those cases where they do not have the ability and qualifications to perform the work available.

j. Notices of recall shall be sent, certified mail, to the last known address of the laid-off employee, with simultaneous email notice to the employee, if provided, and to the UCPEA.

k. In the event of layoff, members of the unit shall be provided the following notice period during which they will continue working:

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1. After 1 year of service: 3 months' notice
2. After 2 years of service: 4 months' notice
3. After 3 years of service: 5 months' notice
4. After 4 years of service: 6 months' notice
5. After 5 years of service: 7 months' notice
6. After 6 years of service: 8 months' notice
7. After 7 years of service: 9 months' notice
8. After 8 years of service: 10 months' notice
9. After 9 years of service: 11 months' notice
10. After 10 years of service: 12 months' notice

In lieu of the notice period provided above or some portion thereof, the University and the employee may agree to a lump sum payment or salary continuation equal to 50% of the salary that the employee would have earned during the notice period.

If the employee wishes to work the notice period, but the University has compelling business reasons to release them, the University has the discretion to issue payment of 50% of the salary that the employee would have earned during the notice period, in lieu of notice.

m. For the purpose of notice only, service shall mean service at the University of Connecticut or one of its regional campuses, rather than at another state agency. For the purpose of this article, leave without pay and military service does not count toward the calculation of years of service at the University.

n. In the event of a layoff, the employee may purchase health benefits at the group rate for 18 months from the date of layoff, consistent with COBRA.

o. The University shall continue to provide counseling and outplacement functions to all UCPEA employees affected by a layoff.

p. In the event of fiscal constraints, in lieu of or in addition to layoffs, the University, in conjunction with the UCPEA, may solicit members of the bargaining unit to voluntarily separate from employment in exchange for a lump sum payment based upon the schedule in Section 27.1 (k). Such volunteers will be ineligible for the recall and reemployment rights provided in this Article. In its sole discretion, the University may deny such a request under this provision.

27.2 This section refers only to members of the unit funded from grants and contracts.

a. In the event of exigencies, which require the layoff of staff funded from grants or contracts prior to the end date of the grant or contract, the principal investigator shall carry out layoffs as specified in Section 27.2 (b) below.

b. In all cases requiring the termination of staff prior to the end date of the grant or contract, the primary goal of the employer shall be the maintenance of the purpose for which the grant was awarded. Among employees with equal qualifications and skills working under a grant, as this is determined by the principal investigator, layoffs shall be in reverse order of seniority at the University, with those having served least being laid off first.

27.3 All terminations after twelve months of service at the University, including all non-renewals, except those for cause, shall be eligible for the statewide placement and training program.

Article 28.

MERGERS AND ACQUISITIONS

28.1 In the event that the University is merged into or with any other unit or system of public higher education, this bargaining unit shall remain distinct and this Agreement in full force.

Article 29.

MEET AND DISCUSS

29.1 At the invitation of either party, representatives of the Administration and UCPEA shall meet to discuss matters of professional concern, including hiring practices of a professional nature, e.g., special payroll, or matters relating to the implementation of this agreement. Labor Management meetings shall occur quarterly, or more often to discuss these matters.

29.2 Nothing in this article curbs the right of the Administration to meet with committees or individual professional staff members to discuss such matters unrelated to collective bargaining as the Administration decides.

29.3 UCPEA members will have a structured opportunity to provide anonymous feedback about their managers when a formal evaluation occurs.

Article 30.

PARKING

30.1 The Union shall be entitled to one representative and one alternate on the University Parking Advisory Committee.

30.2 The University shall give advance notice to employees in the event of parking dislocation, except dislocations due to an emergency.

30.3 The distribution of parking permits shall continue in accordance with the procedures as determined by the Parking Advisory Committee.

30.4 The University's Parking Advisory Committee will develop recommendations for distribution of parking spaces.

30.5 Parking at the Regional Campuses and Law School

The University will make parking available at a uniform parking rate to all UCPEA employees on all campuses that is the same as the "Area 2" rate charged at the Storrs campus.

UCPEA employees will be required to secure an Area 2 parking permit and will be charged the same sliding scale fee that exists for Storrs-based employees.

There will be no Area 3 parking at the Regional Campuses or the Law School.

If an employee does not wish to use campus parking, they will not be required to purchase a permit.

In lieu of a designated free parking area at campus locations other than Storrs, UCPEA members whose salary rate qualifies them for a 50% reduction of the Area 2 rate will have their Area 2 parking fee waived.

University parking permits will be honored at all campus locations.

30.6 An employee with an Area 2 University parking permit, using a state-issued handicap parking permit, and registered with Facilities Operations, shall be permitted to park at any handicap designated parking spot in surface lots, without incurring additional costs.

30.7 The University will establish dedicated parking spaces—identified as special parking—for use by Residence Hall Directors within reasonable proximity to their assigned residential dwelling. Special Residence Hall Director spaces will be available at the Area 2 rate.

Article 31.

JOB CLASSIFICATION

31.1 Classification System

a. Nothing in this Article will diminish the Board's prerogatives described in Article 3, including, but not limited to, the power to determine for the University what jobs are needed, what the content of a job description should be, or how a particular job should be structured.

b. A description of the Job Classification System is available to all employees through the Human Resources Web Page.

31.2 Career Progression

Career progression will include three (3) ranks: proficient, advanced, and expert. Employees are hired at the proficient rank. The salary increase for progression from proficient to advanced is $1,000. The salary increase for progression from advanced to expert is $1,500. These salary increases are independent of any merit awards that may be made through Article 32, Salary. Salary increases for progression will be subject to fiscal constraints, and resulting salaries will not exceed the pay-band maximum. Any denial of a request for a progression in rank shall be accompanied by a written reason for the denial. Denials shall not be arbitrary or capricious. Decisions about progression shall be final and not subject to appeal.

31.3 Position Audit Process

a. DEFINITION: A position audit to determine whether an employee's position is appropriately classified may be requested when:

The opinion of the employee and/or their supervisor is that a majority of the job duties and responsibilities have changed to such a degree that the existing classification does not appropriately describe the work that is being done.

The method of classification analysis shall be a position audit performed by the Department of Human Resources. It is at the University's discretion to determine the methodology for collecting position information and the protocol by which the review is performed.

b. No position audit request will be considered unless the employee has been consistently performing changed duties for at least two (2) months. An employee may not request a position audit during their first year in the current position or within a year of reclassification.

When an employee identifies significant changes in their job duties and responsibilities, they shall meet with their supervisor and request that the position be submitted for a position audit. The employee may start the process from the position audit information furnished on the Department of Human Resources webpage. This does not preclude the initiation of a position audit requested by a supervisor or manager without an initial request from an employee, nor does it preclude the removal of duties at any point after a classification specialist determines the changes in duties are at a higher level.

c. The electronic submission by the employee starts the process. The position audit form will then be reviewed and receipt acknowledged by the supervisory chain within 4 weeks of receipt from the employee and returned to Human Resources. The supervisor's acknowledgement shall represent only an awareness that Human Resources is conducting an objective review of the position for the purposes of establishing the appropriate classification.

d. Following receipt of the completed job inventory form, Human Resources will complete the position audit and provide the employee, the UCPEA, and the supervisor a written summary of the results within 12 weeks.

e. If the position audit process reveals that a different organizational level and/or job family is appropriate, and the employee meets the minimum requirements for a specific position description within that level or family, the first manager outside the bargaining unit shall authorize the change, or remove those duties identified within the audit as being outside the classification. The effective date of reclassification shall be the date the employee submitted the position audit form. In instances where the duties identified as outside the classification are removed, the employee shall be compensated pursuant to Section 31.4, retroactive to the date the position audit form was submitted by the employee through the date the higher-level duties are removed.

f. If the position audit process reveals that the employee's duties are not appropriately classified, and no specific position description within that level and/or job family exists, the Department of Human Resources shall consider the development of a new job family or modification to an existing one.

g. The decision of the Department of Human Resources is not subject to the grievance process.

An employee whose position audit request is denied may request a meeting with the classification specialist who performed the audit and the Chief Human Resources Officer, or designee, to review the reason for the denial.

Following the meeting the employee will have fourteen (14) calendar days to supplement the discussion with additional evidence.

The Chief Human Resources Officer, or designee, shall respond in writing within six (6) weeks. The written decision may confirm the original decision, or it may determine that the employee's duties are not appropriately classified. The decision will provide justification for this determination. This decision is final and not subject to appeal, grievance, or arbitration.

h. All time limits in this Section may be extended by mutual agreement between the UCPEA and the University.

31.4 Reclassification Salary Increases

If the position audit results in an employee's position being reclassified to a higher level, the employee's salary may be increased by up to 10%, as approved by Human Resources and the manager outside of the bargaining unit, on the effective date of the reclassification. The salary increase shall not be more than the maximum of the salary band into which the position is reclassified. Otherwise, the salary increase shall not be less than 3% of the employee's salary on the effective date of the reclassification, or the minimum of the pay-band into which the employee is reclassified, whichever is greater.

31.5 Temporary Service in a Higher Classification

It is within the University's discretion to appoint employees to temporary positions or temporarily assign them higher-level additional duties to cover for someone on a leave of absence, to address departmental reorganizations, to fill a need while a full recruitment effort is underway, or for other reasons the University deems appropriate. The University will make every effort to limit temporary appointments to no more than 18 months but reserves the right to exceed 18 months.

An employee will be compensated for a temporary appointment by a minimum 3% increase or equal compensation to the minimum of the pay band determined by Human Resources for the temporary appointment, whichever is greater on the effective date of the temporary appointment.

Article 32.

SALARY

32.1 Salary Increases

Part-time employees receive pro-rated salary and fringe benefits.

a. As soon as practicable following legislative approval of this agreement, effective July 1, 2025, a 2.5% increase shall be added to the June 30, 2025, base annual salary, of each current bargaining unit member who performed satisfactorily* and was a member of the bargaining unit as of January 1, 2025. This shall also apply to eligible bargaining unit members who directly retired or were affected by position elimination after July 1, 2025.

b. Effective July 1, 2026, a 2.5% increase shall be added to the June 30, 2026, base annual salary of each current bargaining unit member who performed satisfactorily*, and was a member of the bargaining unit as of January 1, 2026.

c. Effective July 1, 2027, a 2.5% increase shall be added to the June 30, 2027, base annual salary of each current bargaining unit member who performed satisfactorily*, and was a member of the bargaining unit as of January 1, 2027.

d. This Agreement may be reopened for the sole purpose of negotiating general wage increases or performance-based compensation for the period of July 1, 2028, through June 30, 2029. The Union may effectuate the reopener by notifying the University in writing by January 1, 2028, of its desire to do so.

*Satisfactorily shall be defined as having not received an overall unsatisfactory evaluation.

32.2 Performance-Based Compensation

Performance-based compensation is an increase to be added to the employee's base salary. Employees who are in their initial probationary period are not eligible for performance-based compensation. For the life of the agreement neither the amount of performance-based compensation nor the failure to receive performance-based compensation shall be grievable or arbitrable.

a. As soon as practicable following legislative approval of this agreement, effective July 1 2025, a 2.0% increase shall be added to the base annual salary of each current bargaining unit member who performed satisfactorily* and was a member of the bargaining unit as of January 1, 2025. This shall also apply to eligible bargaining unit members who directly retired or were affected by position elimination after July 1, 2025.

b. Effective July 1, 2026, a 2.0% increase shall be added to the base annual salary of each current bargaining unit member who performed satisfactorily,* and was a member of the bargaining unit as of January 1, 2026.

c. Effective July 1, 2027, a 1.5% increase shall be added to the base annual salary of each current bargaining unit member who performed satisfactorily,* and was a member of the bargaining unit as of January 1, 2027.

d. Effective July 1, 2027, the University shall distribute the equivalent of 0.5% of the gross salary amount to be issued as performance-based compensation to current UCPEA bargaining unit members.

e. The University performance-based compensation pool provided in this section is intended to reward those individuals who have sustained a level of performance that consistently exceeds the performance of their peers during the evaluation period, and that have advanced the mission and goals of the Department and the University. The immediate supervisor, regardless of bargaining unit or exempt status, shall make recommendations about performance-based compensation, but the final amounts will be determined by the President, Vice President, or Provost. The supervisor may only recommend employees for University performance-based compensation who receive a "Good" evaluation or higher.

f. The percentage pool identified above shall be established on a per capita basis at the level of the President, Vice President or Provost based on the bargaining unit membership as of March 1 of the fiscal year immediately preceding the distribution.

g. The University, in consultation with the UCPEA, will develop and deliver supervisory training for performance evaluation and performance management. The performance evaluation process provided in Article 21 of this agreement will be covered in this training.

*Satisfactorily shall be defined as having not received an overall unsatisfactory evaluation.

32.3 Salary Schedules

Neither the salary offered for a particular job nor assignment of a job classification to a salary band is grievable under the contractual or the non- contractual grievance procedure.

a. No employee shall be hired or be employed at less than the minimum salary for the UCPEA salary band. An employee will be hired into the minimum salary unless it is deemed that their qualifications warrant an increased offer. The hiring range shall be defined as any amount between the minimum and defined maximum for each UCPEA salary band. In determining the amount, consideration shall be given to qualifications, experience, and market issues.

b. No employee shall be employed at an amount higher than the maximum salary for the UCPEA salary band. If, at the time University performance-based compensation is being issued, an employee receives a recommendation for a performance based compensation increase that is approved by the President, Vice President or Provost, which causes them to reach the maximum amount, any amount over that limit will be converted to a lump sum payment that will not be added to the base salary.

c. When presented with evidence that a member is considering leaving the employment of the University, the University will notify the UCPEA, and may act immediately to make an upward adjustment in salary in an effort to retain said employee.

Effective July 1, 2025

Level	Minimum	Midpoint	Maximum
1	$46,989	$61,085	$75,182
2	$52,627	$68,415	$84,203
3	$58,942	$76,625	$94,308
4	$66,015	$85,820	$105,625
5	$73,937	$96,119	$118,300
6	$82,810	$107,653	$132,496
7	$92,747	$120,571	$148,395
8	$103,877	$135,040	$166,203
9	$116,342	$151,244	$186,147

Note: Arrived at by adding 2.5% to the July 1, 2024, schedule.

Effective July 1, 2026

Level	Minimum	Midpoint	Maximum
1	$48,163	$62,612	$77,061
2	$53,943	$70,126	$86,309
3	$60,416	$78,541	$96,666
4	$67,666	$87,966	$108,265
5	$75,786	$98,522	$121,257
6	$84,880	$110,344	$135,808
7	$95,066	$123,585	$152,105
8	$106,474	$138,416	$170,358
9	$119,250	$155,025	$190,801

Note: Arrived at by adding 2.5% to the July 1, 2025, schedule.

Effective July 1, 2027

Level	Minimum	Midpoint	Maximum
1	$49,367	$64,178	$78,988
2	$55,291	$71,879	$88,466
3	$61,926	$80,504	$99,082
4	$69,358	$90,165	$110,972
5	$77,680	$100,985	$124,289
6	$87,002	$113,103	$139,203
7	$97,442	$126,675	$155,908
8	$109,135	$141,876	$174,617
9	$122,232	$158,901	$195,571

Note: Arrived at by adding 2.5% to the July 1, 2026, schedule.

32.4 Longevity

Employees in the bargaining unit shall be eligible for longevity increments pursuant to the 2011 SEBAC agreement, which provides:

a. 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 that would count toward longevity under the current rules shall be entitled to longevity if they obtain the requisite service in the future.

b. Employees Hired Before July 2, 2011: No service shall count toward longevity for the two

(2) year period beginning July 1, 2011, through June 30, 2013. Effective July 1, 2013, any service accrued during that period shall be added to their service for the purpose of determining their eligibility and level of longevity entitlement if it would have counted when performed.

32.5 Prorating of Salary and Benefits for Nine- and Ten-Month Employees

a. All 9-or 10-month UCPEA employees shall be paid over 12 months, whether in permanent or end-dated assignments. Benefits shall be prorated in accordance with the contract.

b. There is no option for any 9 or 10-month employee to be paid in any other time frame than the 12-month period.

Article 33.

RETIREMENT, MEDICAL BENEFITS AND DISABILITY INSURANCE

33.1 All retirement benefits now in effect shall remain in effect until and unless they are superseded by arrangements between the State of Connecticut and the State Employee Bargaining Agent Coalition.

33.2 The health insurance program, in effect as of the signing of this agreement, shall remain in effect. Group life insurance shall be available to bargaining unit members at the same rate and coverage limits as provided to non-bargaining unit state employees as described in C.G.S. 5-257. Additional benefits negotiated by the State of Connecticut and the Health Care Cost Containment Committee shall be extended to members.

33.3 In addition to the disability insurance available to all employees, the University shall provide, at no cost to the employee, a long-term disability policy for those employees who participate in the Alternative Retirement Program. The plan shall be equivalent to that offered other University employees in 1996 and thereafter, but in no case less than the benefits offered in 1996.

Article 34.

TUITION REIMBURSEMENT AND PROFESSIONAL DEVELOPMENT

34.1

a. Effective July 1, 2026, the amount available per contract year for professional development and training shall be $450,000. Funds remaining in the professional development pool at the end of each contract year will be rolled over to the next contract year. There shall be no rollover at the end of the contract period.

1. Ten (10) percent of the professional development pool may be utilized for University sponsored programs open to and accessible by all UCPEA members. The University's designee shall consult and review with UCPEA's Vice President for Professional Issues concerning University sponsored programs.

2. The employee shall submit a written request for funding of reimbursement to attend or participate in professional development and training in accordance with the guidelines established by the UCPEA Professional Issues Committee and approved by the University administration.

b. Under guidelines established jointly by the Administration and the UCPEA, reimbursements for tuition and fees will be made to the individual after successful completion of their coursework.

Either party may request a review of the guidelines at any time, but not more than once in any fiscal year. The parties will meet collaboratively to consider revisions, and any agreed changes will take effect at the start of the next fiscal year unless otherwise mutually agreed. The first review shall begin in July 2026.

Effective July 1, 2026, and in each subsequent year of the agreement, $50,000 shall be available per contract year for reimbursement of tuition and fees for courses taken by employees.

Employees taking courses at the University of Connecticut may defer payment of 50% of their tuition or fee rate until one month after completion of the course.

34.2 No more than one-half of the professional development fund may be allotted during the first six (6) months of each contract year.

34.3 When management requires the employee to obtain work related training, it shall be paid for by the University.

34.4 Employees who wish to take credit courses shall be allowed to request temporary flexible schedules to take such courses. The University shall attempt to accommodate requests within its operating needs. Denials shall be given to employees within five (5) workdays of the request and shall not be arbitrary or capricious or without a good business reason. There shall be a form for employees who wish to take credit courses with a temporary flexible schedule.

Article 35.

TUITION WAIVERS

35.1 Employee

The University shall provide a waiver of tuition and a partial waiver of credit fees equivalent to tuition for all undergraduate and graduate courses on a space available basis. The availability of space shall be determined on the first day of class for tuition-based classes. For classes paid for on a credit fee basis, space availability shall be determined on the second day of classes. Intersession, summer, and laboratory classes are specifically excluded. To qualify for a graduate waiver the UCPEA member must either be a matriculated student or the class must be work related. UCPEA employees shall be reimbursed the Recreation Center Fee. The portion of the Transit Fee associated with the U-Pass CT program will be waived for UCPEA employees. There shall be no waiver of the General University Fee or any other fees except as noted above.

35.2 Dependent Children

In addition to the waiver of tuition permitted under C.G.S. Chapter-185b , Section-10a-105 10-119 (b, c, and d), the Board of Trustees shall have full authority to waive tuition for dependent children of bargaining unit members matriculating in an undergraduate degree program at the University of Connecticut. Dependent child means the employee's biological child; the employee's stepchild, who is the biological or adopted child of the employee's spouse; or the employee's legally adopted child.

In the event there is a temporary discontinuation of the waiver, which is later resolved, the University shall reimburse any tuition paid by the family member or paid by the employee on the family member's behalf retroactive to when the waiver should have been initiated or remained active.

In the event of a bargaining unit member's death, while their dependent child is enrolled, the waiver shall continue through completion of the undergraduate degree and in no case more than a total of five (5) academic years.

In the event of a bargaining unit member's medical separation, while their dependent child is enrolled, the waiver shall continue through the end of the semester.

In the event the bargaining unit member is separated from employment with the University, for any other reason, the waiver shall be prorated as of the date of separation unless the University determines special circumstances warrant otherwise.

Article 36.

CHILD CARE

36.1 The following amounts shall be available each year for partial reimbursement to employees for childcare expenses at licensed childcare facilities.

a. July 1, 2025: $100,000
b. July 1, 2026: $175,000
c. July 1, 2027: $225,000
d. July 1, 2028: $250,000

36.2 Reimbursement shall be made in accordance with procedures, policies, and requirements, as established by the UCPEA, which conform to state regulations.

Article 37.

TRAVEL

37.1 Within the funds available, the Board of Trustees shall have full authority to allocate funds to travel and to authorize the expenditures of such funds for out-of-state travel under the authority of the Provost, Vice President, or their designees.

37.2 Mileage reimbursement schedules shall be adjusted annually in accordance with federal guidelines.

Article 38.

HEALTH AND SAFETY

38.1 Committee on Safety

The Environmental Health and Safety Committee shall continue to review and, if necessary, make recommendations on environmental and health issues. The UCPEA shall continue to have a representative on this committee.

38.2 Whenever possible, employees will be notified in advance that the building they are working in will be undergoing repairs, major renovations, or that a parking lot is permanently closing.

38.3 The University's Environmental Health and Safety policy, effective on July 1, 1994, is hereby incorporated into the contract. Updated policies are incorporated as replacements for the 1994 document.

38.4 The University shall provide personal, protective equipment to employees as required by OSHA regulations.

38.5 The living spaces for all employees required to live on campus as a condition of their employment shall, at a minimum, comply with all applicable state and local housing laws and regulations. The University will ensure the space is ready for occupancy at move-in and will direct any subsequently reported concerns to the appropriate personnel for timely response.

Article 39.

CONSULTING POLICY

39.1 Unrelated outside employment

Bargaining unit members will not be required to notify management of their intention to work outside of work hours if the employment is unrelated to their professional responsibilities at the University, since this type of employment is not considered consulting.

39.2 Notice of intent to accept related employment

When bargaining unit members intend to accept work outside the University, which is related to their professional employment at the University, they will notify their supervisor of their intent. Written notice to their supervisor shall include a statement that the work will occur outside of all work hours and obligations to the University. Employees shall not be allowed to take on work outside of their primary employment, which interferes with their responsibilities at the University. Within 30 days of receipt of a notice from an employee, the University may issue a directive to the employee not to accept outside employment if management believes it interferes with their responsibilities at the University. A University directive to an employee not to accept

outside employment shall be grievable under the non-contractual grievance process. If the University fails to meet the timelines contained within the non-contractual grievance process, the issue may be appealed directly to arbitration by the UCPEA. This notice replaces the obligation to request permission to accept outside employment.

39.3 State Ethics Code

Employees are subject to the state ethics code and should take note of those requirements.

Article 40.

UNION LEAVE

40.1 Release Time for Union Business

The University shall grant release time up to a total of one hundred (100) days per contract year to individuals elected or appointed to serve as Union representatives, including those elected or appointed to serve on the UCPEA Executive Board. Unused days shall not accrue from one year of the contract to the next.

a. The Union shall provide the Chief Human Resources Officer, Labor Relations, and Payroll with the names of the individuals so elected or appointed.

b. Release time shall be utilized in a manner that is least disruptive to the individual's professional responsibilities and University operations.

c. Individuals shall submit a request for the use of union release time through the University's designated system (e.g., SharePoint) at least one week in advance of the need for release time except in extraordinary circumstances when notice shall be as soon as possible or as soon as possible after the fact. The University reserves the right to require employees to record union release time on their timesheets.

40.2 Attendance at Conventions

During a contract year, up to three (3) UCPEA delegates shall be permitted three (3) days each to attend state and/or national conventions of the AFT and the AFL-CIO. Such requests shall be presented by the Union. Before being granted, requests for such leave must be approved by the first supervisory level outside the bargaining unit, as well as by the appropriate University official designated for this purpose. If granted, paid leave shall be provided.

40.3 Internal Training for Union Representatives

The University shall allow for up to one day annually for training sessions during which all Union Representatives will be permitted to attend without the use of specific days enumerated in Section 40.1. In the first fiscal year following legislative approval of a successor bargaining agreement, the University shall allow for up to two (2) days. The UCPEA may schedule half-day sessions, or a combination of full-day and half-day sessions, not to exceed the limit per fiscal year. Such day(s) of training will be scheduled not later than 30 days in advance, and the UCPEA shall notify Labor Relations.

Article 41.

REPRESENTATION RIGHTS AND RESPONSIBILITIES

41.1 Protection from Discrimination

a. No union officer, committee member or representative shall be discriminated against for membership in the Union or for performing Union business.

b. The Union shall not discriminate against any employee.

41.2 Union List of Officers and Representatives

The Union shall furnish to the Chief Human Resources Officer and Labor Relations a written list of all officers and area representatives, and any changes thereto.

41.3 Conducting Union Business on University Premises

a. Union representatives may visit Union officers during the workday with the permission of the appropriate department heads. It is understood that any time lost from the workday shall be made up at a time mutually agreeable to the parties.

b. No recruiting of membership or collecting of dues shall be conducted during the normal work hours.

c. Any Union officer or representative who wishes to visit with an employee at the employee's place of employment shall secure the permission from the appropriate first supervisor level outside the unit or the department head as designated by such supervisory level. When practicable, such visits shall take place during lunchtime or when the employee is otherwise free from duty assignments.

d. If the Administration sets a grievance hearing during normal work hours, employees who are required to attend such a hearing shall be released and not be required to make up any time.

41.4 Bulletin Boards

Department heads shall provide designated bulletin board space throughout the campus for the exclusive use of the Union.

41.5 Access to Information

a. The Union shall have access to information relative to budget and staffing as they pertain to the bargaining unit. It shall also be provided with the names, addresses, and salaries of all bargaining unit employees.

b. The Union may request from the Administration an electronic copy of the agenda and minutes of all open meetings of the Board of Trustees if they are otherwise unavailable online.

c. The parties agree that by September 1 of each year of the contract the University shall place in the reserve room in the Library a listing of salaries of all University employees.

41.6 Mailroom

The UCPEA may use the University mail service under the current policy of registered organizations. Specifically, this means that the Union shall pay the regular rate, understands that its materials may not interfere with other official University obligations, and that such materials shall be accompanied by a statement that they are not official publications of the University and are published at Union expense.

41.7 Service Contribution

Participation in those UCPEA activities that directly relate to the well-being of the University by eight (8) designated officers of the UCPEA may be considered a University service contribution.

41.8 Union Access

Unless there is a statutory or technical limitation, the UCPEA shall be given access to UCPEA membership data through an electronic bi-weekly payroll report. In the case of a technical limitation, the University shall inform the Union that the normal biweekly report is unavailable and the parties will mutually agree on a solution.

The use of E-mail and voice communications for union business shall be allowed so long as it does not disrupt work responsibilities.

Article 42.

UCPEA SECURITY AND PAYROLL DEDUCTIONS

42.1 During the life of this Agreement, a member of the bargaining unit shall retain the freedom to decide whether or not to become or remain a member of the UCPEA.

42.2

a. The University shall deduct UCPEA dues bi-weekly from the gross paycheck of each person who authorizes membership deduction.

b. The UCPEA shall provide the University a digital list of dues deduction changes, including any new dues deduction authorizations or revocations on a biweekly basis. The University shall implement all dues deduction changes as soon as possible but no later than 30 days after notification from the UCPEA.

c. The University shall deduct contributions bi-weekly, in the amount specified from the gross paycheck of each person in the unit who authorizes it, payments to fund-raising drives sponsored by the University of Connecticut Foundation.

d. The University shall deduct contributions bi-weekly, in the amount specified from the gross paycheck of each person in the unit who authorizes it, payments to the Union's COPE (Committee on Political Education) fund.

42.3 The University shall provide the UCPEA a time, no less than one hour, to present at New Employee Orientation. If the University needs to change the time or location of the UCPEA's presentation, it shall provide the UCPEA with as much notice as practicable.

42.4 The amount of dues or agency service fee deducted under this article shall be remitted to the Treasurer of the UCPEA as soon as practicable after the pay period of the employees for whom such deduction is made.

42.5 No payroll deduction of dues shall be made during a payroll period in which earnings are insufficient to cover the amount of deduction, nor shall such be made from subsequent payrolls to cover the period in question. The UCPEA shall be notified when such a situation exists.

42.6 The University shall continue its practice of payroll deductions as authorized by employees for purposes other than payment of Union dues, provided any such payroll deduction has been approved by the State in advance.

42.7 With the exception of Section 42.2 (a), the UCPEA shall hold the University harmless from any liability or damages incurred by the Board of Trustees or its agents in complying with this Article and will reimburse the University for legal expenses incurred in legal defense of any provision of this Article or any action taken by the University in complying with it.

Article 43.

SAVINGS CLAUSE

43.1 If any provision of this agreement is, or shall at any time be, contrary to law, then such provision shall not be applicable or performed or enforced, except to the extent permitted by law. Any substitute action shall be subject to appropriate consultation and negotiation with the UCPEA.

43.2 In the event that any provision of this agreement is, or shall at any time be, contrary to law, all other provisions of this agreement shall continue in effect.

Article 44.

TEMPORARY AND END-DATE EMPLOYEES

44.1 The use of end-dated appointments shall be limited to the following circumstances:

a. Employees in positions funded by grants, contracts, and other non-recurring sources, including, but not limited to, restricted state appropriations and gifts.

b. Employees hired to cover for a temporary leave of absence.

c. Employees hired for clearly defined and time-limited special projects.

When an employee is hired into an end-date position, human resources will send written notification to the UCPEA identifying one of the circumstances above.

End-dated appointments not funded by a grant, contract, or other non-recurring source shall be limited to a maximum of three (3) years unless the UCPEA agrees in writing to an extension.

All employees hired on end-date employment authorizations who have been on the end-date appointment for a period of more than three (3) years, shall be given a minimum of three (3) months' notice of non-renewal. Individuals with five (5) annual appointments shall be eligible for multiple-year appointments.

In the event that non-renewal is necessary for a portion of the employees hired into end-date appointments in a school, division, department, subdivision of a department, program, grant, or contract, seniority shall be the primary determining criterion for selecting which employees shall receive notice of non-renewal. Exceptions may be made to seniority based upon the skills, experience, and merit of the employees in relation to the needs of the University, including maintenance of the purpose of the funding grant or contract.

For the purposes of this article, seniority shall be calculated as years of service based on University employment, with part-time employees receiving a prorated share of seniority.

All end-date employees who have been on end-date appointment for a period of more than four (4) years and are non-renewed shall be offered employment in a position that is the same or similar to the eliminated position in the same job path, if the employee meets the minimum qualifications of the job specification, if such a position becomes available during the eighteen (18) months from the date of notice of non-renewal. These employees shall receive notice of all UCPEA vacancies and shall be granted an interview for all posted positions for which they meet the minimum qualifications, apply, and notify Human Resources of their application, within eighteen (18) months of the date of notice of nonrenewal. Employees offered reemployment by the University must accept such an offer within 15 days.

44.2 While end-date employees do not have permanent status, they are entitled to just cause protection for discipline after one year of employment.

44.3 End-date employees hired between January 1 and April 30 shall not receive an annual evaluation in May of the initial year of hire.

44.4 The employee shall normally sign the evaluation within seven (7) calendar days from receipt for the sole purpose of indicating that they have read it. Failure to sign may be considered cause for disciplinary action.

Article 45.

PAY EQUITY

45.1 If coalition bargaining regarding pay equity takes place for state employees, the University agrees to participate in the coalition for the exclusive purpose of determining the pay line, implementation of pay line, and/or the distribution of funds. The University shall not participate in any bargaining as part of a coalition that concerns its classification system.

45.2 The UCPEA agrees that implementation of any coalition bargaining is contingent on the University receiving new monies from the State of Connecticut specifically for that purpose.

Article 46.

WIRELESS COMMUNICATION DEVICE STIPENDS

46.1 At the discretion of the University, a professional employee who is required to utilize a wireless communication device to perform their official duties shall receive compensation in the form of a stipend to cover business-related use of the personally owned mobile device. Use of the device, including the eligibility for and the amount of the stipend, shall be determined in accordance with University policy as it may be amended from time to time.

Article 47.

PHASED RETIREMENT PROGRAM

47.1 Phased Retirement Program

With the approval of the Provost, appropriate Vice President, or designee, a Department may offer eligible professional staff an opportunity for a pre-retirement reduction of full-time service, while gradually phasing into retirement over a defined period, not to exceed three (3) years. A professional staff member's eligibility to participate in the program is within the discretion of the Department. A Phased Retirement Program may also be offered on a University-wide basis.

47.2 Eligibility

Professional staff that are eligible and elect to participate must provide an irrevocable retirement date of no more than 3 years in the future. The date selected is subject to written approval by the Department Head.

47.3 Reduction in Workload

During the notice period, the employee will receive a reduction in schedule and workload of not more than 50% and proportionate reduction in salary under the Voluntary Schedule Reduction Program (VSRP). The reduction in schedule may be in the form of working fewer hours per day, working fewer days per week or block leaves in which the employee takes more than five (5) consecutive days off at a time. The way in which the reduction of hours is taken will be developed in conjunction with the Department Head and at the Department Head's discretion.

47.4 Notice Period Benefits

During the notice period, as provided in Connecticut General Statute § 5-248c and the associated Regulations, the employee will continue to receive subsidized health and life insurance; receive full credit toward seniority, longevity (if applicable) and retirement; have their salary calculations used in the SERS pension formula adjusted to treat unpaid time as paid; accrue vacation (if applicable), and receive full holiday pay.

47.5 Requirements for Employees

The Application for Phased Retirement and VSRP form must be submitted to the Department Head. If approved, this will initiate the development of a written agreement that sets forth mutually agreeable terms and conditions.

47.6 Reservation of Rights

The Department Head reserves the right to deny an employee's request for participation in the Phased Retirement Program, but such denial must be with the agreement of the Vice Provost, Executive Vice President, or designee.

47.7 Reduction to Written Agreement

A written agreement setting forth mutually agreeable terms and conditions of an individual's phased retirement arrangement will be signed by the participant and the Department Head, and must be authorized by the relevant Vice Provost, Executive Vice President, or designee. It will provide the essential terms and conditions of the reduced appointment including salary, anticipated hours and/or days or work, and an irrevocable retirement date.

Article 48.

ZIPPER CLAUSE

48.1 This agreement constitutes the complete and entire agreement between the parties and concludes collective bargaining for its term. Therefore, unless the parties mutually agree to reopen negotiations, the UCPEA waives the right to bargain collectively with respect to any subject not covered in this agreement, even though such subjects may not have been contemplated by the parties at the time they negotiated or signed this agreement.

Article 49.

DURATION

49.1 This agreement shall be in full force and effect from July 1, 2025 through June 30, 2029.

MEMORANDA OF AGREEMENT

All prior memoranda of agreement not incorporated into this agreement are null and void.

Memorandum of Agreement #1
Merit Pool

The parties agree that money withheld as the result of unsatisfactory performance shall be added to the merit pool.

Memorandum of Agreement #2
Weekend and Evening Hours for the Library

To meet the requirements and responsibilities of their work, many staff in the Research and Information Services Department of the University Library, who are regularly assigned to work on evening and weekends, find it impossible to take compensatory time and repeatedly work extraordinary hours during the fall and spring semesters.

In order to respond to this, UCPEA and the University agree that permanent RISD staff, who meet the above criteria, shall be eligible to accrue up to 4 days compensatory time each year. Use of such compensatory time shall be arranged as a mutually agreeable time, when service demands are slower, within two years of the staff member having worked the extraordinary hours.

Memorandum of Agreement #3
Big Brothers/Big Sisters

The State of Connecticut (hereinafter referred to as the "State") and the University of Connecticut Professional Employees Association (hereinafter referred to as "UCPEA") have herein agreed that UCPEA members employed by the University of Connecticut may participate in Big Brothers or Big Sisters programs as provided by P.A. Nos. 99-1 and 00-112. There shall be no expansion of benefits for such participating employees beyond those specifically provided within the Act. The general guidelines applied for participants shall be:

1. The participating employee must have a minimum of one year of state service.

2. The employee must be a full-time employee with permanent status.

3. Following each year of active participation in the Big Brother or Big Sister program the employee will be granted one week of additional annual vacation.

4. For purposes of the program the first annual period (year) for program participation runs from September 1, 1998. Effective January 1, 1999, the year period shall be measured annually from the first full month of participation by the employee in the program. In no event shall an individual receive more than one week of vacation for any full year of participation in the program.

5. Failure to complete a full year of program participation will constitute basis for denial of the grant of the additional vacation. Failure to satisfy expected time commitments associated with the program will also constitute denial of the grant of the additional vacation.

6. Big Brothers or Big Sisters will be totally responsible for the program and shall provide the State employer with certification of participants.

7. The grant of the additional vacation will be by OPM and shall not be subject to any appeal. The regulations regarding the utilization of vacation shall govern the utilization of the additional time earned under this program.

8. No activities performed by state employees with Big Brothers or Big Sisters shall be on state time and such activities shall be outside the scope of theiremployment.

SIGN OFF

For:
The University of Connecticut Professional Employees Association

Peter Morenus, President

UCPEA Negotiating Team

Emily Demicco, Co-Chief Negotiator
Elizabeth Sullivan, Co-Chief Negotiator
Nishelli Ahmed
Kathy Fischer
Micah Heumann
Lindsay Jenkelunas
Steph Kexel
JP Lappen
Shawn Lappen
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James Walker
Rhonda Ward

For:
The Board of Trustees,
The University of Connecticut

Radenka Maric, President

UConn Negotiating Team

Kelly Bannister, Co-Chief Negotiator
Josh Nadreau, Co-Chief Negotiator
Renee Boggis
Kate Clark
Brooke Grant
Rebecca Myshrall
Mark Overmyer-Velazquez
Daniel Schwartz

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ATTACHMENT B

SUPERSEDENCES

April 8, 2026

Collective Bargaining Agreement Between

The University of Connecticut Board of Trustees and the University of Connecticut Professional Employees Association (UCPEA)

Pursuant to Conn. Gen. Stat. § 5-278(e), "where there is a conflict between any agreement . . . on matters appropriate to collective bargaining . . . and any general statute or special act, or regulations adopted by any state agency, the terms of such agreement . . . shall prevail . . .." Whether or not a provision is a "supersedence" depends upon the interpretation of the word "conflict" as used in C.G.S. § 5-278(e), which has been broadly interpreted herein.

In accordance with Conn. Gen. Stat. § 5-278(b), the following state statutes and regulations, if applicable to employees in the unclassified service, are superseded by contrary provisions in this agreement.

Tentative Agreement	Provision	State Statute (as Amended) or Regulation Superseded
Article 1 – Recognition	Identifies unit of professional employees represented by UCPEA.	C.G.S. § 5-196; § 5-198
Article 2 – Role of Professional Staff	Defines work to be classified as professional union work and defines employees to be recognized as professional staff.	C.G.S. § 5-196; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 31-58; C.G.S. § 31-60 and related DAS Regulation § 31-60-16; C.G.S. § 31-71a
Article 3 – Board Prerogatives	Recognizes the Board's prerogative to make rules for the government of the University, and determine the general policies of the University, including those concerning the admission of students and the establishment of schools, colleges, divisions, and departments, and shall direct the expenditure of the University's	None.

	funds. Establishes that disputes concerning the exercise of Board prerogatives are not grievable.	
Article 4 – Professional Freedom	Provides for constitutional protected civil liberties; urges internal remedies before issuance of public statements.	C.G.S. § 31-51q
Article 5 – Nondiscrimination, Anti-Harassment, and Diversity, Equity & Inclusion (DEI)	Provides for certain internal administrative and grievance procedures related to concerns of discrimination or about diversity/affirmative action.	DAS Regulation § 5-201-14; C.G.S. § 5-227 and § 5-228; C.G.S. § 31-69b; C.G.S. §§ 46a-51 *et seq.* and related DAS Regulations § 46a-5-1 through 46a-68k-8
Article 6 – Vacation Leave	Provides for vacation accruals, cap on such accrual and use.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-250 through § 5-253 and related DAS Regulations § 5-250-1 through 5-250-8; C.G.S § 31-74a; C.G.S. § 31-76k
Article 7 – Notice of Intent to Leave	Requires 30 days' notice of intent to leave and attending work for certain number of those days.	C.G.S. § 5-243 and related DAS Regulation § 5-243-1
Article 8 – Holidays	Establishes holidays on which professionals are not required to work; permits professionals required to work a holiday to arrange for alternative day off; permits the professional to work a holiday to earn a day off on religious or cultural holidays.	C.G.S § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-247 and related DAS Regulation § 5-247-8; C.G.S. § 5-250 and related DAS Regulations § 5-250-1 through § 5-250-8; C.G.S. § 5-251; C.G.S. § 5-254 and related DAS Regulations § 5-254-1 and § 5-254-2; C.G.S. 31-76k
Article 9 – Personal Leave	Provides for personal leave.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-250 and related DAS Regulation § 5-250-8; C.G.S. § 31-70; § 31-71e; C.G.S. 31-76k
Article 10 –	Provides for time off for emergency duty for	C.G.S. § 5-249

Civic and Legal Obligations	certain professional employees (fire, ambulance, recognized emergency personnel); recognizes leave for legal obligations, including jury duty.	
Article 11 – Sick Leave	Provides for sick leave, limitations on use, accumulation rules for unused time. Includes definition of immediate family and defines parameters for use of unpaid leave and family leave. Provides for sick leave bank and authorization for such leave.	C.G.S. § 5-143; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-244 and related DAS Regulation § 5-244-1; C.G.S. § 5-247 and related DAS Regulations § 5-247-1 through § 5-247-12; C.G.S. § 5-248 and related DAS regulations §§ 5-248-1 through § 5-248-6; C.G.S. § 5-248a and § 5-248b and related DAS Regulations §§ 5-248b-1 through § 5-248b-9; C.G.S. § 5-250 and related DAS Regulation § 5-250-6; C.G.S. § 5-251; C.G.S. § 5-254 and related DAS Regulation § 5-254-1; C.G.S. §31-51kk through § 31-51qq and related DAS Regulations § 31-51qq-1 through § 31-51qq-48;; C.G.S. § 31-70; C.G.S. § 31-71e; C.G.S. § 31-76k; C.G.S. § 31-57s-t.
Article 12 – Childbirth and Parental Benefits	Provides for childbirth and bonding leave.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-247 and related DAS Regulations § 5-247-1 through § 5-247-12; C.G.S. § 5-248 and related DAS regulations § 5-248-1 through § 5-248-6; C.G.S. § 5-248a and § 5-248b and related DAS Regulations § 5-248b-1 through § 5-248b-9; C.G.S. § 5-250; C.G.S. § 31-51kk through § 31-51qq and related DAS Regulations § 31-51qq-1 through § 31-51qq-48; C.G.S. § 31-70; C.G.S. § 31-71e; C.G.S. § 31-76k
Article 13 – Educational Leave	Provides for educational leave.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-248 and related DAS Regulations § 5-248-1 through § 5-248-6; C.G.S. § 5-248c and related DAS Regulations § 5-248c-1 through § 5-248c-3; C.G.S. § 5-250; C.G.S. § 31-70; C.G.S. § 31-71e; C.G.S. § 31-76k
Article 14 – Maintenance of Status While on Paid Leave	Provides for continued benefits and accruals to employees on paid leave.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-248 and related DAS Regulations §§ 5-248-1 through § 5-248-6; C.G.S. § 5-248a and § 248b and related DAS Regulations § 5-248b-1 through § 5-248b-9; C.G.S. § 5-248c and related DAS Regulations §

		5-248c-1 through § 5-248c-3; C.G.S. § 5-251; C.G.S. § 31-70; C.G.S. § 31-71e; C.G.S. § 31-76k
Article 15 – Leaves without Pay	Provides for unpaid leaves of absence. Provides for certain accruals to continue, but not for vacation, holiday, or seniority to accrue.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-248 and related DAS regulations § 5-248-1 through § 5-248-6; C.G.S. § 5-248c and related DAS Regulations § 5-248c-1 through § 5-248c-3; § 5-250; C.G.S. § 31-70; § 31-71e; C.G.S. § 31-76k
Article 16 – Work Schedules	Establishes work schedules and circumstances for deviation from work schedules. Addresses telecommuting procedures.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-238 and related DAS Regulations § 5-238-1 through § 5-238-5; C.G.S. § 5-245; C.G.S. § 5-248i; C.G.S. § 31-58; C.G.S. § 31-60; C.G.S. § 31- 68; C.G.S. § 31-71a through § 31-71f; C.G.S. § 31-76b; § 31-76k
Article 17 – Student Health and Wellness	Provides for certain salary differentials and compensation for certain employees in Student Health and Wellness.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-238 and related DAS Regulations § 5-238-1 through § 5-238-5; C.G.S § 5-245; C.G.S § 5-253; C.G.S § 31-58, C.G.S § 31-60; C.G.S § 31-71a through § 31-71f; C.G.S. § 31-76b
Article 18 – Compensatory Time	Provides for compensatory time or other adjustments for work beyond the standard workweek.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-238 and related DAS Regulations § 5-238-1 through § 5-238-5; C.G.S § 5-245; C.G.S. § 5-253; C.G.S § 31-58; C.G.S. § 31-60; C.G.S. § 31- 68; C.G.S § 31-71a through § 31-71f; C.G.S. § 31-76b; DAS Regulation § 31-51rr-21.
Article 19 – Employee Files	Provides for certain documents to constitute the employee file. Allows for access to file, disclosure of file to other than the employee, employee right to obtain documents. Requires notice to employee of negative material in employment file.	C.G.S. § 1-206; C.G.S. § 1-210 through § 1-214; C.G.S. § 31-128a *et seq*.
Article 20 – Probationary Employees	Provides for probationary periods for new employees,	C.G.S. § 5-196; C.G.S. § 5-200 through § 5-202 and related DAS Regulation § 5-200-1; C.G.S. § 5-215a; C.G.S. § 5-228; C.G.S. § 5-230 and

	and in circumstances where a staff member accepts a new position through voluntary reassignment/transfer, recall from layoff, rehire or appointment to a new position through a search process. Defines probationary employees.	related DAS Regulation § 5-230-1; C.G.S. § 5-235; C.G.S. § 5-239 and related DAS Regulations § 5-239-1 and § 5-239-2; C.G.S. § 5-241; DAS Regulation § 5-201-10.
Article 21 – Evaluation	Provides evaluation procedures for professional employees.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-200a; DAS Regulations § 5-201-10 through § 5-201-17; C.G.S. § 5-225; C.G.S. § 5-237 and related DAS Regulation § 5-237-1
Article 22 – Dismissal or Other Disciplinary Action	Provides process for and grounds for discipline, including and up to termination.	C.G.S. § 5-194; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-201 and related DAS Regulations § 5-201-10 through DAS § 5-201-17; C.G.S § 5-202; C.G.S. § 5-240 and related DAS Regulations § 5-240-1a through § 5-240-8a; C.G.S. § 5-244 and related DAS Regulation § 5-244-1; C.G.S. § 31-68
Article 23 – Grievance Procedure	Provides process for grievances and arbitrations, including authority and time limits.	C.G.S. § 5-194; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-201 and related DAS Regulations § 5-201-10 through § 5-201-17; C.G.S § 5-202; C.G.S. § 5 -240 and related DAS Regulations § 5-240-1a through §5-240-8a; C.G.S. § 5-244; C.G.S. § 31-68
Article 24 – No Work Stoppage	The parties agree there will be no strikes or lockouts during the term of the Agreement.	C.G.S. 5-279.
Article 25 – Career Ladders	Provides for continued support of "Career Ladders" within units.	C.G.S. § 5-196 through 198; C.G.S. § 5-200 through § 5-219 and related DAS Regulation § 5-200-1; C.G.S. § 5-227a and b; C.G.S. § 5-228; C.G.S. § 5-236; C.G.S. § 5-239

Article 26 – Vacancies and Job Posting	Provides process for posting and filling vacancies and job openings.	C.G.S. § 5-196 through 198; C.G.S. § 5-200 and related DAS Regulations § 5-201-1 through § 5-201-17; C.G.S. § 5-228; C.G.S. § 5-236; C.G.S. § 5-239 and related DAS Regulations § 5-239-1 and § 5-239-2
Article 27 – Reduction of Professional Staff	Provides process for layoffs, available notice periods, and rights when laid off or terminated. Provides for payout of notice period under certain circumstances.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; DAS Regulation § 5-201-14; C.G.S. § 5-202; C.G.S. § 5-240; C.G.S. § 5-241 and related DAS Regulations § 5-241-1 and § 5-241-2; C.G.S. § 5-243; DAS Regulation § 5-247-9
Article 28 – Mergers and Acquisitions	Provides contract survives any merger.	C.G.S. § 10a-104
Article 29 – Meet and Discuss	Requires parties to meet to discuss matters of professional concern.	C.G.S. § 46a-51 *et seq.*
Article 30 – Parking	Provides University will continue to offer parking to professional employees; and retains control for the Parking Advisory Committee to establish certain conditions on parking.	C.G.S. § 10a-139; DAS Regulations § 5-141c-4
Article 31 – Job Classification	Provides for career progression of professional employees and processes for reclassification and temporary appointments.	C.G.S. § 5-196 through § 5-198; C.G.S. § 5-200 through C.G.S. § 5-219 and related DAS Regulations § 5-201-1 through § 5-201-17; C.G.S. § 5-227a and b; C.G.S. § 5-228; C.G.S.; § 5-235; C.G.S. § 5-236; C.G.S. § 5-239 and related DAS Regulations § 5-239-1 and 5-239-2
Article 32 – Salary	Provides for increases to salary during term of agreement, including performance-based compensation.	C.G.S. § 3-119; C.G.S. § 5-200 through § 5-200c and related DAS Regulation § 5-200-1; C.G.S. § 5-208 through § 5- 213c;; C.G.S. § 31-58; C.G.S. § 31-60; C.G.S § 31-71a through § 31-71f; C.G.S. § 31-76b; Comptroller Regulations
Article 33 – Retirement, Medical Benefits and Disability Insurance	Provides that professional employees shall be provided health insurance.	C.G.S § 3-123b; C.G.S. § 3-123aaa; C.G.S. § 3-123bbb; C.G.S. § 3-123ddd; C.G.S. § 5-160 through § 5-192x; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-208a; C.G.S. § 5-243; C.G.S. § 5-247 and related DAS

		Regulations § 5-247-1 through 5-247-12; C.G.S. § 5-248c; C.G.S. § 5-257; C.G.S. § 5-259 through 5-259c; C.G.S. § 31-70; C.G.S. § 31-71e; DAS Regulations §§ 5-155-1 *et seq.*
Article 34 – Tuition Reimbursement and Professional Development	Permits a pool for tuition reimbursement and professional development.	C.G.S. § 5-141c; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; DAS Regulations § 5-141c-1 through § 5-141c-11; Comptroller Policies/Regulations
Article 35 – Tuition Waivers	Permits tuition waivers and reimbursement of certain fees.	C.G.S. § 5-141c; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; DAS Regulations § 5-141c-1 through § 5-141c-11; Comptroller Policies/Regulations
Article 36 – Child Care	Permits a pool for childcare reimbursements.	C.G.S. § 5-141c: C.G.S. § 5-200 and related DAS Regulation § 5-200-1; DAS Regulations § 5-141c-1 through § 5-141c-11; Comptroller Policies/Regulations
Article 37 – Travel	Provides for travel reimbursement, which will be in the authority of the University.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-141c; C.G.S § 10a-151c; State Travel Regulations; Comptroller Policies/Regulations; DAS Regulations § 5-141c-1 through § 5-141c-11
Article 40 – Union Leave	Provides release time to union representatives.	C.G.S. § 31-105 and Comptroller Policies/Regulations
Article 41 – Representation Rights and Responsibilities	Requires University to provide demographic information to union. Provides for union use of mail services, bulletin boards, etc. Permits union representatives to handle grievances during regular working hours.	C.G.S. § 1-206; C.G.S. § 1-210 through C.G.S. §1-214; C.G.S. § 31-40bb; C.G.S. § 31-105
Article 42 – UCPEA Security and Payroll Deductions	Provides for University to deduct membership dues and voluntary contributions.	C.G.S. § 31-40bb; C.G.S. § 5-260
Article 43 – Savings Clause	Establishes that if any provision of the CBA is contrary to law, then such provision shall not be enforceable, but	None.

	all other provisions shall survive.	
Article 44 – Temporary and End-Date Employees	Provides for certain temporary or durational employment and benefits and/or rights for those employees.	C.G.S. § 5-235
Article 45 – Pay Equity	Obligates University to participate in coalition bargaining regarding pay equity for state employees if such bargaining occurs; implementation contingent of new monies from the State for said purpose.	None.
Article 46 – Wireless Communication Device Stipends	Provides for stipends to certain employees for approved wireless device use.	C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-141c; Comptroller Policies/Regulations; DAS Regulations § 5-141c-1 through § 5-141c-11
Article 47 – Phased Retirement Program	Provides for work reduction prior to retirement by incorporating Voluntary Schedule Reduction Program as administered for the unclassified employees of the University into the agreement. Permits schedule and pay reduction while maintaining full accruals.	C.G.S § 3-123b; C.G.S. § 3-123aaa; C.G.S. § 3-123bbb; C.G.S. § 3-123ddd; C.G.S. § 5-152 through § 5-192x; DAS Regulations § 5-155-1 through § 5-181-1; C.G.S. § 5-200 and related DAS Regulation § 5-200-1; C.G.S. § 5-208a; C.G.S. § 5-238 and related DAS regulations §§ 5-238-1 through 5-238-5; C.G.S. § 5-243; C.G.S. § 5-245; C.G.S. § 5-247 and related DAS Regulations §§ 5-247-1 through 5-247-12; C.G.S. § 5-248c and related DAS Regulations §§ 5-248c-1 through § 5-248c-3; C.G.S. § 5-248i; C.G.S. § 5-257; C.G.S. § 5-259; C.G.S. § 31-58; C.G.S. § 31-60; C.G.S. § 31- 68; C.G.S.§ 31-70; C.G.S. § 31-71a through § 31-71f; C.G.S. 31-76b; C.G.S. § 31-76k
Article 48 – Zipper Clause	Outlines agreement is complete and entire for its term.	None.
Article 49 – Duration	Establishes length of CBA.	None.
Memorandum of Agreement	Adds money withheld as the result of unsatisfactory performance to the	None.

	merit pool; provides provisions for evening and weekend Research and Information Services Department of the University Library staff; and allows participation of bargaining unit members in Big Brothers/Big Sisters.	

ATTACHMENT C

UNIVERSITY OF CONNECTICUT BOARD OF TRUSTEES AND THE UNIVERSITY OF CONNECTICUT PROFESSIONAL EMPLOYEES ASSOCIATION, LOCAL 3695, AFTCT, AFT, AFL-CIO

COLLECTIVE BARGAINING SUMMARY

The University of Connecticut began bargaining a successor collective bargaining agreement (CBA) with the University of Connecticut Professional Employees Association, Local 3695, AFTCT, AFT, AFL-CIO (UCPEA or the Union) in January 2025. The following is a summary of the economic and non-economic articles of the CBA.

OVERVIEW

Since July 1, 2021, all UConn employees who are members of a collective bargaining unit have been working under the provisions of a labor agreement negotiated by the University in conformance with the statewide wage and benefit framework negotiated between the State and the State Employee Bargaining Agent Coalition (SEBAC).

In anticipation of the expiration of that agreement on July 30, 2025, the University and the UCPEA began bargaining a successor agreement in January 2025. As the parties had not reached a new agreement prior to expiration, in or about July 2025, the parties agreed to an extension agreement to keep key provisions of the contract operational until June 30, 2026, or legislative approval of a successor collective bargaining agreement.

In March 2026, the parties came to a tentative agreement at the bargaining table on a new contract between the University and UCPEA, which was ratified by the UCPEA on March 27, 2026, and approved by the Board of Trustees on April 6, 2026.

UCPEA is UConn's largest full-time bargaining unit with approximately 2,200 members. UCPEA represents non-teaching professionals at all UConn locations other than UConn Health. UCPEA has members in virtually every department and work unit in the institution. Members of this bargaining unit include admissions officers, residence hall directors, physicians, nurses, accountants, academic advisors, food service managers and culinary professionals, financial aid counselors, librarians, information technology staff, and many others.

The proposed four-year agreement contains important new provisions and language updates that address several longstanding concerns among the parties. The agreed upon changes include expansions in compensation, telecommuting governance, Sick Leave Bank guidelines, and due process clarity. If approved the legislature, the agreement between the University and the UCPEA will take effect upon approval by the legislature retroactive to July 1, 2025, and run through June 30, 2029.

Economic Provisions

Article 32 – Salary:

- General Wage Increase (GWI) and Performance-Based Compensation: Consistent with the SEBAC framework, with 2% allocated to performance-based compensation in lieu of increments consistent with the parties' past practice.

  FY 2026: As soon as practicable following legislative approval of the agreement, 2.5% GWI and 2% performance-based award for employees who performed satisfactorily retroactive to July 1, 2025 (includes employees who directly retired or medically separated in the interim).

  FY 2027: Effective July 1, 2026, 2.5% GWI and 2% performance-based award for employees who performed satisfactorily.

  FY 2028: Effective July 1, 2027, 2.5% GWI and 1.5% performance-based award for employees who performed satisfactorily and the equivalent of 0.5% of the gross salary amount to be issued as discretionary performance-based compensation.

  FY 2029: Subject to reopener.

Article 17 – Student Health and Wellness:

Updates pay, compensatory time, stipends, differentials, and on-call practices to provide flexibility and to support recruitment, retention, and operations within SHaW.

Increases stipends each fiscal year by a factor equal to the annual percentage increase in base salary exclusive of performance-based compensation rounded to the nearest quarter dollar amount. In any year there is zero percent (0%) increase to the base salary, there will not be an increase in the stipends.

Increases the stipend for Advice Nurses per sixteen-hour shift from $264.50 to $352.00 or $22.00 per hour.

Increases the "on call" rate for Sexual Assault Response Nurses from $18.75 to $25.00 per hour and when/if these employees are called into work they will receive time and one half of their regular rate of pay.

In the rare chance a Mental Health Services provider is called in to work while on call, they will also receive time and one half of their regular rate of pay for those hours worked.

Article 18 – Compensatory Time:

Lowers the total number of compensatory hours earned to 105 before being paid out for both non-exempt and exempt employees.

Clarifies that if an employee is reclassified from non-exempt to exempt, they shall be paid out for any unused compensatory time earned while non-exempt.

Allows verbal approval in emergency situations for exempt employees to earn compensatory time, to be followed up by with written confirmation within the pay period.

Establishes a fixed annual amount of compensatory time to be awarded in lieu of other processes for certain Admissions staff to compensate for hours during recruitment travel and the reading of applications.

Provides compensatory time for Level 1 (Essential/Emergency) staff who must report in person during inclement weather events.

Article 30 – Parking:

Allows employees using a state-issued handicap parking permit to park at any surface lot handicap designated parking spot at the Area 2 rate.

Establishes dedicated parking spaces—identified as special parking—for use by Residence Hall Directors at the Area 2 rate.

Article 31 – Job Classification:

Clarifies the position audit process to be consistent with current practice.

Updates the minimum reclassification salary increase to not be less than 3% of the employee's salary on the effective date of the reclassification, or the minimum of the pay-band into which the employee is reclassified, whichever is greater.

Updates the compensation for a temporary service in a higher classification by a minimum 3% increase or equal compensation to the minimum of the pay band determined by Human Resources for the temporary appointment, whichever is greater on the effective date of the temporary appointment.

Article 34 – Tuition Reimbursement and Professional Development:

- Tuition Reimbursement:

  Fund remains at $50,000 collectively for the reimbursement of tuition and fees for courses taken by employees.

- Professional Development:

  Increases fund from $400,000 to $450,000 and allows the fund to roll over each contract year but not at the end of the contract period.

  Ten percent of the fund may be used for University-sponsored programs.

Article 35 – Tuition Waivers:

Provides for reimbursement of the Recreation Center fee and waives the portion of the transit fee associated with the U-Pass CT program.

In the event of a bargaining unit member's death, while their dependent child is enrolled, the waiver shall continue through completion of the undergraduate degree and in no case more than a total of five (5) academic years. In the event of a bargaining unit member's medical separation, the waiver shall continue through the end of the semester.

In the event the bargaining unit member is separated from employment with the University, for any other reason, the waiver shall be prorated as of the date of separation.

Article 36 – Child Care:

Increases fund from $100,000 to $175,000 in FY 27, to $225,000 in FY 28, and to $250,000 in FY 29.

Article 46 – Wireless Communication Device Stipends:

Codifies compensation in the form of a stipend for professional employees required to use a personally owned mobile device to perform their official duties.

Non-Economic Provisions

Throughout the contract, outdated references to offices and committees have been updated, expired provisions have been removed, and other minor clarifications and updates were made.

Article 6 – Nondiscrimination:

Added ethnicity and clarifies religious creed in the list of protected classes, consistent with University policy and applicable law.

Article 7 – Notice of Intent to Leave:

Clarifies that should an employee provide more than the required four weeks' notice of resignation, the University may effectuate resignation at any point so long as the employee is permitted to work for four weeks or receive pay and benefits in lieu thereof.

Article 8 – Holidays:

Adds Juneteenth to the list of legal holidays.

Clarifies that holiday compensatory time will be on an hour-for-hour basis; denials to work a holiday shall be in writing; holiday compensatory time shall be taken within 365 days of accrual; and unexpired accrued but unused holiday compensatory time shall be paid out upon separation.

Article 10 – Civic *and Legal* Obligations:

Clarifies process for excusal and reimbursement for serving on a jury.

Expands the article to clarify that an employee may request to use vacation time, compensatory time, holiday compensatory time, and/or unpaid time in order to meet the requirements of a legal obligation for themselves or their immediate family, and that such requests for time off will not be unreasonably denied.

An employee who is temporarily unable to work due to a pending legal matter (or their designated representative) may also choose to apply for an unpaid leave of absence, subject to the discretion of the University.

Article 11 – Sick Leave:

Expands the definition of family member and updates rules for use of sick time to align with Connecticut state law.

Makes significant changes to Sick Leave Bank implementation by allowing for its use for the employee's own serious health condition as defined in federal or state FMLA and as a source of paid caretaker leave for an employee who must care for a dependent child or spouse with a serious health condition as defined in federal or state FMLA.

Limits gifted time from the Sick Leave Bank to 75 days over a rolling two (2) year period, not to exceed the leave entitlement under the federal of state FMLA or SEBAC supplemental leave.

Allows for a fitness for duty examination where the employee poses an imminent or serious safety threat to self or others.

Article 16 – Work Schedules:

Clarifies the eligibility and consideration criteria and decision and appeal process for telecommuting. Professional staff may request telecommuting, and requests are evaluated primarily on operational needs, including job duties, need for on-site presence, performance, and technology or data-security requirements. While managers are encouraged to consider requests, approval is not guaranteed, and denials generally may be reconsidered after one year unless circumstances change.

Creates an internal appeal process through Human Resources for eligible employees meeting performance criteria and denied the ability to telecommute at least two days per week. The final decision on telework resides with the appropriate Vice President/Vice Provost or their designee.

Approved arrangements may be modified or revoked at any time as required by University needs, with notice provided when practicable.

Article 19 – Employee Files:

Provides a process by which an employee may request the removal of a letter of warning or letter or reprimand from their official, complete employee file, provided there have been no further disciplinary events during a set period subject to the discretion of Labor Relations.

Article 20 – Probationary Employees:

Allows managers, in consultation with Labor Relations, to reduce or extend an employee's probationary period. Extensions shall be no more than four (4) additional months unless by mutual agreement of the parties.

In the event that a probationary Residence Hall Director is dismissed before the end of their probationary period, they shall be notified in writing and receive four (4) weeks' notice or pay in lieu thereof.

Updates processes by which a probationary employee may appeal their dismissal, to include qualified witnesses with relevant information.

Article 21 – Evaluation:

Clarifies that an evaluation be prepared and presented to each employee between May 1st and May 22nd of each year, after the end of the annual evaluation period on April 30th.

Provides descriptors for overall ratings and sets a timeline of sixty (60) days for an employee to append a written statement to an evaluation.

Obligates the parties to meet beginning in July 2026 to review and revise the evaluation form to be effective for the review year beginning May 1, 2027.

Article 23 – Grievance Procedure:

Extends the timeline for the University to issue grievance decisions from seven (7) to fourteen (14) days.

Clarifies that the Union will provide a copy of the filing to arbitration to Labor Relations within three (3) business days of filing.

Article 26 – Vacancies and Job Posting:

Clarifies that projected hiring ranges for a posted position may be obtained by contacting Human Resources.

Obligates the parties to develop a pilot program for conducting a pooled search process for agreed upon positions, with the intent of the program to become fully operational no later than twelve (12) months after the effective date.

Article 27 – Reduction of Professional Staff:

Clarifies that the UCPEA may submit their own proposal or offer alternatives after an employee is provided notice of a layoff.

Expands recall rights for an employee who has been laid off to be offered employment in a position that is the same or similar to the eliminated position or to a lower level of the eliminated position in the same job path, if the employee meets the minimum qualifications of the job specification, and such position becomes available during the eighteen (18) months from the date of notice of layoff.

Outlines the probationary period for a recalled employee is four months.

Article 38 – Health and Safety:

Obligates the University to ensure the living spaces for all employees required to live on campus as a condition of their employment comply with all applicable state and local housing laws and regulations, are ready for occupancy at move-in, and direct any subsequently reported concerns to the appropriate personnel for timely response.

Article 40 – Union Leave:

In the first fiscal year following legislative approval of a successor bargaining agreement, the University shall allow for up to two (2) days for training sessions, as opposed to the one day for other years.

Article 44 – Temporary and End-Date Employees:

Clarifies the use of end-dated appointments for employees in positions funded by grants, contracts, and other non-recurring sources, including, but not limited to, restricted state appropriations and gifts; employees hired to cover for a temporary leave of absence; and employees hired for clearly defined and time-limited special projects.

Clarifies that all employees hired on end-date appointments who have been on the end-date appointment for a period of more than three (3) years, shall be given a minimum of three (3) months' notice of non-renewal.

Sets out criterion for non-renewal decisions of end-date appointments in the event that it is necessary, primarily based on University seniority with exceptions allowable based on the skills, experience, and merit of the employees in relation to the needs of the University, including maintenance of the purpose of the funding grant or contract.

Expands recall rights for an employee with over four (4) years of service who has been non-renewed to be offered employment in a position that is the same or similar to the eliminated position or to a lower level of the eliminated position in the same job path, if the employee meets the minimum qualifications of the job specification, and such position becomes available during the eighteen (18) months from the date of notice of non-renewal.

Clarifies the timeline for end-date employee evaluations and signature.

Article 47 – Phased Retirement Program:

Clarifies that an employee may receive a reduction in schedule and workload of not more than 50% and proportionate reduction in salary under the Voluntary Schedule Reduction Program (VSRP).

MOA #3 – Demotion:

This agreement was struck, so demotions may include loss in pay moving forward.

Duration

The contract will have a duration of July 1, 2025, through June 30, 2029. There will be a reopener on general wage increases and performance-based compensation for fiscal year 2029.

Further Negotiations

Salary (Article 32): The parties agreed in a side letter to thoughtfully assess the feasibility of transitioning to a potential new salary step framework, which could not be resolved at the bargaining table, while preserving their rights in other appropriate forums.

ATTACHMENT D

UCPEA - Fiscal Impact
FY26 Proposal

* Wage reopener" FY29

		FY26				FY27				FY28				FY29* - wage reopener year			
UCPEA	Comments	Univ Support	Research / Grants	Other	Total	Univ Support	Research / Grants	Other	Total	Univ Support	Research / Grants	Other	Total	Univ Support	Research / Grants	Other	Total
Salary/Wage increases	4.5% General salary increase (2.5% GWI, 2% perf based, In FY28 1.5% perf based, 0.5% merit)	$5,181,129	$556,082	$2,416,247	$8,153,459	$5,414,280	$581,106	$2,524,978	$8,520,364	$5,657,922	$607,256	$2,638,602	$8,903,781				$0
Prof Development (includes $50k Tuition Reimb.)					$0	$50,000			$50,000				$0				$0
ChildCare					$0	$75,000			$75,000	$50,000			$50,000	$25,000			$25,000
Total	Total Max Increase	$5,181,129	$556,082	$2,416,247	$8,153,459	$5,539,280	$581,106	$2,524,978	$8,645,364	$5,707,922	$607,256	$2,638,602	$8,953,781	$25,000	$0	$0	$25,000

Notes/Assumptions:

Costs included in chart are incremental

Source data based on snapshot from Feb 2026

The Other fund source includes revenues from course, mandatory and student fees, sales and services, foundation and indirect cost returns

UCONN HEALTH

The University of Connecticut Health Center Chapter of the American Association of University Professors

(UCHC-AAUP)

Contract effective July 1, 2025 – June 30, 2029

3.17.26 Tentative Agreement
Re New Collective Bargaining Agreement between UConn Health and UCHC-AAUP

Compensation (changes to Article 13 and 14):
- 4.5% for Years 1–3, with a fourth-year opener;
- 50-50 EAGWI to merit for Year 1, 60-40 for Year 2, 70-30 for Year 3. Year 4 subject to reopener negotiation.
- Retro raises apply only to active employees.
- Distribution Pool Floor:
  - No ABP dependency
  - Use FMP floor as follows:
    - (FY26 – N/A, retro pay)
    - FY27 – initial snapshot, floor equal to actual distribution pool (effectively N/A in practical terms)
    - FY28 – FY27 floor multiplied by 1.027
    - FY29 – subject to wage reopener negotiations

    - Should there be any unforeseen major events, the parties by mutual agreement in writing may waive the floor.

- Accept 10.6.25 UCH proposal for Compensation Error Reserve Fund.
- Accept 3.20.25 UCH proposal for Section 14.3.(E): [New language to be added]
Adjustments to be made when determining clinical merit wRVU targets for faculty on approved block leaves (e.g., Family and Medical Leave Act ("FMLA") leave, Americans with Disabilities Act ("ADA") leave, SEBAC Supplemental Leave, or Workers' Compensation.

ARTICLE 7: DISCIPLINE

7.3 D. ~~1.~~ If ~~the~~ UConn Health, including the Schools of Medicine and Dental Medicine, judges that the grounds for dismissal or discipline require the immediate suspension of the faculty member, the suspension shall be with pay until the meetings described in B.2 and B.3 above have taken place.

~~2. In the event the discipline involves the loss of or reduction in salary, the salary shall not be withheld until after the arbitration decision or four (4) months from the initiation of the discipline at B.4, whichever is sooner.~~

The remainder of Article 7 remains unchanged.

ARTICLE 16: PROFESSIONAL DEVELOPMENT

16.1 Faculty at the rank of Instructor or Assistant Professor will have ~~$500~~ $750 annually for the purpose of professional development for the first five years or until promotion to senior rank,

whichever occurs first. The funding for professional development will be identified by both the Dean and Chair/Center Director. If a faculty member does not use their professional funds by June 30 of the fiscal year in which they were allocated, the funds will be forfeited. In no event shall professional development funds accrue from year to year or be the basis of any lump sum payment upon separation.

Professional Development funds are to be used for academic or professional purposes consistent with the guidelines associated with the funding source.

16.3 Continuing Dental and Medical Education Support (CDME Professional Development Fund): A fund is established for continuing dental and medical education support in accordance with the following. In each year of the Agreement the following amounts shall be allocated, in no event shall the individual benefit for the CDME Professional Development Fund be altered or Increased;

FY 2023~~6~~	$125,000
FY 2024~~7~~	$125,000
FY 2025~~8~~	$125,000
FY 2029	$125,000

During the term of this Agreement, unused funds at the end of fiscal year expire. In no event shall CDME Professional Development funds be extended beyond the expiration of the term of the collective bargaining agreement.

Annually, each eligible faculty member with an FTE equal to or greater than 0.5 FTE shall, upon request, receive up to a maximum of ~~$1,000~~ $1500 from the CDME Professional Development Fund for any academic-related travel expenses (e.g., airfare, lodging, conference registration fees, per diem for meals, etc.). For a faculty member to access and receive CDME professional Development 1) the faculty member must have no available funding in individual accounts (academic enhancement accounts), department, or grant funds (DCAA) available to the faculty member which may be spent on CDME professional development; and 2) CDME Professional Development funds are available in that fiscal year. Faculty will be deemed ineligible for CDME funds during the final 3 months of their notice period.

Such travel expenses shall require prior approval of the faculty member's department or unit head. The CDME Professional Development funds shall be on a first come, first served basis. Faculty with access to Article 16.1 professional development funds shall be required to exhaust such funds prior to applying for CDME funds.

The Parties acknowledge that the CDME Professional Development Fund is especially beneficial to junior bargaining unit members. Consequently, the Parties agree that each year, 25% of the CDME fund shall be available only to members of the bargaining unit whose terminal degree was earned within the past eight (8) years or less. If the full amount of this 25% has not been requested by the junior bargaining unit members by February 1 of the relevant fiscal year, the unrequested balance shall revert to the general CDME Professional Development Fund for that fiscal year, and available to eligible faculty irrespective of when they obtained their terminal degree in accordance with this Article.

The remainder of Article 16 remains unchanged.

ARTICLE 17: MULTI-YEAR APPOINTMENTS

17.1B. **Re-Appointments** – Except when a decision has been made not to renew, the standards for re-appointment shall apply to all in-residence faculty and SODM clinical-track faculty with the exception of faculty who joined the UConn Health as a result of the purchase of a private practice.

1. Period of Re-appointment. Reappointments beyond the initial appointment for Assistant Professors shall be for a minimum period of two (2) years, provided the faculty member has achieved the member's Reappointment Standard, and external funding to support the position is available for the appointment period. Nothing herein prevents a faculty member from requesting reappointment to a term less than two years. Reappointments beyond the initial appointment for all Associate and Full Professors shall be for a minimum period of three (3) years provided the faculty member has achieved the member's Reappointment Standard, and external funding to support the position is available for the appointment period. Nothing herein prevents a faculty member from requesting re-appointment to a term less than three years. ~~Faculty who receive a three-year appointment will be assessed on the first year's continuing activity in the final quarter of that year using the academic target in I.B.2.(a) and the 50~~5th~~ percentile of the most recent UHC target for their specialty referenced in I.B.2(b).~~ Faculty on a three-year appointment will undergo a productivity review during the final quarter (Q4) of their first appointment year, assessing their work relative value unit (wRVU) productivity against the 55th percentile benchmark of the most recent Vizient data for their specialty (as referenced in Section I.B.2.) and the applicable academic target in I.B.2.(a). For faculty on an ABP, the review will apply the standards set forth in the faculty's ABP. Both FMP and ABP faculty who have not met these standards may have their appointment reverted back to a total of two (2) years at the discretion of UConn Health.
2. Re-appointment Standard. The Reappointment Standard for faculty compensated under the Faculty Merit Plan (FMP), is set forth in I (B) (2) (a) and (b), below. For faculty compensated under an Alternative Bonus Plan (ABP), the Reappointment Standard shall be specific, objective and verifiable criteria as set forth in their appointment letter. If a faculty member has not achieved their Reappointment Standard, UConn Health may renew the appointment for a period less than two (2) years or three (3) years, respectively, or non-renew.

a. Academic Target. For faculty participating in the FMP, the academic target is a rating of acceptable or higher, and
b. Clinical Target. For faculty participating in the FMP, the Clinical Target shall be the 55th percentile of the most recent ~~UHC~~ Vizient number for each specialty.

17.4. Clinical Faculty Weekend Coverage. Appointment letters for clinical faculty with call responsibilities will address the expectations of the projected ~~weekend~~ on-call coverage of the faculty member. On-call ~~weekend~~ coverage is based on the business and operational needs of the specialty and subject to change. This provision is neither grievable or arbitrable under Article 9 of this Agreement.

The remainder of Article 17 remains unchanged.

ARTICLE 21: HOLIDAY COMPENSATION

Clinical Faculty who are scheduled and required to work during any of the recognized State holidays, will be provided with an additional vacation day for each holiday worked to a maximum of ~~two (2)~~ three (3) days per calendar year. The ~~two (2)~~ three (3) days shall be prorated based upon the faculty member's FTE. The holidays worked must be documented and recorded. The two days shall not be paid out and cannot result in exceeding the limit of carryover vacation days for that year.

NEW ARTICLE 23: ACADEMIC FREEDOM

23.1 The Board of Trustees recognizes the paramount importance of academic freedom in an institution of higher education and reaffirms its continuing commitment to the principles of academic freedom and its protections described in the University of Connecticut By-Laws.

A. All members of the faculty, whether tenured or not, are entitled to academic freedom set forth in the 1940 Statement of Principles on Academic Freedom and Tenure formulated by the Association of American Colleges and the American Association of University Professors.

B. The faculty member is a citizen, a member of a learned profession, and an officer of an educational institution. When the faculty member speaks out or writes as a citizen, they should be free from institutional censorship or discipline, but the faculty member's special position in the community imposes special obligations. As a person of learning and an educational officer, they should remember that the public may judge the faculty member's profession and the University by their utterances. Hence, they should at all time be accurate, should exercise appropriate restraint, should show respect for the opinions of others, and should make every effort to indicate that they do not speak for the institution.

23.2 This article on academic freedom is a statement of intent and policy and is not subject to the Contractual Grievance Procedure. Discipline will not be used to restrain bargaining unit members in the exercise of academic freedom. Academic freedom can be raised as a defense in any disciplinary proceeding.

23.3 Should the By-Laws and this Article conflict in any way, the By-Laws will be considered the controlling document.

The subsequent articles will be renumbered.

ARTICLE ~~23~~ 24: FACULTY FAMILY MEDICAL LEAVE

FACULTY MEDICAL LEAVE DONATIONS: Faculty will be permitted to donate any accrued vacation time to a ~~fellow faculty member~~ any UConn Health bargaining unit employee who is absent due to a long-term illness, subject to the following:

A. The absent ~~member~~ bargaining unit employee must have at least one (1) year of service;
B. The absent ~~member~~ bargaining unit employee must have exhausted all of their paid leave time and be on leave without pay;
C. A request to donate vacation time may be initiated by the Union or the ~~member~~ bargaining unit employee;
D. The request shall be submitted to Human Resources and ~~shall include~~ a current medical certificate on a form prescribed by UConn Health must be on file. AAUP members seeking to donate shall do so no later than December 15th of the calendar year;
E. Donations may be made in minimum units of one (1) day only. No AAUP member can have or create a negative vacation leave balance resulting from the donation of accrued vacation days. Further, no faculty may donate in excess of five (5) vacation days.;
F. Donations shall be applied to the absent ~~member~~ bargaining unit employee's payroll account as needed each pay period by consultation between Human Resources and the ~~member~~ bargaining unit employee or Union representative coordinating the donations. Donations of days shall not exceed the number of days needed to prevent the member from being on leave without pay up to a maximum of ninety ("90") donated days to any single ~~faculty member~~ bargaining unit employee in a twelve (12) month period. Requests for donations shall only occur through UConn Health's Lifeline. Any donated time shall not be returned or credited back to AAUP members who donated such time if it is not ultimately needed to cover the bargaining unit employee's absence.
G. Faculty vacation donations to other bargaining unit members may be subject to approval from the absent employee's bargaining unit. There will be an annual limit of no more than a total of 100 days (or 800 hours) that all faculty can donate to other bargaining unit members outside of AAUP **and UHP.**

The remainder of Article 24 remains unchanged.

NEW ARTICLE 25 Dependent Child Tuition Waiver (in the Event of an AAUP Member's Death)

In addition to the waiver of tuition permitted under Chapter 185.b, Sections 10a-105 (e, f, and g) of the 1983 revised Connecticut General Statutes, the Board of Trustees shall have full authority

to waive tuition for dependent children of members of the bargaining unit matriculating in an undergraduate degree program at the University of Connecticut. In the event of a bargaining unit member's death while their child is enrolled, the waiver shall only continue through the earlier of: i) completion of the undergraduate degree or ii) the child reaching the age of 24 (at which point following Internal Revenue Service guidelines they are no longer considered dependent children as a full-time student) or iii) the child having completed a total of five (5) academic years. Dependent child means the bargaining unit member's biological or legally adopted child or the member's stepchild, who is the biological or adopted child of the member's spouse.

The subsequent articles will be renumbered.

ARTICLE ~~27~~9: DURATION

27.1 Except as provided for within and as amended, the parties agree that this Agreement shall be in effect through June 30, ~~2025~~2029.

Erick Diaz Vazquez /s/ March 17, 2026
On Behalf of UConn Health

Ion I. Moraru Digitally signed by Ion I. Moraru Date: 2026.03.17 18:08:38 -04'00'
On Behalf of UCHC-AAUP

SUPERSEDENCES

April 8, 2026
July 1, 2025 to June 30, 2029 Collective Bargaining Agreement
Between UConn Health and UCHC-AAUP

Pursuant to Conn. Gen. Stat. § 5-278 (e), "[w]here there is a conflict between any agreement...on matters appropriate to collective bargaining....and any general statute or special act, or regulations adopted by any state agency, the terms of such agreement . . . . shall prevail...."

In accordance with Conn. Gen. Stat. § 5-278 (b) (1), the following state statutes and regulations, if applicable to employees in the unclassified service, are superseded by contrary provisions in this Agreement. This list includes continuing, new and revised supersedences:

Tentative Agreement	Provision	State Statute (as Amended) or Regulation Superseded
Article 1 Recognition	Provides for unit of professional employees.	C.G.S. § 5-196; C.G.S. § 5-198
Article 3 Union Rights and Security	Provides for University to deduct membership dues, initiation fees and voluntary contributions.	C.G.S. § 5-260; C.G.S. § 31-40bb
Article 7 Discipline	Provides process for and grounds for discipline up to and including termination.	C.G.S. § 5-194; C.G.S. § 5-200; C.G.S. § 5-201; C.G.S. § 5-240
Article 12 Job Security	Provides for appointment process and terms, nonrenewal of appointments	C.G.S. § 5-195; C.G.S. § 5-200 and DAS Regulation § 5-200-1; DAS Regulation § 5-201-14; C.G.S. § 5-200b; C.G.S. § 5-202
Article 13 Compensation	Provides for faculty compensation system	C.G.S. § 5-200 and DAS Regulation § 5-200-1; C.G.S. § 5-208; C.G.S. § 5-209
Article 14 Faculty Compensation Distributions	Provides for faculty compensation system and calculations	C.G.S. § 5-200 and DAS Regulation § 5-200-1; C.G.S. § 5-208; C.G.S. § 5-209
Article 15 Parking	Provides University will continue to offer parking to professional employees	DAS Regulations § 5-141c-4
Article 16 Professional Development	Provides for professional development funds	C.G.S. § 5-200 and DAS Regulation § 5-200-1; C.G.S. § 10a-151c
Article 17 Multi-Year Appointments	Provides for appointment process and terms	C.G.S. § 5-195; C.G.S. § 5-200 and DAS Regulation § 5-200-1; DAS Regulation § 5-201-14; C.G.S. § 5-200b; C.G.S. § 5-202
Article 18 FTE for Union Leadership	Provides release time to union representatives	C.G.S. § 31-105

Article 20 Faculty Assistance Programs	Provides faculty informed union may assist navigate process, and management can share information about referral with union if they have a signed, written authorization from the faculty member.	C.G.S. § 19a-12e; C.G.S. § 19a-14
Article 21 Holiday Compensation	Provides up to 3 additional vacation days to faculty scheduled and required to work during State holiday.	C.G.S. § 5-254
Article 24 Faculty Family Medical Leave	Consistent with guidelines provides faculty members time off medical leaves and allows donations to fellow faculty with long-term illness	C.G.S. § 5-247; C.G.S. § 31-51qq
Article 25 Dependent Child Tuition Waiver (in the Event of an AAUP Member's Death)	Gives Board of Trustees Authority to waive tuition for dependent children of faculty in event of faculty member's death while their child is enrolled	C.G.S. § 10a-105
Article 26 Long-Term Disability Insurance	Provides that faculty shall be provided disability insurance.	C.G.S. § 5-160 through § 5-192x; C.G.S. § 5-200 and DAS Regulation § 5-200-1

UCONN HEALTH
Fiscal Impact Statement of AAUP Contract Settlement SEBAC 2026 - All Funds
July 1, 2025 - June 30, 2028

FTEs = 678.29

	Fiscal Year 26		Fiscal Year 27		Fiscal Year 28	
	Cash	Annualized	Cash	Annualized	Cash	Annualized
Starting Base FTESalary	172,357,217	172,357,217	180,113,292	180,113,292	188,218,390	188,218,390
11-Jul-2025 Retro GWI 2.5%	3,977,474 (1)	4,308,930				
11-Jul-2025 Retro Non-step 2.0%	3,181,979 (1)	3,447,144				
Total FY26	7,159,454	7,756,075				
10-Jul-2026 GWI 2.5%			4,156,461 (1)	4,502,832		
10-Jul-2026 Non-step 2.0%			3,325,168 (1)	3,602,266		
10-Jul-2026 Jr Fac Prof Dev (a)			108,250			
Total FY27			7,589,879	8,105,098		
9-Jul-2027 GWI 2.5%					4,343,501 (1)	4,705,460
9-Jul-2027 Non-step 2.0%					3,474,801 (1)	3,764,368
Total FY28					7,818,302	8,469,828
Ending Base FTESalary	179,516,671	180,113,292	187,703,171	188,218,390	196,036,692	196,688,217
Percentage Increase	4.15%	4.50%	4.21%	4.50%	4.15%	4.50%

Total Annualized Cost	**24,331,000**
Average Annualized	4.50%
Average Cash	4.17%

(a) Increase in professional development funds for junior faculty from $500/yr to $750/yr.

(1) 24 paycycles

UCONN HEALTH

University Health Professionals (UHP)

Contract effective July 1, 2025 – June 30, 2029

Tentative Agreement

UConn Health and University Health Professionals

March 5, 2026

1. **Duration:**

This Agreement shall be in full force and effect from July 1, ~~2021~~ 2025 through June 30, ~~2025~~2029. All other terms in the contract represent the complete and final agreement between the parties. ~~There shall be a reopener limited for the period of July 1, 2024 through June 30, 2025 to include a general wage increase (GWI) and step increment.~~ The parties may, by mutual agreement, extend the life of this Agreement beyond June 30, ~~2025~~ 2029 for a period not to exceed one (1) year.

2. **Salary:**

26.1 Effective and retroactive July ~~2~~11, ~~2021~~2025, the salaries in effect on July 10, ~~2021~~2025, under each step and for each salary group shall be increased by two and one-half (2.5%). Any active employee in the bargaining unit on the date the general assembly ratifies this agreement shall receive a retroactive wage payment to the effective date thereof or to their initial employment date or bargaining unit entry date if such date was between July ~~2~~11, ~~2021~~ 2025 and the date of approval of this agreement.

Effective and retroactive to ~~January 14, 2022~~the pay period which includes January 1, 2026, each employee who has not received an unsatisfactory evaluation, who is not at the maximum salary for their assigned salary group, and who was hired on or before July ~~13~~11, ~~2021~~2025, shall advance one step in their salary group.

Effective ~~January 14, 2022~~ the pay period which includes January 1, 2026, each employee who has not received an unsatisfactory evaluation, who is at the maximum salary for their assigned salary group, and who was hired on or before July ~~13~~11, ~~2021~~2025, shall receive a $1,200 one-time lump sum payment, not added to base salary.

26.2 Effective July 10, ~~2022~~2026, the salaries in effect on ~~June 30, 2022~~July 9, 2026 under each step and for each salary group shall be increased by two and one-half percent (2.5%).

Effective ~~January 13, 2023~~the pay period which includes January 1, 2027, each employee who has not received an unsatisfactory evaluation, who is not at the maximum salary for their assigned salary group, and who was hired on or before July ~~12, 2022~~10, 2026, shall advance one step in their salary group.

Effective ~~January 13, 2023~~the pay period which includes January 1, 2027, each employee who has not received an unsatisfactory evaluation, who is at the maximum salary for their

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assigned salary group, and who was hired on or before ~~July 12, 2022~~July 10, 2026, shall receive a $1,200 one-time lump sum payment, not added to base salary.

26.3 Effective July ~~14~~9, ~~2023~~2027, the salaries in effect on July ~~13~~8,, ~~2023~~2027 under each step and for each salary group shall be increased by two and one-half percent (2.5%).

Effective ~~January 12, 2024~~the pay period which includes January 1, 2028, each employee who has not received an unsatisfactory evaluation, who is not at the maximum salary for their assigned salary group, and who was hired on or before July ~~11, 2023~~9, 2027, shall advance one step in their salary group.

Effective ~~January 12, 2024~~the pay period which includes January 1, 2028, each employee who has not received an unsatisfactory evaluation, who is at the maximum salary for their assigned salary group, and who was hired on or before July ~~11, 2023~~9, 2027, shall receive a $1,200 one-time lump sum payment, not added to base salary.

26.4 For fiscal year 2028-2029, the parties agree to re-opener negotiations on wages and step increases.

Post doctoral Fellow Salary:
Effective and retroactive to ~~the pay period beginning July 2, 2021~~July 11, 2025, each University Postdoctoral Fellow who is an active employee in the bargaining unit on the date the general assembly ratifies this agreement and was employed in that capacity at UConn Health since at least December 31, ~~2020~~2024, and who had not received an unsatisfactory evaluation, shall have their salary increased by two and one-half percent (2.5%).

Effective ~~in the pay period beginning July 1, 2022~~July 10, 2026, each University Postdoctoral Fellow who has been employed in that capacity at UConn Health since at least December 31, ~~2021~~2025and who has not received an unsatisfactory evaluation, shall have their salary increased by two and one-half percent (2.5%).

Effective ~~in the pay period beginning July 14, 2023~~July 9, 2027, each University Postdoctoral Fellow who has been employed in that capacity at UConn Health since at least December 31, ~~2022~~2026, and who has not received an unsatisfactory evaluation, shall have their salary increased by two and one-half percent (2.5%).

For fiscal year 2028-2029, the parties agree to re-opener negotiations on wages and step increases.

3. **Tentative Agreements:**

All tentative agreements reached by the parties in negotiations to date shall remain as agreements and shall be incorporated into the successor contract.

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ATTACHED

4. **Urgent Shift Ability (USA):**

Revise Section 15.3.d.8 as follows:

Available USA's ~~may only be called to~~ **shall** work in their own units **unless the need is in another unit**. ~~Staff, however, may voluntarily indicate availability for other units, and would only be called if no one from that unit was available.~~

5. **Scheduling Practices:**

Modify Section 14.15 to provide as follows:

Long Term Leaves. When an incumbent is not available to work under this section, the order of filling the schedule (both prior to and subsequent to posting) shall be:

1. float pool staff
2. part-time bargaining unit staff (non-overtime hours)
3. travelers (if management wishes)
4. per diem staff and/or non-bargaining unit staff
5. staff volunteers (overtime hours)

~~Part-time staff may bump per diem (for example: Nurse Pros and commercial agency nurses) from the schedule if at least 72 hours notice of such desire is given, unless per diem staff has committed in writing to cover a specific portion of a specified employees leave of absence, e.g. every other Tuesday for the duration of the leave.~~

Short Term Leave/Unexpected Absences When an incumbent is not available to work under this section, the order of filling the schedule (both prior to and subsequent to posting) shall be:

1. float pool staff
2. float staff from other units
3. staff volunteers (non overtime hours)
4. volunteer from the sign up list in 14.15 (ESV)
5. per diem staff and/or non-bargaining unit staff

~~Part-time staff may bump per diem staff (for example: Nurse Pros and commercial agency nurses) from the schedule if at least 72 hours notice of such desire is given.~~

6. Staff volunteers (overtime hours)
7. USA standby volunteer

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The parties agree the above scheduling practices shall be followed except in the few circumstances when it is not feasible and/or practicable to do so.

NOTES:

1. Overtime in this section refers to hours paid at time and one-half

2. It should be reinforced that in overtime situations full-time staff shall have first preference to volunteer

3. The parties understand this section reflects scheduling practices and in no way diminishes the right to transfer employees as described elsewhere in the Contract.

4. **For purposes of this section Long Term Leaves shall include any leaves of five (5) consecutive scheduled work days or more. Short Term Leaves include leaves of fewer than five (5) consecutive scheduled work days.**

6. **Probationary Employees:**

Modify Section 18.1 to provide as follows:

A probationary employee is a new bargaining unit employee who has not yet completed at least a six (6) month working test or trial period. The initial probationary period may be extended by the employer, by in no case shall exceed a total of one (1) year. The affected employee and the Union shall be notified in writing of such extension within two weeks of such continuation. The following ~~shall be excluded from the calculation of~~ **automatically extend** the probationary period: all leaves of absence, **time off** without pay, **approved intermittent leave that exceeds five (5) working days; and** all periods of workers' compensation or sick leave in excess of five (5) working days.

~~Employees who have previously completed at least a six (6) month working test or trial period who have separated from employment at UConn Health for other than lay-off or non-renewal and return to UConn Health within six (6) months, shall not be required to serve an additional probationary period unless the separation was involuntary or the result of a negotiated settlement.~~

For employees hired on or after November 9, 1992, whose assignment authorizations are less than fifty (50) percent, the working test or trial period shall be nine **(9)** months. If an employee's assignment authorization is the same position increases to fifty (50) percent or more after hiring, time spent in the nine-month working test or trial period shall count toward the six-month working test or trial period on a prorated basis.

7. **Holidays:**

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Article 8: HOLIDAYS

8.1

The following days are designated as legal holidays:

~~NEW YEAR'S DAY~~
~~MARTIN LUTHER KING DAY~~
~~LINCOLN'S BIRTHDAY~~
~~WASHINGTON'S BIRTHDAY~~
~~GOOD FRIDAY~~
~~MEMORIAL DAY~~
~~JUNETEENTH DAY (AS OF JUNE 2023)~~
~~INDEPENDENCE DAY~~
~~LABOR DAY~~
~~COLUMBUS DAY~~
~~VETERAN'S DAY~~
~~THANKSGIVING DAY~~
~~CHRISTMAS DAY~~

Major Holidays:	Non-Major Holidays:
New Year's Day	Martin Luther King Jr. Day
Memorial Day	Lincoln's Birthday
Independence Day	Washington's Birthday
Labor Day	Good Friday
Thanksgiving Day	Columbus Day
Christmas Day	Veterans Day
	Juneteenth Day

The following definitions shall be utilized throughout this Article:

a. **Salaried employees (formerly "Tier I") do not keep hourly time card records.**
b. **Hourly employees (formerly "Tier II") keep hourly time card records.**
c. **"Continuous operations" is defined as an area and/or job title where work is performed seven (7) days per week.**

8.2 Holiday Observance

a. For pay purposes the holiday is the day designated by the Governor as the observed day. Each full-time employee in this bargaining unit shall be granted time off with pay for any legal holiday. Pass days are days in lieu of a Saturday or Sunday. When a holiday falls on an employee's pass day, the employee will receive an equivalent day off in lieu of a paid holiday.

Notwithstanding the above, in continuous operations, New Year's Day, Independence Day, and Christmas Day shall be celebrated on January 1, July 4, and December 25 respectively, even if these holidays fall on Saturday or Sunday. ~~"Continuous operations" is defined as an area and/or job title where work is performed seven (7) days per week.~~

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~~"Continuous operations" is defined as an area and/or job title where work is performed seven (7) days per week.~~

b.

1. Salaried: ~~Tier I~~: Part- Time employees in the bargaining unit will receive pay for the number of hours they would normally be scheduled to work on the day the holiday is observed.

2. Hourly: ~~Tier II~~: Part-Time employees in the bargaining unit shall receive holiday benefits based on percent employed as indicated on their assignment authorization in the same manner as full-time bargaining unit members.

c. A holiday occurring when an eligible employee is on sick leave or vacation leave shall be counted as a holiday and not charged to sick or vacation leave.

8.3 Holiday Scheduling

a. When in the judgment of the supervisor workloads permit, employees will be given two (2) of these three (3) major holidays duty free: Thanksgiving, Christmas, and New Year's Day.

8.4 Compensation for Working a Holiday

a. If an employee is scheduled by their supervisor to work on a holiday, the employee shall be granted a day off in lieu thereof. In addition, any ~~Tier I~~ salaried employee required to work on a major holiday shall accrue compensatory time at time and one half for all hours worked.

b. ~~Tier II**~~ Hourly employees shall receive time and one-half for working any of the six (6) major holidays*** in addition to a compensatory day off. At the employee's request the employee shall be granted ~~pay~~ compensatory time in lieu of ~~compensatory time~~ pay for all holidays. For the evening shift only, any ~~Tier II~~ hourly employee who is required to work on Christmas Eve or New Year's Eve shall be paid time and one half.

c. ~~Tier II~~ Hourly employees who are "called back" to work on non-major holidays will be paid overtime at time and one-half for the hours worked in lieu of compensatory time.

8.5 Compensatory Time

a. Compensatory time shall be taken at the employee's discretion, subject to the approval of the supervisor. **If the parties are unable to agree upon a time for the compensatory day to be scheduled, the compensatory time shall be paid twice per year, according to the below schedule.**

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b. Employees must be permitted use of their compensatory time at a mutually agreeable time within the following schedule, or at the end of a grant, whichever is sooner.

- Time earned between April 1st and September 30th must be used by the following March 31st ~~or it will be paid out.~~
- Time earned between October 1st and March 31st must be used by September 30th ~~or it will be paid out.~~

c. At ~~the discretion of UConn Health Administration, Tier I*~~ any other time, salaried and hourly employees may ~~receive payment in lieu of~~ request a payout of unused compensatory time. An employee leaving the employ of UConn Health shall ~~receive the time or be granted~~ be paid a lump sum payment for unused compensatory time.

~~At the employee's request, Tier II employees shall be granted pay in lieu of compensatory time for all holidays.~~

~~If the parties are unable to agree upon a time for the compensatory day to be scheduled (as in the above schedule), the compensatory time shall be paid.~~

~~Employees may request to be paid for any amount of accrued compensatory time twice per year. Requests must be submitted to the appropriate manager by January 15th and July 15th and to Human Resources by February 1st and August 1st and payment will be made the first payroll date in March and September.~~

Requests for payout of compensatory time under this section cannot be denied.

~~* Tier I means employees who do not keep hourly time card records.~~

~~** Tier II means employees who keep hourly time card records.~~

~~*** Major holidays are:~~

~~New Year's Day~~	~~Labor Day~~
~~Memorial Day~~	~~Thanksgiving Day~~
~~Independence Day~~	~~Christmas Day~~

8. Night Shift Menu Options:

Revise Section 14.12 b. to provide as follows:

Night Shift Menu Options.

In addition to the night shift bonus the permanent night shift nurses are to choose one (1) of the following options:

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1. A twenty percent (20%) shift differential;

2. For making a commitment to work the night shift for one (1) year, forty (40) additional vacation hours will be earned, prorated for part-time employees. Such hours are earned at the rate of 1.53 hours per pay period. Employees who choose this option shall earn the fifteen percent (15%) differential for working nights;

3. ~~For making a commitment to work the night shift for six (6) months, UConn Health will reimburse an employee an employee at the end of six (6) months for one hundred percent (100%) at the University of Connecticut per credit rate to a maximum of nine (9) credits. This option is renewable for the second six (6) months for a maximum of eighteen (18) credits per year. Employees who choose this option shall earn only a fifteen percent (15%) shift differential for working nights.~~

~~Menu options of additional vacation days or tuition reimbursement chosen by part-time employees shall be prorated based on hours actually paid. This shift differential shall remain at fifteen percent (15%).~~

9. **Dependent Children Tuition Waiver:**

Modify Section 21.9 to provide as follows:

For bargaining unit employees, the University shall provide a waiver of tuition and a partial waiver of credit fees equivalent to tuition for all undergraduate and graduate courses on a space available basis. The availability of space shall be determined on the first day of class for tuition based classes. For classes paid for on a credit fee basis, space availability shall be determined on the second day of classes. Intercession, summer school, and laboratory classes are specifically excluded.

In addition to the waiver of tuition permitted for bargaining unit employees, under Chapter 185.b, Sections 10a-105(e)(f), and (g) of the 1983 revised Connecticut General Statutes, the Board of Trustees shall have full authority to waive tuition for dependent children of members of the bargaining unit matriculating in an undergraduate degree program at the University of Connecticut. In the event of a bargaining unit member's death while their child is enrolled in an undergraduate degree program at the University of Connecticut, the waiver, if authorized, shall only continue through the earlier of:

(i) completion of the undergraduate degree;

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(ii) the end of the calendar year prior to the calendar year in which the child reaches the age of 24 (at which point, following Internal Revenue Service Guidelines, they are no longer considered dependent children as a full-time student); or

(iii) the child having completed a total of five (5) academic years.

Dependent child means the bargaining unit member's biological or legally adopted child or the member's stepchild, who is the biological or adopted child of the member's spouse.

10. Sick Leave:

Add New Section 11.5 as follows:

Employees eligible for Federal FMLA or State FMLA and/or SEBAC Supplemental Leave may request Caregiver Leave and if approved shall be required to use all accrued leave as applicable.

Note: This proposal also applies to POST Doc. MOA.

11. Bereavement:

Article 11: Sick Leave
11.1f Sick Leave

An eligible employee also shall be granted sick leave:

2. in the event of a death of the employee's spouse, parent (including step parent) or child (including step child) ~~in the immediate family~~ when as many as ~~three~~ five working days leave with pay shall be granted. In the event of a death of the employee's sibling, step sibling, grandparent, grandchild, and step grandchild and also any relative or partner who is domiciled in the employee's household when as many as three working days leave with pay shall be granted. ~~Immediate family for the purpose of this subsection (f.2) only means spouse, parent, step-parent, sibling, step-sibling, grandparent, child, step-child, grandchild, and step-grandchild and also any relative or partner who is domiciled in the employee's household;~~

Also amend the above language in the contract addendum regarding Postdoctoral Fellows.

12. Hazardous Materials:

Article 19 – Section 19.6
HEALTH AND SAFETY

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3.5.26 3/5/26 EKD

UConn Health and the Union shall establish a joint Job Health and Safety Education Committee. The Committee shall be comprised of four (4) representatives designated by the Union and four (4) representatives designated by UConn Health.

The Committee shall do a needs assessment including needs for scheduling of training sessions. The Committee shall meet monthly to review and recommend safety and health measures and/or to propose educational programs. Committee recommendations shall be made by a majority vote of the entire Committee. Recommendations shall be forwarded to the appropriate Executive Council member. The Committee shall be entitled to a written response to its recommendations no later than forty-five (45) days.

During the life of this Agreement, the parties commit to tasking the Job Health and Safety Education Committee with specifically discussing the issues of safe storage and disposal of hazardous materials.

13. **Rating System and Job Classifications:**

AGREEMENT CONCERNING
IMPLEMENTATION OF OBJECTIVE JOB EVALUATION
AND
ADDENDUM FOR THE SCOPE AGREEMENT
UCONN HEALTH
AND
UNIVERSITY HEALTH PROFESSIONALS

RATING COMMITTEE

There shall be a Rating Committee established to evaluate jobs in accordance with the Willis point system and to hear appeals concerning reclassification and reevaluation.

The Committee shall have a total of six members: two representatives of UCONN Health, two representatives of the Union, and the President of the Union and the Assistant Vice President for Human Resources, or their designees. Each party shall appoint four (4) individuals who are trained and experienced in rating jobs under the Willis system to serve on the Committee—two members will be chosen for each meeting.

All members of the Rating Committee must have received training in following areas:

A. The classification system and how classes are used at UCONN Health;
B. The Willis job evaluation system.

The parties will continue to seek a mutually agreeable system to replace the Willis System. In the interim, a Willis-trained representative of the Union, and a Willis-trained representative for UConn Health will continue to train members of their respective teams, including alternates, so that the current Rating Committee may meet and function.

3/5/26 GWD

3.5.26

In reviewing a request for reclassification or reevaluation of a job, the Committee shall review the job specification(s) and other relevant information. The Committee shall evaluate a job based on the existing duties of the position or job specification. The Committee may supplement written materials with interviews of the employee(s) and management.

The Rating Committee shall meet and make a decision within thirty (30) days of a request for a rating or a reclassification appeal.

In the event that the Rating Committee cannot reach consensus on the points assigned to a job or on a reclassification or reevaluation appeal, the matter shall be referred to the Vice President or designee, whose decision shall be final. (Consensus shall require that at least four of the six members of the Committee are in agreement.) The designee of the Vice-President shall not be a member of the Rating Committee. Prior to making a final decision, the Vice-President or designee shall meet with one representative of each party to hear their respective positions on the issue(s). The Vice-President or designee shall make a decision within thirty (30) days of the date of the submission to him/her.

For the purpose of his provision, "days" shall be defined as Monday through Friday, excluding holidays.

Ratings of jobs shall not be subject to grievance or arbitration procedures. Reclassification of positions shall not be subject to the grievance or arbitration procedure.

The Rating Committee has no authority to make changes in duties.

No member of the Rating Committee shall discuss with an employee(s) (bargaining unit or non-bargaining unit) the content of the Rating Committee's discussions about a particular case. There shall be a written summary of the reasons for the Committee's decision. A copy of the summary shall be given to the department head and the Union and, in a reclassification appeal, to the employee.

14. **Increase Union Release Time:**

Article 12
LEAVES

12.2 Release Time for Union Business

a. The Employer shall grant release time totaling ~~thirteen hundred and fifty (1,350) hours~~ **one thousand six hundred twenty five (1,625) hours each July 1** ~~per year~~ in the aggregate to bargaining agent representatives designated by the Union in accordance with Article 12.2(b,c,d) below.

15. **Correct the Amount of ANM Pay**

Article 14:
ASSIGNMENTS & SCHEDULING

14.2b

3.5.26

3/5/26
(BD)

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Individuals appointed as Assistant Nurse Managers will receive an additional ~~$4,160.00~~ $8,320.00 each year, paid biweekly.

16. On Call Pay

Article 15: OVERTIME

15.4d.1.
d. On-Call/Call-back Procedures.

1. Employees receiving pay for being on call are paid $4.00 per hour except that, whenever the combination of an employee's hours worked plus hours on call exceed sixty (60) hours in a workweek, the employee will be paid at a rate of ten $10.00 per hour for each additional hour on call.

17. APPs Operational Needs:

Replace 23.4 to provide as follows:

~~All prior Memoranda of Agreement not incorporated into this Agreement are null and void.~~

For APPs Shift length and frequency will vary depending on the patient care area and on the department's requirements for coverage. Shifts will be approved by the department head with notice to the Union when a change in scheduling practices is requested.

18. MOAs:

Add the following to section 25.1:

The MOA's currently in effect between the parties are continued except for any MOA with an end date or a right to end with prior notice.

19. All other proposals of the parties not referenced herein are withdrawn without prejudice to either parties' position as to whether such proposals reflect a change in existing conditions of employment.

The parties agree to this Tentative Agreement on this 5th day of March, 2026.

UConn Health

University Health Professionals

TENTATIVE AGREEMENT

ARTICLE 6 – GRIEVANCE PROCEDURE

6.4 – Step Two: Executive Vice President Level.
If the grievance has not been resolved to the satisfaction of the Grievant or the Union it shall within ten (10) weekdays of the receipt of the decision at Step One submit the grievance in writing to the Executive Vice President with simultaneous copy to Labor Relations. The Executive Vice President or designee shall within ten (10) weekdays of the receipt of the grievance meet with the Grievant and the Union representative. Within twenty (20) weekdays of the ~~submission of the~~ grievance meeting at this level (Step Two) the Executive Vice President or designee shall respond in writing.

6.5 Step Three: Arbitration.

a. If the grievance is not resolved to the satisfaction of the Union, within twenty (20) weekdays of the receipt of the decision at Step Two, or if no written response is provided within twenty (20) weekdays of the Step Two grievance meeting, the Union may submit
- with notice to the Executive Vice President with simultaneous copy to Labor Relations
- the grievance to the American Arbitration Association for resolution in accordance with their then current rules.

Tentative Agreement:

University Health Professionals

9/29/25
Date

UConn Health

9-29-25
Date

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TENTATIVE AGREEMENT

ARTICLE 13 – VACATION LEAVE

Section 13.1.f.2
To assist in the scheduling of vacation time, employees may submit vacation requests between September 1 and September 15 of each year. Employees may request time for the period of ~~January~~ February 1 of the next year through ~~December~~ January 31 of the ~~next~~ following year. Requests will be granted in seniority order, giving precedence to those requesting a full workweek. Part timers requesting their entire workweek off meet this requirement. The vacation schedule will be posted on September 30.

Tentative Agreement:

University Health Professionals

9/29/25
Date

UConn Health

9.29.25
Date

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TENTATIVE AGREEMENT

Article 19
Health and Safety

19.12
In the event UConn Health institutes any mandatory drug, or alcohol, ~~or AIDS~~ screening for all employees, the administration shall notify the Union beforehand and negotiate any impact on wages, hours and conditions of employment.

Tentative Agreement:

University Health Professionals

9/29/25
Date

UConn Health

9.29.25
Date

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TENTATIVE AGREEMENT

ARTICLE 13 – VACATION LEAVE
Section 13.1.f.6
and
ARTICLE 27 – SENIORITY
Section 27.1

Section 13.1.f.6

Seniority shall be determined as of August 15 each year in accordance with Article 27. ~~When tiebreaking may be required, the lowest State employee number will be considered senior for the first vacation cycle. For subsequent cycles, seniority shall rotate by number among those tied.~~

Section 27.1

Seniority shall be defined as an employee's length of service at UConn Health and its predecessor. **When tiebreaking may be required, the lowest State employee number will be considered senior.**

UConn Health

University Health Professionals

2.3.26

Date

2/3/26

Date

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TENTATIVE AGREEMENT

ARTICLE 21 – BENEFITS
Section 21.4 e. – Tuition Reimbursement

Section 21.4. e.

Upon completion of the probationary period or any extension thereof, a~~A~~n employee shall be eligible for up to ~~$450.00~~**$750.00** per year to attend conferences and workshops.

An employee whose assignment authorization is less than fifty percent (50%) shall be eligible for a pro rata share of the ~~$450.00~~ **$750.00** per year maximum (i.e., not more than ~~$225.00~~ **$375.00** per year), but the minimum amount of reimbursement for any one conference or workshop shall be $35.00.

UConn Health

2.3.26
Date

University Health Professionals

2/3/26
Date

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TENTATIVE AGREEMENT

ARTICLE 33 – SUBCONTRACTING
Section 33.5

Section 33.5

~~The provisions of this Article shall expire automatically upon implementation of the successor collective bargaining agreement.~~

UConn Health

University Health Professionals

2.3.26

Date

2/3/26

Date

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SUPERSEDENCES
March 31, 2026
2025 — 2029 Collective Bargaining Agreement
Between
UCONN HEALTH AND UNIVERSITY HEALTH PROFESSIONALS (UHP)

Pursuant to Conn. Gen. Stat. § 5-278 (e), "[w]here there is a conflict between any agreement…on matters appropriate to collective bargaining…and any general statue or special act, or regulations adopted by any state agency, the terms of such agreement or arbitration award shall prevail…"

In accordance with Conn. Gen. Stat. § 5-278 (b), the following state statutes and regulations, if applicable to employees in the unclassified service, are superseded by contrary provisions in this Agreement. This list included continuing, new and revised supersedences:

Tentative Agreement	Provision	State Statue (as Amended) or Regulation Superseded
Article 1 Recognition	Provides for unit of professional employees.	C.G.S. § 5-196; C.G.S. § 5-198
Article 2 Check-off	Provides for UConn Health to deduct membership dues, initiation fees and voluntary contributions	C.G.S. § 5-260; C.G.S. § 31-40bb
Article 3 Non-Discrimination	Requires parties proceed via certain internal administrative procedures related to concerns of discrimination or about diversity/affirmative action.	DAS Regulation § 5-201-14; C.G.S. § 5-227 and 5-228; C.G.S. § 31-69b; C.G.S. §§ 46a-51 *et seq.* and DAS Regulations § 46a-5-1 through 46a-68k-8
Article 5 Union Rights	Required UConn Health to provide information for collective bargaining to the union. Provides for union use of mail services, bulletin boards, etc. Permits union representative to handle grievances during regular working hours.	C.G.S. § 1-206; C.G.S. § 1-210 through C.G.S. § 1-214; C.G.S. § 31-105
Article 6 Grievance Procedure	Provides process for grievances and arbitrations,	C.G.S. § 5-194; C.G.S. § 5-200 and DAS Regulation § 5-200-1; C.G.S. § 5-

	including authority and time limits.	201 and DAS Regulations § 5-201-10 through § 5-201-17; C.G.S § 5-202; C.G.S. § 5-240; DAS Regulations § 5-240-1a through § 5-240-8a; C.G.S. § 31-68
Article 8 Holidays	Establishes holidays on which employees are not required to work; permits employees required to work a holiday to arrange for alternative day off; permits the employees to work a holiday in order to earn a day off on religious holidays.	C.G.S § 5-200 and DAS Regulation § 5-200-1; C.G.S. § 5-247 and DAS Regulation § 5-247-8; C.G.S. § 5-250 and DAS Regulations § 5-250-1 through § 5-250-8; C.G.S. § 5-254 and DAS Regulations § 5-254-1 and § 5-254-2; C.G.S. 31-76k; C.G.S. § 46a-51 *et seq.* and DAS Regulations § 46a-5-1 through 46a-68k-8
Article 10 Vacancies	Provides process for posting and filling vacancies and job openings.	C.G.S. § 5-196 through 198; C.G.S. § 5-200 and DAS Regulations § 5-201-1 through § 5-201-17; C.G.S. § 5-228; C.G.S. § 5-236; C.G.S. § 5-239 and DAS Regulations § 5-239-1 and § 5-239-2
Article 11 Sick Leave	Provides for sick leave, limitations on use, accumulation rules for unused time. Includes definition of immediate family and defines parameters for use of unpaid leave and family leave. Provides for sick leave bank and authorization for such leave.	C.G.S. § 5-143; C.G.S. § 5-200 and DAS Regulation § 5-200-1; C.G.S. § 5-244 and DAS Regulation § 5-244-1; C.G.S. § 5-247 and DAS Regulations § 5-247-1 through § 5-247-12; C.G.S. § 5-248 and DAS regulations §§ 5-248-1 through § 5-248-6; C.G.S. § 5-248a & § 5-248b and Regulations §§ 5-248b-1 through § 5-248b-9; C.G.S. § 5-250 and DAS Regulation § 5-250-6; C.G.S. § 5-251; C.G.S. § 5-254 and DAS Regulation § 5-254-1; C.G.S. § 31-51kk through § 31-5rr and DAS Regulations § 31-51qq-1 through § 31-51qq-48; C.G.S. § 46a-51 *et seq.* and DAS Regulations § 46a-5-1 through § 46a-68k-8; C.G.S. § 31-70, C.G.S. § 31-71e; C.G.S. § 31-76k

Article 12 Leaves	Provides for paid and unpaid leaves of absence for personal leave, release union business, educational leave, parental/adoption leave, military leave, jury duty, and delineates which accruals will continue.	C.G.S. § 5-200 and DAS Regulation § 5-200-1; C.G.S. § 5-248 and DAS regulations § 5-248-1 through § 5-248-6; C.G.S. § 5-248c and DAS Regulations § 5-248c-1 through § 5-248c-3; § 5-250; C.G.S. § 31-70; § 31-71e; C.G.S. § 31-76k; C.G.S. § 31-105 and Comptroller Policies/Regulations
Article 13 Vacation Leave	Provides for vacation accruals, cap on such accrual and scheduling.	C.G.S. § 5-200 and DAS Regulation § 5-200-1; C.G.S. § 5-250 through § 5-253 and DAS Regulations § 5-250-1 through 5-250-8; C.G.S § 31-74a; C.G.S. § 31-76k; C.G.S. § 31-105 and Comptroller Policies/Regulations
Article 15 Overtime	Provides for premium pay, compensatory time or other adjustments for work in excess of the standard workweek	C.G.S. § 5-200 and DAS Regulation § 5-200-1; C.G.S. § 5-238 and DAS regulations § 5-238-1 through § 5-238-5; C.G.S § 5-245; C.G.S. § 5-253; C.G.S § 31-58, C.G.S. § 31-60; C.G.S. § 31- 68; C.G.S § 31-71a through § 31-71f; C.G.S. § 31-76b; DAS Regulation § 31-51rr-21.
Article 16 Evaluation	Provides evaluation procedures for employees.	C.G.S. § 5-200 and DAS Regulation § 5-200-1; C.G.S. § 5-200a; DAS Regulations § 5-201-10 through § 5-201-17; C.G.S. § 5-237 and DAS regulation § 5-237-1
Article 17 Dismissal or Other Disciplinary Action	Provides process for and grounds for discipline, up to and including termination.	C.G.S. § 5-194; C.G.S. § 5-200 and DAS Regulation § 5-200-1; C.G.S. § 5-201 and DAS Regulations § 5-201-10 through DAS § 5-201-17; C.G.S § 5-202; C.G.S. § 5-240 and DAS Regulations § 5-240-la through § 5-240-8a; C.G.S. § 31-68

Article 18 Probationary Employees	Provides for probationary or working test periods for new employees, and in circumstances where a staff member accepts a new position through voluntary reassignment/transfer, recall from layoff, rehire or appointment to a new position through a search process. Defines probationary employees.	C.G.S. § 5-196; C.G.S. § 5-200 through § 5-202 and DAS Regulation § 5-200-1; C.G.S. § 5-228; C.G.S. § 5-230 and DAS Regulation § 5-230-1; C.G.S. § 5-235; C.G.S. § 5-239 and DAS Regulations § 5-239-1 and 2; C.G.S. § 5-241; DAS Regulation § 5-201-10.
Article 19 Health and Safety	Provides for safe working environment, disclosure of records regarding safety, safety committee and closing in event of weather-related conditions.	C.G.S. § 31-40; C.G,S. § 31-40a; C.G.S. § 31-40b; C.G.S. § 31-40c; C.G.S. § 31-40g; C.G.S. § 31-40k; C.G.S. § 31-401; C.G.S. § 31-40m; C.G.S. § 31-40v
Article 20 Layoffs	Provides process for layoffs, available notice periods and rights when laid off or terminated. Provides for payout of notice period under certain circumstances.	C.G.S. § 5-200 and DAS Regulation § 5-200-1; DAS Regulation § 5-201-14; C.G.S. § 5-202; C.G.S. § 5-240; C.G.S. § 5-241 and DAS Regulations § 5-241-1 and § 5-241-2; C.G.S. § 5-243; DAS Regulation § 5-247-9
Article 21 Benefits Postdoctoral Fellows MOA	Postdoc Research Fellows would be included in the CT Partnership Plan with a premium share.	C.G.S § 3-123b; C.G.S. § 3-123aaa; C.G.S. § 3-123bbb; C.G.S. § 5-259 through 5-259c
Article 21 Benefits (Retirement, Long Term Disability Insurance, Medical, Travel, Tuition Reimbursement, Disability and Child Care)	Provides that employees shall be provided health, and disability insurance and certain retirement benefits.	C.G.S § 3-123b; C.G.S. § 3-123aaa; C.G.S. § 3-123bbb; C.G.S, § 3-123ddd; C.G.S. § 5-160 through § 5-192x; C.G.S. § 5-141c; C.G.S. § 5-200 and DAS Regulation § 5-200-1; C.G.S. § 5-208a; C.G.S. § 5-243; C.G.S. § 5-247 and DAS Regulations § 5-247-1 through 5-247-12; C.G.S. § 5-248c; C.G.S. § 5-257; C.G.S. § 5-259 through 5-259c; C.G.S. § 31-70; C.G.S. § 31-71e; DAS

Retirement		Regulations §§ 5-155-1 *et seq.*; C.G.S. § 10a-105; C.G.S. § 10a-151a-c; DAS Regulations § 5-141c-1 through § 5-141c-11; and Comptroller Policies/Regulations
Article 26 Salary	Provides for increases to salary during term of agreement.	C.G.S. § 5-200 through § 5-200c and DAS Regulation § 5-200-1; C.G.S. § 5-208 § 5- 213c; C.G.S. § 3-119, C.G.S. § 10a-105, C.G.S. § 31-58, C.G.S, § 31-60; C.G.S § 31-71a through § 31-71f; C.G.S. § 31-76b; Comptroller Policies/Regulations
Article 29 Nursing Clinical Ladders	Allows for development of "career ladders" within certain units.	C.G.S, § 5-196 through 198; C.G.S. § 5-200, through C.G.S. § 5-218 and DAS Regulation § 5-200-1; C.G.S. § 5-228; C.G.S. § 5-236; C.G.S. § 5-239
Article 30 Special Payroll	Provides special payment rules for temporary and part-time employees.	C.G.S. § 5-200 through § 5-200c and DAS Regulation § 5-200-1; C.G.S. § 5-208 through § 5- 213c; C.G.S. § 3-119, C.G.S. § 10a-105, C.G.S. § 31-58, C.G.S. § 31-60; C.G.S § 31-71a through § 31-71f; C.G.S. § 31-76b; Comptroller Policies/Regulations
Article 31 Grant Funded Employees	Provides for certain temporary or durational employment and benefits and/or rights for those employees.	C.G.S. § 5-235
Article 34 Successorship	Provides contract survives any merger, acquisition or other transfer of ownership.	C.G.S. § 10a-6

UCONN HEALTH
Fiscal Impact Statement of UHP Contract Settlement SEBAC 2026 - All Funds
July 1, 2025 - June 30, 2028

FTEs = 3,311.62

	Fiscal Year 26		Fiscal Year 27		Fiscal Year 28	
	Cash	Annualized	Cash	Annualized	Cash	Annualized
Starting Base FTESalary	302,412,730	302,412,730	316,234,225	316,234,225	330,100,518	330,100,518
11-Jul-2025 Retro GWI 2.5%	6,978,755 (1)	7,560,318				
26-Dec-2025 Retro Step 2.07%	2,889,774 (2)	6,261,177				
26-Dec-2025 At-Max Lump $1,200	1,101,600					
Total FY26	10,970,129	13,821,495				
1-Jul-2026 $10/hr OnCall >60hrs			163,839 (a)			
10-Jul-2026 GWI 2.5%			7,297,713 (1)	7,905,856		
25-Dec-2026 Step 1.88%			2,750,971 (2)	5,960,437		
25-Dec-2026 At-Max Lump $1,200			1,293,600			
Total FY27			11,506,123	13,866,293		
9-Jul-2027 GWI 2.5%					7,617,704 (1)	8,252,513
24-Dec-2027 Step 1.7%					2,592,439 (2)	5,616,952
24-Dec-2027 At-Max Lump $1,200					1,508,400	
Total FY28					11,718,544	13,869,465
Ending Base FTESalary	313,382,859	316,234,225	327,740,348	330,100,518	341,819,062	343,969,983
Percentage Increase	3.63%	4.57%	3.64%	4.38%	3.55%	4.20%

Total Annualized Cost	**41,557,253**
Average Annualized	4.39%
Average Cash	3.61%

(a) On-Call goes from $4/hr to $10/hr after 60hrs (worked hrs + on call hrs)

(1) 24 paycycles
(2) 12 paycycles