

Summary of Proposed A&R Contract Changes

July 1, 2021 – June 30, 2025

- **Article 4, Section One – Employee Bill of Rights**
 - Language removed “significant” and added: “offensive, threatening, or hostile”...section now reads: “Each employee covered herein shall be expected to render a full and fair days work in an atmosphere of mutual respect and dignity, free from ~~significant~~ offensive, abusive, threatening, or hostile conduct.”
- **Article 7 – Union Security and Payroll Deduction**
 - Article rewritten to accommodate changes in federal law.
- **Article 8, Section One – Union Rights**
 - Ensures that all Union representatives on labor/management committees are selected by the Union.
- **Article 8, Section Five – Union Rights**
 - Allows the Union to use the State’s email systems to communicate with members of the bargaining unit.
 - Removes the requirement that the State provide Union with dedicated bulletin board space.
- **Article 8, Section Eight – Union Rights**
 - The Union is now permitted to meet with new employees during orientation.
- **Article 8, Section Eleven – Union Rights**
 - The State will provide notice of new members of the bargaining unit by forwarding the Union a simultaneous copy of the position appointment letter.
- **Article 10 – Service Ratings**
 - Comments associated with service ratings shall now be on a separate sheet.
 - Employees that are rated as “Good or Better” in all categories on service ratings shall have the right to void comments within three days of receipt.
 - Ratings of “fair” in two categories shall constitute an overall rating of “Fair”, which will no longer affect payment of the Annual Increment for the first year in which the overall “fair” rating is issued.
 - Two Consecutive overall “Fair” ratings may result in the withholding of the Annual Increment, but are not considered just cause for dismissal.
 - Ratings of “fair” in three categories and/or “Unsatisfactory” in one or more categories shall constitute an overall rating of “Unsatisfactory”.
- **Article 11, Section Two – Personnel Records**
 - A copy of personnel records are free if they can be provided electronically. If not, they will be provided at a cost of twenty-five (25) cents per page.
- **Article 11, Section Three – Personnel Records**
 - All derogatory documents and written reprimands that are not merged in a service rating may be removed within fifteen months unless there is a subsequent event occurs.
- **Article 12, Section Seven – Seniority**
 - The vacation accrual rate shall be determined based upon total state service.
- **Article 14, Section Six – Dismissal, Suspension, Demotion or Other Discipline (Interrogation)**
 - Employees have the right to have a union steward present during questioning, even if the employee is not the subject of the investigation.

- **Article 15, Section Six – Grievance Procedure**
 - Grievances shall now be submitted to Step II via email.
- **Article 15, Section Nine – Grievance Procedure**
 - Modifies how the State or Union may remove an arbitrator from the panel.
- **Article 15, Section 11 – Grievance Procedure**
 - Entitles the Union to grieve, but not arbitrate, a reclassification grievance under procedures in the newly created Article 15a.
- **Article 15a – Reclassification Appeal Procedure**
 - Establishes new article revising the temporary service in a higher class and reclassification grievance process.
- **Article 16, Section Five (d) – Hours of Work**
 - Updates contract to reflect accurate titles of OPM/OLR representatives.
- **Article 16, Section Five (e) – Hours of Work**
 - Allows overtime to be paid by direct deposit.
- **Article 16, Section 7 – Hours of Work**
 - In the event of a Governor-directed office closing, if you are compelled to Telework on a non-telework day, you will receive Comp Time in addition to the employee’s regular pay.
- **Article 18, Section Six – Vacations (Personal Leave)**
 - Employees in full-time durational and trainee positions are now able to access three personal days per year.
- **Article 19, Section Three – Sick Leave**
 - Employees may use up to 10 days of sick leave per calendar year and use of this time for this purpose is less restrictive.
- **Article 20, Section Three – Sick Leave Bank**
 - Sick bank may now be accessed after 2 weeks off of payroll rather than 3 weeks.
- **Article 22, Section Two – Health Program**
 - The State is no longer required to maintain a list of rarely used no cost public health clinics for certain services (chest X-Rays, venereal disease tests, pap smear, etc.).
- **Article 23, Section One – Group Health Insurance**
 - Clarifies that SEBAC negotiates changes to group health insurance.
- **Article 23, Section Two – Group Health Insurance**
 - Clarifies that SEBAC negotiates changes to group life insurance.
- **Article 24, Section One – Compensation (General Wage Increases)**
 - General wage increases of 2.5% effective July 1, 2021 (retro-active payment); July 1, 2022; and June 30, 2023.
 - Employees shall receive annual increments (steps) in each of the first three years of the contract (first year increment will be retroactive to Dec 30, 2021)
 - Top Step Payments will be paid in all years of the contract (retroactive payment for 2021)
 - Lump Sum of \$2,500 for those on payroll March 31, 2022
 - Lump Sum of \$1,000 for those on payroll July 2022
 - 2024/25 Wage Reopener. The contract will remain in place however the GWI and Annual increments (steps) will be negotiated at that time.
- **Article 24, Section Two – Compensation (Annual Increments)**
 - The annual increment for employees on an A&R “modified/salary range” plan will be increased to 3%.

- **Article 24, Section Four – Compensation (Shift and Weekend Differential)**
 - Night shift differential increased from \$.75 to \$1.00 per hour effective July 1, 2022 and increased to \$1.25 effective July 1, 2024.
 - Weekend differential increased from \$0.50 to \$0.90 per hour
- **Article 24, Section Five – Compensation**
 - Promotions to and within “modified/range” plans shall be 3%
- **Article 24, Section Six**
 - Tuition Reimbursement MOU 10 placed into the contract here
- **Article 24, Section Nine – Compensation (Safety Shoes)**
 - Reimbursement for Safety Shoes increased from \$110 to \$120.
- **Article 24, Section Ten – Compensation (On-Call/Standby Pay)**
 - On-call pay increased from \$1.50 to \$2.25 per hour and \$3.00 when the employee is required to be on-call during a holiday.
 - Weekly cap for on-call pay increased from \$175 to \$250.
- **Article 24, Section Eleven – Compensation (Overpayment Procedure)**
 - Establishes a 5 year limit on audits of accruals and/or recovery of overpayment.
- **Article 25, Section Five – Travel Expenses and Reimbursements (Auto Usage)**
 - Minimum reimbursement for use of a personal vehicle increased \$2 to \$3
 - Daily auto usage fee increased from \$5.00 to \$6.00
- **Article 25, Section Ten – Travel Expenses and Reimbursements (Out of State Travel)**
 - Out of state travel reimbursement increased from \$10 to \$12.00
- **Article 25, Section Thirteen – Travel Expenses and Reimbursements**
 - Meal reimbursement rates increased \$1 to:
 - Breakfast \$12.00
 - Lunch \$16.00
 - Dinner \$27.00
- **Article 25, Section Sixteen – Travel Expenses and Reimbursements (Other Business-Related Expenses)**
 - Gratuities to housekeeping staff increased from \$2 to \$3.00 per night.
- **Article 28 – Temporary Service in a Higher Classification**
 - Revises the rules concerning Temporary Service in a Higher Class (TSHC) grievances.
 - Provides that the number of supervisees alone will not be a bar for TSHC compensation.
- **Article 29 – Out of Title Work**
 - Updates contract to reflect accurate titles of OPM/OLR representatives.
- **Article 30, Section Three -- Transfers**
 - Increases the period of time an employee who voluntarily transfers may request a return to their former agency from 3 weeks to 4 weeks.
- **Article 31, Section Six – Training and Professional Leave (Professional Development and Conference Fund)**
 - The Professional Development fund shall be funded to the following amounts in each contract year
 - July 1, 2021 - \$125,000
 - July 1, 2022 - \$135,000
 - July 1, 2023 - \$145,000
 - July 1, 2024 - \$145,000
- **Article 31, Section Seven – Training and Professional Leave (Professional Development Funds)**
 - Increases each employee’s entitlement from \$600 to a maximum of \$700 reimbursement per contract year toward costs to attend conferences, seminars, and programs.

- **Article 36, Section Two – Method of Salary Payment**
 - Encourages employees to participate in direct-deposit.
- **Article 38, Section One -- Miscellaneous**
 - Revises the number of contract books to be ordered by the State and Union.
- **Article 42 – Legislative Action**
 - Codifies changes to the legislative approval process detailed in C.G.S. Section 5-278.
- **Article 44 – Duration of Agreement**
 - Provides that the Contract will expire on June 30, 2025.
- **MOU IX – Attorney Classifications**
 - A Staff Attorney III that transfers to a different agency will no longer be demoted to a Staff Attorney II.
- **New MOU – Steward Activities**
 - The Union shall reimburse the State for mileage when a steward that is regularly assigned a state vehicle uses such vehicle for contract administration.
- **New Agreement – Reports Containing Information Pursuant to PA 21-25**
 - The State will provide the Union with certain detailed information concerning new P-5 employees.
- **New Agreement – Resolution of Comp. Time Grievance at DOL**
 - Department of Labor employees with compensatory time in excess of 100 hours shall be compensated for such time.

PRUDENT Rx

Prudent Rx is also part of the negotiated package that will be sent to the Legislature.

Prudent Rx is a completely voluntary program that allows our insurance plan to work directly with drug manufacturers in order to reduce the cost of specialty medications. This will reduce health plan costs and also may reduce patient out-of-pocket costs for those specialty medications to \$0. The program is voluntary and only applied to those who are prescribed specialty drugs and does not apply to any non-specialty drugs. Generally, specialty drugs are high-cost medications used to treat complex or rare medical conditions. The State Employee Plan defines “specialty drug” as a “drug prescribed by a Physician having one or more of several key characteristics, including: (1) Requirement for frequent dosing adjustments and intensive clinical monitoring; (2) Need for intensive patient training and compliance for effective treatment; (3) Limited or exclusive product distribution.”