

Full Proposed A&R Contract Changes

July 1, 2025 – June 30, 2029

- **Article 5 Section Four - incorporates the PWFA**

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 provision of the Americans with Disabilities Act, 42 U.S.C. 2101, 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.

- **Article 8, Sec 2 - adds a new paragraph to the end:**

The State employer shall make available electronically to the union 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.

- **Article 8, Sec 6 - 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 Information Prior to Loudermill. At least twenty-four 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.

- **Article 8, Sec 7 - Union Business Leave modifies the following items**

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.

- **Article 8, Sec 8 - Orientation removes the first paragraph**

~~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.—~~

- **Article 9, Sec 2(b) - Working Test Period clarifies that promotions within A&R are 4 months**

(b) The Working Test Period for a promotion within the bargaining unit is four (4) months.

- Article 14, Sec 2 - Discipline adds a new paragraph to the end**
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 2 response. If the grievant or union postpones the scheduled Step 2 meeting the Office of Labor Relations may direct the agency to impose the suspension.
- Article 14, Sec 5 - Adds language around extending Admin Paid Leave**
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) to allow for the completion of an ongoing investigation, and any admin processes resulting therefrom. The Union may address with the Office of Labor Relations any concerns resulting from extension of paid admin leave, including offering alternative suggestions.
- Article 15A, Sec 2 - Removes “Pilot program” status for the Reclass process**
 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.~~
- Article 16, Sec 2(a) - Hours of Work adds that meals are only reimbursed if not already provided**
 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.
- Article 16A, Sec 1(c)- AWS allows OLR and A&R Officers to be on the AWS cmtes**
 (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. The union representatives shall be designated by the Union President. The Agency representatives shall be designated by the Apointing Authority , and shall include either an employee of OLR or DAS/Human Resources. The Committee shall review and vote upon all new and/or revised AWS programs and offerings.
- Article 17, Sec 1 - Holidays adds Juneteenth**
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.

- **Article 18, Sec 2 - Vacation Removed language request vacation carry-over from one year to the next**
~~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.

- **Article 19, Sec 3b - Sick Family Adds “Grandparent” to list of qualifying family members**
(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.
- **Article 20, Sec 2 - Sick Leave Bank** Changes eligibility to 6 months
(a) The employee has been employed by the State for ~~two (2) or more years~~ **at least 6 months**
- **Article 20, Sec 5 - Sick Leave Bank** Changes contributions to permanent employees only

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 ~~two (2) or more years~~ **at least 6 months** 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.

- **Article 24, Sec 1 - 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.

- **Article 24, Section 2. Annual Increments and Special Lump Sums.**

(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 to 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 Re-opener 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 Section 1 and Section 2. 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 component part of the employee’s ~~wages~~ salary, as defined by CGS Section 5-278a and shall be included 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.

- **Article 24, Section 3(a) - Longevity codified “existing practice” as final paycheck in April & October**

(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

- **Article 24, Section 4 (a)(1) - Night Differentials increases rate**

(1) 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) per hour.~~ Two dollars and twenty-five cents (\$2.25) Those employees who have selected an alternative work schedule shall not receive shift differential for any hours within the bandwidth hours of AWS.

- **Article 24, Section 4 (b)(2) - Weekend Differentials increases rate and removes 7-day agency**
 (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.
- **Article 24, Section 4 (b)(3) - Weekend Differentials increases rate and removes 7-day agency**
 (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 twenty five cents (\$1.25) per hour. ~~ninety cents (\$.90) per hour~~

- **Article 24, Section 6 - Tuition Reimbursement**

Effective July 1, 2025, the State will allocate ~~two hundred twenty five thousand dollars (\$225,000)~~ two hundred twenty-five thousand dollars (\$275,000) to the Tuition Reimbursement Fund.

Effective July 1, 2026, the State will allocate ~~two hundred twenty five thousand dollars (\$225,000)~~ two hundred twenty-five thousand dollars (\$275,000) to the Tuition Fund.

Effective July 1, 2027, the State will allocate ~~two hundred twenty five thousand dollars (\$225,000)~~ three hundred thousand dollars (\$300,000) to the Tuition Fund.

Effective July 1, 2028, the State will allocate ~~two hundred twenty five thousand dollars (\$225,000)~~ three hundred thousand dollars (\$300,000) to the Tuition Fund.

- **Article 24, Section 9 - Shoe Allowance increase and changes threshold to qualify**
Effective upon legislative ratification, employees 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).~~

- **Article 27 - Class Reevaluations/OJE**

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 1* 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.

- **Professional Development and Conference Fund - re-allocates funding for 4 years**

Effective July 1, **2025**, the State will allocate one hundred forty-five thousand dollars (\$145,000) to the Professional Development and Conference Fund.

Effective July 1, **2026**, the State will allocate one hundred forty-five thousand dollars (\$145,000) to the Professional Development and Conference Fund.

Effective July 1, **2027**, the State will allocate one hundred forty-five thousand dollars (\$145,000) to the Professional Development and Conference Fund.

Effective July 1, **2028**, the State will allocate one hundred forty-five thousand dollars (\$145,000) to the Professional Development and Conference Fund.

- **Article 44 - Duration of Agreement**

July 1, 2025 thru June 30, 2029

- **MOU Shift Swapping at OCME and CAA**

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 schedules (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 12:00pm 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-hr 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.