

# SEBAC 2026 Coalition Framework Summary

## 1. Wages

- a. Sets target for General Wage Increases at 2.5%. This may not be universal, especially at the colleges, but this is the target. It also does not guarantee retro-pay to retirees as several units did not get retro for retirees.

## 2. Healthcare

- a. Incentive to members to choose to remove dependents/spouse from State insurance onto non-State health insurance. If they have other credible insurance and they choose to remove them, the State employee will get paid the difference in the premium costs plus an additional bonus for each month in which the dependent/spouse is on other insurance.
- b. Allow members to join a Medicare Wrap plan if they choose to do so. This is extremely rare but a handful of members may benefit by doing so; they would be responsible for paying the added cost.
- c. HEP bonus will be paid in a tax-free gift card starting in 2026.
- d. Fertility Services will be enhanced
- e. UCONN Health will be boosted as a preferred site for insurance purposes. This will support UCONN Health and provide incentive payments for certain services when received at UCONN Health facilities.
- f. The parties will work towards reducing our medical coverage from 4 tiers down to 2 tiers (Currently we have 4 tiers: Expanded, Standard, Primary Care Access, Quality)

## 3. Pension Admin Fixes:

- a. Remove the limitations on pension credits for FMLA time
- b. UCONN special payroll/post-doctoral adjustments
- c. Allow members to choose to repay missed pension contributions or forfeit them AND any missed pension contributions due to agency error will be funded by the agency.
- d. Fixes to Teachers Retirement System

## 4. 2017 Agreement Clarifications/Fixes

- a. Clarifies the calculation on Overtime Averaging for Tier 4 employees to reflect actual compensation patterns and overtime multipliers
- b. Adjust the early retirement Healthcare cost grid to account for the change in Healthcare premiums % paid by employees.
- c. Helps medical plan identify and direct to lower-cost imaging

## 5. Clarify rules around employees transferring between Judicial, Executive, Legislative, Colleges

## 6. Establishes a Workgroup to negotiate the Telework Plan for 2027

## 7. Review the viability of cross-agency employees