

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 Retirement 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 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 grid is in addition to the premium share rate for regular retirees
3. Adjust High-cost imaging provisions to
 - a) Direct utilization to lower-cost, lower-radiation options where clinically appropriate, allows clinical advocates to engage member 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 8th 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 B by their appropriate negotiating parties have been fully ratified and attached as Attachment C 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.