



House of Representatives

General Assembly

File No. 592

February Session, 2006

House Resolution No. 22

House of Representatives, April 20, 2006

The House Committee on Appropriations reported through REP. MERRILL of the 54th Dist., Chairperson of the Committee on the part of the House, that the resolution ought to be adopted.

***RESOLUTION PROPOSING APPROVAL OF AN ARBITRATION
AWARD BETWEEN THE BOARD OF TRUSTEES OF THE
COMMUNITY-TECHNICAL COLLEGES AND THE FEDERATION OF
TECHNICAL COLLEGE TEACHERS.***

Resolved by this House:

- 1 That the arbitration award between the Board of Trustees of the
- 2 Community-Technical Colleges and the Federation of Technical
- 3 College Teachers, Local 1942, AFT, AFL-CIO, issued by the arbitrator
- 4 March 17, 2006, effective July 1, 2005, to June 30, 2007, inclusive, and
- 5 submitted to this assembly for approval March 27, 2006, as provided in
- 6 subsection (b) of section 5-278 of the general statutes, is approved.

APP *House Favorable*

The following fiscal impact statement and bill analysis are prepared for the benefit of members of the General Assembly, solely for the purpose of information, summarization, and explanation, and do not represent the intent of the General Assembly or either House thereof for any purpose:

OFA Fiscal Note

State Impact:

Agency Affected	Fund-Effect	FY 06 \$	FY 07 \$	FY 07 \$ Annualized
Regional Community- Technical Colleges	All Funds - Cost	282,029	927,263	1,003,973
Regional Community- Technical Colleges	GF - Cost	236,515	840,027	942,534

Note: GF=General Fund

Municipal Impact: None

Explanation

This arbitration award for the State Technical Colleges Faculty bargaining unit is submitted for approval for the two-year period July 1, 2005 through June 30, 2007. Costs shown above are for the 169 all funds full-time employees covered by this award, including 167 General Fund full-time employees. Details of the costs are attached.

This bargaining unit has a "partial wage freeze" in this contract. In FY 06, there is no General Wage Increase, but does include an Annual Increment. This bargaining unit has not had a wage freeze with a "hard zero" in any fiscal year, either prior to this contract or in this contract. The FY 06 Annual Increment was not budgeted in the Reserve for Salary Adjustments (RSA) account. The extent to which it can be absorbed by the RSA account or by the agency is not known at this time.

Cost Estimate of Award

All Funds

State Technical Colleges Faculty Bargaining Unit
 Agency Affected: Regional Community-Technical Colleges
 Term of Contract: Two years, July 1, 2005 through June 30, 2007
 Number of Full-Time Employees Affected by Contract:

167 General Fund
2 Other Funds
169 Total

Average Full-Time Salary Data:

Percent Increase (Cash Basis)

	Salary	Total	General Wage Increase	Annual Increments	Other
Prior to Contract	\$65,501				
First Year of Contract (FY 06)	66,827	2.02%	0.00%	1.63%	0.39%
Second Year of Contract (FY 07)	69,839	4.51%	2.39%	1.50%	0.62%

Percent Increase (Annualized Basis)

	Salary	Total	General Wage Increase	Annual Increments	Other
Prior to Contract	\$65,501				
First Year of Contract (FY 06)	67,117	2.47%	0.00%	1.91%	0.56%
Second Year of Contract (FY 07)	70,997	5.78%	2.81%	1.76%	1.21%

Cost Summary Data (Estimated):

	Prior to Contract	At End of Contract Annualized	Percent Increase (2 years)
Salaries[1]	\$ 11,069,636	\$ 11,999,685	8.4%
Fringe Benefits[2]			
Value of Current Items	\$ 3,705,560	\$ 3,865,715	
Negotiated Improvements	-	5,313	
Total Fringe Benefits	\$ 3,705,560	\$ 3,871,028	4.5%
Total	\$ 14,775,196	\$ 15,870,713	7.4%

3.65% average per year (compounded)

[1] Salaries include base salary, longevity payments, and Department Chair/Program Coordinator Payments.

[2] Fringe Benefits include Social Security, normal cost of pension contributions, health insurance, life insurance, Professional Development, Retraining, Computer Literacy Training, Sabbatical Leave, Minority Fellowship Program, and Allied Health Clinical Uniforms.

Detail of Cost Estimates

All Funds

Contract Items	FY 06	FY 07 [1]	FY 07 Annualized [1]
First Year of Contract (FY 06)			
No General Wage Increase	\$ -	\$ -	\$ -
Annual Increments Effective 7/22/05 (23 pay periods)	180,149	211,837	211,837
\$1,000 Lump Sum Payment for Employees at Maximum	39,000	-	-
Promotion Fund .45% of Wages	30,778	46,803	46,803
Grievance/Equity Fund .15% of Wages	12,060	15,601	15,601
Total First Year of Contract	\$ 261,987	\$ 274,241	\$ 274,241
Second Year of Contract (FY 07)			
3% General Wage Increase Effective 7/21/06 (23 pay periods)		\$ 270,787	\$ 318,375
Annual Increments (23 pay periods)		169,782	199,702
Lump Sum Payment for Employees at Maximum		70,800	-
Promotion Fund .5% of Wages		38,249	53,062
Grievance/Equity Fund .17% of Wages		13,946	18,041
5% Increase in Longevity Payments added to Promotions Fund		-	14,821
Partial Lump Sum for Employees at Maximum added to Promotions Fund		-	33,179
5% Increase for Program Coordinator/Department Chair		18,628	18,628
5% Increase for Professional Development		2,409	2,409
5% Increase for Computer Literacy Training Program		723	723
5% Increase for Sabbatical Leave		482	482
5% Increase for Minority Fellowship Program		897	897
5% Increase for Retraining		723	723
5% Increase for Allied Health Clinical Uniforms		79	79
Total Second Year		\$ 587,505	\$ 661,121
Subtotal Cost of Contract	\$ 261,987	\$ 861,746	\$ 935,362
Social Security Costs	20,042	65,517	68,611
Total Cost of Contract	\$ 282,029	\$ 927,263	\$ 1,003,973
Estimated General Fund Cost	\$ 236,515	\$ 840,027	\$ 942,534

[1] This cost analysis is based on annual costs equaling the payment of 26 payrolls.

Note: The effective dates of contract items refer to 12 month employees. Employees on a 10 month schedule receive increases one pay period later.

OFA Bill Analysis

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SUMMARY:

A separate analysis is not prepared since the fiscal note contains much of the same information that would go into a separate analysis.

EFFECTIVE DATE: Upon passage.

COMMITTEE ACTION

Appropriations Committee

House Favorable

Yea 33 Nay 0 (04/11/2006)