

STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT **RECEIVED**

Office of Labor Relations

2008 NOV 10 PM 2:09

OFFICE OF THE HOUSE CLERK
GAREY E. COLEMAN, CLERK

November 10, 2008

Mr. Garey E. Coleman
Clerk of the House
State Capitol
Hartford, CT 06106

SUBJ: A STIPULATED AGREEMENT between the State of Connecticut and the Connecticut State Employees Association (P-4). **P-4 Classes within the Department of Transportation.**

Dear Mr. Coleman:

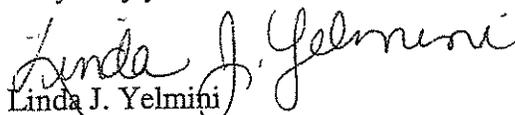
In accordance with Section 5-278(b) of the Connecticut General Statutes, the Office of Labor Relations hereby files with the Clerks of the House of Representatives and of the Senate, a Stipulated Agreement between the State of Connecticut and the Connecticut State Employees Association on behalf of their P-4 Bargaining Unit members.

This replaces the stipulated agreement previously submitted on May 5, 2008, please see attached previous submission letter.

Also, enclosed is the Office of Policy and Management's statement of the estimated costs to implement the agreement, which identifies those provisions of the agreement, with are in conflict with any statute, or regulation of a State Agency.

Approval by the General Assembly is requested.

Very truly yours,


Linda J. Yelmini
Director of Labor Relations

Robert Genuario, Secretary, OPM
John Bacewicz, OPM
Brenda Halpin, Comptrollers' Office
Office of Fiscal Analysis
Robert Rinker, President, CSEA

STIPULATED AGREEMENT
Between the
STATE OF CONNECTICUT
and the
CONNECTICUT STATE EMPLOYEES ASSOCIATION (P-4)

The State of Connecticut ("State") and the Connecticut State Employees Association on behalf of members of the Engineering, Scientific and Technical (P-4) Contract ("Union") hereby agree as follows:

1. The Department of Transportation ("DOT") shall offer full-time DOT employees within P-4 classifications, excluding those within the Bureau of Policy and Planning, a voluntary and permanent increased workweek which will be implemented on a roll-out basis as detailed below. Vacant positions shall be included in the increased workweek.

<u>Date</u>	<u>Workweek Increase</u>
First full pay period after legislative approval	2.5 hr. weekly (37.5 hours)
6/19/2009	2.5 hr. weekly (40 hours)

Paid Leave: The monthly accrual of vacation and sick leave shall be earned on the basis of the increased length of the work day on a prospective basis, starting with the first full calendar month after implementation of each permanent increase. Personal Leave balances shall be adjusted to reflect an amount equal to 3 days of personal leave consistent with the DAS General Letter No. 30 Revised entitled "Impact on an Employee's Personal Leave Time Following a Change in Employment Type."

Applicability to Other Contract Provisions: The parties intend that all contract provisions will be interpreted and applied to affected employees consistent with the increased workweek and increased workday. In order to avoid repetitive changes in various contract sections for each change in the workweek, the parties agree that all references to the seven hour work day and thirty-five hour workweek shall be applied consistent with the increased workweek then in effect for affected employees. The alternative work schedules of employees who make an election to increase will be adjusted, as appropriate and needed, to reflect the increased workweek, provided that nonexempt employees do not work

more than 40 hours in a workweek as a result of an alternative work schedule.

Part-Time Employees: The above increases in the length of the workweek shall not apply to part-time employees although the State retains the right to increase the schedules of part-time employees. DOT employees may request and may be granted a part-time schedule of not less than 17 and ½ hours per week. As full time positions are posted within the DOT, existing part time employees who hold the title of the posted position shall have a right of first refusal for said full-time position, based on seniority, over external candidates only and provided the part-time employee possesses the requisite degree and/or licensure/certification requirements of the posted position.

Bureau of Policy and Planning A forty (40) hour workweek may be established for full-time employees in P-4 classifications within the Bureau of Policy and Planning if the Union and the State agree in writing to do so. After July 1, 2009, either party may initiate these negotiations by notice to the other party of its interest in such negotiations. Issues unresolved by negotiations shall not be subject to arbitration and forty (40) hour workweeks shall not be established unilaterally. A forty (40) hour schedule shall not be established with individual employees on a voluntary or compulsory basis without the agreement of the Union, as outlined above.

The Office of Labor Relations shall be the State's representative in all such negotiations. If an agreement is reached between the parties to implement a forty (40) hour workweek, such agreement may be implemented without any additional legislative approval required. Any such agreement requires the signature of the Director of Labor Relations and the Executive Director of the Union.

2. Disputes regarding the terms of this Agreement shall be handled under the general or unit-specific grievance processes described in Section Six of the SCOPE Agreement.

Christine M. Czepielinski 10-31-08
For the State Date

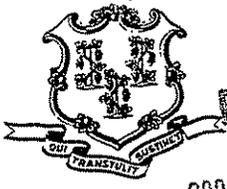
[Signature] 10-31-08
For the DOT Date

[Signature] 10/30/08
For the CSEA (P-4) Union Date

OFFICE OF POLICY AND MANAGEMENT
P-4 Engineering, Science and Related Bargaining Unit
Stipulated Agreement Dated October 31, 2008

Contract Items	All Funds Requirement - 26 pay periods (a)		
	2008-2009	2009-2010 (d)	2009-2010 Annualized (d)
FIRST YEAR 2008-2009			
(1) Increase Work Week for DOT Engineers to 37.5 Hours 7/4/2008 (b)	4,338,500	4,700,000	4,700,000
(3) Implement Chief Construction Inspector Stipend	38,400	41,600	41,600
SUBTOTAL AGREEMENT ITEMS - 2ND YEAR	\$4,376,900	\$4,741,600	\$4,741,600
SECOND YEAR 2009-2010			
(1) Increase Work Week for DOT Engineers to 40 Hours 6/19/2009 (b)		4,519,200	4,700,000
SUBTOTAL AGREEMENT ITEMS - 3RD YEAR		\$4,519,200	\$4,700,000
TOTAL AGREEMENT ITEMS	\$4,376,900	\$9,260,800	\$9,441,600
SOCIAL SECURITY COST	\$334,830	\$708,450	\$722,280
ESTIMATED TOTAL COST OF AGREEMENT	\$4,711,730	\$9,969,250	\$10,163,880
ESTIMATED TOTAL COST OF AGREEMENT - SPECIAL TRANSPORTATION FUND (c)	\$2,167,400	\$4,585,860	\$4,675,380

- (a) This cost analysis is based on annual costs equaling the payment of 26 payrolls.
- (b) This cost assumes that all eligible employees will take the increased hours. The cost will be less than this as not all employees are anticipated to take the increase.
 There are possible offsets for payments made out of the STF for overtime. In FY 08 this is estimated at \$465,000. Some of this cost should be saved if employees accept the increased hours.
- (c) This assumes that reimbursement can be made for some of this cost at the same rate that it has been obtained in FY 08. To date this year 46% of the non overtime pay for P-4 DOT employees has been paid out of the Special Transportation Fund. Federal reimbursements and other non appropriated funds have picked up the rest of the cost.
- (d) This cost assumes that annual increments and lump sum payments at maximum will be made in FY 10 as part of the next contract between the parties to show the illustrative cost if they are given in FY 10. No general wage increase is assumed for FY 10 for purposes of these costs. The next agreement may or may not have a provision for annual increments and lump sums at maximum in FY 10 or subsequent years. Dependent on the next contract between the parties, these costs will vary.



STATE OF CONNECTICUT
OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

RECEIVED

2008 MAY -5 PM 4:02

May 5, 2008

OFFICE OF THE HOUSE CLERK
GAREY E. COLEMAN, CLERK

Mr. Garey E. Coleman
Clerk of the House
State Capitol
Hartford, CT 06106

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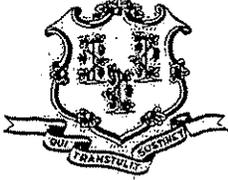
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Approval by the General Assembly is requested.

Very truly yours,

Linda J. Yelmini
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Director of Labor Relations

- Robert Genuario, Secretary, OPM
- John Bacewicz, OPM
- Brenda Halpin, Comptrollers' Office
- Office of Fiscal Analysis
- Robert Rinker, President, CSEA



STATE OF CONNECTICUT
OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

May 5, 2008

SENATE CLERK'S OFFICE
RECEIVED ON 5/5/08

Mr. Thomas P. Sheridan
Clerk of the Senate
State Capitol
Hartford, CT 06106

SUBJ: A STIPULATED AGREEMENT between the State of Connecticut and the Connecticut State Employees Association (P-4). **P-4 Classes within the Department of Transportation.**

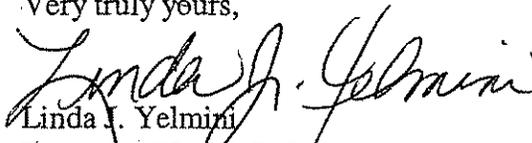
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