
OFA Bill Analysis

HR 10

RESOLUTION PROPOSING APPROVAL OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE STATE OF CONNECTICUT AND THE CONNECTICUT STATE EMPLOYEES ASSOCIATION, NP-9 BARGAINING UNIT.

SUMMARY:

The resolution proposes approval of an agreement between the State of Connecticut and the Connecticut State Employees Association, NP-9 bargaining unit. This is the initial agreement for the State Police Lieutenants and Captains bargaining unit for the period January 1, 2012, through June 30, 2016.

The agreement establishes a new salary schedule effective at the beginning of the first pay period after January 1, 2012. Under the new plan, a Lieutenant's annual salary will range from \$113,600 to \$121,600, and a Captain's annual salary will range from \$128,000 to \$136,000. Pursuant to the agreement, bargaining unit members will no longer receive meal allowances or the retention stipend. The agreement also increases longevity payments and provides \$5,000 per year to a Tuition Reimbursement Fund.

Other than the salary plan changes described above, there are no additional salary increases in FY 13 or FY 14. In FY 15 and FY 16, members will receive 3% general wage increases and 2% lump sum payments.

The agreement applies to permanent employees only, and supersedes all past practices. It also establishes:

- 250 hour per year union leave bank,
- Paid release time for union stewards,
- Training and educational opportunities,

- Grievance and disciplinary procedures,
- Work schedules,
- Compensatory time procedures,
- Temporary service in a higher class provisions,
- Compensation plan,
- General wage increases and lump sum payment schedule,
- \$5,000 per year Tuition Reimbursement Fund,
- Vacation, personal, and sick leave policies,
- Longevity schedule, and
- Labor Management Committee for the bargaining unit.

Of the 39 bargaining unit positions, there are eight State Police Captains and 31 State Police Lieutenant positions in the bargaining unit (30 filled, one vacant). These employees are hazardous duty employees and are eligible to retire after 20 years of state service.

EFFECTIVE DATE: January 1, 2012

BACKGROUND

The State Police Lieutenants and Captains voted to join the union in 2006. The administration at that time claimed that this group of managers was ineligible to join the union. The Connecticut State Labor Board determined that the Captains and Lieutenants were not managerial employees pursuant to CGS Section 5-270, and that they had the right to unionize. The administration appealed the decision to the state Supreme Court, where the case was remanded to the State Labor Board for clarification. In January, 2011, their right to unionize was reaffirmed by the State Labor Board. Negotiations commenced shortly after that decision. The agreement was ratified by union members on March 16, 2012.

The Revised SEBAC 2011 Agreement authorized this bargaining unit to negotiate agreement provisions through June 30, 2016, however members will be governed by other portions of the SEBAC 2011 Revised Agreement.

COMMITTEE ACTION

Appropriations Committee

House Favorable

Yea 40 Nay 1 (04/13/2012)