

W. Wallin

Labor and Public Employees Committee

February 26, 2013

Testimony of Ellen Blaschinski, President

Association of Managerial Employees in Connecticut State Service (AMECSS)

Senate Bill 891 - An Act Amending the Definition of Managerial Employees

The Association of Managerial Employees in Connecticut State Service (AMECSS) strongly supports SB 891. This bill provides equity in the definition and use of the term "manager" across state government. Passage of SB 891 will ensure that the term managerial employees as currently defined in higher education, is applied consistently throughout all state agencies.

AMECSS is a professional association of managerial employees in Connecticut state service. The organization has about 250 current members. There are approximately 1,870 managers currently in state service. It is estimated that very few of the 1,870 "managers" in state service have a major role in the administration of collective bargaining agreements or even major personnel decisions, including hiring, firing, discipline or promotion of their staff. As such their classification as "manager" becomes unsupportable.

Since 2007 the number of managers in Connecticut state service has declined significantly. This decline has occurred due to reductions in state spending (position eliminations), retirements and a general perception that managerial service is undesirable. To become a manager in Connecticut state service is agreeing to salary compression and even salary inversion as compared to the collective bargaining supervisory positions for employees who "managers" oversee. To become a manager in Connecticut state service means accepting the SEBAC negotiated terms applied to all Connecticut state employees with no vote or representation in these agreements; gaining all of the negatives (furlough days, wage freezes, retirement benefit changes, health insurance changes) of the SEBAC agreements while none of the positives (job protection, wage increases, preservation of longevity) are applied to managerial employees. Being a manager in Connecticut state service currently means being treated worse than other bargaining unit state employees. This position is supported by a December 21, 2012 State Arbitration Decision on the issue of Longevity Pay for state employees, where the Arbitrator Ms. Roberta Golick concluded: *"The Sacrifices required of Managers as a result of the 2011 budget crisis were larger than those required of bargaining unit employees in units that ratified agreements consistent with the requirements of the SEBAC 2011 Revised Agreement"* (a copy of the Arbitration Decision is attached hereto).

Support of SB 891 creates an opportunity to treat managers equally across state government. The members of AMECCS hope you vote in favor of our fair treatment.

Thank you for raising SB 891 and your consideration of our perspective on this issue.

Arbitration

The State of Connecticut

And

SEBAC

Gr: Managerial Longevity

Case # S-14

Date: December 21, 2012

Arbitrator: Roberta Golick, Esq.

Hearing: December 13, 2012

Appearances: For the State
Linda Yelmini, Director
Office of Labor Relations

For SEBAC
Dan Livingston, Esq.
Livingston, Adler, Pulda, Meiklejohn & Kelly P.C.

The Issue

The parties framed the issue as follows:

Did the sacrifices required of managers as a result of the 2011 budget crisis at least equal those required of bargaining unit employees in bargaining units that ratified agreements consistent with the requirements of the SEBAC 2011 Revised Agreement?

The parties agreed that the question of remedy should be postponed pending a ruling on the stipulated issue.

of the whole group. By focusing instead on what may appear to be inequities between individuals, the aggrieved employees in this matter lose sight of the big picture, past and future.

The conclusion is inescapable: SEBAC as a collective group fared far better than did the managers with respect to the longevity benefit.

Accordingly, the grievance must be denied.

Award



The sacrifices required of managers as a result of the 2011 budget crisis were larger than those required of bargaining unit employees in units that ratified agreements consistent with the requirements of the SEBAC 2011 Revised Agreement.

The grievance must therefore be denied.

A handwritten signature in cursive script that reads "Roberta Golick".

Roberta Golick, Esq.
Arbitrator

Date: December 21, 2012