
OFA Bill Analysis

HR 14

RESOLUTION PROPOSING APPROVAL OF A REOPENER AGREEMENT TO THE 2011-2016 COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CONNECTICUT STATE BOARD OF EDUCATION, CONNECTICUT TECHNICAL HIGH SCHOOLS AND THE STATE VOCATIONAL FEDERATION OF TEACHERS, LOCAL 4200A, AMERICAN FEDERATION OF TEACHERS, AFL-CIO.

SUMMARY:

The supplemental agreement allows for the expansion of tuition reimbursement for vocational technical education (VTE) courses required for trade certification. The supplemental agreement also clarifies the definition of "tuition" to include "part-time fees" and "tuition/required fees" charged by the Connecticut State University System. The changes related to tuition reimbursement do not change the total annual allocation of \$500,000 for the tuition reimbursement program.

Under the current agreement, an employee is allowed Union representation for certain meetings. If a Union representative is not available, the Principal can request the employee to be present at the meeting without Union representation if postponement would result in an unreasonable delay. The supplemental agreement instead clarifies that if a Union representative is not available at the time the meeting is scheduled, the meeting can be postponed by the employee or Union to the next workday morning except in certain circumstances which require having the meeting at its scheduled time.

The supplemental agreement also clarifies how vacancies are handled from FY 14 - FY 16. Under the current agreement, any vacancies occurring between March 15th and May 15th will be filled by lateral transfers and take effect at the start of the new school year. The

supplemental agreement changes the May 15th date to the Friday before the Memorial Day holiday. In addition, any vacancies between May 15th and October 31st must be posted except that internal candidates will have preference for filling the vacancies based on seniority or bargaining unit status. The supplemental agreement changes the October 31st date to October 15th and May 15th to the Friday before the Memorial Day holiday.

The supplemental agreement:

- Requires that any instructor who voluntarily transfers to a position with a new subject must remain in that position for two years before eligible to transfer;
- Clarifies that regularly scheduled part-time employees who are scheduled to work 32 hours per week for 24 calendar months have entitlement over outside hires but not over full-time instructors;
- Requires that an employee must be certified, licensed and meet certain standards or requirements to transfer, bump or be recalled to a position that calls for a particular certification, license or other standard or requirement;
- Requires notice of administrative transfers be given to employees and the Union at least 15 days prior to the effective date of the transfer rather than the current 30 days; and
- Requires any administrative transfer of an instructor to not have a commute of more than 40 miles one-way.

The supplemental agreement also makes changes that were previously agreed upon and omitted from the current agreement.

Background

The 2011-2016 collective bargaining agreement between State Board of Education and the State Vocational Federation of Teachers allowed

for reopener negotiations for limited purpose negotiations up to eight non-economic issues for each side. This is the first time in which reopener negotiations have occurred.

EFFECTIVE DATE: Upon passage

BACKGROUND

The 2011-2016 collective bargaining agreement between State Board of Education and the State Vocational Federation of Teachers allowed for reopener negotiations for limited purpose negotiations up to eight non-economic issues for each side. This is the first time in which reopener negotiations have occurred.

COMMITTEE ACTION

Appropriations Committee

House Favorable

Yea 42 Nay 0 (04/30/2013)