



STATE OF CONNECTICUT
JUDICIAL BRANCH

EXTERNAL AFFAIRS DIVISION

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Testimony of Elizabeth Graham
Executive Director, Administrative Services, Judicial Branch
Appropriations Committee Public Hearing
February 11, 2019

Collective Bargaining Agreement, House Resolution 12 and Senate Resolution 11

Good afternoon Senator Osten, Representative Walker, Senator Formica, Representative Lavielle and members of the Appropriations Committee. My name is Elizabeth Graham. I am the Executive Director for Administrative Services for the Connecticut Judicial Branch and am responsible for human resource management functions, including the administration, management and negotiation of collective bargaining agreements. I will share with you today a brief summary of the events that led to the collective bargaining agreement between the State of Connecticut Judicial Branch and the Judicial Professional Employees Union, JPE/ AFT-CT, AFL-CIO that is now before you for consideration.

Last year at this time, January through April 2018, the Judicial Professional Employees Union, AFT, petitioned the Connecticut State Board of Labor Relations to resolve the request for union representation for the following job classifications: Permanent Law Clerks to a Supreme Court Justice, Permanent Law Clerks to Appellate Court Judge, Counsel to the Chief Judge of the Appellate Court and Supervising Motions Staff Attorney. Collectively, 20 individuals hold these titles.

Section 5-270 of the Connecticut General Statutes defines various types of employees, including professional, confidential, supervisory and managerial for collective

bargaining purposes. The job classifications under this agreement are categorized as professional, and therefore, are eligible to unionize based on existing statutory language. A recognition agreement was executed in April 2018 that outlined the parameters of the contract negotiations that followed.

The collective bargaining agreement was signed by both parties in January 2019 and provides the following financial benefits, which are consistent with SEBAC 2017:

- FY 19 - a one-time lump sum payment of \$2,000;
- FY 20 - 3.5% GWI and annual increment;
- FY 21 - 3.5% GWI and annual increment; and
- Reduced health care premiums.

The Judicial Branch's Current Services Budget Request for FY 20 and FY 21 contains \$199,145 and \$ 379,399, respectively, to implement this agreement. These figures are slightly different from those originally submitted on January 25, 2019 because following consultation with the Office of Fiscal Analysis a mathematical error was identified. The error has been corrected in the attached cost sheet. Additional agreement details can be found in the packet of information that you received in advance of this hearing.

I would be happy to answer any questions that you may have about the agreement.

AFT - BU58 - Judicial Professional Employees Appellate

Costs associated with the three-year proposal (Fiscal Years 2019-2021)

	<u>Fiscal Year 2018-19</u>	<u>Fiscal Year 2019-20</u>	<u>Fiscal Year 2020-21</u>
2019			
AI			
GWI			
Longevity	30,402		
Lump Sum (\$2,000)	40,000		
Total	<u>70,402</u>	0	0
2020			
AI		37,390	88,376
3.5 % GWI eff 6/21/19		84,387	84,387
Longevity		77,369	
Lump Sum			
Total	0	<u>199,145</u>	<u>172,763</u>
2021			
AI			35,236
3.5 % GWI eff 6/19/20			90,314
Longevity			80,087
Lump Sum @ max JAN			1,000
Total			<u>379,399</u>
		<u>Totals</u>	
AI		37,390	123,611
COLA		84,387	174,701
Longevity	30,402	77,369	80,087
Lump Sum (\$2,000)	40,000		
Lump Sum @ max JAN			1,000
Total	<u>70,402</u>	<u>199,145</u>	<u>379,399</u>

Date Prepared

2/8/2019