



STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

TESTIMONY OF FAE BROWN-BREWTON, UNDER SECRETARY
OFFICE OF POLICY AND MANAGEMENT
BEFORE THE JOINT COMMITTEE ON APPROPRIATIONS
OF THE GENERAL ASSEMBLY
Monday, March 18, 2019

HOUSE RESOLUTION 21 AND SENATE RESOLUTION 23 - RESOLUTIONS PROPOSING APPROVAL OF AN Arbitration Award between the State of Connecticut and the American Federation of Teachers—Connecticut Bargaining Unit (AFT Connecticut, AFT, AFL-CIO) which affects Assistant Attorneys General and AAG- Department Heads

The proposed resolutions represent the culmination of negotiations and interest arbitration with two recently organized bargaining units which include Assistant Attorneys General and AAG Department Heads. There are approximately 188 Assistant Attorney Generals, and 14 AAG Department Heads, excluding one confidential exclusion. In large measure, the Agreement follows the wage pattern set forth in the 2017 SEBAC Agreement. It is a five year agreement running from July 1, 2016 to June 30, 2021. The AAGs Arbitration Award provides for no general wage increases for Contract years 16-17, 17-18, and 2018-2019. It provides for no incremental or Step movement for the same period. Like other SEBAC Units received in 2018, they will get a \$2,000 lump sum payment in July 2019, and will see 3.5% GWIs in the last two years along with 2% incremental increases within the current pay range plan. For those at the top of the pay scale, they shall receive a 2% lump sum payment at maximum. The Governor's budget includes costs associated with this Award in the Reserve Salary Adjustment Account.

The two percent incremental increase is a significant departure from the SEBAC pattern inasmuch as the incremental increases in other Executive Branch units hover around three percent. There is a substantial stipend payable to the Department Heads of \$6,000 in 2019 and \$12,000 in 2020, but that reflects, according to the arbitrator, the deficiencies in the job classifications that fail to recognize the complexity of the work borne by the Department Heads. That is an issue that we will address prior to the next round of bargaining. The AAGs have the benefit of the job security provisions of SEBAC 2017 along with the requirement to serve three unpaid furlough days. This is an initial contract for these two groups formerly classified as managers.

The Award embraces the three years of hard zero increases with the exception of the \$2,000 one-time lump sum payment following Legislative approval. They are on par with other organized employee groups, as contemplated by the statutory factors the arbitrator was required to consider. I would be glad to answer any questions that you may have.