

STIPULATED AGREEMENT
Between the
STATE OF CONNECTICUT
and the
CONNECTICUT STATE EMPLOYEES ASSOCIATION (P-4)

The State of Connecticut ("State") and the Connecticut State Employees Association on behalf of members of the Engineering, Scientific and Technical (P-4) Contract ("Union") hereby agree as follows:

1. The Department of Transportation ("DOT") shall offer full-time DOT employees within P-4 classifications, excluding those within the Bureau of Policy and Planning, a voluntary and permanent increased workweek which will be implemented on a roll-out basis as detailed below. Vacant positions shall be included in the increased workweek.

<u>Date</u>	<u>Workweek Increase</u>
First full pay period after legislative approval	2.5 hr. weekly (37.5 hours)
6/19/2009	2.5 hr. weekly (40 hours)

Paid Leave: The monthly accrual of vacation and sick leave shall be earned on the basis of the increased length of the work day on a prospective basis, starting with the first full calendar month after implementation of each permanent increase. Personal Leave balances shall be adjusted to reflect an amount equal to 3 days of personal leave consistent with the DAS General Letter No. 30 Revised entitled "Impact on an Employee's Personal Leave Time Following a Change in Employment Type."

Applicability to Other Contract Provisions: The parties intend that all contract provisions will be interpreted and applied to affected employees consistent with the increased workweek and increased workday. In order to avoid repetitive changes in various contract sections for each change in the workweek, the parties agree that all references to the seven hour work day and thirty-five hour workweek shall be applied consistent with the increased workweek then in effect for affected employees. The alternative work schedules of employees who make an election to increase will be adjusted, as appropriate and needed, to reflect the increased workweek, provided that nonexempt employees do not work

more than 40 hours in a workweek as a result of an alternative work schedule.

Part-Time Employees: The above increases in the length of the workweek shall not apply to part-time employees although the State retains the right to increase the schedules of part-time employees. DOT employees may request and may be granted a part-time schedule of not less than 17 and ½ hours per week. As full time positions are posted within the DOT, existing part time employees who hold the title of the posted position shall have a right of first refusal for said full-time position, based on seniority, over external candidates only and provided the part-time employee possesses the requisite degree and/or licensure/certification requirements of the posted position.

Bureau of Policy and Planning A forty (40) hour workweek may be established for full-time employees in P-4 classifications within the Bureau of Policy and Planning if the Union and the State agree in writing to do so. After July 1, 2009, either party may initiate these negotiations by notice to the other party of its interest in such negotiations. Issues unresolved by negotiations shall not be subject to arbitration and forty (40) hour workweeks shall not be established unilaterally. A forty (40) hour schedule shall not be established with individual employees on a voluntary or compulsory basis without the agreement of the Union, as outlined above.

The Office of Labor Relations shall be the State's representative in all such negotiations. If an agreement is reached between the parties to implement a forty (40) hour workweek, such agreement may be implemented without any additional legislative approval required. Any such agreement requires the signature of the Director of Labor Relations and the Executive Director of the Union.

2. Disputes regarding the terms of this Agreement shall be handled under the general or unit-specific grievance processes described in Section Six of the SCOPE Agreement.

Christina M. Crepaldi 10-31-08
For the State Date

[Signature] 10-31-08
For the DOT Date

[Signature] 10/30/08
For the CSEA (P-4) Union Date