



Dear CSEA Member:

April 25, 2008

We are pleased to announce that CSEA has reached a tentative agreement with the Rell Administration regarding the objective job evaluation process. The agreement will impact DOT engineers and other P-4 DOT classifications and will provide a voluntary 40 hour work week for most of the P-4 members in DOT, (note that all future vacancies, whether filled internally or externally will be at 40 hours). A copy of the agreement and balloting instructions are enclosed with this letter. Supplemental material and job specifications will be available on the CSEA SEIU Local 2001 web page at [www.csea-ct.com](http://www.csea-ct.com).

**Ratification voting will take place on Tuesday, April 29<sup>th</sup> at the time and location on the reverse side of this letter.** On April 3, 2008, the P-4 Council voted to suspend the one week review period for the agreement. The reason for the suspension of the one week review period is that this agreement requires an affirmative ratification by the General Assembly prior to its adjournment on May 7th. The Union needs to lobby the General Assembly to suspend their normal rules to take up this agreement.

Highlights of the agreement include:

- Upgradings for the Transportation Engineers 1, 2, 3 and Supervising Engineers.
- Voluntary 40 hour work week phased in over two years beginning July 1<sup>st</sup> of this year except in Bureau of Planning Policy where there is reopener language for July 1, 2009 on the 40 hour work week.
- Maintaining alternate work schedule programs
- Reducing the number of engineering parentheticals to two (Engineer and Construction Engineer) but extend those parentheticals to the Engineer 1 and 2 level.
- Instituting a new career ladder for Engineer Intern to Engineer 2
- Instituting a new career ladder for Bridge Safety Inspectors
- Reimbursing for a PE and LS license for Supervising and Principal Engineers
- Instituting a new career ladder for Transportation Engineer Technicians
- Professionalizing the engineering series while grandparenting existing employees
- Disputes are subject to the grievance and arbitration process

We believe this agreement is a historic agreement in raising the wages and standards for our members and we recommend its ratification.

In unity,

CSEA Bargaining Team

John Vitale, P-4 Council President Robert Rinker, CSEA Executive Director,  
Jay Doody, Principal Engineer, Eileen Ego, Supervising Engineer,  
Monique Burns, Engineer 3, Tim McGuane, Union Steward, Dave Glidden, CSEA  
Staff Representative.

Michael J. O'Brien  
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Patrice Peterson  
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