

**MEMORANDUM OF AGREEMENT
BETWEEN
THE STATE OF CONNECTICUT
AND
CONNECTICUT STATE EMPLOYEES ASSOCIATION,
SEIU LOCAL 2001
EDUCATION PROFESSIONS (P3B) CONTRACT**

In furtherance of the Agreement between the State of Connecticut and the State Employees Bargaining Agent Coalition, (SEBAC), the State of Connecticut (the "State") and CSEA SEJU Local 2001 (the "Union"), agree as follows:

1. The collective bargaining agreement between the State and the Union which is currently in force is hereby extended to June 30, 2012. Article 59 of the Contract is therefore revised to provide for an expiration date of June 30, 2012.
2. Article 13, Working Test Period, Section Two: The working test period for members of this bargaining unit shall be revised as follows:

New Section Three (renumber following sections):
Appointees who have not achieved permanent status in State service appointed to a part-time position within the bargaining unit shall serve the lesser of (a) full-time equivalent of a twelve (12) month working test period or (b) fifteen (15) month working test period (length of service) however, if an appointee is out on unpaid leave status, the length of service time may be extended in accordance with General Letter #31.

Revise end of Article 13, Section Two to add new language at the end of the section:
Notwithstanding the previous sentences, an appointee to a permanent position within the bargaining unit shall be entitled to the benefits of vacation leave and personal leave under Article 39 after the completion of the equivalent of six (6) months of full-time employment *or not more than twelve months for part-time employment.*

3. Article 12, Service Ratings, Section One, add new language (d) No second "less than good or unsatisfactory" service rating shall be given until the employer has implemented a remedial plan which specifically identifies the deficiencies and the steps the employee needs to take to cure the deficiencies. In the case of a permanent employee, said remedial plan must be in place for at least six (6) months before a second "less than good or unsatisfactory" service rating is issued.
4. Article 19, Compensation. New language added to end of Section 4 (a) (Teacher Pay Plan):
For employees hired after July 1, 2009 to be eligible for a higher pay plan, credits used for pay plan advancement must be earned after the Bachelors degree. Prior to hire, the agency will review the educational credits and degrees of the potential employee and disclose in writing to the potential employee both the agency's position as to the appropriate salary schedule and the additional credits, if any, beyond the Bachelors degree.

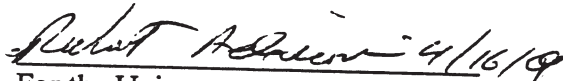
Effective July 1, 2009, bargaining unit members with a sixty (60) credit Masters in Social Work (MSW) shall be placed on the Sixth Year salary schedule. The salaries of employees shall be calculated into the higher salary group using the round up method. There shall be no retroactive payments and this shall only pertain to Masters Degree in Social Work (MSW).

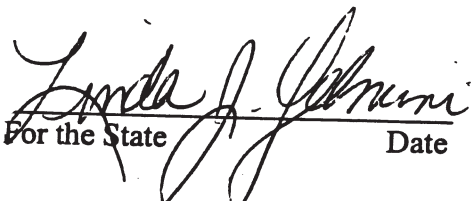
5. Article 19, Section One of the Contract between the State and the Union is deleted and the following language is substituted in lieu thereof:
There shall be no increase in base annual salaries for the first year of this Agreement (2009-2010).
Effective the pay period including July 1, 2010, the base annual salary for all employees shall be increased by two

and one-half percent (2.5%). Effective the pay period including July 1, 2011, the base annual salary for all employees shall be increased by two and one-half percent (2.5%).

6. Article 19, Section Eight of the Contract between the State and the Union is revised to read:
Employees will continue to be eligible for and receive annual increments during the term of this contract in accordance with existing practice; provided, however, there shall be no annual increments during the first year of this Agreement (2009 - 2010).
Employees will be eligible for and receive annual increments during the 2010-2011 contract year in accordance with existing practice, but the annual increments shall be delayed three (3) months.
Employees will be eligible for and receive annual increments during the 2011-2012 contract year in accordance with existing practice, but the annual increments shall be delayed three (3) months.
7. Furloughs. Each bargaining unit member shall take seven furlough days (the equivalent of seven days of pay). Those furlough days shall be scheduled as follows: May 22, 2009; July 6, 2009; November 27, 2009; December 24, 2009; July 2, 2010; November 26, 2010; and, December 27, 2010. Notwithstanding the above, furlough days shall be taken on days that the employee is normally scheduled to work.

Credit for furlough days for purposes of pension, longevity, leave accruals and other benefits shall be treated in the same manner as leave under the Voluntary Leave Section of this Agreement.
8. Add to Memorandum of Understanding — Department of Correction Meal Money. Add new Section Three: Employees hired or after July 1, 2009 shall not be entitled to the correctional meal allowance except in the cases where the vocational instructor provides educational or other inmate-related services during the meal period.
9. Job security and other provisions negotiated with SEBAC to be incorporated consistent with the agreed upon language.
10. In all other respects, the provisions of the existing Contract remain in effect. Economic provisions such as, but not limited to, tuition funds, conference funds, shift differential and weekend differential shall continue for 2009-2010 at the same rates as established for the 2008-2009 contract year. **
11. This Agreement is subject to approval by the General Assembly.


For the Union Date 4/16/09


For the State Date 4/16/09

** The parties agree that the rates for 2010-2011 and for 2011-2012 shall be at 2009-2010 rates.