

**CSEA/SEIU 2001 - Correction Supervisors Council
2008 Contract Last Best Offers (2008-2012)**

The following are the Last Best Offers (LBO's) from the Union and State. This is not complete language but an easy to read comparison. For a complete copy of the LBO's visit the website (www.csea-ct.com). The Union and State are now tasked with replying to the LBO's before the final offers are sent to the Arbitrator. Updates forthcoming.

ISSUE	UNION LBO	STATE LBO
Union Business Leave (days per year)	60 days 08-09, 100 days per year thereafter	70 days a year
Union President 5/2 schedule	President may chose to work 5/2 schedule	No new language
Personnel Files (FOI)	Files not avail. to Inmates or their Families	No new language
Online workshop and Conferences	May apply/participate in online workshops/conferences	No new language
Workshop/Conference Fund denial	Ability to file grievance to step 3 for decision	No new language
Workshop/Conference Fund (amount)	\$5,000 years 08-10 increase to \$10,000 years 10-12	\$5,000 yearly. Unused funds carry over till 2012
Overtime for Captains/Counselor Supr.	Offer OT in same manner as LT's (book etc.)	No new language
Overtime for Empl. in Specialized Units	Supp. list will include all non-facility based units	Supp. List will include those worked location prior
Overtime for Temp. Serv. Higher Class	No new provision	TSHC have same OT rights as Perm. LT.
Bid Shift Program	No new language	Change shift bid to shift Transfer. Management can denie bids w/docu.
Department Transfer List (updated)	No new Language (keep Quarterly)	Updated Qtly. But must submit 15 days prior
Transfer List for Probationary Empl.	No new language	Must complete WTP before name goes on list
Transfer Availability (90 days ret. to work)	No new language (transfer while on comp. issue)	Change to must return within 30 days
Transfer rights for Captain/Coun. Supr.	Make transfers available to those wishing	Submit for reassignment list but Department retains rights on selection of candidates
General Wage Increase 2008-2009	Increase of 3%	Increase of 2%
General Wage Increase 2009-1010	Increase of 3%	Increase of 2%
General Wage Increase 2010-2011	Increase of 3%	Increase of 2%
General Wage Increase 2011-2012	Increase of 3.5%	Increase of 2%
Increase Maximum Pay (pop @ the top)	3% in 2010 instead of 2.5% lump sum	No new language
Night Shift Differential	Increase .10 cents an hour 2008-2009	No new language
Night Shift Differential	Increase .10 cents an hour 2009-2010	No new language
Night Shift Differential	Increase .10 cents an hour 2010-2011	No new language
Night Shift Differential	Increase .10 cents an hour 2011-2012	No new language
Weekend Shift Differential	Increase to .75 cents an hour 2008-2009	No new language
Weekend Shift Differential	Increase .10 cents an hour 2009-2010	No new language
Weekend Shift Differential	Increase .10 cents an hour 2010-2011	No new language
Weekend Shift Differential	Increase .10 cents an hour 2011-2012	No new language
Shift Commander Pay	In July 2009 and thereafter increase with GWI	No new language
Shift Comm. Pay (Capt. Working OT)	Capt. on OT can be assigned ASC but must work desk duty	If Capt. Is working OT they will be ASC regardless of desk duty
Acting Deputy Warden Pay	In July 2009 and thereafter those assigned Acting Deputy Warden will be paid stipend	No new language
Meal Reimbursement	In July 2009 all bargaining unit members receive Meal Money	No new language
Annual Increment (AI's)	2008-2009 Increase 3% on time	2008-2009 3% w/6 month delay
Annual Increment (AI's)	2009-2010 Increase 3% on time	2009-2010 3% w/6 month delay
Annual Increment (AI's)	2010-2011 Increase 3% on time	2010-2011 3% w/6 month delay
Annual Increment (AI's)	2011-2012 Increase 3% on time	2011-2012 3% w/6 month delay
Maximum Rate Employees	July 2009 3% Lump Sum Payment	No new language
Longevity Payment (cap amount)	No new language	Pay all members at recent tier rate
Education Stipend (Bachelors Degree)	\$500 stipend for qualifying	No new language
Education Stipend (Masters Degree)	\$1000 stipend for qualifying	No new language
Education Stipend (Associates Degree)	\$250 stipend for qualifying	No new language
Hazardous Duty Stipend	Effective Dec.2009 and thereafter \$800 yearly	No new language
Payoff of Compensatory Time	Capt. /C.S. w/comp time as of July 2009 paid out	No new language
Travel Reimbursement(Meals)	See increase schedule	No new language
Meal Breaks	No new language	Clarify "all FACILITY employees" in language
Holiday Pay for Capt. & C.S's	Delete language (comp time) and pay OT for work on holiday	No new language
Sick Leave (Med. Cert.)	No new language	Change to 3+ days sick reqs. Med. Cert.
Size of Labor Mgt. Committee	7 Union Representatives	No new language
Alternate work schedule program	Use LM committee to devl. Alt. work schedule programs	No new language
Employee Drug Testing	No post incident testing (see entire LBO language)	wants post incident testing
Time off Procedure	Provide 1 day off per shift per facility	No new language