

**MODIFICATION OF THE COLLECTIVE BARGAINING AGREEMENT IN  
ACCORDANCE WITH THE PROVISIONS OF 2009 SEBAC NEGOTIATIONS  
ON WAGE AND JOB SECURITY LANGUAGE**

**COLLECTIVE BARGAINING AGREEMENT**

**between**

**STATE OF CONNECTICUT JUDICIAL BRANCH**

**and**

**CONNECTICUT STATE EMPLOYEES ASSOCIATION  
SEIU LOCAL 2001**

**Through June 30, 2013**

The parties agree that the collective bargaining agreement between the parties dated July 1, 2008 through June 30, 2012 shall be modified as follows as a result of negotiations between the State of Connecticut and SEBAC:

### **Article XV – Compensation**

Section 1. Salaries. Effective June 19, 2009 the base annual salary for all bargaining unit employees shall not be increased.

Effective June 18, 2010 the base annual salary for all bargaining unit employees shall be increased by three and one half percent (3.5%).

Effective July 1, 2011, the base annual salary for all bargaining unit employees shall be increased by three percent (3.0%).

Effective June 29, 2012, the base annual salary for all bargaining unit employees shall be increased by three percent (3.0%).

Annual increments will be effective on the first day of the pay period that includes January 1. Placement on the salary schedule was made in accordance with the provisions of this Article as described below in Section 2, and was effective retroactive to June 24, 2005, or the employee's date of hire if later. Employees at the maximum step of the salary plan who have ceased receiving annual increments shall be eligible for a lump sum payment of seven hundred and fifty dollars (\$750). Such payments will be prorated for part time employees.

Payment of annual increments shall be as follows:  
Annual increments and lump sum payments shall be paid on time for contract year 2009-2010.

There shall be no annual increment or lump sum payment for the 2010-2011 contract year.

The annual increments and lump sum payments shall be paid on time for the contract years 2011-2012 and 2012-2013.

### **Furlough Days**

In accordance with the parameters set out in the SEBAC negotiated agreement, each member of the bargaining unit will take 1 Furlough day by May 31, 2009 (FY 2009), 3 Furlough Days in FY 2010 and 3 days in FY 2011. Multiple furlough days must be taken in separate pay periods. If employees are out on leave, their furlough day will be selected by the employer for FY 2009. In FY 2010 and FY 2011, employees on leave at the time the request is due are required to contact their Chief and provide their furlough date selections.

For FY 2009, employees must submit their furlough day request within five days of ratification of the agreement.

For furlough days in FY 2010 and 2011, bargaining unit employees will submit a written request to their supervisor indicating the three dates they have selected by the start of the applicable fiscal year, if a selected date falls prior to the start of a fiscal year, the request must be submitted and approved in advance. For fiscal year 2010, requests must fall between June 5, 2009 and March 31, 2010. For fiscal year 2011, requests must fall between June 4, 2010 and April 7, 2011.

Employee selected dates will be approved unless doing so creates an operational hardship. In this case, the supervisor and employee will meet and determine a mutual agreeable date for the furlough day.

Vacation requests that have already been approved for the current fiscal year or FY 2010 may be utilized to account for the employee's furlough day(s) by mutual agreement. In these situations, the employee's leave balances will not be charged for those days.

Bargaining unit members assigned to the 24-hour lockups will be required to take furlough days in a manner that will not incur overtime.

Loss of pay for a furlough day shall be deducted in the pay period in which the day is taken. Article XXIV – Holidays shall not be applicable to any furlough days taken before or after a holiday. Furlough days shall be treated in the same manner as voluntary schedule reductions under Conn. Gen. Stat. § 5-248c.

### **Job Security**

The parties agree to all the terms and conditions regarding job security that were reached between the State of Connecticut and SEBAC, as applicable to members of this bargaining unit. These terms and conditions include that there will be no loss of employment, including loss of employment due to programmatic changes, for bargaining unit members subject to the following conditions:

- Applicable only to those hired prior to July 1, 2009.
- Applicable only through end of biennium (6/30/11).
- Protection from loss of employment is for permanent employees; does not apply to employees in their initial probationary period.

Layoffs that occur after June 30, 2011, if any, shall be treated in accordance with the collective bargaining agreement. Any employee who is laid-off after June 30, 2011, shall have available any and all rights set forth under the SEBAC Placement and Training Agreement.

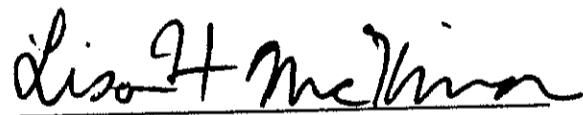
**Duration:**

Section 1. Except as otherwise provided this Agreement shall be effective upon approval by the General Assembly through June 30, 2013.

Section 2. Successor Negotiations. Negotiations for a successor Agreement shall commence in August 2012. The parties may, by mutual agreement, commence negotiations at a different time.

Dated at Hartford, Connecticut this 16<sup>th</sup> day of April, 2009.

CSEA (SEIU)  
Local 2001



STATE OF CONNECTICUT  
JUDICIAL BRANCH

