

P3A BULLETIN

SDE • BESB • BRS • DDS

September 17, 2009

Agreement Reached on SDE PSPEs Institutional Grievance

The P3A bargaining unit and State Department of Education have entered into an agreement in resolution of the institutional grievance filed on behalf of members over the delay in the PSPEs planning process. Bargaining unit members had been and, in some bureaus, continue to be working without the contractual PSPEs benefit of agreed-upon tasks and objectives. There were two primary concerns with the PSPEs delay: (1) the delay was imposed without agreement with the bargaining unit and (2) the impact of such a delay on bargaining unit members' goal achievement and final evaluations.

The agreement provides the following rights and protection for members:

- **The agency will not engage in such delays in the future without written agreement between the bargaining unit and the agency.**
- **Employees shall have the opportunity to meet with their managers to address work performed by the employee from July 1, 2009 to September 30, 2009 for the purpose of establishing an objective that embodies the tasks and activities associated with said work.**
- **No employee shall be adversely affected in the FY 2009-2010 final evaluation for the time period of July 1, 2009 through September 30, 2009 due to the absence of mutually established objectives resulting from the late notification.**

The agency also acknowledged the hard work and cooperation employees have demonstrated during these challenging times. We both agreed to a renewed commitment to improving communication and collaboration.

For many of us, PSPEs' have been finalized or are in process of being finalized. Members should review their tasks and objectives as defined in their PSPEs to ensure that work performed in the first three months of this fiscal year has been incorporated as appropriate. If you have not finalized your PSPEs and/or you have been working without agreed-upon tasks and objectives since July 1, you should take the opportunity to compile those tasks in one objective (as appropriate) as allowed for in our agreement and discuss with your manager.

The complete stipulated agreement will be posted on the CSEA web site: <http://www.csea-ct.com/>. Click on the "State Workers" tab and then the "P3A" tab.

Unit Coordinators - Institutional Grievance (SDE)

Unit coordinator postings at SDE have also been delayed. Because the unit coordinator posting process is a contractual right, the union's position is that any changes to the process should have been negotiated, put in writing and communicated to members. Some members have continued to assume unit coordinator responsibilities since July 1. Some members assumed unit coordinator responsibilities and later relinquished those responsibilities. The bargaining unit believes that unit coordinators who have stepped up and assumed those responsibilities should be fairly compensated.

Some bureaus have not yet posted for their unit coordinators. If you have any issues in connection with the delay in unit coordinator postings, please let me know as soon as possible. Once the postings are completed, we anticipate a quick resolution to the grievance.

Email List

If any of your colleagues are not receiving the P3A Bulletin via email from CSEA, please tell them to send their email address to Mike Nortz at CSEA: mnortz@csea760.com. Mike maintains the email lists and mailing lists for CSEA.

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P3A President