

**MEMORANDUM OF AGREEMENT
BETWEEN
THE STATE OF CONNECTICUT
AND
CONNECTICUT STATE EMPLOYEES ASSOCIATION
EDUCATION ADMINISTRATORS (P3A) 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 Connecticut State Employees Association, SEIU 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 38 of the contract is therefore revised to provide for an expiration date of June 30, 2012. Except as varied by this agreement, the provisions of the existing P-3A Contract remain in effect. Economic provisions such as, but not limited to, tuition funds and merit funds shall continue for FY 09-10, FY 10-11, and FY 11-12 at the same rates as established for the 2008-2009 contract year.
2. Article 27, Section One of the contract is deleted and the following substituted in lieu thereof:
 - a) There shall be no general wage increase paid to any P-3A bargaining unit employee for the 2009-2010 contract year.
 - b) Effective July 1, 2010, the base annual salary for all P-3A bargaining unit employees shall be increased by two and one-half percent (2.5%).
 - c) Effective July 1, 2011, the base annual salary for all P-3A bargaining unit employees shall be increased by two and one-half percent (2.5%).
3. Article 27, Section Two of the contract 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, the annual increment will not be paid for the contract year 2009-2010, and the annual increment for the 2010-2011 and the 2011-2012 contract years shall be delayed by three months.

4. 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. In the event that any of the fixed furlough days cannot be taken by an employee, the preceding sentence of this paragraph shall become operative.

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.

5. Job security and other provisions negotiated with SEBAC to be incorporated consistent with the agreed upon language.
6. The parties agree that no negative inference can be drawn from the withdrawal of any proposals in these negotiations and that the withdrawals shall not constitute bargaining history of these negotiations.
7. The State and the Union agree to enter into a Side Letter of Understanding regarding the effect of the State's recognition of same sex marriages on contract provisions within the P-3A Agreement such as Article 34, effective November 12, 2009.
8. The parties have signed off on a number of contract provisions, all of which will be incorporated into this successor Agreement. Those provisions that modified existing language are attached to this Agreement as "Exhibit A."
9. This Agreement is subject to approval by the General Assembly.

Judith Lebow
For the State of Connecticut

4/17/09
Date

Pete Faruham
For CSEA, SEIU Local 2001

4/17/2009
Date