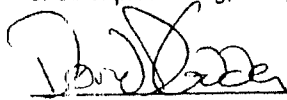
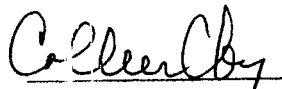


**STIPULATED AGREEMENT
in the matter of
STATE OF CONNECTICUT
(Department of Education)
And
CSEA-SEIU Local 2001
(P-3A)**

In full and final resolution of CSEA-SEIU Local 2001 Institutional Grievance, filed July 21, 2009, the parties agree to the following:

1. The agency acknowledges that due to organizational issues and concerns, the Bureau of Human Resources sent out the notification to managers reminding them to file the mutually established objectives at a later date than as required in the Professional Staff Planning and Evaluation System (PSPES) guidelines for FY 2009-2010.
2. The agency agrees that it shall not engage in future such delays, unless the parties have agreed (in writing) to delay the PSPES process.
3. Employees shall have the opportunity to meet with their managers to address work performed by the employee from July 1, 2009 through September 30, 2009 for the purpose of establishing an objective that embodies the tasks and activities associated with said work.
4. No employee shall be adversely affected in their 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.
5. The agency appreciates and acknowledges the hard work and the cooperation the employees have demonstrated during this challenging time. The parties enter into this Stipulated Agreement with a renewed commitment to improving communication and collaboration.
6. The union will withdraw its CSEA-SEIU Local 2001 Institutional grievance.
7. The union will not grieve and/or arbitrate the terms of this Stipulated Agreement, nor will they pursue this matter in any other forum, except to enforce the terms of this Stipulated Agreement.
8. This Stipulated Agreement is with prejudice and shall not serve as precedent in any pending or future dispute involving any other matter, and shall not be admissible as evidence in any arbitration or other proceeding, except to enforce the terms of this Stipulated Agreement.

 9.3.2009
 Union Date

 9-3-09
 State Date