



SPECIAL MEETING
VIA TELECONFERENCE
BOARD OF TRUSTEES
FOR THE
CONNECTICUT STATE UNIVERSITY SYSTEM
originating from
Boardroom, System Office, 39 Woodland Street, Hartford, CT
MEETING MINUTES – OPEN SESSION
August 17, 2011

TRUSTEES PARTICIPATING

Richard J. Balducci, Vice Chairman
Theresa Eberhard Asch, Secretary
Elizabeth Gagne
Bernard Kokinchak
Benjamin McNamee

John H. Motley
Scott Nolan
Peter M. Rosa
John R. Sholtis, Jr.
Gail H. Williams

TRUSTEES ABSENT :

Michael Caron
Angelo J. Messina
Ronald J. Pugliese

Ryan Sheehan
Fr. John P. Sullivan

OTHER OFFICIALS PARTICIPATING

Louise H. Feroe, Acting Chancellor, Connecticut State University System (CSUS)
Anne Alling, for Jack W. Miller, President, Central Connecticut State University (CCSU)
Elsa Nuñez, President, Eastern Connecticut State University (ECSU)
Stanley Battle, Interim President, Southern Connecticut State University (SCSU)
James W. Schmotter, President, Western Connecticut State University (WCSU)
David P. Trainor, Associate Vice Chancellor & Executive Assistant to the Chancellor (CSUS)

STAFF TO THE BOARD

Erin A. Fitzgerald, Associate for Board Affairs

CALL TO ORDER

Following a roll call, Vice Chairman Balducci called the meeting to order at 11:04 a.m., declaring a quorum present.

EXECUTIVE SESSION

Vice Chairman Balducci noted the meeting had been called for the purpose of discussion and a possible vote of the matter listed on the agenda related to collective bargaining. VC Balducci requested a motion to go into Executive Session for the purpose of discussing

matters related to collective bargaining, specifically the August 4, 2011 agreement between SUOAF-AFSCME Council 4 - Local 2836 and the CSUS board of Trustees. Trustee Rosa so moved; Trustee Sholtis seconded the motion to move to Executive Session and it was approved unanimously. The Board moved to Executive Session at 11:06 a.m.

RETURN TO REGULAR SESSION

The meeting returned to open session at 11:22 a.m. Vice Chairman Balducci stated that discussion was limited to the item listed on the Executive Session portion of the agenda related to collective bargaining and that no votes were cast in Executive Session.

At the request of Vice Chairman Richard J. Balducci, AVC David Trainor provided a brief overview of the issues related to the clarification of the SEBAC concession agreement and the minor adjustments associated with the new effective date between the June 7, 2011 Memorandum of Agreement which the Board ratified on June 23, and the subject August 4, 2011 Memorandum of Agreement. **Trustee Motley moved that the August 4, 2011 Agreement between SUOAF - AFSCME Council 4 - Local 2836 and the CSUS Board of Trustees (attached hereto as Attachment 1), be ratified; Trustee Rosa seconded and the motion passed unanimously.**

ADJOURNMENT

Trustee Motley moved to adjourn; Trustee Sholtis seconded the motion and the meeting was adjourned at 11:25 a.m.

Respectfully submitted,

Theresa J. Eberhard-Asch, Secretary

MEMORANDUM OF AGREEMENT
SUOAF – AFSCME AND CSUS – BOT

Subject to CSUS Board of Trustees and SUOAF Membership Ratification

Except as modified herein the Collective Bargaining Agreement between SUOAF - AFSCME Council 4 – Local 2836 and the Board of Trustees for the Connecticut State University System effective July 1, 2007 through June 30, 2011 and extended by the concession agreement of April 2009 to June 30, 2012 will continue in full force and effect.

This agreement is made and entered into this **4th** day of **August 2011** by and between SUOAF – AFSCME Council 4 – Local 2836 (SUOAF) a labor organization within the meaning of Sections 5-270 through 5-280 of the Connecticut General Statutes, and the Board of Trustees for the Connecticut State University System (EMPLOYER), an employer within the meaning of said statutory sections. This agreement is a result of the joint efforts of the parties to respond to the fiscal conditions of the State of Connecticut and is made pursuant to discussions held between the State of Connecticut and the State Employees Bargaining Coalition (SEBAC). The existing Collective Bargaining Agreement shall be modified as follows:

1. Article 38: The term of the agreement is extended to June 30, 2016.
2. Article 29, Compensation:
 - (A.) There shall be no increase in salary, including merit and top step bonus (lump sum payment), for the year 2011–12 effective August 26, 2011. The parties acknowledge that during the period of negotiation, bargaining unit members received previously negotiated salary adjustments for the four (4) pay periods from July 1, 2011 through August 25, 2011.
 - (B.) There shall be no increase in salary, including merit and top step bonus (lump sum payment), for the year 2012-13.
 - (C.) The salary schedule for 2010-11, 2011-12, and 2012-13 shall be frozen and is as follows:

2010-11, 2011-12, 2012-13				
Admin.	Minimum		Maximum	
Rank	Biweekly	Annual	Biweekly	Annual
I	\$ 1,200.26	\$ 31,327	\$ 2,219.91	\$ 57,940
II	\$ 1,520.33	\$ 39,681	\$ 2,629.47	\$ 68,629
III	\$ 1,840.43	\$ 48,035	\$ 3,039.07	\$ 79,320
IV	\$ 2,160.46	\$ 56,388	\$ 3,448.61	\$ 90,009
V	\$ 2,480.54	\$ 64,742	\$ 3,858.21	\$ 100,699
VI	\$ 2,800.62	\$ 73,096	\$ 4,267.78	\$ 111,389
VII	\$ 3,120.69	\$ 81,450	\$ 4,677.35	\$ 122,079

**MEMORANDUM OF AGREEMENT
SUOAF – AFSCME AND CSUS – BOT**

Subject to CSUS Board of Trustees and SUOAF Membership Ratification

- (D.) The salary schedule for 2013-14 shall be 3% higher for minimum and maximum salaries than the salary scheduled noted in paragraph C. above and is as follows:

2013-14				
Admin. Rank	Minimum		Maximum	
	Biweekly	Annual	Biweekly	Annual
I	\$ 1,236.27	\$ 32,267	\$ 2,286.51	\$ 59,678
II	\$ 1,565.94	\$ 40,871	\$ 2,708.35	\$ 70,688
III	\$ 1,895.64	\$ 49,476	\$ 3,130.24	\$ 81,699
IV	\$ 2,225.27	\$ 58,080	\$ 3,552.07	\$ 92,709
V	\$ 2,554.96	\$ 66,684	\$ 3,973.96	\$ 103,720
VI	\$ 2,884.64	\$ 75,289	\$ 4,395.81	\$ 114,731
VII	\$ 3,214.31	\$ 83,894	\$ 4,817.67	\$ 125,741

- (E.) The salary schedule for 2014-15 shall be 3% higher for minimum and maximum salaries than the salary scheduled noted in paragraph D. above and is as follows:

2014-15				
Admin. Rank	Minimum		Maximum	
	Biweekly	Annual	Biweekly	Annual
I	\$ 1,273.36	\$ 33,235	\$ 2,355.10	\$ 61,468
II	\$ 1,612.92	\$ 42,097	\$ 2,789.60	\$ 72,809
III	\$ 1,952.51	\$ 50,961	\$ 3,224.15	\$ 84,150
IV	\$ 2,292.03	\$ 59,822	\$ 3,658.63	\$ 95,490
V	\$ 2,631.60	\$ 68,685	\$ 4,093.17	\$ 106,832
VI	\$ 2,971.18	\$ 77,548	\$ 4,527.69	\$ 118,173
VII	\$ 3,310.74	\$ 86,410	\$ 4,962.20	\$ 129,513

MEMORANDUM OF AGREEMENT
SUOAF – AFSCME AND CSUS – BOT

Subject to CSUS Board of Trustees and SUOAF Membership Ratification

- (F.) The salary schedule for 2015-16 shall be 3% higher for minimum and maximum salaries than the salary schedule noted in paragraph E. above and is as follows:

2015-16				
Admin. Rank	Minimum		Maximum	
	Biweekly	Annual	Biweekly	Annual
I	\$ 1,311.56	\$ 34,232	\$ 2,425.76	\$ 63,312
II	\$ 1,661.31	\$ 43,360	\$ 2,873.29	\$ 74,993
III	\$ 2,011.09	\$ 52,489	\$ 3,320.87	\$ 86,675
IV	\$ 2,360.79	\$ 61,617	\$ 3,768.39	\$ 98,355
V	\$ 2,710.55	\$ 70,745	\$ 4,215.97	\$ 110,037
VI	\$ 3,060.31	\$ 79,874	\$ 4,663.52	\$ 121,718
VII	\$ 3,410.06	\$ 89,003	\$ 5,111.07	\$ 133,399

- (G.) For 2013-14, 2014-15, and 2015-16, Article 29.4, Merit Increases, shall be administered consistent with the current terms of the collective bargaining agreement.

- (H.) Determination of New Salary for 2013-14:

Effective the pay period beginning August 23, 2013, the maxima for the ranks shall be increased by 3.0 percent (3.0%); the minima shall be increased by 3.0 percent (3.0%); provided, however, employees will be made whole for the difference in percentage between the July 2011 increase received as noted in paragraph (A) of Section 2 above, and the wage increase effective August 23 2013; and each continuing member as defined in Article 29.2.2 shall receive an increase in salary equal to:

- a.) The difference between the old maximum and the new maximum for the rank; plus
- b.) 1/14 of the rank range multiplied by 0.570, except notwithstanding the increase of a.) above plus b.), no member shall be increased beyond the maximum nor permitted to fall below the minimum of the member's rank.
- c.) Each continuing member is guaranteed at least a 4.0% annual increase. For members who reach the maximum salary for their rank prior to receiving a 4.0% increase, the difference will be paid to the member in a single lump sum to be included in

MEMORANDUM OF AGREEMENT SUOAF – AFSCME AND CSUS – BOT

Subject to CSUS Board of Trustees and SUOAF Membership Ratification

the paycheck dated December 12, 2013. The lump sum payment will not be added to a member's base salary.

- d.) If a member eligible for the lump sum payment leaves the university prior to receiving such payment, he/she shall be paid a prorated portion of the lump sum payment in their last check. If a member who received a lump sum payment leaves the university after receiving such payment, and prior to the next collective bargaining increase, the university shall deduct a prorated portion of the lump sum payment amount from their last check.

(I.) Determination of New Salary for 2014-15:

Effective the pay period beginning June 27, 2014, the maxima for the ranks shall be increased by 3.0 percent (3.0%); the minima shall be increased by 3.0 percent (3.0%); and each continuing member as defined in Article 29.2.2 shall receive an increase in salary equal to:

- a.) The difference between the old maximum and the new maximum for the rank; plus
- b.) 1/14 of the rank range multiplied by 0.548, except notwithstanding the increase of a.) above plus b.), no member shall be increased beyond the maximum nor permitted to fall below the minimum of the member's rank.
- c.) Each continuing member is guaranteed at least a 4.0% annual increase. For members who reach the maximum salary for their rank prior to receiving a 4.0% increase, the difference will be paid to the member in a single lump sum to be included in the paycheck dated December 11, 2014. The lump sum payment will not be added to a member's base salary.
- d.) If a member eligible for the lump sum payment leaves the university prior to receiving such payment, he/she shall be paid a prorated portion of the lump sum payment in their last check. If a member who received a lump sum payment leaves the university after receiving such payment, and prior to the next collective bargaining increase, the university shall deduct a prorated portion of the lump sum payment amount from their last check.

MEMORANDUM OF AGREEMENT
SUOAF – AFSCME AND CSUS – BOT

Subject to CSUS Board of Trustees and SUOAF Membership Ratification

(J.) Determination of New Salary for 2015-16:

Effective the pay period beginning June 26, 2015, the maxima for the ranks shall be increased by 3.0 percent (3.0%); the minima shall be increased by 3.0 percent (3.0%); and each continuing member as defined in Article 29.2.2 shall receive an increase in salary equal to:

- a.) The difference between the old maximum and the new maximum for the rank; plus
 - b.) 1/14 of the rank range multiplied by 0.615, except notwithstanding the increase of a.) above plus b.), no member shall be increased beyond the maximum nor permitted to fall below the minimum of the member's rank.
 - c.) Each continuing member is guaranteed at least a 4.0% annual increase. For members who reach the maximum salary for their rank prior to receiving a 4.0% increase, the difference will be paid to the member in a single lump sum to be included in the paycheck dated December 10, 2015. The lump sum payment will not be added to a member's base salary.
 - d.) If a member eligible for the lump sum payment leaves the university prior to receiving such payment, he/she shall be paid a prorated portion of the lump sum payment in their last check. If a member who received a lump sum payment leaves the university after receiving such payment, and prior to the next collective bargaining increase, the university shall deduct a prorated portion of the lump sum payment amount from their last check.
3. Job Security: Between the date of this Agreement and June 30, 2015, there will be no loss of employment, including loss of employment due to programmatic changes, subject to the following conditions:
- Applicable only to those hired prior to July 1, 2011;
 - Applicable only through June 30, 2015;
 - Protection from loss of employment is for permanent employees and does not apply to:

MEMORANDUM OF AGREEMENT SUOAF – AFSCME AND CSUS – BOT

Subject to CSUS Board of Trustees and SUOAF Membership Ratification

- Employees in the initial working test period;
 - Those who leave at the natural expiration of a fixed appointment term, including expiration of any employment with an end date;
 - Expiration of a temporary, durational, or special appointment;
 - Non-renewal of a term appointment employee;
 - Termination of grant or other outside funding specified for a particular position; and,
 - Part-time employees who are not eligible for health insurance benefits.
4. Labor Management Committees: The parties agree to participate in the Labor Management Committees on Savings/Transformation and Information Technology as specified by the aforementioned SEBAC Agreement at either the agency or State level, as appropriate.
5. Longevity: Article 30.4 of the Collective Bargaining Agreement shall be altered to reflect the following:
- a. The increment value for the longevity purposes shall be 2.536 percent (2.536%) of the member's base annual salary for the October 2011 payment exclusively. For the April 2012 and all subsequent payments, the increment value shall return to the current 3.315 percent (3.315%) of the member's base annual salary for the life of this agreement.
 - b. For employees first hired prior to July 1, 2011, no service shall count toward longevity for the two-year period beginning January 1, 2012 through June 30, 2013. Effective July 1, 2013, any service accrued during that period shall be added to their service for the purpose of determining their eligibility and level of longevity entitlement if it would have counted when performed.
 - c. No employee first hired on or after July 1, 2011 shall be entitled to a longevity payment; provided however, any individual hired on or after said date who shall have military service which would count toward longevity under current rules shall be entitled to longevity if they obtain the requisite service in the future.
6. Hiring Freeze: It is agreed and understood that the hiring freeze now in effect shall end upon ratification of this agreement.
7. This agreement is subject to approval of the Legislature pursuant to Connecticut General Statutes Section 5-278.

**MEMORANDUM OF AGREEMENT
SUOAF – AFSCME AND CSUS – BOT**

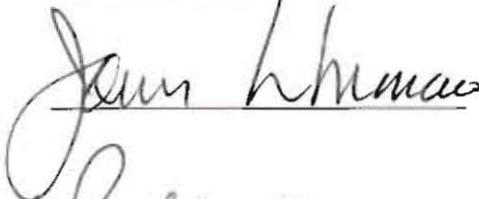
Subject to CSUS Board of Trustees and SUOAF Membership Ratification

In witness whereof, the parties have affixed their signature as duly authorized collective bargaining agents.

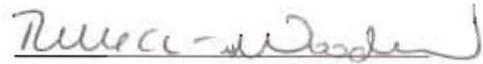
For CSUS BOT



For CSUS SUOAF - AFSCME









SPECIAL MEETING
VIA TELECONFERENCE
BOARD OF TRUSTEES
FOR THE
CONNECTICUT STATE UNIVERSITY SYSTEM
originating from
Boardroom, System Office, 39 Woodland Street, Hartford, CT
MEETING MINUTES – EXECUTIVE SESSION
August 17, 2011

TRUSTEES PARTICIPATING

Richard J. Balducci, Vice Chairman	John H. Motley
Theresa Eberhard Asch, Secretary	Scott Nolan
Elizabeth Gagne	Peter M. Rosa
Bernard Kokinchak	John R. Sholtis, Jr.
Benjamin McNamee	Gail H. Williams

TRUSTEES ABSENT :

Michael Caron	Ryan Sheehan
Angelo J. Messina	Fr. John P. Sullivan
Ronald J. Pugliese	

OTHER OFFICIALS PARTICIPATING

Louise H. Feroe, Acting Chancellor, Connecticut State University System (CSUS)
Anne Alling, for Jack W. Miller, President, Central Connecticut State University (CCSU)
Elsa Nuñez, President, Eastern Connecticut State University (ECSU)
Stanley Battle, Interim President, Southern Connecticut State University (SCSU)
James W. Schmotter, President, Western Connecticut State University (WCSU)
David P. Trainor, Associate Vice Chancellor & Executive Assistant to the Chancellor (CSUS)

STAFF TO THE BOARD

Erin A. Fitzgerald, Associate Director for Board Affairs

Vice Chairman Balducci called the executive session to order at 11:04 a.m., reminding Trustees that the Executive Session was for discussion purposes only and limited to the following collective bargaining item listed on the special meeting agenda.

- Memorandum of Agreement between SUOAF-AFSCME Council 4 - Local 2836 and the CSUS Board of Trustees dated August 4, 2011.

Discussion ensued. The Committee returned to open session at 11:22 a.m.

Respectfully submitted,

Theresa Eberhard Asch, Secretary