

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. Rank	Minimum		Maximum	
	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

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- (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

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- (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

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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.

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(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:

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- 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.

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For CSUS BOT

Scipio

John H. Hume
Palwalline

Legion

Theresa - M. Deane

John A. J.
