

ISSUE NUMBER: U-1

Article 12, Section 9. – Arbitration

LAST BEST OFFER OF THE UNION:

9. Arbitration. Thirty (30) days following the effective date of this Agreement; Within forty (40) days from receipt of a Step III response, or if no response within forty (40) days of the due date, grievances during the life of this Agreement, shall be submitted for arbitration as follows:
 - A. Dismissals
 1. Submission shall be to the Connecticut Board of Mediation and Arbitration by letter, postage prepaid, addressed to the Board; a copy of such letter will also be mailed concurrently to the Office of Labor Relations by certified mail;

ISSUE NUMBER: U-2

Article 12, Section 9.– Arbitration

LAST BEST OFFER OF THE UNION:

2. Thirty (30) days following the effective date of this Agreement submission of all arbitrations shall be done per the State Board of Mediation and Arbitration rules and regulations. All dismissal cases submitted up to 30 days following the effective date of this Agreement shall be submitted under the rules in effect at the time of their submission. Said submissions shall be in accordance with the provisions of the Collective Bargaining Agreement(s) under which they were filed.

ISSUE NUMBER: U-3

Article 12, Section 9. – Arbitration

LAST BEST OFFER OF THE UNION:

B. Other Discipline and Contract Interpretation

1. Thirty (30) days following the effective date of this Agreement submission shall be to the Connecticut Board of Mediation and Arbitration in accordance with their rules and regulations by letter, postage prepaid, addressed to the Board; a copy of such letter will also be mailed concurrently to the Office of Labor Relations by certified mail.

State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008

ISSUE NUMBER: U-4

Article 12, Section 9.– Arbitration

LAST BEST OFFER OF THE UNION:

No such language.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-5

Article 12, Section 9. – Arbitration

LAST BEST OFFER OF THE UNION:

Thirty (30) days following the effective date of this Agreement cases already submitted to OLR and not yet scheduled shall be resubmitted by letter to the State Board of Mediation and Arbitration for arbitration services under the SBMA rules and regulations. Cases that have been already scheduled shall be adjudicated in accordance with the provisions of the Collective Bargaining Agreement(s) in which they were filed.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-6

Article 12, Section 9. – Arbitration

LAST BEST OFFER OF THE UNION:

The Union hereby withdraws Union Proposal Arbitration number six (6).

ISSUE NUMBER: U-7

Article 12, Section 9.– Arbitration

LAST BEST OFFER OF THE UNION:

- C. Arbitrability. A party raising an issue of arbitrability shall do so by notifying the other party at least seven (7) working days in advance of the scheduled hearing. Such notice requirement shall be waived in instances of new evidence discovered during the arbitration hearing. This provision shall only be applicable until such time that the rules and regulations of the State Board of Mediation and Arbitration are enacted.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-8

Article 12, Section 9. – Arbitration

LAST BEST OFFER OF THE UNION:

No such language.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-9

Article 12, Section 9. – Arbitration

LAST BEST OFFER OF THE UNION:

Pending Cases. The parties agree, immediately upon legislative approval of this Agreement, if not beforehand, to meet and discuss the backlog of pending arbitration cases with the goal of resolving, thereby reducing, the numbers of same.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-10

Article 12, Section 9. – Arbitration

LAST BEST OFFER OF THE UNION:

No such language.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-12 (New)

Article 13, Section 3. A – Implementation of a Suspension

LAST BEST OFFER OF THE UNION:

Implementation of a Suspension. Effective July 1, 2009 the implementation of a suspension action by the employer shall be forestalled until the Step III Response has been rendered regarding the grievance filed under Article 13 of the grievance process.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-13

Article 17, Section 1A (1) – General Wage Increase

LAST BEST OFFER OF THE UNION:

- (1) Effective and retroactive to the pay period including July 1, 2008, the base annual salary of all employees shall be increased by three and a quarter percent (3.25%).

State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008

ISSUE NUMBER: U-14

Article 17, Section 1A (2) – General Wage Increase

LAST BEST OFFER OF THE UNION:

- (2) Effective the pay period including July 1, 2009, the base annual salary of all employees shall be increased by three and a half percent (3.50%).

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-15

Article 17, Section 1A (3) – General Wage Increase

LAST BEST OFFER OF THE UNION:

- (3) Effective the pay period including July 1, 2010, the base annual salary of all employees shall be increased by three and a half percent (3.50%).

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-16

Article 17, Section 1A (4) – General Wage Increase

LAST BEST OFFER OF THE UNION:

- (4) Effective the pay period including July 1, 2011, the base annual salary of all employees shall be increased by three and a half percent (3.50%).

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-17

Article 17, Section 2.1 – Annual Increment

LAST BEST OFFER OF THE UNION:

1. Annual increments shall be retroactive for 2008-2009 year and shall be on time.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-18

Article 17, Section 2.2. – Annual Increment

LAST BEST OFFER OF THE UNION:

2. Annual increments for 2009-2010 shall be on time.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-19

Article 17, Section 2.3. – Annual Increment

LAST BEST OFFER OF THE UNION:

3. Annual increments for 2010-2011 shall be on time.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-20

Article 17, Section 2.4. – Annual Increment

LAST BEST OFFER OF THE UNION:

4. Annual increments for 2011-2012 shall be on time.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-21

Article 17, Section 4. (A) – Longevity

LAST BEST OFFER OF THE UNION:

The longevity schedule is appended under Appendix B (1), and shall be effective on July 1, 2009.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-22

Article 17, Section 6. B. – Night Shift Differential

LAST BEST OFFER OF THE UNION:

- B. Effective and retroactive to the pay period including July 1, 2008, the night shift differential shall be increased by ten (10) cents per hour.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-23

Article 17, Section 6. C. – Night Shift Differential

LAST BEST OFFER OF THE UNION:

- C. Effective the pay period including July 1, 2009, the night shift differential shall be increased by ten (10) cents per hour.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-24

Article 17, Section 6. D. – Night Shift Differential

LAST BEST OFFER OF THE UNION:

- D. Effective the pay period including July 1, 2010, the night shift differential shall be increased by ten (10) cents per hour.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-25

Article 17, Section 6. E. – Night Shift Differential

LAST BEST OFFER OF THE UNION:

- E. Effective the pay period including July 1, 2011, the night shift differential shall be increased by ten (10) cents per hour.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-26

Article 17, Section 7.B. (2) – Weekend Shift Differential

LAST BEST OFFER OF THE UNION:

- B. (2) Effective and retroactive to the pay period including July 1, 2008, the weekend shift differential shall be increased by ten (10) cents per hour.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-27

Article 17, Section 7.B. (3) – Weekend Shift Differential

LAST BEST OFFER OF THE UNION:

- B. (3) Effective the pay period including July 1, 2009, the weekend shift differential shall be increased by ten (10) cents per hour.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-28

Article 17, Section 7.B. (4) – Weekend Shift Differential

LAST BEST OFFER OF THE UNION:

- B. (4) Effective the pay period including July 1, 2010, the weekend shift differential shall be increased by ten (10) cents per hour.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-29

Article 17, Section 7.B. (5) – Weekend Shift Differential

LAST BEST OFFER OF THE UNION:

- B. (5) Effective the pay period including July 1, 2011, the weekend shift differential shall be increased by ten (10) cents per hour.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-30

Article 17, Section 9.B. (2) – Meal Rate

LAST BEST OFFER OF THE UNION:

- B. (2) Effective and retroactive to the pay period including July 1, 2008, the meal reimbursement rate shall be increased by two (2) dollars.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-31

Article 17, Section 9.B. (3) – Meal Rate

LAST BEST OFFER OF THE UNION:

B. (3) Effective the pay period including July 1, 2009, the meal reimbursement rate shall be increased by one (1) dollar.

State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008

ISSUE NUMBER: U-32

Article 17, Section 9.B. (4) – Meal Rate

LAST BEST OFFER OF THE UNION:

- B. (4) Effective the pay period including July 1, 2010, the meal reimbursement rate shall be increased by one (1) dollar.

State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008

ISSUE NUMBER: U-33

Article 17, Section 9. B. (5) – Meal Rate

LAST BEST OFFER OF THE UNION:

- B. (5) Effective the pay period including July 1, 2011, the meal reimbursement rate shall be increased by one (1) dollar.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-34

Article 17, Section 9. C. (1) – Meal Reimbursement O.T. Unanticipated

LAST BEST OFFER OF THE UNION:

- C. (1) Effective July 1, 2009, in lieu of the meal being provided, employees will be paid the full meal reimbursement rate when working unanticipated overtime after a regular shift.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-35 (New)

Article 17, Section 11. (A) – Top Step Adjustment(s)

LAST BEST OFFER OF THE UNION:

- A. The top step of all pay classifications shall be increased in the following manner.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-36

Article 17, Section 11. A, (1) – Top Step Adjustments

LAST BEST OFFER OF THE UNION:

- (1) Effective and retroactive to the pay period including July 1, 2008, immediately following the application of the General Wage Increase, the top step shall be increased by three percent (3%).

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-37 (New)

Article 17, Section 11. A, (2) – Top Step Adjustments

LAST BEST OFFER OF THE UNION:

- (2) Effective the pay period including July 1, 2009, immediately following the application of the General Wage Increase, the top step shall be increased by two and a half percent (2.5%).

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-38 (New)

Article 17, Section 11. A, (3) – Top Step Adjustments

LAST BEST OFFER OF THE UNION:

- (3) Effective the pay period including July 1, 2010, immediately following the application of the General Wage Increase, the top step shall be increased by two percent (2%).

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-39 (New)

Article 17, Section 11. A, (4) – Top Step Adjustments

LAST BEST OFFER OF THE UNION:

- (4) Effective the pay period including July 1, 2011, immediately following the application of the General Wage Increase, the top step shall be increased by two percent (2%).

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-40 (New)

Article 17, Section 12, A. – Additional Steps

LAST BEST OFFER OF THE UNION:

A. Employees shall receive additional steps as follows:

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-41 (New)

Article 17, Section 12, A., (1) – Additional Step

LAST BEST OFFER OF THE UNION:

- (1) Effective the last pay period of the first year of the Agreement, a new additional top step shall be added to the pay plan for each grade. The new top step shall be three percent (3%) greater than Step Ten (10).

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-42 (New)

Article 17, Section 12, A., (2) – Additional Step

LAST BEST OFFER OF THE UNION:

- (2) Effective the last pay period of the second year of the Agreement, a new additional top step shall be added to the pay plan for each grade. The new top step shall be three percent (3%) greater than the existing top step.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-43 (New)

Article 17, Section 12, A., (3) – Additional Step

LAST BEST OFFER OF THE UNION:

- (3) Effective the last pay period of the third year of the Agreement, a new additional top step shall be added to the pay plan for each grade. The new top step shall be three percent (3%) greater than the existing top step.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-44 (New)

Article 17, Section 12, A., (4) – Additional Step

LAST BEST OFFER OF THE UNION:

- (4) Effective the last pay period of the fourth year of the Agreement, a new additional top step shall be added to the pay plan for each grade. The new top step shall be three percent (3%) greater than the top step.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-45 (New)

Article 17, Section 13, A. – Lump Sum Top Step Employees

LAST BEST OFFER OF THE UNION:

A. Employees shall receive a lump sum if they are at their top step as follows:

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-46 (New)

Article 17, Section 13, A., 1 – Lump Sum

LAST BEST OFFER OF THE UNION:

Commencing and retroactive the first year of this Agreement (July 1, 2008 to June 30, 2009), employees at their maximum step of their pay plan who are not eligible for an annual increment shall be paid a lump sum payment equal to two and a half percent (2.5%) of their annual base salary. Payments shall be made at the time the employee would have received an annual increment (July or January).

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-47 (New)

Article 17, Section 13, A., 2 – Lump Sum

LAST BEST OFFER OF THE UNION:

Commencing in the second year of this Agreement (July 1, 2009 to June 30, 2010), employees at their maximum step of their pay plan who are not eligible for an annual increment shall be paid a lump sum payment equal to two and a half percent (2.5%) of their annual base salary. Payments shall be made at the time the employee would have received an annual increment (July or January).

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-48 (New)

Article 17, Section 13, A., 3 – Lump Sum

LAST BEST OFFER OF THE UNION:

Commencing in the third year of this Agreement (July 1, 2010 to June 30, 2011), employees at their maximum step of their pay plan who are not eligible for an annual increment shall be paid a lump sum payment equal to two and a half percent (2.5%) of their annual base salary. Payments shall be made at the time the employee would have received an annual increment (July or January).

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-49 (New)

Article 17, Section 13, A., 4 – Lump Sum

LAST BEST OFFER OF THE UNION:

Commencing in the fourth year of this Agreement (July 1, 2011 to June 30, 2012), employees at their maximum step of their pay plan who are not eligible for an annual increment shall be paid a lump sum payment equal to two and a half percent (2.5%) of their annual base salary. Payments shall be made at the time the employee would have received an annual increment (July or January).

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-50 (New)

Article 17, Section 14, A. – Revised Pay Plan

LAST BEST OFFER OF THE UNION:

A. Employees shall receive revised pay plan rates as follows:

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-51 (New)

Article 17, Section 14, A, (1) – Revised Pay Plan

LAST BEST OFFER OF THE UNION:

- (1) Effective and retroactive to the pay period including July 1, 2008, each step of each NP-4 pay grade shall be increased by \$1,000 prior to the 2008-2009 GWI being implemented.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-52 (New)

Article 17, Section 14, A., (2) – Revised Pay Plan

LAST BEST OFFER OF THE UNION:

- (2) Effective the pay period including July 1, 2009, the top three steps of each NP -4 pay grade shall be increased by \$1,000 prior to the 2009-2010 GWI being implemented.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-53 (New)

Article 17, Section 14, A., (3) – Revised Pay Plan

LAST BEST OFFER OF THE UNION:

- (3) Effective the pay period including July 1, 2010, the top three steps of each NP -4 pay grade shall be increased by \$2,000 prior to the 2010-2011 GWI being implemented.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-54 (New)

Article 17, Section 14, A., (4) – Revised Pay Plan

LAST BEST OFFER OF THE UNION:

- (4) Effective the pay period including July 1, 2011, the top three steps of each NP -4 pay grade shall be increased by \$2,000 prior to the 2011-2012 GWI being implemented.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-55 (New)

Article 17, Section 15. – Compensation Response Devise

LAST BEST OFFER OF THE UNION:

Effective the pay period including July 1, 2009, employees carrying a state issued response device during off-duty hours will be compensated at the rate of fifty dollars (\$50.00) per pay period.

State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008

ISSUE NUMBER: U-56 (New)

Article 25, Section 1. (a) – Vacation

LAST BEST OFFER OF THE UNION:

(a) The following vacation leave shall apply for all NP-4 members vacation accruals:

Effective July 1, 2009, employees shall be entitled to:

YEARS OF SERVICE VACATION

Zero (0) to five (5) years: One (1) day per month.

Over five (5) and under sixteen (16) years: One and a quarter (1.25) days per month.

16 years: 16 days

17 years: 17 days

18 years: 18 days

19 years: 19 days

20 years: 20 days

21 years: 21 days

22 years: 22 days

23 years: 23 days

24 years: 24 days

25 years: 25 days

Vacation leave beyond fifteen (15) days is granted as bonus day(s) each January 1st of the calendar year.

ISSUE NUMBER: U-57 – Stipend (New)

Article 27, Section 3.B. – Dry Cleaning Deletion
Article 27, Section 6. – Stipend Appearance/Cleaning

LAST BEST OFFER OF THE UNION:

- B. Uniformed Personnel. Effective the pay period including July 1, 2009, the Department of Correction shall provide uniforms in accordance with Appendix E, “Uniform Specification and Allotment,” except that the Commissioner of Correction may change the color and style of the uniform upon notice to the Union. Uniforms shall only be worn as provided in this Directive. No portion of a uniform shall be worn with any other clothing not authorized herein. Uniforms shall not be worn while off duty except as necessary to travel to and from the employee’s worksite, fulfill family responsibilities, or while volunteering and officially representing the Department of Correction. The consumption of alcohol while in uniform is strictly prohibited.

- 6. Stipend, Appearance and Cleaning. Effective the pay period including July 1, 2009 and annually thereafter, in lieu of the request for dry cleaning, NP-4 members shall receive a stipend of six hundred dollars (\$600.00) to maintain personal appearance and to clean their work clothing.

ISSUE NUMBER: U-58

Article 28, Section 1., A. – Paid Leave Drills

LAST BEST OFFER OF THE UNION:

1. A. Effective July 1, 2009, a full-time permanent employee who is a member of the Armed Forces of the State or any reserve component of the Armed Forces of the United States shall be entitled to military leave with pay for required field training, provided such leave does not exceed two (2) calendar weeks in a calendar year, in addition to up to fourteen (14) days of military leave for weekend drills. Additionally, any such employee who is ordered to active duty as a result of an unscheduled emergency (natural disaster or civil disorder) shall be entitled to military leave with pay not to exceed thirty (30) calendar days in a calendar year. During such leave the employee's position shall be held, and the employee shall be credited with such time for seniority purposes.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-59

Article 33, Section 2. – Tuition Fund Amount

LAST BEST OFFER OF THE UNION:

2. A. Effective July 1, 2008 there shall be \$75,000 appropriated for the purpose of tuition reimbursement.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-60

Article 33, Section 2. – Tuition Fund Amount

LAST BEST OFFER OF THE UNION:

2.B. Effective July 1, 2009, there shall be \$75,000 appropriated for the purpose of tuition reimbursement..

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-61

Article 33, Section 2. – Tuition Fund Amount

LAST BEST OFFER OF THE UNION:

2.C.

1. Effective July 1, 2010, there shall be \$85,000 appropriated for the purpose of tuition reimbursement.
2. Effective July 1, 2011, there shall be \$90,000 appropriated for the purpose of tuition reimbursement.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-62

Article 33, Section 2. (D) – Rollover Successor Agreement (New)

LAST BEST OFFER OF THE UNION:

2. (D) Tuition funds not expended during the life of this Agreement shall roll over into the successor to this Agreement under the provisions of this Article.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-63 (New)

Article 35, Section 15. – Meal Money Parole Series Employees (New)

LAST BEST OFFER OF THE UNION:

Effective the pay period including July 1, 2009, NP-4 members working in the classification of Parole Officer II, Parole Officer I, Parole Officer Trainee and Parole Officer Aide shall receive the meal reimbursement for each shift worked at the rate cited under Article 17 of the NP-4 Agreement.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-64

Article 35, Section 15. – Meals Money Counselors Community Services (New)

LAST BEST OFFER OF THE UNION:

Effective the pay period including July 1, 2009, Counselors working in Community Service shall receive the meal reimbursement for each shift worked at the rate cited under Article 17 of the NP-4 Agreement.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-65

Appendix D, Parole – Pagers, Section 1) A.

LAST BEST OFFER OF THE UNION:

- 1) A. Effective the pay period including July 1, 2009, the compensation rate shall be set at one and a half (1.5) hours of compensatory time.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: U-66

Article 38, Section 1. – Duration

LAST BEST OFFER OF THE UNION:

Section 1. Effective Date. Although this Agreement covers the period July 1, 2008 to June 30, 2012, the provisions contained herein shall not be effective until legislative action under the State Employees Relations Act, unless a specific provision is stated to the contrary.

State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008

ISSUE NUMBER: U-67

Appendix B (1) – Longevity

LAST BEST OFFER OF THE UNION:

APPENDIX B (1)

LONGEVITY SEMI-ANNUAL PAYMENT

EFFECTIVE JULY 1, 2009 AND ANNUALLY THEREAFTER

<u>SALARY</u> <u>GROUP</u>	<u>10</u> <u>YEARS</u>	<u>15</u> <u>YEARS</u>	<u>20</u> <u>YEARS</u>	<u>25</u> <u>YEARS</u>
CO 1	225.00	450.00	675.00	900.00
CO 2	225.75	451.50	677.25	903.00
CO 3	276.00	552.00	828.00	1,104.00
CO 4	284.25	568.50	852.75	1,137.00
CO 5	292.50	585.00	877.50	1,170.00
CO 6	301.50	603.00	904.50	1,206.00
CO 7	309.75	619.50	929.25	1,239.00
CO 8	318.00	636.00	954.00	1,272.00
CO 9	327.00	654.00	981.00	1,308.00
CO 10	335.25	670.50	1,005.75	1,341.00
CO 11	344.25	688.50	1,032.75	1,377.00
CO 12	352.50	705.00	1,057.50	1,410.00
CO 13	370.50	741.00	1,111.50	1,482.00
CO 14	388.50	777.00	1,165.50	1,554.00
CO 15	406.50	813.00	1,219.50	1,626.00
CO 16	424.50	849.00	1,273.50	1,698.00

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Appendix C, (1) – OJE Point Ranges

LAST BEST OFFER OF THE UNION:

**APPENDIX C, (1)
EXCERPTS FROM SCOPE & STATE AGREEMENT
SECTION TWO – MAINTENANCE OF THE PAY EQUITY SYSTEM
CORRECTIONS UNIT OJE POINT RANGES**

The following Objective Job Evaluation point to pay grade assignments shall be effective beginning July 1, 2008 and as provided for in Section 4 of the Scope Agreement.

GRADE RANGE	POINT
1 0	127
2 136	140
3 141	155
4 156	168
5 169	182
6 183	197
7 198	213
8 214	229
9 230	246
10 247	264
11 265	282
12 283	301
13 302	319
14 320	337
15 338	355
16 356	374

State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
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ISSUE NUMBER: A 1 S

Article 10, Section 2, C. (1)

The Last Best Offer of the UNION is:

- C. (1)Transfer List. As the correctional institutions, centers and units develop vacancies, the senior institution, center or unit employee in the same classification whose name appears on the transfer list for institutions, centers or units will be transferred, with the exception of transfers into the Central Office, Center for Training and Staff Development and the K-9 Unit. Employees assigned to the Central Office, Center for Training and Staff Development or K-9 Unit may transfer out of the unit in accordance with this Article. An employee on Workers' Compensation leave will be eligible to transfer under this provision. An employee requesting transfer under this Section must put his/her name on the departmental transfer list in accordance with the departmental procedures in order to be considered. Such list will be updated quarterly.

State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008

ISSUE NUMBER: A 2 S

Article 10, Section 2. C. (1)

The Last Best Offer of the UNION is:

- C. (1)Transfer List. As the correctional institutions, centers and units develop vacancies, the senior institution, center or unit employee in the same classification whose name appears on the transfer list for institutions, centers or units will be transferred, with the exception of transfers into the Central Office, Center for Training and Staff Development and the K-9 Unit. Employees assigned to the Central Office, Center for Training and Staff Development or K-9 Unit may transfer out of the unit in accordance with this Article. An employee on Workers' Compensation leave will be eligible to transfer under this provision. An employee requesting transfer under this Section must put his/her name on the departmental transfer list in accordance with the departmental procedures in order to be considered. Such list will be updated quarterly.

State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008

ISSUE NUMBER: A 3 S

Article 10, Section 10

The Last Best Offer of the UNION is:

Section 10. Shift Transfer Lists. Each facility shall maintain a shift transfer list which will be updated on a quarterly basis. An employee on Workers' Compensation shall be eligible for shift transfer under this provision.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: A 4 S

Article 26, Section 3

The Last Best Offer of the Union is:

Section 3. Medical Certificate. If an employee is absent on sick leave for five (5) or more consecutive working days, the employee must submit a medical certificate stating reasons for the absence. When continued absences from work constitute an abuse of sick leave, the employee and the Union shall be notified in writing. After such notification, the Employer may deny sick pay. Such denial of sick pay is subject to the grievance and arbitration provision of this Agreement. Continued abuse of sick leave will subject the employee to progressive discipline.

State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
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ISSUE NUMBER: A 5 S

Article 12, Section 9

The Last Best Offer of the Union is as follows:

There shall be no such language.

**State of Connecticut and Locals 387, 391 and 1565, AFSCME Council 4
2008 – SBA-4
May 30, 2008**

ISSUE NUMBER: A 13 S (New)

Article 17, Section 11

The Last Best Offer of the Union is as follows:

There shall be no such language.

ISSUE NUMBER: A 14 S

Article 37, Section 2, 3, 4, 6, 7, 8

The Last Best Offer of the Union is the current contract language as follows:

Section 2. Probable Cause. An employee shall be subject to an immediate drug test if probable cause of drug use exists as determined by his/her supervisor, Warden, or designee. Such drug testing shall be administered by a qualified physician of the Employer's choice. The initial method of testing shall use an immunoassay. All specimens identified as positive on the initial test shall be confirmed using the chromatography/mass spectrometry test. If such test is again positive, a third more complex test on the same specimen can be administered at the request and expense of the employee. All initial tests shall be paid for by the Employer.

Section 3. Refusal to Take Test. Termination will result if the employee refuses to be administered the test. Positive findings from both the drug tests administered will result in the employee being relieved of duty and placed on sick or vacation pay, pending completion of departmental-approved drug rehabilitation program.

Section 4. Rehabilitation Program. Termination of the employee will result if he/she refuses to participate in or to complete such program.

Section 5. Return to Duty. Upon return to duty after successfully completing the drug rehabilitation program, the employee will be subject to a maximum of three random drug screens for the first eighteen (18) months following return to duty, in addition to drug screening based on probable cause for a period of two years during which time if the employee tests positive for drug use he/she will be subject to termination. Any employee refusing to be administered either a random or probable cause drug test during the time frames indicated above, as appropriate, when requested to by his/her supervisor, Warden, or designee, based on probable cause, shall be terminated.