

Board for State Academic Awards

Charter Oak State College
Connecticut Distance Learning Consortium

Board for State Academic Awards

Special Meeting – Minutes August 11, 2011

Members On the Call: L. Winkler, E. Janney, M. Nicastro, K. Richards, J. Whitcomb.

Staff Present: E. Klonoski, C. Williams.

L. Winkler called the phone conference to order at 4:05 PM. K. Richards moved that the Board go into Executive Session, J. Whitcomb seconded, and the Board voted to enter into executive session.

The first amended contract with AFSCME local 1214 was defeated in the SEBAC vote held in June 2011. Since that vote, SEBAC has changed its voting requirements and has chosen to hold a new vote on a slightly revised agreement. The Board reviewed this second amended contract with AFSCME 1214 that was negotiated by E. Klonoski and C. Williams. The Memorandum of Agreement (MOA) between AFSCME Local 1214 and the BSAA was explained by C. Williams and discussed by the Board.

At 4:15 PM, on a motion made by J. Whitcomb and seconded by K. Richards, the Board VOTED to adjourn from Executive Session and move into Regular Session.

In Regular Session, on a motion made by M. Nicastro and seconded by J. Whitcomb, the Board voted to approve the Memorandum of Agreement as presented by a vote of 5-0. The Board also empowered E. Klonoski to sign the MoA. The MoA is included in these Minutes as Attachment A.

The AFSCME representative has already signed the agreement and the bargaining unit is scheduled to vote on the amended agreement on August 15th.

Secretary
August 11, 2011

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Attachment A

Memorandum of Agreement

Except as modified herein the Collective Bargaining Agreement between AFSCME Council 4 Local 1214 and the Board for State Academic Awards effective July 1, 2007 through June 30, 2011 and extended by the current Agreement of April 21, 2009 to June 30, 2012 shall continue in full force and effect.

This agreement is made and entered into this 11th day of August 2011 by and between Local 1214 AFSCME Council 4 (a labor organization) within the meaning of Sections 5-270 through 5-280 of the Connecticut General Statutes, and the Board of State Academic Awards (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 28: The term of the agreement is extended to June 30, 2016.
2. Article 14, Compensation:
 - a. There shall be no increase in salary or payments for either FY 12 or FY 13 deriving from a general wage, annual increment, payment for individuals who were at their top step as a bonus, or a merit increase.
 - b. Salary adjustments for FY 2014 – FY 2016 shall be as follows: a 3% GWI will take effect on the start of the pay period that includes July 1 of 2013, except as noted in 2C below, 2014, and 2015; and a 2.65% AI will take effect on the start of the pay period that includes January 1 in 2014, 2015, and 2016.
 - c. The parties acknowledge that during the period of negotiations, bargaining unit members received previously negotiated salary adjustments for the four (4) pay periods from July 1, 2011 through August 25, 2011. However, employees will be made whole for the difference in percentage between the July 2011 increase received and the wage increase effective August 23, 2013.

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- d. Lump sum payments received in FY 12 will be divided by 23 and the resultant amount shall be deducted from the employee's pay in equal amount over the next 23 pay periods.
- e. The October 2011 longevity payment for eligible employees shall be reduced by 25%.

In no event shall any employee hired on or after July 1, 2011 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 have the necessary service requirement in the future. For current employees, no service shall count toward longevity for the two year period beginning July 1, 2011 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.

- 3. Job Security: From July 1, 2011 through June 30, 2015, there will be no loss of employment, including loss of employment due to programmatic changes. Protection from loss of employment is for permanent employees hired prior to July 1, 2011, and does not apply to:
 - 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;
 - Termination of grant or other outside funding specified for a particular position; and,
 - Part-time employees who are not eligible for health insurance benefits.

The foregoing does not prevent the Board from restructuring and eliminating positions provided that affected employees shall be reassigned or transferred to another comparable job within the entity for which the employee possesses the requisite qualifications and experience. In any such case, comparable salary and seniority status shall be preserved.

In the event that the BSAA is merged or consolidated through statute during the life of this Agreement, the BSAA will encourage and support the successor entity in recognizing that this bargaining unit remains distinct and that the contract remains in effect.

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4. Savings and Transformation:

The parties agree to participate in the Labor Management Committees on Savings/Transformation and Information Technology as specified by the aforementioned SEBAC Agreement at the State level, as appropriate.

This agreement is subject to approval of the Legislature pursuant to Connecticut General Statutes Section 5-278.

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

For Board for State Academic Awards

For LOCAL 1214 AFSCME

Paul Wallace, Staff Representative

Ed Klonoski, Executive Director BSAA

Carolyn Rogers, President Local 1214