

April 20, 2009

## Membership Update on SEBAC and Bargaining Units' Tentative Agreements with the Rell Administration

Leaders of the State Employees Bargaining Agent Coalition (SEBAC) met late Friday and voted to recommend a tentative SEBAC agreement (SEBAC TA) with the Rell Administration to be sent to union members, subject to being reduced to a formal agreement. As part of that negotiation process, most of the individual unions reached contract agreements consistent with the overall framework previously approved by SEBAC leadership, and those contracts will be brought to members for ratification as well. The job security provisions of the overall framework are available only to unions that reach agreements on their individual contracts, which are consistent with the framework.

All members will have a vote on the overall SEBAC agreement in conjunction with their unit agreements where they have been reached.

In our Local Union, the Corrections Supervisors Council (NP-8) has not reached a tentative unit agreement at this time. The State continues to take the position that the **transfer rights of lieutenants already in place and the newly awarded transfer rights of captains and counselor supervisors are essentially non-existent** given the arbitrator's award on another completely separate issue.

In that issue, the arbitrator severely curtailed the current bid shift program and the Department of Correction is claiming that decision also severely diminishes transfer rights. The Union cannot agree to consider a tentative agreement with no resolution of this claim. Accordingly, the CSC arbitration award, which has been filed at the state legislature, will continue to follow this review process.

Tentative agreements have been reached with the Education Administrators (P-3A), Education Professionals (P-3B), Engineering, Scientific, & Technical (P-4), Police Inspectors (PIC), and Supervising Judicial Marshals (SJM) units.

In the next few days, members will be receiving the SEBAC TA and any bargaining unit agreement you may have. The SEBAC tentative agreement will be made available soon in a downloadable document at our Union's website, as well. It is crucial that members take an active role to make sure they cast an informed ballot.

Here are the next steps that will affect all members of SEBAC's thirteen unions:

- \* **Holding informational meetings for members to review the agreements and have their questions answered;**
- \* **Membership votes on ratification of the SEBAC TA, and on their individual bargaining unit's TA, depending on bargaining unit rules; and**
- \* **SEBAC leadership cast final votes on the SEBAC TA, after individual bargaining units' steps are completed.**

Ultimately, the overall tentative SEBAC agreement calls for sacrifices from our members, but preserves our jobs and the vital public services we deliver during a time of hardship for so many people in Connecticut. It provides for contracts through 2012 for all members whose union contracts were opening up in the next two years, and allows for extension offers (which are not yet acceptable in some cases) for unions that have settled contracts.

Now is the time for our Union members to decide.