

# TENTATIVE AGREEMENT-- FOR THE CORRECTIONAL SUPERVISORS [NP-8] BARGAINING UNIT BETWEEN THE STATE OF CONNECTICUT AND CSEA, SEUI LOCAL 2001

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The following tentative agreements are the complete set of agreements reached before and during the pending arbitration proceedings. All other issues set forth in the pending arbitration are resolved except as reflected by the parties' agreement with respect to Issue 10, fixed posts, which will be resolved in accordance with the parties' agreement of March 2, 2026. The parties further agree that retroactivity of the FY increases as reflected in the agreed-upon language submitted in arbitration shall be interpreted to be limited to employees on the payroll at the time of legislative ratification and employees who during the retroactive period went directly into retirement.

## ARTICLE 8 – UNION RIGHTS

Section 2. Bulletin Board. (a) The State shall furnish a minimum of one (1) bulletin board at each institution which the Union may utilize for their announcements and Union material. The Union shall be provided a key for access to the bulletin board at institutions where such boards are presently locked. The State reserves the right to have the Union remove material that is of a partisan, political nature or is inflammatory, or derogatory to the State Employer or any of its officers or employees. After the material in question is removed, the Union shall have the right to grieve and to arbitrate.

(b) Agency bargaining unit vacancies, including promotional opportunities within the bargaining unit, shall be posted **virtually only and** at least ten (10) calendar days prior to the closing date of the promotional position.

(c) Notices of vacancies shall also be sent to CSEA at the same time they are posted.

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**ARTICLE 11 - TUITION REIMBURSEMENT**

Section 2. There shall be ~~\$20,000~~ \$25,000 (twenty-five thousand dollars) appropriated each fiscal year of this Agreement for the purpose of tuition reimbursement. Funds that are unexpended in one fiscal year shall carry over into the next fiscal year provided however that the tuition reimbursement fund will expire on expiration of the Agreement. The previous sentence notwithstanding, applications for tuition reimbursement that are submitted and approved within the final six (6) months of this Agreement may be paid with any remaining available funds, up to three months following the expiration of this Agreement. ~~Effective July 1, 2022, the fund shall be increased to \$25,000 (twenty five thousand dollars).~~ **Effective July 1, 2026, the fund shall be increased to \$40,000 (forty thousand dollars)**

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## ARTICLE 14 - WORKING TEST PERIOD

Section 1. The Working Test Period shall be deemed an extension of the examination process. Therefore, a determination of unsatisfactory performance during a Working Test Period shall be tantamount to a failure of the competitive exam. The Working Test Period shall be for six (6) months. A Working Test Period for a Department of Correction employee may with the approval of the Commissioner of Correction or his/her designee be extended [on an individual basis subject to the terms of the Department of Administrative Services General Letter #31 Working Test Period Extensions](#).~~for a defined period of time not to exceed three (3) additional months.~~ A Working Test Period for an Employee of the Board of Pardons and Paroles may with the approval of the Chairman of the Board of Pardons and Paroles or his/her designee be extended [on an individual basis subject to the terms of the Department of Administrative Services General Letter #31 Working Test Period Extensions](#).~~for a defined period of time not to exceed three (3) additional months.~~

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## ARTICLE 17 - GRIEVANCE PROCEDURE

Section 10 In addition to those exempted and unless specifically stated otherwise, the following matters shall not be subject to the grievance and arbitration procedure:

- (a) dismissal of employees during the initial working test period;
- (b) dismissal of non-permanent employees;
- (c) the decision to layoff employees;
- (d) classification and pay grade for newly created jobs; however, this clause shall not diminish the Union's right to negotiate on pay grades;
- (e) those inherent management rights not restricted by a specific provision of this Agreement in any way, directly or indirectly;
- (f) **appeal and rejection from admission to an examination.**

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ARTICLE 18 - DISMISSAL, SUSPENSION, DEMOTION OR OTHER DISCIPLINE

Section 7. A written reprimand ~~or a written record of an oral reprimand~~ which is placed in an employee's official personnel file and which is not merged in the service rating next following shall be treated in accordance with the Personnel Files Article.

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## ARTICLE 19 - HOURS OF WORK, WORK SCHEDULES, AND OVERTIME

Section 4. Compensatory Time and Overtime Parole and Community Services Supervisors.

C. Compensatory Time credited and/or earned by bargaining unit member(s) shall be retained by said employee(s) until such time as the employee(s) utilizes the credited and/or earned Compensatory Time and shall not be subject to any "use or lose" provision.

**When a member leaves the NP-8 bargaining unit or** ~~When~~ the employee/employer relationship is terminated by any means (retirement, resignation, termination, etc.) and said employee has credited/accrued Compensatory Time, said employee shall be paid his or her applicable hourly rate for each credited/accrued Compensatory Time hour or partial hour. In the event of an employee's death, said payment shall be made to the employee's estate or chosen beneficiary.

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## ARTICLE 20- SHIFT AND FACILITY ASSIGNMENTS SHIFT TRANSFER

### PROGRAM:

#### Section 3. Voluntary Transfers

##### (b) Temporary Transfers:

For positions that will be vacant for six (6) months or less, only bargaining unit employees assigned to the same facility will be eligible for transfer from the departmental transfer list. Within 48 hours of making a temporary transfer under this article, the agency will provide the union notice of the temporary transfers expected duration. Should the Employer subsequently learn that such duration is expected to change by more than 14 days, it shall inform the Union within 48 hours of learning.

If a vacancy occurs in an employee's position and the vacancy is expected to be longer than six (6) months, only employees in the bargaining unit are eligible to transfer from the departmental transfer list.

If and when the employee whose absence created the vacancy returns to his/her position, the employee who filled the vacancy shall return to his/her previous assignment.

If two or more employees are on the departmental transfer list for the vacant position of either less than six (6) months or more than six (6) months, the position will be assigned to the most senior employee as defined in Section One of the Article pertaining to seniority.

[(c-e no changes)]

(f) An employee on ~~workers; compensation~~ workers compensation leave ~~or medical or personal leave~~ will be eligible to transfer to another facility under this procedure. An employee

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on medical or personal leave ,will be eligible to transfer to another facility under this procedure,  
provided that ~~for those employees not on workers compensation~~, his or her return to work  
dates is within ~~thirty (30)~~ **forty-five (45)** calendar days of the offer of transfer. In the event the  
employee cannot return to work within the ~~thirty (30)~~ **forty-five (45)** calendar days of the offer,  
the employee will be passed over on the transfer list.

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## ARTICLE 21 - COMPENSATION

### Section 1. General Wage Increases

(a) Retroactive to July 1, 2021~~5~~, and upon legislative approval the base annual salary for employees and their current salary schedules shall increase by 2.5%

~~(b) Retroactive to July 1, 2021, and upon legislative approval, eligible full-time employees shall receive a special lump sum payment in the amount of two thousand five hundred (\$2500) dollars. An eligible employee includes any active employee in the bargaining unit as of March 31, 2022.~~

~~(c)~~ **(b)** Effective July 1, 2022~~6~~, the base annual salary for all employees shall increase by 2.5%.

~~(d) Effective July 1, 2022, active, full-time employees shall receive a special lump sum payment in the amount of one thousand (\$1000) dollars.~~

~~(e)~~ **(c)** Effective July 1, 2023~~7~~, the base annual salary for all employees shall increase by 2.5%.

~~(f)~~ **(d)** Fourth year wage reopener: Either party, by notice in writing no sooner than January 1, 2024~~8~~, may reopen Article 21 (Compensation) Section 1 and Section 8 (annual increments).

Section 2. Night Shift Differential. All employees in this bargaining unit, **except for Deputy Wardens**, shall be eligible to receive **night** shift differential whose assigned work shift begins any time after 2:00 pm and before 6:00 am.

~~(a) Effective July 6, 2007, the shift differential shall be eighty five cents (\$.85) per hour.~~

~~(b)~~ (a) Shift differential will only be paid when an employee is actually working.

~~(c) The above provisions shall also apply to Captains and Counselor Supervisors effective and retroactive to June 23, 2006.~~

~~(d)~~ **(b)** Effective July 1, 2019, the shift differential shall be one dollar (\$1.00) per hour

~~(e) This section shall not apply to Deputy Wardens.~~

Section 3. (NO CHANGES)

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Section 4. On-Call Pay. Effective July 1, 2022, employees who are required by the appointing authority to be "on standby" or "on call" in order to ensure "after hours" coverage must receive written notification of this status. Pay for such status will be the following: \$2.00 an hour for all days on call except for holidays.

Holiday on call payment will be at \$5.00 per hour.

Notwithstanding the above, Parole and Community Services Managers and Deputy Wardens shall not be eligible for On-Call Pay.

**Effective July 1, 2026, Parole and Community Services ~~Managers~~ Supervisors who are expected to answer their phone/text or other communication after their normal work hours shall receive an annual stipend of twelve hundred dollars (\$1200) in the month of July. The payment of the stipend shall be made in the first pay period that includes July 1<sup>st</sup>.**

**Effective July 1, 2027, Deputy Wardens shall receive an annual duty availability stipend of twelve hundred dollars (\$1200) in the month of July. The payment of the stipend shall be made in the first pay period that includes July 1<sup>st</sup>.**

Section 5 (NO CHANGES)

Section 6 . Shift Commander Pay. The acting shift commander shall be compensated as if promoted to the classification of the shift commander. Bargaining unit members in the Lieutenant or Training Officer classifications who are required to serve as Shift Commanders shall be paid a stipend at the rate of ~~\$26.40~~ **\$35.00** per shift worked as a shift commander in addition to their daily pay rate.

~~Effective at the start of the pay period following July 1, 2022, the rate shall be increased to \$35.00 per shift.~~

**Effective at the start of the pay period following July 1, 2028, the rate shall be increased to \$40.00 per shift**

The acting shift commander pay shall apply to a Lieutenant or Training Officer who is designated as the acting shift commander at the start of a particular shift and who performs that function for a substantial portion of that shift (i.e. at least six hours of the shift).

The parties agree that Captains, Counselor Supervisors, and Deputy Wardens are not eligible for the acting shift commander pay.

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If a Captain is working overtime as part of the supervisory coverage, the Captain will function as the shift commander.

Section 7 (NO CHANGES)

Section 8 Annual Increments.

(a) An employee's annual increment date will be the date that an employee receives a salary advancement in the salary range.

All employees who become Lieutenants or Training Officers after December 3, 2001 will keep the annual increment date they had while a member of the Correctional bargaining unit (NP-4) **with adjustments in accordance with Section 8 (c) of this article.** All employees who were members of the bargaining unit on or before December 3, 2001 shall revert to the annual increment date they had when they were members of the Correctional bargaining unit (NP-4) **with adjustments in accordance with Section 8 (c) of this article.** All employees who became state employees for the first time as members of this bargaining unit will have their annual increment date determined in accordance with existing state practice.

Notwithstanding the prior paragraph, employees who were in the classifications of Captain or Counselor Supervisor on or before October 17, 2005 will have a ~~July~~ **June 30th** increment date. Employees appointed to the Captain or Counselor Supervisor classifications on or after October 18, 2005 will keep the annual increment date that they held in their prior job title **with adjustments in accordance with Section 8 (c) of this article.**

Notwithstanding the above, employees who were in the classification of Parole and Community Service Manager on or before May 8, 2015 will have a ~~July~~ **June 30th** increment date. Employees appointed to the classification of Parole and Community Service Manager (now "Parole and Community Service Supervisor") after May 8, 2015 will keep the annual increment date they held in their prior job title **with adjustments in accordance with Section 8 (c) of this article.**

Notwithstanding the above, employees who were in the classification of Deputy Warden on or before December 31, 2019 will have a ~~January~~ **December 30th** increment date. Employees appointed to the classification of Deputy Warden after December 31, 2019 will keep the annual increment date they held in their prior job title.

(b) The value of the salary advancement in the salary range on the employee's annual increment or anniversary date shall be three percent (3%).

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(c) Annual increments for the ~~2021-2022, 2022-2023 and 2023-2024~~ 2025-2026, and 2026-2027 and 2027-2028 contract years. Employees will be eligible for and receive annual increments in accordance with existing practice ~~and the SEBAC Guidelines agreed to and executed on February 7, 2022.~~

Annual increments previously effective on July 1st of each year shall be effective June 30th of each year beginning on June 30, 2013 and annual increments previously effective January 1st of each year shall be effective December 30th beginning on December 30, 2013

Section 9 (NO CHANGES)

Section 10 (NO CHANGES)

Section 11 (NO CHANGES)

Section 12 (NO CHANGES)

Section 13. ~~Effective July 1, 2019, There shall be a five hundred dollar (\$500)~~ **eight hundred fifty dollars (\$850)** annual supervisory stipend paid to all bargaining unit employees. ~~Effective July 1, 2020 the annual supervisory stipend shall be increased to six hundred and fifty dollars (\$650) per year.~~ The payment of the stipend shall be made in the first pay period that includes July 1<sup>st</sup>.

~~Effective July 1, 2022, the annual supervisory stipend shall be increased to seven hundred fifty dollars (\$750) per year. Effective Jul 1, 2023, the annual supervisory stipend shall be increased to eight hundred fifty dollars (\$850) per year.~~

**Effective July 1, 2027, the annual supervisory stipend shall be increased to eleven hundred and fifty dollars (\$1,150) per year.**

**Effective July 1, 2028, the annual supervisory stipend shall be increased to thirteen hundred and fifty dollars (\$1,350) per year.**

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## ARTICLE 27 - MISCELLANEOUS

Section 1. The Department shall issue to all employees standard uniforms and all necessary equipment to carry out the performance of duties. Each Department employee shall present a neat, clean and well-groomed appearance while wearing a uniform and/or in the performance of duties. If the department has issued a uniform to a Captain or Counselor Supervisor, the employee may be required to wear the uniform on a daily basis or on designated occasions. Any employee found to be in violation of the uniform and/or grooming standards may be removed from any public facing post and assignments and reassigned until they have been reinspected and are found to be in conformance with the standards

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ARTICLE 30 - METHOD OF SALARY PAYMENT

Section 4. **Direct Deposit. Effective upon ratification and approval, or as soon thereafter is practicable, all new employees shall participate in direct deposit of their pay checks.** In all other respects, the method of salary payment on June 30, 2008 shall continue in force.

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## ARTICLE 32 – HOLIDAYS

Section 1. For the purposes of this Article, holidays are as follows: New Year's Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, [Juneteenth](#), Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, Christmas Day.

[Section 2-3, no change]

Section 4. Each employee whose job requires him/her to work on a holiday other than Thanksgiving, Christmas, New Year's Day, Martin Luther King Day, Lincoln's Birthday, ~~or~~ Washington's Birthday, [or Juneteenth](#) and who works as schedule on a holiday which falls on his/her regular work day shall receive a compensatory day off or a day's pay at straight time in addition to his/her regular week's pay. At the beginning of each fiscal year, an employee shall elect cash or time for all such holidays. An employee who fails to complete the election form shall be treated as if he/she had elected the payment option. An employee who is promoted into the bargaining after the start of the fiscal year shall continue to receive the option selected in his/her former bargaining unit.

Section 5. Each employee whose job requires him/her to work on Thanksgiving, Christmas, New Year's Day, Martin Luther King Day, Lincoln's Birthday, ~~or~~ Washington's Birthday, [or Juneteenth](#) shall be paid at the rate of time and one half his/her regular hourly rate for all hours worked on holiday in addition to his/her regular pay. The employee may take compensatory time off in lieu of the holiday pay.

[Section 6 no change]

Section 7. Any compensatory (T.O.) time accrued at the time of any employee's separation from ~~State service~~ [the NP-8 bargaining unit](#) shall be paid off to the employee at the applicable rate in effect at the time of such service separation. Employees on a calendar year basis may cash out to a maximum of 100 hours compensatory time.

[Remaining sections no change]

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## ARTICLE 36 - SICK LEAVE BANK

Section 1. Sick Leave Bank. (a) There shall be an Emergency Sick Leave Bank to be used by full-time permanent employees. The agency will send a copy of the employee application to the Union at the same time that the application is submitted to the Office of Labor Relations.

(b) To be eligible to use sick leave bank benefits the employee must:

1. have been employed by the State for two (2) or more years
2. have exhausted all sick leave and personal leave
3. have exhausted vacation leave in excess of sixty (60) days
4. have exhausted any other compensatory time
5. have an injury or illness which is not covered by Workers' Compensation
6. have an acceptable medical certificate supporting continued absence on file and
7. have not been disciplined for sick leave abuse during the ~~two-one (12)~~ year period preceding application; provided, however, the committee may waive this requirement.

[remainder of Section 1 unchanged]

[Section 2. Leave Donations Leave Donation From time-to-time, on an as needed basis, bargaining unit members may donate their accrued vacation and/or personal leave to a fellow bargaining unit member who has at least six \(6\) months of State service and has achieved permanent status and has exhausted his/her own accrued paid time off, who is suffering from a long term or terminal illness or disability. Said benefit shall be subject to review and approval by the Commissioner of Administrative Services and shall be applied in accordance with uniform guidelines as may be developed by such Commissioner.](#)

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## ARTICLE 41 - PRINTING AND DISTRIBUTION OF THE AGREEMENT

Section 1. The parties will share the cost of printing [fifty \(50\) copies of](#) the Agreement in booklet form. [Contract booklets will be split evenly between the parties.](#)

Section 2. The Union will distribute [electronic copies of](#) the booklet to all present and new employees.

Section 3. The electronic version of the Agreement can be found on the internet at [www.csea-ct.com](http://www.csea-ct.com), or scanning this QR code:



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**ARTICLE 53 - HEALTH AND WELLNESS**

Section Three. ~~Effective July 1, 2019,~~ There shall be an annual fund of ten thousand dollars (\$10,000). There shall be an unlimited carryover of unused funds from one contract year to the next contract year.

**Effective July 1, 2026, the fund shall increase to thirty thousand dollars (\$30,000) At the Union's request, some of the funds may be used for stress management.**

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ARTICLE 55 - HARASSMENT OR DISPARATE TREATMENT

The Employer shall take reasonable measures to prevent harassment or  
disparate treatment at the workplace.

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**ARTICLE 56- NEWLY PROMOTED DEPUTY WARDEN TRAINING**

Newly promoted deputy wardens shall be provided training relevant to their positions, in the amount, duration, and manner determined by management, as soon as practicable upon their appointment.

FOR THE STATE: Eric Peterson

DATE: 3/5/2026

FOR THE UNION: Dal E. Camp

DATE: 3.5.2026