

Dear Fellow Inspectors Council Member,

I am happy to announce that, after many months of negotiation, the State Employee Bargaining Agent Coalition (SEBAC) and CSEA SEIU Local 2001 have reached a conceptual Tentative Agreement (TA) with the State of Connecticut.

Despite challenges throughout the negotiations, our bargaining team never lost sight of our priorities. And while the State sought to fight us on a wide range of fronts, I am pleased to announce that we were able to make substantial progress in key priority areas and fend off attacks to our contract.

Right now, we are in the process of finalizing the TA document, which we expect to happen in the next few days. Once ready, you will receive another email, and a postcard in the mail, with a link to a dedicated Inspectors Council website that will include the full TA, information about the ratification process and much more.

Our ratification vote will be conducted electronically through personal email, so it is **imperative** we have each member's **personal email address in order for you to vote by email on your contract**.

Please take this opportunity to ensure that your CSEA membership file contains a working **personal email address** that you can access to vote on your contract by **filling out the form [HERE](#)**. (Please note, there will be an opportunity for in-person voting for those unable to vote electronically).

While we await the finalized TA document, I wanted to take a minute to share some of the victories our negotiation team secured in our TA. You can also learn more at your dedicated Inspectors Council website [HERE](#), it will be updated as more information becomes available.

### **General Wage Increases and steps:**

- Contract Year 1 (2021/2022): A 2.5% GWI retroactive to July 1, 2021, step movement retroactive to your normal Annual Increment (AI) date (January of 2022); plus a \$2,500 pensionable lump sum payable to all bargaining unit members on the payroll as of March 31, 2022.
- Contract Year 2 (2022/2023): Another 2.5% GWI effective July 1, 2022 with AIs on time, plus a \$1,000 pensionable lump payable in July of 2022.
- Contract Year 3 (2023/2024): Another 2.5% GWI effective July 1, 2023 with AIs on time.
- Contract Year 4 (2024/2025): A GWI and step reopener. Please note this does not mean the 4th year will be a zero or have no step - it simply means it will be negotiated.

### **Other Key Victories**

- Raised the lower vacation accrual rates for members' first three years in the bargaining unit.
- Fought off management attempt to eliminate personal use of vehicles.
- Forced management to finally replace our outdated cell phones.
- For the fourth year wage reopener, added the opportunity to secure a lump sum payment for those who have reached top step.
- Incorporated into the agreement our recent victory on paid overtime.
- Established new labor/management committee to address racial justice issues.
- Established new labor/management committee to ensure that Inspectors receive the right equipment to perform our jobs.
- Through the SEBAC coalition, we added the Prudent Rx prescription drug program which is a **VOLUNTARY** program that can save you money if you are on specialty prescription drugs.

Note that Pandemic Pay was intentionally left out of the contract negotiations as our work on that issue predated negotiations. Because we have not reached agreement with the Lamont Administration on this issue, we continue to pursue those payments through two-tracks: legislative and arbitration efforts.

As both your President, and on behalf of the entire **Inspectors Council bargaining team**, we look forward to you reviewing the TA in its entirety and **strongly recommend that you vote “yes” on this agreement.**

In Solidarity,

David Sydnor  
Inspectors Council President



## What is in Your Tentative Agreement?

GENERAL WAGE INCREASES, STEPS, ONE-TIME PAYMENTS & SIGNIFICANT CONTRACTUAL LANGUAGE IMPROVEMENTS

### Economic Victories

- CY1: 2.5% GWI (retroactive to 7/1/21), Step & \$2,500 pensionable Lump Sum
- CY2: 2.5% GWI, Step & \$1,000 pensionable lump sum (in July 2022)
- CY3: 2.5% GWI & Step for Year 3
- CY4: Wage and Step Reopener (not zero)

### Healthcare Victories

Added PrudentRx, a completely voluntary prescription program that can save you money on specialty drugs.

### Language Victories

- Eliminated lower vacation accrual rates for members' first 3 years in the bargaining unit.
- Fought off management attempt to eliminate personal use of vehicles.
- Forced management to finally replace our outdated cell phones.
- For the 4th year wage reopener, added the opportunity to secure a lump sum payment for those who have reached top step.
- Incorporated into the agreement our recent victory on paid overtime.
- Established new labor/management committee to address racial justice issues.
- Established new labor/management committee to ensure that Inspectors receive the right equipment to perform the job.

**\*\* Pandemic Pay was intentionally left out of negotiations & instead being pursued legislatively & through arbitration \*\***

To Vote Electronically, Please Update Your Contact Information at:  
[bit.ly/UpdateCSEA](https://bit.ly/UpdateCSEA) (case-sensitive)