Tentative Agreement -- State of Connecticut and CSEA, SEIU Local 2001 (Engineering, Scientific and Technical (P-4) Contract – July 1, 2025-June 30, 2029.

The following tentative agreements resolve all open issues between the parties, incorporates all prior tentative agreements, and thereby constitutes the full tentative agreement of the parties. Except as reflected herein, the prior collective bargaining agreement shall continue unchanged, with only such revisions as are needed to reflect the applicable time period and the changes reflected herein:

03.20.26
CSEA, SEIU Local 2001

3.20.2026
State of Connecticut

ARTICLE 2 - ENTIRE AGREEMENT

This Agreement, upon legislative approval, supersedes and cancels all prior practices and agreement, whether written or oral, unless expressly stated to the contrary herein, and constitutes the complete and entire agreement between the parties and concludes collective bargaining for its term. The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that the understanding and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. ~~Therefore, the State and the Union, for the duration of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated, to bargain collectively with respect to any subject or matter referred to or covered in this Agreement, even though such subjects or matters may not have been within the knowledge or contemplation of either or/both of the parties at the time they negotiated or signed the Agreement.~~The parties bargaining obligations shall continue to be governed by C.G.S. §5-270 et. seq. The provisions of this Article are subject to the Miscellaneous Leave and Benefits Article, and no such provision shall be deemed to have been vitiated by reason of this Article. Prior to the ratification of this agreement, the parties will in good faith endeavor to provide to each other copies of MOU's or side letters that they believe continue to have operative effect. Inadvertent failure by either party to provide such a document shall not be deemed to affect its continued validity.

11/26/25

State

11/13/25

ARTICLE 9 - SERVICE RATINGS

(a) The annual service rating shall be completed at least three (3) months prior to the employee's annual increase date and otherwise shall comply with Regulation 5-237-1. In the event that the annual rating is untimely, it may be retained but, shall not be used to deny the employee any benefit or wage adjustment to which he/she may otherwise be entitled. A service rating will be conducted by a supervisor, designated by management, who is familiar with the employee's work. When an employee is rated "fair" or "unsatisfactory" in any category, the rating supervisor shall state reasons and, if practicable, suggestions for improvements. All service ratings with any category rated fair or unsatisfactory must be discussed with the employee at an informal meeting to be scheduled by the rating supervisor, normally within seven (7) days after the employee has seen the report. An overall unsatisfactory rating (one category rating of "unsatisfactory" or two category ratings of "fair") may be considered grounds for denial of an annual increase. All bargaining unit employees shall be evaluated using the standard DAS evaluation form dated ~~September 23, 2003~~ August 4, 2005.

State

11/13/25

11/26/25

ARTICLE 10 - TRAINING, TUITION REIMBURSEMENT, AND PROFESSIONAL DEVELOPMENT

Section Two. A joint Professional Development Committee shall administer a fund for defraying expenses incurred for attendance by permanent employees at professional development activities. The Committee shall be comprised of two 2 representatives from both the State and Union. A request to use this fund for the upkeep of job related professional licensure shall be considered, however only one job related license reimbursement will be considered per employee per year. A request by the employee to use this fund for licensure which is covered by Article 40, will be addressed under Article 40. A request by the employee to use this fund for tuition reimbursement expenses as described in Section 3 of this provision shall be handled in accordance with Section 3. Time off for attendance by members at committee meetings will be without loss of pay or benefits on the condition that such attendance will not exceed one (1) day per month of release. The committee may develop procedures as are necessary to administer the process consistent with the contract and law. The actions or non-actions of the committee are not precedent setting nor are they subject to collateral attack in any forum. Requests for use of the fund shall, after approval by the appointing authority, be submitted to the committee for action at least three (3) weeks in advance or as soon as practicable. Approval of professional development opportunities by the appointing authority will not be unreasonably denied. Denial, when determined, shall be explained in a written memorandum. An unreasonable denial of any employee's request may be appealable to the Office of Labor Relations. The Office of Labor Relations shall respond to the appeal within five (5) working days. Upon approval by the Committee, the Agency Head shall promptly forward the request to the Comptroller. Agricultural Station employees eligible for expense reimbursement under Addendum Article 10 are not eligible to participate in this Fundand vice-versa. There shall be seventy thousand dollars ($70,000) appropriated to the fund each contract year. Effective July 1, 2027, professional development funding shall be increased by $5,000 to seventy-five thousand dollars ($75,000) per year. Effective July 1, 2028, professional development funding shall be increased by $5,000 to eighty thousand dollars ($80,000) per year. If additional appropriations are needed in the tuition reimbursement fund, professional development funds may be used with the agreement of both parties. There will be unlimited carryover of unused funds from one contract year to the succeeding contract year. Each eligible employee shall be entitled to a maximum of four thousand five hundred dollars ($4500) reimbursement per the contract duration toward the cost of fees, materials, travel, food, and/or lodging related to professional development. Reimbursement shall be consistent with standard state travel regulations. Employees who attend training herein will continue to receive regular pay and benefits.

Section Three. The State shall allocate funds for the tuition reimbursement program as follows: - 2021-2022 contract year -- $240,000 - 2022-2023 contract year -- $265,000 - 2023-2024 contract year -- $265,000 - 2024-2025 contract year -- $265,000

Effective July 1, 2027, tuition reimbursement funding shall be increased by $15,000 to $280,000 per year. Effective July 1, 2028, tuition reimbursement funding shall be increased by $5,000 to $285,000 per year.

Courses from accredited institutions of higher learning will be eligible for this reimbursement inclusive of long distance learning courses. There will be unlimited carryover of unused moneys in fund from one contract year to the next. The maximum reimbursement rate shall be 75% of the percredit rate for undergraduate and graduate courses at the University of Connecticut at Storrs inclusive of fees. No employee may be eligible for reimbursement for more than sixteen (16) credits in each year of the contract. Upon agreement of the State and the Union, uncommitted money from the tuition reimbursement fund provided under this section may be transferred to supplement the Professional Development fund in Section Two during the term of this Agreement. The parties shall notify the Department of Administrative Services and the Office of the State Comptroller that they reached mutual agreement on the amount that shall be transferred.

03.20.26
CSEA, SEIU Local 2001 Date:

3.20.2026
State of Connecticut Date:

P-4 2024-2025 Negotiations- State Counter Proposal to Union #35 – 3/16/26

ARTICLE 17 – OVERTIME

Section Three. Exempt Employees. During the life of this Agreement, section 5-245(b)(1) shall be deemed to exempt from overtime all employees being paid above Salary Group 24, and those classified positions which on June 30,1977 were deemed exempt position. Subject to the operating needs of the agency:

(1) Exempt employees who are required by the State to attend regular and recurrent evening meetings or otherwise to be called out regularly to perform work outside the regular scheduled workweek shall be authorized to work a flexible work schedule or to receive compensatory time off, and

(2) Exempt employees who are required by the State to perform extended service outside the normal workweek to complete a Project or for other State purpose shall be authorized to receive compensatory time off. In no event shall such time be deemed to accrue in any manner or be the basis for compensation on termination of employment. Employees who are consistently denied compensatory time off under subsection (1) or (2) may grieve to, but not beyond, the Office of Labor Relations.

(a) If the performance of extended service in (2) above is as a direct result of a declared State or national emergency, payment at straight time rather than compensatory time will be made when special funding is specifically provided for such service or, if such special funding is not provided, when approved by the Secretary of the Office of Policy and Management or designee.

(b) In situations other than declared State or national emergencies and where the granting of compensatory time off would create a hardship to an Agency, payment at straight time may be granted with approval of the Secretary of the Office of Policy and Management or designee.

(c) These provisions, in (a) and (b) above, to pay rather than provide compensatory time will not prejudice the State's position in any other instance nor give rise to appeal in any forum. Nothing herein shall diminish the basic contractual obligations and intent of Section Five of this Article.

Notwithstanding the above, Department of Transportation Construction Inspectors, when physically assigned to a construction Project site, will be eligible for payment, at the straight time rate, for up to five (5) hours weekly in lieu of compensatory time earned during the construction season (April 1 to October 1) or for the period of assignment to a field construction Project, whichever is longer. All other compensatory time earned during the construction season or as extended above normally must be taken outside of the construction season, and/or if earned outside of the construction season, taken within two (2) weeks of accrual This provision shall not preclude the granting of compensatory time off during the construction season when such arrangement can be made at the mutual convenience of the employer and employee. Any compensatory time earned during the construction season not taken within one (1) year following its accrual will automatically lapse unless the time cannot be taken off due to unforeseen emergencies beyond the control of the employee in which case, an extension will be granted. In no event shall compensatory time be deemed to accrue in any other manner or be the basis for compensation on termination of employment. No employee shall unreasonably refuse to perform work under this provision where the appointing authority determines necessary. This provision shall become effective July 6, 1984.

<u>Additionally, and notwithstanding the above, the Department of Energy and Environmental Protection Supervising Emergency Response Coordinators (3263) shall receive straight time compensation for the hours worked outside the normal workweek, in consideration of the duties that they perform and because granting of compensatory time off would create an Agency hardship.</u>

3/19/26

CSEA, SEIU Local 2001 Date:

3.19.2026

State of Connecticut Date:

P-4 2024-2025 Negotiations- State Counter Proposal to Union #7 (Revised)- 11/13/25

ARTICLE 17 – OVERTIME

Section Six. Those employees who have been allowed to accumulate compensatory time, as provided for in Section Three of this Article, shall be required to schedule and use such compensatory time during the contract year in which it is earned, except as provided below. ~~no later than the first full six (6) month period following its accrediting. The six (6) month periods shall be July through December and January through June. If the employee fails to submit the schedule for his/her compensatory time, the Agency will schedule such time for the employee within the following six months.~~

These employees shall be allowed to bank up to but not more than 100 hours of compensatory time. If, at any time an employee's personal compensatory time bank exceeds the 100 hour maximum, the employee shall be paid for the time in excess of 100 hours as soon thereafter as is practicable. Said monies shall be paid at straight time, at the pay rate in force on the date of the payment. Employees who exceed the 100 hour maximum on the date of legislative ratification of this Agreement shall arrange with their Agency to eliminate the excess by use of release time and/or payment, but in no case may they continue to bank new compensatory time until their bank is less than 100 hours. The employee will receive either the compensatory time off or he/she will receive payment for such time. Additionally, employees compensatory time balance in excess of 40 hours shall be fully utilized and/or paid out at the close of each contractual year of the Contract [June 30th].

~~At the same time, the Union may on behalf of the employee request of the Office of Labor Relations an initiative to obtain permission from the Office of Policy and Management that the employee is to be paid for such compensatory time. The employee will receive either the compensatory time off or he/she will receive payment for such time.~~ Notwithstanding this provision those Construction Inspectors covered by the provision of Section Three of this Article 17 shall not be impacted by this Section Six provision.

D CL 11/26/25

State

11/13/25

ARTICLE 19 – COMPENSATION (Revised Wage Proposal)

Section One. General Wage Increase. ~~Effective and retroactive to July 1, 2021 and upon legislative approval, the base annual salary shall be increased by two and one-half percent (2.5%) for P-4 employees who are active employees in the bargaining unit on the date of legislative ratification, and to former P-4 employees who retired or who left in good standing with ten (10) years or more of state service between July 1, 2021 and the date of legislative ratification. Effective with the pay period that includes July 1, 2022, the base annual salary for all P-4 employees shall be increased by two and one-half percent (2.5%). The increase shall apply to all P-4 employees who are active employees in the bargaining unit on July 1, 2022. Effective with the pay period that includes July 1, 2023, the base annual salary for all P-4 employees shall be increased by two and one-half percent (2.5%). The increase shall apply to all P-4 employees who are active employees in the bargaining unit on July 1, 2023.~~

~~Wage reopener for 2024-2025 (for effective date July 1, 2024). Either party, by a notice in writing no sooner than January 1, 2024, may reopen only Article 19 (Compensation), Section 1 (General Wage Increase) and Section 2(a) (Annual Increments). All other provisions of this Agreement shall remain in full force and effect and shall not be subject to the reopener.~~

Effective and retroactive to July 1, 2025, and upon legislative approval, the base annual salary shall be increased by two and one-half percent (2.5%) for active employees in the bargaining unit and for employees who retired directly after and in between July 1, 2025 and the effective date of legislative ratification.

Effective July 1, 2026, the base annual salary for all employees shall be increased by two and one-half percent (2.5%) in accordance with existing practice.

Effective July 1, 2027, the base annual salary for all employees shall be increased by two and one- half percent (2.5%) in accordance with existing practice.

Either party, by a notice in writing no sooner than January 1, 2028, may reopen only Article 19 (Compensation), Section 1 (General Wage Increase) and Section 2 (Annual Increments). All other provisions of this Agreement shall remain in full force and effect and shall not be subject to the reopener.

3-20-2026

ARTICLE 19 – COMPENSATION (Revised Wage Proposal)

Section Two. Annual Increments. ~~and Special Lump Sums. (a) Retroactive to July 1, 2021 and upon legislative approval, the annual increment for the 2021-2022 contract year shall be paid for those who are an active employee in the bargaining unit on the date of legislative ratification, and to employees who left in good standing with ten (10) years or more of state service or who retired between July 1, 2021 and the date of legislative ratification. Employees will continue to be eligible for and receive annual increments during the terms of this contract and in accordance with existing practice for contract years 2022- 2023 and 2023-2024. (b) Effective and retroactive to July 1, 2021, and upon legislative approval, full-time employees shall receive a two thousand five hundred dollar ($2,500) special lump sum payment. This special lump sum payment shall be pro-rated for part-time bargaining unit members. The special lump sum payment shall be paid to bargaining unit members who are an active employee on March 31, 2022, and to bargaining unit members who retired or who left in good standing with ten (10) years or more of state service between March 31, 2022 and the date of legislative ratification. Effective July 1, 2022, full-time employees who are active and in the bargaining unit on that date shall receive a one thousand dollar ($1,000) special lump sum payment. This special lump sum payment shall be pro-rated for part-time bargaining unit members and shall be paid in the payroll including July 1, 2022. The Union hereby waives any statutory interest to which employees may be entitled as a result of the delayed payment of the above increases from their otherwise scheduled payment dates.~~

Retroactive to July 1, 2025 and upon legislative approval, the annual increment for the 2025-2026 contract year shall be paid for those eligible employees who are active employee in the bargaining unit on the date of legislative ratification and to employees who retired directly after and in between July 1, 2025 and the effective date of legislative ratification.

Effective year two of the contract, bargaining unit employees will continue to be eligible for and receive annual increments in accordance with existing practice. Additionally, effective January 1, 2027, the bottom step (Step 1) shall be eliminated from all P-4 salary/pay plans and new plans issued as follows: Step 1 will be eliminated; Step 2 will become the new Step 1, and the remaining steps will be renumbered accordingly. Individuals eligible for annual increments/steps on January 1, 2027, will matriculate on the new pay plan but remain on the same step number to satisfy the January 1, 2027 annual increment. Recently hired employees not yet eligible for a step and/or individuals otherwise not eligible for a step on January 1, 2027, will also matriculate to Step 1 on the new pay plan on January 1, 2027.

Effective year three of the contract, bargaining unit employees will continue to be eligible for and receive annual increments in accordance with existing practice . Effective January 1, 2028, an additional step will be added to the top of all P-4 pay plans. The additional step shall be 2.5% above the preceding step. Additionally, effective January 1, 2028, the bottom step (Step 1) shall be eliminated from all P-4 salary/pay plans and new plans issued as follows: Step 1 will be eliminated; Step 2 will become the new Step 1, and the remaining steps will be renumbered accordingly. Individuals eligible for annual increments/steps on January 1, 2028, will matriculate on the new pay plan but remain on the same step number to satisfy the January 1, 2028 annual increment. Recently hired employees not yet eligible for a step and/or individuals otherwise not eligible for a step on January 1, 2028, will also matriculate to Step 1 on the new pay plan on January 1, 2028.

Year four of the contract shall be determined by a wage reopener. Additionally, the bottom step (Step 1) of all salary plans with eleven (11) or more steps shall be eliminated [for a third time] after the next awarding of annual increments.

Recently hired employees not yet eligible for a step and/or individuals otherwise not eligible for a step will also matriculate to Step 1 on the new pay plan at such time.

- The applicability of any added or dropped steps for employees of the Connecticut Agricultural Experiment Station during the duration of this collective bargaining agreement shall be determined by the objective job evaluation resolution.

Section Four. Maximum Step Employees. Those employees at the maximum step of the salary schedule who have received no annual increment shall receive a lump sum payment of 2.5% of their annual rate. Lump sum payments will be made effective when the annual increment would have applied. If the annual increment is delayed so too will the lump sum payment be delayed. An overall service rating of unsatisfactory (as defined in Article 9) may be grounds for denial of this payment.

3 · 20 · 2026

Article 14, Section 10, is amended as follows:

Section Ten. 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 lay off 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)~~Disputes over unlawful discrimination shall be grievable, but shall not be arbitrable if a complaint is or has been filed with the CHRO arising from the same common nucleus of operative facts.~~ **claims of unlawful discrimination where a complaint or charge has been filed by and/or on behalf of the grievance with the CHRO, EEOC and/or any court of law, provided nothing herein shall prevent presentation of evidence relevant to claims other than unlawful discrimination even if such evidence might also be relevant to a claim of unlawful discrimination.**

CSEA, SEIU Local 2001

State of Connecticut 3-20-2026

ARTICLE 25 - HOLIDAYS

Section One. 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.

1/21/25

1/21/25

Article 35 is amended as follows:

ARTICLE 35 - EQUIPMENT AND CLOTHING

A ~~seventy dollar ($70)~~one hundred ten dollar annual allowance will be paid to employee required by the appointing authority to wear safety shoes during the course of their employment. Such payment will be made on or about October 1 of each contract year. An otherwise eligible employee hired on or after October 1, but before April 1 of any contract year shall also receive this allowance. Such payment will be made on or about April 1. Employees hired on or after April 1 shall not be eligible for such payment for that contract year.

~~Effective July 1, 2006 the annual allowance for safety shoes shall be increased to eighty-five dollars ($85).~~ Effective July 1, ~~2007~~ 2027 it shall be increased to one hundred thirty-five ($135) ~~ninety-five dollars ($95)~~ and effective July 1, 202~~0~~8 the safety shoe allowance shall be one hundred sixty ~~ten~~ dollars ($~~110~~160).

The State will continue to furnish the employee with other equipment or clothing now being supplied as long as the need for such equipment and clothing exists.

CSEA, SEIU Local 2001

3-20-2026
State of Connecticut

Union Proposal 27 – Tentative Agreement

The parties will place the language of the Side Letter to Article 37, Section 4, into the main body of the agreement.

3/19/26

CSEA, SEIU Local 2001 Date:

3.19.2026

State of ~~Connecticut~~ Date:

P-4 2024-2025 Negotiations- Secondary Proposals- 2/18/25

ARTICLE 43 - SICK LEAVE

Section Four. Sick Leave Bank: 1. There shall be an Emergency Sick Leave Bank to be used by all ~~permanent~~ State employees employed for three (3) months or more. The bank has been established to provide full-time and part-time (34 hour), ~~permanent~~ employees with partial salary benefits during periods of leave due to long-term disability and/or illness of the employee. Application for use of this bank shall be made to the designated committee (item 6, below). The application shall be provided both committee members simultaneously.

2. To be eligible to use sick leave bank benefits the employee must have:

a. been employed by the State for ~~eighteen (18)~~three (3) or more months.

b. have exhausted all sick leave and personal leave

c. have exhausted vacation leave in excess of sixty (60) days

d. have exhausted any other compensatory time

e. an injury or illness which is not covered by Worker's Compensation

f. received full approval, from the Human Resources authority responsible for approving leaves of absence on behalf of the member's employing Agency, for a leave of absence due to the employee's own qualifying illness or injury. In such case, the Sick Leave Bank Committee will determine if the other requirements for use of sick leave bank have been met, and render a decision as soon as practicable, but not more than 14 days from the Committee's receipt of leave approval. Employees may apply for use of the sick leave bank while their application for a leave of absence is pending, and such application will be processed and held pending approval of the leave by the HR authority responsible for such.

g. not been disciplined for sick leave abuse for the two (2) year period preceding application; provided, however, the committee may waive this requirement.

3/19/26

3.19.2026

ARTICLE 44 - TEMPERATURE VARIATION

Section One. The employer will make every attempt to maintain facility temperatures as mandated by statute.

Section Two. In the event that temperatures within a building are outside the prescribed guidelines, notification will be made to an agency designee.

Section Three. Contingent upon the employer's ability to restore the temperature to the prescribed guidelines, the agency may dismiss or transfer affected employees. If dismissed, it shall be without loss of pay or benefits. This Article is not subject to the arbitration or grievance procedure.

<u>**Section Four.** It is understood that some members of the bargaining unit must work during weather extremes. Under such extremes, the employer shall take reasonable steps to protect the health and well-being of employees, e.g., by curtailing work, providing additional or extended rest periods.</u>

3/19/26

3-19-2026

ARTICLE 57 - DURATION OF AGREEMENT

This agreement shall be effective July 1, 2025~~4~~ and shall expire on June 30, 2029~~5~~. Unless otherwise stated to the contrary, language provisions shall take effect upon legislative approval. In accordance with Connecticut General Statutes, either party may request the other to negotiate a successor agreement by mailing such request to the other party, where upon negotiations shall commence as soon as practicable. By mutual agreement, the parties may begin negotiations on a date different than provided for in Connecticut General Statutes.

CSEA, SEIU Local 2001

State of Connecticut 3·20·2026

The parties will replace the language of the Agricultural Station, Article 12, with the following (changes tracked):

ARTICLE 12 - GRIEVANCE PROCEDURE

The employer agrees to adopt those regulations agreed to in the P-4 contract pertaining to employee grievances. ~~with the following exception:~~

~~At Step I – the~~
~~Department~~
~~Head Step II –~~
~~Director~~
~~Step III – Board of Control – A committee of the Board will hear Step III grievances; the Director will not serve on this committee if he heard the grievance at Step II.~~
~~Step IV – Arbitration~~

~~Either the Director or Union may request the Undersecretary for the Office of Labor Relations or designee to hear the~~
~~grievance at Step III.~~

11/26/25
CSEA, SEIU Local 2001 Date:

3-19-2026
State of Connecticut Date:

Agricultural Station Article 17

The parties will place the replace the language of the Agricultural Station, Article 17, with the following (changes tracked):

ARTICLE 17 - LAYOFF

For the purposes of layoffs at the Connecticut Agricultural Experiment Station, the following procedures will apply to only the classes of Senior Scientist, Scientist, Associate Scientist, Analytical Scientist, Assistant Scientist 2 and Assistant Scientist 1:

1. A position shall be designated for layoff. In addition to identification by job classification a discipline shall also be specified.

2. The individual holding the designated position shall displace the least senior employee within the same job classification and discipline.

3. The least senior employee in the job classification may bump the least senior employee in a lower classification within the same class series and discipline, provided the bumper has greater seniority.

4. If no employee with less seniority is available in any lower classification in the same class series and discipline, the employee shall be allowed to bump a less senior employee in a lower classification in the class series in another discipline, provided he/she is capable of performing the duties required in such other discipline without further training.

5. The disciplines identified at the Connecticut Agricultural Experiment Station are:

Plant Pathology
Entomology
Environmental Sciences
Chemistry

11/26/25
CSEA, SEIU Local 2001 Date:

11/25/25
State of Connecticut Date:

CONNECTICUT AGRICULTURAL EXPERIMENT STATION CONTRACT - [P4 ADDENDUM]

No later than December 31, 2026, the parties agree that an objective job evaluation (OJE) study shall be completed by the Connecticut Agricultural Experiment Station (CAES), Board of Control for all P-4 classifications within CAES The parties will resolve any disagreements about the results of the OJE through the processes normally applicable to the P-4 bargaining unit. Absent mutual agreement otherwise, no agreement and/or award from the OJE shall result in a pay adjustment effective prior to 7/1/2027.

03.20.26
CSEA, SEIU Local 2001 Date:

3·20·2026
State of Connecticut Date:

Union Proposal 13 – Tentative Agreement

The parties will replace all pronouns in the contract with gender-neutral wording.

3/19/26 3.19.2026

CSEA, SEIU Local 2001 Date: State of Connecticut Date:

Memorandum of Agreement Between
State of Connecticut And
Connecticut State Employees Association (CSEA), SEIU Local 2001

This Memorandum of Agreement between CSEA ("Union") and the State of Connecticut ("State") is a "Pilot Program" initiative in an effort to resolve grievances filed in accordance with Article 14- Grievance Procedure, of the Engineering, Scientific and Technical (P-4) Contract and Article 12-Grievance Procedure, of the Connecticut Agricultural Experiment Station Addendum, as expeditiously as possible. The Parties hereby agree as follows:

1. Step 1 of the Grievance Procedure shall be eliminated and grievances shall first be submitted directly to Step 2 of the Grievance Procedure, to the Agency head, designee, or director. **Notwithstanding the foregoing, grievances that are traditionally filed at Step 3 (including but not limited to suspensions and demotions~~, and dismissal grievances~~) shall continue to be filed directly to the Office of Labor Relations (OLR) and shall follow the procedure as outlined herein starting with paragraph 3 below.**
2. A grievance meeting shall be held at the Agency level in accordance with the applicable language within Article 14, Section Six, Step 2 of the Contract.
3. To the extent that the parties are unable to resolve said grievance at Step 2, the parties **(Union, agency, and OLR)** shall hold a meeting ~~at the Office of Labor Relations (OLR),~~ with a focus on gathering information necessary for potential resolution of said grievance.
4. After **the** meeting ~~at OLR~~ **described above**, unresolved grievances shall be ~~submitted to a panel consisting~~ **considered at a settlement conference which shall be attended by** a ~~Staff~~ **Union** Representative, ~~from the Union~~, a Representative from the Office of Labor Relations, and an Agency Representative whose pending cases are subject to panel review and discussion. **Each party reserves the right to bring additional attendees such as the Grievant(s), the assigned union steward(s), or a unit manager, etc. who has knowledge or information relevant to the Grievance. The parties must possess the authority to act upon said pending grievances and shall either settle, withdraw, or schedule the grievances for arbitration.**
5. ~~Said panel shall meet not less than quarterly to review and make recommendations regarding the disposition of the grievances pending at the level of arbitration of the grievance process.~~
6. **In order to minimize meeting times, the meetings described in items 3 and 4 above (i.e. Information gathering and settlement conference) shall be scheduled on the same day. The first part of the meeting shall be to engage in information gathering for grievances at that stage of the process and the second part of the meeting shall be to engage in settlement discussion for grievances at that stage of the process. The parties shall meet monthly unless mutually agreed otherwise and, by the close of each calendar year, the parties will mutually establish a monthly schedule for the following year. The meetings shall be held virtually. If, however, the parties mutually agree to hold meetings in person, the location of said meetings shall alternate between the OLR office and CSEA Headquarters.**
7. **Unless there are compelling reasons to the contrary, grievances will be scheduled for information gathering at the first monthly meeting following its filing at OLR; and grievances will be scheduled for settlement conference at the first monthly meeting following information gathering.**
8. The State and the Union shall develop a list of not less than five (5) grievances one week before the meeting, that the parties intend to review and discuss.
9. ~~The Union, OLR, and Agency Representative(s) must possess the authority to act upon said pending~~

~~cases at the quarterly meeting.~~

10. It is understood and agreed that any resolution of said grievances must be immediately reduced to writing and executed by the State and the Union using an agreed upon form. Otherwise, they shall be scheduled for arbitration in accordance with the labor agreement. **Arbitration dates shall be procured prior to the meeting and shall include all dates provided by the arbitrator(s).**
11. No grievance shall be ripe for panel review unless and until it has been **filed** ~~heard and answered~~ at Step 2 of the grievance procedure **and the timelines for hearing the grievance have been exhausted. This provision excludes grievances that are appropriate for filing directly to OLR**. ~~Except by mutual agreement, no dismissals or matters that are otherwise deemed non-grievable or non-arbitrable are subject to panel review.~~
12. Grievances for dismissal from State service shall be filed directly to the Office of Labor Relations (OLR) where a Step 3 conference shall be held within the timelines of the agreement. This conference will provide an opportunity for the Union and the Agency to present evidence regarding the case and the issues associated with the facts. Direct testimony may be offered but witness cross-examination shall not be permitted at this conference. For matters of dismissal, the intent of the Step 3 is to ensure that all parties have a full and adequate understanding of the matter.
13. A step 3 answer will be provided within the timeframes in the agreement. If no stipulated agreement can be reached within 90 days of the hearing the matter will no longer be considered for settlement and the parties may proceed to arbitration.
14. The parties agree that this Pilot Program shall be in effect for at least ~~12~~ ~~60~~ **24** months from the signing of this MOA. **Starting 90 days prior to the conclusion of the pilot, the parties shall meet and discuss continuation, modification, or termination of the pilot. Should the parties not agree, the process shall revert to the pre-pilot grievance procedure provisions.**
15. The parties agree that this MOA does not alter or modify the provisions of the P-4 Contract. It shall not serve as precedent in any pending or future dispute, issue, or situation between the parties and shall not be offered as evidence by the Union in any hearing or proceeding, except to enforce its terms.

For the Union:

[signature]

For the State:

[signature] 3-20-2026

P-4 2024-2025 Negotiations- State Counter Proposal to Union #62- 3/16/26

Per the State's Policy AI-01, Artificial Intelligence (AI) Responsible Use Framework, established February 1, 2024, to help navigate the implementation of AI policy and provide consultative services to State agencies, the State has established the AI Advisory Board ("AI Board").

The AI Board is internally focused and is made up of State agency representatives with expertise in policy formation, technology enablement, security, data governance, data privacy, and other expertise relevant to the successful implementation of AI within state government.

Due to the scope and nature of the work covered by the job titles within the P-4 Engineering, Scientific and Technical bargaining unit, effective upon legislative ratification of the Contract, a minimum of at least four (4) P-4 bargaining unit staff shall be reserved for membership on the state-wide AI Advisory Board, <u>appointed by P-4 (CSEA)</u>.

3/19/26

CSEA, SEIU Local 2001 Date:

3.19 2026

State of Connecticut Date:

P-4 2024-2025 Negotiations- Initial Proposals- 1/21/25

MEMORANDUM OF UNDERSTANDING

Hiring Rates for Information Technology Classifications

~~Effective Through June 30, 2025~~

The State of Connecticut (hereinafter referred to as the "State"), the Connecticut State Employees Association, SEIU Local 2001, Engineering, Scientific and Technical (hereinafter referred to as "P-4 or the Union") hereby agree as follows:

1. The parties acknowledge that market conditions can impact the ability to recruit for vacancies in state agencies.

2. In an effort to respond to market conditions the parties agree to the following hiring rate flexibility for outside hires in these job classifications[1] :

IT Technician Trainee (35 Hours) and (40 Hours)
IT Technician (35 Hours) and (40 Hours)
IT Analyst Trainee (35 Hours) and (40 Hours)
IT Analyst 1 (35 Hours) and (40 Hours)
IT Analyst 2 (35 Hours) and (40 Hours)
IT Analyst 3 (35 Hours) and (40 Hours)
IT Subj Matter Expert (35 Hours) and (40 Hours)
IT Supervisor (35 Hours) and (40 Hours)

3. Candidates with 3-5 years of relevant information technology experience beyond the minimum qualifications for the job class may be hired at Step 2 at time of hire.

4. Candidates with 5 or more years of relevant information technology experience beyond the minimum qualifications for the job class may be hired at Step 3 at time of hire.

5. Candidates with a degree in information technology, specialized experience or certifications in technologies that are deemed in demand by the employer may be offered an additional step at time of hire.

6. In following this agreement the Agencies will not be required to seek authorization to offer a hiring rate to an outside candidate, but will provide notice to the Union prior to the employee's first day of employment.

7. Each Agency that utilizes this agreement will provide a quarterly report to the Union that includes: the Agency, job class, employee name, salary grade step, and criteria met to impose hiring rate.

8. Existing employees in Step 1 or 2 of the pay plan in effect on 7/1/2021 may be eligible for an additional step increase if their application for one of the titles above at the time of initial employment with the State of Connecticut includes the credentials outlined in 1-6 above. In order to be considered the Employee may request an audit of their personnel file from the Agency Human Resources Office.

~~9. This memorandum shall be deemed a pilot and shall, absent mutual agreement otherwise, sunset upon the final day of this July 2021 – June 2025 agreement.~~

3/19/26

3·19·2026

[1] Candidates must meet requirements of minimum qualifications and special qualifications as stated in the job spec to qualify for hiring rate specified above. This MOU does not override the qualifications specified in each job spec.

STIPULATED AGREEMENT
Between the
STATE OF CONNECTICUT
And the
CONNECTICUT STATE EMPLOYEES ASSOCIATION, SEIU LOCAL 2001
ENGINEERING, SCIENTIFIC AND TECHNICAL (P-4) BARGAINING UNIT

RE: Hiring rate continuation for the following bargaining unit classifications:

- **Construction Services Building Official (0930)**
- **Construction Services Building Official Supervisor (4424)**

WHEREAS the State of Connecticut has experienced difficulty in recruiting and retaining qualified candidates for positions in the above classifications;

WHEREAS the State⍰through the Office of Labor Relations⍰contacted the Union to engage in discussions regarding said difficulty in recruitment and retention;

WHEREAS Article 19 (Compensation)⍰Section Five of the collective bargaining agreement allows the State and the Union to discuss the potential upgrade of job classifications during the term of the Agreement;

WHEREAS⍰Article 19 (Compensation)⍰Section Seven of the collective bargaining agreement allows the State and the Union to discuss classification rates of hire during the term of the Agreement;

WHEREAS⍰The Parties previously agreed to establish hiring rates for the above classes and said Agreement requires updating to reflect the Parties' successor collective bargaining agreement;

NOW⍰THEREFORE⍰The Parties agree as follows:

1. The following hiring rates shall remain in effect for the life of the collective bargaining agreement which expires effective June 30⍰2029:

    - Construction Services Building Official – The State may continue to hire into this classification at a rate of up to Step 6.

- Construction Services Building Official Supervisor – The State may continue to hire into this classification at a rate of up to Step 3.

2. The Parties agree that this Agreement and/or the outcome that resulted in executing this Agreement shall not be used as a comparable in any proceeding. This Agreement shall not serve as a precedent and shall not be admissible in any arbitration or other proceeding involving any other current or future matter between the Parties except for the purpose of enforcing its terms. This Agreement shall not prejudice either Party in any future negotiations.

______________________________	3·20·2026
For the State	Date
______________________________	03.20.26
For the Union	Date

STIPULATED AGREEMENT
Between the
STATE OF CONNECTICUT
And the
CONNECTICUT STATE EMPLOYEES ASSOCIATION, SEIU LOCAL 2001
ENGINEERING, SCIENTIFIC AND TECHNICAL (P-4) BARGAINING UNIT

RE: Salary adjustments for the following bargaining unit classifications:

- **Fire & Life Safety Specialist (9808)**
- **Fire & Life Safety Supervisor (3877)**

WHEREAS the State of Connecticut has experienced difficulty in recruiting and retaining qualified candidates for positions in the above classifications;

WHEREAS the State⍰through the Office of Labor Relations⍰contacted the Union to engage in discussions regarding said difficulty in recruitment and retention;

WHEREAS Article 19 (Compensation)⍰Section Five of the collective bargaining agreement allows the State and the Union to discuss the potential upgrade of job classifications during the term of the Agreement;

WHEREAS⍰Article 19 (Compensation)⍰Section Seven of the collective bargaining agreement allows the State and the Union to discuss classification rates of hire during the term of the Agreement;

NOW⍰THEREFORE⍰The Parties agree as follows:

1. The job classification of Fire & Life Safety Specialist (9808) shall be increased by two (2) salary groups⍰from FE 23 to FE 25⍰effective the first day of the pay period after July 1⍰ 2027. The same increase will apply to each work week variation (35 hour⍰37.5 hour⍰ and 40 hour schedules) for this classification.

    a. In addition to the classification upgrade for Fire & Life Safety Specialist⍰the Parties have also agreed that for the life of the collective bargaining agreement which expires as of June 30⍰2029⍰the State may hire individuals into this classification at a rate up to Step 6 of the new salary group.

b. Employees who are incumbents in this job classification as of the effective date of the salary group change will be moved to Step 6 of the new salary group on that date. (NOTE: If the round up calculation for any employee would render a placement at a step greater than Step 6 of the new salary group, then the employee shall be placed at that higher step.)

2. The job classification of Fire & Life Safety Supervisor (3877) shall be increased by three (3) salary groups, from FE 25 to FE 28, effective the first day of the pay period after July 1, 2027. The same increase will apply to each work week variation (35 hour, 37.5 hour, and 40 hour schedules) for this classification.

   a. In addition to the classification upgrade for Fire & Life Safety Supervisor, the Parties have also agreed that for the life of the collective bargaining agreement which expires as of June 30, 2029, the State may hire individuals into this classification at a rate up to Step 3 of the new salary group.

   b. Employees who are incumbents in this job classification as of the effective date of the salary group change will be moved to Step 3 of the new salary group on that date (NOTE: If the round up calculation for any employee would render a placement at a step greater than Step 6 of the new salary group, then the employee shall be placed at that higher step.)

3. The Parties agree that this Agreement and/or the outcome that resulted in executing this Agreement shall not be used as a comparable in any proceeding. This Agreement shall not serve as a precedent and shall not be admissible in any arbitration or other proceeding involving any other current or future matter between the Parties, except for the purpose of enforcing its terms. This Agreement shall not prejudice either Party in any future negotiations.

______________________ 3·20·2026

For the State Date

______________________ 03.20.26

For the Union Date

(Revised)- 3/12/26

MEMORANDUM OF UNDERSTANDING
Hiring Rates for Transportation Engineer 3, Transportation Supervising Engineer, and Transportation Principal Engineer
~~Effective Through June 30, 2025~~

The State of Connecticut (hereinafter referred to as the "State"), the Connecticut State Employees Association, SEIU Local 2001, Engineering, Scientific and Technical (hereinafter referred to as "P4 or the Union") hereby agree as follows:

1. The parties acknowledge that market conditions can impact the ability to recruit for vacancies in state agencies.

2. In an effort to respond to market conditions the parties agree to limited hiring rate flexibility for outside hires in the following job classifications[1]:

Transportation Engineer 3
Transportation Supervising Engineer
Transportation Principal Engineer

3. Candidates with 3-5 years of engineering experience beyond the minimum qualifications for the job class may be hired at Step 2 at time of hire.

4. Candidates with 5 or more years engineering beyond the minimum qualifications for the job class may be hired at Step 3 at time of hire.

5. Candidates with relevant specialized experience or certifications may be offered an additional step at time of hire.

6. In following the above guidelines agencies will not be required to seek permission to offer a hiring rate to an outside candidate.

7. Each agency that utilizes the above guidelines will provide a quarterly report to the Union including: agency, title, name, salary grade and step, criteria met to dictate hiring rate, race and gender.

8. Existing Employees in Steps 1-4 of the pay plan in effect on 7/1/2021 may be eligible for an additional step increase if their application for one of the titles above at the time of initial employment with the State of Connecticut includes the credentials outlined in 1-6 above. The Employee may request an audit of their personnel file from the Agency Human Resource Office.

1 Candidates must meet requirements of minimum qualifications and special qualifications as stated in the job spec to qualify for the hiring rate specified above. This MOU does not override the qualifications specified in each job spec.

(Revised)- 3/12/26

~~9. This memorandum shall be deemed a pilot and shall, absent mutual agreement otherwise, sunset upon the final day of this July 2021 – June 2025 agreement.~~

9. -ADDENDUM- Employees who meet ALL of the below criteria shall be elevated one (1) additional step on their current salary plan following the first dav of the pay period after August 1, 2026.

10. Applicable only to current/active P-4 employees at time of payment date (August 1, 2026) employees need to self-identify by July 17, 2026.

11. Employees who previously received a one step adjustment per item 8 of the instant hiring rate MOU are excluded.

12. The parties will mutually define the employee population as intended and will ensure the cost of the potential adjustments is within the costing estimate that was approved through the negotiation process.

13. Employees must have been in steps 1 through 4 of the pav plan in effect as of 7/1/21, in the classifications of TE3, TSE, and TPE.

3.20.2026

CSEA, SEIU Local 2001 Date: State of Connecticut Date:

State Counter Proposal to Union #50, #65, #73, & #74- 3/12/26

STIPULATED AGREEMENT
Between the
STATE OF CONNECTICUT
And the
CONNECTICUT STATE EMPLOYEES ASSOCIATION, SEIU LOCAL 2001
ENGINEERING, SCIENTIFIC AND TECHNICAL (P-4) BARGAINING UNIT

RE: Salary adjustments for the following bargaining unit classifications:

- **Transportation Safety Advisor 1 (8616)**

WHEREAS the State of Connecticut has experienced difficulty in recruiting and retaining qualified candidates for positions in the above classification;

WHEREAS the State, through the Office of Labor Relations, contacted the Union to engage in discussions regarding said difficulty in recruitment and retention;

WHEREAS Article 19 (Compensation), Section Five of the collective bargaining agreement allows the State and the Union to discuss the potential upgrade of job classifications during the term of the Agreement;

NOW, THEREFORE, The Parties agree as follows:

1. The job classification of Transportation Safety Advisor 1 (8616) shall be increased by three (3) salary groups, from FE 18 to FE 21, effective the first day of the pay period after July 1, 2027. The same increase will apply to each work week variation (35 hour, 37.5 hour, and 40 hour schedules) for this classification.

    a. Employees who are incumbents in this job classification as of the effective date of the salary group change will have their step placement in the new salary group calculated by the standard roundup method.

2. The Parties agree that this Agreement and/or the outcome that resulted in executing this Agreement shall not be used as a comparable in any proceeding. This Agreement shall not serve as a precedent and shall not be admissible in any arbitration or other proceeding involving any other current or future matter between the Parties, except for the purpose of enforcing its terms. This Agreement shall not prejudice either Party in any future negotiations.

[signature]	3·20·2026
For the State	Date
[signature]	03.20.26
For the Union	Date

P-4 JOB EVALUATION STUDY

The Parties have agreed that during the term of the collective bargaining agreement, the following classification series shall be studied according to the sequence as indicated:

Group 1 Series -- Transportation Materials Technician
Transportation Engineer Technician

The effective date of any changes to classifications in Group 1 will be the first pay period following January 1, 2027.

Group 2 Series -- Transportation Planner
Transportation Rail Officer

The effective date of any changes to classifications in Group 2 will be the first pay period following January 1, 2028.

Group 3 Series -- Transportation Bridge Safety Inspector
Property Agent

The effective date of any changes to classifications in Group 3 will be the first pay period following July 1, 2028.

For the State — Date: 3.20.2026

For the Union — Date: 03.20.26