

TENTATIVE AGREEMENTS
As of June 7, 2017

BOARD OF REGENTS FOR HIGHER EDUCATION
And
CONGRESS OF CONNECTICUT COMMUNITY COLLEGES
And
FEDERATION OF TECHNICAL COLLEGE TEACHERS
And
AFSCME, Council 4, Local 2480

The Board of Regents (BOR) and the Congress of Connecticut Community Colleges, Federation of Technical College Teachers and AFSCME, Council 4, Local 2480 (Coalition) hereby agree to this Tentative Agreement in settlement of a number of outstanding issues toward reaching a successor collective bargaining agreement. This Tentative Agreement is in addition to the Tentative Agreement dated May 4th, 2016 and December 6, 2016. Taken together, these three documents constitute the parties' Tentative Agreement for a successor agreement subject to ratification and the drafting of mutually acceptable contract language.

Part Time Employees

1. If a class scheduled to be taught by a part-time member is cancelled and assigned to a full-time faculty member within seven (7) days prior to the beginning of the first day of classes, the part-time member shall be paid the sum of \$300.
2. In addition to the waiver of tuition and fees permitted under Chapter 185b-77 of the Connecticut General Statutes, the Board shall waive tuition and fees for bargaining unit members and their spouses and dependent children. Part time employees shall receive the same benefit as principal bargaining unit members on a prorated basis. (one course per semester taught)
3. Part time employees (Part time Lecturers, Noncredit Lecturers, Educational Assistants) shall receive the following wage increases:
 - a. 7-1-16: 0%
 - b. 7-1-17: 0%
 - c. 7-1-18: one-time payment of prorated \$2,000.00 that is paid to full time employees made during the month of July, 2018.
 - d. 7-1-19: 5.5% GWI
 - e. 7-1-20: 5.5% GWI
 - f. Longevity rates increase commensurate with wages increases of SEBAC 2017.
4. The BOR and AFT agree to reopen negotiations to discuss salary schedule of Noncredit Lecturers. (AFT only)

5. Part-time unit members who teach ~~7.5~~ 8 contact/credit hours or more but less than 12 contact/credit hours in a semester shall be paid on a pro-rated basis at the full-time rate of pay. (AFT only)

Principal Bargaining Unit

6. July 1, 2017, Nursing and Allied Health Clinical Faculty shall have their compensation adjusted to reflect a sixty (60) minute contract/credit hour.
7. Employees shall be able to apply the value of the existing tuition waiver to universities throughout the CSCU system with the exception of Charter Oak State College.
8. The parties agree to the following changes regarding workload for teaching faculty:
 - a. Newly hired full time faculty shall be required to teach a course in lieu of Additional Responsibilities (AR).
 - b. Teaching faculty hired on or after July 1, 2017 shall be hired at step 3 of their respective rank on the salary schedule. Step movement shall mirror the 2017 SEBAC Agreement which is referenced below.
 - c. Faculty hired on or after July 1, 2017 shall be released as appropriate with approval from the college so that they may work on professional obligations toward the goals of attaining tenure and/or promotion.
 - d. All faculty employed on or before June 30, 2017 shall elect to either complete AR or teach a course for \$2500 compensation. Said election shall be made by the faculty member no later than May 15 of the preceding academic year. AR approval decisions shall be made no later than June 1 of the preceding academic year. The existing practices and rules regarding AR proposals/approvals shall remain in place.
 - e. If a faculty member elects to perform AR and such election and proposal is approved by the Dean or Administration, any additional course(s) taught by such faculty member shall be paid at the prevailing PTL rate.
 - f. The parties agree to continue discussions regarding limitations (policy and/or contractual) on teaching assignments.
9. Reimbursement for meal expenses while bargaining unit members are traveling on business of the college/ system shall be the actual amount spent on meals, but not to exceed \$100.00 a day. Fifty percent of the total first year cost of this benefit (up to \$69,795) shall be charged to the parties' grievance/equity accounts.
10. When it is necessary for a department chair or other teaching faculty member with administrative responsibility to devote considerable time to department business during the summer, and a mutually agreed-upon schedule is worked out, the appropriate dean, with the approval of the President, may authorize additional days of compensation at \$202 per day, not to exceed 20 25 days. Fifty percent of the total first year cost of this benefit (up to \$81,812) shall be charged to the parties' grievance/equity accounts.

1 Not all courses are 3 credits. The \$2500 payment is for a 3-credit course. The parties understand that adjustments may be dictated by the number of credits taught, not necessarily the number of courses.

11. The payments for in lieu of longevity shall cease and said amount of payments shall be added to the longevity base amounts and paid accordingly. This shall not result in an increase to the employer's existing financial obligation (AFT only)
12. Existing Merit Awards and Educational Excellence Awards shall be incorporated into the parties' collective bargaining agreements.
13. There shall be a top step added in each year of the CBA to each of the ranks for both faculty and nonfaculty bargaining unit members effective July 1, 2016. The value of the top step shall be equal to the value of the current increment for step movement. No step movement shall occur until 7-1-2018.
14. Top step bonuses shall be paid to those members at the top step effective July 1, 2016 and charged (66%) to the respective bargaining units' grievance/equity accounts. Top step bonuses shall be paid to those members at the top step effective July 1, 2017 and charged (66%) to the respective bargaining units' grievance/equity accounts. Top step bonuses will then be paid in accordance with SEBAC 2017.
15. Congress and AFSCME Bargaining unit members who work at more than one college or at a location more than ten (10) miles from the home campus shall receive a five hundred-dollar (\$500.00) stipend per semester. Fifty percent of the total first year cost of this benefit (up to \$45,500) shall be charged to the parties' grievance/equity accounts. No change AFT CBA.
16. The parties agree to reopen negotiations regarding cooperative teaching assignments, internships, independent study and advisory work.
17. The parties agree to reopen negotiations on the issue of addressing equity in wages throughout the Connecticut State University and Colleges. Said reopener shall not occur prior to July 1, 2018.
18. The parties agree to jointly seek a RFP for GAP/ disability insurance and negotiate regarding its cost.
19. The Congress shall be afforded 60% release time for its President or his/her designee to conduct business of the Union, effective July 1, 2017.
20. AFSCME shall be afforded 20% release time for its President or his/her designee to conduct business of the Union, effective July 1, 2017.

Wages

- 7-1-2016: 0%

- a. Bargaining unit members shall receive a one-time professional development grant payment from respective bargaining unit grievance/ equity accounts. Said amounts shall be determined by the respective bargaining units and subject to management approval which shall not be unreasonably withheld. Said grant payments shall be paid no later than September 1, 2017.
- 7-1-2017: 0%
 - a. 3 furlough days to be scheduled by mutual agreement with no harm to seniority or accruals. The cost of the 3 furlough days shall be charged to the corresponding bargaining units' grievance/ equity accounts. The specific amounts shall be subject to mutual agreement, but in no event, shall it be unreasonably withheld.
- 7-1-2018: lump sum payments consistent with 2017 SEBAC Agreement.
- 7-1-2019: 3.5% GWI + step
- 7-1-2020: 3.5% GWI + step
- All wage/ non-wage and miscellaneous rates of pay including longevity shall be increased consistent with the wage schedule above. (Longevity, coaches, part time lecturer, part time EA, part time nursing, nursing/dental course leader, program coordinators (cash), department chairs (cash), PC/DC call in rates, payments in lieu of additional teaching)

Job security consistent with 2017 and 2011 SEBAC Agreements.

Between the date of this Agreement and June 30, 2021, there shall be no loss of employment for permanent employees, subject to the following conditions:

Applicable only to those hired prior to July 1, 2017

Protection from job loss does not apply to:

- Expiration of a temporary or special appointment
- Nonrenewal of a nontenured employee for performance related reasons
- Termination of grant or other outside funding specified for a particular position; and,
- Less than 20-hour per week part-time employees.

Notwithstanding the above, employees in the principal bargaining unit in their second or subsequent special appointment year on the effective date of this Agreement shall be covered by this job security provision.

The foregoing does not prevent the BOR from restructuring and eliminating positions of permanent employees provided that affected employees shall be reassigned or transferred to an existing comparable job in the system for which the employee possesses the requisite qualifications and experience. In any case, salary and tenure status shall be preserved. An employee who refuses an offered position will not be considered a layoff for purposes of this Agreement.

21. This June 7, 2017 Tentative Agreement as well as the December 6, 2016 Tentative Agreement and the May 4, 2016 Tentative Agreement shall be incorporated into a successor Tentative Agreement and would then be subject to ratification by both parties and the drafting of contract language.

Dated at Rocky Hill, Connecticut this 7th day of June, 2017

BOARD OF REGENTS FOR
HIGHER EDUCATION

Glenn Wilkerson 6/16/17
By

CONGRESS OF CONNECTICUT
COMMUNITY COLLEGES

Bryan R. Bonina 6/22/17
By

FEDERATION OF TECHNICAL
COLLEGE TEACHERS

[Signature] 6/22/17
By

AFSCME, COUNCIL 4, LOCAL 2480

[Signature] 6/22/17
By