

MEMORANDUM OF UNDERSTANDING

**State of Connecticut,
Office of Policy and Management (Office of Labor Relations)
And
CSEA/SEIU Local 2001 (P-3B Bargaining Unit)**

WHEREAS, The State of Connecticut, Office of Labor Relations and the CSEA/SEIU Local 2001 (P-3B Bargaining Unit) have engaged in good faith negotiations for a successor agreement to the 2016-2021 collective bargaining agreement;

WHEREAS, As part of those negotiations, the Parties agreed to accept the Union proposal to "Fix Step 8 (and later) in EC25; Fix step 8 making it a full step and recalculate steps";

WHEREAS, The Parties executed and signed a document on March 15, 2022, to commit to their agreement to make changes to salary group EC25 per the Union's proposal, as part of their overall agreement to changes in Article 19 -- Compensation;

WHEREAS, After execution and signing of said document on March 14, 2022, it was discovered that a scrivener's error occurred, specifically that the full increment amount in the agreement was inadvertently listed as "2.5%", which is below the percentage of a full increment within this salary group; the scrivener's error, therefore, resulted in language that did not express the Parties' full agreed upon intent -- to "Fix step 8 making it a full step and recalculate steps";


NOW, THEREFORE, The Parties agree to correct the scrivener's error and to implement a phased-in process to accomplish their intent through bargaining, such that the language in Article 19, Section Two (d) will be as follows:

- (d) Effective July 1, 2022, classifications that fall within the EC25 pay plan shall have steps 8, 9 and 10 adjusted to provide for a step increment of 2.5%. Employees entitled to a step adjustment payment as referenced above will receive it in the pay period that includes July 1, 2022.
- (1) Effective the pay period that includes July 1, 2023, classifications that fall within the EC25 pay plan shall be moved to salary group 25 in the EB plan. Employees in the EC25 pay plan will move to EB25 at the same step as they were in EC25. Employees entitled to a compensation adjustment as a result of migration from EC25 to EB25 will receive it in the pay period that includes July 1, 2023.

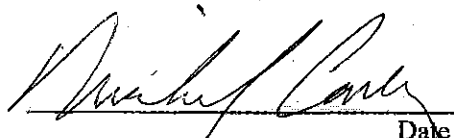
Pay plans that were prepared based on the scrivener's error will be corrected upon the execution of this Agreement. Once the pay plans are corrected, any affected employees shall be made whole.

FOR THE UNION (P-3B):

FOR THE STATE:



Date 3.29.2023



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