

SUBJECT TO MEMBERSHIP APPROVAL

MEMORANDUM OF AGREEMENT SUOAF - AFSCME AND CSU - BOT

Except as modified herein the Collective Bargaining Agreement between SUOAF - AFSCME Council 4 - Local 2836 and the Board of Trustees for the Connecticut State University System effective July 1, 2001 through June 30, 2005 will continue in full force and effect.

This agreement is made and entered into this _____ day of _____, 2003 by and between SUOAF - AFSCME Council 4 - Local 2836 an employee association within the meaning of Sections 5-270 through 5-280 of the Connecticut General Statutes, and the Board of Trustees for Connecticut State University, an employer within the meaning of said statutory sections.

The existing Collective Bargaining Agreement shall be modified as follows:

- (1.) Article 38: The term of the agreement is extended to June 30, 2007.
- (2.) Article 29, Compensation:
 - (A.) There shall be no salary adjustments, including merit, for the year 2003 - 2004.
 - (B.) All salary adjustments in the Collective Bargaining Agreement scheduled to take effect on June 27, 2003 shall instead take effect on September 17, 2004.
 - (C.) All salary adjustments in the Collective Bargaining Agreement scheduled to take effect on June 25, 2004 shall instead take effect on September 30, 2005.
 - (D.) Effective the pay period beginning September 29, 2006, the maxima and the minima for the ranks shall be increased by 3 percent (3%); and each member shall receive an increase in salary equal to:
 - a) the difference between the old maximum and the new maximum for the rank; plus
 - b) 1/14 of the rank range multiplied by a multiplier to be determined. (The overall increase subject to distribution, including merit funds, shall be equal to 4.5 % of the combined base salaries of members of

the bargaining unit as of April 14, 2006.) Notwithstanding the increase of (a) plus (b) above, no member's salary shall be increased beyond the maximum nor permitted to fall below the minimum of the member's rank.

- (3.) **Job Security:** Between the date of this Agreement and June 30, 2007, non-renewals of administrative faculty on term appointments shall not be utilized by the employer as an alternative to the procedure to reduce the work force for economic reasons set forth in Article 28.

The above provision shall not apply to positions funded by grants or contracts wherein funding terminates, or to temporary positions or appointments. The above provision shall expire on June 30, 2007, Section 5-278a of the Connecticut General Statutes, notwithstanding.

In light of the number of expected vacancies due to the Early Retirement Incentive Program, the employer anticipates that it shall re-appoint all administrative faculty in term appointments who were non-renewed for economic reasons on or about March 1, 2003. The pending grievances and prohibited practice complaint shall be withdrawn.

- (4.) **Labor/Management Committee:** The parties agree to establish a Labor/Management Committee to explore ways of accomplishing reductions in expenditures. The Committee shall be convened by the Chancellor or his designee within 90 days of the date hereof.

This agreement is subject to approval of the legislature pursuant to Connecticut General Statutes Section 5-278.

In witness whereof, the parties have affixed their signature as duly authorized collective bargaining agents.

for CSU BOT

for CSU SUOAF - AFSCME
