

STATE OF CONNECTICUT JUDICIAL BRANCH 90 Washington Street Hartford, Connecticut 06106

ADMINISTRATIVE SERVICES DIVISION HUMAN RESOURCE MANAGEMENT UNIT

Elizabeth K. Graham, Director

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Memorandum

To:

Lisa Egan, Under Secretary for Labor Relations

From:

Elizabeth K. Graham, Director of Human Resource Management

Date:

July 14, 2017

Subject:

Collective Bargaining Unit Materials

Enclosed are the materials documenting Judicial Branch negotiated tentative agreements with the Union of Professional Employees, AFT/AFT-CT, AFL-CIO; Judicial Employees Local 749, AFSCME, AFL-CIO; Connecticut State Employees Association SEIU Local 2001; and the International Brotherhood of Police Officers Local 731.

Judicial Branch costs associated with the AFT, AFSCME, CSEA and IBPO tentative agreements are attached. The Office of the Chief Public Defender (OCPD) developed its own cost estimates for AFT and AFSCME which are also attached for your use.

Please contact me if you need any additional information.

between

STATE OF CONNECTICUT JUDICIAL BRANCH

and

JUDICIAL PROFESSIONAL EMPLOYEES UNION AFT/AFT-CT, AFL-CIO

The parties agree that the collective bargaining agreement between the parties dated July 1, 2011 through June 30, 2016 is modified as a result of negotiations between the Branch and the Union in conjunction with negotiations between the State of Connecticut and SEBAC as noted below. The terms and conditions herein shall only be binding on the parties if the 2017 SEBAC Agreement is ratified in accordance with voting and approval requirements outlined in the 2017 SEBAC agreement.

Article 17 - Compensation

Section 1 and Section 2. Base Salary Increases and Annual Increments

For contract year July 1, 2016 – June 30, 2017 there shall be no increase in base annual salary, and no top step lump sum payment or annual increment paid to bargaining unit employees.

For contract year July 1, 2017 – June 30, 2018 there shall be no increase in base annual salary, and no top step lump sum payment or annual increment paid to bargaining unit employees.

For contract year 2018-2019, there shall be no increase in base annual salary, and no top step lump sum payment or annual increment paid to bargaining unit employees. Effective June 22, 2018 a one-time payment of \$2000.00 (not added to base salary), shall be paid to full-time (40 hours per week) bargaining unit employees. Part-time bargaining unit employees who work fewer than 40 hours per week shall be paid a pro-rated one-time payment of \$2000.00 (not added to base salary).

Bargaining unit employees qualifying for the one-time payment of \$2000.00 will be paid in a check dated July 2018. These one-time payments shall qualify for pension purposes.

For contract year 2019-2020, effective June 21, 2019 and paid beginning with the check dated July 19, 2019 the base annual salary for bargaining unit employees shall be increased by three and one-half percent (3.5%). Annual increments and top step lump sum payments will be paid in accordance with existing practice.

For contract year 2020-2021, effective June 19, 2020 and paid beginning with the check dated July 17, 2020 the base annual salary for bargaining unit employees shall be increased by three and one-half percent (3.5%). Annual increments and top step lump sum payments will be paid in accordance with existing practice.

For contract year 2021-2022, increases in base annual salary effective July 1, 2021 shall be negotiated between the parties. Such negotiations shall commence no later than January 1, 2021. Such negotiations shall be limited to general wage increase only, unless the parties mutually agree to open discussions to include other sections of this agreement. Annual increments and top step lump sum payments will be paid in accordance with existing practice.

Effective July 1, 2019, employees at the maximum step of the salary plan who have ceased receiving annual increments shall be eligible for a lump sum payment of one thousand dollars (\$1,000) per year. The payment shall be made as of the date the increment as specified above would have applied (e.g. January 1 or July 1) and may be depied for an overall "unsatisfactory" performance appraisal.

Longevity.

Employees shall continue to be eligible for longevity payments for the life of the contract in accordance with existing practice. Except that April 2018 longevity payments will be made in July of 2018.

In no event shall any employee first hired on or after July 1, 2011 be entitled to a longevity payment; provided, however, any individual hired on or after said date who

shall have military service which would count toward longevity under current rules shall be entitled to longevity if they have the necessary service requirement in the future.

In accordance with the 2017 SEBAC agreement, the second longevity payment for the 2017-2018 contract year that is normally paid in April will be deferred for payment until after July 1, 2018 and will be paid in a check dated July 2018.

Job Security

The parties have agreed that no bargaining unit member hired on or before July 1, 2017 shall be laid off for any reason. This job security will be applicable through June 30, 2021, subject to the limitations set forth below:

This protection from lay off does not prevent the Judicial Branch from restructuring and/or eliminating positions provided those affected are offered another job comparable in pay. An employee who is laid off due to refusal of such a position will not be considered a lay off for purposes of this agreement. Protection from loss of employment is for permanent employees; it does not apply to employees in their initial probationary period.

Any employee who is laid-off after June 30, 2017 shall have available any and all rights set forth under the SEBAC Placement and Training Agreement.

Unpaid Furlough Days

The parties agree to the following in accordance with the agreement reached between the State of Connecticut and SEBAC.

Each employee is required to take three (3) unpaid furlough days (or twenty-four unpaid furlough hours) between July 1, 2017 and June 30, 2018. The equivalent cost of the furlough days may be deducted from the employee's annual salary in order to spread the financial impact of the furlough days equally throughout the year. The reduced annual

salary will be divided into 26 pay periods and will become the adjusted base salary for the employee each pay period. The employee will be able to use the equivalent number of furlough hours in .25 increments (15 minute increments, or multiples thereof) by June 30, 2018. Use of furlough hours must be requested in advance and approved by management.

If an employee leaves the Branch prior to June 30, 2018, any furlough time taken in excess of the amount covered by the annualized deductions will be charged against any remaining vacation accruals at the time of separation. Should there be insufficient vacation time to cover the overuse of the furlough time, attendance will be modified accordingly and a deduction will be taken from the final paycheck.

Furlough day requirements will be prorated for employees working less than 40 hours per week.

Furlough days shall be treated in the same manner as voluntary schedule reductions under Connecticut General Statute 5-248c.

Tentative Agreements

The Tentative Agreements as attached in Appendix A are incorporated into this Agreement.

between

STATE OF CONNECTICUT JUDICIAL BRANCH

and

JUDICIAL PROFESSIONAL EMPLOYEES UNION AFT/AFT-CT, AFL-CIO

Signature Page

Date at Hartford, Connecticut this 19th day of June 2017.

STATE OF CONNECTICUT JUDICIAL BRANCH

Mark Ciarciello

Manager of Labor Relations

JUDICIAL PROFESSIONAL EMPLOYEES UNION AFT/AFT-CT, AFL-CIO

Carmen Roda

President JPEU

BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and JUDICIAL PROFESSIONAL EMPLOYEES UNION AFT/AFT-CT, AFL-CIO

Contract Negotiations CBA Expiration 6/30/16

The following section of the CBA shall now read ...

ARTICLE 33 - Duration

Section 1. Except as otherwise provided this Agreement shall be effective on approval by the General Assembly through June 30, 2022 including the contract years listed below. If no agreement has been entered into between the parties hereto by the expiration of this agreement, then this agreement shall remain in full force and effect until a new agreement takes effect subject to the provisions of C.G.S. Section 5-278a.

Year 1 July 1, 2016 - June 30, 2017

Year 2 July 1, 2017 - June 30, 2018

Year 3 July 1, 2018 - June 30, 2019

Year 4 July 1, 2019 - June 30, 2020

Year 5 July 1, 2020 - June 30, 2021.

Year 6 July 1, 2021 - June 30, 2022

Section 2. Successor Negotiations. Negotiations for a successor Agreement shall commence in August 2021. The parties may, by mutual agreement, commence negotiations at a different time.

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For the Judicial Branch	
6-20-17	
Date	
For the Union	
Date 20, 2017.	

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APPENDIX A

Tentative Agreements

(page 1 - 24)

MEMORANDUM OF AGREEMENT Between THE STATE OF CT JUDICIAL BRANCH And THE UNION OF PROFESSIONAL JUDICIAL EMPLOYEES, AFT/AFT-CT

Re: Article 17 § 8, On Call/Standby Pay

Whereas, the parties have been negotiating a successor collective bargaining agreement since 2016, and

Whereas, the parties know that the potential for further savings and benefits may be achieved if continued negotiations on unresolved matters continue, and

Whereas, the parties, in order to continue negotiating a settlement to an unresolved matter associated with Article 17 § 8 (On Call/Standby Pay), agree to the following:

1) The parties shall form an On Call/Standby Pay Advisory Committee (ONSPAC) comprised of equal numbers of labor and management representatives (not to exceed five members on each side).

2) The purpose of the ONSPAC is to review the policies, practices and payments of Article 17 § 8 On Call/Standby Pay to Judicial Branch employees.

3) The goal of the ONSPAC is to find costs savings for the Judicial Branch and additional options for employees within the scope of Article 17 § 8, Article 20 (Compensatory Time Off) and the GPS Monitoring MOA dated 12/2009.

4) At the time of this agreement, 32% of the Adult Probation Officers (APO's) and Chief Probation Officers (CPO's) combined receive On Call/Standby Pay consistent with Article 17 § 8. From the date of this agreement, until an agreement is reached or impasse declared (arbitration), the Judicial Branch shall keep at least 32% of the APO's and CPO's in the On Call/Standby status. Such members shall receive all rights and benefits afforded such a status consistent with past practice and dealings between the parties. Any reduction to the 32% of the APO's and CPO's must be mutually agreed upon by both parties.

5) The ONSPAC will meet monthly beginning in August of 2017. Failure to meet in any one month will mean the cancelled or postponed meeting will be rescheduled for the next. The ONSPAC will meet at least 10 times between August 2017 – June 2018. Labor representatives on the ONSPAC shall be permitted leave for all meetings and caucuses in accordance with the practice established during the most recent round of contract negotiations.

6) If an agreement is reached between the parties, it shall be reduced to writing and incorporated into the collective bargaining agreement.

7) If an agreement cannot be reached between the parties, the issue of Article 17 § 8 On Call/Standby Pay and the associated issues shall be arbitrated in accordance with Article 10 § 11.

8) Either party may request information from the other to facilitate discussions, negotiations and arbitration. Information requested must be made available within two weeks of the request. Extensions on this time line may be requested, but under no circumstances shall complying with an information request be delayed longer than four weeks.

9) This agreement shall be attached as an appendix to the most recently negotiated

collective bargaining agreement.

Union of Professional Judicial Employees

JUDICIAL BRANCH:^

Date: 6 20 11

ATTACHMENT - 12/2009 MOA GPS Monitoring

BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and THE JUDICIAL PROFESSIONAL EMPLOYEES UNION

Contract Negotiations CBA Expiration 6/30/16

The following section of the CBA shall now read . . .

Article 17, Section 11 and 12 (NEW)

Section 11. Mandatory Unpaid Furlough days. The parties agree to the following in accordance with the agreement reached between the State of Connecticut and SEBAC. Each member of the bargaining unit will take three furlough days in the second year of the contract. Furlough days will be duty free. Dates selected will be authorized unless doing so creates an operational hardship. In that case, the least senior employee(s) will be advised to select a different date. Seniority determinations will be made in accordance with Article 15, Section 3.

Bargaining unit employees will advise their supervisor of the three dates they have selected at the start of the applicable contract year, or an employee may choose to take a day in a specific month to be determined no later than the start of that month in lieu of providing exact dates as previously described. In that case, if the employee has not taken the furlough day or committed to an exact date by the last full work week of that month, they will be assigned a date in that week that does not create an operational hardship.

All days have to be taken no later than April 30 of each contract year. Exceptions to accommodate pre-selected dates later than April 30 but prior to the last pay date of the fiscal year may be made if requested at the start of the applicable contract year. Employees may take such furlough days in single 8 hour blocks or in multi-day increments. Such days may be consecutive or multiple single days in a pay period. Employees that take mandatory unpaid furlough days in 8 hour blocks will have their pay adjusted accordingly. However, an employee may have the equivalent cost of the furlough days deducted from the employee's annual salary in order to spread the financial impact of the furlough days equally throughout the year. The reduced annual salary will be divided into 26 pay periods and will become the adjusted base salary for the employee each pay period. The reduced annual salary is for accounting purposes only and shall have no impact on retirement calculations or any other wage based benefit. The employee will be able to use the equivalent number of furlough hours in .25 increments (15 minute increments, or multiples thereof) by June 30, 2018.

If an employee leaves the Branch prior to June 30, 2018, any furlough time taken in excess of the amount covered by the annualized deductions will be charged against any remaining vacation accruals at the time of separation. Should there be insufficient vacation time to cover the overuse of the furlough time, attendance will be modified accordingly and a deduction will be taken from the final paycheck. Use of furlough hours must be requested in advance and approved by management

Furlough days will be prorated for part-time employees.

Furlough days shall be treated in the same manner as voluntary schedule reductions under Conn. Gen. Stat. 5-248c.

Section 12. Voluntary Unpaid Furlough Days. Each member of the bargaining unit may take two voluntary furlough days in each year of the contract beginning after July 1, 2017. These furlough days will be duty free. Dates and times selected will be authorized unless doing so creates an operational hardship. In that case, the least senior employee(s) will be advised to select a different date. Seniority determinations will be made in accordance with Article 15, Section 3. Employees who elect to take voluntary furlough days shall have these days administered in the following manner, (1) the employee, within 30 days of the ratification of this agreement, shall make an irrevocable election to exercise the benefit under this section, and (2) employee shall have the equivalent cost of the furlough days deducted from the employee's annual salary in order to spread the financial impact of the furlough days equally throughout the year. The reduced annual salary will be divided into 26 pay periods and will become the adjusted base salary for the employee each pay period. The reduced annual salary is for accounting purposes only and shall have no impact on retirement calculations or any other wage based benefit. The employee will be able to use the equivalent number of furlough hours in .25 increments (15 minute increments, or multiples thereof). Use of furlough hours must be requested in advance and approved by management. Voluntary furlough days shall be treated in the same manner as voluntary schedule reductions under Conn. Gen. Stat. 5-248c consistent with the negotiated provision regarding the mandatory furloughs, if so authorized through SEBAC or other approving agency.

SUMMARY - Creates new guidelines for mandatory and voluntary furlough days

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Me Caulle

For the Branch

June 20, 2017

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For the Union

June 20, 2017

Page 3 of 3

BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and THE JUDICIAL PROFESSIONAL EMPLOYEES UNION

Contract Negotiations CBA Expiration 6/30/16

The following section of the CBA shall now read . . .

ARTICLE 17 Section 9 (NEW)

Night Shift Differential for Juvenile Detention Employees.

Employees who are regularly assigned to work shifts beginning after 1:00 p.m. shall receive a one (1) dollar per hour night shift differential. Night shift differential shall be paid only for hours worked and not on leave time

SUMMARY - Language increases night shift differential from ,85 cents to \$1.00 per hour

Page 1 of 1

Me Carella

For the Branch

June 20, 2017

For the Union

June 20, 2017

MEMORANDUM OF AGREEMENT Between THE STATE OF CT JUDICIAL BRANCH And THE UNION OF PROFESSIONAL JUDICIAL EMPLOYEES, AFT/AFT-CT

Re: Article 17 § 7, Automobile Availability Fee

Whereas, the parties have been negotiating a successor collective bargaining agreement since 2016, and

Whereas, the parties know that the potential for further savings and benefits may be achieved if continued negotiations on unresolved matters continue, and

Whereas, the parties, in order to continue negotiating a settlement to an unresolved matter associated with Article 17 § 7 (Automobile Availability Fee), agree to the following:

1) The parties shall form an Automobile Availability Fee Advisory Committee (AAFAC) comprised of equal numbers of labor and management representatives (not to exceed five members on each side).

2) The purpose of the AAFAC is to review the policies, practices and payments of Article 17 § 7 fees and mileage paid to Judicial Branch employees.

3) The goal of the AAFAC is to find costs savings for the Judicial Branch and additional options (for example, but no limited to, access to pool cars, etc.), for employees within the scope of Article 17 § 7 and mileage payments.

4) The AAFAC will meet monthly beginning in August of 2017. Failure to meet in any one month will mean the cancelled or postponed meeting will be rescheduled for the next. The AAFAC will meet at least 10 times between August 2017 – June 2018. Labor representatives on the AAFAC shall be permitted leave for all meetings and caucuses in accordance with the practice established during the most recent round of contract negotiations.

5) If an agreement is reached between the parties, it shall be reduced to writing and incorporated into the collective bargaining agreement.

6) If an agreement cannot be reached between the parties, the issue of Article 17 § 7 Automobile Availability Fee payments shall be arbitrated in accordance with Article 10 § 11.

7) Either party may request information from the other to facilitate discussions, negotiations and arbitration. Information requested must be made available within two weeks of the request. Extensions on this time line may be requested, but under no circumstances shall complying with an information request be delayed longer than four weeks.

8) At the time of this agreement, the practice between the parties is that if a particular job description indicates that a personal vehicle must be available for daily use or if the practice within a job class has establishes payment of the Automobile Availability Fee and mileage, then these payments will continue to be

made to all impacted employees until such time as an agreement has been reached or an arbitration award is issued.

9) This agreement shall be attached as an appendix to the most recently negotiated collective bargaining agreement.

Union of Professional Judicial Employees Date

JUDICIAL BRANCH: Date: 6.

BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and THE JUDICIAL PROFESSIONAL EMPLOYEES UNION

Contract Negotiations CBA Expiration 6/30/16

The following section of the CBA shall now read . . .

Article 26, Transfer for Operational Needs, Section 2 and 3 (NEW)

Section 2.

- (c) At least every six months, the Judicial Branch and all of its Divisions and agencies impacted by the terms of this agreement, shall post for voluntary relocation opportunities for employees who wish to transfer from and to a particular duty station consistent with Section 1(a) of this Article. The Judicial Branch will use every effort to allow transfer of personnel to duty stations consistent with this Section prior to the assignment of newly hired personnel. Prior to any permanent transfer, other than in the case of court or facility closures, the Judicial Branch shall adhere to the following procedure:
- 1) Supervisory Personnel The three most senior candidates for transfer to a particular location shall be interviewed for the position. The Judicial Branch may select one of these three candidates for transfer, however under no circumstances shall a supervisor be selected for transfer without first being interviewed in the same fashion as the three most senior candidates.
- 2) Line Staff (non-supervisory personnel) The three most senior candidates for transfer to a particular location shall be considered for the position. The Judicial Branch may select any of the three most senior candidates. In the event that a candidate is not selected, they will need to apply for transfer at the next possible opportunity. No candidate may be denied transfer to a particular duty station more than twice unless two people on the list have been denied transfer twice. In that case, seniority would be the controlling factor among the candidates.
- 3) In the event that seniority, selection criteria or other unforeseen complications exist or become known to the parties, the Union and the Judicial Branch will meet to achieve a mutually agreeable remedy. In the event that no mutually agreeable remedy can be achieved an expedited arbitration process similar to that found in Article 15, Section 9 of this agreement will be used.
- Section 3. A temporary transfer is defined as a temporary assignment away from the duty station. Ordinarily such transfers shall not exceed sixty (60) calendar days. No employee will be required to be in temporary transfer status for more than 120 calendar days. After 120 days the employee may request to return to their original duty station. Honoring such a request will not

be unreasonably withheld. In making temporary transfers the Employer shall consider the wishes of employees, seniority, and operational needs; provided, however, its determination shall not be subject to review under Article 10 (Grievance Procedure). Employees in temporary transfer status shall receive mileage in accordance with existing practice.

SUMMARY – New language creates posting requirements, "rule of three" and prohibits "dying on the vine". In addition, supervisors shall be interviewed prior to transfer.

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me Could

For the Branch

June 14, 2017

For the Union

June 14, 2017

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BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and THE JUDICIAL PROFESSIONAL EMPLOYEES UNION

Contract Negotiations CBA Expiration 6/30/16

The following section of the CBA shall now read . . .

ARTICLE 33 (NEW).

Duration

Section 1. (a) Except as otherwise provided, this Agreement shall be effective on approval by the General Assembly through June 30, 2022. If no Agreement has been entered into between the parties hereto by the expiration of this Agreement, then this Agreement shall remain in full force and effect until a new Agreement takes effect subject to the provisions of C.G.S. section 5-278a.

Section 2. Successor Negotiations. Negotiations for a successor Agreement shall commence in August, 2021. The parties may, by mutual agreement, commence negotiations on a different date.

SUMMARY - Establishes a six-year duration, 7/1/16 - 6/30/22

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For the Branch

May 2, 2017

For the Union

May 2, 2017

BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and THE JUDICIAL PROFESSIONAL EMPLOYEES UNION

Contract Negotiations CBA Expiration 6/30/16

The following section of the CBA shall now read . . .

Article 13, Section 1 (NEW)

(c) The Judicial Branch shall, not more than seven business days after receipt of a written request from an employee, permit such employee to inspect, and if requested, copy his or her personnel file.

SUMMARY - Sets a timeline on honoring requests to inspect/copy personnel files

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For the Branch

June 14, 2017

For the Union

June 14, 2017

Page 1 of 1

BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and THE JUDICIAL PROFESSIONAL EMPLOYEES UNION

Contract Negotiations CBA Expiration 6/30/16

The following section of the CBA shall now read . . .

ARTICLE 15 (NEW)

Section 7. Recall. Employees who have been laid off shall be recalled, in order of seniority within their current classification as defined in Section 3 (d), above, provided that if an employee refuses to accept a position within thirty (30) miles of the employee's home, then the Employer's obligation to said employee shall be fully discharged and the employee shall have no further rights to be recalled. Notwithstanding the above, the Employer's obligation to recall an employee shall be discharged twenty-four (24) months following the employee's layoff.

Any employee who is laid off pursuant to this Article and who is reemployed within two (2) years from the date of his/her lay off shall be credited with the amount of sick leave that was accrued on the effective date of his/her lay off.

SUMMARY -

Page 1 of 1

For the Branch

June 12, 2017

For the Union

June 12, 2017

BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and THE JUDICIAL PROFESSIONAL EMPLOYEES UNION

Contract Negotiations CBA Expiration 6/30/16

The following section of the CBA shall now read . . .

APPENDIX B (NEW)

Authorized Pay Groups

Section 3. Those employees who have their probationary period extended pursuant Article 11, Section 1(c), shall not progress beyond their current pay group and step and shall remain in a trainee status until the first day of the first full payroll period following two years as a trainee.

SUMMARY - Implements a wage freeze for newly hired employees who have their probationary period extended

Page 1 of 1

moe haule

For the Branch

May 8, 2017

For the Union

May 8, 2017

BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and THE JUDICIAL PROFESSIONAL EMPLOYEES UNION

Contract Negotiations CBA Expiration 6/30/16

The following section of the CBA shall now read . . .

Articles' Performance Appraisal (NEW LANGUAGE IN BOLD)

Section 1. (a) The annual performance appraisal shall be completed approximately three (3) but no less than two (2) months prior to the employee's annual increase date. The performance appraisal will be conducted by a management designee who is familiar with the employee's work. For the purpose of this section, a performance appraisal shall be deemed completed when it has been completed by the approving authority. When an employee is rated "unsatisfactory," the rating supervisor shall state reasons and, if practicable, suggestions for improvement. All performance appraisals of "unsatisfactory" must be discussed with the employee at an informal meeting to be scheduled by the rating supervisor, normally within seven days after the employee has seen the report and prior to its submission to the Executive Director. Employees receiving overall unsatisfactory appraisals may, at the employee's request, have union representation at the informal meeting. Late performance appraisals shall be voidable at the option of the employee.

- (b) There shall be two overall ratings: "satisfactory" or "unsatisfactory." An employee receiving an "unsatisfactory" evaluation shall not receive an annual increment. Each employee shall receive a copy of his/her performance appraisal and shall sign same indicating receipt but not necessarily agreement.
- (c) It is the understanding of the parties that the performance appraisal system is intended to inform employees of their strengths and weaknesses and should not be used as a substitute for appropriate disciplinary procedures.
- (d) The following procedure shall be used for supervisors wishing to reference counseling in an employee's performance appraisal. There will be no reference to counseling in the narrative sections of the performance appraisal document. Instead, the supervisor will attach his/her notes referencing the counseling of an individual employee to that employee's performance appraisal report. One year from the date of the issuance of said note, upon the request of the employee, the referencing note will be detached from the performance appraisal report, provided no additional counseling or disciplinary incident took place during that time period.

(c) Employees who are out of work at the time the performance appraisal is completed by the approving authority will have their evaluations mailed to their home address (via certified and regular mail) prior to the deadline set for filing evaluations. When the employee returns from leave, the supervisor will meet with the employee, review the evaluation, and obtain the employee's signature on the evaluation in accordance with (b).

Section 2. (a) Disputes concerning compliance with this Article may be subject to the grievance, but not the arbitration, procedure. Disputes concerning procedural requirements of this Article shall be promptly aired by the employee so that timely correction can be sought. Where appropriate, reasonable efforts shall be made to correct or mitigate alleged procedural defects.

(b) Notwithstanding paragraph (a) of this Section, disputes concerning the grounds for an "unsatisfactory" rating, and thus the denial of an increment, may be subject to arbitration, but the increment may only be restored if the evaluator's decision, in light of all the credible evidence, is clearly shown to be arbitrary and capricious. The arbitrator shall not substitute his/her judgment for the judgment of the evaluator in applying and weighing evaluation standards.

SUMMARY – Language highlighted in sections in (a) and (e) is new provides clarity on when appraisals are completed, Union representation when unsatisfactory appraisals are issued and the inclusion of the "absent" employee protocol.

Page 1 of 2

Mue Gaulle

For the Branch

February 3, 2016

For the Union

February 3, 2016

BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and THE JUDICIAL PROFESSIONAL EMPLOYEES UNION

Contract Negotiations CBA Expiration 6/30/16

The following section of the CBA shall now read . . .

ARTICLE 19. Hours of Work (NEW)

Section 1. Regular Workweek.

(a) Full-time professional employees work a regular forty (40) hour week for the term of this agreement provided that hours of duty are based upon position responsibility. Such employees shall work as needed or required, consistent with the provisions of Article 20 (Compensatory Time Off).

Section 2. Scheduling of Hours.

(a) Full-time employees normally work Monday to Friday between the hours of 8:00 a.m. and 5:15 p.m. in accordance with one of the following schedules:

7:30a.m. to 4:00 p.m. 7:45 a.m. to 4:15 p.m.

8:00 a.m. to 4:30 p.m. 8:00 a.m. to 4:45 p.m. 8:00 a.m. to 5:00 p.m.

8:15 a.m. to 4:45 p.m. 8:15 a.m. to 5:00 p.m. 8:15 a.m. to 5:15 p.m.

8:30 a.m. to 5:00 p.m. 8:30 a.m. to 5:15 p.m. 8:45 a.m. to 5:15 p.m.

9:00 a.m. to 5:30 p.m.

(b) Nothing in this article shall be deemed to prohibit the employer from assigning employees regular work hours outside the normal schedule so long as the Employer has met its responsibility to bargain over said changes of hours in accordance with the State Employees Relations Act (SERA).

Section 3. Meal Periods. Meal periods shall be one (1) hour, forty-five (45) minutes or thirty (30) minutes at the option of the employee during the term of this agreement.

Meal periods shall be scheduled close to the middle of a shift, subject to the operating needs of the jurisdiction as determined by officials in charge. Meal periods shall, except in unusual circumstances, be considered duty free. Meal periods shall not be counted as work time. The voluntary omission of a meal period in whole or in part shall not modify the starting or leaving time schedule.

Section 4. Rest Periods. (a) Employees shall be entitled to two (2) fifteen (15) minute rest periods during the working day, one (1) in each half shift (to be scheduled by the supervisor), except that operational needs may preclude such periods for courtroom personnel. A rest period commences when the employee ceases work at the duty station. The voluntary omission of a rest period in whole or in part shall not modify the starting or leaving schedule.

SUMMARY – the hours of 9:00 am - 5:30 pm are now an authorized schedule.

Mue haures

For the Branch

March 15, 2016

For the Union

March 15, 2016

Page 2 of 2

BETWEEN THE STATE OF CONNECTICUT JUDICIAL BRANCH and THE JUDICIAL PROFESSIONAL EMPLOYEES UNION

Contract Negotiations CBA Expiration 6/30/16

The following section of the CBA shall now read ...

ARTICE 14. Discipline

Section 6. Disciplinary Interviews.

- (a) A union steward may attend a disciplinary interview as a witness for, and consultant to, an employee when all of the following circumstances apply:
- (1) The employee is being interviewed as a part of an investigation of misconduct by a supervisor, official, or other representative of the Connecticut Judicial Branch.
- (2) Such discipline is considered likely at the time of the interview, but no final decision has been reached.
- (3) The employee requests the presence of a steward.
- (4) A steward is available within a reasonable time, ordinarily not to exceed twenty-four (24) hours.
- (5) No emergency work situation involving the employee or the steward exists.
- (6) The steward does not interrupt or otherwise impede the interview.
- (7) Only one steward may attend an interview or series of interviews.
- (b) The rights conferred in this Section constitute the full extent to which the parties intend the Weingarten case to be applied under C.G.S. Sec- tion 5-271 (a).
- (c) Ordinarily, violations of paragraph (a) shall not be grounds for altering disciplinary action. However, the arbitrator reviewing such action may order other relief appropriate to the nature and circumstances of the case.

SUMMARY - The paragraph "The steward does not interrupt or otherwise impede the interview." has been added

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For the Branch

March 15, 2016

For the Union

March 15, 2016

Page 2 of 2

Contract Extension Agreement -- July 1, 2016

THE UNION OF PROFESSIONAL JUDICIAL EMPLOYEES, AFT/AFT-CT

&

THE STATE OF CONNECTICUT JUDICIAL BRANCH

The State of Connecticut Judicial Branch and the Union of Professional Judicial Employees, AFT/AFT CT are parties to a collective bargaining agreement expiring by its terms on June 30, 2016.

Pursuant to Conn. Gen. Stat. Sec. 5-278a, in the event an agreement expires before a new agreement has been approved by the employee organization, the employer representative and the legislature, certain provisions shall remain in effect until such time as a new agreement is reached and approved in accordance with Conn. Gen Stat. Sec. 5-278a, and certain other provisions shall not remain in effect.

Accordingly, the parties agree that the following provisions of said collective bargaining agreement shall <u>not</u> remain in effect after June 30, 2016:

- (1) general wage increases
- (2) annual increments
- (3) top step bonuses

Unless specifically referenced above, all other provisions of said collective bargaining agreement shall remain in effect in accordance with their terms until a new agreement is reached and approved in accordance with Conn. Gen. Stat. Sec. 5-278.

This interim contract extension agreement shall continue in force until such time as a successor agreement is approved by the employee organization, the employer representative and the legislature, or until discontinued by agreement of the parties.

In witness whereof the parties have authorized their representatives to affix their signatures on the dates set forth below.

Me Carello

For the Judicial Branch

For the Union

Date

Date

AFT COST SHEET JUDICIAL BRANCH

egyptieg the Johnston		Funds Necessary to		42 50 42 50 50 45 75 75
				New Costs Associated
		Implement the Entire		
		Collective Bargaining	Costs included in the	with Tentative
FY	(TEM	Agreement	Current Service Request	Agreement
FY 2017				
	EXISTING PAYROLL	103,264,583	103264583	
	EXISTING OCT 16 AND APRIL 17 LONGEVITY	2,569,529	2,569,529	
	EXISTING AUTOMOBILE AVAILABILITY FEE	284,100	284,100	
	EXISTING SHIFT DIFFERENTIAL \$.85	282,027	282,027	-
	NEW CLINCIAL COORDINATORS PAYMENT	2,145	2,145	
TOTAL CO		106,402,384	106,402,384	0
TOTAL CO	7515	100,402,384	100,402,304	<u> </u>
FY 2018			400 054 500	·
	EXISTING PAYROLL	103,264,583	103,264,583	
	EXISTING OCT 17 LONGEVITY PYT	1,266,712	1,266,712	
	EXISTING AUTOMOBILE AVAILABILITY FEE	284,100	284,100	
	CHANGE SHIFT DIFFERENTIAL FROM \$.85 to \$1.00	282,244	282,027	217
	NEW CLINCIAL COORDINATORS PAYMENT	2,145	-	2,145
	NEW FURLOUGH	(1,191,514)		(1,191,514)
TOTAL CO		103,908,270	105,097,422	(1,189,152)
101112 00				
EV 2040	1			
FY 2019	EVICTING BAVDOLI	102 264 502	103,264,583	
	EXISTING PAYROLL	103,264,583		
	EXISTING OCT 18 AND APRIL 19 LONGEVITY	2,569,529	2,569,529	
	EXISTING AUTOMOBILE AVAILABILITY FEE	284,100	284,100	
	CHANGE SHIFT DIFFERENTIAL FROM \$.85 to \$1.00	282,244	282,027	217
	NEW CLINCIAL COORDINATORS PAYMENT	2,145	-	2,145
	EXISTING APRIL FY 18 LONGEVITY PYT	1,302,817		1,302,817
	NEW ONE TIME PAYMENT	2,266,750		2,266,750
TOTAL CO	OSTS	109,972,168	106,400,239	3,571,929
FY 2020				
1 2020	EXISTING PAYROLL	103,264,583		103,264,583
	EXISTING PATROLE EXISTING OCT 19 AND APRIL 20 LONGEVITY PYT	2,569,529		2,569,529
	i i	284,100		284,100
	EXISTING AUTOMOBILE AVAILABILITY FEE	282,264		282,264
	CHANGE SHIFT DIFFERENTIAL FROM \$.85 to \$1.00			E I
	NEW CLINCIAL COORDINATORS PAYMENT	2,145		2,145
	NEW 3.5% GENERAL WAGE INCREASE	3,488,074		3,488,074
	NEW ANNUAL INCREMENTS -JULY	990,498		990,498
	NEW ANNUAL INCREMENTS-JANUARY	368,851	,	368,851
	NEW MAXIMUM STEP LUMP SUM	99,250		99,250
TOTAL CO	DSTS	111,349,294	0	111,349,294
FY 2021				
. , 2021	EXISTING PAYROLL	103,264,583		103,264,583
]	NEW FY2020 3.5% GENERAL WAGE INCREASE	3,488,074		3,488,074
		990,498		990,498
ł	NEW FY2020 ANNUAL INCREMENTS -JULY	1		368,851
	NEW FY2020 ANNUAL INCREMENTS-JANUARY	368,851		1
<u> </u>	NEW FY2020 MAXIMUM STEP LUMP SUM	99,250		99,250
1	EXISTING OCT 20 AND APRIL 21 LONGEVITY PYT	2,569,529		2,569,529
l	EXISTING AUTOMOBILE AVAILABILITY FEE	284,100		284,100
	CHANGE SHIFT DIFFERENTIAL FROM \$.85 to \$1.00	282,264		282,264
	NEW CLINCIAL COORDINATORS PAYMENT	2,145		2,145
l	NEW 3.5% GENERAL WAGE INCREASE	3,659,578		3,659,578
	NEW ANNUAL INCREMENTS -JULY	910,063		910,063
	NEW ANNUAL INCREMENTS JOET	294,162		294,162
		,	1	£
		124,250		124.250
TOTAL CO	NEW MAXIMUM STEP LUMP SUM	124,250 116,337,347	0	124,250 116,337,347

AFT COST SHEET OCPD

		_
16-17	AUTO USAGE	21,600.00
10-17	LONGEVITY	106,330.00
	LONGEVITI	100,550.00
	TOTAL 000T	407 000 00
	TOTAL COST	127,930.00
17-18		-
	AUTO USAGE	21,600.00
	FURLOUGH	(35,815.00)
	LONGEVITY	53,165.00
	TOTAL COST	38,950.00
18-19		
	AUTO USAGE	21,600.00
	LONGEVITY	167,165.00
	\$2,000 BONUS	68,000.00
	TOTAL COST	256,765.00
19-20		
		٠.
	AUTO USAGE	21,600.00
	3.5% GWI	109,055.53
	AIJULY	18,503.80
	A I JANUARY	4,070.69
	LUMP SUM	19,500.00
	LONGEVITY	125,206.00
		· · · · · · · · · · · · · · · · · · ·
	TOTAL COST	297,936.02
20-21		
20 21	AUTO USAGE	21,600.00
	3.5% GWI	113,662.58
•	AIJULY	16,912.65
	A I JANUARY	4,362.07
	LUMP SUM	20,250.00
	LONGEVITY	143,256.00
	LONGEVIII	1.0,200.00
	TOTAL COST	298,443.30
	TOTAL COST	230,443.30

PAGE: 1 RUN DATE: 06/07/2017

Bargaining Unit: 42

JUDICIAL PROFESSIONAL EMPLOYEES 40.00 HOUR WEEK EFFECTIVE JUNE 21, 2019

15.73 26.9656	21:	19	2,030.73 203.08 25.3841	196 196 24	1,904.22 190.43 23.8028	⊢ 0	⊢ ⊢ ~	1,/14.43 171.45 21.4306	HTX HTX PTM	
.00 56,304.00		54,653.00	53,002.00	51.0	ນ ່ວ	49.		47.0	ANN	14
21.00 53,904.00 04.64 2,065.29 00.47 206.53 25.0580 25.8161	õ	52,321.00 2,004.64 200.47 25.058	50,738.00 1,943.99 194.40 24.2999	49,155.00 1,883.34 1,888.34 23.5418	47,572.00 1,822.69 182.27 22.7836	45,989.00 1,762.04 176.21 22.0255	44,406.00 1,701.38 170.14 21.2673	42,823.00 1,640.73 164.08 20.5091	ANN BIW DLY HLY	μ ω
1.00 49,440.00 5.64 1,894.26 4.57 189.43 3.0705 23.6783	.00 .64 .57	48,171.00 1,845.64 184.57 23.07	46,902.00 1,797.02 179.71 22.4628	45,633.00 1,748.40 174.84 21.8550	44,364.00 1,699.78 169.98 21.2473	43,095.00 1,651.15 165.12 20.6394	41,826.00 1,602.53 160.26 20.0316	40,557.00 1,553.91 155.40 19.4239	ANN BIW DLY	12
22.00 47,843.00 86.29 1,833.07 78.63 183.31 22.3286 22.9134	.29	46,622.00 1,786.29 178.63 22.328	45,401.00 1,739.51 173.96 21.7439	1,692.73 169.28 21.1591	42,959.00 1,645.94 164.60 20.5743	41,738.00 1,599.16 159.92 19.9895	40,517.00 1,552.38 155.24 19.4048	39,296.00 1,505.60 150.56 18.8200	ANN BIW DLY HLY	12 12
,827.00 46,006.00 ,717.51 1,762.69 171.76 176.27 21.4689 22.0336	7.00 7.51 7.51 76	44,827.00 1,717.51 171.76 21.468	43,648.00 1,672.34 167.24 20.9043	42,469.00 1,627.17 162.72 20.3396	41,290.00 1,582.00 158.20 19.7750	40,111.00 1,536.82 153.69 19.2103	38,932.00 1,491.65 149.17 18.6456	37,753.00 1,446.48 144.65 18.0810	ANN BIW DLY	10
60.00 44,349.00 57.48 1,699.20 65.75 169.92 20.7185 21.2400		43,260.00 1,657.48 165.75 20.718	42,171.00 1,615.75 161.58 20.1969	41,082.00 1,574.03 157.41 19.6754	39,993.00 1,532.30 153.23 19.1538	38,904.00 1,490.58 149.06 18.6323	37,815.00 1,448.86 144.89 18.1108	36,726.00 1,407.13 1,407.72 17.5891	ANN BIW DLY	09
881.00 42,899.00 604.64 1,643.64 160.47 164.37 20.0580 20.5455	. 64 . 47 . 0580	41,881.00 1,604.64 160.47 20.05	40,863.00 1,565.64 156.57 19.5705	39,845.00 1,526.63 152.67 19.0829	38,827.00 1,487.63 148.77 18.5954	37,809.00 1,448.63 144.87 18.1079	36,791.00 1,409.62 140.97 17.6203	35,773.00 1,370.62 137.07 17.1328	ANN DLY DLY	80
278.00 39,055.00 466.60 1,496.37 146.66 149.64 18.3325 18.7046	.60	38,278.0 1,466.6 146.6 18.3	37,501.00 1,436.82 143.69 17.9603	36,724.00 1,407.05 140.71 17.5881	35,947.00 1,377.28 137.73 17.2160	35,170.00 1,347.51 134.76 16.8439	34,393.00 1,317.74 131.78 16.4718	33,616.00 1,287.97 128.80 16.0996	ANN BIW DLY	07
Includ 7		STEP	STEP 6	STEP		STEP 3	STEP 2	STEP 1	PER	GRP
				JUNE 21, 2019	EFFECTIVE J					

PAGE: 2 RUN DATE: 06/07/2017

Bargaining Unit: 42

JUDICIAL PROFESSIONAL EMPLOYEES 40.00 HOUR WEEK EFFECTIVE JUNE 21 2019

	310.23 38.7784	301.08 37.6346	291.9 36.4	282.	Ν	64.4 33.0	35	46.1 30.7	ATA	
2,388	80,969.00 3,102.27	78,581.00 3,010.77	76,193.00 2,919.28	73,805.00 2,827.78	 NO	<i>ω</i> 4.	66,641.00 2,553.30	64,253.00 2,461.81	ANN	22
2,018	76,674.00 2,937.71 293.78 293.78 36.7214	74,656.00 2,860.39 286.04 35.7549	72,638.00 2,783.07 278.31 34.7884	70,620.00 2,705.75 270.58 33.8219	68,602.00 2,628.43 262.85 32.8554	66,584.00 2,551.12 255.12 31.8890	64,566.00 2,473.80 247.38 30.9225	62,548.00 2,396.48 239.65 239.9560	ANN BIW DLY	21
1,969	73,384.00 2,811.65 281.17 35.1456	71,415.00 2,736.21 273.63 34.2026	69,446.00 2,660.77 266.08 33.2596	67,477.00 2,585.33 258.54 32.3166	65,508.00 2,509.89 250.99 31.3736	63,539.00 2,434.45 243.45 30.4306	61,570.00 2,359.01 235.91 29.4876	59,601.00 2,283.57 228.36 28.5446	ANN BIW DLY HLY	20 .
1,916	70,129.00 2,686.94 268.70 33.5868	68,213.00 2,613.53 261.36 32.6691	66,297.00 2,540.12 254.02 31.7515	64,381.00 2,466.71 246.68 30.8339	62,465.00 2,393.30 239.33 29.9163	60,549.00 2,319.89 231.99 28.9986	58,633.00 2,246.48 224.65 28.0810	56,717.00 2,173.07 217.31 27.1634	ANN BIW DLY HLY	<u>р</u> 9
1,867	67,117.00 2,571.54 257.16 32.1443	65,250.00 2,500.00 250.00 31.2500	63,383.00 2,428.47 242.85 30.3559	61,516.00 2,356.94 235.70 29.4618	59,649.00 2,285.41 228.55 228.55 28.5676	57,782.00 2,213.87 221.39 27.6734	55,915.00 2,142.34 214.24 26.7793	54,048.00 2,070.81 207.09 25.8851	ANN BIW DLY HLY	8 2
1,818	64,184.00 2,459.16 245.92 30.7395	62,366.00 2,389.51 238.96 29.8689	60,548.00 2,319.85 231.99 28.9981	58,730.00 2,250.20 225.02 28.1275	56,912.00 2,180.54 218.06 27.2568	55,094.00 2,110.89 211.09 26.3861	53,276.00 2,041.23 204.13 25.5154	51,458.00 1,971.58 197.16 24.6448	ANN BIW DLY HLY	17
1,776	61,463.00 2,354.91 235.50 29.4364	59,687.00 2,286.86 228.69 28.5858	57,911.00 2,218.82 221.89 27.7353	56,135.00 2,150.77 215.08 26.8846	54,359.00 2,082.73 208.28 26.0341	52,583.00 2,014.68 201.47 25.1835	50,807.00 1,946.63 194.67 24.3329	49,031.00 1,878.59 187.86 23.4824	ANN BIW DLY HLY	16
1,706	58,714.00 2,249.58 224.96 28.1198	57,008.00 2,184.22 218.43 27.3028	55,302.00 2,118.86 211.89 26.4858	53,596.00 2,053.49 205.35 25.6686	51,890.00 1,988.13 198.82 24.8516	50,184.00 1,922.76 192.28 24.0345	48,478.00 1,857.40 185.74 23.2175	46,772.00 1,792.04 179.21 22.4005	ANN BIW DLY HLY	15
AI	STEP 8	STEP 7	STEP 6	STEP 5	STEP 4	STEP 3	STEP 2	STEP 1	PER	GRP
))))	ນ ກ ວຸ	٦ ٢ ٢		JUNE 21, 2019	EFFECTIVE J					

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Bargaining Unit: 42

JUDICIAL PROFESSIONAL EMPLOYEES 40.00 HOUR WEEK

ANN 67,293.00 69,791.00 72,893.00 72,265.00 81,051.00 83 BIW 2,578.3 267.40 2,769.70 78,424.00 81,051.00 83 BIW 2,702.80 2,803.45 2,904.10 30.48 310.55 BIW 2,702.80 35.0431 36.301 37.5595 38.8176 BIW 2,702.80 2,803.45 2,904.10 30.48 310.55 BIW 2,702.80 35.0431 36.301 37.5595 38.8176 BIW 2,702.80 35.0431 36.301 37.5595 38.8176 BIW 2,834.76 2,940.39 304.61 315.17 325.73 BIW 2,834.76 2,940.39 304.62 315.17 325.73 BIW 2,974.07 3084.68 36.7549 38.0753 39.3956 40.716.00 26 ANN 77,623.00 80,510.00 83,3397.00 86,284.00 89,171.00 92 BIW 3,122.00 3,237.94 3,045.20 33.35.87 3,69.81 3,555.75 312.50 27 ANN 81,484.00 84,510.00 87,536.00 90,562.00 93,588.00 96 BIW 3,287.13 3,406.94 3,535.87 3,69.81 3,555.75 312.20 323.80 333.39 30.50 333.39 36.62 37.66.37 330.60 33.80.70 328.72 340.80 333.39 36.62 376.63	3.4149 55.1108
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,778.28 2,673.99 2,769.70 2,865.41 2,961.12 DLY 257.83 287.40 2,769.70 2865.55 2961.12 PLY 32.2285 33.4249 34.6213 35.8176 37.0140 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 DLY 33.7850 35.0431 36.3013 37.5595 38.8176 ANN 73,987.00 76,744.00 79,501.00 82,258.00 85,015.00 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 DLY 283.48 294.04 304.61 315.17 325.72 BIW 2,974.07 3,084.62 38.0753 39.3956 40.716.0 BIW 2,974.07 3,084.63 319.53 39.305.01 39.416.62 DLY 37.1759 38.5585 39.411 30.60 89,171.00 BIW 3,122.00 3,237.94 3,355.87 3,469.81 3,585.75 DLY 332.250 40.4743 41.9234 41.3239 44.8219 ANN 85,794.00 88,921.00 92,048.00 95,175.00 98,302.00 BIW 3,287.13 3,466.94 3,526.75 3,646.56 3,766.37 DLY 332.02 3,452.15 3,584.10 371.61 384.81 BIW 3,320.20 3,452.15 3,584.10 371.61 384.81 BIW 3,320.20 3,452.15 3,584.00 100,907.00 104,448.00 ANN 90,284.00 93,825.00 97,366.00 100,907.00 104,448.00	4,137.51 4,273.19 4,4 413.76 427.32 4
ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 81,051.00 82,702.80 2,703.45 2,904.10 3,004.76 3,105.41 81W 2,578.83 267.40 3,46213 35.8176 37.0140 81W 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 81W 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 81W 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 81W 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 81W 2,974.07 3,084.86 3,397.00 86,284.00 89,171.00 81W 2,974.07 3,084.86 3,397.00 86,284.00 89,171.00 81W 2,974.07 3,084.86 3,195.59 333.60 3,416.62 3,105.50 81W 2,974.07 3,084.87 3,195.59 333.60 3,416.62 3,151.65 3,257.28 81W 2,974.07 3,084.87 3,195.59 333.60 3,416.62 3,165.20 3	7,989.00 111,530.00
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ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 DIY 2,702.80 2,803.45 2,904.10 3,004.76 310.55 38.8176 37.040 BIW 2,702.80 2,803.45 2,904.10 3,004.76 310.55 38.8176 37.055.00 BIW 2,803.48 2,940.39 36.61 315.17 30.55.28 DIY 2,834.76 2,940.39 304.61 315.17 32.57.28 DIY 35.4345 36.7549 30.60 3,155.16 3,257.28 DIY 2,974.07 3,084.68 3,105.29 3,305.91 37.1750 BIW 2,974.07 3,084.68 3,195.29 3,305.91 3,416.52 3,257.28 DIY 331.22.00 3,237.94 3,257.28 31.22.00 3,237.94 3,257.29 3,305.91 3,416.52 3,257.28 DIY 332.30 38.47 31.23.00 3,257.28 30.60 3,105.00 BIW 3,287.94 30.847 31.95.3 30.60 3,416.52 3,257.28 30.60 3,105.91 3,416.52 3,257.28 3,257.39 30.60 3,257.28 3,257.39 30.60 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.39 30.60 3,257.28 3,257.28 3,257.29 3,257.39 30.60 3,257.20 3,2	,979.97 4,111.92 398.00 4,11.20
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 STEP	3,877.00 10
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 7 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 7 DIY 257.83 267.40 276.97 2865.55 2961.12 7 BIW 2,702.80 73,170.00 75,797.00 78,424.00 81,051.00 82,702.80 33.7850 35.8176 37.0140 81,051.00 81,051.00 81,051.00 81,051.00 81,051.00 81,051.00 81,051.00 81,051.00 81,051.00 81,051.00 82,769.00 81,051	71 50.0748
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 72,69.70 2,865.41 2,961.12 DLY 257.83 267.40 276.97 286.55 296.12 32.2285 33.4249 34.6213 35.8176 37.0140 81W 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 DLY 270.28 280.35 290.41 300.48 310.55 310.55 31.57 28 81W 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 SIN 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 DLY 283.48 294.04 30.61 315.17 32.27 28 34.62 30.46 315.17 30.46 2,940.39 3,046.02 3,151.65 3,257.28 DLY 297.41 308.47 315.29 33.817.00 86,284.00 89,171.00 81W 2,974.07 3,084.68 3,195.29 3,305.91 341.65 291.41 30.84 30.60 81,484.00 84,510.00 87,536.00 90,562.00 93,588.00 91.71.00 91.71 312.20 323.80 335.39 346.91 3,469.81 3,585.75 32	88.62 400.60 41
ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,665.41 2,961.12 DIX 257.83 267.40 276.97 286.55 296.12 31.05.41 2,961.12 DIX 257.83 2,673.40 276.97 286.55 296.12 37.0140 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 DIX 33.81.48 2,940.39 3,046.02 3,515.65 3,257.28 DIX 2,834.48 2,940.39 3,046.02 3,515.17 325.73 BIW 2,974.07 3,084.68 310.55.01 35.17 325.73 BIW 2,974.07 3,084.68 31.95.29 3,084.68 31.95.29 DIX 2,974.07 3,084.68 31.95.29 3,084.68 31.95.29 3,084.68 31.95.29 3,085.01 3,416.52 DIX 2,974.01 3,084.68 31.95.39 30.60 89,171.00 BIW 2,974.07 3,084.68 31.95.29 3,305.01 3,416.52 DIX 3,122.00 3,237.94 3,353.87 3,469.81 3,585.75 BIW 3,122.00 88,921.00 92,048.00 95,175.00 98,302.00 1	3,886.17 4,005.98 4,125.79
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 DLY 257.83 267.40 276.97 286.55 296.12 HLY 32.2285 33.4249 34.6213 35.8176 37.0140 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 DLY 270.28 280.35 290.41 300.48 310.55 HLY 33.7850 35.0431 36.3013 37.5595 38.8176 ANN 73,987.00 76,744.00 79,501.00 82,258.00 85,015.00 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 DLY 283.48 294.04 304.61 315.17 325.73 HLY 35.4345 36.7549 38.0753 39.3956 40.7160 ANN 77,623.00 80,510.00 83,397.00 86,284.00 89,171.00 BIW 2,974.07 3,084.88 3,195.29 3,305.91 3,416.52 DLY 37.1759 38.5585 39.9411 41.3239 42.7065 ANN 81,484.00 84,510.00 87,536.00 90,562.00 93,588.00 BIW 3,122.00 3,237.94 3,353.87 3,469.81 3,885.75 DLY 39.0250 40.4743 41.9234 43.3726 44.8219	,429.00 104,556.00
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 DLY 2,578.83 2,673.99 2,769.70 2,865.41 2,961.12 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 DLY 270.28 280.35 2,904.10 3,004.76 3,105.41 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 BIW 2,834.48 2,940.04 304.61 315.17 BIW 2,974.07 3,884.68 3,195.29 3,305.91 3,416.52 BIW 3,122.00 3,237.94 3,353.87 3,469.81 3,588.00 BIW 3,122.00 3,237.94 3,353.87 3,469.91 3,588.00 BIW 3,122.00 3,237.94 3,353.89 3,46.99 3,588.00	46.2711 47.7204 49.1696
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 DLY 257.83 267.40 276.97 2,865.55 296.12 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.00 BIW 2,702.80 2,803.45 2,904.11 3,004.76 3,105.50 BIW 2,702.80 2,803.45 2,904.11 3,004.76 3,105.50 BIW 2,702.80 2,803.45 2,904.11 3,004.76 3,105.50 BIW 2,702.80 2,803.45 2,904.10 3,004.86 310.55 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 DLY 283.48 294.04 30.46.02 3,151.65 3,257.28 DLY 283.48 294.04 30.46.02 3,151.65 3,257.28 DLY 283.49 36.7549 38.0753 39.395.0 89,171.00 BIW 2,974.07 3,084.68 3,195.29 3,305.91 3,416.52 DLY 297.41 308.47 319.53 330.60 89,171.00 BIW 2,974.07 3,084.68 3,195.29 3,305.91 3,416.52 BIW 2,974.07 3,084.68 3,195.29 3,305.91 3,416.52 BIW 3,122.00 84,510.00 87,536.00 90,562.00 93,588.00 BIW 3,122.00 3,237.94 3,353.87 3,469.81 3,588.00	70.17 381.77
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 DLY 2578.38 2,673.49 34.6213 35.8176 37.01 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 DLY 270.28 280.35 290.41 300.48 310.55 HILY 33.7850 35.0431 36.3013 37.5595 38.81 ANN 73,987.00 76,744.00 79,501.00 82,258.00 85,015.00 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 DLY 283.48 294.04 304.61 315.17 325.73 ANN 77,623.00 80,510.00 83,397.00 86,284.00 89,171.00 BIW 2,974.07 3,084.68 3,195.29 3,305.91 3,416.52 DLY 297.41 308.47 319.53 39.9411 41.3239 42.70 ANN 81,484.00 84,510.00 87,536.00 90,562.00 93,588.00	701.69 3,817.63
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 ANN 73,987.00 76,744.00 79,501.00 82,258.00 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 DLY 283.48 294.04 304.61 315.17 3257.28 BIW 2,974.07 3,084.68 3,397.00 86,284.00 89,171.00 BIW 2,974.07 3,084.68 3,195.29 3,305.91 3,416.52 BIW 2,974.1 308.47 319.53 39.9411 41.3239 42.70	6,614.00 99,640.00 1
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 DLY 270.28 280.35 2904.1 300.48 310.55 HIY 33.7850 35.0431 36.3013 37.5595 38.81 ANN 73,987.00 76,744.00 79,501.00 82,258.00 85,015.00 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 DLY 283.48 2940.39 3,046.02 3,151.65 3,257.28 BIW 2,834.345 36.7549 38.0753 39.3956 40.71 BIW 2,974.07 3,084.68 3,195.29 3,305.91 3,416.52 DLY 297.41 308.47 319.53 330.60 341.65	4.0891 45.4718
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 LLY 257.83 267.40 276.97 286.55 296.12 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 DLY 270.28 280.35 290.41 300.48 310.55 HLY 33.7850 35.0431 36.3013 37.5595 38.81 ANN 73,987.00 76,744.00 79,501.00 82,258.00 85,015.00 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 DLY 283.48 294.04 304.61 315.17 3257.28 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 BIW 2,974.07 3,084.68 3,397.00 86,284.00 89,171.00 BIW 2,974.07 3,084.68 3,195.29 3,305.91 3,416.52	352.72 363.78
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 DLY 257.83 267.40 276.97 286.55 296.12 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,1051.00 BIW 2,702.28 280.35 290.41 300.48 310.55 HLY 33.7850 35.0431 36.3013 37.5595 38.81 ANN 73,987.00 76,744.00 79,501.00 82,258.00 85,015.00 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 DLY 283.48 294.04 304.61 315.17 3257.28 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 BIW 2,834.48 294.04 304.61 315.17 3257.28 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 BIW 2,834.84 2,940.39 3,046.02 3,151.65 3,257.28 BIW 2,844.00 89,171.00	3,527.13 3,637.74 3,
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 HLY 32.2285 33.4249 34.6213 35.8176 37.01 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 DLY 270.28 280.35 290.41 300.48 310.55 HLY 33.7850 35.0431 36.3013 37.5595 38.81 ANN 73,987.00 76,744.00 79,501.00 82,258.00 85,015.00 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 DLY 283.48 294.04 38.0753 39.3956 40.71	2,058.00 94,945.00
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 HLY 32.2285 33.4249 34.6213 35.8176 37.01 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 HLY 33.7850 2,803.45 2,904.10 3,004.88 310.58 HLY 33.7850 35.0431 36.3013 37.5595 38.81 ANN 73,987.00 76,744.00 79,501.00 82,258.00 85,015.00 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28 DLY 283.48 294.04 304.61 315.17 325.73	2.0365 43.3569
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 DLY 257.83 267.40 276.97 286.55 296.12 HLY 32.2285 33.4249 34.6213 35.8176 37.0140 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 DLY 270.28 280.35 290.41 300.48 310.55 HLY 33.7850 35.0431 36.3013 37.5595 38.8176 ANN 73,987.00 76,744.00 79,501.00 82,258.00 85,015.00 BIW 2,834.76 2,940.39 3,046.02 3,151.65 3,257.28	36.30 346.86
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 DLY 257.83 267.40 276.97 286.55 296.12 HLY 32.2285 33.4249 34.6213 35.8176 37.0140 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 DLY 270.28 280.35 290.41 300.48 310.55 HLY 33.7850 35.0431 36.3013 37.5595 38.8176 ANN 73,987.00 76,744.00 79,501.00 82,258.00 85,015.00	3,362.92 3,468.55 3,574.18
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 CHARACTER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 ANN 32.2285 33.4249 34.6213 35.8176 37.01 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 DLY 270.28 280.35 290.41 300.48 310.55 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 BIW 2,702.80 2,803.45 2,904.11 300.48 310.55 BIW 270.28 280.35 290.41 300.48 310.55	7,772.00 90,529.00
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 HLY 32.2285 33.4249 34.6213 35.8176 37.01 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41 DLY 270.28 280.35 290.41 300.48 310.55	40.0758 41.3339 42.5920
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 DLY 257.83 267.40 276.97 286.55 296.12 HLY 32.2285 33.4249 34.6213 35.8176 37.0140 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00 BIW 2,702.80 2,803.45 2,904.10 3,004.76 3,105.41	20.61 330.68
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 DLY 257.83 267.40 276.97 286.55 296.12 HLY 32.2285 33.4249 34.6213 35.8176 37.01 ANN 70,543.00 73,170.00 75,797.00 78,424.00 81,051.00	3,206.06 3,306.71
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 DLY 257.83 267.40 276.97 286.55 296.12 HLY 32.2285 33.4249 34.6213 35.8176 37.01	3,678.00 86,305.00
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12 DIY 257.83 267.40 276.97 286.55 296.12	8.2103 39.4066
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00 BIW 2,578.28 2,673.99 2,769.70 2,865.41 2,961.12	05.69 315.26 324.8
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5 ANN 67,293.00 69,791.00 72,289.00 74,787.00 77,285.00	056.82 3,152.53
PER STEP 1 STEP 2 STEP 3 STEP 4 STEP 5	9,783.00 82,281.00 84,779.0
	I
	includes 3.50% Increase

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RUN DATE: 06/07/2017

Bargaining Unit: 42

JUDICIAL PROFESSIONAL EMPLOYEES 40.00 HOUR WEEK EFFECTIVE JUNE 21, 2019

GRP	PER	STEP 1	STEP 2	STEP 3	EFFECTIVE . STEP 4	JUNE 21, 2019 STEP 5	STEP 6	Includes	3.50% 3.50%	Increase AI
31	ANN	9	97,729.00	69	105,009.00	49.0	m t	115,929.00	119,569.0	3,640
	XIH XIQ MIS	,604.9 360.5 45.0	, 74 4 4	,883.8 388.3 48.5	4,023.34 402.34 50.2918	4,162.80 416.28 52.0350	4,302.27 430.23 53.7784	4,441.73 444.18 55.5216	4,581.19 458.12 57.2649	
32	ANN BIW DLY HLY	98,016.00 3,755.41 375.55 46.9426	101,764.00 3,899.01 389.91 48.7376	105,512.00 4,042.61 404.27 50.5326	109,260.00 4,186.21 418.63 52.3276	113,008.00 4,329.81 432.99 54.1226	116,756.00 4,473.41 447.35 55.9176	120,504.00 4,617.02 461.71 57.7128	124,252.00 4,760.62 476.07 59.5078	3,748
ω ω	ANN BIW DLY HLY	102,131.00 3,913.07 391.31 48.9134	105,974.00 4,060.31 406.04 50.7539	109,817.00 4,207.55 420.76 52.5944	113,660.00 4,354.79 435.48 54.4349	117,503.00 4,502.04 450.21 56.2755	121,346.00 4,649.28 464.93 58.1160	125,189.00 4,796.52 479.66 59.9565	129,032.00 4,943.76 494.38 61.7970	3,843
34,4	ANN DIX HIY	106,496.00 4,080.31 408.04 51.0039	110,447.00 4,231.69 423.17 52.8961	114,398.00 4,383.07 438.31 54.7884	118,349.00 4,534.45 453.45 56.6806	122,300.00 4,685.83 468.59 58.5729	126,251.00 4,837.21 483.73 60.4651	130,202.00 4,988.59 498.86 62.3574	134,153.00 5,139.97 514.00 64.2496	3,951
3 5	ANN BIW DLY	111,043.00 4,254.53 425.46 53.1816	115,097.00 4,409.85 440.99 55.1231	119,151.00 4,565.18 456.52 57.0648	123,205.00 4,720.50 472.05 59.0063	127,259.00 4,875.83 487.59 60.9479	131,313.00 5,031.15 503.12 62.8894	135,367.00 5,186.48 518.65 64.8310	139,421.00 5,341.81 534.19 66.7726	4,054
3	ANN DLY DIY	115,823.00 4,437.67 443.77 55.4709	119,980.00 4,596.94 459.70 57.4618	124,137.00 4,756.21 475.63 59.4526	128,294.00 4,915.48 491.55 61.4435	132,451.00 5,074.76 507.48 63.4345	136,608.00 5,234.03 523.41 65.4254	140,765.00 5,393.30 539.33 67.4163	144,922.00 5,552.57 555.26 69.4071	4,157
37	ANN DLY DLY	120,806.00 4,628.59 462.86 57.8574	125,079.00 4,792.30 479.23 59.9038	129,352.00 4,956.02 495.61 61.9503	133,625.00 5,119.74 511.98 63.9968	137,898.00 5,283.45 528.35 66.0431	142,171.00 5,447.17 544.72 68.0896	146,444.00 5,610.89 561.09 70.1361	150,717.00 5,774.60 577.46 72.1825	4,273
ω 80	ANN BIW DLY	125,965.00 4,826.25 482.63 60.3281	130,334.00 4,993.64 499.37 62.4205	134,703.00 5,161.04 516.11 64.5130	139,072.00 5,328.43 532.85 66.6054	143,441.00 5,495.83 549.59 68.6979	147,810.00 5,663.22 566.33 70.7903	152,179.00 5,830.62 583.07 72.8828	156,548.00 5,998.01 599.81 74.9751	4,369

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Bargaining Unit: 42

JUDICIAL PROFESSIONAL EMPLOYEES
40.00 HOUR WEEK
EFFECTIVE JUNE 21, 2019

	80.9086	78.7246	76.5408	74.3569	72.1730	69.9890	67.8051	65.6213	ATH	
	647.27	629.80	612.33	594.86	577.39			524.97	DLY	
	6,472.69	6,297.97	6,123.26						BIW	
4,560	168,937.00		159,817.00	155,257.00	150,697.00	146,137.00	141,577.00	137,017.00	ANN	40
	77.9043	75.7630	73.6218	71.4804		67.1979	65.0566	62.9153	ATH	
	623.24	606.11	588.98	571.85		537.59	520.46	503.33	N.T.C	
			5,889.74	5,718.43			5,204.53	5,033.22	BIW	
4,471		158,193.00	<u></u>	149,251.00				131,367.00	ANN	39
i	STEP 8	STEP 7	STEP 6	STEP 5	STEP 4	STEP 3	STEP 2	STEP I	PER	GRP
O O	Includes 3.50% Increase	Inclu								

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Bargaining Unit: 42

JUDICIAL PROFESSIONAL EMPLOYEES 40.00 HOUR WEEK EFFECTIVE JUNE 19, 2020

23.29 27.9105	223 27	216.74 27.0920	210.19 26.2735	03.6 25.4	24.6365	23.8	22.9	77.	ATH.	
56,568.00 58,277.00 2,167.36 2,232.84			54,859.00	53,150.00	51,441.00 1,970.92	49,732.00 1,905.45	48,023.00 1,839.97	46,314.00 1,774.49	ANN	14
54,156.00 55,795.00 2,074.95 2,137.74 207.50 213.78 25.9369 26.7218	4,156.00 2,074.95 207.50 25.936		52,517.00 2,012.15 201.22 25.1519	50,878.00 1,949.35 194.94 24.3669	49,239.00 1,886.56 188.66 23.5820	47,600.00 1,823.76 182.38 22.7970	45,961.00 1,760.96 176.10 22.0120	44,322.00 1,698.17 169.82 21.2271	ANN BIW DLY HLY	μ¹ W
49,861.00 51,175.00 1,910.39 1,960.73 191.04 196.08 23.8799 24.5091	9,861.00 1,910.39 191.04 23.8799		48,547.00 1,860.04 186.01 23.2505	47,233.00 1,809.70 180.97 22.6213	45,919.00 1,759.35 175.94 21.9919	44,605.00 1,709.01 170.91 21.3626	43,291.00 1,658.66 165.87 20.7333	41,977.00 1,608.32 160.84 20.1040	ANN BIW DLY HLY	12
48,256.00 49,520.00 1,848.89 1,897.32 184.89 189.74 23.1111 23.7165	1,84 184 28		46,992.00 1,800.46 180.05 22.5058	45,728.00 1,752.04 175.21 21.9005	44,464.00 1,703.61 170.37 21.2951	43,200.00 1,655.18 165.52 20.6898	41,936.00 1,606.75 160.68 20.0844	40,672.00 1,558.32 155.84 19.4790	ANN BIW DLY HLY	브
46,401.00 47,622.00 1,777.82 1,824.60 177.79 182.46 22.2228 22.8075	6,401.00 1,777.82 177.79 22.222		45,180.00 1,731.04 173.11 21.6380	43,959:00 1,684.26 168.43 21.0533	42,738.00 1,637.48 163.75 20.4685	41;517.00 1,590.69 159.07 19.8836	40,296.00 1,543.91 154.40 19.2989	39,075.00 1,497.13 149.72 18.7141	ANN BIW DLY	10
44,780.00 45,908.00 1,715.71 1,758.93 1,71.58 175.90 3 21.4464 21.9866	44,780.00 1,715.71 171.58 21.446	ω	43,652.00 1,672.50 167.25 20.906	42,524.00 1,629.28 162.93 20.3660	41,396.00 1,586.06 158.61 19.8258	40,268.00 1,542.84 154.29 19.2855	39,140.00 1,499.62 149.97 18.7453	38,012.00 1,456.40 145.64 18.2050	ANN BIW DLY HLY	09
43,350.00 44,404.00 1,660.92 1,701.31 166.10 170.14 8 20.7615 21.2664	43,350.00 1,660.92 166.10 20.7615	ထ	42,296.00 1,620.54 162.06 20.2568	41,242.00 1,580.16 158.02 19.7520	40,188.00 1,539.78 153.98 19.2473	39,134.00 1,499.39 149.94 18.7424	38,080.00 1,459.01 145.91 18.2376	37,026.00 1,418.63 141.87 17.7329	ANN BIW DLY	08
39,623.00 40,428.00 1,518.13 1,548.97 151.82 154.90 18.9766 19.3621	39,623.00 1,518.13 151.82 18.9766		38,818.00 1,487.28 148.73 18.5910	38,013.00 1,456.44 1,45.65 18.2055	37,208.00 1,425.60 142.56 17.8200	36,403.00 1,394.76 139.48 17.4345	35,598.00 1,363.91 136.40 17.0489	34,793.00 1,333.07 133.31 16.6634	ANN BIW DLY	07
Includes 7 ST	Includ		i E	STEP	STEP 4	STEP 3	STEP 2	STEP 1	PER	GRP
				JUNE 19. 2020	EFFECTIVE J					

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Bargaining	
Unit:	
42	

JUDICIAL PROFESSIONAL EMPLOYEES 40.00 HOUR WEEK EFFECTIVE JUNE 19, 2020

22	N H	20	19	8 1	17	1 ⁻ 5	15	GRP
ANN BIW DLY	ANN BIW DLY HLY	ANN BIW DLY HLY	ANN DIY TIY	ANN BIW DLY	ANN BIW DLY HLY	ANN BIW DLY	ANN BIW DLY HLY	PER
66,502.00 2,547.97 254.80 31.8496	64,738.00 2,480.39 248.04 31.0049	61,688.00 2,363.53 236.36 29.5441	58,703.00 2,249.16 224.92 28.1145	55,940.00 2,143.30 214.33 26.7913	53,260.00 2,040.62 204.07 25.5078	50,748.00 1,944.37 194.44 24.3046	48,410.00 1,854.79 185.48 23.1849	STE
68,974.00 2,642.69 264.27 33.0336	66,827.00 2,560.43 256.05 32.0054	63,726.00 2,441.61 244.17 30.5201	60,687.00 2,325.18 232.52 29.0648	57,873.00 2,217.36 221.74 27.7170	55,142.00 2,112.73 211.28 26.4091	52,587.00 2,014.83 201.49 25.1854	50,176.00 1,922.46 192.25 24.0308	STEP 2
71,446.00 2,737.40 273.74 34.2175	68,916.00 2,640.46 264.05 33.0058	65,764.00 2,519.70 251.97 31.4963	62,671.00 2,401.19 240.12 30.0149	59,806.00 2,291.42 229.15 28.6428	57,024.00 2,184.83 218.49 27.3104	54,426.00 2,085.29 208.53 26.0661	51,942.00 1,990.12 199.02 24.8765	טיו ו
73,918.00 2,832.11 283.22 35.4014	71,005.00 2,720.50 .272.05 34.0063	67,802.00 2,597.78 259.78 32.4723	64,655.00 2,477.21 247.73 30.9651	61,739.00 2,365.48 236.55 29.5685	58,906.00 2,256.94 225.70 28.2118	56,265.00 2,155.75 215.58 26.9469	53,708.00 2,057.78 205.78 25.7223	TEP 4
76,390.00 2,926.82 292.69 36.5853	73,094.00 2,800.54 280.06 35.0068	69,840.00 2,675.87 267.59 33.4484	66,639.00 2,553.22 255.33 31.9153	63,672.00 2,439.55 243.96 30.4944	60,788.00 2,329.05 232.91 29.1131	58,104.00 2,226.21 222.63 27.8276	55,474.00 2,125.45 212.55 26.5681	EP 5
78,862.00 3,021.54 302.16 37.7693	75,183.00 2,880.58 288.06 36.0073	71,878.00 2,753.95 275.40 34.4244	68,623.00 2,629.24 262.93 32.8655	65,605.00 2,513.61 2,51.37 31.4201	62,670.00 2,401.15 240.12 30.0144	59,943.00 2,296.67 229.67 28.7084	57,240.00 2,193.11 219.32 27.4139	I FI I V
81,334.00 3,116.25 311.63 38.9531	77,272.00 2,960.62 296.07 37.0078	73,916.00 2,832.04 283.21 35.4005	70,607.00 2,705.25 270.53 33.8156	67,538.00 2,587.67 258.77 32.3459	64,552.00 2,473.26 247.33 30.9158	61,782.00 2,367.13 236.72 29.5891	9,006.00 2,260.77 226.08 28.25	STEP 7
83,806.00 3,210.96 321.10 40.1370	79,361.00 3,040.66 304.07 38.0083	75,954.00 2,910.12 291.02 36.3765	72,591.00 2,781.27 278.13 34.7659	69,471.00 2,661.73 266.18 33.2716	66,434.00 2,545.37 254.54 31.8171	63,621.00 2,437.59 243.76 30.4699	0,772.00 2,328.43 232.85 29.105	3.50% STEP 8
2,472	2,089	2,038	1,984	1,933	1,882	1,839	1,766	Increase AI
								i !

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Bargaining GRP PER	PER ANN BIW DLY HLY HLY HLY HLY HLY HLY HLY HLY HLY H	STEP 1 9,649.0 9,649.0 2,668.5 2,797.4 2,797.4 2,933.9 2,933.9 2,933.9 3,078.1	STEP 2 72,235.00 72,235.00 2,767.63 2,767.731.00 2,901.58 2,901.58 2,901.16 36.2698 79,431.00 3,043.34 304.34 304.34 304.34 304.34 304.34 304.34 304.34	3 P O O 7 W W O O W W P O 1	ICIAL PROFESSIONAL E 40.00 HOUR WEEK EFFECTIVE JUNE 19, STEP 4 STEP 4 STEP 77,407.00 79,993 2,965.79 3,064 296.58 30,6 37.0724 38 81,169.00 83,888 81,169.00 83,888 81,169.00 83,888 3,109.93 3,214 311.00 321 38.8741 40 85,139.00 87,993 3,262.04 3,371 3262.04 3,371		ωσ ωσ ως ως ισ	STEP Includes STEP 7 85,165.00 87 3,263.03 3 26.3.03 3 40.7879 89,326.00 92 3,422.46 3 42.7808 42.7808 93,701.00 96 3,590.08 3 359.01 44.8760 98,274.00 101 98,274.00 101	STEP 8 751.00 7526.63 352.67 44.082 ,555.00 ,699.43 369.95 ,699.43 369.95 ,263.00 ,263.00 ,263.00	Increase AI 2,586 2,719 9 2,854	- ! ! !
42	ANN BIW HLY	3,012.00 2,797.40 279.74 34.967	5,731.00 2,901.58 290.16 36.269	78,450.00 3,005.75 300.58 37.5719	1,169:00 3,109.93 311.00 38.874	3,888.00 3,214.10 321.41 40.176	6,607.00 3,318.28 331.83 41.47	9,326.00 3,422.46 342.25 42.780	2,045.00 3,526.63 352.67 44.082	•	
25	ANN BIW DLY	6,577.00 2,933.99 293.40 36.674	9,431.00 3,043.34 304.34 38.041	2,285.00 3,152.69 315.27 39.408	5,139.00 3,262.04 326.21 40.775	7,993.00 3,371.38 337.14 42.142		3,701.00 3,590.08 359.01 44.87	96,555.00 3,699.43 369.95 46.2429	, 85	
26	AUN ATA MIR		3,329.0 3,192.6 319.2 39.9	86,318.00 3,307.21 330.73 41.3401	89,307.00 3,421.73 342.18 42,7716	2,296.0 3,536.2 353.6 44.2	3,650 3,650 3,650	98,274.00 3,765.29 376.53 47.0661	101,263.00 3,879.81 387.99 48.4976	, 98	
27	ATA ATG MIB NNW	84,336.00 3,231.27 323.13 40.3909	87,468.00 3,351.27 335.13 41.8909	90,600.00 3,471.27 347.13 43.3909	93,732.00 3,591.27 .359.13 44.8909	96,864.00 3,711.27 371.13 46.3909	99,996.00 3,831.27 383.13 47.8909	103,128.00 3,951.27 395.13 49.3909	106,260.00 4,071.27 407.13 50.8909	3,132	
22	ANN BIW DLY	88,797.00 3,402.19 340.22 42.5274	92,034.00 3,526.21 352.63 44.0776	95,271.00 3,650.23 365.03 45.6279	98,508.00 3,774.26 377.43 47.1783	101,745.00 3,898.28 389.83 48.7285	104,982.00 4,022.30 402.23 50.2788	108,219.00 4,146.33 414.64 51.8291	111,456.00 4,270.35 427.04 53.3794	3,237	. ·
29	ANN BIW DLY	89,690.00 3,436.40 343.64 42.9550	93,255.00 3,572.99 357.30 44.6624	96,820.00 3,709.58 370.96 46.3698	100,385.00 3,846.17 384.62 48.0771	103,950.00 3,982.76 398.28 49.7845	107,515.00 4,119.35 411.94 51.4919	111,080.00 4,255.94 425.60 53.1993	114,645.00 4,392.53 439.26 54.9066	3,565	
30	ATA ATA MİB MNV	93,444.00 3,580.23 358.03 44.7529	97,109.00 3,720.66 372.07 46.5083	100,774.00 3,861.08 386.11 48.2635	104,439.00 4,001.50 400.15 50.0188	108,104.00 4,141.92 414.20 51.7740	111,769.00 4,282.34 428.24 53.5293	115,434.00 4,422.76 442.28 55.2845	119,099.00 4,563.19 456.32 57.0399	3,665	

NP4034

STATE OF CONNECTICUT JUDICIAL ADMINISTRATIVE SERVICES PAYROLL MANAGEMENT SYSTEM

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ထ	37	ა 6	ယ G	ω	မ	3 2	31	Bargai
ATH	ATH	ANN	ATH	ATH	ATH	ATH	ANN	Bargaining Unit:
ATA	ATC	TTA	ATA	ATC	ATC	ATA	BIW	
MIS	MIS	DLY	MIS	MIS	MIS	MIE	DEY	
130,374.00	125,035.00	119,877.00	114,930.00	110,224.00	105,706.00	101,447.00	97,383.00	nit: 42
4,995.18	4,790.62	4,592.99	4,403.45	4,223.15	4,050.04	3,886.86	3,731.15	
499.52	479.07	459.30	440.35	422.32	405.01	388.69	373.12	
62.4398	59.8828	57.4124	55.0431	52.7894	50.6255	48.5858	46.6394	
134,896.00	129,458.00	124,180.00	119,126.00	114,314.00	109,684.00	105,327.00	101,151.00	STEP 2
5,168.43	4,960.08	4,757.86	4,564.22	4,379.85	4,202.46	4,035.52	3,875.52	
516.85	496.01	475.79	456.43	437.99	420.25	.403.56	387.56	
64.6054	62.0010	59.4733	57.0528	54.7481	52.5308	50.4440	48.4440	
139,418.00 5,341.69 534.17 66.7711	133,881.00 5,129.55 512.96 64.1194	128,483.00 4,922.73 492.28 61.5341	123,322.00 4,724.99 472.50 59.0624	118,404.00 4,536.56 453.66 56.7070	113,662.00 4,354.87 435.49 54.4359	109,207.00 4,184.18 418.42 52.3023	104,919.00 4,019.89 401.99 50.2486	JUD STEP 3
143,940.00	138,304.00	132,786.00	127,518.00	122,494.00	117,640.00	113,087.00	108,687.00	ICIAL PROFESSIONAL E
5,514.95	5,299.01	5,087.59	4,885.75	4,693.26	4,507.28	4,332.84	4,164.26	40.00 HOUR WEEK
551.50	529.91	508.76	488.58	469.33	450.73	433.29	416.43	EFFECTIVE JUNE 19,
68.9369	66.2376	63.5949	61.0719	58.6658	56.3410	54.1605	52.0533	STEP 4 STEP
148,462.00	142,727.00	137,089.00	131,714.00	126,584.00	121,618.00	116,967.00	112,455.00	JUDICIAL PROFESSIONAL EMPLOYEES 40.00 HOUR WEEK EFFECTIVE JUNE 19, 2020 STEP 4 STEP 5
5,688.20	5,468.47	5,252.46	5,046.52	4,849.97	4,659.70	4,481.50	4,308.63	
568.82	546.85	525.25	504.66	485.00	465.97	448.15	430.87	
71.1025	68.3559	65.6558	63.0815	60.6246	58.2463	56.0188	53.8579	
152,984.00	147,150.00	141,392.00	135,910.00	130,674.00	125,596.00	120,847.00	116,223.00	STEP 6
5,861.46	5,637.94	5,417.32	5,207.28	5,006.67	4,812.11	4,630.16	4,452.99	
586.15	563.80	541.74	520.73	500.67	481.22	463.02	4445.30	
73.2683	70.4743	67.7165	65.0910	62.5834	60.1514	57.8770	55.6624	
157,506.00	151,573.00	145,695.00	140,106.00	134,764.00	129,574.00	124,727.00	119,991.00	Include
6,034.72	5,807.40	5,582.19	5,368.05	5,163.38	4,964.53	4,778.82	4,597.36	
603.48	580.74	558.22	536.81	516.34	496.46	477.89	459.74	
75.4340	72.5925	69.7774	67.1006	64.5423	62.0566	59.7353	57.4670	
162,028.00	155,996.00	149,998.00	144,302.00	138,854.00	133,552.00	128,607.00	123,759.00	ides 3.50% Inc
6,207.97	5,976.86	5,747.05	5,528.82	5,320.08	5,116.94	4,927.48	4,741.73	
620.80	597.69	574.71	552.89	532.01	511.70	492.75	474.18	
77.5996	74.7108	71.8381	69.1103	66.5010	63.9618	61.5935	59.2716	
4,522	4,423	4,303	4,196	4,090	3,978	3,880	3,768	Crease AI
				-				

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40	ა 9	Bargai GRP
ATH ATA MIE	ATA ATA DIA DIA	Bargaining Unit: 42 GRP PER ST
141,813.00 5,433.45 543.35 67.9181	135,965.00 5,209.39 520.94 65.1174	nit: 42
146,533.00 5,614.30 561.43 70.1788	140,593.00 5,386.71 538.68 67.3339	STEP 2
151,253.00 5,795.14 579.52 72.4393	.00 .03 .41 .5504	JU STEP 3
155,973.00 5,975.98 597.60 74.6998	149,849.00 5,741.35 574.14 71.7669	DICIAL PROFES: 40.00 H EFFECTIVE STEP 4
160,693.00 6,156.82 615.69 76.9603	154,477.00 5,918.66 591.87 73.9833	JUDICIAL PROFESSIONAL EMPLOYEES 40.00 HOUR WEEK EFFECTIVE JUNE 19, 2020 STEP 4 STEP 5
165,413.00 6,337.67 633.77 79.2209	159,105.00 6,095.98 609.60 76.1998	EE ES
170,133.00 6,518.51 651.86 81.4814		Incl
174,853.00 6,699.35 669.94 83,7419		Includes 3.50% Increase
4,720	4,628	ncrease AI

MEMORANDUM OF UNDERSTANDING IN RE AFT NON MANDATORY FURLOUGH DAYS

This agreement is made by and between the State of Connecticut, acting through the Office of Labor Relations (hereinafter referred to as "the State") and the State Employees Bargaining Agent Coalition, acting herein through the designated representative of its constituent unions (hereinafter referred to as "SEBAC") for the purpose of authorizing the use of the Voluntary Schedule Reduction Program for the two non-mandatory furlough days which may be used by Judicial Professional Employees Union AFT/AFT-CT, AFL-CIO (hereinafter referred to as "AFT") members under an agreement between AFT and the Judicial Branch.

WHEREAS, on or about June 20, 2017 AFT and the Judicial Branch entered into an agreement which permits AFT members to elect to take two voluntary furlough days in each year of the contract beginning after July 1, 2017. The agreement includes a provision which states that the voluntary furlough days shall be treated in the same manner as voluntary schedule reductions under CGS § 5-248c consistent with the negotiated provision regarding the mandatory furloughs, if so authorized through SEBAC or other approving agency.

WHEREAS, subsequent to that agreement, SEBAC sought authorization for the use of the voluntary schedule reduction program to be applied the two non-mandatory furlough days permitted in the agreement between AFT and the Judicial Branch.

THEREFORE, the parties agree as follows:

1. Voluntary furlough days taken in accordance with the agreement between AFT and the Judicial Branch shall be treated in the same manner as voluntary schedule reductions under CGS § 5-248c.

The parties agree that this agreement resolves all issues concerning the application of the voluntary reduction schedule to non-mandatory furlough days permitted by the agreement between AFT and the Judicial Branch.

Daniel E. Livingston, Chief Negotiator, SEBAC

Date: July 14, 2017

Lisa Grasso Egan, Undersecretary for

Labor Relations

Date: July 14, 2017