



NP-4 CORRECTIONS CONTRACT ARBITRATION UPDATE: JUNE 2, 2008

The NP-4 Corrections Bargaining Unit and the State of Connecticut have submitted their Last Best Offers (LBO's). These are the economic highlights (The full list of LBO's is available on your local union's website.)

ISSUE	Union LBO	State LBO
Duration of Contract	4 Years	3 Years
General Wage Increase, Year 1	Retroactive increase of 3.25%	Increase of 3.0%
General Wage Increase, Year 2	Increase of 3.5%	Increase of 2.5%
General Wage Increase, Year 3	Increase of 3.5%	Increase of 2.5%
General Wage Increase, Year 4	Increase of 3.5%	Increase of 3.0%
Annual Increment, Year 1	Retroactive and On Time	AI: 6 month delay
Annual Increment, Year 2	On Time	AI: 6 month delay
Annual Increment, Year 3	On Time	AI: 6 month delay
Annual Increment, Year 4	On Time	AI: 6 month delay
Longevity	See attachment (A) for longevity schedule.	Current schedule, no improvement.
New Additional Top Step, Year 1	Last pay period, new top step will be 3% greater than Step 10.	No new language
New Additional Top Step, Year 2	Last pay period, new top step will be 3% greater than top step.	No new language
New Additional Top Step, Year 3	Last pay period, new top step will be 3% greater than top step.	No new language
New Additional Top Step, Year 4	Last pay period, new top step will be 3% greater than top step.	No new language
Lump Sum, Top Step Employees, Year 1	Retroactive 2.5% of annual base salary	\$750 lump sum
Lump Sum, Top Step Employees, Year 2	2.5% of annual base salary	\$750 lump sum
Lump Sum, Top Step Employees, Year 3	2.5% of annual base salary	\$750 lump sum
Lump Sum, Top Step Employees, Year 4	2.5% of annual base salary	\$750 lump sum
Revised Pay Plan, Year 1	Retroactive each step of each grade increased by \$1,000	No new language
Revised Pay Plan, Year 2	Top 3 steps of each grade increased by \$1,000	No new language
Revised Pay Plan, Year 3	Top 3 steps of each grade increased by \$2,000	No new language
Revised Pay Plan, Year 4	Top 3 steps of each grade increased by \$2,000	No new language
Top Step Increase, Year 1	Retroactive top step increase of 3%	No new language
Top Step Increase, Year 2	Top step increase of 2.5%	No new language
Top Step Increase, Year 3	Top step increase of 2%	No new language
Top Step Increase, Year 4	Top step increase of 2%	No new language
Stipend for Clothing & Appearance	Effective pay period of July 1, 2009: stipend of \$600 per year	Retain current language; no new section 6 providing for stipend
Meal Allowance, Year 1	Retroactive increase of \$2 per meal	50 cents increase to \$8.50 per meal
Meal Allowance, Year 2	Increase of \$1 per meal	Stays at \$8.50 per meal
Meal Allowance, Year 3	Increase of \$1 per meal	50 cents increase to \$9 per meal
Meal Allowance, Year 4	Increase of \$1 per meal	Stays at \$9 per meal
Meal Allowance – Parole & Community Service	Effective pay period of July 1, 2009, meal reimbursement pay each shift	No new language
Night Shift Differential, Year 1	Retroactive increase of 10 cents per hour	Retain current language
Night Shift Differential, Year 2	Increase of 10 cents per hour	Retain current language
Night Shift Differential, Year 3	Increase of 10 cents per hour	Increase to 90 cents per hour
Night Shift Differential, Year 4	Increase of 10 cents per hour	Stays at 90 cents per hour
Weekend Shift Differential, Year 1	Retroactive increase of 10 cents per hour	Retain current language
Weekend Shift Differential, Year 2	Increase of 10 cents per hour	Retain current language
Weekend Shift Differential, Year 3	Increase of 10 cents per hour	Increase to 65 cents an hour
Weekend Shift Differential, Year 4	Increase of 10 cents per hour	Stays at 65 cents an hour
Response Device Compensation	Effective pay period of July 1, 2009: \$50 per pay period	No new language

WHAT'S NEXT?

Arbitrator J. Larry Foy has received the LBO's from both sides. He is scheduled to receive closing briefs from both sides by July 25, 2008. He has indicated a desire to issue his decision no later than the end of September.

THE LEGISLATIVE PROCESS

The General Assembly reconvenes in January 2009. Legislators have 30 days to vote on an arbitration award after it is signed into the legislative docket. If no vote is taken in that 30-day period, the award becomes law.

BE ACTIVE, BE INVOLVED

The General Assembly does not automatically approve arbitration awards, especially when times are tough. Each and every NP-4 member must do their part by calling and writing their legislators, particularly in the months of December 2008 and January 2009. Council 4 staff will continue to work between now and January to mobilize legislative and public support on behalf of NP-4 Bargaining Unit members and the arbitration award.

FOR MORE INFORMATION AND THE LATEST UPDATES, CHECK YOUR UNION WEBSITES:

www.afscmelocal387.net
 www.afscmelocal391.com
 www.local1565.org
 www.council4.org

ATTACHMENT A:
UNION'S PROPOSED LONGEVITY SEMI-ANNUAL PAYMENT
EFFECTIVE JULY 1, 2009 AND ANNUALLY THEREAFTER

SALARY GROUP	10 YEARS	15 YEARS	20 YEARS	25 YEARS
CO 1	225.00	450.00	675.00	900.00
CO 2	225.75	451.50	677.25	903.00
CO 3	276.00	552.00	828.00	1,104.00
CO 4	284.25	568.50	852.75	1,137.00
CO 5	292.50	585.00	877.50	1,170.00
CO 6	301.50	603.00	904.50	1,206.00
CO 7	309.75	619.50	929.25	1,239.00
CO 8	318.00	636.00	954.00	1,272.00
CO 9	327.00	654.00	981.00	1,308.00
CO 10	335.25	670.50	1,005.75	1,341.00
CO 11	344.25	688.50	1,032.75	1,377.00
CO 12	352.50	705.00	1,057.50	1,410.00
CO 13	370.50	741.00	1,111.50	1,482.00
CO 14	388.50	777.00	1,165.50	1,554.00
CO 15	406.50	813.00	1,219.50	1,626.00
CO 16	424.50	849.00	1,273.50	1,698.00