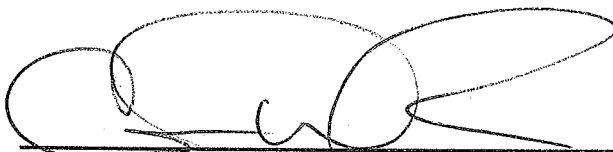


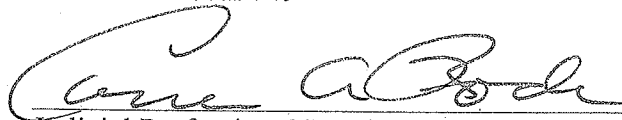
MEMORANDUM OF AGREEMENT
Between
THE STATE OF CT JUDICIAL BRANCH
And
THE UNION OF PROFESSIONAL JUDICIAL EMPLOYEES, AFT/AFT-CT AND
AFSCME/LOCAL 749 AND INTERNATIONAL BROTHERHOOD OF POLICE
OFFICERS, LOCAL 731
RE: FURLOUGH DAYS (SPP's 32,867, 32,937, and 32,938)

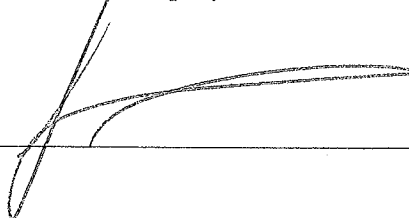
The Parties, in order to amicably resolve these issues without use of the grievance and arbitration procedure or other dispute resolution mechanisms, agree as follows:

1. Current employees may request to use furlough time retroactively back to July 1, 2017, through December 21, 2017, by converting already charged vacation, personal, or compensatory time to furlough time, provided they have furlough time available. The deadline for employees to submit required paperwork to convert already charged time in this manner will be June 1, 2018.
2. The pay period deductions for annualized furlough time that became effective on September 15, 2017 for AFSCME and IBPO and October 13, 2017 for AFT will remain in place.
3. Furlough requirements for separating employees will be as follows:
If separating October 1, 2017 through November 1, 2017 – 1 furlough day;
If separating November 2, 2017 through April 1, 2018 – 2 furlough days;
If separating April 2, 2018 through June 30, 2018 – 3 furlough days.
4. AFSCME and IBPO employees hired or returned to work on or after September 29, 2017 will be processed with the “pay as you go” furlough option. AFT employees hired or returned to work on or after October 27, 2017 will be processed with the “pay as you go” furlough option. Furlough requirements for employees hired or returned to work will be prorated as follows:
If hired July 31, 2017 through November 1, 2017 – 3 furlough days;
If hired November 2, 2017 through April 1, 2018 – 2 furlough days;
If hired April 2, 2018 through June 30, 2018 – 1 furlough day.
5. AFSCME and AFT employees working at Hartford and Bridgeport Detention Centers who were denied the use of furlough time and whose furlough time could therefore expire without being used will have their remaining furlough time extended until September 15, 2018.

6. AFT shall have the voluntary furlough enrollment window reopened and readvertised for another thirty day period (February 1 – March 1, 2018). Employees who have not previously enrolled and elect this option will be processed with the “pay as you go” option for the current fiscal year only.
7. AFT employees who have elected to participate in the “pay as you go” option and who choose to have the leave time converted to furlough time in accordance with paragraph 1 may convert a furlough day in a given pay period (for example, one leave day may be converted in one given pay period and another converted in another pay period. This would require the employee to give notice to the Branch each time they wish to convert time so as to have financial impact spread across several pay periods. This is available in 8 hour increments only).
8. The Branch will notice all employees as to the provisions and implementation of this agreement by February 1, 2018.
9. The Unions agree that this agreement fully resolves all issues that were or could have been raised, and that they will not seek further redress for any such issues in any forum that is now or may later become available, including but not limited to the statutory or negotiated grievance procedure, arbitration requests, state prohibited practice complaints, or any other appeals in any forum.
10. The Unions agree to withdraw any and all grievances (including SEBAC grievances), arbitration requests and SPP’s 32,867, 32,937, and 32,938 filed on furlough days.


AFSCME/Local 749
Date 12/11/2017


Judicial Professional Employees Union
Date 12/11/17


IBPO, 731
DATE 12/11/17

[Handwritten signature]

12-11-2017

SEBAC

DATE

[Handwritten signature]

Judicial Branch

Date: 12/11/17