

## Tentative Agreement-Summary of Changes to NP-2 Contract

Fiscal Year	Contract Award	Tentative Agreement Modifications
<b>Fiscal Year 2009 (Effective July 1, 2008)</b>	0% GWI  Annual Increments on time-Retro  Top Step Bonuses on time-Retro	3% GWI- <b>Retro</b>  Annual Increments on time- <b>Retro</b>  Top Step Bonuses on time- <b>Retro</b>
<b>Fiscal Year 2010 (Effective July 1, 2009)</b>	3% GWI  Annual Increments on time  Top Step Bonuses on time	0% GWI  Annual Increments on time  Top Step Bonuses on Time
<b>Fiscal Year 2011 (Effective July 1, 2010)</b>	3% GWI  Annual Increments on time  Top Step Bonuses on time	3% GWI  <u>NO</u> Annual Increments  <u>NO</u> Top Step Bonuses
<b>Fiscal Year 2012 (Effective July 1, 2011)</b>	Contract Award did not include a fourth year	2.5% GWI  Annual Increments w/ 3 month delay  Top Step Bonuses w/ 3 month delay

- All awarded issues from the arbitration decision which are not listed above will not change in any way. (ex., Shift Differentials, Safety Shoe Payments, Snow and Ice Premium Payments, and all other non-economic issues)
- The Tentative Agreement modification above includes a fourth year added onto our contract, which was not part of the Greenbaum arbitration. Therefore, the contract would be in effect until June 30, 2012.

SEBAC NOTE: All SEBAC bargaining units will be giving up one year of a General Wage Increase and one year of Annual Increments and/or one year of Top Step Bonuses for units that have them. However, just as is proposed for the NP-2 agreement, some units may arrange these in a way that minimizes the impact on the members.

**-TURN OVER FOR FURTHER DETAILS-**

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### FURLOUGH DAYS:

All NP-2 employees will take a total of seven (7) furlough days as follows:

1 day prior to June 1, 2009; 3 days prior to June 1, 2010; and

3 days prior to June 1, 2011

<b><i>Agency/Location</i></b>	<b><i>Prior to 6/1/2009</i></b>	<b><i>Prior to 6/1/2010</i></b>	<b><i>Prior to 6/1/2011</i></b>
<b>Standard Furlough Days (All agencies as operating needs permit)</b>  <b>*See Note Below*</b>	May 22, 2009	July 6, 2009 November 27, 2009 December 24, 2009	July 2, 2010 November 26, 2010 December 27, 2010
<b>CSU Furlough Days (CCSU; ECSU; SCSU; and WCSU)</b>	May 26, 2009	July 6, 2009 December 24, 2009 June 1, 2010	July 2, 2010 December 27, 2010 May 31, 2011
<b>DOT Furlough Days</b>	May 22, 2009	July 6, 2009 September 4, 2009 October 9, 2009	July 2, 2010 September 3, 2010 October 8, 2010

**\*NOTE:** For employees who are unable to take the fixed furlough days (24/7 or 7 day a week operations-as determined by management) in Fiscal Year 2010 and Fiscal Year 2011 above due to the nature of the work operations, the employees' base biweekly rate of pay throughout the fiscal year will be reduced by the total value of the 3 furlough days in each year. Employees will then schedule their 3 days off with their employer on an individual basis.

**SEBAC NOTE:** All SEBAC Bargaining Units and Non-Union Management level positions will be taking these furlough days or their equivalent.

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