

**DRAFT**  
**TENTATIVE AGREEMENTS**  
As of December 15, 2016

**BOARD OF REGENTS FOR HIGHER EDUCATION**  
And  
**CONGRESS OF CONNECTICUT COMMUNITY COLLEGES**  
And  
**FEDERATION OF TECHNICAL COLLEGE TEACHERS**  
And  
**AFSCME, Council 4, Local 2480**

The Board of Regents and the Coalition of Unions hereby agree to this Tentative Agreement in settlement of a number of outstanding issues toward reaching a successor collective bargaining agreement. This Tentative Agreement is in addition to the Tentative Agreement dated May 4<sup>th</sup>, 2016. The parties are still engaged in collective bargaining toward a successor agreement, however have agreed to the following revisions of their respective CBAs as follows:

1. Where a course includes a laboratory component, the parties agree that the laboratory component shall count as an additional preparation.
2. Parties agree to establish a working committee to review and establish best practices to promote a productive working environment for employees who are having or raising children.
3. Emeritus Status: the parties agree to incorporate the present BOR policy as it pertains to the CSU universities within the Connecticut State University system into the parties' respective CBAs. Parties further agree that access to college email and course privileges for Emeritus members and their dependants shall be included.
4. Parties agree to table their discussion regarding Distance Learning and not to include Distance Learning in future proposals or otherwise pursue the matter in the instant negotiations. Parties further agree to reopen their respective CBAs on the sole issue of Distance Learning and commence those negotiations by December 1, 2017.
5. Part Time Lecturer Seniority Pool: PTL shall be placed in a seniority pool upon completion of teaching eighteen credits and receiving one satisfactory evaluation during the time she/he taught eighteen credits. PTLs shall remain in the pool unless they have refused, declined or otherwise not responded to requests to teach for three consecutive

SW EWC

semesters (fall & spring only). BOR shall maintain records of PTL pool. (See Attachment A)

- 6. Special Appointments: Employee serving on 3<sup>rd</sup> or subsequent special appointment, each lasting an academic year or calendar year (2 consecutive semesters), shall be given 90 days notice of non-renewal. For each of the first three special appointments, the decision of the employer not to renew shall be final.
  - a. In case of non reappointment of the fourth consecutive special appointment, the employee may request the reasons in writing. The reasons shall not be arbitrary or capricious. This provision is subject to the grievance and arbitration procedures.
  - b. BOR may grant special appointments for a period of six years. Any employee who has successfully completed 6 consecutive special appointments shall transition to a standard, tenure track appointment.
- 7. Non-teaching faculty (ACLs, CCPs) who are required to attend commencement outside the normal work day or work week, shall be granted the equivalent number of hours in compensatory time to be taken during the same pay period in which commencement occurred.
- 8. Remove language from Art V of Congress CBA pertaining to service fees and agency fee payers.
- 9. Class coverage rate of pay: harmonize with AFT language.
- 10. Compensatory time is earned on a 1:1 ratio for Congress. *and AFSCME.* *EWC SW*
- 11. Layoff language: Harmonize Congress layoff language with existing AFT layoff language. Exception: Congress shall have no language regarding bumping rights. *EWC SW*
- 12. Any language not addressed by this Tentative Agreement or the Tentative Agreement dated May 4, 2016 shall remain consistent with the respective 2007-2010 CBAs for each Union or until the parties agree to revise language during the course of their concurrent bargaining. *AFSCME*
- 13. This December 15, 2016 Tentative Agreement as well as the May 4, 2016 Tentative Agreement shall be incorporated into a successor Tentative Agreement in the event the parties reach one and would then be subject to ratification by both parties and the drafting of contract language.

Dated at Rocky Hill, Connecticut this 15 day of December, 2016

BOARD OF REGENTS FOR HIGHER EDUCATION

*Glen Wilage*


CONGRESS OF CONNECTICUT COMMUNITY COLLEGES

*Bryan R. Bonura*

By

By

FEDERATION OF TECHNICAL  
COLLEGE TEACHERS

By  12/15/2014

AFSCMB, COUNCIL 4, LOCAL 2480

By 