

MEMORANDUM OF AGREEMENT

This agreement between the Board of Trustees of Community-Technical Colleges (hereinafter “the Board”) and the Congress of Connecticut Community Colleges, the American Federation of State, County and Municipal Employees, Council 4, Local 2480 and the American Federation of Technical College Teachers, AFT, Local 1942 supplements the 2011 concession agreements between the parties with respect to the merit award process for FY2012 and FY2013.

1. The 2011 concession agreements provide that there shall be no general wage increase, no step increases and no lump sum/top step payments in any bargaining unit during FY2012 and FY2013. These agreements do not address the subject of merit awards, which shall be governed by this Agreement.
2. If the Chancellor determines not to have a merit pay process in academic year 2011-12, academic year 2012-13, or in both years, an amount equal to a five-year average of merit pay awarded to employees in each bargaining unit for the period 2003-04 through 2007-08 shall be transferred by mutual agreement from the promotion account to another existing account in each union’s contract.
3. This Agreement shall expire with the 2011 concession agreements on June 30, 2016 and shall not be cited as precedent in any future negotiations between or among the parties.

CONGRESS OF CONNECTICUT
COMMUNITY COLLEGES

AMERICAN FEDERATION OF
STATE, COUNTY AND MUNICIPAL
EMPLOYEES, COUNCIL 4,
LOCAL 2480

Date

Date

AMERICAN FEDERATION OF
TECHNICAL COLLEGE TEACHERS,
AFT, LOCAL 1942, AFL-CIO

BOARD OF TRUSTEES OF
COMMUNITY-TECHNICAL COLLEGES

Date

Date