

MEMORANDUM OF AGREEMENT

In the interest of clarifying their respective agreements of May 8, 2009, concerning the obligation of bargaining unit members to take certain furlough days in FY 2009, FY 2010 and FY2011, the Board of Trustees of Community-Technical Colleges and the Congress of Connecticut Community Colleges, the American Federation of State, County and Municipal Employees, Local 2480, and the Federation of Technical College Teachers, Local 1942, AFT hereby agree as follows:

1. Particular dates for mandatory furlough days to be taken shall not be unilaterally determined by management;
2. Notwithstanding the statement in paragraph 1 above, each community college may select a day or days on which it will close and on which employees will not be expected to work. While it is the Board's expectation that employees will take a furlough day on a day when the college is closed, this will not be required. Bargaining unit members who do not use a college closing day as a furlough day will take a different day as a furlough day, in accordance with the process described below.
3. If a college does not close, or in the case of bargaining unit members who do not take a furlough day on a day when the college closes, selection of dates to be used as furlough days shall be done in consultation with the employee's supervisor, whose prior approval of a particular day or days is required. The parties share the expectation that the selection of furlough days will not result in the diminution of instructional or other services to students. Where necessary, alternative arrangements will be made to ensure that instructional obligations are met and services such as the college library, counseling, computer labs, etc. are maintained. In all such arrangements, it is the intent of the parties to avoid a negative impact on students or on college operations.
4. In fiscal year 2009 only, whether or not an individual takes a furlough day on a day when the college chooses to close, the requisite deduction for said furlough day shall be taken in the pay period which includes the day the college was closed.
5. The parties recognize that members of these bargaining units are professionals. Therefore, the parties expect that they will fulfill the furlough day obligations set out in their agreements of May 8, 2009 in a collaborative way that considers the needs of students, fellow employees, supervisors and of college management.

CONGRESS OF CONNECTICUT
COMMUNITY COLLEGES

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

Date

Date

FEDERATION OF TECHNICAL
COLLEGE TEACHERS, LOCAL
1942, AFT

BOARD OF TRUSTEES OF
COMMUNITY-TECHNICAL COLLEGES

Date

Date