

MEMORANDUM OF AGREEMENT
As of June 22, 2017

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

1. Whereas, a dispute exists between the BOR and the Unions regarding the funding and obligation of certain contract accounts.

2. In resolution of the dispute, the parties agree to the following terms:
 - a. 1% of payroll shall be allocated to fund promotions and merit awards each fiscal year for the duration of the collective bargaining agreement effective July 1, 2016. Said funding shall commence, however, effective July 1, 2017. Any funds not spent on promotion shall revert back to the BOR.
 - b. 1.35% of payroll shall be allocated to fund professional development, to include nursing refreshers, each fiscal year for the duration of the collective bargaining agreement effective July 1, 2016. Said funding, however, shall commence on July 1, 2017. Any funds not spent on professional development/ nursing refresher shall revert back to the BOR.
 - c. There shall be a maximum of 26 sabbaticals per academic year for the Congress, 12 sabbaticals per academic year for AFT and there shall be a maximum of 5 sabbaticals per academic year for AFSCME to be administered in accordance with applicable contract provisions.
 - d. The grievance/ equity accounts for Congress (acct#A804) AFT (acct #A838) and AFSCME (acct #A832) shall continue to be funded as a contract account in the same manner in the collective bargaining agreement effective July 1, 2106 as they were in the 2007-2010 collective bargaining agreement.
 - e. All other contract accounts shall terminate and the benefits they support shall become funding obligations of the BOR.
 - f. All remaining/ residual funds from existing contract accounts shall be transferred to the Congress, AFT and AFSCME grievance/ equity accounts respectively. Funds that are transferred shall be used in accordance with existing parameters applicable to the grievance/ equity accounts. Funds presently in the Minority fellowship account shall also be transferred to the respective bargaining units' grievance/equity accounts on a proportionate basis.

3. Upon accounting and agreement on figures, the Congress, AFT and AFSCME agree to withdraw and/or not to prosecute or initiate any grievances, prohibitive practice complaints, litigation or any other action regarding the change to contract accounts.

Sam Welles 6/16/17
Board of Regents for Higher Education

[Signature] 6/22/17
Federation of Technical College Teachers, AFT Local 1942

W. Chupin 6/23/17
AFSCME, Council 4, Local 2480

Bryan R. Bonina 6/22/17
Congress of Connecticut Community Colleges