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TENTATIVE AGREEMENTS

As of April 6, 2016

May 4, 2016 EC

BW

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. 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. All references to Board of Trustees shall be changed to Board of Regents for Higher Education.
2. SWRXI12 or its successor shall be provided to bargaining units as reasonably available.
3. Names and addresses of members shall be provided to respective bargaining units on a quarterly basis.
4. Completed service while on Special Appointment may count toward tenure and/or promotion.
5. Snow days: when classes are canceled or a college is closed due to weather or other circumstances, all employees need not report to work and shall suffer no loss of pay or charge to accrued time. (Existing FTCT language)
6. Interim pay: employee acting up or acting in an interim capacity in a higher position shall be compensated for the higher grade effective with the commencement of the work in the higher position.
7. Promotional process: notice of intent to apply for promotion last day of fall semester. Deadline for promotion, tenure and sabbatical leave all moved to 1st day of spring semester. President can approve extensions.
8. Sabbatical leave extension: deadline for proposals may be granted by the President.

9. Examples of appropriate use of Professional Development:

- a. Tuition and fees for course work
- b. conferences, seminars, workshops
- c. travel related to the above
- d. Professional memberships relevant to the member's employment
(Existing FTCT language)

SW
EC

10. Sick Leave Bank: Change dates from December to March. All members are in the sick bank and contribute 3 days to the bank. Mandatory contributions for ~~retirees~~ with over 240 days.

employees who retire

11. Health and Safety Committee becomes active.

12. Agree to discuss and formulate job descriptions for Department Chairs and Program Coordinators.

13. Cease production of promotion lists

14. Parties agree to review Side Letters to see which can be removed from CBA and which stay. Each Union will provide a list of practices and Memorandum of Agreements on or before December 1, 2016.

SW
EC

~~15. Appendix H in the FTCT CBA: change "credit" to "contact hour." PCs and DCs who are required to be at more than one work site shall be paid mileage and receive a \$500 stipend per semester.~~

16. Calculations for promotions will be done consistent with the SPP Stipulated Agreement regarding *Faculty Promotion Calculations and Miscellaneous Rates of Pay*.

17. Tenure is portable for involuntary transfers. If transfer is voluntary, tenure shall be included in the decision to hire within a similar position.

18. AFT Clinical Nursing Faculty shall be governed by the AFT CBA.

19. Appendix H in AFT CBA. "credit hour" is deleted and replaced with "Contact hour."

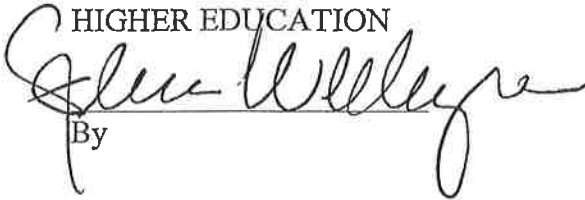
20. BOR shall continue with the existing mechanisms for union dues collection beyond expiration of the instant CBA (6-30-16)

21. Any language not addressed by this Tentative Agreement 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.

22. This April 6, 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 4th day of May, 2016 ^{SW EC}

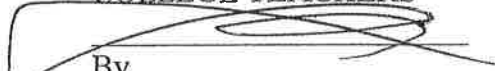
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By

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