

NP-2 Contract Highlights

Below please find the highlights/major changes to the proposed NP-2 Contract to be voted on by members. A complete copy of the proposed NP-2 Contract will be mailed to member households in advance of ballots being mailed. ***Please take time to review the full proposed contract when you receive it in the mail in order to see ALL changes.***

Article	Change or Modification
10-Training	NEW Language -New Training program for DOT Maintainers that will allow for quarterly training on equipment and in skills. Will be offered in seniority order of those that sign up.
11-Working Test Period	<ul style="list-style-type: none"> • Language is clarified to only require a 4 month WTP when you take positions in the same or lower pay grade if didn't have previous status in the job classification • Language regarding failure of promotional test period clarified in event you have moved agencies and such failure no longer subject to grievance procedure (previously could go to Step 3 only) • New language allowing for a 6 week test period when employee transfers in same class from one agency to another with right of return to original agency if it doesn't work out
12-Seniority	Revised Sect 5. War Service Language to update to current State and Federal statutes
14-Vacancies	New Language: "Practicums shall be conducted pursuant to the Department of Transportation Administrative Guidelines for Conducting Practicums"
15-Transfers	Incorporated DOT Lateral Transfer List as new article
16-Grievance Procedure	<ul style="list-style-type: none"> • Cases involving reprimands Suspensions of Less than 10 days and contract interpretation issues will be submitted to the State Board of mediation and arbitration for quicker and cheaper resolutions • More Arbitrators will be added to our normal panel for other cases • Re-Class grievances will now only be heard by DAS rather than a panel of 3 managers • Also signed Grievance Backlog MOU which will reimburse many older suspensions and resolve other cases, significantly reducing the backlog of cases
18-Hours of Work, Work Schedules and Overtime	<ul style="list-style-type: none"> • NEW LANGUAGE-Comp time for essential employees who must report to work/stay at work when non-essentials stay home. Will be earned for normal shift hours and must be used within 12 months of accrual. • DOT Night Work –Language amended -hours changed to b/w 7 p.m. and 8 a.m. and to be assigned by inverse seniority on a rotational basis when not enough volunteers
20-Compensation	See details outlined in SEBAC agreement
26-Temporary Service in a Higher Class	New language: "...an employee who is assigned in writing by management for such temporary service in a higher class, which exceeds thirty (30) consecutive calendar days in duration, shall not be denied compensation for such work."
27-Permanent Part Time Employees	<ul style="list-style-type: none"> • Seniority for PT employees shall be date of hire not hours worked • 10 month DOE employees will no longer lose accruals in months where school closed for more than 3 days in a month • 10 month employees will also be given option to get paid over 12 months (Art. 60)
42-Meals Policy	Effective 7/1/19-the rate for dinner will increase by \$1.00
48-Drawbridge and Rest Area Attendants	Removal of 24/7 staffing requirement and clarification of retirement benefit for members impacted by 1999 downgrading of these positions.
51-Truck Assignments	Elimination of 2 drivers to a wing plow but with required training to operate them solo
52-Rest Periods during Extended Work Operations	Language amended to require 4 hour rest breaks during extended operations (beginning with 2 nd consecutive break)
55-Vehicle Assignments/Phone Calls	\$100/week cap removed for on call payment
CT River Ferry Services MOA	Off Season assignments will no longer include CAA locations but will now include maintenance garage assignments
Furlough Days	3 Furlough Days to be taken between 7/1/17-6/30/18, dates to be scheduled with supervisors and payroll deduction throughout year for the amount of 3 days pay

