

MEMORANDUM OF AGREEMENT 11

SOUTHBURY TRAINING SCHOOL

In full and final resolution of OLR Case Number 10-6499 The State of Connecticut, Department of Developmental Services, Southbury Training School, the Office of Labor Relations, and the New England Health Care Employees Union District 1199 (hereinafter the parties) understand the need to develop a transitional plan to address closures of cottages at Southbury Training School. The undersigned parties, therefore, agree to the following:

In accordance with Article 18 Section 2 and Article 19 Section 7 of the State/1199 Collective Bargaining Agreement, the parties have agreed to utilize the following procedure to ensure that staff impacted by cottage closures at Southbury Training School are provided a smooth transition into new assignments as staffing complements are adjusted.

1. When cottage closures become necessary, The Department of Developmental Services, Southbury Training School will generate a list of Employees, including their current seniority, job titles and shifts, whose current work assignments will be eliminated as a result of cottage closures. The Department of Development Services, Southbury Training School shall provide a copy of this list to the Union.
2. The Department of Developmental Services, Southbury Training School shall develop a list of work assignment opportunities at Southbury Training School that consist of hours that need to be staffed as determined by management. These are not vacancies, but work hours that need coverage, and may have previously been covered by overtime assignments.
3. The Department Of Developmental Services /Southbury Training School shall provide the list of work assignment opportunities provided in paragraph 2 above, to the impacted Employees identified in paragraph 1 above, for the purpose of making a determination of whether they wish to bid on said work assignment opportunities or displace the least senior bargaining unit member on the same shift at Southbury Training School with the understanding that only full time Employees may displace full time Employees and only part time Employees may displace part time Employees.
4. The Department of Developmental Services, Southbury Training School shall post the list of work assignment opportunities described in paragraph two (2) above only at Southbury Training School for bidding only by Employees at Southbury Training School.
5. The Employees impacted by the cottage closures shall be given two (2) working days, upon receipt of the list of work assignment opportunities, to make the election of whether they wish to displace the least senior Employee or bid on a work assignment opportunity. Said election is irrevocable and binding on the Employee.
6. Any of the work assignment opportunities that are created as a result of the successful bid of more senior Employee's bid on a posted work assignment opportunity or not filled as a result of the posting process set forth in paragraph four (4) above shall be backfilled by impacted Employees. For this section, impacted Employee refers to either an Employee identified in paragraph one (1) or an Employee displaced pursuant to paragraph three (3).
7. Employees at Southbury Training School retain the right to bid on any vacancies that may become available.
8. This Agreement is limited to the cottage closures at Southbury Training School and resolves all issues between the Union and the State concerning Employee placements resulting from said cottage closures, and is without precedent for any other matters.

/s/ Charles Fabian 9-25-03
For the Union

/s/Fae Brown-Brewton 9-25-03
For OLR

/s/ Dawn Closs Harris 9-25-03
For DMR

For District 1199
/s/ Dan Strahinich 2-4-16

For State of Connecticut
/s/ Fae Brown-Brewton 2-4-16