

NP-2 Tentative Agreement Summary for Contract Effective July 1, 2025

Contract Language Changes:

Issue	Change
Article 9, Service Ratings Section Five	Service ratings of an "Overall Less Than Good" rating will be grievable rather than "Fair" or "Unsatisfactory" in any category.
Article 14, Vacancies. Section Three (2)	Expand the posting radius to 30 mile radius of where the vacancy is to be filled
Article 18, Section 8 Equalization of Overtime	<ul style="list-style-type: none"> • Eliminates the three no contacts rule for voluntary overtime • Inserts the following language as a new paragraph <i>"Specific to the Dept. of Transportation (DOT), when employees sign up for Minimum Overtime Calls during Winter Weather Season [November 1 to April 30], they must still remain available for any and all emergency calls. Their signing up for Minimum Overtime Calls is only applicable for equalization purposes, however it is the expectation that all maintenance employees be available for winter weather emergency overtime work."</i>
Article 18, Section 16 Overtime	Elimination of section (d) Exempt employees language and insert the following <i>"During the life of this Agreement but no sooner than the instant agreement is legislatively ratified, all employees covered under this agreement shall be deemed Non-Exempt employees and be eligible for overtime payment."</i>
Article 18, Section 18 (a)	Elimination of the specific hours for night work to provide flexibility for traffic concerns
Article 19, Safety, Section 10	Correct language that has outdated Grievance Procedure contract article
Article 20, Compensation, Section Three	<i>New (c) Employees out of work on extended leave during such time period when safety show allowance is paid shall receive said payment upon their return to work provided that they return to work before the end of the contractual year that they were out on leave [June 30th]</i>
Article 23 Shift and Other Differentials, Section One	Eliminate language restricting differential pay for those in salary grade 19 and above. All employees assigned such shifts now eligible
Article 25 SCOPE/Objective Job Evaluation	Special OJE study to be conducted no later than 12/31/27 for the Storekeeping Series, the Mail Handling Series, the Stationary Engineer Series, the Transportation Supervisors, Transportation Garage Supervisors, the DOT Sign Shop, the Connecticut Airport Authority (all classifications used there)
Article 27, Section Three	Correction of the current name of the CT Technical High Schools
Article 29, Sick Leave, Section One	Increase from 5 family sick days to 10 family sick days
Article 30, Personal Leave	PL time will be allowed to be used during the Working Test Period
Article 33, Holidays	Adding Juneteenth in to the list of holidays

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Article 41, Meals	Rates charged to employees for meals where dining facilities exist will increase to \$4.50 (breakfast), \$5.50 (lunch), and \$6.50 (dinner)
Article 41, Meals	New Language <i>“Effective 7/1/2026 Plant Facilities Engineers employed by the Department of Corrections where their dining facilities are not open to employees, shall be entitled to meal reimbursements as specified in Document Q-Item #472, titled “Meal Allowance for Correction Management Personnel” that had an effective date of December 23, 2026”</i>
Article 48, Drawbridge and Rest Area Attendants	<p>Revised language (a) <i>“Positions in the DOT Rest Area and Drawbridge Attendant job classifications shall be used exclusively at the DOT Rest Areas and Drawbridges, except that said classifications may be utilized to perform comparable maintenance and/or custodial duties elsewhere within DOT in the event that the rest areas and/or drawbridges cease to be utilized or are shut down.”</i></p> <p>Revised language (c) last sentence to now read <i>“DOT Drawbridge Attendants shall be considered to be in safety sensitive position and will be subject to drug and alcohol testing under similar circumstances as an employee holding a CDL.”</i></p>
Article 51, Truck Assignments	Section Two (a) -eliminating need for 2 people in a wing plow in “dead communications area” due to improved radio coverage
Article 60, Miscellaneous	<p>Section Seven-eliminate old language about worksite distribution of checks</p> <p>Section Eight -Eliminate language about time to go to state exams (they do not conduct these anymore) and update language about being able to use state time to go to an interview at another state agency.</p>
Article 65-Duration	<ul style="list-style-type: none"> • Update for current contract dates and reopener language • Eliminate need for certified mail of demand to bargain due to such matters being conducted electronically now.

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Wage and other Financial Changes

	Contract Year (7/1/25-6/30/26)	Contract Year (7/1/26-6/30/27)	Contract Year (7/1/27-6/30/28)	Contract Year (7/1/28-6/30/29)
General Wage Increase	2.5 % (Retroactive)	2.5%	2.5%	Wage Reopener
Annual Increment (Step)	Yes (Retroactive)	Yes, on time	Yes, on time	Wage Reopener
Top Step Bonus	Yes (Retroactive)	Yes, on time	Yes, on time	Wage Reopener
Longevity	Paid as Normal (Already paid-no retroactive needed)	Paid as Normal	Paid as Normal	Paid as Normal
Safety Shoe Money	No change	No Change	Increase of \$15	No change
Shift Differential	No change	No Change	Increase of \$0.10	No change
Weekend Shift Differential	No change	No Change	Increase of \$0.10	No change
Fire Crash Standby Differential	No change	Increase of \$0.10	No change	No change
Meal Allowance	No change	Increase of \$1.25 for Breakfast, \$1.75 for lunch and \$2.00 for dinner	Increase of \$1.25 for Breakfast, \$1.75 for lunch and \$2.00 for dinner	No change
On-Call Pay	No change	No Change	Increase of \$0.50/hour	No change
DOC Mail Handlers Unpleasant Duty Stipend	No change	No Change	Increase of \$0.20/hour	No change

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Job Classification/Salary Grade Changes:

Transportation Supervisor Assistants

- Move from FM 12 to FM 15 effective first day of the pay period after 7/1/2026 utilizing round up method

Transportation Managers Assistants

- Move from FM 14 to FM 17 effective first day of the pay period after 7/1/2026 utilizing round up method

River Ferry Services

- Ferry First Mates Move from FM 15 to FM 17 effective first day of the pay period after 7/1/2026 utilizing round up method
- Ferry Captains move from FM 20 to FM 21 effective first day of the pay period after 7/1/2026 utilizing round up method
- Ferry Master Captains move from FM 23 to FM 24 effective first day of the pay period after 7/1/2026 utilizing round up method

Transportation Crew Leaders

- Move from FM 20 to FM 21 effective first day of the pay period after 7/1/2026 utilizing round up method

Transportation General Supervisors

- Move from FM 24 to FM 25 effective first day of the pay period after 7/1/2027 utilizing round up method

Salary Grade 09 Positions

- Move from TC/FM 09 to TC/FM 10 effective first day of the pay period after 7/1/2027 utilizing round up method

Includes: Custodian, Maintainer, Agricultural Worker Trainee, Assistant Cook, Central Sterile Processing and Distribution Aide, DOT Rest Area Attendant, Duplicating Assistant, Mail Handler Trainee, Storekeeper Assistant