

Memorandum of Understanding
between
Connecticut State Colleges & Universities
and
SUOAF-AFSCME, Local 2836, Council 4, AFL-CIO
Compensatory Time

WHEREAS, members of the above referenced bargaining unit may be called upon to work extended hours during the COVID-19 pandemic crisis; and

WHEREAS, members are normally limited to compensatory time accrual of no more than ten (10) days, pursuant to Article 16.2 of the collective bargaining agreement (CBA); and

WHEREAS, compensatory time balances are normally reduced to zero (0), annually, on August 15, pursuant to Article 16.2; and

WHEREAS, members may not have reasonable opportunity to make use of accrued compensatory time during and subsequent to the pandemic crisis;

NOW THEREFORE, the parties to this Memorandum of Understanding (MOU), SUOAF-AFSCME Local 2836 Council 4, AFL-CIO (SUOAF) and Connecticut State Colleges and Universities (CSCU) hereby agree:

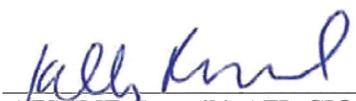
1. Effective upon execution of this MOU through July 1, 2020, the limit shall be increased such that no member shall accrue more than twenty-five (25) days of compensatory time.
2. Outstanding compensatory time balances shall not be reduced on August 15, 2020 and shall instead remain until they are reduced to zero (0) on August 15, 2021 except that compensatory time earned between June 1, 2021 and August 15, 2021 may be used until January 15, 2022.
3. Unless the parties mutually agree otherwise, compensatory time limits shall revert on July 1, 2020 to those pursuant to the CBA, and annual reductions shall revert to those pursuant to the CBA, effective August 15, 2021.
4. Upon separation of an employee from the University prior to August 15, 2021, compensatory time in excess of ten (10) days, accrued pursuant to this MOU prior to July 1, 2020, shall be excluded from payment for accumulated time pursuant to Article 16.2.
5. Neither SUOAF nor any member shall grieve or arbitrate the above actions, except if necessary to enforce this MOU.
6. This MOU shall not create a past practice or precedent between the parties and all other terms and conditions of the CBA will remain in full force and effect.
7. The parties fully acknowledge that each have all freely and voluntarily entered into this MOU. The signatures on this MOU are an acknowledgment that all have fully read and understand its content, meaning, intent and implications.



SUOAF-AFSCME Local President Date 04/28/2020



Connecticut State Colleges and Universities Date 4/29/20



AFSCME Council 4, AFL-CIO Date 04/28/2020