

Division of Criminal Justice Off the Record Offer 03.2026

- **Year 1: 2.5% GWI + Step or Top step lump sum Retroactive to July 1, 2025**
  - o Employees who retired from (or left) the Division in good standing prior to the ratification and legislative approval of the TA shall also receive the year 1 retro payment
  - o Section 2. Longevity. Employees shall continue to be eligible for longevity payments through June 30, 2029, in accordance with the existing practice except as noted below
- **Year 2: 2.5% GWI + Step, or Top step lump sum**
  - o Top Step Lump Sum: increase by two hundred fifty dollars (\$250)
- **Year 3: 2.5% GWI + Step or Top step lump sum**
- **Year 4: Reopener (GWI + Step only)**

**☒ Additional:**

- o Travel Reimbursements: equal to HTFD County GSA
- o TA's that have already been signed.

TA 2/25/2025

DIVISION COUNTER

ARTICLE 8  
UNION RIGHTS

Section 7. Release Time for Union Business.

a. Delegates to the biennial AFSCME Convention not to exceed ~~two (2)~~ **three (3)** for the AFSCME bargaining unit shall be granted, subject to operating needs and prior notification to the Chief State's Attorney, leave without loss of pay or benefits, for five (5) days to attend such convention.

b. Delegates to the annual Connecticut State AFL-CIO Convention not to exceed ~~two (2)~~ **three (3)** for the AFSCME bargaining unit shall be granted, subject to operating needs and prior notification to the Chief State's Attorney, leave without loss of pay or benefits for three (3) days to attend such convention.

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TA 2/25/2025

**DIVISION COUNTER**

**ARTICLE 9  
LABOR MANAGEMENT MEETINGS**

Section 1. Upon request of either the Union or the Division, the parties shall schedule a meeting at a mutually agreeable time to discuss any matter of concern relating to working conditions, such as administration of this Agreement, labor-management relations, or efficiency and increased productivity. When making a request for a meeting, the requesting party shall indicate the topics it desires to discuss. Normally, each party shall not have more than **five (5)**. ~~three (3)~~ representatives at such meeting. These meetings shall not be bargaining sessions.

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TA 2/25/2025

DIVISION COUNTER

ARTICLE 10  
GRIEVANCE PROCEDURE

Section 2.

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A steward may **email a grievance or arbitration filing to the representative of the Division identified in the applicable step. A steward may also** use Division photocopying machines to make copies of a grievance ~~to be filed with a representative of the Division and may use a Division fax machine or electronic mail to transmit a grievance or arbitration filing if time constraints do not permit mailing.~~ In all cases, Division business shall take priority in use of photocopying or fax machines. Management and Union officers, stewards or representatives shall continue to use such methods of communication as they have used in the past for scheduling and resolving grievances.

Handwritten signatures in black ink, including the initials 'Jml' and 'Rm'.

TA 2/25/2025

DIVISION COUNTER

ARTICLE 10

GRIEVANCE PROCEDURE

Section 7. Extension of Time Limits. For the purpose of the time limits hereunder, "days" means calendar days unless otherwise specified. The parties by mutual agreement may extend time limits **and may agree to waive Step I and/or Step II of the grievance process.** ~~The Division may waive Step I by notifying the steward and/or Step II by notifying the Union office.~~

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TA 2/25/2025

DIVISION PROPOSAL #3

**ARTICLE 10**  
**GRIEVANCE PROCEDURE**

Section 10. Arbitration.

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e. Attendance. The Employer shall grant reasonable time off to employees to attend an arbitration proceeding for the purpose of testifying. The Union shall provide reasonable notice, ordinarily ~~three (3)~~ five (5) or more days, of the employees it wishes to be excused for such attendance.

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Handwritten signatures in blue ink, including the initials "Jml" and "AN".

TA 2/25/2025

**UNION COUNTER TO DIVISION PROPOSAL #4**

**ARTICLE 11**

**PROBATIONARY PERIOD**

Section 1. Duration and Extension of Probation.

a. The probationary period shall be deemed an extension of the hiring process or, where appropriate, the examination process. Accordingly, permanent status in a duly authorized full-time position will be attained by the employee after the conclusion of a satisfactory probationary period of six (6) months of continuous employment unless, prior to the conclusion of such period, a management designee reports, in writing, to the Chief State's Attorney that the employee is unable or unwilling to perform his/her duties so as to merit continuance in such a position and is, consequently, to be terminated as of a specific date not later than the termination date of the applicable probationary period. No employee may voluntarily transfer during their probationary period. **For purposes of the probationary period, the six (6) months of continuous employment period may be extended by a period equal to a continuous leave of absence of ten (10) days or more, taken for any reason.**

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TA 2/25/2025

**DIVISION PROPOSAL #6**

**ARTICLE 19  
HOURS OF WORK**

Section 1. Regular Workweek.

a. The regular standard workweek is defined as the number of hours of work normally scheduled to be performed in a seven day period beginning Friday (12:01 a.m.) and ending Thursday (midnight).

b. The standard work week shall be thirty-seven and one-half (37.5) hours per week **excluding the Paralegal Specialist Classification which shall have a standard work week of forty (40) hours per week.**

Section 2. Scheduling of Hours.

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b. The normal work schedule for all employees **except the Paralegal Specialist Classification** shall be 8:30 a.m. to 5:00 p.m. **The normal work schedule for the Paralegal Specialist Classification shall be 8:00 a.m. to 5:00 p.m.**

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TA 2/25/2025

DIVISION PROPOSAL #7

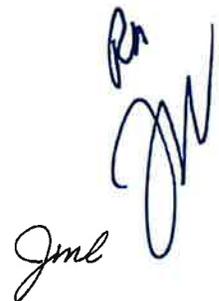
**ARTICLE 21  
VACATION-PERSONAL-MILITARY LEAVE**

Section 2. Accrual of Vacation Time.

a. Eligible employees who are on the full-time Division of Criminal Justice payroll shall accrue 9.375 vacation hours per month for each completed month of continuous full-time service except that employees who have completed twenty (20) years of service shall accrue 12.5 vacation hours for each completed month of continuous full-time service.

**Eligible employees who are in the Paralegal Specialist classification shall accrue 10.0 vacation hours per month for each completed month of continuous full-time service except that employees who have completed twenty (20) years of service shall accrue 13.34 vacation hours for each completed month of continuous full-time service.**

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TA 2/25/2025

DIVISION PROPOSAL #8

**ARTICLE 22**

**SICK LEAVE AND LEAVE WITHOUT PAY**

Section 2. Sick Leave Accrual.

a. Sick leave accrues at the rate of 9.375 hours per completed calendar month of continuous full-time service which includes the period of time an employee is on an authorized leave of absence without pay.

**Paralegal Specialist Classification: Sick leave accrues at the rate of 10.0 hours per completed calendar month of continuous full-time service which includes the period of time an employee is on an authorized leave of absence without pay.**

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TA 2/25/2025

**DIVISION PROPOSAL #9 / Union Proposal**

**ARTICLE 22**

**SICK LEAVE AND LEAVE WITHOUT PAY**

Section 4. Qualified Reasons for Usage of Accrued Sick Leave. Any eligible employee may be granted permission and approval to utilize accrued sick leave, for the following reasons:

- a) for medical or dental treatment for which arrangement cannot be made outside of working hours;
- b) when presence at work will expose others to contagious disease;
- c) in the event of death in the immediate family when as much as five (5) working days' leave with pay may be granted for the death of a spouse, child or parent and as much as three (3) working days' leave with pay may be granted for the death of a sister, brother, grandparents or child, and other relative who is domiciled in the employee's household;
- d) in the event of critical illness or severe injury in the immediate family creating an emergency requiring the attendance or aid of the employee, when as much as ~~five (5)~~ **ten (10)** days leave with pay in a calendar year may be granted;
- e) up to one (1) day of leave will be provided to an employee for the purpose of going to, attending, and returning from funerals of persons other than members of the immediate family, if prior permission is requested of and granted by the employee's supervisor;
- f) up to ~~five (5)~~ **ten (10)** days of paid leave, deducted from sick leave, will be provided to a spouse in connection with the birth, adoption, or taking custody of a child, or the prenatal or postnatal care of a spouse. Vacation or personal leave may also be used for such purposes, subject to Division approval.

*Jml*  
*Per*  
*W*

TA 2/25/2025

**COUNTER TO DIVISION PROPOSAL #10**

**ARTICLE 22**

**SICK LEAVE AND LEAVE WITHOUT PAY**

Section 13. Emergency Sick Leave Bank.

a. There shall continue to be an Emergency Sick Leave Bank composed of the contributions of bargaining unit employees. All permanent bargaining unit employees shall contribute ~~fifteen (15) hours~~ **the hourly equivalent of two (2) work days** from accrued sick leave to the sick leave bank. Hours contributed shall not revert to employees if not used. It is understood that all employees within the bargaining unit must contribute ~~fifteen (15) hours~~ **the hourly equivalent of two (2) work days** to the sick leave bank. This is effective for all bargaining unit employees who are employed on or after July 1, 1988. Therefore:

1. All permanent employees in the bargaining unit who did not have sufficient accrual of sick leave to satisfy their contribution to the sick leave bank will be required to donate sick leave as accrued until they satisfy the ~~fifteen (15) hour~~ **the hourly equivalent of two (2) work days** requirement.
2. New employees and probationary employees who become permanent will be required to make the contribution at that time.

The term "effective with this Agreement" after July 1, 1988, shall mean "upon receipt of notification to the Division from the Union that the membership has voted to replenish the sick leave bank."

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**TA 2/25/2025**

**DIVISION PROPOSAL #11**

**ARTICLE 24**

**HOLIDAYS**

Section 1. Holidays. For the purposes of this Article, holidays are as follows: New Year's Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, **Juneteenth**, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day, and Christmas Day.

per  


TA 2/25/2025

**DIVISION PROPOSAL #13**

**APPENDIX B**

**JOB CLASSIFICATIONS AND SALARY GROUPS**

<b>JOB TITLE</b>	<b>CLASS CODE</b>	<b>SALARY GROUP</b>
Appellate Secretary 1	2625	DC 16
Appellate Secretary 2	2627	DC 18
Clerical Supervisor	2607	DC 19-20
Clerk	2618	DC 10
Forensic Fraud Examiner 1	2600	DC 26
Forensic Fraud Examiner 2	2626	DC 29
Investigator	2616	DC 19-21
<b>Paralegal Specialist</b>	<b>2615</b>	<b>DD 23-24</b>
Purchasing Assistant	8502	DC 17
Secretary 1	2636	DC 15
Secretary 2	2622	DC 17-18
Senior Clerk	2603	DC 13
Telephone Operator	2676	DC 10

Note: Classifications are allocated to salary groups in accordance with the objective job evaluation point-to-pay-grade assignments as provided in Section 4 of the statewide SCOPE Agreement, as effective June 23, 1995, as modified by this Agreement.

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**TA 2/25/2025**

**DIVISION PROPOSAL #14**

*Update wage schedule to include paralegals, subject to any GWI negotiated by the parties.*

*Jml* *Per*  
*[Signature]*

**FOR THE DIVISION OF  
CRIMINAL JUSTICE**

*Jarad M. Lucan*      3/27/25  
\_\_\_\_\_  
**Jarad M. Lucan                      Date**  
**Its Attorney and Chief Spokesperson**

**FOR AFSCME, AFL-CIO  
LOCAL 749 OF COUNCIL #4**

*J. Wells*      03.27.2025  
\_\_\_\_\_  
**J. Wells                      Date**  
**Staff Representative and Chief Spokesperson**

*Ron Nelson*      3/28/2025  
\_\_\_\_\_  
**Ron Nelson                      Date**  
**Local President and Chief Spokesperson**

## 749 Judicial Branch Last Best Offer 03.2026

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- **Year 1: 2.5% GWI + Step Retroactive to July 1, 2025**
  - Retroactivity shall be for those on the payroll at legislative ratification and those who either retired or left the Branch in good standing between July 1, 2025 and the date of legislative ratification
  - **Section 2. Longevity.** Employees shall continue to be eligible for longevity payments through **June 30, 2029** in accordance with the existing practice except as noted below
- **Year 2: 2.5% GWI + Step**
  - Night Shift Differential increased by GWI going forward
  - Weekend Differential increased by GWI going forward and hours changed from 12:00am Saturday through 12:00am Monday
- **Year 3: 2.5% GWI + Step for all bargaining unit classifications.**
  - Haz Duty Working Conditions Stipend: increase by seventy-five (\$75)
  - Top Step Lump Sum: increase by two hundred fifty dollars (\$250)
  - Upgrades\*;  
Maintenance Service Worker 1 will be upgraded to Grade 10  
Maintenance Service Worker 2 will be upgraded to Grade 12  
Mail Handlers will be upgraded to Grade 10

\*Any change to the salary schedule for the foregoing positions is contingent on approval by the Supreme Court.  
The upgrades for the foregoing positions will be made prior to the application of the applicable GWI and step movement for July 1, 2027.
- **Year 4: Reopener (GWI + Step only)**
  - Haz Duty Working Conditions Stipend: increase by seventy-five (\$75)

### **Additional:**

- Travel Reimbursements: equal to HTFD County GSA
- MOA: upon ratification of the contract by the General Assembly, the parties agree to negotiate an upgrade of the Claims Examiner position(s) to in the Victim Services Office to labor grade 19. Any such upgrade will be completed by 09.01.2026.-

Note: the foregoing position and salary grade will be submitted and recommended for approval by the Supreme Court prior to January 1, 2027.

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- Update Appendix E to reflect current agreements
- TA's that have already been signed are included, all other proposals withdrawn except for items that the parties are close to completing or by mutual agreement.

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Judicial Branch/AFSCME Tentative Agreements 3/12/2026

Art. 8 Sec. 3

**Section 3. Access to Premises.** AFSCME Local 749 President and/or Council 4 employees shall be permitted to enter the work premises of the Branch at any reasonable time for the purpose of discussing, processing, or investigating filed or potential grievances or otherwise performing Union business, provided that (1) they give reasonable notice in advance to **Judicial Branch Human Resource Management and/or the Division of Public Defender Services Human Resources** and the supervisor in charge of their intent to enter the work premises, (2) they give notice of their presence immediately upon arrival to the supervisor in charge, and (3) they do not interfere with the performance of duties, and (4) **prior to entering the Juvenile Residential Centers, they comply with any and all policies promulgated by the Chief Court Administrator.** The Union will furnish the Employer with a current list of its AFSCME Council 4 staff personnel and shall maintain the currency of said list.

Art. 10 Sec. 2

**Section 2. Format.** Grievances shall be filed on mutually agreed upon forms and shall specify in reasonable detail: (a) the facts; (b) the issues; (c) the date of the violation alleged; (d) the controlling contract provision; (e) the remedy or relief sought. **Grievances shall normally include the information required by this subsection, though either party may request additional information prior to any grievance step.**

Art. 11 Sec. 3

**Section 3.** Employees promoted to a higher position within the bargaining unit shall serve a ~~three (3) month~~ **six (6) month** probationary period in that position, subject to the pertinent provisions of Section 1(a) and (b) of this Article. **An employees' time serving as Temporary Service In a Higher Class (TSHC) shall count towards the above listed (6) month probationary period.** Upon receipt of written notification of unsatisfactory performance, the employee shall be offered a position similar (not a lower pay grade) to that from which he/she was promoted. Neither the offer, nor the acceptance, of such a position shall be deemed a demotion.

Art. 12 Sec. 1

**Section 1.** The annual performance appraisal report shall be completed approximately three (3) but no less than two (2) months prior to the employee's annual increase date. Unless for good cause shown, late performance appraisals shall be voidable at the option of the employee. A performance appraisal will be conducted by a management

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designee outside the bargaining unit, who is familiar with the employee's work, however, bargaining unit classifications in pay group 24 and above may be designated by management to conduct performance appraisals. Bargaining Unit classifications in pay groups 22 and 23 may be asked by management for input on an employees' performance appraisal, but will not conduct or otherwise be part of said performance appraisal.

When an employee is rated "unsatisfactory," the rating supervisor shall state reasons and, if practicable, suggestions for improvement. All performance appraisal reports with an overall "unsatisfactory" rating must be discussed with the employee at an informal meeting to be scheduled by the rating supervisor, normally within seven (7) days after the employee has seen the report and prior to its submission to the Executive Director or designee(s).

Unless the parties agree to the contrary after consultation under Section 3 of this Article, there shall be two overall ratings: "satisfactory" or "unsatisfactory." An employee receiving an "unsatisfactory" evaluation shall not receive an annual increment **and/or top step bonus**.

**Art. 14 Sec. 1 b.**

**Section 1. Types of Discipline.**

(a) Discipline includes discharge, demotion, suspension without pay, denial of an increment due to misconduct and letter of reprimand of an employee who has attained permanent status, but shall not include the non-reappointment of a person holding a statutory term of office.

(b) The employer shall not have the authority to permanently transfer any employee due to misconduct outside of proven workplace violence or harassment. Should an accusation of workplace violence or harassment be substantiated, and it is determined that a transfer shall occur, the parties shall meet and negotiate said transfer. Accordingly, transfers shown to be based on misconduct shall be voidable without regard to whether such misconduct occurred. **The employer shall have the authority to temporarily transfer an employee accused of workplace violence or harassment during the pendency of an investigation into said workplace violence or harassment for up to sixty (60) days. *If the temporary transfer will last more than sixty (60) days, the parties agree to meet and discuss the relevant issues.***

*No additional changes to the Article Section.*

**Art. 19 Sec. 2**

**Section 2. Scheduling of Hours.**

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(a) Employees working a forty (40) hour workweek shall normally work Monday through Friday between the hours of 8:00 a.m. and 5:30 p.m. All subject to paragraphs (b) through (d). Start times for IAR job series shall be 8:00 am or 8:30 am, with the exception of the early morning screener positions, as determined by management.

**MOA to the effect of; The work hours for the current employees in the following administrative offices and positions *may be outside of the above hours by mutual agreement of the parties. Language to be worked out in MOA.***

***No additional changes to the Article Section.***

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**THE STATE OF CONNECTICUT**  
**Judicial Branch**  
*And*  
**AFSCME**  
**LOCAL 749 OF COUNCIL #4**

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

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**ARTICLE 26.**

**Holidays**

**Section 1. Holidays.** For the purposes of this Article, holidays are as follows: New Year's Day, Martin Luther King Day, Lincoln's Birthday, Washington's Birthday, Good Friday, Memorial Day, **Juneteenth** Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day.

(a) no change

*\*The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

**FOR THE JUDICIAL BRANCH OF  
STATE OF CONNECTICUT**

**FOR AFSCME, AFL-CIO  
LOCAL 749 OF COUNCIL #4**

  
\_\_\_\_\_  
Brad Capon, Esq.  
Labor Relations Director

7/14/25  
Date

  
\_\_\_\_\_  
J. Wells  
Staff Representative

07-14-2025  
Date

  
\_\_\_\_\_  
Angelica Wilson  
Staff Attorney

07/14/2025  
Date

  
\_\_\_\_\_  
Ron Nelson  
Local 749 President

7/14/2025  
Date



**THE STATE OF CONNECTICUT**  
**Judicial Branch**  
*And*  
**AFSCME**  
**LOCAL 749 OF COUNCIL #4**

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

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**Section 3. Procedures for Imposition of Discipline. Appeal Procedures.**

(a) *No Change*

(b) Within **thirty (30)** ~~twenty (20)~~ days of the imposition of discipline, an employee may file a Step 3 grievance. ~~For written reprimands, the deadline remains at thirty (30) days.~~

Within fourteen (14) days after the appropriate response at Step 3, or if no response is forthcoming after the expiration of the time limit set forth in Article 10, Grievance Procedure the Union may invoke arbitration - subject to (d) in this section.

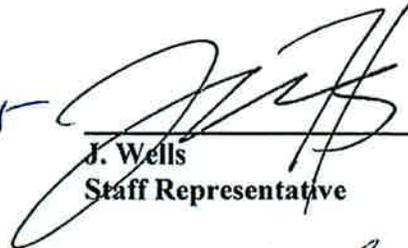
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**FOR THE JUDICIAL BRANCH OF  
STATE OF CONNECTICUT**

**FOR AFSCME, AFL-CIO  
LOCAL 749 OF COUNCIL #4**

  
\_\_\_\_\_  
Brad Capon, Esq.  
Labor Relations Director

8/8/25  
Date

  
\_\_\_\_\_  
J. Wells  
Staff Representative

08.08.2025  
Date

  
\_\_\_\_\_  
Angelica Wilson  
Staff Attorney

08/08/25  
Date

  
\_\_\_\_\_  
Ron Nelson  
Local 749 President

8/8/2025  
Date



**THE STATE OF CONNECTICUT**  
**Judicial Branch**  
*And*  
**AFSCME**  
**· LOCAL 749 OF COUNCIL #4**

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

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**ARTICLE 8.**  
**Union Rights**

**Section 10. Equipment Usage.** The Union President and all Steward(s) shall have access to Judicial fax/photocopying machines and email for the purpose of communicating on matters related to the Judicial Labor Relations office.

*\*The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

**FOR THE JUDICIAL BRANCH OF  
STATE OF CONNECTICUT**

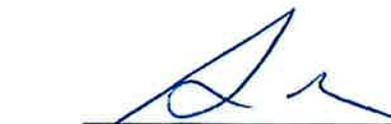
**FOR AFSCME, AFL-CIO  
LOCAL 749 OF COUNCIL #4**

  
\_\_\_\_\_  
Brad Capon, Esq.  
Labor Relations Director

8/8/25-  
Date

  
\_\_\_\_\_  
J. Wells  
Staff Representative

08.08.2025  
Date

  
\_\_\_\_\_  
Angelica Wilson  
Staff Attorney

08/08/25  
Date

  
\_\_\_\_\_  
Ron Nelson  
Local 749 President

8/8/2025  
Date

**THE STATE OF CONNECTICUT**  
**Judicial Branch**  
*And*  
**AFSCME**  
**LOCAL 749 OF COUNCIL #4**

The State of Connecticut Judicial Branch (Branch) and Local 749 (Union) have come to the following Tentative Agreement (TA) for the successor 2025 Collective Bargaining Agreement (CBA):

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**ARTICLE 9.**  
**Statewide Labor Management Advisory Committee**

**Section 3.** Committee meetings shall be held during normal business hours without loss of pay or benefits provided that no compensatory time or overtime shall be granted for hours outside the employees' normal work schedule. **Committee meetings shall normally alternate sites between the Union and the Agency.**

*\*The parties agree to the following changes to the Article/Section but acknowledge that additional proposals regarding the Article/Section remain at issue. This agreement is not intended to limit either party's ability to pursue said issues.*

**FOR THE JUDICIAL BRANCH OF  
STATE OF CONNECTICUT**

**FOR AFSCME, AFL-CIO  
LOCAL 749 OF COUNCIL #4**

  
\_\_\_\_\_  
Brad Capon, Esq.  
Labor Relations Director

07/14/25  
Date

  
\_\_\_\_\_  
J. Wells  
Staff Representative

07.14.2025  
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\_\_\_\_\_  
Angelica Wilson  
Staff Attorney

07/14/2025  
Date

  
\_\_\_\_\_  
Ron Nelson  
Local 749 President

7 : 2025  
Date

