



Testimony of

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Appropriations Committee  
March 8, 2021

**HR 11 and SR 6**

Good morning Senator Osten, Representative Walker and members of the Appropriations Committee. My name is John DiSette and I am the President of Administrative and Residual (A&R) Bargaining Unit which represents nearly 2,900 professional employees in almost every state agency.

I am here to support HR 11 and SR 6, resolutions to finalize an agreement between A&R and the State in transitioning several non-represented employees into the P-5 bargaining unit. This agreement covers 67 employees from 13 job titles, each of whom applied to the State Labor Board for unionization and were granted the ability to unionize in 2020.

The purpose of this agreement is to smooth the transition of roughly 67 non-union employees into the P-5 bargaining unit and to make adjustments to their employment conditions with respect to the current P-5 contract.

The agreement will maintain the current pay scales applied to these job classes so there will be no adjustment to their current wages for the transition. These employees will be subject to the same rights held by other members of the bargaining unit except where identified in this agreement.

Some of the modifications identified in this agreement:

- They will remain on a “range” salary plan rather than placed on a “step” plan
- They will be eligible for 2% increments rather than Steps as other bargaining members
- They will not qualify for Longevity if it was rolled into their managerial salary in 2013
- Vacation accumulation will be lowered from their non-union levels
- Vacation accrual rate will not include a lump award at the beginning of each calendar year
- They will be included in any union negotiated Telework program
- They will be granted “bumping” rights during any period of layoff