

**Raises
and
Lump
Sum
Payment**

In response to questions about the three percent wage increase and the lump sum payment, please see the two items below:

- **Raises for P-3A Employees**

<http://seiu2001.org/2013/07/30/raises-set-to-begin-for-many-state-employees/>

Raises Set to Begin For Many State Employees

Posted on July 30, 2013 by benphillips

For those state employee bargaining units that voted in favor of the 2011 SEBAC agreement, raises are set to begin August 26th and should show up in the September 20th paycheck. The 2011 SEBAC agreement provides (3%) increase plus step increases, annual increments (or their equivalent) in those units that have them as part of their collective bargaining agreement for FY 2013-14, FY 2014-15 and FY 2015-16.

These raises are happening at a time when other workers around the state are facing a sluggish economy and many in the private sector are facing the potential for layoffs. It is important to remember that these raises come after two years of wage freezes and other concessions that state employees agreed to during the darkest fiscal period in a generation in order to help the State of Connecticut balance its budget. These past few years of wage freezes have been difficult, but state employees are now set to receive 9% in wage increases over the next 3 years. Typically, these wage increases would happen on July 1st, but the wage increases for FY 2013-14 have been delayed by 3 pay periods due to wage increases paid to employees in FY 2011-12 prior to ratification of the 2011 agreement.

- **Lump Sum Payment**

Bob Rinker shared that the lump sum payment is scheduled to be paid in the same paycheck as the 3% increase that is scheduled to go in effect on August 26th. Because of the two-week hold back, he expects that this will occur on September 19th.

According to the MOU between the State of Connecticut and P-3A (<http://seiu2001.org/files/2012/08/P3A-Contract-with-2011-Concession-Agreement-Expires-6-30-2016.pdf>), it states in Section 2f:

P-3A BULLETIN

BESB . BRS . CSDE . DCS . DDS

September 17, 2013

f) Effective on the date (August 26, 2013) that is four pay periods after July 1, 2013, the base annual salary for all P-3A bargaining unit employees shall be increased by three percent (3.0%). Affected employees shall also receive a lump sum payment to be made whole for the difference in percentage between the July 2011 increase received, and the wage increase that would have been effective July 2013.

I hope you find this information useful as you review your paychecks this week.

In solidarity,

Agnes Quiñones
P-3A President

Marcus E. Rivera
P3A Secretary