



State Employees Bargaining Agent Coalition

- > Administrative & Residual Union Local 4200/AFT
- > AFT Connecticut
- > American Association of University Professors – Connecticut State University
- > American Association of University Professors – UCONN
- > American Federation of State, County, & Municipal Employees - Council 4
- > Congress of Connecticut Community Colleges/ SEIU Local 1973
- > Connecticut Association of Prosecutors
- > Connecticut Employees Union Independent/ SEIU Local 511
- > Connecticut Federations of School Administrators Local 61
- > Connecticut Police and Fire Union/IAFF-IUPA
- > UAW, Region 9A
- > CSEA SEIU Local 2001
- > International Brotherhood of Police Officers/SEIU Local 731
- > New England Healthcare Employees Union, District 1199/SEIU
- > UCONN Health Center Faculty-AAUP
- > Judicial Professional Employees Union

To: S. Fae Brown-Brewton, Undersecretary for Labor Relations
 From: SEBAC Leadership
 Re: Governor’s letter of this date
 Date: May 13, 2021

We are in receipt of the Governor’s email to state employees of this date. It is good that the Administration recognizes its obligation to bargain with state employee unions about telework as the pandemic recedes - an obligation that exists under contract, state law, and the parties’ return to work agreement signed shortly after the after the start of the pandemic. However, the Administration’s apparent belief that it may unilaterally set a date for a change in current working conditions as referenced by the Governor’s 5/13/21 letter to state employees is unfortunate, incorrect, and counter-productive.

The pandemic has demonstrated that the previous resistance by management to the many positive aspects of telework was misguided. Not only has telework been a resounding success in getting us through the pandemic, telework has improved productivity, reduced highway congestion, and reduced greenhouse gas emissions into our environment. These many benefits should be embraced as the pandemic recedes not shoved back into the box represented by the pre-pandemic policy. Our state government should serve as a model employer on these issues, rather than lagging behind the many public and private sector employers now embracing telework as a mainstay of the workplace. Where a job can be performed through telework, and the employee wants to telework, telework should be allowed. Bureaucratic obstacles and excuses serve nobody’s interests.

We look forward to working with the Administration to preserve the many public benefits that a successful telework program produces. Until we make any changes by mutual agreement, we will vigorously resist by all legal means any efforts to modify telework arrangements that exist as of today and will fight to preserve all of the many benefits telework provides to the people of our state.