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\*ALSO ADMITTED IN  
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October 13, 2009

Linda Yelmini, Director  
Office of Labor Relations  
OPM-OLR  
450 Capitol Avenue  
Hartford, CT 06106

Robert Rinker, Executive Director  
CSEA  
760 Capitol Avenue  
Hartford, CT 06106

Bob and Linda:

Please process the following as a grievance under the SEBAC agreement:

Management representatives at some, if not all, of Connecticut's higher education institutions have engaged in a practice of steering bargaining unit employees into the Alternate Retirement Plan. In addition, the higher education employers have not provided adequate time and information in selection of a retirement plan.

The remedy sought with respect to steering is (1) individual employees who were directly or indirectly steered into the Alternative Retirement Plan will be given the opportunity to switch their retirement plan with full credit for all service and appropriate adjustments to their ARP accounts; and (2) higher education employers will be directed not to steer employees into the Alternate Retirement Plan.

In addition, to remedy the ongoing failure to provide adequate information and time to make a decision even in the absence of steering, the remedy sought is: (1) provide correct and neutrally written information on all three retirement plan options to all new employees prior to the selection of their retirement plan. This information should also include differences, if any, concerning the effective date of coverage under the three plans; (2) provide adequate time to select a plan – no less than two weeks following the provision of correct and neutrally written information about the plans (but in no event less than the 90 days to 6 months from *date of hire* provided under current practice); and (3) provide written documentation to be signed off by the individual employee and the affected union that they have been given written information on all

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Robert Rinker, Executive Director  
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retirement plan options available to the employee and adequate time to consult and make a decision on their retirement selection.

Thank you for your prompt attention to this matter.

Very truly yours,

A handwritten signature in black ink that reads "Dan Livingston". The signature is written in a cursive style with a large initial "D" and a long, sweeping tail.

Dan Livingston  
Counsel and Chief Negotiator  
SEBAC