

## STIPULATED AGREEMENT

Due to the unique nature of employment that has been protected by SEBAC 2017, the Congress of Connecticut Community Colleges (4Cs) on behalf of its members and the Connecticut State Colleges & Universities (CSCU) on behalf of the Board of Regents for Higher Education mutually agree as follows:

1. 4Cs members who are protected from layoff by SEBAC 2017, but not on a permanent appointment, may apply for promotion.
2. Any application for promotion from members protected from layoff by SEBAC 2017, but not on a permanent appointment, will follow the standard procedures for promotion as indicated in Article XXII, Section 5 of the parties' collective bargaining agreement.
3. If a non-permanent employee does receive a promotion based on this agreement, it does not confer permanent status on that employee.
4. The provisions of this Stipulated Agreement will expire on June 30, 2021, the date on which the no-layoff provisions of SEBAC 2017 expire.
5. The union/employee will not grieve and/or arbitrate the above-listed actions.

Bryan R. Bonina 4/9/18  
For the 4Cs Date

James Welby 1/9/18  
For CSCU Date