



# STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

September 29, 2020

Daniel E. Livingston, Esq.  
Livingston, Adler, Pulda & Meiklejohn, P.C.  
557 Prospect Avenue  
Hartford, CT 06105-2922

Dear Mr. Livingston:

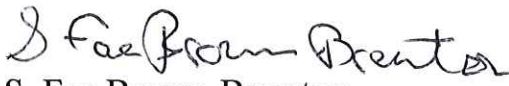
As you are aware, with the COLA changes contained in the 2017 SEBAC Agreement, and with 8,700 employees eligible for normal or early retirement, many employees will retire. That level of departing employees compounded by the recession and the State's ongoing fiscal struggles demands that the State take appropriate and direct action. To that end, the State issued a request for proposal seeking the aid of a consultant to examine the State's operational structure and offer suggestions on maintaining service delivery in the most effective and efficient manner.

The Boston Consulting Group has signed on to assist the State in this endeavor. As Mike Walsh revealed during our meeting on March 13, 2020, it is our desire to enlist the assistance of bargaining unit members in this process. Specifically, we would like the Office of Labor Relations serviced bargaining units to provide the names of five (5) representatives. Once we determine the size of the panels who will be involved at the agency level, some or all of them will offer their expertise, and serve as a conduit to express the bargaining units' questions, concerns and positive contributions. Additionally, we envision centralized groups, based upon agency clusters, that will require bargaining unit participation.

We also anticipate that there would be regular updates scheduled with Union leadership to share information as the process unfolds. Your assistance in ensuring bargaining unit involvement is key. Specifically, I would like you to invite Union leadership to provide us with the names of individuals in each of the OLR serviced bargaining units, that they recommend assisting in the process. It is understood that such engagement would be deemed a work assignment, and therefore, said participation would be in paid status. Please ask the unions to direct the names, including job classification and agency to Mike Walsh and me at our respective email addresses: [Sandra.brown-brewton@ct.gov](mailto:Sandra.brown-brewton@ct.gov) and [Mike.walsh@ct.gov](mailto:Mike.walsh@ct.gov).

As always, your assistance is appreciated. If you have any questions, please let me know.

Sincerely,

  
S. Fae Brown-Brewton  
Undersecretary for Labor Relations

C: Melissa McCaw, Secretary OPM  
Konstantinos Diamantis, Deputy Secretary OPM  
Mike Walsh, Undersecretary for Strategic Initiatives and Accountability