

**MEMORANDUM OF UNDERSTANDING BETWEEN
THE STATE OF CONNECTICUT
AND
STATE EMPLOYEES BARGAINING AGENT COALITION (SEBAC)**

Whereas the parties have agreed that certain aspects of the current disability retirement system require clarification with respect to continuing eligibility for disability retirement pursuant to the provisions of C.G.S. 5-169 (a) and (b), and 5-192p (b) and (c) and companion provisions of Tiers 2A and 3 of SERS, the parties hereby agree as follows:

1. The following clarifications shall apply to all disability retirees whose applications were approved prior to the date of this Agreement, and shall also apply to all future disability retirees.
 - a. A "suitable and comparable job" for purposes of the disability provisions of SERS shall mean a job paying a rate that is substantially equivalent to the salary range of the position the individual held at the time the individual's disability occurred and which is of a similar type to the job performed or work for which s/he is qualified in keeping with the individual's prior work experience, education or training received by the retiree while in state employment.
 - b. No "suitable and comparable" review shall be performed on a disability retiree who has previously been subjected to such a review unless the Retirement Division receives credible information suggesting that the disability retirees' disability status has changed.
 - c. The granting of disability retirement by the Social Security Administration shall be deemed to be a finding that a retiree is unable to perform "suitable and comparable" work.



Lisa Grasso Egan, Chief Negotiator
State of Connecticut

8/6/2015

Date:



Daniel E. Livingston, Chief Negotiator
State Employees Bargaining Agent Coalition

8/6/2015

Date: