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**STATE OF CONNECTICUT**

***OFFICE OF POLICY AND MANAGEMENT***

**Office of Labor Relations**

**July 11, 2011**

## General Notice 2011-14

## TO: Labor Relations Designees

**SUBJECT: Furlough Agreement**

As you are aware, the Office of Labor Relations issued previous instructions regarding the proper treatment of a variety of issues as a result of the furlough provisions of the 2009 SEBAC Agreement. The instructions were based upon the language of the agreement which provides that the furlough days were to be treated under the rules governing Voluntary Schedule Reduction under the statutes and regulations.

Attached is an agreement which changes the statutory and regulatory treatment of furlough days and impacts Executive Branch bargaining units. Under the agreement:

1. Bargaining unit members who were called in on a furlough day will be paid time and one half for the hours they worked, less any call in premium
2. Bargaining unit members who worked a day during the week they had a furlough day will be paid time and one half for the hours they worked on the nonfurlough day. This is subject to a fund under which Connecticut State Police members (NP-1) will be fully compensated up to $158,000 and the remaining bargaining units will share in a fund of $192,000. 1199 members are not included in the fund as they have accepted the statutory and regulatory provisions governing the treatment of furlough days as outlined in the 2009 SEBAC Agreement.
3. Bargaining unit members, who were out on Workers’ Compensation on a day that was a fixed furlough day and were later required to take a furlough day upon their return from Workers ’ Compensation, will be paid for any such day.
4. Bargaining unit members who work a ten month schedule and who were not scheduled to work on a day that was a fixed furlough and were later required to take a furlough day, will be paid for any such day.

The Unions are to prepare a list of employees who may be eligible for payment under Items 1 and 2 by August 1, 2011. Agencies will then be asked to verify the list. Once verified, agencies will pay the impacted individuals in accordance with the agreement.

Agencies who believe they have anyone who qualifies for payment under Items 3 and 4 should pay such individuals and provide to OLR a list of such individuals, including bargaining unit and the amounts paid.

Agency Labor Relations Designees with questions may contact the Office of Labor Relations at 860-418-6447. All others should contact their agency Human Resource office.

# Linda J. Yelmini

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Director of Labor Relations