



STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

February 4, 2021

General Notice 2021-03

TO: Labor Relations Designees

SUBJECT: February 1st and 2nd Snowstorm

On Monday, February 1, 2021 Governor Ned Lamont directed Level 2 (nonessential) state employees not to physically report to work on February 1, 2021 due to adverse travel conditions related to the snowstorm. The Governor directed that Level 2 employees that could telework should do so in lieu of reporting to state offices that would be closed to the public. On Tuesday, February 2, 2021 the Governor delayed the opening of Executive Branch State Office Buildings until 10:00 a.m., and all Level 2 employees that could telework should continue to do so. The following, therefore, applies:

1. Level 2 employees who were able to telework should use the "REGTC" code for all scheduled work hours.
2. Level 2 employees who were designated as Level 1 for the purposes of the COVID-19 pandemic who were able to telework should telework for the duration of the storm-related event unless otherwise directed by their Commissioner or agency-head or designee. Said employees who reported as scheduled should code their time, "REG."
3. Those employees that are Level 2 and unable to telework should code their time "LWGOV" for all hours they were normally scheduled except as provided below.
4. Level 2 Employees who were not scheduled to work on February 1st or February 2nd are not covered by the Governor's directive if said employees were scheduled to be out of the office the entire week on leave. Employees scheduled for vacation, personal leave or other earned time, for the entire week, shall have the appropriate leave balance charged and are not eligible for "LWGOV" time.
5. Level 2 Employees absent on February 1, 2021 because of illness or scheduled to take vacation or personal leave on that day, but less than the full week, shall be eligible for "LWGOV" time. Employees on a leave of absence without pay (including voluntary leave) or other scheduled day off, such as a pass day or "flex" day, shall not be eligible for "LWGOV" time.
6. Bargaining unit agreements that did not already provide additional compensation, during inclement weather events, adopted the language that was negotiated as part of the 2017 SEBAC package, which provides as follows:

Where a primarily non-hazardous duty bargaining unit includes both essential and non-essential employees, and the former receive only normal pay for working during his/her normal hours during a situation where the governor orders a closing of some or all of that employee's normal shift, the following shall apply: Notwithstanding any provision providing overtime for working outside normal shift hours, such person shall receive straight time comp time for the hours worked during the employee's normal shift where the state has been ordered closed or the Governor has directed nonessential state employees not to report to work.

7. The labor agreements that adopted this language include:

Service and Maintenance NP-2,
Social and Human Services P-2
Education Professionals P-3B
Administrative and Residual P-5
AAG Department Heads P-7

Administrative Clerical NP-3
Education Administrators P-3A
Scientific and Engineering P-4,
Assistant Attorneys General P-6
DCF Program Supervisors P-8

8. This language also applies to employees who are non-hazardous duty in the Protective Services NP-5 bargaining unit. It does not apply to those that are in hazardous duty positions.

9. The State Police NP-1, Corrections NP-4, Correction Supervisors NP-8 and State Police Captains and Lieutenants NP-9 units are primarily hazardous duty and are not covered by this language.

10. The Paraprofessional Healthcare and Professional Health Care bargaining units, NP-6 and P-1 get time and one-half pay pursuant to Article 48 and MOU 14 and MOU 28 of the District 1199 Contract during all hours worked during the relevant period.

Employee questions about this notice should be addressed to the Agency's Human Resources office. Agency Labor Relations Designees with questions should direct their inquiries to: Tammy.Kowalski@ct.gov.

S. Fae Brown-Brewton

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Undersecretary for Labor Relations