



STATE OF CONNECTICUT

OFFICE OF POLICY AND MANAGEMENT

Office of Labor Relations

March 6, 2019

General Notice No. 2019-03

TO: Labor Relations Designees

SUBJECT: March 4, 2019 Inclement Weather and Level 1 and Level 2 Employees*

On Monday, March 4, 2019, Governor Ned Lamont directed that State offices would have a delayed opening of 10:30 a.m. and all Level 2 State Employees should report to work at 10:30 am due to the winter storm.

You are reminded that recently negotiated changes may impact prior practices, contractual and statutory provisions. The following, therefore, applies:

1. First shift Level 2 employees should code their delay in reporting to work on March 4, 2019 as "LWGOV" time. Level 2 employees who arrived at work at the regular scheduled time, are not entitled to any additional benefit unless prescribed by the applicable labor agreement.
2. Level 1 Employees who reported to work and remained at work as scheduled will be paid in accordance with contractual and statutory provisions.
3. Pursuant to the 2017 SEBAC Agreement, "Where a primarily non-hazardous duty bargaining unit includes both essential (Level 1) and non-essential (Level 2) 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 (Level 2) state employees not to report to work." This provision has been extended to non-bargaining unit personnel.
4. Employees who were not scheduled to work on March 4, 2019 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 full week, shall have the appropriate leave balance charged and are not eligible for "LWGOV" time.

5. Employees absent on March 4, 2019 because of illness or who were scheduled to take vacation or personal leave on that day, but for less than the full week, shall be eligible for "LWGOV" time for the period of absence authorized by the Governor. 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. Level 1 (essential) first shift employees who are covered by collective bargaining agreements that provide for additional compensation when the Governor directs Level 2 (nonessential) employees not to report for duty are not covered by the comp time provision of the 2017 SEBAC Agreement. The appropriate rate of compensation is set forth in the applicable labor agreement.

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



S. Fae Brown-Brewton
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*In March 2018, Governor Dannel P. Malloy issued an executive order modifying the terminology used to describe the "essential" and "non-essential" designations of executive branch state employees during weather-related and other emergency situations. Under this executive order, the term "essential" was changed to "Level 1" and the term "nonessential" was changed to "Level 2."