

## **Q & A on Contract Extension and Amendments**

***Q: Please explain the Banked Leave Time in more detail. Can we use it right away? When does it begin?***

A: The state needed to find an additional \$600,000 in savings. They agreed to 3 hours of BLT in order to get those savings. Banked Leave Time (BLT) is time that you work, but are not compensated for right away. In this tentative agreement, it is a total of 3 hours during one pay-period, for which you will not be paid. These are actual worked hours for which you are “banking” the time. You can then choose to either use the time like annual leave, or save it and get compensated for it at your final rate of pay when you leave state service. MCO bargained to have the 3 hours of BLT taken care of in the first pay-period containing a holiday should this agreement be ratified by the membership. This was done since most employees would be getting holiday pay and thus wouldn’t feel the cut as much. Unlike the BLT from 2003/2004... this is a one time event...for a total of 3 hours.

***Q: Is our October 3% still in effect?***

A: The bargained 3% raise for this October (FY '10-11) is completely separate from this tentative agreement. It takes a 2/3rds vote by the Legislature (within 60 days of the Governor presenting her budget) to overturn the Governor’s budget proposal. The Governor has no role. Thus, when the Governor presents her budget the beginning of February, the legislature’s clock starts ticking. This is the case whether this tentative agreement is ratified or not.

***Q: If the Sick Leave/Overtime Reduction pilot program is deemed unsuccessful, can the sick leave earned during the pilot still be cashed in? And when can you cash in the sick leave... now or at retirement? And is Sick leave earned prior to the pilot program eligible to be cashed in at 50%?***

A: If the Sick leave pilot program is deemed unsuccessful, no time can or will be cashed in. However, we would immediately revert back to our current contract language regarding the Sick Leave Use and Physical Fitness Bonuses, retroactive to the start date of the pilot program. Thus, if you would have been otherwise eligible to receive the Sick Leave and/or Physical Fitness Bonus had the pilot program not been initiated, you would still receive those bonuses.

The Sick Leave Pilot program would be in effect from April 4, 2010 through April 2, 2011. At that point the state would evaluate if the program had “achieved the required overtime reduction” as a result compared to the previous 12 months. Therefore it is our understanding that if deemed successful, the

time could be cashed in and payments received after the end of the program (April 2, 2011) and before the start of the next fiscal year (October 1, 2011).

If the pilot program is a success, then the sick leave time that could be cashed in is up to 50% of the time earned during the pilot. Only those officers with 300 or more sick leave hours as of April 3, 2010 (no matter how much time you have in) are eligible under the pilot.

The maximum hours that could be earned during the pilot is 104 hours of sick leave. Assuming you took no sick leave days during the pilot you would be able to cash in 50% of the 104 hours... thus you would add 52 hours to your sick leave bank, and get paid for the other 52 hours.

If you were to use 2 sick leave days during the pilot, then you would have 88 hours of sick leave remaining at the end. Thus, you would be able to cash in any amount up to and including 44 hours of sick leave (50% of the remaining 88 hour balance).

If you only had 12 hours of sick leave left, then you could bank 6 and cash in the other 6 hours.