



Fw: SPECIAL EDITION Happy Pay Day Info /New May 5th, 2010 (Is it really happy?)

Bushra Butt to: Aimee De Chambeau, Amelia Salinero, Barbara Brand, Bee Farina, Brigitte Howard, Bushra Butt, Cara Corrigan, Cornelia Creel, Cynthia Dietz,

05/06/2010 09:52 AM

----- Forwarded by Bushra Butt/Lib on 05/06/2010 09:52 AM -----

From: UUP
To:
Date: 05/06/2010 09:16 AM
Subject: SPECIAL EDITION Happy Pay Day Info/New May 5th, 2010
Sent by: Corinne Burns



Please Post/Forward to the UUP Members in your Area

ANNOUNCEMENT ON FURLOUGH ISSUE

From: Phil Smith
May 5, 2010 12:58 PM

Colleagues....

Here's the latest info on the Furlough Plan.

The Governor has announced his plan to move forward with attaching the furlough plan to the upcoming Emergency Spending Bill, due next Monday. We expect that the Legislature will go ahead and pass the Bill, otherwise the business of NYS will halt. Indeed, the Senate Democrats have indicated they will vote to pass this bill. The Assembly hasn't expressed an opinion, but I expect they will go along. Otherwise, they would be criticized for having caused NYS to grind to a halt.

I'm aware that there are a number rumors and speculation out there. Some of this has been generated by overly anxious news reporters. And some of it is genuine confusion over the clarity of the Bill's language. For example, there's been some speculation that furloughs would apply only to employees in the Classified Service--i.e. mainly CSEA- and PEF-represented employees. However, it is clear from the Governor's position that furloughs will affect ALL state employees--except "Management/Confidential employees or employees who are 100 percent

federally funded."

If the Emergency Spending Bill, containing furlough language, is passed next Monday (May 10), the furloughs will go into effect beginning May 17. And, depending on the language of the Bill, they may continue on an on-going basis until a State Budget is in place. Paychecks will be reduced by 20% per week, beginning in the Pay Period that the reduced work occurred.

PLEASE NOTE: At this time it is IMPOSSIBLE for UUP to advise on what specific jobs/titles will be affected. According to a memo from the Division of Budget (see below), agencies are to work with their assigned budget examiner to identify those jobs exempted which are related to security, public safety, and direct health care. BUT...agencies are expected to maximize savings by minimizing the number of exempt titles.

So that you can see the direct information with your own eyes, I've provided a link the Budget Policy & Reporting Manual memo, as well as the exact text. Please see this below.

What will be UUP's response? As you can appreciate, we've been trying all avenues of political pressure to dissuade the Governor from this wrongheaded approach. That has failed. And we understand the pressure that the Legislature is under to deal with the on-going fiscal crisis. Our entreaties to legislative leaders are met with understanding over the concern for our members. But they are essentially "boxed in." by the Governor's tactic.

What should you do regarding this furlough plan? First and foremost, if you are directed by management that you are on furlough, we recommend that you comply with this order. If you are not directed to stay home, you should report to work.

When this Furlough Plan is enacted, UUP will respond with the full arsenal of Contract Grievances, Improper Practice Charges, and Legal Filings that are available to us in both state and federal venues. Rest assured we will do whatever we can to hold the Governor responsible for this egregious act.

In Union...

Phil Smith UUP Statewide President

<http://www.budget.state.ny.us/guide/bprm/bulletins/b-1189.html>

Budget Policy & Reporting Manual

B-1189

Furlough (Reduction in Work Schedule)

effective date May 4, 2010 Printable PDF version

TO: ALL DEPARTMENT AND AGENCY HEADS

FROM: Robert L. Megna

Subject: Furlough (Reduction in Work Schedule)

In order to achieve savings during a period of historic fiscal difficulties, the State anticipates enactment of a mandatory furlough program which will continue until there is an enacted budget in place. This bulletin provides guidance for the administration of this program.

These guidelines apply to employees in Executive branch agencies. The work week for all employees (annual and non-annual salaried) who are not in positions that have been exempted from the furlough will be subject to a one-fifth reduction. In no case, however, will Management/Confidential employees or employees who are 100 percent federally funded be subject to this program.

Under this program, employees in positions subject to the furlough must be scheduled for a work week reduction of one-fifth, with a commensurate reduction in wages and salary, between May 17 and May 23, 2010 (subject to enactment, this furlough program will continue in subsequent emergency periods until a budget is enacted). That is, on one otherwise scheduled work day between May 17 and May 23, 2010, employees will not come to work and will not get paid.

Note that a furlough day could occur on Saturday, May 22 or Sunday, May 23 if such day is a regularly scheduled work day for an employee and comparable savings will accrue. Paychecks will be reduced commensurate with the reduction in work week commencing in the paycheck covering the period in which the reduced work week occurred. Appointing authorities are expected to use discretion to determine appropriate scheduling to mitigate disruption to operations and services.

Agencies should work with their budget examiner to identify titles that may be exempt because they provide direct health care services or are engaged in certain security functions. Agencies are encouraged to extend the furlough program to positions in such titles if they can maximize savings and maintain public health and safety. The objective is to minimize the number of positions determined to be exempt and maximize savings.

Agencies must also ensure that no employee utilizes any accrued leave to offset this salary reduction (even if the employee's furlough day falls during an approved vacation) and agencies may not authorize additional overtime to provide coverage for furlough days. No employee may be scheduled for more than a 20 percent reduction in any payroll period. Agencies must remain mindful that the intent of the furlough is to improve the State's fiscal circumstances.

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