

YOUR COST SAVINGS QUESTIONS ANSWERED



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Q When did the 3.076 hours start being deducted from employees' paychecks?

A The first 3.076 hour deduction occurred in the paycheck received on July 2. OCSEA disagreed with starting the cost-savings day (CSD) deduction this early. The union believed it should not have come out of employees' paychecks until they received their pay for the pay period that included July 1. The Office of Collective Bargaining indicated that they had to take out the money so that 26 deductions of 3.076 hours would be taken out between July 1, 2009 and June 30, 2010. The only way to do that was to start the deduction in the first paycheck received in July 2009. The bottom line is that if the State starts the deduction two weeks early, then the deduction will end two weeks early and there really isn't any harm to the employee. OCSEA will monitor to make sure that the 3.076 hour deduction is taken only from 52 pay periods. OCSEA is intending to take this issue to a fact finder to see if it can be resolved.

Q Can an employee take off less than a full shift of cost-savings days?

A It is our position that an employee cannot be forced by management to take less than a full shift off, but if management agrees then the employee can do so. The union wanted to prevent management from forcing employ-

ees who worked four ten-hour days to come in for two hours. However, if an employee wants to take off less than their full shift and management approves, then we believe employees should have that flexibility.

Q Can an employee who works four nine-hour days from Monday through Thursday and then a four-hour day on Friday take off for four hours on 20 Fridays?

A The union's position is that the employee can do this. OCB disagrees. If management denies an employee the ability to take off the 20 four hour Fridays, we believe it is grievable.

Q Can employees change their CSDs once they have selected them?

A The contract does not state that the employee has this right. Some agencies have centralized the CSD process and will not allow employees to make changes to their CSDs except in an emergency. In the union's opinion this misstates the intent behind CSDs. It is the union's position that the changing of CSDs, once selected, should be done liberally and at the local work unit level, not from an agency's Central Office. Nevertheless, there is no language that forces management to allow the changing of CSDs once selected. So approach this not as a rights issue, but as an issue which should be problem-solved. It is perfectly acceptable to discuss CSD issues at

an agency labor-management meeting.

Q How does the parity/me too clause in the contract work with respect to management and other unions?

A The purpose behind the parity/me too clause was to make sure that exempt employees and other unions gave up the same percentage of money. The purpose was not to determine how the cost-savings days were done for exempts and other unions. Therefore, it is not a violation of the parity/me too clause if other unions are allowed to take their 10 CSDs off and our members are not. It is also not a violation of this clause if exempts choose and schedule their CSDs differently than our members do.

Q I will be retiring before July 2011. How do the cost-savings days affect me?

A If you will be retiring during the period when CSDs are required to be taken, the number of CSDs taken is based on how many days you work before you retire. For example, if you retire on Aug. 1, 2009 you would be required to take off approximately only one CSD. If you have taken off more CSDs, when you retire, then your final pay check will be adjusted to give you money back. If you have not taken any CSDs before you retire on Aug. 1, 2009 then your final check will also be adjusted to reflect

that. Visit www.ocsea.org/contract for more on this process.

Q What will happen to my child support payments as a result of having to take CSDs?

A You should contact your payroll office to get a letter showing the decrease in pay as a result of CSDs. Then furnish that information to your local child support office to see if your child support payments will be reduced.

Q I am in Bargaining Unit 3, 4 or 5 and I don't receive the 10 CSDs off. Will management allow me to take off the 10 days if I don't work on the holidays?

A The contractual language states that if you are in BUs 3, 4 or 5, you will not get the 10 days off. However, there are discussions taking place to see if we can agree to some adjustments.

Q I would like to take additional CSDs off. Am I allowed to do that under the contract?

A Under Appendix R there is a provision for employees to take additional Voluntary CSDs off. This is done at management's discretion. Many agencies have not come up with a policy to deal with this. You should push management to come up with a policy for this at a labor-management meeting, so that our members can take advantage of voluntary CSDs. □