

FREQUENTLY ASKED QUESTIONS

I am a part-time employee. Are my furlough days prorated?

Answer: *Yes, based upon the formula of one-tenth of your base bi-weekly pay; e.g. an employee that works 32 hours one week and 32 hours the second week for a total of 64 hours. A furlough day for this employee would be one-tenth of 64 hours or 6.4 hours.*

Do non-direct care employees have to take the furlough days listed in the Furlough Agreement?

Answer: *Yes.*

Can I use accrued holiday/comp time hours for my furlough day(s)?

Answer: *No. The agreement prohibits using banked hours.*

How will direct care workers be assigned furlough days?

Answer: *It will be done by seniority with two weeks' notice.*

Can employees take all furlough days at once?

Answer: *No. They must be taken in each fiscal year which runs July 1—June 30.*

Do managers have to make the same concessions as unionized state workers?

Answer: *Yes. All state employees make the same concessions.*

Can I work an additional shift on my furlough day?

Answer: *Yes, however it may be paid at straight time, depending on the number of hours you work that week.*

If members have already volunteered to do a furlough, does it count toward the seven furlough days?

Answer: *No. When Governor Rell put out the voluntary schedule reduction, the Union recommended that members not sign up until we reached a settlement.*

If a member takes the Retirement Incentive Program (RIP) is he/she required to take the 2009 furlough day(s)?

Answer: *To be determined.*

If an employee retired prior to April 1, 2009, does she/he qualify for the RIP?

Answer: *No. Employees who wish to retire must retire effective either June 1, 2009 or July 1, 2009.*

Are part-time employees and hazardous duty employees eligible for the RIP?

Answer: *Yes, however, the state originally wanted to exclude all part-time employees and those employees who are covered by hazardous duty. We successfully fought that and PT & hazardous duty employees are eligible.*

Is accrued vacation/sick time paid in one lump sum for members who take the RIP?

Answer: *No. They will be paid out in annual installments – July 2012, July 2013 and July 2014, similar to the 2002-2003 ERIP (Early Retirement Incentive Program).*

If I have eight years of state service at one agency and have worked two years in a hazardous duty position and I am 55 years old, do I qualify for the RIP?

Answer: *Yes. If you decide to take the RIP you will receive three additional years credit.*

Frequently Asked Questions, *continued*

If I am out on Workers' Comp, am I eligible for the RIP?

Answer: *Yes, if you have the 10 years of service and are 55, or you are a Hazardous Duty employee.*

I don't get this new "Rule of 75" concept. Is it for pensions, or just for retiree health care? How does it work?

Answer: *the rules for pension eligibility are not changed by this agreement. The Rule of 75 applies only to eligibility for retiree health care, and it applies only to those people who don't have 10 years as of July 1, 2009 and who leave state service when they are too young to retire ("deferred vested retirees"). The Rule of 75 says these deferred vested retirees don't qualify for healthcare until the total of their age, plus their years of service, equals 75.*

What about people who leave when they are old enough to retire ("direct retirees"). Does the rule of 75 affect them?

Answer: *No. The Rule of 75 has no effect on direct retirees. In fact, there is no change at all in the eligibility rules for current retirees who go directly into retirement. That rule says that you generally need 10 years of service, but that five years is sufficient if you retire at age 62 or later. New employees who become direct retirees will need 10 years of actual state service to get retiree health care.*

What does "actual state service" mean?

Answer: *Actual state service is the years of service a member has worked for the State of CT. For example, a part-time employee with a 16-hour work week who has worked from 2000-2009 has nine years of actual state service.*

How is active duty military time incorporated into years of actual state service?

Answer: *SEBAC is investigating how federal guidelines would impact incorporating active duty military time.*

I have two years of time in a higher-education bargaining unit and 3 years with 1199 (they have different pensions). How many years of actual state service do I have?

Answer: *It doesn't matter if you have a different pension or worked in a different bargaining unit. It all counts towards your actual state service.*

I am 62 and have five years of state service. Am I eligible for retiree health insurance?

Answer: *Yes, if you are currently a state employee, you would qualify for retiree health benefits, but would not be eligible for the RIP.*

I was hired at 58, so I am eligible for retiree health insurance at five years. However, as of July 1, 2010 I will only have 4 years of actual state service. Do I have to pay the 3% pre-tax of my gross salary for the remainder of 10 years, and does that change the date I am eligible for retiree health insurance?

Answer: *The number of years required for eligibility does not change. At five years, you would be eligible for retiree health care insurance, but, if as of July 1, 2010 you have not reached 5 years of actual state service, you will have to pay the 3% pre-tax of your gross salary. That payment will continue until you reach 10 years of actual state service or retire after 5 years, whichever comes first.*

Does the \$13.46 increase in health insurance premium apply to all health care plans?

Answer: *Yes, the increase applies to all active employee health care plans.*

Frequently Asked Questions, *continued*

Effective July 1, 2009, all active state employees will pay an additional \$350 for their health insurance premium. What happens in the second year?

Answer: In the first year, \$350 is added to each person's premium, regardless of the plan or status (single, family, etc.) you currently have. Beginning the second year, the \$350 becomes incorporated into the percentage your share of the plan requires.

Example: *For instance, currently families on the most popular plan pay 15.03% of the total premium. The result of adding the \$350 will be to change that percentage to a little over 17%. Going forward, the employee share of the total cost of this premium for family insurance would be a little over 17%. The exact dollar amount for Year 2 is unknown at this time because each year the State negotiates with the different carriers. My 17% premium share is constant but the actual amount may change – up or down – based on the negotiated premium costs.*

Do members who take the RIP have to pay the increase in pharmacy co-pays?

Answer: No.

When does the \$13.46 premium increase go into effect?

Answer: July 1, 2009.

When will new hires pay the 3% contribution to retiree health insurance?

Answer: On or after July 1, 2009.

When will employees with less than five years of state service begin to pay the 3% contribution to retiree health insurance?

Answer: July 1, 2010. Employees with less than 5 years as of July 1, 2010 will begin paying 7/1/2010

Is the 3% contribution to retiree health insurance based upon our bi-weekly base salary or bi-weekly gross salary?

Answer: Gross salary, however, it can be pre-taxed and will not appear on your W-2 form as taxable income.

Can I enroll in the Preferred Health Care Plan during the next open enrollment in May?

Answer: No. Only employees applying for the RIP can enroll in the Preferred Plan.

Can I vote by mail or by proxy?

Answer: No. Members who wish to vote must attend one of the statewide informational chapter meetings.

What is the required percentage vote for ratification of this agreement?

Answer: 50% plus one of the votes cast at the various informational chapter meetings.

When will the General Assembly vote on the SEBAC agreement?

Answer: The General Assembly will vote after May 8th to approve SEBAC.