

## Frequently Asked Questions about how the CWA No Layoff Deal works

**Increments:** Will I get my increment on time? Yes. Increments are not changed by this deal. All increments are still in place and CWA members will receive them on time.

**Retirement:** Will this impact my pension? No. You will suffer no diminution of benefits due to the wage deferral or furloughs. **PLEASE NOTE: In order to accomplish this, workers will pay the full amount of their pension contribution during weeks they are furloughed.**

**No Layoffs:** I have a disciplinary action pending against me. The penalty is termination or demotion. Is that covered under the no layoff agreement? No. Discipline is not covered under the no layoff agreement. Neither is a failure of the working test period.

I just got an interim appointment with the State filling in for someone who is on maternity leave. I have no underlying status and I knew that this is just a 1 year provisional job when I got it. Is that covered under the No Layoff agreement? No.

**Wage deferral:** What does it mean that the wages “snap back”? You were supposed to get a 7/1/09 raise of 3.5%. That raise will be deferred. You will get the 7/1/2010 raise of 3.5%. In the first full pay period in January 2011, the 7/1/09 3.5% raise will “snap back” and you will then be earning what you would have been earning if we hadn’t deferred. If there is a violation of the No Layoff agreement, the deferred wage rate will “snap back” immediately.

**Furloughs:** I was “exempt” from the May furlough day. Do I have to take that day? Yes. Everyone has to take a total of 10 furlough days.

Can I take furlough days in hour long or ½ day increments? That is not what the Agreement is. It is for full days.

Will furloughs affect my overtime? Yes! Be careful! You only get overtime if you WORKED more than your fixed work week or more than 40 hours if you are NE. Work with your coworkers so that you are only scheduled for overtime on weeks where you do not schedule a self-directed furlough day.

**Union Dues:** Do I have to pay full union dues when I am furloughed? CWA’s dues are set annually based upon the a formula on the wage rate and programmed into the payroll system. The payroll system is also too antiquated to change dues based upon self-directed furloughs. Because these are involuntary furloughs, however, CWA does not want our members to have to pay dues on days they are not getting paid. We are, therefore, declaring a Union Dues holiday for one full pay period between 7/1/2009 and 6/30/2010. That will mean that you won’t pay any dues for 10 days and that will equal what the furlough days are. The Dues holiday will probably be the first week in December.

**Paid Leave Bank Days** – When can I start using my Paid Leave Bank? You can begin using the days after 7/1/2010. Do I have to use them in a year? No. There is no limitation on using PLB days. They carry over for as long as they are not used. If I leave and cash them out, what rate will they be paid at? They will be paid at the rate you are earning when you leave – not at the 2009 rate.