

Summary of Issues Discussed at Meet and Confer with DPA on January 13, 2009

Furloughs

- Will DPA be closed on the 1st and 3rd Fridays?

DPA: Yes, we will be closed those days each month.

- How is DPA going to handle the news that elected constitutional officers are not bound by the Governor's directive to participate in furloughs?

DPA: We don't have all the details worked out. It was our intention that all state employees would be required to participate in the furloughs and receive the 10% salary reduction for 17 months. Once we finalize these issues, we will post them on our website.

- We were told previously that DPA was encouraging all departments to participate in the alternate work schedules. Now we are hearing that some departments are rescinding their alternate schedules. Why?

DPA: We have heard the same thing. We have told departments that we want them to continue to offer alternate work schedules. We don't want them being canceled because of the furloughs. If they have to make a change, try to come up with other alternatives that will accommodate employee needs. Departments can't just cancel alternate work schedules without getting clearance from DPA.

- What about SPB—will they be closed too?

DPA: We anticipate the SPB will also be closed—except for some hearings that may have been previously scheduled. As of today, we do not know how the SPB plans to address the issue of hearings being scheduled on the first and third Fridays of each month.

- ACSS is concerned that any actively employed members who have SPB or DPA hearings set for their regularly scheduled furlough days be allowed an alternate furlough day.

DPA: Yes, if they are actively employed and have a hearing that is set for a furlough day, they will be entitled to choose a different furlough day.

- What will happen if the January 29th legal hearing results in a hold on the furlough process for rank and file employees?

DPA: The Governor's Administration will make a decision as to whether or not they will abide by the court's decision or implement the Governor's directive.

- ACSS is going on record to request that excluded employees be treated the same as rank and file in the event the furloughs are stopped.

DPA: We will add that to your list of issues to share with the administration.

- How many furlough-day options are there?

DPA: There are three options:

- 1. The standard first and third Fridays of each month**
- 2. Another set schedule such as the first and third Wednesdays of the month.**
- 3. Self-directed option, where the employee works with their supervisor to determine the best time to take off.**

- Based on options above, is it conceivable that some departments/offices could be open on the set furlough days?

DPA: Yes, there will be "degrees of openness." Even though a department has announced it will follow the prescribed furlough schedule, it could have employees working behind closed doors and not be open to the public. We will probably see many such cases because it will be based on operational needs.

- Are there any state employees who are exempt from the Governor's furlough directive?

DPA: Yes, the California Highway Patrol, Unit 5, which has a contract in force until its expiration date of June 30, 2010.

- We have heard that the furlough days have no monetary value and that they must be used within a two-year period. When does that two-year period end?

DPA: Our first desire is that employees would burn the two days monthly. However, the two-year period for using banked furlough days expires June 30, 2012.

- ACSS would like a list that includes each department and their furlough days. We would also like to know which departments/agencies are exempt.

DPA: We have asked all department directors to get their plans to us this week. Once we have received and approved their plans we will put together a list that we will post on our website.

- Would the furloughs end if a budget is passed?

DPA: It depends on the size of the budget and whether it is adequate to meet expenses.

Other related issues:

- Regarding layoffs, are there any groups of employees that are exempt from the requirement that the least senior 20% of the workforce be placed on the SROA list?

DPA: No classifications are currently exempted from the Governor's directive regarding the SROA.

- Our members are interested in a golden handshake.

DPA: Many other groups have shown interest in this subject. I will pass this request on to the administration.

- ACSS: Does this mean that a golden handshake is a viable option?

DPA: I didn't say that, I said I would pass it on!

- Some of our members have complained they saw an increase in their health care premiums January 1, 2009.

DPA: We sent out a Personnel Management Liaison (PML) memo (2008-027) announcing the 2009 employer Health Benefit Contributions on September 3, 2008. There was no additional money budgeted to allow the employer to pay a higher contribution.