

## MEMORANDUM OF UNDERSTANDING FURLOUGH IMPLEMENTATION

The parties met and discussed implementation of furloughs for state employees which are being taken during the 2009-2011 biennium in response to the emergency economic situation facing the State of Wisconsin. It was recognized that implementation of furloughs is complex due to the fact that they cannot be implemented in a uniform manner for all employees due to an employee's status under the Fair Labor Standards Act, worksite location, and a variety of other factors. Nevertheless, the parties agreed that furloughs should be implemented in a fair and equitable manner and with sufficient flexibility to accommodate different operational needs which, in turn, may aid in minimizing the impact on employees.

For these reasons and notwithstanding current contract language, the parties agree that the State has the right to utilize any of the four options listed under A., below, as well as the options available under current contract language, singularly or in combinations thereof, to administer state agency furlough plans announced to date and referenced above. The Union recognizes the State's right to take the action listed in the options listed below as well as the actions permitted to be taken under the current contract language.

### A. Furlough Options

1. Option 1 – Designation of Specific Days for Furlough. OSER has designated four days for furlough each fiscal year when agencies will close offices for business, where operational needs permit doing so. Agencies, with OSER approval, may designate additional days in order to meet operational needs. OSER-designated furlough days are:
  - Monday, October 12, 2009, Columbus Day
  - Friday, November 27, 2009, Day after Thanksgiving
  - Monday, February 15, 2010, Presidents' Day
  - Friday, May 28, 2010, Friday before Memorial Day
  - Monday, October 11, 2010, Columbus Day
  - Friday, November 26, 2010, Day after Thanksgiving
  - Monday, February 21, 2011, Presidents' Day
  - Friday, May 27, 2011, Friday before Memorial Day
2. Option 2 – Uniform Reduction in Salary and Administration of New Flexible Furlough Days. Employees' gross wages (inclusive of add-ons but exclusive of overtime and differential pay) will be reduced a determined percentage each pay period over the next two fiscal years and eight flexible furlough days will be created each fiscal year that employees may then schedule, with supervisory approval.
3. Option 3 – Uniform Reduction in Work Hours. The current 40 hour work week will be reduced a determined number of hours each week over the next two fiscal years. This could be accomplished either through a permanent shortening of office hours or staggering start and stop times for employees. This Option is possible under current contract language at Article 8/4/1.

4. Option 4 – Flexibility in Determination of Furlough Days and Hours. The agency, with OSER approval, will designate certain days for furlough based on specific operational needs, such as closing offices/sections the same day each month.

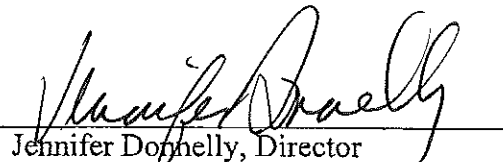
- B. If furlough administration issues arise during the term of this MOU, at the request of either party, OSER and AFSCME Council 24 will meet at a mutually agreed time to discuss those issues.
- C. OSER and AFSCME Council 24 will meet, if necessary, at a mutually agreed time in June, 2010, to review and discuss administration of the furloughs.
- D. This MOU will expire on June 30, 2011, unless the parties mutually agree to extend.

FOR THE UNION:

FOR THE STATE:

  
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 Martin Beil,  
 Executive Director  
 WSEU AFSCME Council 24

07/06/2009  
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 Date

  
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 Jennifer Donnelly, Director  
 Office of State Employment Relations

07/06/2009  
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 Date