

The Understanding to the AFSCME State Contract involves the following:

No AFSCME Bargaining Unit Jobs Lost: The combined savings of approximately \$26,409,578 will be used to save at least 479 AFSCME jobs that would otherwise have been laid off in order to satisfy the 10 percent across the board budget reductions mandated under Executive Order 19. In the event the terms of the Understanding are approved by its membership, no AFSCME Iowa Council 61 Executive Branch state employee will be laid off between the date of approval and the end of the current fiscal year (June 30, 2010).

Suspend Management Bumping: Through June 30, 2010, employees who are outside the bargaining units and who are being laid off will not be permitted to displace employees who are in the bargaining units covered by the AFSCME Master Agreement.

Five (5) Mandatory Unpaid Days: Each of the approximately 20,000 state employees who are covered by the AFSCME Master Agreement will be required to take 5 (five) mandatory unpaid days (MUD) but not more than forty (40) hours during the remaining 7 months of FY2010 which ends June 30, 2010. Furlough days cannot be taken more than 2 per pay period but by mutual agreement between the parties the employee will be allowed to exceed this limit. The requirement of being in pay status the day before and the day after a holiday to receive holiday pay, is waived if either is a mandatory unpaid day. Mandatory unpaid day will be treated as hours worked for the purpose of computing overtime compensation. All benefits such as sick leave and vacation leave will continue to accrue during mandatory unpaid days. Health Insurance premium payment will not be effected by the taking of mandatory unpaid days.

Mandatory unpaid days will be scheduled and approved just like vacation days. You should request approval to take the unpaid days from your supervisor. Employee requests for both vacation and unpaid days will be approved in seniority order based on staffing needs. Supervisors will monitor unpaid day usage to insure it is being taken evenly throughout the seven month period. If enough days are not being taken, some unpaid days may be mandated.

If you take a mandatory unpaid day and then are required to work on your days off during the same work week, the unpaid days will be considered as time worked for purposes of calculating overtime.

You may request to take a mandatory unpaid day before or after a holiday. The Department of Administrative Services will waive the rule that requires you to be in paid status the day before or after a holiday in order to be paid for the holiday.

Suspend the State Contribution to the Deferred Compensation Program: The deferred compensation program for State Employees will undergo temporary changes to suspend the State's contribution through June 30, 2010. The employees' contribution to the deferred compensation program will remain as currently allowed under the AFSCME Master Agreement. **This does not apply to Regents employees.**