

How have CSEA SEIU Local 2001 members fared vis-à-vis other public sector employees across New England and nearby states? In July 2009, the National Conference of State Legislatures (NCSL) released two reports that contain information on that question. (<http://www.ncsl.org/documents/fiscal/StateBudgetUpdateJulyFinal.pdf>, and <http://www.ncsl.org/default.aspx?tabid=17244>).

NCLS reports the following:

- Half of the states are projecting a cumulative shortfall of \$142.6 billion for FY 2010, a gap likely to grow during the fiscal year;
- Nearly two-thirds of the states already project a budget gap in FY 2011. Several states will need to close double-digit budget gaps again;
- The fiscal challenges for the states in FY 11 and FY12, will stem from three major concerns:
  - (1) Recessions driving up state spending for programs such as Medicaid and other safety net programs;
  - (2) Federal stimulus funds (\$100 billion this year) sent to state and local governments will be disbursed by the end of this year, and only half that amount will be available in 2011. Budget holes will continue in the states after stimulus funds are exhausted;
  - (3) State revenues have collapsed during the national recession.

Stateline.org, of the Pew Charitable Trusts, reports that nearly 750,000 employees in at least 21 states have taken or will soon be forced to take unpaid furloughs days. Some state governments have implemented furloughs statewide, while others allow agencies to implement them as needed. According to their research, the following regional state workforces will face furloughs and other budget cutting measures, with most delaying pay raises and other concessions:

**Connecticut:** The state's 50,000 public employees agreed to take seven furlough days over the next two years in exchange for no layoffs during that time. The days will be scheduled around holidays and are expected to save Connecticut about \$700 million. Approximately 3,900 employees took part in a retirement incentive plan.

**Massachusetts:** Gov. Deval Patrick imposed furloughs of 3- 5 days on 5,000 executive staff employees in the 2009 fiscal year, saving about \$4.5 million.

**Maine:** About 7,000 state employees will have 20 unpaid "shutdown days" over the next two years, which will save about \$10 million. The plan also freezes merit and longevity pay. Maine State Employees Association filed a lawsuit this week to challenge the freeze in pay. Cut 225 jobs through attrition.

**Vermont:** Gov. Jim Douglas continues to refuse the union's offer of wage and furlough concessions, stating that these won't provide the "long term sustainable changes" he wants in terms of reducing the size of the state workforce. In the past 12 months he has cut nearly 600 vacant and filled positions. A retirement incentive was accepted by 250 workers this July.

**New Hampshire:** Lawmakers required Gov. Lynch to make \$25 million in personnel cuts. A deal has been struck for the state's 11,500 workers to take 19 furlough days over 2 years.

**Rhode Island:** State workers will take 8 furlough days this fiscal year and 3-4 in FY11, thus avoiding the layoff of 1,000 state workers. This settlement came after the RI Supreme Court halted Gov. Carcieri's plan to layoff the workers.

**New Jersey:** Gov. Jon Corzine furloughed 60,000 state workers 12 days over 2 years in exchange for no layoffs in 2010. If other unions agree, the furloughs will save the state more than \$300 million.

**New York:** 4,500 state workers 'targeted' for an offer of retirement incentive of \$20,000 as a means to trim the workforce; change minimum retirement age from 55 to 62, require 3 percent contribution for entire career, not first 10 years, and change vesting from 5 to 10 years.

## Furloughs cut into state services

By Pauline Vu, Stateline.org Staff Writer



With states facing a \$121 billion shortfall in the next fiscal year, a growing number of them have turned to squeezing their workforce for savings, and effects are being felt, both great and small.

In Hawaii, some criminal trials will likely have to be rescheduled because public defenders are being furloughed — or forced to take unpaid days off — three Fridays a month. In New Jersey, about 5,000 parolees went unmonitored for a day in May and June as their parole officers were forced to stay home.

In Georgia, state prosecutors have been furloughed at least one day a month since September, with each day off causing a backlog of about 500 criminal cases. Meanwhile, petty, nonviolent criminal charges are in danger of being dismissed.

“We’re getting critically close to not being able to look at every case,” said Rick Malone, the executive director of the [Prosecuting Attorneys Council of Georgia](#). “There’s only so much time in the day ... Certainly we will have to screen (cases) more carefully, more finely.”

Although state jobs are usually among the most stable, more than 728,500 state employees in at least 21 states have already or will be furloughed, and several other states are also considering furloughs for their workers.

By comparison, at least 54,000 state workers have been laid off so far, according to tallies by the

### STATES TURN TO EMPLOYEE FURLOUGHS

More than 728,500 employees in at least 21 states have taken or will soon be forced to take furloughs, or unpaid days off. Some states have implemented furloughs statewide, while others allow agencies to implement them as needed.

### STATES WITH FURLOUGHS

|   |   |
|---|---|
| <b>Arizona</b>  | Individual departments have responded to budget cuts with furloughs. The state Department of Transportation, for example, has furloughed 4,500 employees while the Department of Economic Security and Revenue has furloughed more than 8,200.  |
| <b>California</b><br>238,000 employees<br>\$1.3 billion savings<br>34 days over 18 months       | California has furloughed 238,000 employees twice a month since February. The furloughs, which will last until July 2010, are expected to save \$1.3 billion. The governor has warned that if lawmakers don't agree on a budget that closes a \$24 billion budget gap, state workers could be furloughed three days a month.  |
| <b>Colorado</b><br>\$16 million savings<br>4 days over a year                                   | Colorado's plan for four furlough days set around the holidays will save \$16 million.  |
| <b>Connecticut</b><br>50,000 employees<br>\$70 million savings<br>7 days over two years         | The state's 50,000 public employees agreed to take seven furlough days over the next two years in exchange for no layoffs during that time. The days will be scheduled around holidays and are expected to save Connecticut about \$700 million.  |
| <b>Georgia</b><br>At least 25,000 employees   | Georgia's agencies can furlough employees to meet their budgets; so far at least 25,000 employees have been furloughed. The 500 employees of the state's prosecutors offices, for example, have been furloughed once a month since September and twice a month since March, saving those offices about \$2.8 million.   |
| <b>Hawaii</b><br>15,000 employees<br>\$688 million savings<br>72 days over two years            | Starting July 1, Gov. Linda Lingle (R) proposes to save \$688 million by furloughing 15,000 employees three times a month for the next two years. Unions have filed a lawsuit challenging the governor's right to furlough, but if she's successful, these would be the country's most severe furloughs.  |
| <b>Idaho</b><br>More than 5,000 employees<br>\$11.6 million savings<br>4 to 10 days over a year | At least two of the state's largest departments are using furloughs. The 3,100 employees of the Health and Welfare Department will be furloughed four days in the next fiscal year. Combining the furloughs with layoffs and not filling vacant positions will save \$9.5 million. The Department of Corrections will save \$2 million next year by furloughing its 1,650 employees from four days, for prison security workers, to 10 days for everyone else. Both departments used furloughs in the 2009 fiscal year. |
| <b>Iowa</b><br>1,600 employees<br>5 days over a year  | This year Iowa courts furloughed 1,600 employees for five days. Originally, eight furlough days were planned before the state sent more money to the courts in a supplemental budget. No furloughs are scheduled for the next fiscal year.  |
| <b>Maryland</b><br>67,000 employees<br>\$34 million savings<br>2 to 5 days over a year          | Gov. Martin O'Malley (D) of Maryland issued an order in December requiring 67,000 employees to take two to five days off to help save \$34 million and close a gap in the 2009 fiscal year. They were the first furloughs imposed by the executive office since 1992. No furloughs are scheduled for the next fiscal year.  |
| <b>Massachusetts</b><br>5,000 employees   | Gov. Deval Patrick (D) imposed furloughs of up to five days on 5,000 executive staff employees in the   |

National Conference of State Legislatures and the Association of Federal, State, County and Municipal Employees union (AFSCME).

“People were saying, ‘well if things are so bad, why aren’t people getting laid off?’ The answer to that is that in a lot of places, they’re choosing furloughs,” said AFSCME’s Kerri Korpi.

The furloughs translate to pay cuts for workers, ranging from 0.5 percent in North Carolina to 13.8 percent in Hawaii.

Employees whose jobs are deemed essential to public health and safety, such as police officers and veterans’ homes employees, aren’t furloughed.

The move will affect state services at a time when a bad economy means more people are relying on such services. Disability checks are delayed, for example, and in Hawaii, the state will take even longer to process unemployment claims.

Even patients at the country’s last remaining leper colony will feel the effects. The 15 people suffering from Hansen’s disease, better known as leprosy, who rely on Hawaii’s Kalaupapa Settlement to take care of them could end up eating pre-delivered boxed meals instead of freshly cooked meals three days a month if food service workers are furloughed. But acting director Tim Richmond hopes his workers, who are employees of the state Department of Health, can be exempted.

“We can’t just say, ‘Sorry, Governor (Linda) Lingle says

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|--|--|
| \$4.5 million savings<br>3 to 5 days over a year   | 2009 fiscal year, saving about \$4.5 million.  |
| <b>Maine</b><br>7,000 employees<br>\$10 million savings<br>20 days over two years              | About 7,000 state employees will have 20 unpaid “shutdown days” over the next two years, which will save about \$10 million. The plan also freezes merit and longevity pay.  |
| <b>Michigan</b><br>37,400 employees<br>\$22 million savings<br>6 days over a year              | Michigan will save \$22 million this fiscal year by furloughing 37,400 employees for six days by Oct. 1.   |
| <b>Nevada</b><br>\$333 million savings<br>12 days over a year                                  | Starting July 1, Nevada’s state employees will take off one unpaid day each month. Originally, Gov. Jim Gibbons (R) wanted a 6 percent pay cut for employees, but lawmakers instead instituted the furloughs, which cut salaries by 4.6 percent. Savings of \$333 million are expected.  |
| <b>New Jersey</b><br>60,000 employees<br>\$300 million savings<br>12 days over two years       | Gov. Jon Corzine (D) furloughed 60,000 state workers for two days in the current fiscal year, and reached an agreement with the state’s largest union to furlough employees for nine to 10 days in the next fiscal year in exchange for no layoffs during 2010. If other unions agree, the furloughs will save the state more than \$300 million.  |
| <b>North Carolina</b><br>\$65 million savings<br>10 hours over a year                          | Gov. Beverly Perdue (D) signed an executive order in April stating that all state employees and teachers will get a .5 percent pay cut in exchange for 10 hours of flexible time to be taken before June 30, which is expected to save \$65 million. The 55,000-member State Employees Association of North Carolina fears the furloughs – the first in state history – are only the beginning. Lawmakers have proposed bills to have more furlough days in the next fiscal year.  |
| <b>Ohio</b><br>At least 51,000 employees<br>\$173.2 million savings<br>20 days over two years  | Ohio’s two largest state employees’ unions, which together represent almost 40,000 workers, agreed to a wage freeze and 10 “cost-savings days” during each of the next two fiscal years, which will save \$173.2 million. It was the first time in state history that the governor asked for furloughs. The furloughs will also be imposed on 11,000 nonunion employees who work for the executive office. Some other departments, such as the Attorney General’s and Treasurer’s offices, will also require employees to take days off. |
| <b>Oklahoma</b><br>470 employees<br>\$1.2 million savings<br>12 days over a year               | The 470 employees at the Oklahoma Corporation Commission will be furloughed for 12 days in the 2010 fiscal year, saving about \$1.2 million.   |
| <b>Oregon</b><br>2,000 employees<br>6 days over a year   | Oregon courts furloughed 2,000 workers for six days to cover a shortfall in the current budget; employees were originally supposed to take 16 days off. The state is considering a budget that would lay off up to 1,700 state workers and require as many as 24 furlough days over the next two years.  |
| <b>South Carolina</b><br>24,000 employees<br>\$30 million savings<br>up to 10 days over a year | South Carolina’s agencies are allowed to furlough employees up to 10 days each fiscal year if their budgets require it. So far, more than 24,000 employees have taken furloughs this fiscal year, and agencies have saved more than \$30 million.  |
| <b>Utah</b><br>3,000 employees<br>5 days over a year   | Utah State University furloughed almost 3,000 employees over spring break. Public school districts and state agencies are expected to furlough some employees during the next fiscal year.   |
| <b>Wisconsin</b><br>69,000 employees<br>\$121 million savings<br>16 days over two years        | About 69,000 Wisconsin state employees will take eight unpaid days off over each of the next two years. The furloughs should save about \$121 million.   |

**POSSIBLE FURLOUGHS**

**Illinois** Illinois Gov. Pat Quinn (D) has proposed that state

you don't eat today.' So we will make it happen," Richmond said. "If it means a boxed meal, nutritionally, it'll be up to standard and that will be the best we can do."

The most furious fight over targeting state jobs is in Hawaii, where Gov. Lingle (R) has proposed to help balance an additional \$729 million budget shortfall on the backs of state workers. The governor plans to save \$688 million by furloughing every employee for three days a month for the next two years — the country's most severe furlough measure.

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|----------------------|---|
| <b>Minnesota</b>     | employees be furloughed for four days next fiscal year, but that would require negotiations with the state employees' unions.<br>Gov. Tim Pawlenty (R) dropped a proposal to furlough state workers twice a month and instead, reached a tentative two-year contract with the state's two largest public unions to freeze wages. The governor maintains he has the right to impose furloughs in the future. |
| <b>New Hampshire</b> | Lawmakers have passed a budget that requires Gov. John Lynch (D) to make \$25 million in personnel cuts, either through layoffs or furloughs. Any furloughs would have to come out of negotiations between Lynch and the State Employees' Association, which represents the state's 11,500 workers.   |
| <b>Washington</b>    | After revenue projections fell by almost \$500 million in June, Gov. Christine Gregoire (D) ordered agencies to cut payrolls another 2 percent. Her letter to agency directors said the cut "may necessitate furloughs, reductions in force, or reductions in overtime."  |

Sources: National Conference of State Legislatures and *Stateline.org* reporting

The plan "allows all employees to be a part of our shared sacrifice to close this budget gap," Lingle said June 18. "This is not something I want to do, it's something I have to do." Lingle said if she cannot furlough employees, as many as 10,000 workers could be laid off.

The state's largest public employees' unions have sued to block the furloughs, saying the governor should have negotiated with them first. The court hearing will begin July 2.

In some cases, the furloughs will lead to states' losing money. Commissioner of Social Security Michael Astrue has complained that several states — including California, Connecticut, Hawaii, Maryland, Massachusetts, New Jersey and Oregon — are furloughing state employees who work in Social Security offices, even though their pay and benefits are federally funded. The money that isn't spent on their salaries will be returned to the federal government. Some governors, including Lingle and California Gov. Arnold Schwarzenegger (R), say it's only fair that all workers share the pain.

The furloughs raise other questions about their benefit. Bruce Blanning, executive director of the Professional Engineers in California Government union, said the days off are forcing engineering departments to outsource work. According to Blanning, a state engineer costs California \$103,000 a year, while a full-time outsourced position costs \$232,000.

"It's a waste of money. The employees get shortchanged ... and it costs the state a lot more," he said.

Figuring out how to implement Nevada's furloughs, which begin July 1, has been a headache for Teresa Thienhaus, the state's personnel director. For example, the furlough law says no workers can get overtime or standby pay in the same week they have a furlough day. But now agencies are asking what to do if maintenance employees who have already taken a furlough need to be on-call that same week for an emergency.

"We're still working on trying to get guidelines out that are going to be applicable to enough people to make a difference. And as soon as we do that, somebody will call and have another question and we're back to the drawing board on some other aspect," Thienhaus said. "We've

not seen any light at the end of the tunnel.”

Sometimes, state employees simply don't take off their furlough days. In California, where furlough days are “use them or lose them” by June 2010, about 238,000 state workers are supposed to work with supervisors to arrange two days off a month. But many employees are finding they have too much work to take furlough days. During the swine flu scare, for example, state scientists worked 16-hour days to conduct tests and keep the disease in check, said Chris Voight, the staff director of the California Association of Professional Scientists.

“The services were delivered, but that's because we represent a lot of very dedicated state scientists who are willing to do what it takes,” Voight said.

**Actions & Proposals to Balance the FY 2010 Budget: State Employee Actions, Layoffs and Furloughs**

| State      | State Employee Layoffs   | State Employee Furloughs   |
|------------|--|--|
| Alabama    |  | <p>The state's personnel board has approved rules that will allow financially troubled agencies to furlough employees up to 24 days a year. However, currently furloughs in Alabama have been blocked by a legislative committee and they have not gone into effect. In the final budget, the governor said he would leave the issue of mandatory furloughs up to the state agency heads.</p>  |
| Alaska     |  |  |
| Arizona    | <p>The state has laid off 1,000 tax auditors, benefits screeners, and other state employees.</p>   | <p>While furloughs have not been implemented at a stateside level, individual departments have responded to budget cuts with furloughs.</p>  |
| Arkansas   |  |  |
| California | <p>27,000 pink slips were issued to teachers in March 2009, and as of July 2009, 17,500 teachers had been laid off so far.</p> <p>Governor has proposed laying off 5,000 state employees mostly working in corrections and human services.</p> | <p>The enacted budget continued the governor's 2-day per month furlough program. Since the budget was approved, however, the number has been raised to 3 days (the first three Fridays of each month through June 2010). The furlough program affects 189,000 state employees. A judge has halted the furlough program for the 7,500 employees of the State Compensation Insurance Fund. The judge held the furloughs to be illegal because of a state insurance law that forbids staff cutbacks within the agency. The state now must pay workers back, with interest, for the 16 furlough days they have taken so far.</p> <p>In the University of California system, more than 108,000 full-time equivalent positions, UC faculty and staff, will be required to take from 11 to 26 furlough days – amounting to a salary reduction of 4% to 10% over the 12 months beginning Sept. 30, 2009. The furlough plan is expected to save the UC system \$184.1 million in payroll savings.</p> <p>California State University trustees have ordered all full-time faculty to take 24 unpaid furlough days this year.</p> |

**Actions & Proposals to Balance the FY 2010 Budget: State Employee Actions, Layoffs and Furloughs**

| State       | State Employee Layoffs   | State Employee Furloughs   |
|-------------|--|--|
|             |  | That amounts to about a 10% pay cut. The measure is expected to save the Cal State system \$275 million in payroll savings over a 12 month period.   |
| Colorado    | Post-enactment of the budget, governor has called for the elimination of up to 266 state employees.  | State employees as a result of the final budget reduction measures will see department payrolls reduced by 1.82%. Four furlough days will be required for state employees.   |
| Connecticut |  | Enacted budget furloughs 50,000 employees for 7 days over 2 years.   |
| Delaware    |  | Enacted budget contains 5 furlough days for state employees.   |
| Florida     |  |  |
| Georgia     |  | <p>Enacted budget requires all state agencies to cut 5% from their spending plans. Some agencies have implemented furloughs to meet the required budget cuts.</p> <p>The Department of Human Services will furlough the agency's 9,000 workers for 12 days over FY 2010. The DHS furloughs will save \$23 million in FY 2010.</p> <p>The state has enacted furloughs for about 25,000 state employees.</p> <p>The Georgia Supreme Court justices and all court staff will take 3 furlough days before the end of calendar year 2009.</p> |
| Hawaii      | <p>Lawmakers eliminated 200 state jobs to ease the deficit.</p> <p>Post-enactment of the budget, the governor has ordered 1,100 layoffs of state workers starting in November 2009 unless the state employees union can reach an agreement with the governor to enact furlough days.</p> | <p>Governor has ordered three days of unpaid furloughs each month for two years for the state's 40,000 employees. The furloughs amount to a pay cut of almost 14%. The governor has also asked the legislative and judicial branches to impose furloughs. Additionally it has been proposed that agencies not directly overseen by the governor will receive reductions in budget allocations by amounts comparable to a 3 day per month</p>   |

**Actions & Proposals to Balance the FY 2010 Budget: State Employee Actions, Layoffs and Furloughs**

| State    | State Employee Layoffs   | State Employee Furloughs   |
|----------|--|--|
|          |  | <p>furlough. However, a Circuit Court judge ruled that unilateral furloughs violate collective bargaining agreements. The governor has since ordered 2 furlough days a month for herself, her cabinet, and deputies.</p> <p>The governor and the Hawaii Government Employees Association have agreed to roughly 18 furlough days in FY 2010 and 24 furlough days in FY 2011. The agreement is still subject to a ratification vote by union members.</p> <p>Post-enactment of the budget, the governor has ordered 3-day a month furloughs for non-union state workers.</p> <p>The governor imposed spending restrictions on public schools. The state independent school board, which governs teachers, has called for 17 teacher furlough days to implement the budget cuts.</p> |
| Idaho    | <p>Enacted budget laid off 69 state employees. The Corrections Department has eliminated 44 positions.</p> <p>Proposed layoffs for 100 state employees. The state considered laying off 63 part-time employees who help collect sales tax.</p>   | <p>Enacted budget requires agencies to cut personnel costs by 5%. Some agencies have implemented furloughs to cut costs, and so far in FY 2010 3,710 employees have taken unpaid furloughs. In the Corrections Department, all workers must take 4-12 furlough days in FY 2010.</p>  |
| Illinois | <p>Governor has ordered the elimination of 2,600 state jobs. The layoffs would include 1,000 prison workers, 870 human services workers, more than 300 State Police employees, and others from various agencies. On September 28, 2009 a judge issued a preliminary injunction against the layoff plan, putting the layoffs on hold.</p> | <p>Governor has proposed a mandatory 12-day furlough for state employees, other than those in vital functions. A state employees union has filed a lawsuit challenging the legality of the furloughs.</p>  |
| Indiana  |  |  |
| Iowa     |  |  |
| Kansas   |  |  |

**Actions & Proposals to Balance the FY 2010 Budget: State Employee Actions, Layoffs and Furloughs**

| State         | State Employee Layoffs  | State Employee Furloughs   |
|---------------|---|--|
| Kentucky      |   |  |
| Louisiana     | <p>Post-enactment of the budget, various state agencies plan to lay off 515 workers because of budget problems.</p> <p>Governor has proposed eliminating 1,400 jobs, about 300 of which are currently filled.</p> <p>House lawmakers have proposed eliminating 3,400 state government jobs.</p> |  |
| Maine         | <p>Under the final budget, approximately 255 jobs will be eliminated. Many will be eliminated via attrition or eliminating vacant positions.</p>  | <p>Enacted budget shuts down non-essential government services and furloughs those employees for 20 days spread out over the next 2 years.</p>   |
| Maryland      | <p>Governor has eliminated more than 2,700 mostly vacant government positions.</p> <p>Post-enactment of the budget, the Board of Public Works has approved the elimination of 364 positions, over 200 of which were filled.</p>   | <p>Post-enactment of the budget, the Board of Public Works has approved requiring all non-essential state workers (about 70,000 employees) to take anywhere from 3 to 10 furlough days, depending on their salary.</p> |
| Massachusetts | <p>Enacted budget eliminates 750 state positions.</p> <p>Post-enactment of the budget, the governor has asked state employees unions to agree to concessions to close the budget gap. The governor indicated that without concessions up to 2,000 state jobs could be eliminated.</p>           | <p>Post-enactment of the budget, the governor asked executive branch managers to take an unpaid furlough of up to nine days.</p>   |
| Michigan      | <p>The legislative appropriations committees have approved laying off about 300 state employees. 100 of the layoffs will be from the state police force.</p>  |  |
| Minnesota     |   |  |
| Mississippi   |   |  |
| Missouri      | <p>Governor has proposed cutting 1,329 state jobs.</p>  |  |
| Montana       |   |  |

**Actions & Proposals to Balance the FY 2010 Budget: State Employee Actions, Layoffs and Furloughs**

| State          | State Employee Layoffs  | State Employee Furloughs  |
|----------------|---|---|
| Nebraska       |   |   |
| Nevada         |   | Enacted budget requires state workers to take one furlough day per month. Teachers and higher education employees will not have to take furlough days, but instead are subject to a 4% pay cut. Savings of \$333 million are expected.  |
| New Hampshire  | <p>Enacted budget calls for 200 layoffs.</p> <p>Post-enactment of the budget, the governor has announced that 250 workers will lose their jobs and another 60 will be demoted now that the state's largest state employee union has rejected a contract that included 19 furlough days.</p> | Enacted budget includes 18 days of unpaid furloughs for most unionized state employees. The state employees union currently opposes the furloughs but the union is negotiating with the governor. The largest employees union rejected a tentative agreement with the governor's administration that would have called for 19 unpaid days over two years, including 12 from government shutdowns. Workers would have been able to choose when to take the other seven days. |
| New Jersey     | Under the enacted deal with the state employees union if any governor imposes layoffs before 2011 every worker will immediately receive a delayed 3.5% pay raise.   | Enacted budget requires 10 unpaid furlough days for state workers. Furloughed workers will get up to 7 days paid leave in later fiscal years.   |
| New Mexico     |   |   |
| New York       | Governor has proposed laying off 8,900 of the state's 200,000 employees if state's employee unions do not agree to the proposed furloughs and forgo a scheduled pay raise.  | Governor has proposed 5 days of unpaid furloughs for state employees.   |
| North Carolina | Under the enacted budget about 725 state employees will lose their jobs. Additionally, another 1,318 vacant positions have been eliminated.   |   |
| North Dakota   |   |   |
| Ohio           | Enacted budget calls for about 3,000 layoffs.   | <p>Enacted budget authorizes the Dept. of Administrative services to impose 10 mandatory furlough days for state employees.</p> <p>The Ohio Civil Services Employee Association ratified a contract that includes 10 days of unpaid furloughs for all</p>   |

**Actions & Proposals to Balance the FY 2010 Budget: State Employee Actions, Layoffs and Furloughs**

| State        | State Employee Layoffs  | State Employee Furloughs   |
|--------------|---|--|
|              |   | employees in its union.  |
| Oklahoma     |   | The 470 employees at the Oklahoma Corporation Commission will be furloughed for 12 days, saving an estimated \$1.2 million.  |
| Oregon       | Lawmakers have proposed cutting 1,700 state positions. The layoffs include positions in education, human services, and public safety.   | <p>Under the enacted budget state employees will take from 10-14 furlough days over FY 2010 and FY 2011. The contract was ratified by the state employees' unions. The state will expect to save \$2 million to \$2.5 million in payroll costs each furlough day. Corrections workers are also subject to the furloughs, but they will take floating furlough days instead of taking them on the designated furlough days.</p> <p>Oregon university employees will take between 8 and 16 mandatory furlough days over FY 2010 and FY 2011.</p> |
| Pennsylvania | The proposed FY 2010 budget includes a reduction of 2,995 positions in the Pennsylvania's current authorized complement.  |  |
| Puerto Rico  | <p>In late September 2009, the governor announced a second round of layoffs. During fall 2009, 16,970 layoffs will occur. Those affected will have their health insurance paid for 6 months, and are eligible for up to \$5,000 per person for retraining and \$2,500 for relocation if they find employment elsewhere.</p> <p>Nearly 8,000 government workers were laid off on May 29, 2009. The Governor indicated that this was just a first round of layoffs. Most of the 8,000 employees were temporary clerical workers in the Education, Treasury, and Health Departments. Those affected will receive health insurance for 6 months.</p> <p>Governor has proposed reducing the state workforce by 30,000 positions (14%).</p> |  |

**Actions & Proposals to Balance the FY 2010 Budget: State Employee Actions, Layoffs and Furloughs**

| State          | State Employee Layoffs   | State Employee Furloughs   |
|----------------|--|--|
| Rhode Island   | <p>The Governor has proposed laying off 1,000 state workers after his furlough plan was stayed by the state supreme court. However, the governor indicated a preference to negotiate with the state employees union over laying off employees.</p> | <p>Post-enactment of the budget, the governor and several labor unions have reached an agreement to save the state in workforce costs. Under the agreement, all state workers would take 8 unpaid days of work in calendar year 2009, 4 unpaid days in calendar year 2010. In addition, there would be a 6-month delay of a scheduled 2010 pay raise, there would be no more threats of furloughs, shutdown days, or layoffs until June 30, 2011, and state employees would be given the opportunity to recoup some of their lost pay or take bonus vacation days when they leave state service. Several state employees unions have tentatively accepted the deal. The governor has indicated that employees from the union(s) that do not accept the deal will be subject to layoffs. The largest employees union accepted the deal and 6 other unions are planning votes on the deal. As of 10/7/09 unions representing 7,000 of the state's 11,000-plus unionized workers have ratified the deal.</p> <p>Post enactment of the budget the governor has announced that state employees will be furloughed 12 days through the remainder of FY 2010. The furlough days will amount to around a 4.6% pay cut. Essential state services will not be subject to the furlough days but will see some reductions. Update 9/3/09: The State Supreme Court issued injunction against this plan.</p> |
| South Carolina |  | <p>Enacted budget allows state agencies to require up to 10 furlough days from employees.</p> <p>10 day furloughs have been enacted for House full-time staffers.</p>  |
| South Dakota   |  |  |
| Tennessee      | <p>Governor has proposed eliminating 80 filled positions. Enacted budget calls for the elimination of 1400 positions, including 717 layoffs.</p>   |  |

**Actions & Proposals to Balance the FY 2010 Budget: State Employee Actions, Layoffs and Furloughs**

| State                | State Employee Layoffs  | State Employee Furloughs  |
|----------------------|---|---|
| Texas                |   |   |
| U. S. Virgin Islands |   |   |
| Utah                 |   | Failed: Lawmakers proposed implementing 11 days of optional furloughs for state employees and up to 5 days for public education employees. However this measure was not adopted.  |
| Vermont              | Post-enactment of the budget, the governor has proposed the layoff of 200-300 state employees if the state employees union and the governor's administration cannot agree on about \$7.5 million in workforce savings.  | <p>Post-enactment of the budget, the governor has proposed that state employees take 2 furlough days, forfeit their health wellness program, and give up tuition reimbursement, as a part of the \$7.5 million in workforce savings that the governor has called for.</p> <p>Post-enactment of the budget, the state employee's union has offered to forfeit pay for 4 previously paid holidays, take 4 furlough days, give up a preventative health benefit, and give up tuition reimbursement in order to obtain the \$7.5 million in work force savings that the governor has called for. However, the governor has rejected the union's proposal and indicated that he would proceed with layoffs. The governor indicated that his administration could not offer the guarantee sought by the union of no layoffs in the next 2 fiscal years.</p> |
| Virginia             | <p>Post-enactment of the budget, the Governor has ordered the elimination of 929 state jobs, including 593 layoffs.</p> <p>Post-enactment of the budget, the Governor has ordered laying off about 200 temporary and hourly wage employees who supplement the state's full-time work force. The wage-worker reductions are anticipated to save \$2.3 million.</p> | Post-enactment of the budget, the Governor has ordered a furlough of state employees on the Friday before Memorial Day 2010. The unpaid day off will not apply to critical personnel such as police and emergency crews.  |
| Washington           | Enacted budget eliminates about 7,000 jobs in state government agencies, universities, and local public schools.  |   |

## Actions & Proposals to Balance the FY 2010 Budget: State Employee Actions, Layoffs and Furloughs

| State                | State Employee Layoffs  | State Employee Furloughs   |
|----------------------|---|--|
|                      | Both the House and Senate are cutting their full-time staffs by 5%.   |  |
| West Virginia        |   |  |
| Wisconsin            | Enacted budget could result in 1,110 state employees being laid-off.  | Enacted budget furloughs state workers 8 days-a-year for the next two years.<br>Legislative Assembly staff will be furloughed 16 days over the next two years. Legislators have been asked to return eight days of pay during each of the next two fiscal years. |
| Wyoming              |   |  |
| District of Columbia | 160 D.C. child care workers are being laid off as at least 20 child care centers are being closed due to budget issues. |  |

**Key:**

(N/A) = Not applicable

**Source:** NCSL survey of state legislative fiscal offices: June and November 2008. Various media and government outlets: January through October 2009.

This table is intended to provide general information and does not necessarily address all aspects of this topic. The table reflects in summary form information gathered from media sources and NCSL surveys of legislative fiscal offices. Please contact us at

[budget.revenue.updates@ncsl.org](mailto:budget.revenue.updates@ncsl.org) if you know of any additional information that should be reflected here or any errors that should be corrected.

