

**THIS LANGUAGE WILL REPLACE ALL CURRENT FURLOUGH DAY LANGUAGE IN THE EXISTING CSEA SEIU LOCAL 2001 P-3B AGREEMENT**

**Furlough Day Language For CSEA**

Each bargaining unit member shall take seven (7) mandatory furlough days (the equivalent of seven days of pay). Part-time employees will be on a pro-rate basis, based on their bi-weekly scheduled hours of work. The following furlough days shall be taken without pay as a voluntary schedule reduction day:

**FY 2008-2009**

May 22, 2009                      Friday before Memorial Day

**FY 2009-2010**

July 6, 2009                      Monday after July 4<sup>th</sup>  
November 27, 2009              Day after Thanksgiving  
December 24, 2009              Christmas Eve Day (Thursday)

**FY 2010-2011**

July 2, 2010                      Friday before July 4<sup>th</sup>  
November 26, 2010              Day after Thanksgiving  
December 27, 2010              Monday after Christmas

Furlough days shall be taken on days that the employee is scheduled to work.

Due to the unique nature of certain operations it is understood that it may not be feasible for all employees to take certain fixed days as their furlough days and it is necessary for management to have flexibility in assigning alternate dates as furlough days. When the Employer determines that an employee cannot take the above fixed furlough days, the Employer will establish alternate furlough days (the equivalent of a day of pay) within the same general time frame of the fixed furlough days above. In no event, shall such time frame exceed thirty (30) days.

The parties have agreed that the Employer will calculate the value of three (3) furlough days each year for FY2009-2010 and FY2010-2011 at the start of the said fiscal year based upon the daily rate for each bargaining unit employee. The Employer will reduce the bi-weekly rate of pay throughout the fiscal year for said employees by total value of three (3) furlough days that fall within said fiscal year.

For the furlough day for FY2008-2009, the paycheck for the pay period beginning after ratification and ending with the last pay period of this fiscal year, shall be reduced by the amount necessary to accommodate the value of the furlough day (daily rate of pay).

4/30/09      4/30/09  
For CSEA SEIU Local 2001      Date      For the State      Date