

# **Outline of the 2019 SEA Executive Branch Fact Finder's Report**

Page numbers are provided for you to reference the full recommendation for each issue.

If you have questions, contact the SEA at (603) 271-3411 or your union representative.

**Wages:** State's proposal: a one-time payment of \$250 on January 1, 2020 and a 1% raise effective on January 1, 2021.

SEA's proposal: 4% effective when contract signed and 4% effective on January 1, 2021.

**FACT FINDER DOES NOT RECOMMEND EITHER PROPOSAL (pp 3-13)**

FACT FINDER RECOMMENDS 2.86% effective when the contract is signed, but no later than January 1, 2020, and 1.16% effective July 1, 2020.

**Step Increase:** SEA's proposal: addition of a 10<sup>th</sup> step and shortening timeframe between step 8 and 9 to 2 years.

**FACT FINDER DOES NOT RECOMMEND (pp 13-16)**

**Remove Memos of Counsel:** SEA's proposal: 12 months after receipt of a memo of counsel, employer must permanently destroy the memo upon request by employee.

**FACT FINDER DOES RECOMMEND (pp 16-18)**

**Health Promotion Sunset Date:** SEA's proposal: Extend the existing \$100 health promotion activities (3 max per year) through June 2021.

**FACT FINDER DOES RECOMMEND (pp 18-19)**

**Health Care Layoff Sunset Date:** SEA's proposal: Extend the existing one month health care coverage after lay-off through June 2021.

**FACT FINDER DOES RECOMMEND (p 19)**

**Insurance Benefits for dependents with Autism:** SEA's proposal: The Employer shall provide coverage under the health plans consistent with Chapter 417-E:2 of the Laws of 2014, (i.e., Connor's Law).

**FACT FINDER DOES RECOMMEND (p 20)**

**Direct Care Pay:** SEA's proposal: Addition of \$20 weekly to Direct Care Pay, totaling \$25 per week.

**FACT FINDER DOES RECOMMEND THE ADDITION OF \$5 WEEKLY, TOTALING \$10 PER WEEK (pp 21-22)**

**Hazardous Duty Pay:** SEA's proposal: Addition of \$20 weekly to Hazardous Duty Pay, totaling \$45 per week.

**FACT FINDER DOES RECOMMEND THE ADDITION OF \$5 WEEKLY, TOTALING \$10 PER WEEK (pp 22-23)**

**Definition of Time Worked:** State's proposal: Any leave time used during a work week would count against overtime calculation (in addition to existing 'unscheduled sick leave').

**FACT FINDER DOES NOT RECOMMEND (pp 23-26)**

**Family Medical Leave Insurance (FMLI):** State's proposal: Governor's concept with no written proposals to explain the plan, nor any method to pay for it.

**FACT FINDER DOES NOT RECOMMEND (believes that it would come at a future cost to employees) (pp 26-27)**

**Prescription medication:** State's proposal: Add the availability of brand name drugs before generic if brand names are cheaper.

**FACT FINDER DOES RECOMMEND BUT SUGGESTS THAT BOTH SIDES AGREE TO LANGUAGE TO SPECIFY WHAT THIS BENEFIT MEANS. (pp 27-31)**

**Holiday Pay:** State’s proposal language was flawed (would have required employees to be on leave the day before/after a holiday in order to get paid for the holiday).

**FACT FINDER DOES NOT RECOMMEND (pp 31-32)**

**Holidays on Flex Schedules:** State’s proposal: limit premium pay to 7.5 or 8 hours on a holiday, regardless of hours worked.

**FACT FINDER DOES NOT RECOMMEND (pp 32-34)**

**Definition of Family:** State’s proposal: Remove existing ability for supervisors to expand definition of family for purposes of approving sick-dependent and bereavement leave.

**FACT FINDER DOES NOT RECOMMEND (pp 34-36)**

**Short Term Disability Income Protection:** State’s proposal: Change the name of the program to “Income Protection Leave”.

**FACT FINDER DOES RECOMMEND CHANGING NAME, BUT PROVIDES ALTERNATE CHOICES FOR BOTH SIDES TO CONSIDER (pp 36-37)**

**Discount at State Parks:** State’s proposal: Add a guest to the existing 50% discount on state owned parks. Remove the existing 50% discount for state owned campgrounds on Friday and Saturday nights.

**FACT FINDER DOES NOT RECOMMEND (pp 37-38)**

Note that the full report is available on the SEA website at: <https://www.seiu1984.org/executive-branch-bargaining-2019/>