



STATE OF CONNECTICUT
OFFICE OF POLICY AND MANAGEMENT
Office of Labor Relations

January 8, 2018

General Notice No. 2018-01

TO: Labor Relations Designees

SUBJECT: January 4, 2018 Snowstorm

On Wednesday, January 3, 2018, Governor Dannel P. Malloy directed non-essential state employees not to report to work on January 4, 2018 for the first and second shifts due to adverse travel conditions related to the impending snowstorm.

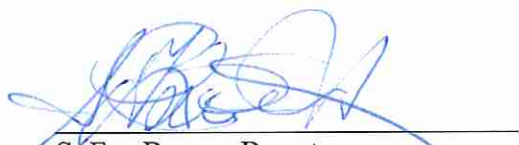
Recently negotiated changes may impact prior practices, contractual and statutory provisions. The following, therefore, applies:

1. Non-essential employees scheduled to work first or second shift on January 4, 2018 who did not report as directed will record their absence with the code, "LWGOV."
2. Essential Employees who reported to work will be paid in accordance with contractual and statutory provisions.
3. Pursuant to the 2017 SEBAC Agreement, "Where a primarily non-hazardous duty bargaining unit includes both essential and non-essential employees, and the former receive only normal pay for working during his/her normal hours during a situation where the governor orders a closing of some or all of that employee's normal shift, the following shall apply: Notwithstanding any provision providing overtime for working outside normal shift hours, such person shall receive straight time comp time for the hours worked during the employee's normal shift where the state has been ordered closed or the Governor has directed non-essential state employees not to report to work."
4. Employees who were not scheduled to work on January 4, 2018 are not covered by the Governor's directive if said employees were scheduled to be out of the office the entire week on leave. Employees scheduled for vacation, personal leave or other earned time for the full week, notwithstanding the holiday, shall have the appropriate leave balance charged and are not eligible for "LWGOV" time.
5. Employees absent on January 4, 2018 because of illness or who were scheduled to take vacation or personal leave on that day, but for less than the full week, shall be eligible for

“LWGOV” time. Employees on a leave of absence without pay (including voluntary leave) or other scheduled day off, such as a pass day or “flex” day, shall not be eligible for “LWGOV” time.

6. Essential first and second shift employees who are covered by collective bargaining agreements that provide for additional compensation when the Governor directs non-essential employees not to report for duty are not covered by the comp time provision of the 2017 SEBAC Agreement. The appropriate rate of compensation is set forth in the applicable labor agreement.

Employee questions about this notice should be addressed to the Agency’s Human Resources office. Agency Labor Relations Designees with questions should direct your inquiries to: Tammy.Kowalski@ct.gov.



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Assistant Director Labor Relations