

# What does a “yes” vote to the tentative agreement mean?

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*The jobs of 3,496 PEF members who were facing layoffs are saved.*

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Those targeted for layoffs were not just the last-in employees with little seniority, but included state employees from all seniority levels, including some with more than 25 years of seniority. Those laid off would have little chance of regaining employment at the same level and pay, and many would be doomed to an early end to their careers.

**The revised agreement balances the needs of all of our members, directly addresses three of the major concerns our members identified, and works to reduce the impact of the fourth.**

**Job Security** — The agreement more clearly defines the intent of the existing language in the tentative agreement and covers the entire term of the agreement. It incorporates a side letter into the agreement that clearly spells out the existing protections.

**Furloughs** — While the contract still contains nine days of "deficit reduction" leave, the new contract converted furlough days into days of deferred pay. This means that over the term of the agreement our members will face no loss in wages associated with the furloughs. Additionally, since the deficit reduction leave is a wage deferral, there is no effect on final average salary for purposes of retirement.

To get complete restitution for furlough days, the contract exchanged the lump sum payment. An average member comes out \$600 ahead of the \$1,000 lump sum payment under the new terms.

**Length of Agreement** — Many of our members identified the five year term of the agreement as too long. By dropping the last year of the agreement, PEF has given us the opportunity to negotiate the next agreement in an economic environment that may be significantly better than the current one. Additionally, it removes PEF from the same negotiating cycle as CSEA, reducing the possibility of being forced into a contract pattern that does not meet the needs of our members.

**Health Insurance** — Unfortunately, the state refused to make improvements on health insurance premiums. However, to help mitigate the impact, PEF negotiated more flexibility in the Productivity Enhancement Program (PEP) as well as changes so that vacation accrual will more closely reflect their actual cash value when used to offset the employees' share of health insurance costs.

Ratification of this revised agreement will show what PEF members already know: That we are willing to sacrifice to preserve the jobs of 3,496 of our co-workers and to maintain vital services we provide to the taxpayers.



**VOTE YES TO SAVE JOBS!**



NEW YORK STATE PUBLIC EMPLOYEES FEDERATION, AFL-CIO

Kenneth Brynien, *President*

Arlea Igoe, *Secretary-Treasurer*

