

The SEBAC 2011 Job and Benefits Saving Agreement:

What's In It for Hazardous Duty State Employees?

“20 AND OUT” RETIREMENT PROTECTED THROUGH 2022

Under the tentative agreement, current hazardous duty employees' **eligibility for full benefits after 20 years of service does not change** and is extended from 2017 to 2022. **Overtime continues to be included, and we are protected from threatened negative changes in the overtime pension cap.** New hazardous duty employees hired after July 1, 2011 who plan to retire at age 50 or older will still be eligible for full benefits after 20 years of service. Those who want to retire under the age of 50 years of age will have to wait until they have 25 years of service to be eligible for full retirement benefits.

JOB SECURITY AND LAYOFF PROTECTION THROUGH 2015

It is obvious that terrible uncertainty faces all state employees and the public if SEBAC 2011 were voted down. The companion unit agreements provide extensions of current contracts with an additional 4 years of job protection for permanent employees effective July 1, 2011 through June 30, 2015. Current employees covered by this job security language **can't be laid off, even in the case of programmatic change or facility closure.** In the case of such changes, a comparable position must be found or affected employees must be paid comparably until one is found for them.

CURRENT CONTRACT LANGUAGE - LOCKED IN THROUGH 2016

The tentative agreement provides for extending current collective bargaining contracts through June 30, 2016. This allows unions the choice to **lock in current work schedules, shift bidding language, light duty procedures, and other hazardous duty employee protections for another 5 years.** This would protect working conditions for employees that ratify the agreement from being changed through binding arbitration.

The Decision is Yours.

Watch the Q&A Videos and Read More About the Agreement

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