

# **INFORMATIONAL SURVEY**

Here is some information concerning the poll mentioned in the letter. The Board appreciates your participation.

## **Voting Instructions**

Please check the appropriate box (poll card) indicating your opinion, noting any concerns you have on the comment lines, and then place the completed card into the ACOA pre-addressed envelope. Thank you.

### **1. Possible Rotation Schedule Change**

Please read the accompanying information and consider the issue carefully. Currently the vast majority of Correctional Officers are on a week of Days / week of Nights rotation. The norm is one week of days followed by one week off and then one week of nights, followed by one week off, with the pattern repeating. Do you wish to stay with this rotation arrangement or change to a rotation of two weeks of days and two weeks of nights?

#### **Pro – Change**

The advantage of changing is that the two weeks of days / two weeks of nights schedule will decrease the times you go through the changeover by half. This reduces wear and tear on the body by half. This also reduces downtime (Recovery time) by half, thus allowing more quality time with family and friends. The actual time away from your family is exactly the same with either schedule over the course of a year.

#### **Con – Stay the Same**

The disadvantage of changing to a two weeks Day Shift / two weeks Night Shift schedule is that, depending on your children's school, the length of time you may not see them during each night phase of the schedule may be increased during that specific three week period. The overall time will stay the same, and you will still have the week off between the two night shifts. Also, this is a change from the current system. A change would disrupt current sleep and activity patterns.

### **2. Comp Time**

The Troopers have a provision that allows them to work for compensatory time off, or for overtime. Their contract states the following:

*Overtime shall be paid in cash except where a member requests and management approves compensatory time. All compensatory time agreements must be in accordance with the Fair Labor Standards Act.*

*Compensatory time shall be accrued at the rate of one and one-half (1 ½) times the actual hours worked.*

*The Employer can require a member, who has in excess of two hundred (200) hours of accrued compensatory time, to present a plan to reduce his/her compensatory time balance to two hundred (200) hours within a reasonable period of time.*

*The Employer may require that a member reduce his or her compensatory time balance through cash out or use before he or she changes geographic locations.*

**Please read the following “Pros” and “Cons” and let us know your opinion**

### **Pro - The Positive Side of Comp Time**

The first and most important issue in regards to comp leave time is that IT IS and ALWAYS WILL BE VOLUNTARY. You will always have the choice to receive money for your overtime worked, period.

Each time an Officer works overtime he/she would have the option to receive pay at a rate of time and one half (current system) OR receive comp. leave hours at a rate of time and one half (comp time proposal). The choice is the Officer's choice each time they work overtime. The Officer would complete a simple form with two options for overtime compensation (pay or comp time) every time he/she worked a day of overtime. The Officer that elected to receive comp time could save the hours and either cash them in for pay at a later date or take them in actual leave at a later date. Comp time would give Officers another option in how to manage their leave hours and overtime pay. If you feel that this option is not something you would ever want to exercise at least allow other C.O.s to use this option if they wish. You should not vote against it just because it wouldn't work for you. Cash (pay) is always the default method of compensation for overtime. Also, we would STILL have our annual leave. New Officers would have a chance to work overtime and earn leave faster than just waiting on their annual leave to accrue. C.O.s could save up their overtime money when there is a lot of overtime to work and cash it in later. They may want to do this to avoid higher taxes on one check. They may need the extra money when there is no overtime to work and they could cash in some comp time hours. Officers that are out of leave and asking for donations could accrue leave faster when they come back to work. Officers could use their comp time as actual time off later.

Some may want the money, some may want the leave. As it is now, there is no choice.

### **Con - The Negative Side of Comp Time**

It is hard enough to get leave time off when we want it and calling in sick has become a major issue. Until DOC hires enough Officers to allow more than one person to be off at a time, comp time will not be good for anyone.

Those who work for comp time off instead of overtime will be pressured to use it when it suits DOC. If Comp Time is in our contract, will there be a separate comp time call in list? Will that list be called first to find someone willing to work today for a specific management selected day off next week? Will those on the OT list be skipped because OT wouldn't be needed if they worked out a comp time deal? If you accept comp time, will you be able to use it when you want? Not likely, if taking your time off would mean someone else has to be called in to replace you. Why? If you work 12 hours for comp time, you are due 18 hours off. If taking that 18 hours when you want it were to cause them to have to call someone else in to replace you, then they would be paying time and one half for 18 hours instead of the original 12 hours. No DOC Manager would allow that to happen. The pressure will be for you to take your comp time off when they want you to. They may even pressure you to agree to accept a convenient pay-back date before they allow you to work for comp time. Since there is a limit on how many hours you can accumulate, the pressure to use your comp time can only increase as your comp time bank approaches the limit.

If you think Management's pressure on you will always be fair and above-board and don't really care if you can use your comp time off at your convenience or not, then go for it! However, if you think Comp Time will create more problems and frustrations than already exist, vote against it.