

2015 Partial Government Shutdown Layoff FAQ

On May 18, 2015 Governor Walker sent a letter to State employees regarding the Fiscal Year 2016 budget transmitted to his Office by the Legislature and his subsequent decision to veto unfunded items. Going forward, should the Legislature not pass a fully funded budget prior to July 1, 2015, funding will solely be available for critical positions of life, health, and safety. In early June a majority of State employees will receive a layoff notice. The following is a general summary of questions to address the potential partial government shutdown; as we continue to get more answers, we will update the FAQ, please check back for additional information.

General Information

1. Who will be laid off?

Most employees will receive a layoff notice. However, certain employees will be retained to protect the life, health, and safety needs of Alaskans.

2. I am a Partially Exempt employee. Will I be laid off?

Partially Exempt employees do not have a collective bargaining agreement, and the personnel regulations regarding layoff do not apply to Partially Exempt employees. However, you will not report to work during the partial shutdown, nor will you be paid during the partial shutdown.

3. I am an Exempt employee. Will I be laid off?

Exempt employees do not have a collective bargaining agreement, and the personnel regulations regarding layoff do not apply to Exempt employees. Please check with your agency regarding your status during the partial shutdown.

4. How much advance notice of layoff must be given?

Permanent employees: Every effort will be made to give thirty (30) calendar days' written notice before the effective date of layoff. At the very least, ten (10) working days' notice will be given.

Probationary employees: Every effort will be made to give ten (10) working days' written notice before the date of layoff.

5. When are layoff rights effective?

Layoff rights are effective on the day after the employee's last day of work. For example, if the employee's last day of work is June 30, the employee is placed in layoff status with all associated layoff rights effective July 1.

6. What day will I be laid off?

The effective date will be early July 2015.

7. How long will I be laid off?

Until the legislature passes a fully funded budget.

8. When will I know for sure whether I'm going to be laid off?

You will receive the layoff notice in early June 2015. The fiscal year ends, as well as funding, at 11:59pm, June 30, 2015. Unless funding is restored, your layoff will be effective early July 2015.

9. Will State Employees have to reapply for their jobs when it's time to come back?

No. Employees will be recalled back to work.

10. If I'm laid off, will I have recall rights? What are those rights?

Individual bargaining agreements should be reviewed. Upon layoff from your position, your name will be placed on the layoff list for your current job class, location, position status (full-time, part-time, or seasonal), and bargaining unit.

11. How long do layoff rights last?

Layoff rights will last for up to two (2) or three (3) years (varies by agreement).

12. Will employees be able to apply for unemployment?

Yes. While laid off, you may be eligible for Unemployment Insurance (UI) benefits. For information about UI benefits, consult the Department of Labor and Workforce Development, Unemployment Insurance Program resources at http://www.labor.state.ak.us/esd_unemployment_insurance/home.htm

To file a UI claim, log on to **myAlaska.com** and click on "Unemployment Insurance Benefits". For employment assistance or to register and look for work, please visit **jobs.alaska.gov** or call 877-724-2539.

13. Why don't you just furlough staff instead of laying them off?

The current collective bargaining agreements do not allow for furloughs.

14. If I'm laid off while I'm in the middle of a task that needs to be completed (such as a field survey), can I complete that work despite my layoff?

No. All work will need to cease on the effective date of the layoff.

Benefits, Pay & Leave

15. If I'm laid off, when will I receive my last paycheck? Will workers be around to process that paycheck?

The Department of Administration will retain staff to ensure that employees will receive their last paycheck, which will be received by mid-July.

16. Will those who have to work continue to receive pay?

Yes. They will continue to be paid in accordance with applicable collective bargaining agreement or pay plan.

17. Will state employees who are laid off due to the partial shutdown get paid eventually? Even if they were not working?

No. Employees on layoff will not get paid for time during the partial shutdown.

18. I am currently scheduled for a vacation during the layoff dates. Will I still receive pay?

Personal/sick leave will not be processed or paid out during the partial shutdown.

19. If I cash out my leave now and a partial shutdown does not occur, can I have the leave put back into my account (buying back leave)?

No

20. I was already planning on retiring, what should I do now?

Please consult with a Retirement & Benefits Counselor. You may schedule an appointment with a Retirement & Benefits Counselor by calling (907) 465-4460 or visit <http://doa.alaska.gov/dr/>.

21. Will Retirees continue to receive their benefits?

Yes.

22. If I'm laid off, what will happen to my retirement, SBS, and deferred compensation accounts?

Any contributions you have in the Public Employees Retirement System (PERS), Supplemental Benefits System Annuity Plan (SBS-AP), and the Deferred Compensation Plan will remain on account unless you take action to withdraw funds or collect a benefit. Prior to making the decision to withdraw funds or collect a benefit, you are strongly encouraged to consult with a Retirement & Benefits Counselor to ensure you understand the impact of your decision. You may schedule an appointment with a Retirement & Benefits Counselor by calling (907) 465-4460 or visit <http://doa.alaska.gov/drb/>.

Other

23. Will the Legislative staff be laid off?

The Legislature operates under a different set of rules. Questions related to legislative staffing will need to be forwarded to the appropriate legislative contact.

24. Will the Court staff be laid off?

The Court operates under a different set of rules. Questions related to court staffing will need to be forwarded to the appropriate court contact.

25. Will you layoff University employees?

Although the budget for Alaska's universities has been reduced, personnel matters are handled by the university system. These employees need to refer their questions to their union and/or respective University.