



NYS PUBLIC EMPLOYEES FEDERATION

PILOT PROGRAM ON

ENHANCED SUPPLEMENTAL COMPENSATION

Under Article 13 of the NYS/PEF Agreement



Information for Parole Officers, Senior Parole Officer or Parole Revocation Specialist 1 or 2

The 2019-2023 NYS/ PEF Collective Bargaining Agreement contains a new Memorandum of Agreement (MOA) on a pilot program on enhanced supplemental compensation for Parole Officer, Senior Parole Officer or Parole Revocation Specialist 1 or 2. The benefit assists members who are out on a work-related injury or illness and have a Workers' Compensation Claim deemed to be compensable. The pilot program benefits period is January 1, 2022 through March 31, 2023.

What Do I Need to Know?

Qualifications:

To qualify for the pilot program, you must be in a Parole Officer, Senior Parole Officer or Parole Revocation Specialist 1 or 2 title and are absent due to an occupational injury or illness as determined by the Workers' Compensation Board. You are subject to the same qualifying criteria for the Supplemental Pay under Contract Article 13.3(b), and therefore must be determined to be **more than 50% disabled**, as determined by the evaluating physician, and have a compensable claim as determined by the Workers Compensation Board.

Enhanced Supplemental Compensation:

The Enhanced Supplemental Compensation is a nine-month cumulative benefit. The program allows members who meet the qualifications to receive three cumulative months at full pay. Pay is calculated at 100% of the employee's pre-disability net wages, without charge to accruals.

For the following three months, the program allows the member to charge accruals. If a member chooses to use accruals for this period, they are entitled to full restoration of accruals that are used for **full day absences** up to three-months. Accruals used for partial day absences will not be restored.

If you do not wish to use accruals for the second three-month period, you would be entitled to the Supplemental Benefit. The Supplemental Benefit can be found under Contract Article 13.3(b). This supplemental benefit would also be in place for the remaining three months of the nine-month cumulative benefit if you did use accruals for the second three-month period. This benefit is detailed in the "NYS Public Employees Federation: Article 13 Workers' Compensation for PEF Members- Q&A on Work-Related Injuries/Illnesses" Factsheet. This benefit is designed to bring biweekly income (SIF payment and supplement combined) up to 60% of pre-disability gross salary, which is defined as an employee's annual salary plus geographic differential, shift

differential, inconvenience pay and location pay. Please see the factsheet for additional information.

Additional Benefits:

Once you have returned to work, Workers' Compensation Leave may be used for the purpose of attending a Workers' Compensation Board scheduled hearing. Workers' Compensation Leave is paid time that can be used cannot exceed three months and is to be used only for the purposes of hearings related to your work-related injury or illness.

Members can also qualify for additional benefits as listed under Contract Article 13: Worker's Compensation Benefit. Additional information on this Article can be found in the NYS/PEF Contract or the "*NYS Public Employees Federation: Article 13 Workers' Compensation for PEF Members- Q&A on Work-Related Injuries/Illnesses*" Factsheet.

If you have any questions concerning the MOA Enhanced Supplemental Compensation, please contact your Regional Field Office and ask to speak with your Field Representative

or

you may contact the PEF Health and Safety Department at
518-785-1900, ext. 254 or 800-342-4306, ext 254
e-mail - healthandsafety@pef.org

The PEF Occupational Health & Safety Department provides training and technical assistance on workplace health and safety concerns, and state and federal standards and regulations. Factsheets on a variety of topics and many other resources are also available. Contact us at 518-785-1900, ext. 254 or 800-342-4306, ext 254. e-mail - healthandsafety@pef.org

Sources for information in this fact sheet: the NYS/PEF Collective Bargaining Agreement Article 13, the NYS/PEF Collective Bargaining Agreement MOA: Concerning Enhanced Supplemental Compensation Under Article 13 of the State/PEF Agreement, NYS Workers' Compensation Law and NYS Civil Service Attendance and Leave Manual.