

INTERMITTENTS TALKING POINTS

- One important win for intermittents under this latest contract is that in those in Pay Ranges 8-12 and 28 and above (excluding Correction Officers and Sergeants) will now be a part of the agency statewide pool for promotions.
- Intermittents also have the right to grieve anything not specifically prohibited in Article 7, which includes most Working-out-of-Classification misuses, disciplines not related to termination and in some cases Health & Safety violations. In addition, intermittents are covered under Article 36.05 if there is a review and classification upgrade. While their status as intermittents will not allow OCSEA to grieve termination, layoffs, promotions or work schedules, having some representation is an important first step.
- Although they will be paid at Step 1, intermittents will receive the pay raises that the union has negotiated.
- Intermittents also earn Seniority Credits and keep their seniority if they get a permanent position within 60 days of leaving their position.
- If their position becomes permanent in the same classification, intermittents can receive credit served for up to half of their probationary period.
- Intermittents who become full-fledged union members can participate in union business. They can participate in union meetings, elect union officers and negotiating teams, and vote on the next contract. They can also get involved in community service activities sponsored by their chapter, district or assembly. Non-members can't participate in any of these union activities. However, intermittents will not be able to meet the two-year requirement necessary to run for or hold office.
- Intermittents who become members are eligible to receive OCSEA members-only discounts like coupons to amusement parks, reduced banking fees, and discounted tuition rates, as well as a FREE COLLEGE benefit for them, their children, spouse and family members. Intermittents can also apply for the Les Best Scholarship Program that awards \$12,000 worth of tuition scholarships to members, spouses and their children.