



Scott Walker, Governor

Gregory L. Gracz, Director

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**SENT VIA E-MAIL**

April 6, 2011

David Feiss  
President, Association of State Prosecutors  
821 West State Street, Room 405  
Milwaukee, WI 53233-1485

Dear Mr. Feiss:

In accordance with Article X of the labor agreement, the Office of State Employment Relations hereby notifies the Association of State Prosecutors (ASP) of impending layoffs involving members of your bargaining unit across all prosecutorial units.

This action is necessary in order to make-up the remaining furlough days required under former Governor Doyle's Executive Order # 285 Relating to Furloughing State Employees in Response to the Emergency Economic Situation Facing Wisconsin. As you are aware, these furloughs were ordered in response to the budget deficit and the dire economic situation that exists for the State of Wisconsin. As you're also aware, employees of state agencies and the University of Wisconsin, including faculty and academic staff, were required to take 16 furlough days over the course of the 2009-2011 biennium pursuant to the aforementioned Executive Order. However, Assistant District Attorneys (ADAs) to date have only scheduled ten furlough days pursuant to contractual temporary layoff provisions. For this reason, the remaining six days will be accomplished through the use of permanent layoffs in the form of a reduction in the full-time equivalency (FTE) of all ADA positions. That percentage decrease in FTE is estimated at 20%, prorated based on current FTE.

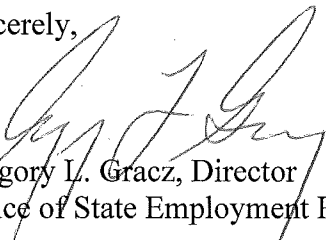
While the Employer would prefer that ADAs take the remaining six furlough days as opposed to layoffs, ASP membership did not approve the furlough memorandum of understanding (MOU) to which the parties had agreed in the fall of 2009. Most other state unions did approve furlough MOUs and, as a result, the State could be liable for more than \$11 million in payouts to state employees who took the required eight days each year and whose MOU includes a provision that requires furlough parity across all covered bargaining units.

Please also note that while benefits were not affected for employees taking furlough days under the MOUs, benefits *will* be affected by the ADA layoffs. Accrual of paid leave (e.g., sick leave, vacation, holidays) will be prorated based on employees' new FTE. In addition, employees who fall below 50% FTE as a result of this reduction will be required to pay 50% of the total health insurance premium for their selected plan effective with premiums taken from their June 16, 2011 paychecks. Further, contributions to employees' pension accounts will also experience a reduction commensurate with their decreased gross salaries.

As stated above, this layoff in the form of a reduction in FTE will affect all employees represented by ASP. The agency will notify employees individually according to the provisions of the collective bargaining agreement. The scheduled effective date of these layoffs is May 8, 2011.

Please contact me if you have questions concerning these layoffs.

Sincerely,



Gregory L. Gracz, Director  
Office of State Employment Relations

cc: Phil Werner, State Prosecutors Office