

# SEBAC ARBITRATION AWARD FAQ

## Q: Who is a “higher-risk” frontline worker?

A: Higher risk employees are employees who were first responders, worked in congregate settings, or worked in a healthcare facility. Lower risk employees are all other employees who were required to work in person.

## Q: How much pandemic pay will I receive from this award?

A: The amount of pandemic pay you will receive depends on (1) whether you are classified as “higher risk” or “lower risk” and (2) the number of hours actually worked on-site during the period of March 20, 2020 through March 27, 2021 (“the relevant time period”).

### Lower Risk Employees Pandemic Pay Amount

- Regular hours: \$125 for 180 hours, plus \$68 for each additional 100 hours worked onsite.
- Overtime: \$135 for 200 hours, plus \$68 for each additional 100 overtime hours worked onsite.
- Approximately \$.68 an hour.

Regular Hours	Lower Risk Regular
180	\$125
280	\$193
380	\$261
480	\$329
580	\$397
680	\$465
780	\$533
880	\$601
980	\$669
1080	\$737
1180	\$805
1280	\$873
1380	\$941
1480	\$1,009
1580	\$1,077
1680	\$1,145
1780	\$1,213
1880	\$1,281
1980	\$1,349
2080	\$1,417

Overtime Hours	Lower Risk Overtime
200	\$135
300	\$203
400	\$271
500	\$339
600	\$407
700	\$475
800	\$543
900	\$611
1000	\$679
1100	\$747
1200	\$815
1300	\$883
1400	\$951
1500	\$1,019
1600	\$1,087
1700	\$1,155
1800	\$1,223
1900	\$1,291
2000	\$1,359
2100	\$1,427

### Higher Risk Employees Pandemic Pay Amount

- Regular hours: \$250 for 180 hours, plus \$136 for each additional 100 hours worked onsite.
- Overtime: \$270 for 200 hours, plus \$136 for each additional 100 overtime hours worked onsite.
- Approximately \$1.36 an hour.

Regular Hours	Higher Risk Regular
180	\$250.00
280	\$386.00
380	\$522.00
480	\$658.00
580	\$794.00
680	\$930.00
780	\$1,066.00
880	\$1,202.00
980	\$1,338.00
1080	\$1,474.00
1180	\$1,610.00
1280	\$1,746.00
1380	\$1,882.00
1480	\$2,018.00
1580	\$2,154.00
1680	\$2,290.00
1780	\$2,426.00
1880	\$2,562.00
1980	\$2,698.00
2080	\$2,834.00

Overtime Hours	Higher Risk Overtime
200	\$270.00
300	\$406.00
400	\$542.00
500	\$678.00
600	\$814.00
700	\$950.00
800	\$1,086.00
900	\$1,222.00
1000	\$1,358.00
1100	\$1,494.00
1200	\$1,630.00
1300	\$1,766.00
1400	\$1,902.00
1500	\$2,038.00
1600	\$2,174.00
1700	\$2,310.00
1800	\$2,446.00
1900	\$2,582.00
2000	\$2,718.00
2100	\$2,854.00

**Q. When are the checks required to be issued?**

A. If this is passed by the General Assembly, the state is due no later than the first pay period following June 7, 2023. Retirees who were working during the covered period, should see payment no later than December 29, 2023.

**Q. Do former employees qualify for pandemic pay?**

A. Employees who were active as of September 15, 2022, as well as those who retired prior to that date are eligible. Employees who left (but did not retire) prior to September 15, 2022 are ineligible.

**Q. Is this based on my budgeted or standard hours? Does time out on COVID-leave, vacation, sick time etc. count towards my hours?**

A. No. Only hours actually worked onsite count. However, if you missed work for more than three consecutive weeks due to COVID, please contact your union as you may be eligible for an adjustment to your pandemic pay.

**Q. What happens next?**

A. The legislature has to approve the award; we will keep our members updated on the progress at the Capitol and what work might be necessary to ensure this passes.