



FURLOUGHS—WHAT THEY MEAN

What are furlough days?

On furlough days, employees do not come to work and do not receive pay.

How many furlough days do I have, and how will furlough days affect my pay?

Full-time 12-month employees will take **24** furlough days between August, 2009, and June 30, 2010. Starting with the paycheck on August 31, 2009, salaries will be reduced by approximately **10.07%**, spread evenly over the 11 months. The actual effect on your take-home pay will depend on your tax rate.

How many furlough days do I have to take if I am not working full-time, 12 months?

- 11-month employees – 22 days
- 10-month employees – 20 days
- Hourly employees – number of days in a pay period shall be reduced by two days

Are any employees exempted from furloughs?

Yes, employees who work in public safety (such as dispatchers) and those funded by grants and contracts (pro-rated for the percent of their time) are exempted.

Why are there furlough days?

Because of the staggering state budget deficit and cuts to the CSU budget, CSUEU considered and agreed to furloughs as an alternative to layoffs. While there may be smaller, targeted layoffs due to program closures and cutbacks, furloughs greatly reduce the potential for massive layoffs. Over 80% of CSUEU members voted in favor of furloughs to preserve the jobs, careers and healthcare of their fellow workers and themselves.

Will furloughs reduce my retirement?

No. Furloughs will not impact the salary rates used to determine your retirement pension.

Will furloughs reduce the number of holidays, the accrual of vacation and sick leave, or the payment of health, dental or vision benefits?

No.

Who decides which days are furlough days?

At each campus, the president may decide on campus closures. Otherwise, CSUEU employees have the ability to designate their own furlough days, in consultation with management. If their requested schedule does not conflict with a demonstrated operational need, furlough days will be distributed like vacation requests, with priority given to senior employees.

Can I use CTO, vacation, vacation, sick leave or holidays to substitute for furlough days?

No.



How do we handle the extra workload that could result from furloughs?

It is the intent of the CSU to avoid overtime during any furlough periods. Additionally, there are protections from “unreasonable” workload for exempt employees. All employees who are scheduled for work outside their normal five-day work schedule will receive a minimum three hours call-back pay at time-and-one-half of their regular rate of pay.

As an exempt employee, what happens to me on the furlough week?

- Exempt employees lose their FLSA (Fair Labor Standards Act) exemption during the week they take a furlough day and become hourly paid workers (non-exempt) subject to overtime during the furlough week. They will also have to account for absences during the weeks they take furlough days.
- Exempt employees who believe that they have been assigned an excessive or unreasonable workload in a non-furlough week will be able to file a complaint.

How will we monitor the furlough program on campuses?

- A statewide Labor Management Committee (LMC) will be established within 30 days to deal with issues arising from the furlough program, including the effect of furloughs on employee workload, and to make recommendations for cost-savings measures.
- Campuses will be encouraged to form local LMCs for the same purpose. The local LMCs will work with the statewide LMC to ensure that campuses comply with the Furlough Agreement.

What does the CSUEU think of the furlough program?

The CSUEU membership voted for the furlough agreement only because this was the best choice in a bad situation. It is a situation that was not caused by CSU workers and which we do not deserve. The long-term solution must include adequate funding for the CSU system and the people who serve the public.

What can I do if I have a question or believe my rights are violated?

Contact your campus steward or Labor Relations Representative. You can find their contact information online: from the home page, www.csueu.org, go to the Contact Us page and look for “CSUEU Staff.”

What can I do to get involved?

- Work with your campus local Labor Management Committee, which will monitor the furlough agreement
- Political action
- Join the union (if not yet a member)
- Become a steward or activist