

Sacramento State Furlough FAQs – July 30, 2009

Q: What are furloughs?

A: A furlough is a mandated period of time off without pay. Furloughs differ from salary reductions and pay cuts in that they are temporary and do not affect employment status, or health or retirement benefits. Employees are not required to work on furlough days.

Q: Why am I being furloughed?

A: The California State University system is facing unprecedented cuts in state funding. The state budget enacted by the governor and the Legislature would create a deficit of about \$564 million for the current fiscal year. No single solution would reduce expenses enough to cover that gap, so the CSU is implementing furloughs to help balance the system's budget.

Q: What does this mean for my paycheck?

A: Beginning with the August pay period, gross pay for furloughed employees will decline by about 10.07 percent. This reflects 24 furlough days spread over the 11-month span of August 2009 through June 2010. Please note that no matter how many furlough days are taken in a given pay period, each check is affected the same every month. For example, if there are four furlough days in December and two in January, the two paychecks will be the same unless other unrelated factors (such as changes in withholding) modify the amount.

Q: Who is being furloughed?

A: All managers and non-represented employees – including presidents, executives and Chancellor Reed – are being furloughed throughout the system. Employees represented by all but one of the campus unions have also ratified a furlough plan. Public safety employees are not being furloughed in order to protect people and property on campus.

Q: How will furloughs be implemented?

A: Sacramento State is working to minimize disruptions to classes in implementing the 24 staff furlough days ordered by the CSU and will abide by agreements negotiated with the Chancellor's Office. The faculty furlough agreement calls for 18 furlough days for academic year faculty, 20 days for 10-month faculty and 24 days for 12-month faculty. Part-time faculty are subject to furloughs on a pro-rata basis.

Many of the furlough days will be designated campus-wide. This differs from a campus closure, however, in that limited services will be offered. To give employees the most flexibility possible, the furlough days not designated as campus-wide will follow a procedure similar to vacation requests. Managers will approve requests for furlough days based on office needs and seniority.

Q: How many furlough days can I take at once?

A: Full-time CSUEU employees and managers must take 24 furlough days before June 30, 2010. The furlough days not designated as campus-wide must be taken under the following considerations:

- No more than one furlough day per week.
- No more than two furlough days per pay period.

Q: Given their status, how will managers and exempt employees take furlough days?

A: During the week with a furlough day, exempt staff and managers lose exempt status and become non-exempt employees. During this week, it is expected that no employee will work more than 32 hours.

Q: Do designated furlough days mean the campus is closed?

A: Unless announced by the President, designated furlough days do not mean the campus is closed; the campus will be open but with only limited services available. For example, on designated furlough days summer and YRO classes will still be held, conferences scheduled will continue, and employees not subject to a furlough plan will report to work as normally scheduled.

Q: Why are public safety employees not being furloughed?

A: Because not all campus activities can be halted on a given furlough day, the Chancellor's Office exempted public safety employees from furloughs. On our campus, we will have students living in residence halls in addition to visitors and non-furloughed employees on campus. Their safety is our top priority, and Sacramento State police will continue to be on duty 24 hours a day, seven days a week. Additionally, our police deter crimes such as vandalism and theft that can cause costly damage to University and personal property.