Chapter 312: Northridge

Emergency Chapter Meeting

Wednesday, June 17th
Agenda

- What we know
- What is proposed
  - Furloughs
  - Layoffs
- Impact of each
- Next Steps
- Questions
- Voting
What we know...

- The CSU budget is projected to be cut by $583 million.
- This amount was proposed by the Governor in the May Revise, and is expected to be approved by the Budget Conference Committee.
- 80% of the CSU’s budget consists of personnel costs.
What we know (cont.)

- The CSU is proposing to furlough all employees in all classifications: represented employees (most unions), confidential employees, MPP, executives, and consultants.
- Public safety would likely be exempt, including police in BU 8 and dispatchers in BU 7.
What is the proposal?

Unions were approached with the same basic proposal

- **Option 1**: Two (2) furlough days per month for one year, involving campus closures two Fridays per month

- **Option 2**: If no Furloughs, Layoff process would begin
Furloughs

Two Furlough days per month for at least one year, involving campus closures two Fridays per month (~ 10% cut)

- This would save the CSU $275 million in salary
- Because the state budget crisis is still unresolved, the CSU can’t guarantee that Furloughs would prevent layoffs or that Temp Appointments won’t end early; their expressed intent, however, is to save as many jobs as possible
Layoffs

- If we don’t agree to a furlough plan, layoffs will likely be inevitable; there are few other remaining options.

- The layoff scenario:
  - Temporary Appointments would end early (probably immediately).
  - Layoff Process would begin.
Layoffs (cont.)

- Appointments would end immediately for the following Temporary Employees:
  - 100% of Temps in Unit 2
  - 100% of Temps in Unit 7
  - 100% of Temps in Unit 9
  - 75% of Temps in Unit 5

- Statewide ~ 3000-3200 Employees
Layoffs (cont.)

- Layoff Process would then begin following guidelines as described in Article 24: Layoffs of the Collective Bargaining Agreement

- Statewide: 2000 “permanent” employees would be laid off
Layoffs (cont.)

- This scale of layoffs and Appointments ending early is massive!
- CSUEU-represented employees only = 5000 – 5200 (about 30% statewide)
- CSUN usually gets 7% of cuts
- Possibly 350-364 employees @ CSUN
Unprecedented

- This “layoff” scenario is unprecedented
- NO position is safe
- “Everything is on the table”
  - Potentially, entire classifications could be eliminated
  - Decision could be to eliminate a specific percentage in each classification
Furloughs - Details

- The intent is to have employees “docked” 16 hours a month.
- Vacation time and sick time cannot be used to offset these 16 hours.
- Schedules would need to be adjusted if employee is working an alternate schedule.
Furloughs – Exempts (cont.)

- On the weeks that employees are “docked”, Exempt Employees turn into hourly employees.
- You are only authorized to work 32 hours, anything over that needs to be paid as overtime.
- Time is reported on an hourly basis for “docked” weeks only.
- Other weeks, stay as Exempt.
But what about…

- Many details are explained in the online furloughs FAQ, available on the CSUEU website’s Budget Central page
- Check that page daily for news updates
- Finding Budget Central: go to www.csueu.org and click on the “Budget Central” icon on the right side of the page
Next steps

- CSU presidents are meeting June 22-24; Chancellor Reed will be submitting a plan at that meeting – for either Furloughs or Layoffs
- If CSUEU does not “choose” Furloughs, we’ll likely go to a Layoff scenario soon after that meeting
Next steps (cont.)

- CSUEU is currently polling its members about Furloughs and other options.
- If there is support for Furloughs from the membership, CSUEU will bargain a side letter agreement with the CSU in the near future.
Questions?