



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 web site'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?