

**Materials for the November 19 Faculty Senate meeting**

PROPOSAL FOR A FURLOUGH FY2010

Forwarded by the Faculty Senate’s Faculty Status and Faculty Economic Welfare & Retirement committees

A Furlough would:

1. Address the \$13.2 million reduction in E&G funding for the current biennium
2. Acknowledge the classified staff who have accepted a tiered furlough for the biennium
3. Retain as many faculty positions as possible in an uncertain economic climate

MOTION: OSU faculty support a furlough for FY2010 that adheres to the following principles:

- For all faculty (grant-supported salary exempt)
- Salary savings to be retained by the University to preserve faculty positions; priority placed on the salary savings offsetting budget reductions in faculty members’ units
- Tiered (see table below)
- Pay reductions are distributed evenly in monthly paychecks over the academic or fiscal year (9-mo or 12-mo employees, respectively)
- Other than temporary pay reduction, other terms of employment remain unchanged (e.g., base salary; health insurance coverage eligibility)
- University administration is directed to advocate to the State to amend PERS regulations to permit preserving at their pre-furlough level faculty & staff retirement contributions for the duration of the furlough period
- University administration is directed to explore the possibility of using a holiday closure and other mechanisms of cost savings to minimize reliance on furloughs to offset budget reductions
- The furlough pay reduction period is to begin January 1, 2010 and end June 30, 2010; before the end of this academic year, University administration will consult and work with the Faculty Senate to assess the financial circumstances projected for the second year of the biennium. This consultation will begin March 2010.

| Monthly Base Salary | Leave Days per Fiscal Year<br>(12-mo employees) | Leave Days per Academic Year<br>(9-mo employees) | % impact on salary |
|---------------------|---|--|--------------------|
| \$2,450 or less     | 4   | 3  | 1.53%              |
| \$2,450 to \$3,105  | 6   | 4.5  | 2.30%              |
| \$3,106 to \$5,733  | 7   | 5.25   | 2.68%              |
| \$5,734 to \$8,333  | 8   | 6  | 3.07%              |
| \$8,334 to \$10,934 | 10  | 7.5  | 3.83%              |
| \$10,935 and over   | 12  | 9  | 4.60%              |

\* leave days are to be scheduled following procedures for scheduling vacation days as described in: Leave Administration Policies, Procedures, and Guidelines; OSU Office of Human Resources  
[http://oregonstate.edu/admin/hr/leave\\_admin\\_pol.pdf](http://oregonstate.edu/admin/hr/leave_admin_pol.pdf)