

3359-11-02.1 Furloughs for non-bargaining unit employees.

- (5) A furlough plan may exclude employees who perform functions essential to maintain health and safety on the university campus as well as other employees deemed by the president or his or her designee as essential. Any such exclusions must be approved by the president or his or her designee(s).

(D) Implementation and scheduling.

- (1) If, after consultation with the board, the president reasonably believes that the university is facing a significant operating budget deficit, for any reason, a furlough may be implemented. This rule supersedes all other university rules and/or policies and applies to all non-bargaining unit

time in a week in which the employee is on a furlough. Overtime or compensatory time shall not be used to subvert furlough leave requirements.

- (10) Furloughs adopted pursuant to this rule are not subject to review or appeal under any university rule, policy or internal grievance process.

(E) Employees benefits and contributions while on furlough.

- (1) Employees may not use any accrued paid leave during periods of furlough, which would negate necessary budget reductions. The university may allocate an employee's reduction in pay over the balance of the fiscal year for payroll purposes, regardless of the pay period within which the furlough day(s) occur(s).
- (2) Employees will continue to accrue vacation and sick leave during the first twenty days of a furlough but will not accrue FMLA credit.
- (3) Healthcare, dental, vision and life insurance benefits will not be affected by a furlough.
- (4) Employees' continuous service date and employment status will not be affected by any period of furlough.
- (5) Retirement contributions by both employees and the university will be affected by furloughs, since contributions are based on actual earnings.
- (6) Employees remain responsible for making all employee contributions while on furlough, including but not limited to, healthcare, dental, vision, flexible spending accounts, 403(b) and 457(b) contributions, as well as all other miscellaneous authorized deductions (e.g. charitable contributions, child support or any other university payments).

Effective: 10/14/2023

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 124:14, 3359.01

Rule Amplifies: 124:14, 3359.01

Prior Effective Dates: 06/08/2020