

# Management Proposal

1:15 PM  
11/09/08

Bargaining Unit: All Units

Date: \_\_\_\_\_

Exclusive Representative: SEIU

Subject: Furlough

## ARTICLE New

Effective with the December 2008 pay period and ending June 30, 2010, the State of California will implement a furlough program for all bargaining unit employees. The furlough program shall be one day (8 hours) of furlough per month for a 19 month period and will place employees in temporary, non-duty status on these days. No employee subject to furlough shall receive compensation for any furlough period.

Furloughs shall not adversely affect an employee's retirement service credit or service anniversary date; create a break in service or constitute an absence from state service; impact the accrual of leave credits or payment of health, dental, or vision benefits; impact the calculation of final compensation; impact the calculation of death, disability, or survivor benefits; or adversely affect any other benefit or payment an employee would otherwise receive or be entitled to receive.

The State intends to implement the furlough program as follows:

- In general government operations (Monday through Friday) the State intends to close operations one day per month. Employees will be excused from work without pay on the furlough day.
- In facilities where it is not operationally feasible to close down one day per month (24/7 facilities) employee's pay will be reduced by one day and the employer may schedule employees furlough day off as operationally feasible. Furlough days must be taken as they have no cash value.