



[From UA System] [From Univ of Alaska President] Message from UA's Chief HR Officer, draft furlough policy

ua-president-l@lists.alaska.edu <ua-president-l@lists.alaska.edu>
To: ua-president-l@lists.ua.edu

Mon, Jun 2, 2014 at 1:15 PM

To: University of Alaska Staff Employees
From: R. Erik Seastedt, Chief Human Resources Officer

Date: June 2, 2014

Re: Draft Furlough Policy

A draft furlough policy has been developed to provide a possible alternative to layoffs in the event of temporary and unanticipated budgetary shortfalls.

This draft policy will be discussed with the UA Board of Regents at their June 5-6 meeting in Anchorage. A formal motion on this policy may be considered by the Board at their September meeting in Juneau. If the motion passes, the policy as currently drafted would take effect January 1, 2015.

Please give staff governance your input on the draft policy so they can represent your perspectives when addressing this issue with the UA Board of Regents.

The draft policy anticipates that implementation details would be addressed in regulations adopted by the president. In accordance with Regents' Policy, governance groups and the chancellors would have an opportunity to comment on draft regulations. Implementation details will include ensuring essential services are not affected; notice to employees; exceptions for externally funded or other classes of employees for whom furlough is inappropriate; effects on benefits, retirement, holidays; expedited dispute resolution, etc.

Please be advised that this draft policy does not unilaterally change the terms and conditions of employment in any UA Collective Bargaining Agreements.

The draft furlough policy reads as follows:

P04.07.115 Employee Furlough

*A. Effective January 1, 2015, to address budgetary shortfalls in any unit of the university, employees may be subject to furlough via temporary unpaid leaves of absence or prospective, temporary reductions in pay. *

*B. Furloughs shall be implemented in accordance with regulations and plans approved by the president pursuant to this policy, provided however that employees shall receive written notice of furlough as provided by regulation and further provided that employees may not work or use paid

leave during a period of leave without pay due to furlough.*

C. Furlough plans may be implemented notwithstanding any other regents' policy, university regulation or university or campus practice or procedure and are subject to review only as may be provided in regulations adopted pursuant to this policy.

If you have questions, please contact me at 907-450-8222 or eseastedt@alaska.edu.

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