**Summary of potential Furlough options and effects**

**(**these are thought points intended to be reflected at some level in regulation**)**

**What could a furlough look like?**

* The system or parts thereof could be completely shut down for x days in a row.
* X number of days each pay period/month/year could be considered furlough days, with no business being conducted on those days
* Exempt employees could have their annual pay reduced by x percent and be given the equivalent amount of paid days off as ‘discretionary furlough days’
* Exempt and non-exempt employees could be given reduced-hour work weeks (for example, work week reduced from 40 hours to 37.5 hours).

**What would a furlough affect?**

* Take home pay: Yes
* Overtime: Yes
* Health insurance: No
* Accrual of paid days off: No (but employees could not take paid days in lieu of furlough days )
* Retirement benefits: Yes ( for all plans based on annual salary); more than 10 unpaid days per year also affects service credit
* Ability to work another job outside the University: No

**Who could be affected?**

* Senior administrators/executives: Yes
* Exempt employees: Yes
* Non-exempt employees: Yes
* Temporary employees: Yes
* Term employees: Yes (except fully funded by grants)
* 6070 employees: Yes (or layoffs depending on CBA interpretation)
* Student employees/Grad assistants/Post doc who do not pay FICA: No
* H1-B visa employees: No
* Grant funded employees: Yes, unless fully funded by grants
* Employees on paid military leave: No
* Employees who perform functions essential to health & safety (determined by chancellor): No
* Employees with full-time (prorated equivalent for part-time) annual salaries below $X.XX; [for example, $37,275; 125% of the Alaska poverty level (family of 4)]: No (example would exempt over 3,000 employees)
* UNAC/UAFT/UNAD faculty: No (if negotiation of furloughs could not reached, equivalent numbers of faculty may instead be laid off)

**Things we could do before implementing furloughs/layoffs:**

* Meet and discuss with governance and all affected employee groups
* Discontinue all temporary employees
* Not renew any term contract employees unless they are fully supported by grant funds
* Ask for voluntary reductions in work year
* Ask for volunteers interested in furlough options
* Allow employees to take Leave Without Pay before exhausting annual leave
* Provide advance notice of impending furlough/reductions