

**ACADEMIC SENATE
OF
THE CALIFORNIA STATE UNIVERSITY**

AS-2912-09/FA (Rev)
September 9-10, 2009

Furlough Implementation and Faculty Rights

- RESOLVED: That the Academic Senate of the California State University (ASCSU) urge campus administrations to abide by the guidelines of the side letter agreement between the California State University (CSU) and the California Faculty Association (CFA); and be it further
- RESOLVED: That the ASCSU urge campus administrations to refrain from imposing additional restrictions or guidelines that further complicate, restrict, or constrain faculty rights to reduce their workload in accordance with the furlough side letter; and be it further
- RESOLVED: That the ASCSU urge that faculty be given full discretion within the guidelines of the side letter in choosing their own faculty furlough days; and be it further
- RESOLVED: That the ASCSU deplore all forms of pressure and coercion that may be brought to bear on faculty as they struggle to balance the need for furloughs with meeting their job obligations; and be it further
- RESOLVED: That the ASCSU declare that any work reduction or furlough arrangement that impacts upon curricular operations remain within the purview of the faculty; and be it further
- RESOLVED: That the ASCSU distribute this resolution to the Board of Trustees, the Office of the Chancellor, the Chancellor, campus Presidents, campus Provosts, campus Senate Chairs, and CFA.

RATIONALE: The 2009-2010 vote by the faculty to accept furloughs to meet the budget crisis was a difficult process. The side letter between CFA and the CSU outlining the good faith terms for the furlough implementation itself is complicated. In these difficult times, faculty must be given sufficient latitude for implementing the furlough while carrying out their normal job responsibilities. However, on many campuses, faculty have been subject to coercive measures that further complicate the implication of the furlough. In meeting these difficult challenges, the ASCSU urge that the process for implementing the furlough remain as simple as possible, in accordance with the side letter, and that faculty rights are respected.

Approved– November 5-6, 2009