



Date: September 2, 2009 Code: TECHNICAL LETTER
HR/Salary 2009-07
Supplement #5
Addendum #1

To: Associate Vice Presidents/ Deans of Faculty
Human Resources Directors
Payroll Managers Reference: Technical Letter
HR/Salary2009-07

From: Evelyn Nazario  Assistant Vice Chancellor
Human Resources Management Margaret Merryfield 
Senior Director
Academic Human Resources

Subject: Furlough Program Implementation- California Faculty Association (CFA) - Addendum

Overview

Audience: Associate Vice Presidents/Deans of Faculty, Human Resource Directors, Campus Payroll Managers and/or campus designees responsible for CFA (Unit 3) employee payroll processing.

Action Item: Implement 2009/2010 CSU Furlough Program

**Affected Employee:
Group(s)/Unit(s)** CFA (Unit 3) employees subject to the 2009/2010 Furlough Program

Summary

This addendum clarifies the additional employment provisions of the 2009/2010 Furlough Program for the California Faculty Association.

The July 28, 2009 Furlough Agreement between the California State University (CSU) and the California Faculty Association (CFA) provides for a modification of language regarding additional employment in Article 36 of the Collective Bargaining Agreement. In order to be consistent with this modified language, the section of Technical Letter HR/Salary 2009-07, Supplement #5 dealing with additional employment (page 5) has been modified to clarify that the salary to be used for comparison purposes is the employee's pre-furlough full time salary:

Additional employment considerations: Pursuant to the Furlough Agreement between the CSU and CFA, additional employment provisions have been altered for the duration of the furlough program. For the period between July 1, 2009 and June 30, 2010, Article 36.4 of the collective bargaining agreement between the CSU and CFA has been revised to read as follows:

"The 25% overage as used in this Article shall be calculated as a percentage of the faculty unit employee's pre-furlough full-time workload or, when appropriate, full-time time base or 25% of the faculty unit employee's pre-furlough full time salary, whichever is greater. The total additional employment of the faculty unit employee shall not exceed the 25% overage."

Distribution:

CSU Chancellor
CSU Presidents
Executive Vice Chancellor and CAO
Executive Vice Chancellor and CFO
Vice Chancellor, Human Resources

Vice Presidents, Administration
Vice Presidents, Academic Affairs
Vice Presidents, Student Administration
Budget Officers

Campuses should adjust their communications to make this distinction clear.

Questions regarding this addendum may be directed as follows:

Collective bargaining aspects
All other questions

Labor Relations at (562) 951-4400
Academic Human Resources at (562) 951-4503

This document is available on Human Resources Web site at: <http://www.calstate.edu/HRAdm/memos.shtml>.

EN/MM

