

The California State University Employee Update

Tuesday, June 23, 2009

Two Labor Groups Agree to Furloughs to Address Budget Cuts

Members of two of the California State University's labor unions have voted to discuss the concept of two-day-per-month furloughs as the CSU deals with a projected \$584 million budget cut.

The agreement comes from members of the California State University Employees Union (CSUEU) representing 16,000 non-academic employees, and the Academic Professionals of California (APC), representing 2,400 student service employees who were polled by their leadership about the proposed furlough plan. Since the CSUEU's and APC's labor agreements with the CSU contain only provisions for mandated non-retention and layoffs, the unions will need to agree to a proposed furlough plan.

Including employees in management positions who may be furloughed, to date approximately 21,000 of the CSU's total workforce of 47,000 employees are committed to considering furloughs as one way to address the budget deficit.

CSU has been meeting with its labor unions to discuss the furlough option along with other proposals to mitigate the impact of the budget reduction. Approximately 80 percent of the CSU's costs are salary and benefit payments, and the CSU is proposing to furlough all of its employees (with the exception of public safety personnel) in all classifications, including management and executives. The CSU recently initiated changes to Title 5 of the California Code of Regulations for management and executive personnel which would allow it to alter provisions related to furlough, salary reductions and unpaid holidays. The change was put into place to meet a 45-day requirement should action be needed at the July 21 Board of Trustees meeting. The Title 5 revision can be found here: <http://www.calstate.edu/title5/index.shtml>.

Although the state budget has not been finalized, Gov. Schwarzenegger's May revision of the state budget proposes a \$584 million cut to the CSU's general fund support for 2009-10, representing a 13 percent reduction in state support from 2007-08. The furloughs, if accepted by all employees, would save approximately \$275 million, and other cost-saving options are under discussion to address the remaining deficit. CSU Chancellor Charles B. Reed has been working with the campus presidents on an action plan and expects to release details in the next few weeks. Reed has indicated that the guiding principles are to "serve as many students as possible without sacrificing quality, and to preserve as many jobs as possible."

A furlough is a mandated period of time off without pay. Furloughs differ from salary reductions and pay cuts in that they are temporary and do not affect employment status, or health or retirement benefits. Employees are not required to work on furlough days.

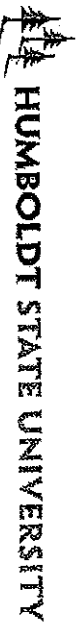
Humboldt State University

2008-09 Original Budget - Reduction Scenarios

Prepared by: University Budget Office

DRAFT - For Discussion Only

Estimates



2008-09 Original Budget	Academic Affairs	Administrative Affairs	President's Unit	Student Affairs / Health Services	University Advancement	General Univ Obligations	HSU Total
OPERATING FUNDS (Budget Book: State funds)	55,407,078	15,097,784	1,386,800	10,600,940	2,220,655	17,319,853	102,033,110

ADJUSTMENTS BETWEEN DIVISIONS:

Common Management System (CMS)	1,516,147	(1,516,147)					
Office of Economic & Community Development	190,581		(190,581)				
Office of Diversity & Inclusion	146,133		(146,133)				
First Street Gallery	112,610		(112,610)				
Nursing Initiative	212,000					(212,000)	
Information Technology		146,712		(146,712)			

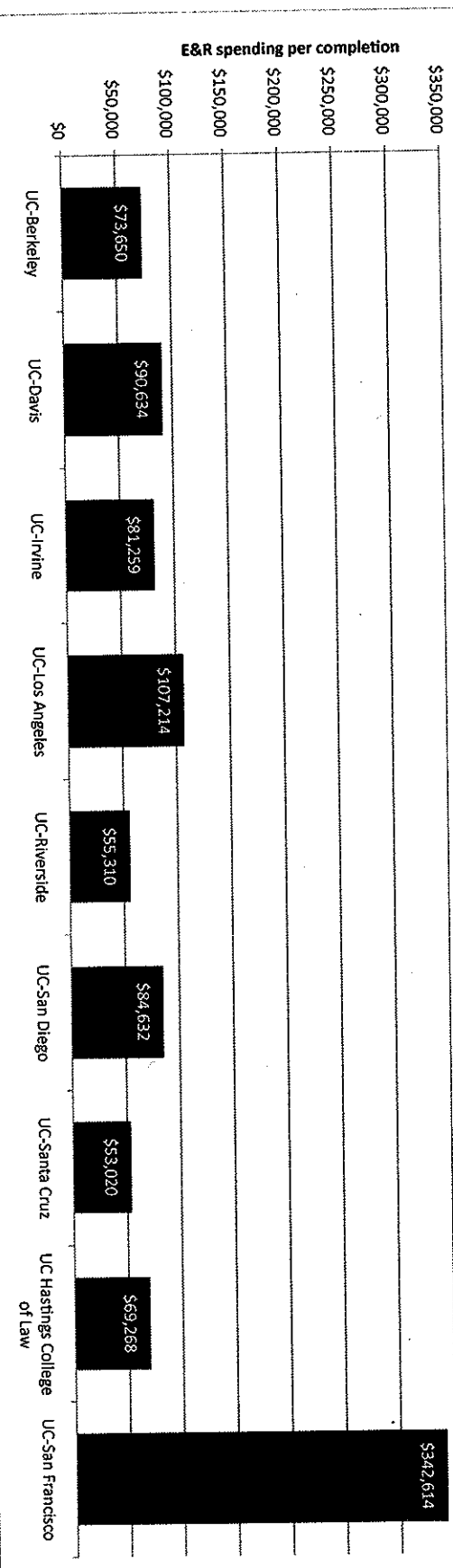
ADJUSTED OPERATING FUNDS	57,584,549	13,728,349	937,476	10,454,228	2,220,655	17,107,853	102,033,110
Percent of Total	-56.4%	13.5%	0.9%	10.2%	2.2%	16.8%	100.0%
Percent without General Univ Obligations	67.8%	16.2%	1.1%	12.3%	2.6%		100.0%
5% Reduction - Operating Funds	(2,879,227)	(686,417)	(46,874)	(522,711)	(111,033)		(4,246,263)
10% Reduction - Operating Funds	(5,758,455)	(1,372,835)	(93,748)	(1,045,423)	(222,066)		(8,492,526)
15% Reduction - Operating Funds	(8,637,682)	(2,059,252)	(140,621)	(1,568,134)	(333,098)		(12,738,789)

University of California System spending and performance, 2006

	2006							
	FTE students	Education and related spending per FTE	Degrees per 100 FTE	Completions per 100 FTE	Total Degrees	Total Completions	E&R per degree	E&R per completion
Research	UC-Berkeley	31,893	\$22,973	31	31	9,776	\$74,946	\$73,650
	UC-Davis	27,261	\$25,165	28	28	7,567	\$90,658	\$90,634
	UC-Irvine	23,723	\$22,833	28	28	6,666	\$81,259	\$81,259
	UC-Los Angeles	34,909	\$34,152	31	32	10,793	\$110,463	\$107,214
	UC-Riverside	16,089	\$13,005	24	24	3,783	\$55,310	\$55,310
	UC-San Diego	24,552	\$23,447	27	28	6,549	\$87,902	\$84,632
	UC-Santa Cruz	14,669	\$13,315	25	25	3,664	\$53,309	\$53,020
Specialty	UC Hastings College of Law	1,286	\$22,892	33	33	425	\$69,268	\$69,268
	UC-San Francisco	2,863	\$88,436	25	26	708	\$357,616	\$342,614
New (not classified in 2006)	UC-Merced	877	\$35,013	0	0	2	\$15,353,026	\$15,353,026

Education and related (E&R) spending: includes all spending for instruction and student services, plus a portion of spending on academic and institutional support and for operations and maintenance of buildings. E&R spending per completion is calculated by summing the E&R costs for all students for a year, and dividing that by all degrees and certificates awarded in that year.

University of California System education and related spending per student completion, 2006



Note: UC-Merced is not shown in the chart above as 2005-06 was the first academic year for this campus.

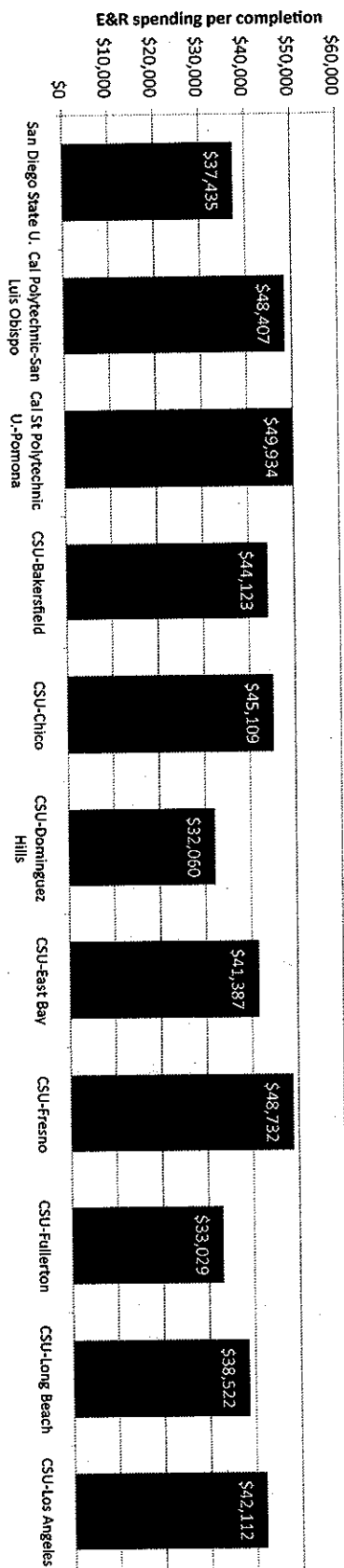
Source: Delta Cost Project IPEDS state-level database

California State University System Spending and Performance, 2006

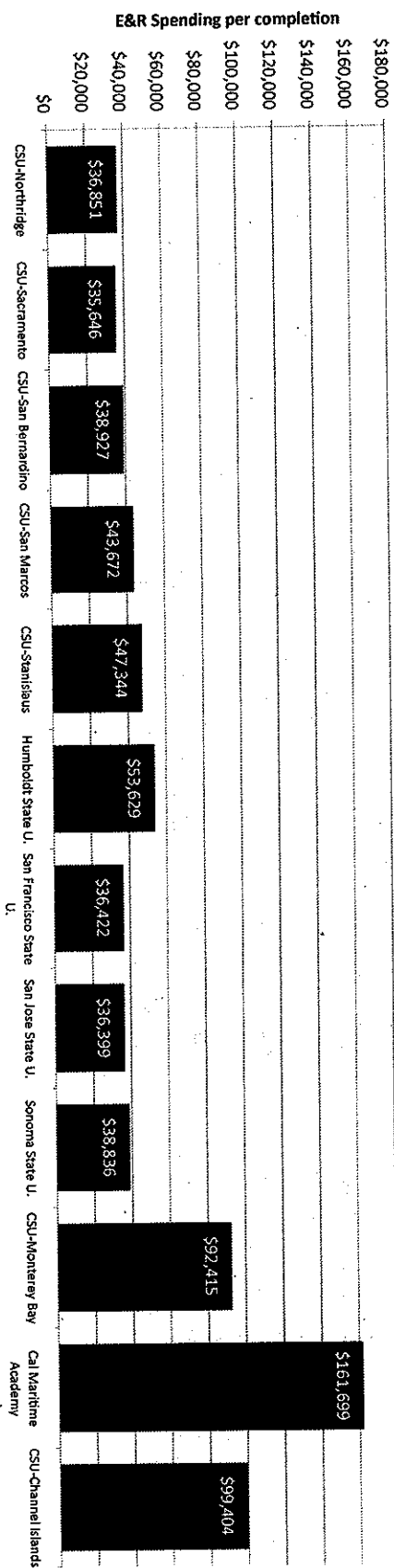
		2006							
		FTE	Education and related spending per FTE	Degrees per 100 FTE	Completions per 100 FTE	Total Degrees	Total Completions	E&R per degree	E&R per completion
Research	San Diego State U.	27,317	\$10,849	29	29	7,917	7,917	\$37,435	\$37,435
	Cal Polytechnic-San Luis Obispo	17,715	\$11,714	24	24	4,287	4,287	\$48,407	\$48,407
	Cal St Polytechnic U.-Pomona	17,257	\$11,152	22	22	3,854	3,854	\$49,934	\$49,934
	CSU-Bakersfield	6,441	\$11,166	25	25	1,630	1,630	\$44,123	\$44,123
	CSU-Chico	14,762	\$10,047	22	22	3,288	3,288	\$45,109	\$45,109
	CSU-Dominguez Hills	8,909	\$10,760	34	34	2,990	2,990	\$32,060	\$32,060
	CSU-East Bay	10,314	\$12,764	31	31	3,161	3,161	\$41,387	\$41,387
	CSU-Fresno	17,980	\$11,018	23	23	4,065	4,065	\$48,732	\$48,732
	CSU-Fullerton	28,019	\$8,372	25	25	7,102	7,102	\$33,029	\$33,029
	CSU-Long Beach	28,846	\$10,005	26	26	7,492	7,492	\$38,522	\$38,522
	CSU-Los Angeles	15,731	\$10,397	25	25	3,884	3,884	\$42,112	\$42,112
	CSU-Northridge	26,884	\$9,398	26	26	6,856	6,856	\$36,851	\$36,851
	CSU-Sacramento	23,370	\$9,254	26	26	6,067	6,067	\$35,646	\$35,646
	CSU-San Bernardino	13,658	\$10,087	26	26	3,539	3,539	\$38,927	\$38,927
Master's	CSU-San Marcos	6,114	\$12,607	29	29	1,765	1,765	\$43,672	\$43,672
	CSU-Stanislaus	6,364	\$12,751	27	27	1,714	1,714	\$47,344	\$47,344
	Humboldt State U.	6,833	\$12,346	23	23	1,573	1,573	\$53,629	\$53,629
	San Francisco State U.	24,115	\$9,875	27	27	6,538	6,538	\$36,422	\$36,422
	San Jose State U.	23,897	\$10,252	28	28	6,731	6,731	\$36,399	\$36,399
	Sonoma State U.	6,863	\$9,999	26	26	1,767	1,767	\$38,836	\$38,836
	CSU-Monterey Bay	3,413	\$17,113	19	19	632	632	\$92,415	\$92,415
	Cal Maritime Academy	765	\$25,999	16	16	123	123	\$161,699	\$161,699
	CSU-Channel Islands	2,190	\$19,654	20	20	433	433	\$99,404	\$99,404
Bachelor's									
Specialty									

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California State University System education and related spending per student completion, 2006



California State University System education and related spending per student completion, 2006



Source: Delta Cost Project / PEDS state-level database