

BOARD OF SUPERVISORS FOR THE UNIVERSITY OF LOUISIANA SYSTEM
AUTHORIZATION OF FURLOUGHS OF UNIVERSITY EMPLOYEES
A Resolution

WHEREAS, the current recession in the national economy and the economy of the State of Louisiana has required a series of budget reductions, particularly in higher education and healthcare, including the eight universities of the University of Louisiana System (UL System), and may necessitate future such reductions; and

WHEREAS, the UL System has already undertaken a variety of actions to reduce budgets in response to this crisis; and

WHEREAS, Governor Bobby Jindal has presented the Executive Budget to the Louisiana State Legislature, which includes a potential reduction of \$66 Million to the UL System General Fund dollars; and

WHEREAS, the responsibilities of the Board of Supervisors include employing or approving the employment of personnel, setting salaries and duties of such personnel, and adopting rules and regulations necessary or proper for the business of the Board and for the governance of the colleges and universities comprising its system, and for promoting its purposes under Revised Statutes 17:3351(10) and 17:3551(12); and

WHEREAS, the Board of Supervisors has determined that furloughs or equivalent salary-related measures may be in the best interests of the UL System institutions in their efforts to effectuate the budget reductions; and

WHEREAS, the Board of Supervisors regrets that such measures may be necessary, but, in light of the budget shortfall, may help mitigate large scale loss of jobs of current UL System employees.

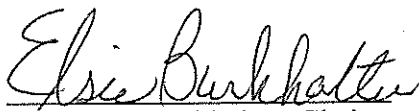
NOW, THEREFORE BE IT RESOLVED that the Board of Supervisors authorizes the presidents of the eight System universities, with approval of the System President and the Board of Supervisors, to develop and implement a campus furlough plan if the university president deems such to be in the best interest of the campus. The plan shall be consistent with the following principles:

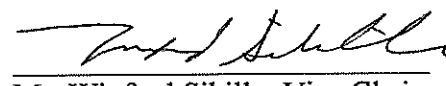
- Principle 1. The plan shall be implemented after consultation and discussion with appropriate faculty and staff and done so in a manner that strives to ensure continuation of essential services with minimal interruption to the institution, particularly with respect to the maintenance of class schedules and essential student services.
- Principle 2: Any furlough plan will not exceed 15 days of furlough in a fiscal year.
- Principle 3: The plan will include mandatory furloughs for all employees, except for tenured faculty and contract employees, those fully funded (100%) restricted grant positions, employees on H-1B visas and those whose compensation is otherwise


reduced. This does not preclude voluntary participation with any of the above (except those on H-1B visas). Any modification of a written contract or grant must be in writing. Exceptions may also be granted for critical categories such as emergency personnel and campus security.

- Principle 4: No annual or other personal leave may be used on or in lieu of a furlough day or period.
- Principle 5: The selection of furlough days or furlough half-days will not result in the cancellation of classes.
- Principle 6: No units will shut down due to furloughs without the prior approval of the campus President or the President's designee.
- Principle 7: No overtime or compensatory time may be granted to compensate for the loss of services of furloughed employees.
- Principle 8: Employees cannot be required to work in their areas or perform official duties during a day/period of furlough. Employees covered by the Fair Labor Standards Act cannot be at work on furlough days.
- Principle 9: Universities will make every effort, under applicable law, to minimize the negative impact on employment benefits, including retirement, health, or leave benefits, which result from implementation of the furlough plan.
- Principle 10: The plan will not be subject to grievance or appeal at the university or Board level.
- Principle 11: The plan should take employee compensation levels into account when establishing the number of furlough days.
- Principle 12: The plan will be in effect for Fiscal Year 2009-2010.

Signed this eighth day of May, 2009


Mrs. Elsie Burkhalter, Chair
Board of Supervisors for the
University of Louisiana System


Mr. Winfred Sibille, Vice Chair
Board of Supervisors for the
University of Louisiana System


Dr. Randy Moffett, President
University of Louisiana System
and Secretary to the Board

