

ARTICLE (New e.g. 20) – FURLOUGH/TEMPORARY FUNDING EMERGENCY

A furlough is defined as placing employees in a temporary unpaid status during a temporary funding shortage, such as reduction in grants, outside funding resources and/or governmental shutdown at the Local, State and/or Federal levels. During this furlough period, the employees will maintain their employment status except for being in unpaid status. For example, vacation leave accruals, sick leave accruals and pension benefits would remain unaffected at the levels when the furlough started. Seniority would remain unaffected and would continue during the furlough period. A furlough is intended to address temporary funding shortages not mismanagement of District funds or to fill breaks in fee-for-service inconsistencies.

In the event of a temporary funding emergency the Administrator or designee will provide notification to the Union within 48 hours of formal notification of a potential temporary funding interruption. Management will provide the union bargaining team with written notification to discuss furlough options. The parties will negotiate the effects within the time frame announced in the Administrator’s or designee’s notification and permitted in terms of when the reduction will take place. If the parties reach agreement during that time frame then such agreement shall be implemented. If the parties do not reach agreement then the Administrator or designee shall follow emergency provisions, such as minimum essential staff required, and in good faith will implement necessary and fiscally responsible actions based on the best interests of the Employer and the Employees. Upon the return of the funding source, employees impacted shall return to work under their previously held positions, unless otherwise bargained.

There may be other “effects” the parties may wish to address during the “effects” bargaining timeframe addressed above.

11-7-2014
PTE 17 / BFHD team

[11/14/14 BFHD Management Team](#)

- lisaw 11/14/14 3:24 PM**
Deleted: not
- lisaw 11/14/14 3:25 PM**
Deleted: to be used for
- lisaw 11/14/14 3:30 PM**
Deleted: their knowledge
- lisaw 11/14/14 3:27 PM**
Deleted: of
- lisaw 11/14/14 3:28 PM**
Deleted: and the parties agree to a window of negotiations about only the “effects” for a period of thirty (30) calendar days from the date of written notification, to be repeated every thirty days as necessary