

FURLOUGH Frequently Asked Questions

- 1. Can a CSUEU employee take more than one furlough day per week?**
Yes. A CSUEU employee may take more than one furlough day per week through mutual agreement with management.
- 2. If I am called for jury duty on a scheduled furlough, do I need to request an alternate furlough day?**
Yes. The alternate furlough day request form must be completed and submitted to your manager.
Form link: http://www.sjsu.edu/hr/docs/personnel/forms/furlough_day_request_form_Jan_June.pdf
- 3. Will the furloughs continue after June 30, 2010?**
There isn't a plan or agreement to extend furloughs beyond June 30, 2010 at this time.
- 4. If an employee is authorized to work in excess of thirty two (32) hours during any furlough week, does he/she get paid one and one-half times?**
No, an employee shall be compensated at straight time rate up to forty (40) hours.
- 5. A few of the furlough days fall on either Master payday or Student payday. How will those employees who don't have direct deposit receive a paycheck?**
Employees are encouraged to sign up for direct deposit. If the employee doesn't have direct deposit or is unable to get it, then he/she will receive the paycheck the next business day. Direct Deposit form link: http://www.sjsu.edu/hr/links/Cal_State_std699
- 6. How is a furlough day observed when on an approved Telecommuting plan?**
Employees shall not be permitted to perform any work on the day that the furlough is being observed.
- 7. Is retirement affected by the furlough program?**
Not generally. Calculation of retirement benefits is formula driven and the salary component is based on base salary rate and not actual salary rate which reflects the reduction in pay due to time for furloughs.
- 8. In the event a CSUEU employee is scheduled to work outside of their normal five-day workweek as a result of observing a furlough day how is that time compensated?**
It is considered call-back work and an employee shall receive no less than three hours pay at the overtime rate unless such call-back is within three hours of the employee's next shift.
- 9. Are students subject to furloughs?**
No. Students are not subject to furloughs. Classes will be held unless instructors indicate otherwise.
- 10. If I separate from SJSU during the furlough period, will the vacation I accrued be paid at my regular salary or at the 10.07% reduction?**
Your vacation will be paid at your regular salary.