AM I SUBJECT THE TO FURLOUGH / SALARY REDUCTION PLAN? (9/20/09)

The following employees are INCLUDED in the plan:
- Faculty
  ~ Academic Senate
  ~ Non-Senate
- Non-Senate Academics
- Health Sciences Compensation Plan Faculty Members
- Policy-covered (non-represented) staff
  ~ Career, limited, floater, per diem, and partial year career appointments
  ~ Regular status (career employee who is not required to serve a probationary period or who has passed probation) and probationary employees
  ~ Full-time and part-time
- Represented staff and academic employees (subject to obligations under the Higher Education Employer-Employee Relations Act)
- Senior Management Group Members
- Rehired retirees
- Recalled faculty
- New hire

The following employees are EXEMPT from the plan:
- Employees at the Lawrence Berkeley National Laboratory (LBNL)
- Employees at the Hastings College of Law
- Medical Center employees
- Student employees
- Foreign nationals on H-Visas (excluding H4) and E3 Visas
- START Employees
- Contract employees
- UNEX Instructors

WHAT COMPENSATION IS SUBJECT TO THE SALARY REDUCTION? (9-20-2009)

Included Compensation subject to the Plan generally includes base pay, similar forms of regular pay, off-scales and stipends, whether that income is derived from state funds, student fees, contracts, grants, auxiliary enterprises or other fund sources. Additional summer compensation is excluded.

For Health Science Compensation Plan Faculty, X and X prime will be reduced. Health Science Compensation Plan Y and Z will not be reduced.
I'M GOING TO BE ON A PAID SABBATICAL. AM I SUBJECT TO THE REDUCTION? (9-04-2009)

Yes. Sabbatical pay AND other paid leaves are subject to the salary reduction. If you are on an unpaid leave, the salary reduction will begin when you return to paid status.

IS ADDITIONAL SUMMER COMPENSATION (SUMMER NINTHS or SUMMER SESSIONS TEACHING) OR ADDITIONAL COMPENSATION PAID UNDER APM 600.14 SUBJECT TO THE SALARY REDUCTION? (9-04-2009)

No. These forms of compensation are not subject to the salary reduction.

HOW IS MY SALARY REDUCTION PERCENTAGE AND FURLOUGH DAY ACCURAL DETERMINED? (9-2-2009)

To determine the salary reduction percentage and number of furlough days for Academics, use Table 1 below. For simplicity, salary reduction percentages and annual furlough day accruals for Academic Year (AY), Fiscal Year (FY) faculty, Non-Senate Academics AND Academic Administrators have been combined. If you are uncertain about whether an appointment is in the faculty title series see APM 110-4 for a complete listing.

<table>
<thead>
<tr>
<th>Salary Band</th>
<th>UCR Annual Compensation (base + off scale)</th>
<th>Approx. Salary Reduction %</th>
<th>AY Faculty Furlough Days</th>
<th>FY Faculty Furlough Days</th>
<th>Non-Senate Academics And Academic Administrative Appointees Furlough Days¹</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>&lt;= $40,000</td>
<td>4%</td>
<td>7</td>
<td>10</td>
<td>11</td>
</tr>
<tr>
<td>2</td>
<td>$40,001 - $46,000</td>
<td>5%</td>
<td>9</td>
<td>12</td>
<td>13</td>
</tr>
<tr>
<td>3</td>
<td>$46,001 - $60,000</td>
<td>6%</td>
<td>10</td>
<td>14</td>
<td>16</td>
</tr>
<tr>
<td>4</td>
<td>$60,001 - $90,000</td>
<td>7%</td>
<td>12</td>
<td>16</td>
<td>18</td>
</tr>
<tr>
<td>5</td>
<td>$90,001 – 180,000</td>
<td>8%</td>
<td>14</td>
<td>19</td>
<td>21</td>
</tr>
<tr>
<td>6</td>
<td>$180,001 - $240,000</td>
<td>9%</td>
<td>15</td>
<td>22</td>
<td>24</td>
</tr>
<tr>
<td>7</td>
<td>More than $240,000</td>
<td>10%</td>
<td>17</td>
<td>24</td>
<td>26</td>
</tr>
</tbody>
</table>

¹ Academic Administrative Appointees are non-Senior Management Group (SMG) titles such as Divisional Dean, Associate Dean, Vice Provost and certain Directors.
WHAT SALARY IS USED TO CALCULATE MY SALARY REDUCTION? (9-14-09) REVISED

The salary band used to calculate the salary reduction is determined by the total of your base salary including off scales and stipends on January 1, 2009. The salary reduction percentage will apply to the total of your base salary plus your off scale and any stipend you may receive. Link to FAQ.

CAN FACULTY FURLOUGH DAYS BE TAKEN ON DAYS WHEN THE FACULTY MEMBER IS SCHEDULED TO TEACH?

No. Per Office of the President faculty furlough days will not occur on instructional days (days for which a faculty member is scheduled to give lectures, lead classes or workshops, have scheduled office hours, or have other scheduled face-to-face responsibilities for students).

WHEN CAN A FACULTY MEMBER TAKE A FURLOUGH DAY?

Faculty furlough days may be taken on any non-instructional day. Faculty members and other academic personnel should schedule their furlough days in consultation with their department chair or supervisor. Furlough days may be used during campus closure days. The EVCP has announced seven mandatory campus closure days at UCR.

CAN FACULTY CONDUCT RESEARCH DURING FURLOUGH DAYS? (9-20-09) REVISED

Yes. Research is permitted on furlough days, but for many faculty this extra research will not be remunerated unless they have grants in which there are funds that can be reallocated to pay for increased effort. (8/21/2009 per Office of the President) For additional information on Furlough Exchange Programs please see the separate section of the Academic Personnel web site entitled “Furlough Exchange Program Resources”

HOW ARE FURLOUGH DAYS SCHEDULED AND REPORTED? (9-20-09)

Faculty, non-senate academics and academic administrators should schedule their furlough days in consultation with their department chair or supervisor. Any furlough days that remain after deducting the campus closure days at UCR may be taken at the discretion of the faculty member or non-senate academic, with the approval of their department chair or supervisor, except that faculty members may not take furlough days on a designated instructional day.
CAN FACULTY CONDUCT OUTSIDE CONSULTING ON FURLOUGH DAYS? (8-31-09)

Yes. Furlough days are not "service days" and they can be used for outside professional activities (OPA) that may be remunerated. Furlough days used for OPA do not count against the maximum number of OPA days you are entitled to as a UCR faculty member. They must be reported however, and are subject to the same conditions as regular OPA days detailed in APM 025 and UCOP letter regarding Faculty use of Furlough Days for Outside Professional Activity.

I READ SOMETHING ABOUT A FURLOUGH EXCHANGE PROGRAM. HOW DOES THAT WORK? (9-20-09)

The Furlough Exchange Program was announced on August 26, 2009 (revised 9-15-09). At the present time, this program is on hold while several important clarifications are obtained from the Office of the President. Faculty will be informed via Scotmail of any new information regarding this program (9-20-09). For additional information on Furlough Exchange Programs please see the separate section of the Academic Personnel web site entitled “Furlough Exchange Program Resources”.