

## Furlough and financial mitigation plan Q&A with John Koprowski

April 17, 2020 3:30-4:00pm via zoom

**John:** President Robbins shared a furlough plan today and hosted a Q&A session for the university. Some information has been clarified but the details of the plan are still being put together. If you have questions please email them to [bizsnre@cals.arizona.edu](mailto:bizsnre@cals.arizona.edu) and they will submit your questions.

CALS Budget Retreat is May 8<sup>th</sup>, anticipate additional information and strategies from that meeting. Email John with any ideas or strategies for moving forward.

### **President Robbins Announcement**

<http://view.comms.arizona.edu/?qs=130f3d0c3ef56bf3525592bb58741aa2751d944b832f0562be2975a566f5111b1bdbd6bc141773481baf2f1e2c35977ef01772b3dae6bcee16223be898090b31583994e2f9ff89efc2686ce84c12fb70>

**HR policy announcement** <https://hr.arizona.edu/FY-2020-2021-Furlough-Program>

### **Information that has been clarified from President Robbins Q&A**

- Employees funded 100% on sponsored funds will be excluded from the furlough plan
- Grad student (GA/TA) positions are excluded from the furlough plan
- H1B's are excluded from the furlough plan
- Furlough time will be prorated by FTE

### **Additional questions that we will research**

- How will this impact those on 9-month contracts, 12 month contracts and 9/12?
- Are personnel funded on RII monies treated the same as external grant funds?
  - o Assuming these funds are considered internal funds but will get clarification
- How is supplemental compensation impacted?
  - o If 100% grant funded sup comp should not be impacted
- How will the business office handle the additional workload?
  - o Looking at strategies for getting extra help from the college or perhaps temp agency hires. We will continue to strategize.
- How to manage reporting furlough time when you are teaching in the classroom and/or online?
  - o Assumption is you cannot report furlough time when you are teaching
  - o Time can be reported in as little as one-hour increments
- Can merit increases be given if using sponsored funds?
  - o If the raise is built into the budget it should still be okay but we will seek clarification
- Grad fellowships coming from the grad college, are they exempt?
  - o GIDP funding?