

STOP MANDATORY FURLONGHS!

In January the U of MN's administration announced 10 mandatory furlough days for all staff. AFSCME stood up to opposed the plan to unilaterally impose these forced furlough days because it places an unfair burden on the lowest paid staff who are already struggling to get by. As a result of our campaign the U was forced to reduce the proposal to three forced furlough days. While three days is preferable to ten, it is still too great of a loss for the lowest paid workers at the U who cannot afford to lose a single hour of pay, much less three days over the holidays.

FURLONGHS WILL NOT STOP LAYOFFS—To be very, very clear, mandatory furlough days WILL NOT end layoffs at the U. AFSCME asked if furloughs would prevent layoffs. The U responded that furloughs in lieu of layoffs have never been an option and that the U will not commit to no layoffs. In addition, President Bruininks has publically stated that an additional 600 jobs will be eliminated. Many of us would be willing to sacrifice by taking a furlough if it would save our jobs and our co-workers' jobs, but furloughs are not being used to prevent layoffs or other job loss. The administration's plan includes both. We will continue to fight not only forced furloughs for lower paid workers, and layoffs as well.

THE U HAD AMPLE TIME TO PLAN FOR THE 27TH PAY PERIOD—The administration would like you to think that you are getting more money this year because of the 27th pay period. The reality is that every eleven years, there is a payday on one of the first days of the fiscal year and a payday on one of the last days of the fiscal year. Hourly employees get paid only for the hours worked, which is the same every two weeks. This is merely an accounting anomaly because of the dates of the U's fiscal year and the U had 11 years to plan for it. The lowest paid workers should not pay for the U's poor planning.

FURLONGHS ARE A SALARY CUT—In our last contract negotiations, our Union negotiated a 2% cost of living increase effective July 1, 2010 in lieu of step increases. The U administration has said that the 2% cost of living increase offsets our loss of income that would be caused by 3 furlough days. They fail to mention that in an effort to help solve the U's budget problems, we agreed to forego two step increases totaling 4%. Our cost of living increase was negotiated in good faith and should not be used as part of a public relations manipulation to justify the forced furloughs.

There are other options available to solve the U's budget problems.

- **VOLUNTARY FURLONGHS**—Hennepin County and Minneapolis have both instituted voluntary rather than mandatory furloughs. Both programs surpassed the initial savings goals.
--As a result of lobbying efforts by U of M AFSCME, the MN supplemental budget bill, which was signed into law in April 2010, urged the Board of Regents to consider voluntary furloughs for the U's lowest paid employees.
-- AFSCME surveyed all U employees regarding voluntary versus mandatory furloughs. Of the 7,000 that took the survey, 37% said they would volunteer for a furlough, with an average commitment of 61.44 hours. A voluntary program allows those who can afford a furlough to take one, while not forcing furloughs on those who can't afford it. Yet the U still refuses to consider this option. For a detailed report on the survey, go to www.afscme3800.org.
- **SLIDING-SCALE PAY CUTS**—In 1932, in the midst of the Great Depression, the Board of Regents instituted sliding scale pay cuts to deal with a similar budget crisis. Those earning top salaries took a greater cut (10%, 15% or 20%), while those earning the least took no cut in income at all. The U should institute a similar policy.
- **IMPLEMENT PAY CUTS TO THOSE WHO CAN AFFORD IT**—Staff making over \$200,000 should have their salaries cut, and the number of management positions earning six figure incomes should be drastically reduced. This saves recurring costs, rather than one-time savings through forced or voluntary furloughs. The problem returns in 2011 and 2012 and into the future when the lowest paid will again be asked to sacrifice. Here's the fix: CHOP FROM THE TOP!

WHAT YOU CAN DO TO STOP MANDATORY FURLOUGHS

JUNE 10 CALL-IN DAY



FLOOD PRESIDENT BRUININKS WITH CALLS AND EMAILS TO DEMAND HE STOP MANDATORY FURLOUGHS AND IMPLEMENT OTHER VIABLE OPTIONS, such as voluntary furloughs, sliding-scale pay cuts and cutting the salaries and number of administrators making more than \$200,000.

ALL DAY THURSDAY JUNE 10th
Phone: 612-626-1616
Email: bruin001@umn.edu

JUNE 14 PACK THE REGENTS' PUBLIC HEARING ON THE BUDGET AND ATTEND THE PRESS CONFERENCE BEFORE THE HEARING.

It's time to be a visible presence to tell the Board of Regents NO to forced furloughs and balancing the budget on the backs of staff, students, and faculty.

LET'S MAKE SOME NOISE!

Monday, June 14 @ 11am
in front of McNamara Alumni Center
(200 Oak Street SE)

This University Works Because We Do
AFSCME Local 3800-Clerical Workers University of Minnesota
afscme3800.org | 612-251-9987 | 612-940-0660