

The UPTE-CWA 9119 TX/RX Bargaining Team proposes local bargaining of furloughs under the following conditions:

- (1) The University provides the name, department, job title, funding source/s and percentage/s of funding for the employees being bargained for.
- (2) Employees considered for participating in the furlough/salary reduction program shall be limited to employees that are funded by state general funds, and only for the percentage of state general funding.
- (3) UPTE-CWA TX/RX Chief Negotiator Kevin Rooney and UPTE-CWA President Jelger Kalmijn approve the local bargaining before any discussions take place with management.
- (4) The local bargaining will be headed by the campus TX/RX bargainer (or bargaining team member assigned if that campus doesn't have a campus bargainer), or other designees (by approval of Kevin Rooney) and will involve affected members.
- (5) Any agreement to furloughs will guarantee no layoffs for the employees under consideration for the duration of the furlough program.
- (6) Furloughs will be limited to employees that make more than \$46,000 per year.
- (7) There shall be a four tiered structure identical to the current healthcare premium pay band structure. Tier 1 shall be comprised of employees making 0-\$46,000/yr and shall be exempt from the furlough/salary reduction program. Tier 2 shall be comprised of employees making \$46,001/yr - \$92,000/yr; Tier 3 shall be comprised of employees making \$92,001/yr - \$137,000/yr; Tier 4 shall be comprised of employees making \$137,001/yr and over;
- (8) All final agreement/s must be approved by Kevin Rooney and Jelger Kalmijn.