



October 22, 2020

To: Senate

From: School of Business Executive Committee

Re: [Systemwide Review] Proposal: 2020-21 Curtailment Program

The School of Business Executive Committee discussed the above document. During the discussion, some concerns were raised, which are detailed below:

1. The document specifies a minimum of five curtailment days but does not specify a maximum period of curtailment, raising concerns about the number of curtailment days that employees in higher-income tiers may be faced with, given the expectation of a progressive curtailment program.
2. While the curtailment program talks about avoiding a negative impact on employee retirement benefits, there were concerns about how the lower salary resulting from curtailment would impact the pension of a soon-to-be retiring employee, whose pension would be based on the highest salary drawn over 36 contiguous months of service.