

October 22, 2020

To: Jason Stajich, Chair
Riverside Division

From: Theodore Garland, Jr., Chair, Executive Committee
College of Natural and Agricultural Science



Re: Systemwide Review - Report Review: Proposal: 2020-21 Curtailment
Program Agenda

The Committee supports the intention of the Program, i.e., the tiered system protecting the lower-paid people on our campuses.

The Committee notes that the Proposal lacks detail about key issues needed in order to be able to make informed comments on this proposal. The proposal lacks clarity in both the implementation and, importantly, the budget impacts on UCR. Regarding implementation, it was unclear if each employee would choose their own curtailment days, or are curtailment days imposed on the whole campus?

The difference between curtailment, furlough and pay reduction is not clear. The documents implies that the effective pay cut is not likely to become permanent, and that there would be no impact on retirement benefits, if curtailment versus the other mechanisms is used to achieve the personnel cost reductions in light of budget reductions. But the language “The University would seek changes to the University of California Retirement Plan or other policies, as needed, to avoid negatively impacting employee retirement benefits” does not mean that those changes are assured.

Furthermore, the proposal states at least 5 additional curtailment days, and the Committee is concerned about how many days it will actually be at UCR, and where that curtailment cost savings would be recovered – at the campus or Systemwide. The Committee was concerned that UCR might impose more curtailment days than other campuses, and also that the budget savings would not accrue directly to UCR. This is especially concerning because UCR is underfunded. Information was lacking about what amount of a projected budget shortfall at UCR could or would be addressed through a Curtailment program.

