

Appendix I
Cost Savings Days
Fact Finding Proposal, University, May 22, 2018

Bargaining Unit Faculty Members may be required to participate in cost savings days not inconsistent with the University's general furlough policy on a non-permanent basis as a result of any of the following circumstances: a financial exigency (where severe financial problems exist which threaten the University's ability to maintain its academic operations at an acceptable level of quality); or within the 24-month period after the University achieves a composite result of the ratio analysis calculated in accordance with OAC 126:3-1-01 paragraph (A)(4) of less than 2.40 for any two consecutive fiscal years; or pursuant to a financial recovery plan under fiscal watch, all at the University's discretion.

The University shall provide a statement of explanation to the AAUP-WSU regarding required participation in cost savings days and which employees are expected to be subject to such cost savings days. The University may update such statement and list of employees as needed.

Bargaining Unit Faculty Members will only be subject to cost savings days if a furlough is first or simultaneously implemented for other University employees (either faculty or staff) who are not represented by collective bargaining. As is practicable, Bargaining Unit Faculty Members subject to cost savings days will be treated in a manner consistent with other University employees (either faculty or staff) who are not represented by collective bargaining and subject to furlough.

Each dean will develop procedures for implementing cost savings days in a manner that does not interrupt academic and administrative functions of the college, at the University's discretion.