

**SUNY BROOME COMMUNITY COLLEGE
BOARD OF TRUSTEES
June 18, 2020**

RESOLUTION No. 1604

AUTHORIZING A VOLUNTARY FURLOUGH PROGRAM

WHEREAS, continuing budgetary constraints, coupled with the impact of the current COVID-19 pandemic make it necessary and prudent for the College to reduce the size of its workforce at the present time, and

WHEREAS, the College prefers to make this reduction in workforce voluntary in nature, and

WHEREAS, the College seeks to establish a Voluntary Furlough Program, which program is not to exceed six (6) months in duration, commencing on or about July 1, 2020 and ending on or about December 31, 2020, now

BE IT THEREFORE RESOLVED, all College employees shall be eligible for this program. The College will review employees who elect to participate and submit a furlough request. The College may not approve all employees that apply for the Voluntary Furlough Program due to staffing and/or operational considerations, and

BE IT FURTHER RESOLVED, that furloughed employees are similar in nature to employees approved for leave of absence without pay, and

BE IT FURTHER RESOLVED, that employees electing to participate and approved by the College for the Voluntary Furlough Program may apply and be eligible for New York State Unemployment Insurance benefits, and

BE IT FURTHER RESOLVED, that group insurance benefits will continue for all employees electing to participate and approved by the College for the Voluntary Furlough Program at the same insurance premium share contribution rate as when they were active employees, and

BE IT FURTHER RESOLVED, that all Flexible Spending account funds, accrued paid leave (sick/vacation/holidays), New York State Employees Retirement System (ERS), payroll deductions and union dues shall be suspended during the employee-scheduled furlough period.

I hereby certify that the foregoing is true and correct.

Dated: June 18, 2020

Signed: 
Marc Newman, Chairman