

The following was approved by the Human Resources Committee on November 1, 2020 for consideration by the University Council.

A proposal for a recommendation to the UGA Administration on employment and compensation during times of crisis.

A resolution to be considered by the whole of University Council relating to layoffs.

WHEREAS, UGA has been a vital economic powerhouse in the region and must take a leadership role in the community by upholding a standard of protecting all personnel whose positions are most vulnerable during times of severe economic distress,

WHEREAS, USG initially introduced a plan for furloughs as a potential measure to battle the state budget reductions of fiscal year 2021 but so far has not furloughed any of its faculty, staff, graduate and undergraduate student employees since the pandemic period began,

WHEREAS, impacts to tuition income could adversely affect faculty, staff, and research personnel,

WHEREAS, several hundred of UGA's lowest paid personnel have been identified as being at risk due to reduced operations,

WHEREAS, in an acute budgetary crisis brought on by the likes of the COVID-19 pandemic possibly extending into the following fiscal year, UGA may lay off personnel,

BE IT RESOLVED, University Council recommends USG Administration take all steps available to avoid laying off any UGA personnel during this time of need and crisis, and do so with transparency in its budgetary decisions. The University Council calls for and supports UGA administration as it advocates for maintaining current personnel levels to the Board of Regents and state government. Additionally, we recommend the following measures:

a. Using available unrestricted federal funds, state funds, endowments, financial instruments, and/or implementing progressive furloughs beginning at the previously proposed USG May, 2020 tier 4 for the specific purpose of maintaining current employment levels,

b. Retraining and finding a safe work environment for vulnerable UGA personnel including part-time, full-time, and students.