**A** **JOINT RESOLUTION**

TO IMPOSE A MANDATORY EMPLOYEE FURLOUGH PROGRAM AT SOUTH CAROLINA STATE UNIVERSITY OF UP TO FIVE OR FIFTEEN DAYS, DEPENDING ON ANNUAL SALARY, AND TO PROVIDE CERTAIN REQUIREMENTS FOR THE FURLOUGH PROGRAM.

Be it enacted by the General Assembly of the State of South Carolina:

SECTION 1. (A) Notwithstanding any other provision of law, in Fiscal Year 2014‑2015, there is imposed a mandatory employee furlough program at South Carolina State University. The program must meet the requirements provided in subsection (B).

(B)(1) Except as provided in this subsection, the furlough must be inclusive of all employees of the university including the agency head, regardless of source of funds, place of work, or tenure status, and must include all employees in classified positions and unclassified positions. Law enforcement employees, employees who provide direct patient or client care, and front‑line employees who deliver direct customer services may be exempted from the mandatory furlough. Scheduling of furlough days, or portions of days, shall be at the discretion of the university, but under no circumstances shall the university close completely. During this furlough, affected employees shall be entitled to participate in the same state benefits as otherwise available to them except for receiving their salaries. As to those benefits which require employer and employee contributions including, but not limited to, contributions to the South Carolina Retirement System or the optional retirement program, the university will be responsible for making both employer and employee contributions during the time of the furlough if coverage would otherwise be interrupted; and as to those benefits which require only employee contributions, the employee remains solely responsible for making those contributions. Placement of an employee on furlough pursuant to this section does not constitute a grievance or appeal under the State Employee Grievance Procedure Act. The university may allocate the employee’s reduction in pay over the balance of the fiscal year for payroll purposes regardless of the pay period within which the furlough occurs. The university must present its furlough plan to the State Division of Human Resources of the Budget and Control Board by March 1, 2015. The plan is effective upon the State Division of Human Resources certifying that the plan meets the requirements of this section. The university must continue to make reports to the State Division of Human Resources regarding the furlough, as requested by the division.

(2) For employees with an annual salary of fifty thousand dollars or less, the furlough must be for five days. For employees with an annual salary of more than fifty thousand dollars, the furlough must be for fifteen days.

SECTION 2. This joint resolution takes effect upon approval by the Governor.

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