

On Behalf of Cynthia Señeriz: UC Fair Wage/ Fair Work Implementation - Guidance for Oct 1st

This memo is being sent to the MANAGERS-L LISTSERV. The following information is being provided to you in your capacity as a Department Head, Manager or Supervisor. Please forward this information as appropriate to management and supervisory personnel in your unit.

September 25, 2015

TO: Campus Community

FROM: Cynthia Señeriz, Acting Director
Human Resources

RE: UC Fair Wage/ Fair Work Implementation - Guidance for Oct 1st

The Office of the President has issued implementation guidance concerning the **Fair Wage/Fair Work** program that was announced on July 22, 2015 by UC President Janet Napolitano. (Program documents are attached.) This guidance provides clarification on the Fair Wage/Fair Work program on our campus. The key points are summarized below.

- Beginning October 1, 2015, a minimum hourly rate of \$13 per hour will take effect for non-represented staff with a 50% or greater appointment in a career, contract, limited, floater, or per diem appointment. The minimum rate will increase to \$14 per hour in October 2016, and \$15 per hour in October 2017.
- UCSB students employed in casual-restricted appointments are excluded, irrespective of appointment percentage.
- Staff employees who are paid via an approved “by agreement” (BYA) arrangement are excluded.
- Concurrent appointments cannot be combined to meet the 50% or greater appointment percentage threshold.

If you have any questions, please contact the Compensation Analyst that supports your department. Thank you.

Kathy Moore, extension 7137
Angie Mignone, extension 7664
Lisa Romero, extension 5163
Amy Arnold, extension 4068
Tamara Berton, extension 4661

Cynthia Señeriz
Acting Director, Human Resources and Compensation Manager
Human Resources
University of California, Santa Barbara
Office: (805) 893-8137 | Fax: (805) 893-8645 | cynthia.seneriz@hr.ucsb.edu
Human Resources, Administrative Services -- Essential Services in Pursuit of Excellence
Excellence