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.

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Angie Mignone, extension 7664
Lisa Romero, extension 5163
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