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July 24, 2015

**CHANCELLORS**

**LAWRENCE BERKELEY NATIONAL LABORATORY DIRECTOR  
EXECUTIVE VICE PRESIDENT – CHIEF OPERATING OFFICER  
INTERIM VICE PRESIDENT – AGRICULTURE AND NATURAL RESOURCES**

Dear Colleagues:

On July 22, 2015, I announced that the University will implement the Fair Wage/Fair Work Plan, which establishes a UC minimum wage of \$15 per hour phased in over a three-year period for all University employees appointed at 50 percent time or greater. Under this plan, the UC minimum wage will also apply to individuals working for contractors and subcontractors providing services to the University. The plan includes mechanisms to ensure that contractors comply with the UC minimum wage and with applicable workplace laws and policies. I am writing to direct you to implement the elements of the Fair Wage/Fair Work Plan at each of your locations. The Fair Wage/Fair Work plan is to be implemented in a way that it is consistent with applicable systemwide human resources/compensation and finance/purchasing policies.

Effective October 1, 2015, all University employees appointed at 50 percent time or greater must be paid at least \$13 per hour. This minimum increases to \$14 per hour on October 1, 2016, and \$15 per hour on October 1, 2017.

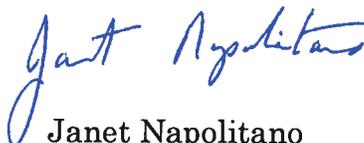
Similarly, beginning October 1, 2015, any new contract for services or renewal of a contract for services must require the contractor and any of its subcontractors to meet or exceed the UC minimum wage for workers assigned to University projects. Work performed under these contracts must also be subject to (1) an annual compensation audit, paid for by the contractor, to ensure compliance with the UC minimum wage and applicable workplace laws and policies; and (2) periodic audits to ensure compliance with the UC minimum wage and the University's expectations for working conditions. As above, the UC minimum wage is at least \$13 per hour beginning October 1, 2015, at least \$14 per hour beginning October 1, 2016, and at least \$15 per hour beginning October 1, 2017.

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As an additional way to monitor contractor compliance, we have also created a new phone hotline and a central online system for workers employed by University contractors to report issues related to wages or working conditions directly to the Office of the President. More information is available at [ucal.us/fairwage](http://ucal.us/fairwage).

Adoption of the Fair Wage/Fair Work Plan places the University at the vanguard of efforts by governments, businesses, and public institutions to establish a fair minimum wage. Let me know how I can support you and your locations as we move forward with this important program.

Yours very truly,

A handwritten signature in blue ink that reads "Janet Napolitano". The signature is written in a cursive, flowing style.

Janet Napolitano  
President

cc: Division Leaders  
Executive Vice Chancellors  
Vice Chancellors of Planning and Budget  
Vice Chancellors of Administration  
Vice President Duckett  
Vice Provost Carlson  
Associate Vice President Cooper  
Associate Vice President Obley  
Associate Vice President Knight  
Chief Human Resource Officers  
Campus Chief Procurement Officers