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## **CHIEF HUMAN RESOURCES OFFICERS**

### *UC Fair Wage/Fair Work Minimum Wage Implementation Inquiries*

Outlined below is a brief overview of the UC Fair Wage/Fair Work Minimum Wage Plan eligibility criteria to help answer questions that have been raised by the locations.

The key to remember is that for the purpose of determining coverage under Fair Wage/Fair Work, you at the campuses set eligibility based on appointment type and percentage. It is also important to keep in mind that appointments are awarded and calculated using an annualized methodology.

#### Plan Eligibility Criteria

- All appointment types are eligible with the exception of Casual/Restricted appointments.
- The appointment percentage is 50% or greater to be eligible for the Fair Wage/Fair Work plan.
- Appointments cannot be combined to meet the 50% or greater appointment percentage threshold.

Based on our last discussion on this topic, please be sure to coordinate with your payroll department and department administrators at your locations to ensure correct payroll codes and methodology are used.

Wage treatment under the Plan does not directly apply to, nor does it supersede the terms and conditions of any collective bargaining agreements. All wage considerations for unionized workers are found in their contracts. If wage adjustments where a union contract exists are being considered, implementation must be guided by UC's standard labor relations processes and practices for notification and associated actions.

We will provide periodic updates with additional information on the plan implementation, as appropriate.

If you have any questions, please contact Dianna Henderson, Director of Policy and Chief of Staff to the Vice President, at (510) 987-9484 or [dianna.henderson@ucop.edu](mailto:dianna.henderson@ucop.edu).

Sincerely,

A handwritten signature in black ink that reads "Dwaine B. Duckett". The signature is written in a cursive style with a long horizontal flourish extending from the end of the name.

Dwaine B. Duckett  
Vice President for Human Resources