

FACULTY SENATE RESOLUTION

TITLE: Development of a Job Classification for Long-term OPS Employees Who Are Currently Paid Hourly

WHEREAS, the University of Florida defines “Other Personnel Services” employment as the University of Florida’s at-will, temporary jobs. ^[1]

WHEREAS, the U.S. Department of Labor defines a temporary employee as “an appointment lasting one year or less.” ^[2]

WHEREAS, the University of Florida employs 14,171 OPS workers. 5,182 of these workers are non-students.

WHEREAS, 51% of the non-student OPS employees are full-time workers dependent on the University of Florida for their livelihood. ^[3]

WHEREAS, 67.6% of nonstudent hourly OPS employees have been employed for longer than one year, with 46.9% have been employed for longer than two years, and 21.7% have been employed for longer than five years.

WHEREAS, the University of Florida hourly OPS employee are not eligible to receive paid vacation, sick or administrative leave, paid holidays, or contributions to their Social Security accounts. ^[1]

WHEREAS, the University of Florida’s Human resources department has made a commitment to “a fair and competitive compensation strategy.” ^[4]

WHEREAS, the OPS workers are excluded from the University of Florida’s minimum wage raises. ^[5]

WHEREAS, non-white OPS workers are paid on average far less than their white counterparts. ^[6]

WHEREAS, UF President Kent Fuchs stated on January 12th 2018: “It may indeed be that we are misusing that job classification [OPS] - It may be, frankly, we should have fewer OPS workers and have more of them be regular workers.” ^[7]

THEREFORE, LET IT BE RESOLVED that the University of Florida Faculty Senate requests the University of Florida create a mechanism to move long-term OPS employees to into

full-time TEAMS or other classification with benefits when employed in a position for longer than a year.

Proviso: A copy of this resolution shall be sent to President W. Kent Fuchs, Vice President for Human Resources Jodi Gentry, Vice President and C.O.O Charlie Lane, University of Florida Board of Trustees

[1]<http://hr.ufl.edu/working-at-uf/new-employees/temporary-employment-ops/>

[2]<https://www.dol.gov/oasam/doljobs/tempemployees.htm>

[3]<http://thefineprintmag.org/ops-employees-no-compensation/>

[4]<http://hr.ufl.edu/strategic-commitment/>

[5]<http://hr.ufl.edu/manager-resources/classification-compensation/compensation/2018-salary-increases/2017-18-salary-increase-plan-faq/>

[6][Part-Time Poverty: Hourly OPS Workers at UF](#), a white paper prepared by the Alachua County Labor Coalition Jan. '18 based on OPS employee data provided by UF Dec. '17

[7]http://www.alligator.org/news/article_9ddb58aa-fa22-11e7-8e34-a726da16f65c.html?utm_medium=social&utm_source=facebook&utm_campaign=user-share