

FACULTY SENATE RESOLUTION

TITLE: Resolution to Pay UF OPS Workers for Fall 2017 UF Emergency Closures

WHEREAS, During Hurricane Irma, the University of Florida (UF) main operations closed from September 9th through 13th.^[1]

WHEREAS, During which time Other Personal Services employees (OPS workers) did not receive administrative leave or pay, while other workers did.^[2]

WHEREAS, UF has a \$12 minimum hourly wage for TEAMS and USPS employees.^[8]

WHEREAS, 1,407 (9.92%) OPS employees are often paid below the UF's \$12 minimum hourly wage for TEAMS and USPS employees.^[3]

WHEREAS, the University of Florida's Human resources department has made a commitment to "a fair and competitive compensation strategy" that seeks to "modernize UF's leave program to be more responsive to faculty and staff needs".^[7] --

WHEREAS, part-time workers at Santa Fe College were paid for hours missed during Hurricane Irma.^[4]

WHEREAS, Lela Frye, Santa Fe College's Human Resource Director stated on the subject of paying part-time workers for days missed due to the hurricane: "It's not really generosity, because these are people's livelihoods. It's not like we're being charitable."^[7]

WHEREAS, 51% of OPS employees are full-time workers dependent on the University of Florida for their livelihood^{5]}

WHEREAS, OPS workers were already facing financial hardship due to the Hurricane.

THEREFORE, LET IT BE RESOLVED that the Faculty Senate of the University of Florida, on behalf of the faculty of the University of Florida, recognizes the need for a fair and consistent living wage for OPS workers.

THEREFORE, LET IT FURTHER BE RESOLVED that the Faculty Senate of the University of Florida, on behalf of the faculty of the University of Florida, resolves that OPS (Other Personal Services) staff are critical to the mission and operations of the University, and requests the University of Florida to pay for hours missed due to Hurricane Irma in the 2017 Fall Semester.

THEREFORE, LET IT FURTHER BE RESOLVED that the Faculty Senate of the University of Florida, on behalf of the faculty of the University of Florida, create a paid administrative leave system for OPS workers going forward.

THEREFORE, LET IT FURTHER BE RESOLVED that the Faculty Senate of the University of Florida, on behalf of the faculty of the University of Florida, requests the University of Florida to move towards a living wage for all OPS workers equaling at least the hourly minimum paid to TEAMS employees.

THEREFORE, LET IT FURTHER BE RESOLVED that the Faculty Senate of the University of Florida, on behalf of the faculty of the University of Florida, requests that the University of Florida's create a benefits package (including paid leave) policy for OPS employees comparable to that of TEAMS employees.

THEREFORE, LET IT FINALLY BE RESOLVED that the Faculty Senate of the University of Florida, on behalf of the faculty of the University of Florida, requests that full-time, long-term OPS employees of the University of Florida be reviewed for transition to TEAMS employment status.

[1] <https://ufonline.ufl.edu/alerts/hurricane-irma/>

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

[3] <http://news.hr.ufl.edu/2017/07/president-fuchs-announces-salary-increase-pool-for-faculty-and-staff-merit-increases/>

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

[5] <http://www.gainesvilleiguana.org/2017/articles/uf-denies-most-vulnerable-workers-pay-during-hurricane/>

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

[7] <http://facultycouncil.phhp.ufl.edu/council/shared-governance-survey/>

[8] <http://hr.ufl.edu/manager-resources/classification-compensation/compensation/wage-and-hour-law/>