

## **UF OPS Workers; Materials for Council Review**

During Hurricane Irma, the University of Florida shut down from September 9-13. Other Personal Services employees (OPS workers) did not receive administrative leave or pay. While UF has a \$12 minimum hourly wage for TEAMS and USPS employees, this does not cover the 1,407 OPS employees, who are often paid below UF's \$12 minimum hourly wage. Of the 1,407 OPS employees at UF, 51% are full-time workers dependent on the University of Florida for their livelihood. With no notice due to the emergency and wages under UF's official minimum wage, OPS workers faced significant financial hardship due to the Hurricane. The OPS employee classification is intended for temporary employment. However, UF relies extensively on these employees for full-time and permanent work. The lost wages due to the hurricane are one more example of the cascading impacts from the improper use and abuse of this employment classification.

UF Student Government has drafted a resolution in support of OPS employees, for the immediate payment of lost wages and to correct the systematic problems of OPS employment. Based on the invitation following a presentation on the OPS lost wages and the misuse of this employment classification at the November Faculty Senate meeting, this is under discussion in the December 2017 meetings with the Welfare Council, Budget Council, and Infrastructure Council.

The UF Student Government resolution calls for:

- UF to implement a fair and consistent living wage for OPS workers.
- UF to pay all OPS (Other Personal Services) for hours missed due to Hurricane Irma in the 2017 Fall Semester
- UF to create a paid administrative leave system for OPS workers going forward.
- UF to move towards a living wage for all OPS workers equaling at least the hourly minimum paid to TEAMS employees.
- UF to create a benefits package (including paid leave) policy for OPS employees comparable to that of TEAMS employees.
- UF to review and transition full-time, long-term OPS employees of the University of Florida to TEAMS employment status.

As faculty at UF, we advance the world through our research, teaching, and service. We have another opportunity to make positive change by supporting appropriate working conditions for UF's OPS employees.

### **Resources**

- Draft Student Resolution: <https://docs.google.com/document/d/1-iI2TVwd8uMCp9E0Usjnc-GC4coYf17tcZs1r9NOB0>
- All prior UF Faculty Senate resolutions: <http://fora.aa.ufl.edu/FacultySenate/Pages/Faculty-Senate/SenateResolutions>
- Preparation of OPS worker data will be shared the week of 12/15