



November 16, 2020

To the University of California Board of Regents:

As you know, the UC Office of the President (UCOP) is considering the establishment of a curtailment program it claims is necessary to address financial shortfalls. Under this program, campuses would be required to impose at least five days of unpaid time off.¹ The UC Administrative Professionals Network (UCAPN), a statewide organization of unrepresented UC administrative professional staff sponsored by Teamsters Local 2010, strongly opposes the implementation of the minimum five-day curtailment program currently under consideration.

The curtailment is nothing more than a pay cut – a five-day curtailment of pay amounts to roughly a two percent loss of wages – for those of us who have used up our accrued leave because of familial obligations or other personal reasons. Under the current proposal, a campus could levy even more unpaid days, so the actual pay cut will likely be larger. We understand that some campuses are proposing an additional six days of curtailment.

Unrepresented, policy-covered staff are already having a hard time paying our bills. Our merit pay raise has been frozen. Our pay is 27 percent below staff at other similar universities and institutions. Compensation has fallen behind the cost of living. We are taking second jobs, renting out rooms in our homes, delaying important life events like having children and retiring, forgoing food and needed medications and are still struggling to pay our bills.² We can't take another hit.

The curtailment program under consideration claims to be “progressive” by permitting staff who have existing accrued leave available to use it to offset curtailment costs. We appreciate the option of using leave rather than taking a pay cut, but our accrued time off is essential, it is earned and it is very much needed to take care of ourselves and our families. We have children who get sick or need us to attend parent-teacher meetings; we have our own health issues and many other important obligations outside of our work. Accrued leave is not “extra or fun time” for us. It is essential time off we need to meet critical life demands.

¹ *Proposed 2020-21 Curtailment Program*. <https://news.ucsc.edu/2020/10/images/proposed-curtailment-program.pdf>

² *Barely Getting By: Struggling to Make Ends Meet at the University of California*. <http://ibt.io/barelygettingbyatUC>

UC has many other ways to mitigate financial shortfalls without shifting the burden to staff who have already been impacted. During the last UC Regents meeting, CFO Nathan Brostrom acknowledged that over \$10 billion in the university's Short-term Investment Pool (STIP) could be used to mitigate the ongoing impacts of COVID-19 and that UC could borrow additional monies in the spring if needed. These accessible funds dwarf hypothetical savings from the curtailment proposal. UC cannot simultaneously claim that its finances are dire enough to justify further pain for staff while refusing to fully tap into enormous cash reserves that are more than enough to address shortfalls without layoffs, curtailments, or other pay reductions.

For all of these reasons the UCAPN, on behalf of UC unrepresented administrative professional staff, urges the Board of Regents to disregard and disapprove the proposed curtailment program and to find more equitable ways to address budgetary concerns.

Sincerely,

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