

Response added 6/1/22

The staff Fit Life class pass (which we previously got for free) was stopped with the reopening of OPERS facilities and the GX classes. Fit Life classes were the only perk offered to staff, and comes after we have been asked to sacrifice so much for our campus community. Is there a plan to reintroduce this program, or will there be a substitute program that will take its place?

The Fit for Life program used to be free for staff. We were told it would now cost \$156 per quarter to continue to use this program, which makes it unaffordable for many staff members. Especially now when staff need programs like this, can't you fund it so staff don't have to pay an extra fee? It was a great program!! Thank you

At the Winter SAB Forum, CP/EVC Kletzer announced that she was working with Athletics & Recreation (A&R) to assess and address staff concerns about the discontinuation of the FitLife program. FitLife was a program that allowed staff to attend group exercise classes on campus without paying for a FitLife Class pass. Staff members who were not members paid the \$4 per day entry fee and the CP/EVC office paid \$3 per class for each staff member, who participated in FitLife classes. Over the years, participation in FitLife by staff has decreased dramatically. During the pandemic when both the physical campus and A&R closed, most staff were working from home. A&R made virtual classes available to the entire campus community free of charge. Now that A&R has resumed in-person operations, FitLife group exercise classes are in person and the extensive library of virtual group classes are accessible 24/7. Effective July 1, 2022 when the new fees take effect, staff can pay \$75 per quarter for the Slug recreation membership, which gives full access to all the A&R facilities including the Fitness Center, Pool, East Gym, and Tennis courts. For \$124 per quarter, staff have access to A&R facilities and unlimited FitLife Group Exercise classes. The price of a membership that includes Group Exercise classes will be \$30 per quarter less than the cost now. Full access to live or taped virtual classes will be \$10 per quarter membership.

In review of the current A&R options, the CP/EVC office will pay for any staff who wants a virtual group exercise membership, in the spirit of supporting healthy living and physical activity among staff. Since the pandemic, a lot has changed, including staff presence on campus. We recognize that many staff are now working completely from home or have a hybrid schedule. Virtual classes support staff having access to fitness from the convenience of home or anywhere else. The CP/EVC office will also support having an A&R staff professional visit in person to provide a unit with a session once a year, tailored to the fitness interest of the unit. For more information about having an A&R staff professional visit your unit, contact Assistant Director Sydne Stacker at sstacker@ucsc.edu.

Response dated 3/2/2022

How are you managing bullying within CHES and CSL?

How are you managing poor management and unfair and biased hiring practices within CHES and CSL?

In response to two separate questions about bullying and unfair hiring practices:

Bullying and unfair hiring practices are inconsistent with our [Principles of Community](#) and commitment to excellence. We strongly encourage anyone with concerns about these issues to bring them to the following organizations:

For concerns about bullying and abusive conduct - information and resources can be found on the [Staff Human Resources website](#). Additionally, staff may reach out to their [Employee & Labor Relations \(ELR \) analyst](#) or the campus' confidential [Conflict Resolution Services Office](#) for more information.

For concerns about unfair hiring practices - any staff member who has concerns about fairness or bias in hiring practices is encouraged to reach out to the [Office of Equity and Equal Protection](#) for consultation and support. Unfair hiring complaints are reviewed in a joint effort between Staff Human Resources and the Office of Equity and Equal Protection.

Finally, the University of California is in the process of developing a systemwide policy to address abusive conduct in the workplace. Once implemented, likely in the next few months, the campus will develop a formal complaint process for staff and academic employees concerned with bullying-type behavior.

While we cannot share specific details about cases related to bullying and unfair hiring practices because they are personnel issues that require confidentiality, we take these concerns very seriously.

Response dated 3/14/22

The "100 new faculty in the next 10 years" announcement is exciting! What plans have been made to hire additional staff to support the increase in faculty and students and will they have any opportunities to take advantage of new housing facilities, as well?

The process to guide the new faculty hiring initiative will begin in Fall 2022. The strategic vision for this initiative will include evaluating staffing levels. We will be taking advantage of the [2021 Long Range Development Plan](#) and developing a timeline for constructing new academic buildings, and student and employee housing to support the campus's education and research mission.

Regarding the recent announcement of hiring 100 new faculty over 10 years. At 10 per year that must be about \$5 million per year in new spending. Five million is about what we are spending over THREE years for 1600 STAFF in the three year equity plan. Can you please explain how our strategy of investing in staff pay and resources is supposed to keep pace with other spending, inflation and the ever increasing burden on staff to run the campus?

The 3-year staff salary equity program is designed to move policy-covered staff who are below the 25th percentile of their ranges up to or beyond that level by year 3 of the program. This staff equity initiative is in concert with the systemwide 4.5% increase for staff effective July 1, 2022.

In addition, there are other pay and equity programs available to managers: stipends, reclassifications and normal equity adjustments.

It seems like staff welfare is an afterthought at the UC system level. How often do you meet with the regents and/or UCOP to discuss issues and concerns that primarily affect unrepresented staff?

We share every chance we have that staff are a critical resource for our campus and discuss the issues and concerns facing non-represented staff. Recently, Chancellor Larive at the [March Regents meeting](#) underscored that salaries for our non-represented staff have not kept pace with the market. Campus meetings with the Regents are held regularly per year.

Also, UCSC administrators attend regularly scheduled system level peer meetings which include Council of Chancellors (COC), Council of Vice Chancellors (COVC), Council on Human Resource Officers (CHRO) and Council on Business Officers (CBO). At these meetings, staff concerns and ways to support staff are discussed with frequency.