

April 23, 2019

To: Business Officers and Academic Personnel Analysts (via SBADM-L)

From: Cindy Doherty, Director
Academic Personnel

Re: UCPATH payments to non-represented academic student employees
(Graduate Student Researchers)

The attached document describes payments that the UCPATH Center will be making to non-represented academic student employees who experiences significant pay issues related to UCPATH. At UCSB, Graduate Student Researchers are our only non-represented academic student employees. Similar payments were made last month to represented academic student employees (TAs, Associates, Readers and Tutors) who experienced significant pay issues. Please note that the UCPATH Center is the point of contact regarding these payments. The campus does not have a list of which UCSB students will receive payments and we will not do any outreach directly to students. Each student who will receive payment will be contacted directly by the UCPATH Center prior to the payment. If a student comes to you with questions about the payment, please direct them to [UCPATH](#) online or to call the UCPATH Center at (855) 982-7284.

Thank you

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To: UC Campus HR/Communication Leads

Re: Non-Represented Student Employees compensation

From: UCPath Center – April 18, 2019

The University of California is providing compensation to a group of **non-represented student employees** that experienced hardships as a result of the payroll inaccuracies during UCPath implementation in the fall 2018. The following information should help guide your campus if additional questions arise about this one-time payout.

UCPath Details About Non-Represented Student Employee One-Time Payout

- The UCPath Center will process additional compensation payments to approximately 350 non-represented student employees across all UCPath production locations.
- The timing to pay the non-represented student employees will take place between now and April 30, 2019.
- The UCPath Center will issue off-cycle payments to the non-represented student employees.
 - Payment will be made via the payment method that the employee has elected for on-cycle pay (e.g., If signed up for direct deposit, payment deposited into their account. If paper paychecks selected, delivery is to the address on file in UCPath).
- The UCPath Center will email a notification to the non-represented student employees, alerting them of their upcoming additional payment. We will share the template of the notification with you before it is distributed to the impacted student employees.
- Your location's main point of contact (person listed by your location as the UCPath POC) will receive an email notification from the UCPath Center when the compensation payments commence.

Details on Selection of Non-Represented Student Employees and More

- The UCPath Center determined that a number of non-represented student employees (through UCPath data) may have faced financial hardships because of the fall 2018 implementation of UCPath. This group will receive the restitution.
- The criteria used to pay restitution to the non-represented student employees are the same criteria applied by systemwide Labor Relations in their [agreement](#) with the UAW 2865.
- Each affected non-represented student employee will receive a minimum of \$75 up to a maximum of \$450 based on the severity of the hardship. The amount will be determined by the same rules applied to the payments made to the represented Academic Student Employees.