

**STUDENT SENATE RESOLUTION 2018-110**

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

**AUTHORS:** Timothy Tia, Wallace Mazon, Chase Werther

**SPONSORS:** University of Florida Graduate Assistants United, Minority Party Leader Nathan Morse, Senator Ben Lima, Senator Zachariah Chou, Senator Lucas Zhou, Senator Sam Jenkins, Senator Richard German, Senator Olin Calvin

**WHEREAS**, during Hurricane Irma, the University of Florida (UF) shut down from September 9<sup>th</sup> through 13<sup>th</sup>; and, <sup>[1]</sup>

**WHEREAS**, during Richard Spencer's October 19<sup>th</sup> event, several campus facilities nearby the event were closed and employees were unable to work; and, <sup>[2]</sup>

**WHEREAS**, during these times, Other Personal Services (OPS) employees did not receive administrative leave or pay; and, <sup>[3]</sup>

**WHEREAS**, the University of Florida employs 15,357 OPS workers and 9,878 of these workers are students, and 5,587 are student hourly employees; and, <sup>[4]</sup>

**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."; and, <sup>[5]</sup>--

**WHEREAS**, according to University of Florida Student Financial Affairs' office, many student OPS employees depend on their wages to pay their tuition and for their livelihood; and, <sup>[6]</sup>

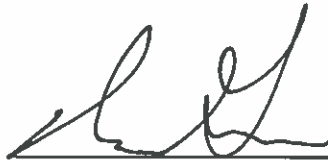
**WHEREAS**, Student Government directly finances the salaries of various OPS employees including Bike Repair Student Assistants and Student Government Front Desk Assistants; and, <sup>[7]</sup>

**WHEREAS**, part-time workers at Santa Fe College were paid for hours missed during Hurricane Irma; and, <sup>[8]</sup>

**WHEREAS**, Lela Frye, Santa Fe College's Human Resources 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."; then, <sup>[9]</sup>

**THEREFORE, LET IT BE RESOLVED** that the University of Florida Student Senate respectfully asks the University of Florida's Human Resources Department to pay all OPS for hours they were scheduled to work, and did not make up during unscheduled closures in the 2017 fall semester.

**THEREFORE, LET IT FINALLY BE RESOLVED** that the University of Florida Student Senate respectfully asks the University of Florida's Human Resources Department create a paid administrative leave system for OPS workers or a create policy to ensure all OPS workers can make-up missed hours in the event of future emergency closures.



Ian Green  
Senate President

2-28-18

Date

*Proviso: A copy of this resolution shall be sent to President W. Kent Fuchs, Vice President for Human Resources Jodi Gentry, Vice President and C.O.O Charlie Lane, University of Florida Board of Trustees*

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

[2] <https://freespeech.ufl.edu/qa-for-1019-event/>

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

[4] <http://laborcoalition.org/ops-white-paper/>

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

[6] [www.sfa.ufl.edu/types-of-aid/employment/](http://www.sfa.ufl.edu/types-of-aid/employment/)

[7] <http://www.sg.ufl.edu/Portals/0/Resources/Senate/Bills/2017/L2017-108%20Fiscal%20Year%202018-2019%20Activity%20and%20Service%20Fee%20Budget.pdf?ver=2017-09-18-114319-387>

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

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