

**STUDENT SENATE RESOLUTION 2018-111**

**TITLE:** Resolution to Reclassify Long-term Hourly OPS Employees

**AUTHORS:** Timothy Tia, Ashley Nguyen

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

**WHEREAS,** the University of Florida defines “Other Personnel Services” (OPS) employment as the University of Florida’s at-will, temporary job; and, <sup>[1]</sup>

**WHEREAS,** the U.S. Department of Labor defines a temporary employee as “an appointment lasting one year or less”; and, <sup>[2]</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>[3]</sup>

**WHEREAS,** 51.4% of nonstudent hourly OPS employees have been employed for longer than one year, with 22.5% employed for longer than two years, and 8.9% employed for longer than three years; and, <sup>[3]</sup>

**WHEREAS,** the University of Florida hourly OPS employees are not eligible to receive paid vacation, sick or administrative leave, paid holidays, or contributions to their Social Security accounts; and, <sup>[1]</sup>

**WHEREAS,** the University of Florida’s Human Resources department has made a commitment to “a fair and competitive compensation strategy”; and, <sup>[4]</sup>--

**WHEREAS,** OPS workers are excluded from the University of Florida’s salary increase plans; 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**, UF President Kent Fuchs stated on January 12th 2018: "It may indeed be that we are misusing that job classification [OPS] - It may be, frankly, we should have fewer OPS workers and have more of them be regular workers."; then, <sup>[8]</sup>

**THEREFORE, LET IT BE RESOLVED** that the University of Florida Student Senate supports President Kent Fuchs' effort to reclassify OPS workers.

**THEREFORE, LET IT FINALLY BE RESOLVED** that the University of Florida Student Senate respectfully asks the University of Florida Human Resources Department create a mechanism to move OPS employees to permanent TEAMS employment or another classification with benefits when employed in a position for longer than one year.



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

[2] <https://www.dol.gov/oasam/doljobs/tempemployees.htm>

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

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

[5] <http://hr.ufl.edu/manager-resources/classification-compensation/compensation/2018-salary-increases/2017-18-salary-increase-plan-faq/>

[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.alligator.org/news/article\\_9ddb58aa-fa22-11e7-8e34-](http://www.alligator.org/news/article_9ddb58aa-fa22-11e7-8e34-a726da16f65c.html?utm_medium=social&utm_source=facebook&utm_campaign=user-share)

[a726da16f65c.html?utm\\_medium=social&utm\\_source=facebook&utm\\_campaign=user-share](http://www.alligator.org/news/article_9ddb58aa-fa22-11e7-8e34-a726da16f65c.html?utm_medium=social&utm_source=facebook&utm_campaign=user-share)