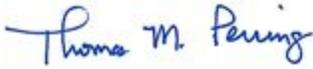




COMMITTEE ON MEMORIAL RESOLUTIONS

October 23, 2020

To: Jason Stajich, Chair
Riverside Division

From: Thomas Perring 
Chair, Committee on Memorial Resolutions

Re: Systemwide Review of Proposed Curtailment Program

The UCR Senate Committee on Memorial Resolutions appreciates the opportunity to comment on the proposed curtailment program. We applaud the basic values of the Office of the President to take a measured approach, protect jobs, develop a plan based on income level, spread the impact over all campuses and locations, and maintain flexibility.

First it is clear that UC has suffered tremendous economic loss in the Covid shutdown, but it is not clear what reserves the University has to apply to the crisis. We refer to a letter sent to Chancellor Wilcox on September 22, 2020, from the Board of the Riverside Faculty Association. In that letter, there is reference to the University being financially well-positioned, having sufficient “rainy day” funds to weather tough economic times. Whether they are sufficient enough is unknown and the financial situation of the University and of each campus should be clearly stated. Otherwise, it will be difficult to get system-wide buy-in.

Our comments to the curtailment proposal are:

1. While it was stated that curtailment periods would not adversely affect instruction or clinical operations, and there could be exemptions for “medical/clinical staff, or staff deemed essential for the health and safety of students and employees, such as staff needed for COVID deep-cleaning of facilities,” we point out that there also are critical research programs underway, some of which depend on live plants and animals that must be cared for daily. You note in the considerations that “it will be challenging for some employees to take full advantage of curtailment days due to the nature of their work obligations.” We want to emphatically state that shutting down some programs is not just challenging, but would be devastating to the research. Our recommendation is that definition of “essential workers” be defined by Departmental units who know their research programs best.

2. We support the tiered aspect of the program as higher paid employees can weather a 5 day pay cut while lower paid employees cannot. Of course, the details will determine the fairness of the program. We also note that within any pay category (even high ones) employees may have

circumstances where a 5-day pay cut could cause undue hardship. Therefore there should be a petition process for employees who have valid reasons to be exempt from the pay adjustment.

3. While not part of the proposed plan, employees in the high-pay categories may be inclined to support a fund for lower paid employees. Details would have to be worked out, but it is worth considering.