



LOCAL 2865

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Dear Nadine,

Thank you for your response. I am happy to provide the information you have requested regarding the 600 students we believe were not enrolled in UCPATH.

The UCLA unit of UAW 2865 has been working creatively and productively with Labor Relations to ensure that all workers receive payment despite the errors in the UCPATH system. The unit received from Labor Relations a UCPATH report that listed everyone in the BX unit who received either a direct deposit, paper check, or "\$0" gross pay. We cross-checked that list with the FTP employee list, and found 600 people who were not on the UCPATH pay report. However, we are unsure how many people might be missing from both the UCPATH report and the employee list. Those 600 names are in the attached .excel file. We would welcome an update from UCPATH on the status of their pay, and we will continue to follow up with those workers on an individual basis.

As you will notice in the report, a disproportionate number of the workers experiencing an issue are Tutors, Readers, and Associates. Workers in those titles are more likely to have two jobs on campus, suggesting that the system has a specific difficulty processing workers with two pay codes, or at less than 100% time appointments. This presents a serious problem for student workers, who often cobble together their income from part-time campus positions.

Additionally, some of the answers you provided us with in your last communication have raised more questions we hope you are able to answer:

1. When an error has been reported to UCPATH, under what timeframe is payment ultimately issued? Many student workers live paycheck to paycheck. We have reports in some cases of workers waiting weeks for pay, as has been the case of Peer Learning Facilitators at UCLA. The situation has been so severe that their supervisors brought canned goods for them to pick up at work. What is UCPATH doing to keep the University compliant with its legal obligation to pay workers on time, and correct all errors the day they are reported?
2. Re: late submission of hires versus time files. We do not know in each individual case what precisely was submitted late. However, we are absolutely certain that hundreds of students were not entered into the system in time. We learned in a Step 2 grievance meeting regarding unpaid Peer Learning Facilitators, that over 100 Tutors working in the College at UCLA alone were not entered on time, resulting in lack of payment, and as of Nov. 14 2018, 21 Tutors were still not entered into the system. Whether this is the fault of UCPATH or of campus administration, there must be a plan to ensure this kind of extreme late payment is not repeated as the system continues to roll out.
3. Re: bringing issues to the attention of UCPATH. Does UCPATH have an internal system to identify its own errors? Many workers hesitate to report errors, even severe ones, for fear of retaliation on either themselves or their departments. UCPATH needs a system to check its own work, and in the meantime, the University should issue a communication to all employees taking responsibility for payment errors and encouraging employees to report errors as they arise.

4. Re: overpayment and underpayment. We have heard cases of workers being asked if their underpayment or overpayment can be arbitrated on their next check. It is the position of our union that all cases of incorrect pay must be treated as an emergency, for the same above-mentioned power imbalance between worker and employer. This relationship could lead a worker who needs immediate pay to wait so as not to “rock the boat,” incurring financial penalties they would not have otherwise.
5. Re: incorrect processing of tuition remission and fee reimbursements. It is encouraging to hear that progress has been made toward solving these issues. However, as a result of these errors student workers have experienced financial penalties from the University in the form of late registration fees, late fees on rent in University housing, among others. We have requested in grievance meetings that the University make whole all such losses but have yet to hear a response.

We also want to raise one additional issue that has come to our attention since our last correspondence: namely, the university’s failure to properly deduct dues from thousands of ASE paychecks across the system. The problem is most severe at UCLA, where 9 out of 10 members appear to not have had dues deducted, but we suspect or know of disparities between the employee list and dues deductions at all nine campuses. By failing in its obligation to deduct membership dues to the union that ASEs elected to join, the University is interfering with our fundamental right to free association. We have filed grievances on each campus about this issue, and we hope this too can be corrected promptly, and that the University will send a communication to all affected workers taking responsibility for this violation.

As you can see, the UCPath payroll transition has raised numerous questions and some serious high-level concerns that we could most productively address through an in-person meeting. Please let us know of a good time and location where we could meet with you and Dwaine so we can work together to ensure all ASEs are paid correctly and promptly, and do not incur penalties through no fault of their own that significantly disrupt their academic work. Until then, we must oppose the further rollout of UCPath as we lack confidence that all issues with the new system have been solved.

Sincerely,



Kavitha Iyengar

UAW 2865 President