

UCSB – Additional Questions And Answers About START

Comprehensive Q/A list at:

http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/start/qna.html

1. *Are exclusively represented employees eligible to participate in START?*

At this time, employees represented by the Local 501 and UPTE are eligible to participate. That includes Skilled Crafts (K8), Health Care Professionals (HX), Research Support Professionals (RX), and Technical (TX) employees. Human Resources will notify the campus as soon as possible, if other represented employees become eligible to participate.

2. *Can I have more than one START contract during the 24-month implementation period ending on June 30, 2010?*

Yes, with the approval of your department head. However, a START contract must be signed for each period of participation. Also, employees must participate in “whole month” intervals, from the first of a month through the last day of the month.

3. *If I am already on a reduction in time (mandatory or voluntary) before I have the chance to sign up for START, can I still do so?*

You can sign up for an additional reduction in time, as long as your percentage of time on pay status is not reduced below 50% time. That is, if your time had already been reduced 10% before START was implemented, you could reduce an additional percentage (at least 10% of full-time) as part of START. Vacation, sick leave, and UCRP service credit would accrue at the reduced appointment percentage established prior to the additional reduction taken under START.

Example:	Pre-START: 100% appointment reduced to 90%
	START: 90% appointment reduced to 80%

Vacation and sick leave in this example would accrue at the 90% appointment percentage.

Or, once an existing temporary time reduction has ended, you could participate in START basing the percent reduction on the permanent position percentage. Often, employees with existing reductions have 100% permanent positions that are temporarily reduced for a fiscal year or part of one. These agreements are usually ended on June 30. The employee may then choose to renegotiate an agreement for a time reduction for the coming fiscal year, which can enable them to participate in START July 1.

4. *Are stipends affected by START participation?*

Yes, if the stipend is due to a temporary reclass or an out of classification assignment. These stipends are usually calculated and based on 100% salary. Either contact Compensation to recalculate the stipend amount or enter the START percent reduction for the stipend on an additional distribution, using DOS code of RTB.

5. *Does my department retain budgetary savings from START?*

Yes. During a similar program (TRIP) in the early 1990's the savings stayed at the department. The department then had the option of using this funding to help meet budget reduction targets. The Coordination Committee on Budget Strategy believes this approach serviced the campus well while providing important flexibility for departments and has recommended a similar approach for the START program.

6. *I understand my vacation and sick leave continue to accrue at my pre-START rate. What about holidays?*

Unlike vacation and sick leave, holiday pay is based on your START %. Use the following chart to figure out how many hours per holiday you will be paid while you're participating in START:

If you are working:	Then your holiday is:
50% - 56%	4 hours
57% - 68%	5 hours
69% - 80%	6 hours
81% - 93%	7 hours
94% - 100%	8 hours

You're entitled to holiday pay even if your START day falls on that holiday. The holiday will affect how many hours you need to be on pay status (work time, vacation, sick) for the rest of the week, but you do NOT lose the holiday pay!

See PPSST! notice "START Your Engines" (written for the previous START program) for details on how to work with START holidays:

<http://hr.ucsb.edu/memos/ppsst/2003/2003-06-27.php>

7. *How do I sign up for START?*

After you have worked out an appropriate work schedule which has the approval of your department head, you and your department head must sign the START contract and send a copy to Human Resources. Please keep a copy for yourself. The forms are available at:
http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/start/contract.pdf
http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/start/contract_admendment.pdf