

Re: UCOP restructuring update for week of June 2, 2008

- **Upcoming announcements on three new UCOP units**
- **Questions and Answers**

Dear Colleagues:

Our restructuring effort continues to progress quickly as we complete our planning processes and move into implementation. This week we will be releasing the details of three new consolidated service units designed to increase administrative efficiency within UCOP.

Upcoming announcements on three new UCOP units

During brown bag meetings on Thursday and Friday this week, we will announce organizational descriptions of the OP Budget Office, the Business Resource Center and Institutional Research and Analysis. The announcement will include organizational charts, brief summaries of the roles of each of the new units, and information about new job openings. This information will also be posted on the restructuring Web site following the brown bags.

<http://www.universityofcalifornia.edu/future/>

While we are still working through other details of these new units, we want to provide you with as much information as possible, as early as possible, to help you understand the restructuring process and how it may impact you.

Brown bag schedule:

Thursday, June 5, Kaiser 612

Friday, June 6, Franklin 11326

Dial: 866-740-1260

Access code: 4309789

Web access: <http://www.readytalk.com/>

Access code: 4309789

Katie

Katherine N. Lapp

Executive Vice President, Business Operations

Questions and Answers

We welcome your questions, ideas and suggestions – through the restructuring Web site, the brown bags, or via your manager – and we will do our best to respond to them. Here are answers to two questions recently received through the Future of UC feedback page at

<http://www.universityofcalifornia.edu/future/feedbackform.html>

Q. I believe the UCOP jobs page is universally available to the campuses and public, and I believe the new jobs being created as part of the restructuring effort are being offered first to OP employees. Is there another site dedicated to the release of OP jobs to OP employees or are all OP jobs posted to the public site?

A. Most new jobs as a result of reorganization or restructuring are being posted first for OP employees. All job openings will be posted on the UCOP jobs website (<https://jobs.ucop.edu>). The job listings are publicly available, and each job listing indicates if the recruitment is limited to OP employees or University employees.

Q. In the consolidation of the communications units, will a new layoff unit be created from the merged units? If so, what is the timing of that? My understanding is that bumping can occur only within the same classification within the same layoff unit. But I'm not clear on when or if a new layoff unit would be created and how that will affect seniority rights.

A. Currently UCOP communications functions are being performed in more than one department and layoff unit. The timing of the creation of the new communications unit is yet to be determined. The exercise of seniority rights by employees would only apply to their current layoff unit and not to a newly created unit. If there are layoffs, our labor agreements and UC policy dictate that represented employees and PSS employees be laid off in order of inverse seniority. Employees in MSP and SMG positions do not have seniority rights.