

UC ANR Town Hall
Questions and Answers

Category	Question	Answer
Leadership Update	When will the "forthcoming" additional information on Market-based Adjustment Plan eligibility and payroll dates be released?	Glenda's verbal remarks are providing what we know at this point. More information to come, as available.
Leadership Update	There is an ANR 2 year salary adjustment and a UC-wide adjustment? Maybe clarify further what was on the email?	The 2-year is part of an equity adjustment that will be on top of, but consider, the UC-wide adjustment.
Leadership Update	The 2-year is part of an equity adjustment that will be on top of, but consider, the UC-wide adjustment.	More information about criteria and eligibility is forthcoming and will be shared as soon as it becomes available.
Leadership Update	Why are only non-represented salaries being adjusted? I feel like I am the ugly step-child because I have a position that is represented. My cost of living is just as high as someone who is not represented so why didn't the equity review happen for ALL staff? Especially long-term staff who are paid below market.	If you are represented by a bargaining unit, the University is obligated to respect and comply with the terms of such bargained agreement and so it cannot be modified in most cases.
Leadership Update	President Drake released that across the board increases will be at 4.5%, will this apply to ANR too? And when can we expect to know how much increase and who this will apply to? Many are being hit with rent increases, signing new leases as well as signing college acceptance letters for graduating high schoolers. It is a struggle to project lives with increasing costs without actual numbers to base home budgets on. Any info is greatly helpful! Thank you!	The systemwide program for non-represented employees will be announced very shortly. Highly likely by tomorrow. As Glenda mentioned, this program is separate from the UC ANR ran program that was announced on May 6th.
Stories from the Field	Will there be opportunity grant or internal grant available for us to conduct climate change research and program?	Likely a UC-wide grant program as part of the new state funding for climate change.
Leadership Update	Thank you Tu. It's really too bad that it can't be for all staff and adjustments be made for those who are below market rates. Having to go to the Union about Equity creates an atmosphere that makes UC look bad.	UC and UC ANR is very supportive of the bargaining process, while it can take time, the collaboration with the unions is a critical part of ensuring a strong workforce.