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February 24, 2009

To: UCSC Staff and Academic Employees

Fr: Willeen McQuitta, Assistant Vice Chancellor, Staff Human Resources; Pamela Peterson, Assistant Vice Chancellor, Academic Personnel

Re: Staff and Academic Reduction in Time (START) Program Modification

This is to announce that effective March 1, 2009, the Staff and Academic Reduction in Time (START) Program will be modified to lower the minimum allowable reduction in time from ten percent to five percent as part of the University's effort to implement additional strategies to respond to the State budget shortfall. For exclusively represented employees, participation in the START Program modification is subject to collective bargaining.

The START Program provides eligible staff and academic employees an opportunity to voluntarily reduce their working time and corresponding pay in exchange for a number of advantages described in the START Program Guidelines. This program is a tool that departments may make available, at their discretion, to their employees through June 30, 2010.

Additional information regarding the program guidelines, program brochure describing the features of START and START contracts are available on-line at: <http://shr.ucsc.edu/> Campus forms and information will be updated to reflect this modification as soon as possible.

For non-represented employees requesting participation in START to be effective March 1, 2009, completed and approved START contract forms must be received by the appropriate HR Service Team no later than February 27, 2009. Questions about the program should be directed to your HR Service Team Representative, http://shr.ucsc.edu/hrst/hrst_locate-team.htm

For academic personnel requesting participation in START effective March 1, 2009, completed and approved START contract forms must be received by the appropriate divisional academic personnel coordinator by February 27, 2009. Questions about the program should also be directed to your divisional academic personnel coordinator.