

## AS Wage Policy Phase 1 Summary

**April 28, 2023**

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This document outlines the changes to the AS Wage Policy in Sen. Wong’s “Phase 1” policy edits.

### **Policy Edits (Substantive):**

#### Section 4 (AMENEDDED):

1. removes the stipend exception;
  - a. makes clear that ALL AS Student Employees must be paid hourly, when considered alongside section 1;
2. clarifies table headings.

#### Section 5 (NEW SECTION):

1. explicitly requires that the wage tool is created;
2. requires that the wage tool to contain the AS Pay Schedule (i.e., how much each classification is paid);
3. requires that the wage tool is **public**.

#### Section 6 (NEW SECTION):

1. Establishes backpay for unpaid wages if:
  - a. a student employee is wrongly classified and hence underpaid;
  - b. a student employee is correctly classified but underpaid.
2. Clarifies that, in this context, backpay doesn’t refer to paying workers for hours worked before they were employed.

*Section 5 and 6 are not opposed by any VU Staff (to my knowledge) and are supported by the AS Personnel Director Kasey Lee and the AS Business Director Brandon Denny.*

*Section 4 removes the stipend exception because all AS employees are paid hourly (including AS Outdoor Center Trip Leads)*

### **Clarity Edits**

These edits clarify process and interpretation. Process is codified based on Sen. Wong’s interpretation of AS precedent and AS structures. Except for Sections 10-12, these clarity edits have functionally no impact on the operations of the AS.

Section 1: Clarifies purpose and application of policy.

Section 2: Clarifies what “conforms to Uni. Class. and Wage Levels” means.

Section 3: Clarifies how AS positions are classified, leaves classification guidelines to AS Employee Handbook

Section 7: Maintains less than \$3.50 wage gap.

Section 8: Clarifies when changes to wages occur, explicitly states VU Staff responsibility to ensure their employees are paid the new wage.

Section 9: Clarifies who administers and interprets this policy.

Section 10: Clarifies what happens after this policy’s annual review.

Section 11: Clarifies how changes to this policy are approved.