

AS Wage Policy Phase 1 Summary

April 28, 2023

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

Policy Edits (Substantive):

Section 4 (AMENEDED):

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.

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.

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.