

### **Resolution Urging Extension of the Informal and Formal TTC Appeals Deadlines**

- (1) Whereas, UW-Madison academic and university staff have from November 7 – December 10, 2021 to seek informal resolution for issues with their new titles under the Title and Total Compensation Project (TTC);
- (2) Whereas, academic and university staff have from November 22 – December 31, 2021 to submit a formal appeal to the Divisional Human Resources Representative;
- (3) Whereas, employees impacted by TTC must initiate the formal appeals process by first informally discussing their new title with their supervisor by December 10 to begin the process, only 33 calendar days after the new TTC titles were put in place on November 7, 2021;
- (4) Whereas, depending on their division and the timing of conversations with their immediate supervisor, employees impacted by TTC have had varying amounts of time to consider how their new titles will impact their future pay, advancement opportunities, job duties, and many other important aspects of their position;
- (5) Whereas, aspects of various Standard Job Descriptions (SJD) are still under review and potentially subject to future revision;
- (6) Whereas, many academic staff are still adjusting to other recent logistical changes affecting their work experience including the implementation of single payroll and the adoption of new remote work policies;
- (7) Whereas, the current December 10 and December 31 deadlines arguably leave little time to consider whether other SJDs or another title not included in the SJD library may more accurately describe the general duties of their current position;
- (8) Therefore, be it resolved that the UW-Madison Academic Staff Assembly urges the Office of Human Resources to extend the December 10, 2021 deadline for informal resolution to February 15, 2022 or some other date at least 100 calendar days from November 7, 2021;
- (9) Be it further resolved that the UW-Madison Academic Staff Assembly also urges the Office of Human Resources to extend the December 31, 2021 deadline for formal TTC title appeal to March 8, 2022 or some other date at least 3 weeks after the new deadline for informal resolution, and that the deadlines for the remaining steps in the TTC appeals process be extended accordingly;
- (10) Be it further resolved that the UW-Madison Academic Staff Assembly urges the Office of Human Resources to communicate the dates of the extended appeal deadlines widely to all UW-Madison employees whose titles were impacted by the TTC project.