
[auss-c_board] Accretions and Contract Positions

From auss-c_board Sympa List (request) <auss-c_board-request@lists.ucdavis.edu>
on behalf of
Nikki M Nguyen <nrnguyen@ucdavis.edu>
Date Wed 7/30/2025 1:03 PM
To auss-c_board Sympa List <auss-c_board@ucdavis.edu>; auss-c_do Sympa List <auss-c_do@ucdavis.edu>

Good Afternoon,

We noticed that a few schools/colleges were not represented in the last HRAC meeting, so we wanted to bring to your attention a very important matter regarding contract positions.

As you all know we continue to see more and more positions accredited into the unions. When that happens, UCOP will automatically convert your "contract" positions to "career." As you know, you may not have a contract position for a unionized job code. Maria (Compensation) did mention that before they convert, you "may" have an option to convert the position to a limited position. If you have any questions about this option, I recommend that you discuss directly with compensation. HR is continuing to monitor the situation and said they will be reviewing and reaching out, but we recommend you run your COGNOS reports and be proactive before a position is converted to career if you have concerns about that. As you know once they are converted to career, you will need to follow the normal layoff process at that point, it will be too late to convert to limited.

We do believe that over time, most of our UC jobs will be unionized, so this is something to be on the watch for.

I hope you find this information helpful. I'm sure more will be coming out from HR as things evolve.

Nikki Nguyen | Executive Director
Academic Units Shared Services Center (AUSS-C)
530.754.0454
aussc.ucdavis.edu