Economic Benefits Committee

Friday, September 18, 1992

Subject: Loss of Payroll Advances to Continuing Faculty in September

RESOLVED that the Faculty Senate of the University of Wisconsin-Milwaukee strongly objects to the Revision of System Policy on Payroll Advances in the month of September which forbade continuing faculty from participating in a program that is over a decade old.

Whereas, faculty frequently receive no compensation in the months of July, August, and September.

Whereas, a payroll advance in mid-September can make a difference on tight faculty summer budgets.

Whereas, the elimination of a benefit anticipated by faculty, and unexpected removal of payroll advances in the middle of the summer of 1992, is an unreasonable hardship.

Whereas, it is the duty of the Faculty Senate to seek to improve faculty benefits through legislative or system action, and seek to redress the confiscation of faculty benefits.

BE IT RESOLVED that the Faculty of the University of Wisconsin-Milwaukee request the aid of our Chancellor and our System President to seek to re-establish payroll advances for continuing faculty at the rate of up to 35% of one month’s gross pay as currently available for newly hired unclassified employees.

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Until this summer, it has been the policy of the payroll department to allow a faculty member to request a payroll advance of up to $500 in September, which is then deducted from that faculty member’s pay in the October paycheck. The purpose of the program was to assist faculty who do not receive 12 paychecks from drawing on future money to even out income and expenses. This is a service to faculty.

Unfortunately, that policy has ended. A memo from the Payroll Department (July 27, 1992) states that the program ceases for continuing faculty. The program has been enhanced for new unclassified employees. In telephone conversations with the Payroll Department, we found that the State of Wisconsin has made these changes.

We are in favor of enhancing the program for new unclassified employees, who often have great expenses in their relocation and a long delay until receiving their first paycheck. Many of us keenly remember how financially stressful the period between graduate school and our first faculty assignment can be.

However, we object to the loss of this faculty benefit. The benefit has minimal cost to the State or the University. We would like the Faculty Senate’s objection to this cessation of faculty benefits by proposing this motion.

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The Committee would like to thank Richard Marcus (Business) for his help on this matter.