

# UNIVERSITY OF CALIFORNIA

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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE VICE PRESIDENT  
HUMAN RESOURCES

OFFICE OF THE PRESIDENT  
300 Lakeside Drive, 12<sup>th</sup> Floor  
Oakland, CA 94612-3550

December 12, 2014

Mr. Axel E. Borg  
Chief Negotiator, Unit 17, UC-AFT

**Re: Librarians' Status under the Fair Labor Standards Act (FLSA)**

Dear Axel:

The University recognizes employees in the LX unit as exempt employees under the FLSA. For compensation purposes, the workweek for a full-time exempt employee is generally considered to be 40 hours, although greater emphasis is placed on meeting the responsibilities assigned to the position rather than working a specified number of hours. During the workweek, an exempt employee is expected to work his/her regular schedule and to generally be available as business requires.

Sincerely,

A handwritten signature in blue ink that reads "Athena Buenconsejo".

Athena Buenconsejo  
Associate Director – Labor Relations