

| Title Categories | Definition under Higher Education Employer Relations Act (HEERA) |
|----------------------|---|
| Manager | Any employee having significant responsibilities for formulating or administering policies and programs |
| Confidential | An employee required to develop or present management positions for collective bargaining, and/or an employee whose duties normally require access to information which contributes significantly to the development of such management positions. |
| Supervisor | An employee must supervise the appropriate amount of FTEs and have the appropriate level of authority for decision making in areas such as hiring, performance evaluation, work assignment, reclassification and merit opportunities, disciplinary actions and complaint/grievance resolution. The employee must not be on a short-term supervisory assignment and must perform work that is predominately different than those being supervised. <i>At UCR, a supervisor designation requires the supervision of 2.0 career FTE, unless an exception is granted by Human Resources.</i> For a definition of a supervisor, please refer to the Supplemental Guides for Supervisor Classes . |
| Non-HEERA Supervisor | Individuals who supervise less than 2.0 career FTE or supervise casual-restricted appointments still needs to be identified for training purposes. These individuals should be identified in People Soft with a code of "S" in the Special Training Required field that is located in the UC Position Data screen (follow the path beginning at Organization Developments). Please refer to the following table below to determine the correct EREL code. |

| EREL Code | Category | Usage Requirement | HR/LR Approval Required | Derived EREP Code |
|-----------|--|--|-------------------------|-------------------|
| A | Manager/ Non-Confidential | Must: 1. Meet the "Manager" definition 2. Be in the MSP program | | U |
| B | Manager/ Confidential | Must: 1. Meet the "Manager" definition 2. Be in the MSP or SMG program 3. Meet the "Confidential" definition 4. Be approved by Human Resources / Labor Relations | Yes | U |
| C | Supervisor/ Not-Confidential | Must: 1. Meet the "Supervisor" definition 2. Be approved by Human Resources / Labor Relations | Yes | S |
| D | Supervisor/ Confidential | Must: 1. Meet the "Supervisor" definition 2. Meet the "Confidential" definition 3. Be approved by Human Resources / Labor Relations | Yes | S |
| E | All Others/ Not Confidential | Use for employees who do not meet the "Manager," "Confidential," or "Supervisor definition. | | C |
| F | All Others/ Confidential | Must: 1. Meet the "Confidential" definition 2. Be approved by Human Resources / Labor Relations | Yes | U |
| G | Not covered by HEERA (out of state) | | | U |

| EREL Code | Category | Usage Requirement | HR/LR Approval Required | Derived EREP Code |
|-----------|--|---|-------------------------|-------------------|
| H | Students in academic titles covered by HEERA | <p>Must:</p> <ol style="list-style-type: none"> 1. Be a student in an academic title 2. Be in a title covered by the BX bargaining unit, e.g., Associate_In, Reader, Remedial Tutor, Teaching Assistant, Teaching Fellow, Tutor | | C |
| I | Students in academic titles not covered by HEERA | <p>Must:</p> <ol style="list-style-type: none"> 1. Be a student in an academic title 2. Not in a title covered by the BX bargaining unit, e.g., Graduate Student Researcher (GSR) | | U |
| J | Excluded from Coverage | Any employee where an agreement is reached between UC and the union about any specific exclusion from a bargaining unit (for example, DX Physician working very low % of time). | | |
| X | Not Applicable Contingent Worker | An employee that is a contingent worker at a location (introduced as part of the UCPath project). | | |