

THE UNION DIFFERENCE

What difference can a union contract make? Sixty thousand employees at UC are covered by union contracts, including researchers, health care professionals, lecturers, librarians, nurses, clericals and service workers. Of those, 12,000 UC professional and technical employees are represented by UPTE-CWA Local 9119. Here are some of the reasons they said "UPTE YES!"

WITH A UNION CONTRACT

- ◆ UC workers with union contracts have guaranteed pay raises for most years, usually in the range of 2-5% per year.
- ◆ Any furloughs and pay cuts must be negotiated.
- ◆ 60 days notice of layoffs.
- ◆ A collective voice (in coalition with thousands of other unionized employees) in determining our health care benefits.
- ◆ Working with faculty and other UC unions to protect our pension benefits
- ◆ Professional representation by trained UC stewards who are experts in University of California policy and contracts.
- ◆ Binding arbitration for grievances.
- ◆ "Step"-based pay system has negotiated pay levels. Employees whose performance is at least "satisfactory" move up one step. This is transparent and fair
- ◆ Contract language guarantees that corrective action may only be taken for "just cause."
- ◆ A powerful, collective voice to advocate for our professions, our careers, and our constituencies.

WITHOUT A UNION CONTRACT

- ◆ Successive years of no salary increases or tiny increases that don't come close to keeping pace with inflation.
- ◆ Job furloughs in 2009-2010 (equivalent to pay cuts that range from 4% to 11%).
- ◆ 30 days notice of layoffs.
- ◆ No say in the type and level of health care we receive, or how much it costs us.
- ◆ No say in the contribution amounts and investment policies of the UC Retirement Plan (UCRP).
- ◆ You can pay for a private attorney (who may not be familiar with the University of California) to represent you if you have a problem on your job.
- ◆ Arbitrators' decisions in grievances are merely advisory to UC.
- ◆ "Merit" pay system makes arbitrary salary decisions that are dependent on underfunded salary pools.
- ◆ No guarantee that corrective action will only be for "just cause."
- ◆ No voice. No opinion. No power to advocate for the students, faculty, and public we were hired to support.

Isn't it time to join with 60,000 other UC employees and take our rightful seat at the bargaining table? Administrative professional employees - including Analysts, Programmers, Admin Specialists, Student Affairs Officers, Buyers, Accountants, Learning Skills Specialists, and many other classifications - are organizing to have the same rights as other UC employees.

If you support a union for administrative professional employees, sign a commitment card <www.upte.org/99/ap-card.html> and let UC know that you're standing up for the teaching, research, and public service missions of the University of California by standing up for yourself.