

UC Bargaining Update

A PROGRESS REPORT ON RECENT UNION NEGOTIATIONS AT UC



January 2002

Maintaining quality employment conditions and opportunities for employees is an ongoing commitment at the University of California. UC takes pride in its commitment to its workforce and to working effectively with the labor unions that represent its unionized employees. Below are highlights of recent contract settlements and other bargaining activities.

Highlights of Recent Bargaining

American Federation of State, County and Municipal Employees (AFSCME)

- ⊗ Tentative agreement reached in two units; ratification expected no later than Jan. 31. Highlights:
 - _ 3-year contract with only parking open in 2002 and only wages open in 2003; full contract to be negotiated in 2004
 - _ 2% across-the-board increase for 2001-02 wages
 - _ Establishment of a new provision that promotes greater wage equity between existing and newly hired employees
 - _ Agreement to begin to bargain parking in early 2002; no rates will be increased until negotiations are concluded

University Professional and Technical Employees (UPTE)

- ⊗ Tentative agreement reached on compensation for UC Health Care Professionals. Highlights:
 - _ Agreement to extend current contract through May 1, 2003
 - _ Salary increases commensurate with local labor markets
 - _ Establishment of joint task groups to work collaboratively toward improving consistency across UPTE contracts

Federated University Police Officers Association (FUPOA)

- ⊗ Comprehensive tentative agreement reached. Highlights:
 - _ 2% across-the-board increase for 2001-02 wages
 - _ Agreement to discuss merit funding and performance evaluation standards
 - _ Enhanced grievance review process
 - _ Enhanced overtime opportunities for officers during holiday work-schedules

Coalition of University Employees (CUE)

- _ Following a six-week, union-requested break, bargaining resumes on contract for clerical employees. Highlights:
 - partial (1%) 2001-02 wage increase given; remaining 1% being negotiated
 - teams meeting for two-week bargaining intensive; UC hoping concentrated negotiations will facilitate settlement

American Federation of Teachers (AFT)

- _ Formal bargaining resumed in December after months of mediation informal discussions
- _ UC offering comprehensive, enhanced proposals. Highlights:
 - offer to implement 2000-01 salary increases (3-4%) in exchange for 6-month contract extension (AFT rejected)
 - additional merit reviews and enhanced security of employment for senior lecturers; expanded salary ranges
 - increased participation in professional meetings and programs

UC first began working with organized labor following the passage of the Higher Education Employee Relations Act (HEERA) in 1979. Currently, UC negotiates with 13 different unions, which represent more than 60,000 of its employees. For more information about these contracts or labor relations at UC generally, please visit the UC Labor web site at www.ucop.edu/humres/labor/.