

# University of California Collective Bargaining Factsheet

## For New Employees

The University of California became subject to collective bargaining in the 1970s under California state law (the Higher Education Employer-Employee Relations Act, or HEERA). Currently, 16 unions represent approximately 73,000 UC employees in 24 bargaining units. HEERA has applied to all University locations in California since 1978.

Bargaining units comprise groups of employees in similar or related job categories, and UC's units have been established in accordance with HEERA guidelines. You have received this general factsheet because your UC position may be in a unit that is exclusively represented by a union.

## Your Terms and Conditions of Employment

The University is committed to establishing and maintaining cooperative relations with the various unions, and to bargain constructively and in good faith to ensure the best possible terms and conditions of employment for affected employees.

Terms and conditions of employment for exclusively represented employees are spelled out in the detailed contracts that the University and the unions have negotiated. Contract provisions cover all aspects of employment. Generally, under current contracts, the unions and the University have agreed that employees represented by a union will receive the same health and welfare and retirement benefits that employees not represented by a union receive.

The union contract that applies to you is available on the Internet at the University Labor Relations website ([http://atyourservice.ucop.edu/employees/policies\\_employee\\_labor\\_relations/collective\\_bargaining\\_agreements.html](http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_agreements.html)), or you may be able to obtain a copy directly from the union. You should contact the union directly if you have questions about the details of contract provisions and implementation, union representation, or agency fees (see below).

At the Labor Relations website, you can also find regular updates on UC-union negotiations and other important collective bargaining matters.

## Union Agency Fees

California state legislation that became effective January 1, 2000 established "agency shop" at both the University of California and California State University systems. The law requires mandatory union fee payroll deductions for UC employees represented by a union who do not join the union and pay regular member dues. Under the law, these deductions constitute an "agency fee" to the union to help cover the union's costs for negotiations, contract administration, and related activities.

UC faculty eligible for Academic Senate membership are exempt from the agency fees.

The agency fee amount is determined individually by each union at UC, but cannot exceed the union's regular membership dues.

The law allows an employee "who is a member of a bona fide religion, body or sect that has historically held conscientious objections to joining or financially supporting public employee organizations" to instead pay an amount equivalent to the agency fee to a "nonreligious, nonlabor charitable fund."

Agency fee schedules and information are available directly from the unions. Employees with questions about fee amounts or conscientious objector procedures should contact the union that represents them directly.

# Represented UC Bargaining Units and Corresponding Unions

Skilled Crafts employees at UC Berkeley and Lawrence Berkeley National Laboratory  
**Alameda County Building and Construction Trades Council (ACBCTC)**

Service employees; Patient Care Technical employees; Skilled Crafts employees at UC Santa Cruz  
**American Federation of State, County, and Municipal Employees (AFSCME)**

Non-Senate Instructional personnel (Lecturers) and Professional Librarians  
**American Federation of Teachers (AFT)**

Graduate Teaching Assistants, Readers, and Tutors (units at each campus)  
**United Auto Workers (UAW)**

Registered Nurses  
**California Nurses Association (CNA)**

Clerical employees  
**Coalition of University Employees (CUE)**

Police Officers  
**Federated University Police Officers Association (FUPOA)**

Firefighters  
**International Association of Fire Fighters (IAFF)**

Skilled Crafts employees at UC Irvine, UC Riverside, and UC Santa Barbara  
**International Union of Operating Engineers (IUOE)**

Skilled Crafts Employees at UC Merced, UCLA, and UC San Diego  
**State Employees Trades Council (SETC)**

Skilled Crafts Employees at UC Merced  
**Stationary Engineers, Local 39**

Printing Trades/Library Book Binders employees  
**Graphics Communications Union (GCU)**

Skilled Crafts employees at UC San Francisco  
**San Francisco Building and Construction Trades Council**

UC Santa Cruz faculty  
**Santa Cruz Faculty Association**

Technical employees; Research Support Professionals; Residual Patient Care Professionals  
**University Professional and Technical Employees—Communications Workers of America (UPTE-CWA)**

Housestaff at UC San Diego  
**San Diego Housestaff Association**

In conformance with applicable law and University policy, the University is an affirmative action/equal opportunity employer. Please send inquiries regarding the University's affirmative action and equal opportunity policies for staff to Director of Diversity and Employee Programs, University of California Office of the President, 300 Lakeside Drive, Oakland, CA 94612 and for faculty to Director of Academic Affirmative Action, University of California Office of the President, 1111 Franklin Street, Oakland, CA 94607.

Website address: [atyourservice.ucop.edu](http://atyourservice.ucop.edu)



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