

UC Management Update on UPTE Election

Important information for UC Administrative Professionals

The University Professional and Technical Employees (UPTE) union (affiliated with the Communication Workers of America) is seeking to exclusively represent you and the 12,000 other campus and hospital administrative professionals. Below is some important information about this election and your participation.

Subject: WAGES

UPTE**	UC
UPTE consistently achieves higher raises and made the merit pay plan more fair for thousands of UPTE-represented employees.	As the chart below shows, UPTE-represented employees have received the same general wage increases as non-represented employees.
**Source: http://www.voteesforupte.org/meritpay.html	Because UC hospitals are self-funding (i.e., generate their own revenue) and operate in extremely competitive, market-driven environments, some hospital positions may, at times, receive additional market-based increases.

Year	General % wage increase for UPTE-represented employees	General % wage increase for non-represented employees	Difference
1996-97	3.5	3.5	0
1997-98	4.0	4.0	0
1998-99	3.5	3.5	0
1999-00	2.0*	3.5	0*
2000-01	5.0*	3.5	0*
2001-02	2.0	2.0	0
2002-03	1.5	1.5	0
Total	21.5	21.5	0

*1.5% from 99-00 deferred to 00-01

YOUR VOTE MATTERS

A simple majority of voting employees will decide the outcome of this election. That means if only 100 of the 12,000 eligible employees vote, then **51 employees will decide whether all 12,000 employees will be unionized.** In previous UC elections, large numbers of eligible employees did not vote. In fact, *in every UC systemwide unit election, the decision to unionize was decided by less than a majority of employees eligible to vote.* Therefore, it is critical that you **VOTE**.

SOURCES OF INFORMATION

UCOP election web site: <http://atyourservice.ucop.edu/apelection.html>

UC's official systemwide election web site, including a Q&A for AP staff about mandatory union dues and fees, how unionization would change your relationship with the university, and other facts about unionization.

Vote YES for UPTE-CWA: <http://www.voteesforupte.org/>

UPTE's election web site detailing the reasons why the union believes unionization would benefit UC AP staff. (This is not a UC guarantee of the facts or an endorsement of the views expressed).

Vote NO on the UPTE/CWA union vote: <http://nounion.infopop.cc/>

A web site created by a UC employee about why he thinks UC AP staff should vote NO in the election. Also contains a message board. (This is not a UC guarantee of the facts or an endorsement of the views expressed).

GET THE FACTS... DECIDE FOR YOURSELF... AND VOTE!