

# UC Management Update on UPTE Election

## UC Administrative Professionals: VOTING BEGINS FEB. 11 – CAST AN INFORMED VOTE

Voting for the UPTE AP staff representation election will take place February 11 – March 3. UC strongly encourages AP employees to educate themselves about how this might impact their employment in order to cast an informed vote.

### OVERVIEW OF KEY ISSUES

#### Union Dues and Mandatory Fees

Once a union is elected, all employees represented by that union are required to pay either union dues or mandatory fees through an automatic paycheck deduction. In 2003, the average annual employee payment to UPTE was approximately **\$350**.

UNION DUES/FEEES UC EMPLOYEES PAID IN RECENT YEARS	2003	2002	2001	2000	Total
Total dues/fees UC employees paid to UPTE	\$4.12 million	\$4 million	\$3.6 million	\$3.3 million	<b>\$15 million</b>
Total combined dues/fees UC employees paid to unions	\$18.7 million	\$17 million	\$15.8 million	\$11.4 million	<b>\$63 million</b>

#### Wages

UPTE	UC
UPTE consistently achieves higher raises and made the merit pay plan more fair for thousands of UPTE-represented employees. Source: <a href="http://www.voteyesforupte.org/meritpay.html">www.voteyesforupte.org/meritpay.html</a>	UPTE-represented employees have received the same general wage increases as non-represented employees.*

Year	General % increase for UPTE-represented employees	General % 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
<b>Total</b>	<b>21.5</b>	<b>21.5</b>	<b>0</b>

\*1.5% from 99-00 deferred until 00-01. 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.

#### Job Security

UPTE	UC
UPTE can help AP staff minimize or reverse layoffs, and develop alternative budget balancing scenarios.  Source: <a href="http://www.voteyesforupte.org/jobsecurity.html">www.voteyesforupte.org/jobsecurity.html</a>	Unionization will not prevent state budget cuts or their impacts. People are the core of UC's success and the University works hard to protect employees from layoffs to every extent possible. For the past two years, UC has undertaken a number of measures to shield employees from the impacts of the state budget cuts. These actions have included implementing a voluntary reduction in time program (START), eliminating vacant positions, reorganizing operations to minimize layoffs, freezing hiring, and restricting travel. So that all UC employees, unionized or not, are treated comparably, layoff provisions under UC policy and union contracts provide parallel protections.

#### Workload

UPTE	UC
Enrollment growth, budget cuts, layoffs and reorganizations mean fewer people doing more work, and therefore, increased workloads. Without a union, UC AP staff will be defenseless against such workload issues. Source: <a href="http://www.voteyesforupte.org/workload.html">www.voteyesforupte.org/workload.html</a>	Unionization will not prevent enrollment growth or the impacts of state budget cuts. All UC employees, unionized or not, have clearly defined job responsibilities. Any UC employee who believes that a proposed change in work duties is inappropriate, may bring his/her concerns to the attention of a supervisor or department head so that issues can be resolved. Some employees' workloads are increasing due to diminished resources, and UC is continually looking for ways to deal with this by streamlining workflow via better use of technology and resources.

For More Information: <http://atyourservice.ucop.edu/apelection.html>

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