



STAFF HUMAN RESOURCES

SANTA CRUZ, CALIFORNIA 95064

January 27, 2004

Dear UCSC Colleague:

As you know, the University Professional and Technical Employees (UPTE) union (affiliated with the Communication Workers of America), has asked for an election to exclusively represent approximately 12,000 campus and hospital administrative and staff professional employees.

The Public Employment Relations Board (PERB) has set this election for February 11 - March 3. For your vote to count, PERB must receive it by 3:00 pm, March 3. You may wish to mark your calendar.

If UPTE is elected, it will have exclusive authority to deal with UC regarding your salary, hours of work, job security and other conditions of your employment. This means that you would no longer be able to deal directly with your supervisor about these aspects of your employment. You will also be required to pay monthly union dues or fees. Therefore, it is critical that you educate yourself about the facts of unionization and vote.

A simple majority of voting employees will decide the outcome of this election. 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. So every vote is important.

The University neither encourages nor discourages unionization. The University respects the rights of employees to decide for themselves based on the facts. To this end, we support the right of our employees to receive accurate, factual and useful information, and we encourage employees to ask questions.

Whether you personally are against or in favor of unionization, your vote is very important and the University encourages your participation.

In the weeks ahead, you will receive information – from both the University and the union – about what it may mean for you and your colleagues to be exclusively represented by UPTE. Be sure to read these materials, talk about them with your colleagues, and visit the web sites below so you can educate yourself and make an informed choice.

In addition to your supervisor and the campus Labor Relations office (459-2017), information about this election is also available at the following web sites:

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

UC's official systemwide election web site, including a Q&A about mandatory union dues and fees, how unionization changes an employee's relationship with the university, and other facts about unionization.

UCSC election web site: http://ucsc.edu/staff/upte_election_04/
UCSC's web site, including correspondence sent to affected employees.

Vote YES for UPTE-CWA: <http://www.voteyesforupte.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 and message board created by a UC employee about why he thinks UC AP staff should vote NO in the election. (This is not a UC guarantee of the facts or an endorsement of the views expressed).

Sincerely,



Willeen McQuitta
Director
Staff Human Resources

cc: Vice Chancellor Vani
Labor Relations Manager Listmann