

The UC Worker

ISSUE #4 — SPRING 2016



News from the University of California's Largest Employee Union — AFSCME LOCAL 3299

VICTORY! Boycott Stops UCB from Contracting Out Service Jobs — Leads to Insourcing of Nearly 100 Subcontractors and Limited Workers

By: Maricruz Manzanares, Sr. Custodian, UC Berkeley

After a year-long campaign and a spring 2016 speaker's boycott that was supported by UC students, faculty, and elected leaders across California, UC has agreed to stop contracting out regular custodial and parking service work for the duration of AFSCME Local 3299's SX Unit Contract, and to insource nearly 100 subcontracted custodians, parking attendants and limited workers.



"This is an important first step towards protecting the wage, benefit and staffing standards that AFSCME 3299 members have fought so hard to win for UC Service Workers," said Local 3299 President Kathryn Lybarger. "We have set an historic precedent that limits contracting out at UC's flagship campus, and lifted nearly 100 families out of poverty in the process.

The majority of the workers affected by this agreement are immigrants and people of color with a combined 440 years of experience working on campus. They had been employed by private contractors Performance First, ABM, and Laz Parking. Like thousands of subcontractors across the UC system, these workers had been performing the same jobs as direct UC employees for years, but for a fraction of



the wages, virtually no benefits, and faced a range of illegal workplace abuses.

Performance First is currently under investigation by the US Department of Labor for allegations of wage theft and payroll fraud against its UC assigned employees—including paying workers under multiple names to skirt overtime rules. In addition to numerous lawsuits alleging sexual misconduct against its female employees, ABM has faced more than 140 adjudicated wage theft claims in California since 2010.

In addition to the alleged illegal conduct by its contractors, UC Berkeley had been on the receiving end of two recent state labor board complaints over its use and treatment of subcontracted workers, and a recent study by the UC Berkeley Labor Center documented the hardships faced by these types of workers across California.

Launched on February 4th, the other leaders' boycott asked all of California's state and federal elected leaders, as well as speaker's who had been invited to speak at Berkeley to postpone

Continued on page 3 —>

From the President: A Tie, an Unexpected Vacancy, and a Resurgent California Labor Movement

By: Kathryn Lybarger, President, AFSCME Local 3299, Lead Gardener, UC Berkeley



On March 26th, the US Supreme Court issued its long anticipated ruling in the case of Friedrichs vs. CTA—a challenge to “Fair Share” laws that have, for generations, required non-members represented by public sector unions to pay fees that cover the union’s cost of bargaining on their behalf.

But more than a month before the court ruled, an unexpected event dramatically changed the dynamics of the case, as well as the stakes for the Presidential Election that will come next November.

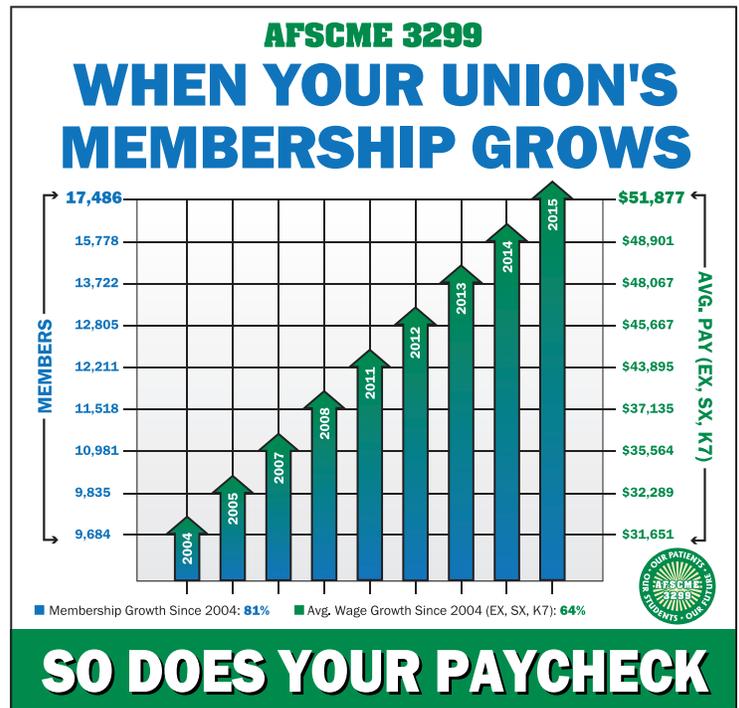
On February 13th, arch-conservative Justice Antonin Scalia was found dead while on a hunting trip in Texas—leaving the court’s vote in the Friedrichs case deadlocked at 4-4.

Pursuant to longstanding practice, the sudden tie vote on the US Supreme Court reverted the Friedrichs case back to the lower court ruling. The lower court had affirmed the right of public sector unions to collect fair share fees. *So, we won.*

But this fight is far from over.

No fewer than a dozen cases attacking the ability of working families to stand together for better wages and working conditions are currently working their way through the courts. Each challenge the very same legal precedent at issue in the Friedrichs case.

That means whoever replaces Justice Scalia, and who wins the ability to appoint Justices as our next President (most court watchers expect the next President will have as many as two vacancies to fill) will have an outsized impact on the future of public sector unions like AFSCME Local 3299.



But there is a silver lining. As I’ve written in past editions of The UC Worker, the threat posed by Friedrichs forced all public sector unions—including Local 3299—to focus on strengthening and growing our membership. To remind those we represent of the incredible victories we’ve won together, what our workplaces could look like without a strong union behind us, and to recruit and train more member leaders to help build on what we’ve already won. It’s also why we’ve worked so hard to stop UC from eroding the standards we’ve fought for by contracting out our jobs.

After launching our AFSCME STRONG program at last July’s MAT Conference, I’m happy to say that we have made incredible progress on each of these fronts. We represent nearly 2,000 more workers, we have 2300 new members, and have provided dozens of new Member Leaders with the tools they need to win at the workplace. We’ve won a precedent-setting agreement at UC Berkeley that will prevent

Continued on page 4 —>

AFSCME STRONG CAMPAIGN RESULTS Local 3299		
	July 2015	March 2016
Total Size:	21,591	23,485
Full Members:	17,425	19,707
MAT Captains:	47	60
MATs:	437	467

UC Hedge Fund Investments Shortchange Students, UC Workers & California Taxpayers

By: Michael Avant, Executive Vice President, AFSCME Local 3299, Patient Escort, UCSD Medical Center

As UC has tripled student tuition, imposed cuts to staff and pensions, and demanded more money from state taxpayers over the last decade, a familiar refrain from administrators has been that they are “looking under the hood” to identify cost savings and administrative efficiencies.

The problem is, UC’s assertions simply don’t square with the facts.

For example, while imposing austerity on students and frontline workers, we know that UC has spent hundreds of millions of dollars—each year—on growing its ranks of high paid administrators and middle managers.

And sadly, that’s just the tip of the iceberg. A recent investigation by AFSCME Local 3299 into nearly \$6 billion in UC endowment and pension investments has exposed that over the last twelve years, **UC squandered a billion dollars in fees to hedge fund managers who delivered dismal returns.**



Continued on page 6 —>

VICTORY!...

(continued from page 1)

or cancel their engagements until UC Berkeley agreed to insource its subcontracted workers. This included former President Bill Clinton and Chelsea Clinton, who had scheduled an April 1st Clinton Global Initiative University event on campus.

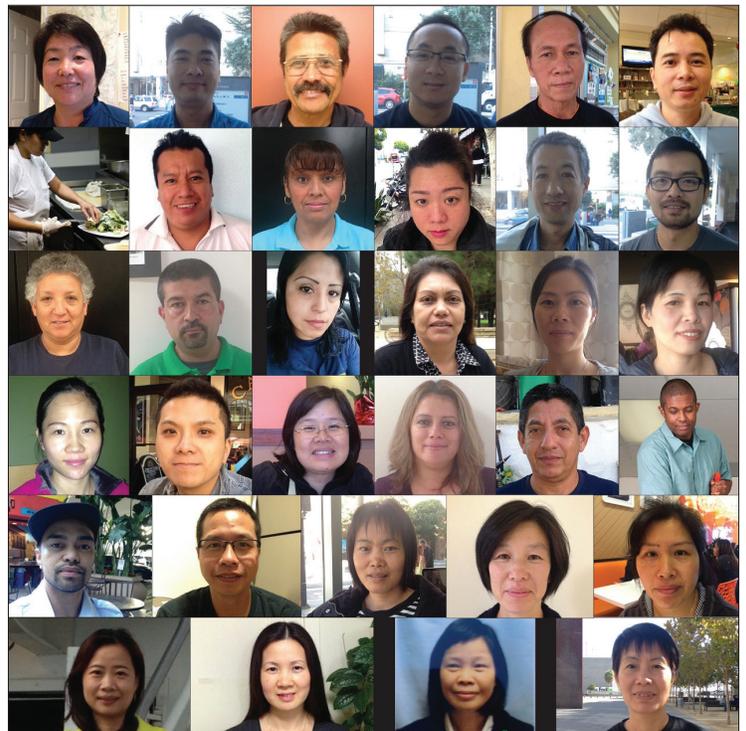
In the settlement reached on March 18th, sixty nine (69) subcontracted custodians and parking attendants—as well as nearly two dozen “limited appointment workers”—will be offered direct, full-time employment with the university before the end of April 2016.

“I was never asking for special treatment—just for the dignity and respect that my 20-plus years of service to the University of California demanded,” said Antonio Ruiz, one of the Laz Parking Attendants affected by the agreement. “For me, becoming a UC employee means I no longer need to work two jobs and worry about whether my employer will pay me for all the hours I’ve worked. Instead, it means one job, a living wage and the ability to spend time with my children.”

Among those who honored the speakers’ boycott at UC Berkeley were Lt. Gov. Gavin Newsom, State Sens. Carol Liu and Loni Hancock, Assembly members Tony Thurmond and Kevin McCarty, National Domestic Workers Alliance Dir. Ai-Jen Poo, GLAAD Pres. Sarah Kate Ellis, NO on H8 Campaign founder Adam Bouska, and human rights activist Angela Davis.

The Berkeley City Council and Associated Students of UC Berkeley also passed resolutions in support of the boycott.

“We are deeply grateful to the many state and local elected officials, UC faculty, students and civic leaders who stood up against UC’s attempts to circumvent its collective bargaining agreements and treat some of its workers as second class,” Lybarger added. “We are looking forward to welcoming the newest members of our strong union, and redoubling our efforts to stop UC from engaging in similar practices at other campuses across the state.”



From The President...

(continued from page 2)

contracting out of custodial and parking service work to low wage firms, passed a UC Contracting reform bill through the State Legislature, and seen the Public Employment Relations Board issue multiple complaints against UC's subcontracting practices. And as we prepare for our next round of collective bargaining with UC, I have no doubt that these victories will translate into real gains for every UC worker we represent.

Outside of UC, labor's renewed strength in the wake of the Friedrichs threat is producing results for working families across our state.

In March, as President of the California Labor Federation, AFL-CIO, I was proud to stand alongside Governor Brown and other labor leaders from across the state, as we announced that California would become the first US State to raise its minimum wage to \$15/hour. In other words, six million working Californians are about to get a long overdue raise. This is the direct result of a resurgent California labor movement.

There remains much more to do. Across all sectors, issues like wage theft, privatization, discrimination, safe staffing, so called "right to work" laws, and attacks on workers' retirement security are as pressing today as they have ever been.



To win, there are two things that all of us must do. First, if you haven't already, please become a full member of our union so we can continue to build our power. If you are unsure of your membership status, please talk to your MAT Leader, E-Board Member, or Campus Organizer.

Second, please make sure you vote—both in June, and this November. The next occupant of the White House will shape the direction of the court—and US labor laws for generations. And by making sure your voice is heard in this election, you can help ensure that the highest levels of our justice system will stand up for working families.

From the Treasurer: Annual Hudson Notice

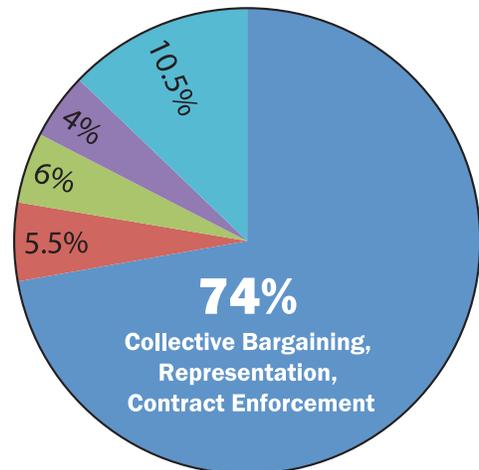
By: Tim Thrush, RDMS, Secretary-Treasurer of AFSCME Local 3299, Principal Diagnostic Sonographer, UCSF Medical Center



As your Secretary Treasurer, a critical part of my work—pursuant to the National Labor Relations Act—is ensuring every worker represented by AFSCME Local 3299 has access to a detailed breakdown of expenditures related to our union's work as your exclusive collective bargaining agent at UC. This is called our annual "Hudson Notice."

If you haven't already, you can view our 2016 Hudson Notice, which details dues and fees for 2016, as well as expenditures for the fiscal year ending on December 31, 2014, on our website at www.afscme3299.org. If you ever have any questions about financial matters related to Local 3299, I encourage you to please contact us at finance@afscme3299.org, or call us at 1-888-856-3299.

AFSCME Local 3299 Where Your Money Goes



■ Collective Bargaining, Representation, Contract Enforcement ■ Politics/Lobbying
■ Legal (PERB Filings, Arbitrations) ■ New Organizing ■ Union Administration

Racial Justice Working Group Inspires Conversation, Action

By LaTrenda Wood, Co-Chair of the Racial Justice Working Group, Hospital Assistant 3, UCSD



AFSCME Local 3299 formed the Racial Justice Working Group (RJWG) in 2014 to start conversations with our fellow members about racial injustice inside and outside the workplace, as well as to take action in support of Black Lives Matter and other movements for racial justice.

Fighting racism is part of AFSCME

Local 3299's agenda not only because "an injury to one is an injury to all," as the famous labor saying goes, but also because it is not possible for our members to win economic justice if we don't also win racial justice.

The RJWG is building on a strong legacy within our union of fighting for racial equality. You may know that in 1968, Martin Luther King Jr. was assassinated while in Tennessee, standing up for striking AFSCME sanitation workers. At UC, it was the workers who later formed Local 3299 who led the fight against racial discrimination against employees in the 1960's and 1970's, and who later supported Anti-Apartheid efforts on campus and won the first UC union contract to commemorate a paid holiday in Dr. King's memory.

Our Working Group's first goal was to start conversations with our fellow members. Many have been touched in some way by violence at the hands of the police or immigration enforcement officers. As AFL-CIO president Richard Trumka said referring to the union police officer who shot Michael Brown, the son of a union member: "our brother killed our sister's son...how can we not be involved?" Telling our stories and listening to how we can all be negatively affected by police violence enables us to identify opportunities—and summon the courage—for meaningful action. With the support of Dr. Steven Pitts, the RJWG facilitated racial justice workshops for our Executive Board, 2015 MAT Conference participants, as well as for members at multiple UC campuses.

It wasn't until the eve of the storytelling workshop we facilitated at the MAT Conference that I suddenly recalled my *own* family's experiences with police violence. On one occasion when I was in my early 20s, my sister was literally beaten into a coma by Tampa, Florida police officers, simply for eluding them on foot. She was



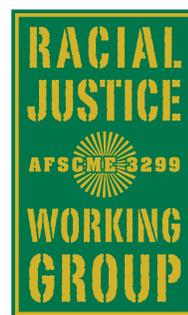
in a coma for a week, her face so swollen we couldn't recognize her. I insisted that my mother sue—but she refused, believing a lawsuit would not help. It was not the first time my sister had been beaten by the police.

My sister's story is just one of many stories that should be told, and acted upon. And our RJWG members have started to organize and take action. For example, in the Bay Area we joined in with other labor leaders to occupy the office of the Alameda County District Attorney, to demand that she drop charges against Black Lives Matter activists who had locked themselves to the BART train platform on Black Friday in 2014. Charges against the "Black Friday 14" were dropped just weeks later.

In just over a year we have not only led conversations and seen victories, we have found many in the labor movement who are hungry to learn about our efforts. While we have been thrilled to share our Working Group's story with UC students, our International Union, and unions across California and the US, we believe we still have much to do within our own membership, with one another.

It is not just African Americans getting killed, though there are many—people of all colors are getting beat up. And it may not be your own sister or brother, but somewhere it is your union sister or brother.

To learn more about how you can get involved in the RJWG, please email me: lwood@afscme3299.org



UC Hedge Fund Investments Shortchange Students, UC Workers and California Taxpayers...

(continued from page 3)

How dismal? Had UC invested this money in more traditional investments instead—like low cost index funds—it would have saved a billion dollars in fees and boosted investment returns by another \$800 million.

What is a hedge fund?

Hedge funds are largely unregulated, “alternative” financial products that are only available to institutional investors and the extremely wealthy. They are relatively new to the investment marketplace, and typically sold as a way to increase gains and minimize losses by relying on complex strategies. At UC, they were sold under the promise of “absolute positive returns” not tied to the whims of the stock market. Our research shows they have failed to deliver.

Hedge Funds are typically managed by outside firms who are not required to disclose their fees. The industry standard is for these firms to collect 2% of the total money under management, plus 20% of all investment returns, each year. *This is called the rule of 2 & 20.*

Using a methodology far more conservative than 2 & 20, we found that UC paid a dollar in fees for every two dollars in investment returns—poor by any standard.

“Using all of the publicly-available information about UC’s hedge fund investment strategy since its inception, this study documents that it has provided almost no hedging in bad times and below-market returns in good times. Moreover, this complete lack of promised hedging performance is compounded by enormous fees which come at the expense of the UC’s stakeholders,” said Thomas Gilbert, Assistant Professor of Finance & Business Economics at the University of Washington’s Foster School of Business.

What is most troubling about UC’s reliance on high cost hedge funds that haven’t delivered as promised, is who has really profited from these investments. UC invested with many of the same right wing billionaires—like Elliott Management’s Paul Singer—who are using hedge fund fees to bankroll anti-union

San Francisco Chronicle

March 8, 2016

“UC Paid Hedge Funds Top Dollar For Paltry Returns”

politicians and a national campaign to destroy our pensions and collective bargaining rights.

Except this time, it wasn’t some distant corporation or fellow billionaire funding Singer’s attacks on us. It was our own employer—with our hard earned pension dollars no less.

While UC’s new Chief Investment Officer, Jagdeep Singh Bachher, is scaling back the university’s reliance on outside hedge fund managers, substantial questions remain—including, whether UC should be investing in hedge funds at all.

That’s why AFSCME 3299 is holding fast to its opposition to UC’s newest round of proposed pension cuts. Frontline workers, students and taxpayers should not be forced to bail out UC’s bad bets on Wall Street. It is also why we are sponsoring new legislation with State Treasurer John Chiang—AB 2388—that would require public disclosure of all fees paid by public pension funds to hedge fund or private equity managers. This way, all UC stakeholders will have the information we need to prevent a repeat of history.

To read the full white paper, entitled “Missing the Mark: How Hedge Fund Investments at the University of California Shortchange Students, Staff and California Taxpayers”, please visit our website: www.afscme3299.org.

MISSING THE MARK

How Hedge Fund Investments at University of California Shortchange Students, Staff and California Taxpayers

Regents Vote to Enrich Executives and Attack Our Pensions (again)

By: Naomi Nakamura, UCRS Pension Advisory Board Member, Pharmacy Technician II, UCSF Med Center



At their March 2016 meeting, the University of California Board of Regents approved a new pension proposal from President Napolitano. The proposal includes a new cap on pensionable compensation (\$117,000)—a key feature of Napolitano’s 2015 budget deal with Governor Brown that enables UC to receive \$436 million in state funds to help pay down its unfunded pension liability.

From there, however, Napolitano’s plan deviates substantially from that deal by creating two retirement options for employees hired after July 1, 2016—effectively undermining the Governor’s stated desire to reign in executive compensation at UC.

The first, or “default” option, would place employees into the defined benefit pension, with access to a supplemental benefit. However, for the first time ever, the Regents have voted to give Faculty and high paid administrators substantially more generous benefits than ALL other UC staff—including our members, nurses, researchers and clerical staff. This type of arrangement was expressly opposed by Napolitano’s own pension task force, because it sends the message that UC sees some of its employees as second class.

The second option would enable employees “opt-out” of the defined benefit pension altogether, and into a 401k style defined contribution plan. There are many problems with this plan.

1. It would encourage more staff NOT to build careers at UC, since 401k’s are portable.
2. It offers UC’s highest paid employees thousands of dollars MORE in benefits than they get today. This makes UC’s executive compensation problem worse, not better.
3. By encouraging high paid staff to “opt-out,” it potentially leaves the defined benefit plan underfunded, and unable to pay its obligations to future retirees.

Continued on page 8 —>



OVERVIEW OF UC PRESIDENT NAPOLITANO’S 2016 PENSION PROPOSAL

OPTION 1 (HYBRID): DB PENSION W/ PEPRA CAP + SUPPLEMENTAL 401(K).

Employee and Employer Contributions contribute into DB Pension plan on first \$117K of salary, plus a supplemental 401(k)-style Benefit:

- Faculty: UC contributes 5% of pay into 401(k)-style supplemental plan on all income up to \$265k.
- Other Staff: UC contributes 3% into 401(k)-style supplemental plan only on income between \$117k and \$265k
- All employees enrolled in this plan by default, unless they opt out into Option 2.

OPTION 2 (DC OPT OUT): Stand-Alone 401(k) All Staff

- UC would contribute 8% of employee’s pay, up to \$265k towards staff benefits.
- For a UC executive making \$265,000, UC would contribute \$7,400/year MORE for their benefit than under the current pension plan.



Regents Vote to Enrich Executives & Attack Our Pensions (again)...

(continued from page 7)

4. Instead of offering staff guaranteed benefits, the Wall Street friendly “opt-out” scheme eliminates the guarantee of retirement security, and puts all the risk on UC workers.

Neither of the specific proposals ultimately adopted by the Regents were vetted by the pension task force Napolitano had convened and neither were included in the 2012 state law (PEPRA) the Governor encouraged UC to replicate. They also fail to produce any real savings for UCRP. That’s why they were opposed by thousands of UC Faculty and staff who signed petitions at www.protectmypension.org. The Lieutenant Governor, Assembly Speaker, and State Senate Pro Tem each also wrote letters opposing the proposal.

Despite the Regents vote, it’s important to remember that all changes to UC Pensions must be collectively bargained with UC unions, and the State Legislature will have the final say as



to whether they are willing to allow state funds to be used to pad the already bulging pockets of UC’s highest paid executives.

Both inside the Capitol and at the bargaining table, AFSCME Local 3299 will continue to fight any proposals that jeopardize the retirement security of our members, treat them as second class, or enrich UC’s highest paid elites at the expense of frontline workers. Napolitano’s proposal does all three, and UC unions are standing united with many elected leaders across California to defeat this assault on our pension.

If you have any questions about UC’s latest pension proposal, please contact your organizer or MAT Leader.

Legal: AFSCME Wins Reinstatement for Medically Separated UCSF Employee

By: Elizabeth Hinckle, Esq., Grievance and Negotiations Coordinator, AFSCME Local 3299

Local 3299 recently won an important arbitration victory over the medical separation of a UCSF medical center employee. The case involved the “reasonable accommodation” process—a key protection that requires the University to consider various ways to facilitate continued work for employees with disabilities before medically separating them.

In this case, the University claimed that there was no work available for the employee based on work restrictions established by his doctor more than a year earlier. When the employee provided updated medical information from the same doctor, showing that his condition had improved and his work restrictions had been relaxed, the University refused to consider this information in evaluating whether he should be medically separated.

In fighting the termination, AFSCME Local 3299 argued that the university did not meet the contractual requirements for medical separation, including consideration of all available reasonable accommodations. The arbitrator agreed, finding that the University’s rejection of the updated medical documentation violated our union contract. The arbitrator also found that the updated restrictions were enough to require further consideration of reasonable accommodations. For these reasons, the arbitrator rescinded the medical separation, and ordered the worker be reinstated and UCSF resume the process of seeking a reasonable accommodation that will allow him to return to work.

If you or a co-worker are facing medical separation that you believe violates our contract, please contact your MAT Leader or Campus Organizing office.



PERB and San Francisco Supervisors Blast UC for Subcontracting Abuses

By: Ruben Santos, Vice President of Service Unit (SX), AFSCME Local 3299; Sr. Custodian, UC Davis



When the University of California contracts out service and patient care jobs to low wage contractors, it not only often violates its collective bargaining agreements with AFSCME Local 3299—too often, it enables violations of state labor laws.

Already this year, the California Public Employment Relations Board (PERB) has issued two complaints against UC over its use and abuse of subcontracted workers.

In January, PERB alleged that UC engaged in unlawful retaliation against employees of UCSF Contractor IMPEC Group, which provided custodial services at UCSF from 2011 to 2015. Most of the more than twenty impacted workers, mostly Chinese immigrants, had been working at UCSF on a full time basis for years. At UCSF's request, IMPEC Group slashed the workers' wages by nearly 50%, prompting them to organize and seek direct employment with the University. UCSF responded by having the workers blacklisted when their employment was transitioned to a new contractor tasked with delivering the same services at UCSF, and then made sure that almost a dozen of them were fired.

In March, the San Francisco Board of Supervisors passed a resolution condemning UCSF for its conduct, and called on the University to “rectify serious breaches of workers rights.”

“This is a fight for vulnerable workers throughout our city and country,” San Francisco Supervisor Jane Kim said at a press conference announcing the resolution.

In explaining to PERB why it refused to hire the IMPEC workers directly despite a clear, permanent need for their services, UCSF asserted that several of the workers did not speak English well enough.

Jin Chen, a UCSF assigned IMPEC worker for three and a half years who was an engineer in his native China, responded by telling the San Francisco Chronicle, “UCSF was fine with my English when I was cleaning for them with low pay and no benefits.

PERB issued a second Complaint in February, alleging that UC violated its collective bargaining agreement with AFSCME

San Francisco Chronicle

March 28, 2016

“SF Supes Condemn UCSF Over Fired Immigrant Janitors”

“UCSF, if you want to be a good city partner, then make this wrong right.”—SF Board of Supervisors
President London Breed

Local 3299 by entering into at least five distinct contracts (at multiple campuses) with private firms that pay their workers rock bottom wages for full time permanent staffing needs that are traditionally met by directly employed UC workers.

Specifically, PERB alleged that UC “failed to meet and confer” over its decision to contract out work customarily done by AFSCME Local 3299 members, and “interfered with the rights of bargaining unit employees to be represented”—violations both of AFSCME Local 3299's EX and SX unit contracts, and California state law.

Continued on page 11 —>



The Fight to Stop Outsourcing Moves South: Update on UCSD and UCLA Expansion Sites

When UC settled contracts with AFSCME Local 3299 represented service (SX) and patient care technical (EX) workers in 2014, it signed side letters that committed the university NOT to contract out service and patient care jobs at UC expansion sites—specifically, at UCSF’s new Mission Bay Hospital (opened in 2015), UCLA’s Lufkin Hotel and Conference Center (opening in August, 2016), and UCSD’s planned Jacobs Hospital (opening, October, 2016).

Sadly, since 2014, UC has been actively trying to circumvent that agreement—relying on a range of outside contractors to meet so called “temporary” needs—on everything from LVN’s and Surgical Sterilization Technologists, to custodians at UCSF Mission Bay.

With UC facing mounting scrutiny over outsourcing and its subcontracting practices, AFSCME Local 3299 has not only filed multiple grievances over UC’s blatant contract violations at UCSF—for which the State Labor Board (PERB) recently issued a formal complaint against UC—but has been working aggressively to stop UC from contracting out at the soon to be opened UCLA and UCSD expansion sites.

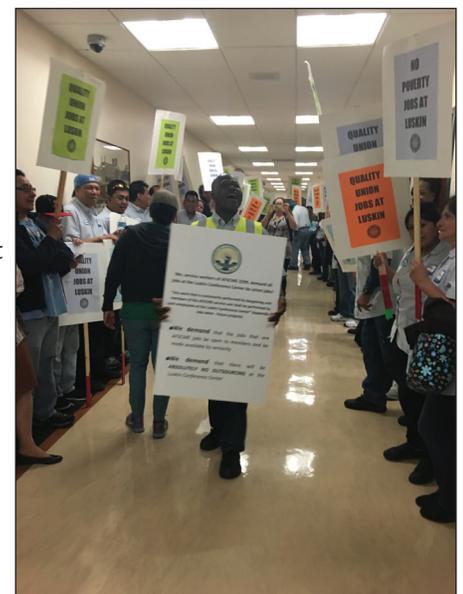
“This is a fight to make sure UC honors our contract, and maintains the staffing standards our membership has fought so hard for,” said Local 3299 Vice Presidents Monica De Leon (EX) and Ruben Santos (SX). “We will not allow UC to lead a race to the bottom as it grows, nor erode the top quality standard of care we provide to UC students and patients with poorly trained and underpaid contract workers.”

At UCLA, despite multiple assurances from Management about their intention to honor AFSCME’s contract, it has provided no staffing plan for its Lufkin facility. In response, more than 150 workers, students and faculty have staged two pickets demanding that this new facility be staffed with AFSCME Local 3299 represented UC workers, and not poverty wage contractors.



At UCSD, Management noted in a February 25th meeting that it was planning to contract out some of the work, citing uncertainties related to patient census when the hospital opens. Workers provided management an alternative—namely, the use of AFSCME Local 3299 represented per diems and limited workers, who also have conversion rights in our contract. Members have since begun circulating a petition to demand no contracting out of patient care jobs at UCSD, and plan subsequent meetings with management over the issue.

For more information on getting involved in efforts to enforce our contract terms at UCLA’s Lufkin Center, and UCSD’s Jacob’s hospital, please contact your MAT Leader or campus organizer. We will feature updates on our efforts to ensure these new facilities are properly staffed in upcoming editions of *The UC Worker*.



Task Force Readies Recommendation on UC Berkeley Expansion into Richmond

On March 17, *Raise Up Richmond*, a coalition of community and labor groups including AFSCME Local 3299, held a rally and press conference at Richmond City Hall to celebrate an overwhelming community consensus around benefits for the proposed Berkeley Global Campus expansion, garnering positive news coverage from numerous local papers and television stations.

On April 28, UC Berkeley leadership will come to Richmond to hear the Berkeley Global Campus Community Working Group present their recommendations for a legally-binding community benefits agreement that ensures that the new campus uplifts Richmond residents with good jobs for local and disadvantaged residents, and funds for affordable housing and education.

Raise Up Richmond will be leading a mobilization to the April 28 meeting to support the Community Working Group and to ensure that the many voices of the community who will be affected by the new campus are heard.



While UC has not indicated how or when they will respond to the Working Group's recommendations—recommendations that have also been voiced by the Richmond City Council—AFSCME Local 3299 and the *Raise Up Richmond* coalition are pursuing additional ways to ensure the Berkeley Global Campus project realizes its promise of real economic benefit for the City of Richmond.

Specifically, AFSCME Local 3299 and the *Raise Up Richmond* Coalition are backing a proposed November ballot initiative that would require large landowners who do not pay property taxes (like UC) to get voter approval before moving forward on projects that require city funding.

Please stay tuned for additional updates on UC Berkeley's planned Richmond expansion, and its response to its Working Group's recommendations, in future editions of the *UC Worker*.

PERB and San Francisco Supervisors Blast UC for Subcontracting Abuses...

(continued from page 9)

"In issuing these Complaints, PERB has acknowledged that the University of California is engaged in an illegal, system-wide race to the bottom to meet its full-time, permanent staffing needs," said Local 3299 President Kathryn Lybarger. "In doing so, UC is helping some of our state's most notorious employers profit by condemning hundreds—if not thousands—of full-time UC workers and their families to a life of poverty and exploitation. This illegal conduct would be unacceptable in any circumstance, but it is especially troubling to see it happening

at California's third largest employer and the pre-eminent public university system in America."

PERB will issue a binding decision in both cases following hearings later this year.

At work, in the Capitol and in Court, AFSCME Local 3299 remains committed to protecting our members against any efforts by UC to undermine your wages and benefits by contracting out bargaining unit work. If you hear about UC contracting out work that would normally be done by AFSCME Local 3299 members, please let your MAT Leader or campus organizer know as soon as possible.



In the Capitol: Senator Lara Introduces Improved UC Contracting Reform Measure, SB 959

By: Luster Howard, Chair of AFSCME Local 3299 Political Committee, Truck Driver, UC Berkeley-LBNL



Despite passing both houses of the Legislature with overwhelming majorities last year, an AFSCME Local 3299 sponsored bill, SB 376 (“Equal Pay for Equal work” for UC subcontracted workers), was vetoed by Governor Brown after a furious 11th hour lobbying campaign by UC.

Since last year’s effort, several new factors have come to light—some of which is described in greater detail elsewhere in this edition of *The UC Worker*—which could fundamentally change the prospects for contract reform at UC during the State Legislature’s 2016 session.

1. Multiple UC Contractors have been investigated and/or cited by enforcement agencies for alleged violations of State and Federal labor laws.
2. New research from UC Berkeley’s Labor Center has highlighted the hardships faced by subcontracted workers—including higher risk of poverty, reliance on government assistance, and greater risk of illegal labor practices by their employers.
3. The State Labor Board (PERB) has issued two complaints—in 2016 alone—against UC over its use and treatment of subcontracted workers.
4. A new State Audit has exposed that many of UC’s claims about its costs and finances are unsubstantiated. UC relied on unsubstantiated claims about the “cost” of SB 376 to derail it in 2015.

With these new dynamics in mind, State Senator Ricardo Lara (D-Bell Gardens) has introduced an improved version of the measure in 2016, called SB 959.

There are two important distinctions between SB 959, and its predecessor, SB 376.

First, SB 959 delays its effective date until after UC has fully implemented its new minimum wage. This means that the difference between what contractors are already paying their workers, and what UC workers doing the same jobs are making,



will be substantially smaller. This will dramatically reduce contractors’ ability to artificially inflate their costs to comply with the bill, while still providing UC a clear incentive to stop contracting out what should be permanent jobs.

Second, SB 959 bars UC from awarding contracts to companies with a history of labor law violations in California. As California and other states grapple with ways to address the growing epidemic of wage theft in lower paying industries, this will shine a light on the fact that absent reform, UC will continue spending tens of millions of public dollars each year on private companies that routinely break the law.

Did you know that Wage Theft costs California Taxpayers \$8.5 billion every year? That’s equivalent to 60% of our state’s higher education budget.

— Source, Little Hoover Commission

On March 30th, SB 959 cleared its first Committee—the Senate Education Committee—by a 7-2 vote.

Next, SB 959 moves onto the Senate Appropriations Committee.

Stay tuned with your MAT Leader or Campus Organizer on more ways to support our efforts to pass strong contracting reform at UC.

Our 2016 MAT Conference is Around the Corner!

Our 2016 MAT Conference will take place in Oakland, July 29-31. Hundreds of MAT leaders will come together to discuss our vision for our coming contract campaign, celebrate recent victories, and learn new skills needed to support the ongoing representation needs of our members at the workplace. MAT leaders interested in attending the MAT Conference should talk to their MAT captain or organizer. **MAT Conference registration forms are due May 31st.**





AFSCME Local 3299 PEOPLE Announces 2016 Candidate Endorsements

As we head into the 2016 Presidential election, Member Leaders within AFSCME and Local 3299 consider endorsements of candidates based on the issues of greatest importance to our members and working families. Candidates seeking support from AFSCME Local 3299 were asked to complete and submit questionnaires, attend candidate forums, and participate in interviews with member leaders. All of the information gathered was used to come to an endorsement decision and voted on by AFSCME members.



JUNE 7, 2016 PRIMARY ELECTION

FEDERAL OFFICES:

United States Senate	Kamala D. Harris (D)
US House District 01	NO ENDORSEMENT
US House, District 02	Jared Huffman (D)
US House, District 03	John Garamendi (D)
US House, District 04	NO ENDORSEMENT
US House, District 05	Mike Thompson (D)
US House, District 06	Doris Matsui (D)
US House, District 07	NO ENDORSEMENT
US House, District 08	Paul Cook (R)
US House, District 09	Jerry McNerney (D)
US House, District 10	NO ENDORSEMENT
US House, District 11	Mark DeSaulnier (D)
US House, District 12	Nancy Pelosi (D)
US House, District 13	Barbara Lee (D)
US House, District 14	Jackie Speier (D)
US House, District 15	Eric Swalwell (D)
US House, District 16	Jim Costa (D)
US House, District 17	Mike Honda (D)
US House, District 18	Anna G. Eshoo (D)
US House, District 19	Zoe Lofgren (D)
US House, District 20	Sam Farr (D)
US House, District 21	NO ENDORSEMENT
US House, District 22	NO ENDORSEMENT
US House, District 23	NO ENDORSEMENT
US House, District 24	Salud Carbajal (D)
US House, District 25	Lee Rogers (D)
US House, District 26	Julia Brownley (D)
US House, District 27	Judy Chu (D)
US House, District 28	Adam Schiff (D)
US House, District 29	Tony Cardenas (D)
US House, District 30	Brad Sherman (D)
US House, District 31	Pete Aguilar (D)
US House, District 32	Grace Napolitano (D)
US House, District 33	Ted Lieu (D)

FEDERAL OFFICES:

US House, District 34	Xavier Becerra (D)
US House, District 35	Norma Torres (D)
US House, District 36	Raul Ruiz (D)
US House, District 37	Karen Bass (D)
US House, District 38	Linda Sanchez (D)
US House, District 39	NO ENDORSEMENT
US House, District 40	Lucille Roybal-Allard (D)
US House, District 41	Mark Takano (D)
US House, District 42	Tim Sheridan (D)
US House, District 43	Maxine Waters (D)
US House, District 44	Isadore Hall (D)
US House, District 46	Joe Dunn (D)
US House, District 47	Alan Lowenthal (D)
US House, District 48	NO ENDORSEMENT
US House, District 49	NO ENDORSEMENT
US House, District 50	NO ENDORSEMENT
US House, District 51	Juan Vargas (D)
US House, District 52	NO ENDORSEMENT
US House, District 53	NO ENDORSEMENT

STATE OFFICES:

State Senate District 01	NO ENDORSEMENT
State Senate District 03	Bill Dodd (D)
State Senate District 05	Cathleen Galgiani (D)
State Senate District 07	NO ENDORSEMENT
State Senate District 09	(Dual) Sandré Swanson (D) Nancy Skinner (D)
State Senate District 11	Jane Kim (D)
State Senate District 13	Jerry Hill (D)
State Senate District 15	Jim Beall (D)
State Senate District 17	Bill Monning (D)
State Senate District 19	Hannah-Beth Jackson (D)
State Senate District 21	Jonathan Ervin (D)
State Senate District 23	NO ENDORSEMENT

STATE OFFICES:

State Senate District 25	Anthony Portantino (D)
State Senate District 27	Henry Stern (D)
State Senate District 29	Sukhee Kang (D)
State Senate District 31	Richard Roth (D)
State Senate District 33	Ricardo Lara (D)
State Senate District 35	Steven Bradford (D)
State Senate District 37	NO ENDORSEMENT
State Senate District 39	Toni Atkins (D)
State Assembly District 01	NO ENDORSEMENT
State Assembly District 02	Jim Wood (D)
State Assembly District 03	NO ENDORSEMENT
State Assembly District 04	(Dual) Dan Wolk (D) Don Saylor (D)
State Assembly District 05	NO ENDORSEMENT
State Assembly District 06	NO ENDORSEMENT
State Assembly District 07	Kevin McCarty (D)
State Assembly District 08	NO ENDORSEMENT
State Assembly District 09	Jim Cooper (D)
State Assembly District 10	Marc Levine (D)
State Assembly District 11	NO ENDORSEMENT
State Assembly District 12	Harinder Grewal (D)
State Assembly District 13	Susan Talamantes Eggman (D)
State Assembly District 14	Mae Torlakson (D)
State Assembly District 15	Tony Thurmond (D)
State Assembly District 16	Cheryl Cook-Kallio (D)
State Assembly District 17	David Chiu (D)
State Assembly District 18	Rob Bonta (D)
State Assembly District 19	Phil Ting (D)
State Assembly District 20	Bill Quirk (D)
State Assembly District 21	Adam Gray (D)
State Assembly District 22	Kevin Mullin (D)
State Assembly District 23	NO ENDORSEMENT
State Assembly District 24	Marc Berman (D)
State Assembly District 25	Kansen Chu (D)
State Assembly District 26	NO ENDORSEMENT
State Assembly District 27	Ash Kalra (D)
State Assembly District 28	Evan Low (D)
State Assembly District 29	Mark Stone (D)
State Assembly District 30	Karina Cervantez Alejo (D)
State Assembly District 31	Joaquin Arambula (D)
State Assembly District 32	Rudy Salas (D)
State Assembly District 33	NO ENDORSEMENT
State Assembly District 34	NO ENDORSEMENT
State Assembly District 35	NO ENDORSEMENT
State Assembly District 36	NO ENDORSEMENT
State Assembly District 37	Monique Limon (D)
State Assembly District 38	NO ENDORSEMENT

STATE OFFICES:

State Assembly District 39	Raul Bocanegra (D)
State Assembly District 40	NO ENDORSEMENT
State Assembly District 41	Chris Holden (D)
State Assembly District 42	NO ENDORSEMENT
State Assembly District 43	Laura Friedman (D)
State Assembly District 44	Jacqui Irwin (D)
State Assembly District 45	Matt Dababneh (D)
State Assembly District 46	Adrin Nazarian (D)
State Assembly District 47	Cheryl Brown (D)
State Assembly District 48	Bryan Urias (D)
State Assembly District 49	Ed Chau (D)
State Assembly District 50	Richard Bloom (D)
State Assembly District 51	Jimmy Gomez (D)
State Assembly District 52	Freddie Rodriguez (D)
State Assembly District 53	Miguel Santiago (D)
State Assembly District 54	Sebastian Ridley-Thomas (D)
State Assembly District 55	NO ENDORSEMENT
State Assembly District 56	Eduardo Garcia (D)
State Assembly District 57	Ian Calderon (D)
State Assembly District 58	Cristina Garcia (D)
State Assembly District 59	Reggie Jones Sawyer (D)
State Assembly District 60	Eric Linder (R)
State Assembly District 61	Jose Medina (D)
State Assembly District 62	Autumn Burke (D)
State Assembly District 63	Speaker Anthony Rendon (D)
State Assembly District 64	Mike Gipson (D)
State Assembly District 65	Sharon Quirk-Silva (D)
State Assembly District 66	Al Muratsuchi (D)
State Assembly District 67	NO ENDORSEMENT
State Assembly District 68	NO ENDORSEMENT
State Assembly District 69	Tom Daly (D)
State Assembly District 70	Patrick O'Donnell (D)
State Assembly District 71	NO ENDORSEMENT
State Assembly District 72	NO ENDORSEMENT
State Assembly District 73	NO ENDORSEMENT
State Assembly District 74	NO ENDORSEMENT
State Assembly District 75	NO ENDORSEMENT
State Assembly District 76	NO ENDORSEMENT
State Assembly District 77	NO ENDORSEMENT
State Assembly District 78	Todd Gloria (D)
State Assembly District 79	Shirley Weber (D)
State Assembly District 80	Lorena Gonzalez (D)

STATEWIDE BALLOT MEASURES:

Proposition 50 – Suspension of Legislators	Recommend “Yes” Vote.
---	-----------------------

Please make sure you vote in this critical election year, and remember, you must be registered in order to vote. If you have never voted before, or have moved since the last time you voted, please visit the “Politics” tab at www.afscme3299.org to Register to Vote online.

Laying the Foundation for Our Next Contract Campaign

With less than one year before we begin contract negotiations in the spring of 2017, our preparations are well underway.

This month we are launching a UC-wide membership survey to gather detailed data on tactics UC uses that affect our job security. The survey includes questions on staffing, workloads, hours and schedules, breaks, and the shifting of UC work to contract and contingent workers (such as per diems, limited workers, and students), and more. Be sure to complete your survey!

This *summer* we will hold our annual MAT Conference to prepare hundreds of MAT leaders for our coming contract negotiations. This *fall* we will be electing our contract bargaining team, surveying members to determine the priorities of our contract campaign, drafting bargaining proposals, and submitting information requests to UC.



IMPORTANT DATES for AFSCME Local 3299 Represented UC Workers



- 4/10/2016:** ➔ UC Patient Care Technical Unit (EX) 4% ATB raise effective date
- 5/6/2016:** ➔ Per Diem conversion forms due to MAT/Organizer (SX & EX)
- 7/3/2016:** ➔ UC Service Unit (SX) 2% Step increase effective date
- 7/3/2016:** ➔ UC Patient Care Technical Unit (EX) 2% Step increase effective date
- 10/1/2016:** ➔ UCSC Skilled Crafts Unit (K7) 3% ATB raise increase effective date
- 10/9/2016:** ➔ UC Service Unit (SX) 3% ATB raise increase effective date
- 10/28/2016:** ➔ Per Diem conversion forms due to MAT/Organizer (EX Unit Only)
- Fall/TBD:** ➔ Health care plan open enrollment (in addition to career workers, non-career workers working an average of 30 hours/week are now eligible for health care coverage)
- 1/1/2017:** ➔ UC Hastings workers 2.5% ATB raise effective date
- 1/1/2017:** ➔ Health care rates for Kaiser and Health Net B&G, pay bands 1 & 2 to be frozen for AFSCME 3299 members

UC Admits to Shorting Employees' Overtime Pay

By: Monica De Leon, Vice President of Patient Care Technical Unit (EX), Hospital Unit Service Coordinator, UC Irvine Medical Center



Late last year, we learned that UC reported to the US Department of Labor that it has been underpaying some employees' overtime for years. Initially reported as a problem limited to UC Irvine, the University has since acknowledged that the problem is systemic, and could involve as many as 40,000 UC workers.

While UC has claimed that the underpayments are relatively small—\$5 or less per bi-weekly pay period—over the course of several years, this could add up to hundreds (if not thousands) of dollars for each affected employee, and millions of dollars system wide.

A violation of both the Fair Labor Standards Act (FLSA) and our Union contracts, AFSCME Local 3299 immediately responded to the revelations by organizing our UC Union Coalition to send a letter to the US Department of Labor (DOL), requesting a full investigation of UC's overtime pay violations, as well as to demand complete recovery of unpaid wages and damages.

We have also filed contract grievances and an information request with UC. To date, UC has refused to turn over basic information detailing the employees effected and amounts owed, claiming that the information is protected by "attorney-client privilege." We disagree, and will be relentless in our efforts to access this critical information for members who may be affected by the problem.

At the center of this scandal is UC's new payroll system, known as UC Path, which was conceived in 2009 as a way to upgrade UC's thirty year old payroll systems that have traditionally been locally administered by each campus. While UC Path seeks cost savings by integrating many of its timekeeping, payroll, academic personnel and human resource functions into a single, systemwide IT solution, it has fallen far short of that goal. As of early 2015, UC Path was more than two years behind schedule, and more than \$50 million over budget.

THE SACRAMENTO BEE

December 28, 2015

"UC Payroll Problem Shortchanged Thousands of Workers"

"Unfortunately, each of our unions is all-too-familiar with the University's ability to understate the scope and severity of a problem for which they are responsible, and its heavy reliance on delay... Even 'very small' underpayments result in our employees being shorted millions of hard-earned overtime dollars."

Rest assured, AFSCME Local 3299 will be aggressively pursuing this matter until all affected employees are made whole. Please stay tuned to future editions of *The UC Worker* for updates on this case, or contact your MAT Leader or Campus organizer should you have any questions.



News Briefs from Across the State: Winning at the Workplace

UCSF PCAs Win Back 12-Hour Shifts to Provide Quality Patient Care:

When UCSF's Mission Bay Hospital opened last year, the Patient Care Assistants (PCA) in the C5 Peds Med/Surg Unit were forced to switch from 12-hour shifts to 8-hour shifts, despite 12 hour shifts being the standard to providing the highest quality patient care. In March 2016, after a year-long fight that included several delegations to management and educating the public about patient care concerns, PCAs convinced management that longer shifts allow for better patient care and won back their original 12-hour shifts!

Patient Food Service Worker Reclassification and Back Pay:

Almost a dozen Patient Food Service members at UCSF Parnassus who were mis-classified and underpaid for years have been fighting to be reclassified as Senior Food Service Workers in order to be recognized and compensated for the work they do. By uniting together and launching a campaign that included delivering petitions and a call-in to Labor Relations, they won their long-overdue permanent reclassification, bringing them up to the same pay scale of their co-workers doing the same work. In addition to this permanent pay increase, these members received almost 2 years of back pay!

UCD Custodians Win Safety Shoes:

With one in ten UC service workers facing workplace injury, the custodians in Facilities Management at UCD have been fighting for many years to protect themselves by getting safety shoes from their department. Because custodians spend most of their workdays on their feet doing physically demanding labor like mopping and waxing floors, trash removal, emergency responses to bathrooms, and locking/unlocking almost all buildings on campus, having safety shoes is vital for ensuring our members can do this work safely. Even though UC had ignored these demands for years, our members didn't give up the fight—relentlessly raising



the issue in labor-management meetings. Earlier this year, the department finally agreed to provide safety shoes members deserve. AFSCME Local 3299 Represented custodians at UC Davis will now get \$150 a year towards safety shoes.

Per Diems win Premium Holiday Pay at UCI:

Over the Christmas and New Year holidays, more than 100 AFSCME Local 3299 Represented Per Diem Patient Care workers at UC Irvine Medical Center sacrificed time with their families in order to report for work and serve their patients. But UC Irvine declined to provide these workers with premium holiday pay as required under Article 11 of AFSCME Local 3299's EX unit contract. Led by MAT Leader and Pharmacy Tech Dennis Corcuera, the workers got organized, and reported the problem to UCI Labor Relations. After UCI failed to adequately respond, the workers threatened to file a formal grievance. UCI finally relented and paid its per diem workers the thousands of dollars in premium holiday pay they had earned.

Phlebotomists win Reclassification and "Equal Pay for Equal Work" at UCLA:

For months, Certified Phlebotomist Technician II's and III's at UCLA have found themselves also required to perform the duties of Hospital Lab Technician II's. The difference is not just one of job duties, but also in pay. In January, after months of raising these disparities with management under the leadership of MATs Haydar Kir (RRMC), Evelyn Fowler (RRMC) and Oscar Torres (SMH), Local 3299 members were able to win reclassification of more than 130 CPT's to Hospital Lab Assistant IV's, with a significant increase in pay to reflect their expanded job responsibilities.

About AFSCME Local 3299

AFSCME Local 3299 is the University of California's largest employee union, representing more than 23,000 Service, Patient Care, Clerical and Skilled Craft workers at UC's 10 Campuses, 5 Medical Centers, and National Research Laboratories. Local 3299's Officers and Executive Board constitute the governing body of our democratic union. Their duties include setting policies, managing the union's finances, and establishing its bargaining, contract enforcement, representation and political goals. The body is comprised entirely of fellow UC workers and dues paying Local 3299 Members, representing every UC Campus. Each Officer and Executive Board Member is elected to three year terms.



To contact your campus Executive Board member, please send an e-mail to executiveboard@afscme3299.org.



Campus	Name
UC Berkeley — President	Kathryn Lybarger
UC Davis — VP of Service Unit	Ruben Santos
UC Irvine — VP of Patient Care Unit	Monica De Leon
UC Los Angeles — Recording Secretary	Lakeisha Collins
UC San Diego — Executive Vice President	Michael Avant
Lawrence Berkeley National Laboratory — Executive Board Member	Luster Howard
UC Berkeley — Executive Board Member	Maricruz Manzanarez
UC Berkeley — Executive Board Member	Roque Arevalo
UC Berkeley — Executive Board Member	Arnold Meza
UC Davis — Executive Board Member	Nickolas Herrera
UC Davis — Executive Board Member	Rebecca Chidester
UC Davis — Executive Board Member	Cameron Woods
UC Davis — Executive Board Member	Tracy Kasik
UC Davis — Executive Board Member	Betti Clarke
UC Davis — Executive Board Member	Namrata Singh
UC Irvine — Executive Board Member	Francisco Arellano, Sr
UC Irvine — Executive Board Member	Frank Arellano, Jr
UC Irvine — Executive Board Member	Katherine Simpson
UC Irvine — Executive Board Member	Rose Rodriguez
UC Irvine — Executive Board Member	Carlos Velasco
UC Los Angeles — Executive Board Member	Jose Mendes
UC Los Angeles — Executive Board Member	Jorge Fernandez

Campus	Name
UC Los Angeles — Executive Board Member	Olga Lopez
UC Los Angeles — Executive Board Member	Oscar Rubio
UC Los Angeles — Executive Board Member	Henry Avila
UC Los Angeles — Executive Board Member	Tanya Ortega
UC Merced — Executive Board Member	Rafael Flores
UC Riverside — Executive Board Member	Jesus Hernandez
UC Riverside — Executive Board Member	Isaiah Martinez
UC Santa Barbara — Executive Board Member	Henry Jimenez
UC Santa Barbara — Executive Board Member	Serafin Zamora
UC Santa Cruz — Executive Board Member	Nicolas Gutierrez
UC Santa Cruz — Executive Board Member	Veronica Sumano
UC San Diego — Executive Board Member	Ruth Zolayvar
UC San Diego — Executive Board Member	Michael Avant
UC San Diego — Executive Board Member	Marisol Bermea
UC San Diego — Executive Board Member	Angelina Mendoza
UC San Diego — Executive Board Member	Angela Velasquez
UC San Diego — Executive Board Member	LaTrenda Wood
UC San Francisco — Executive Board Member	Timothy Thrush
UC San Francisco — Executive Board Member	Garry Kam
UC San Francisco — Executive Board Member	Randall Johnson
UC San Francisco — Executive Board Member	Judy McKeever
UC San Francisco — Executive Board Member	Yolanda Jackson
UC San Francisco — Executive Board Member	Agnes Suarez



AFSCME LOCAL 3299

American Federation of State, County and Municipal Employees, AFL-CIO

2201 Broadway Avenue, Suite 315
Oakland, CA 94612

AFSCME LOCAL 3299 LOCATIONS:

STATE HEADQUARTERS

2201 Broadway Ave, Suite 315 • Oakland, CA 94612
(510) 844-1160 • 1-888-856-3299

UC DAVIS

2400 O Street • Sacramento, CA 95831 • (916) 491-1426

UC MERCED

2400 O Street • Sacramento, CA 95831 • (916) 491-1426

UC LOS ANGELES

5601 W. Slauson Ave Suite 243 • Culver City, CA 90230
(310) 338-1299

UC SANTA BARBARA

900 Embarcadero Del Mar, Suite E • Goleta, CA 93117
(805) 685-3760

UC SAN FRANCISCO/HASTINGS

1360 9th Ave, #240 • San Francisco, CA 94122
(415) 566-6477

UC BERKELEY

2519 Telegraph Suite B • Berkeley, CA 94704
(510) 486-0100

UC IRVINE

1740 W. Katella Ave., Suite I, Orange, CA 92867
(714) 634-1449

UC RIVERSIDE

1280 Palmyra Avenue, Suite F, Riverside, CA 92507
(951) 781-8158

UC SAN DIEGO

4241 Jutland Dr. #105 • San Diego, CA 92117
(619) 296-0342

UC SANTA CRUZ

501 Mission Street, Apt. #4 • Santa Cruz, CA 95060
(831) 425-4822

AFSCME LOCAL 3299 ■ AFSCME3299.ORG ■ (510) 844-1160  FACEBOOK.COM/AFSCME3299