

WE'VE REACHED IMPASSE

Last bargaining session, our bargaining team demanded that by the August 8th session UC return with real movement on our key proposals. After UC returned rejecting all our key proposals, **both sides agreed that we have reached impasse.**

UC REFUSES TO MOVE ON OUR TOP BARGAINING PRIORITIES:

- ➔ NO CONTRACTING OUT
- ➔ SAFE STAFFING/JOB SECURITY
- ➔ PENSION PROTECTION
- ➔ AFFORDABLE HEALTH CARE
- ➔ FAIR WAGES & STEPS

We deserve dignity and respect, and we will fight until we win the contract we deserve.



"We take great pride in our work for our patients and students. It's insulting that UC thinks offering us benefit cuts, 0% wage increases, & more contracting out is generosity."

—Angie Mendoza, EVS Senior Custodian, UCSD

WHAT'S NEXT?

Our bargaining team will file for impasse. See back for more details.



What Does Impasse Mean?

IMPASSE means we have not been able to reach an agreement with UC, and that neither UC nor AFSCME has additional movement to make at this time. When we reach impasse, we call on a neutral party to step in and help, following these steps:

1. Our bargaining team will be filing for impasse, which means the State Labor Board (PERB) will step in.
2. If PERB determines that the parties have reached impasse, a mediator will be appointed to us and we will begin mediation.
3. Once a mediator has been appointed, he or she will meet with both parties to attempt to move us closer to an agreement.
4. If no agreement can be reached, we enter “fact finding” where a three-person neutral panel steps in and each party justifies their bargaining proposals.
5. If fact finding isn’t successful, and the parties continue to be unable to reach an agreement, impasse. At this point, UC has the right to unilaterally impose their last, best, and final offer. And we have the right to strike!

Are We Going to Strike Now?

NO. Our bargaining team would only call for an economic strike if we’ve exhausted all impasse procedures required by law, and it’s necessary to win a fair contract. But, as 90% of us voted on our bargaining survey, we should all be ready to strike if necessary!



**Ready to Fight for a Secure Future
for Our Students, Patients and Families!**