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# Assembly California Legislature



**LORENA GONZALEZ FLETCHER**  
ASSEMBLYWOMAN, EIGHTIETH DISTRICT

COMMITTEES  
CHAIR: APPROPRIATIONS  
VICE CHAIR: CALIFORNIA LATINO  
LEGISLATIVE CAUCUS

May 4, 2018

The Honorable Janet Napolitano  
President  
University of California  
1111 Franklin Street, 12th Floor  
Oakland, CA 94607

Dear President Napolitano,

We are dismayed to hear that the University of California has failed to negotiate a meaningful contract proposal for UC service workers -- the University's lowest paid and most diverse workforce. This failure to negotiate in good faith is particularly concerning in light of AFSCME's recent report that finds average starting pay inequities for AFSCME-represented Latino and Black workers compared to their white counterparts.

The University's recent actions are an anathema to the steps it should be taking to address gender and racial inequities within the UC system, disparities that will only widen with the University's continued outsourcing of low-wage work. As the largest employer in California, and the recipient of more than \$3 billion in taxpayer dollars, the University of California has a responsibility to lift up all boats -- including for its lowest paid workers predominately comprised of women, immigrants and people of color. Continued inequities at the University will have an adverse effect on the wages of California workers outside of the University's payrolls.

Additionally, a wage package that does not even keep pace with inflation alongside deep retirement cuts that jeopardize workers' ability to retire with dignity are not what we expect of our public institutions. As legislators, it is difficult for us to decide on a budget package for the University of California as UC administrators impose such harsh terms on its lowest-paid frontline workers. This is particularly concerning given the widespread reports of UC mismanagement and the increasing six-figure salaries handed out to campus Chancellors and management.

Lastly, despite the University's assurances to the Legislature in 2016 that UC-represented staff would have the ability to accept or reject a 401(k)-style plan for its members during collective bargaining, we've been made aware that UC is seeking to force a more risky and expensive retirement plan on its unionized workforce. To that end, it is not surprising that CNA and UPTE members at UC have voted to sympathy strike with AFSCME members next week. This amount of labor unrest at UC has not been seen for quite some time.


I strongly urge you to take the concerns of AFSCME service workers in the UC seriously and that you engage in bargaining negotiations with good-faith. Our service workers deserve dignity and respect, and this should not be yet another instance where they find themselves pushed to the wayside.


If you have any questions, please feel free to contact my office at (916) 319-2080.

Sincerely,

  
LORENA GONZALEZ FLETCHER  
Assemblywoman, 80<sup>th</sup> District

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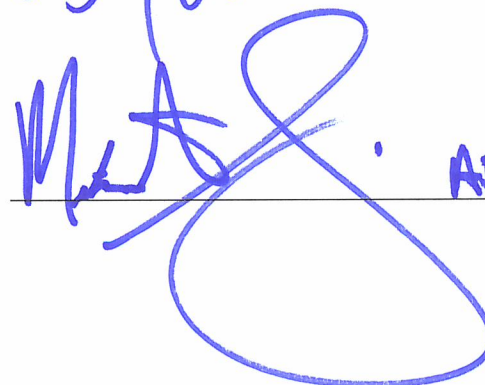
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