

# Official Notice: Strike Authorization Vote for AFSCME 3299 Members

After 10 months of negotiating, *our elected bargaining team has decided that we must begin preparing for a strike and has called a vote. The bargaining team is asking us to vote yes to authorize them to call a strike.* The team will only call a strike if they think it is necessary to move UC to agree to a fair contract.

Both at the bargaining table and at our campuses, we have pushed the University hard on our key issues, **but UC is saying “no” to too many of our primary demands.** *The Bargaining Team is unanimously asking members to VOTE YES to authorize them to call a strike so that we can stand up for our patients, students & families.*

Issue:	AFSCME Proposal:	UC Proposal:	
		PCT:	Service:
Steps	Annual automatic step increases that reward experience & seniority, guaranteeing that everyone will reach the maximum rate.	2% Steps based on UC experience. Instead of moving employees to the top, UC has proposed that many of the top rates be reduced!	Increases based on management’s evaluations (not experience or seniority, like UC RNs have), allowing them to withhold your raise.
Market Wages	Wage increases over 3 years to bring our rates up to the market standard, like other hospitals: 9% plus additional adjustments, 6% and 6%.	Continue to pay below market wages for the next 3 years—4% retroactive only to 1/1/08, 2% & 2% ATB increases in the 2 <sup>nd</sup> and 3 <sup>rd</sup> year. Some additional equity for some members. Leaves us further behind the market rate at the end of our contract.	No guaranteed ATB increases, unless we get money from the state to fund it, even though very little of our funding comes from the state.
Statewide Minimum Wage	\$15/hour minimum for all UC by end of contract (\$16/hour for classifications that usually require a license or certification).	No minimum, UC can continue to pay wages that don’t support our families.	
Healthcare Protection	Employees’ cost and coverage is guaranteed for the life of the contract.	After 2008, UC can increase employee premiums up to 20% over the life of the contract without negotiating.	
Pension Protection	Employees’ contribution rates are guaranteed for the life of the contract.	After 2008, UC could still push for employee contributions or reduce benefits, despite our signed contract.	
Parking	Guaranteed parking rates and no increases for the life of the contract.	UC could increase parking fees up to \$479 total by the end of the contract (varies by campus).	
Call Pay	Call pay like other hospital workers get.	Keep call pay practices as they are, below market standard.	
Overtime	1 ½ pay after shift, double time pay after 12 hours & no mandatory OT.	M-F workers do not receive 1 ½ OT pay after shift. UC can require workers to work OT, even if do not get OT pay.	
Contracting Out Protection	No contracting out. Bring any existing contracted work in-house within 60 days.	No	

## Strike Authorization Vote: May 17 – 22

**Please contact your local union office or MAT leader for specific times and locations.**

***“U.C. has demonstrated the ability to increase compensation when it fits with certain priorities without any demonstrable link to a state funding source.”***

-CA State-appointed neutral Factfinder Carol Vendrillo

### ***Is it legal for UC workers to strike?***

Yes. Strikes are allowed and legally protected after our contract is expired and if we have completed mediation, fact finding, and negotiations but we still have not reached an agreement.

### ***Who can strike? Patient care workers? Probationary or Per Diem workers?***

Winning our contract demands will bring us up to the market standards and help us recruit and retain the best qualified people to care for our patients. **Patient care workers have the right to strike just like everyone else.** We would give UC 10 days notice before we go on strike. Many other healthcare workers have struck in order to win a fair contract, which in turn, helps their patients and families.

It is illegal for UC to discipline or fire anyone, including probationary, per diem and temporary workers, for striking or preparing to strike by taking a vote. If UC attempts to break the law, the union will fight them.



**AFSCME 3299: Taking Back UC**  
for Patients, Students and Our Families!  
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