

The UC Worker

ISSUE #5 — SUMMER 2016



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

Staffing Survey Highlights Crisis at UC

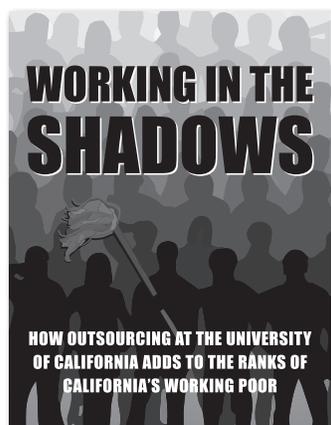
By: Michael Avant, Executive Vice President, AFSCME Local 3299; Patient Escort, UCSD Medical Center



Over the last several years, AFSCME Local 3299 research has uncovered evidence of a serious and growing staffing crisis across the UC System. For service and patient care workers alike, workloads are on the rise as UC administrators demand that frontline staff “do more with less.”

In our 2014 study “Runaway Inequality: How Students, Workers and Taxpayers Fund UC’s Executive Excess,” we examined data from the Occupational Safety and Health Administration to uncover the impact of this dynamic. We found that workplace injuries amongst UC service workers had grown by nearly 20% since 2009.

In 2015, we released an analysis of UC’s subcontracting practices, entitled “Working in Shadows: How Outsourcing at the University of California adds to the ranks of California’s Working Poor.” Among the key findings of this analysis was that between 2009 and 2014—even as UC grew by thousands of students and hundreds of new facilities, the number of directly employed UC service workers actually decreased.



Late this spring, we surveyed more than 5,000 AFSCME Local 3299 represented UC Service and Patient Care Workers, and asked them to share their personal experiences on staffing levels at UC. The top line results are alarming, worth sharing, and printed below.

SURVEY RESULT:

91% of Workers Say We are Short Staffed

UC’s CHRONIC UNDERSTAFFING COMES WITH HIGH INJURY RATES:

- Nearly 2 in 5 have been injured at UC (37%)
- Nearly half of respondents say injuries could be prevented with additional staff (42%)

UC’s CHRONIC UNDERSTAFFING THREATENS OUR JOBS:

- One half of respondents say the number of employees have been reduced (48%)
- One half of respondents say the amount of work is increasing (50%)
- Nearly a quarter of respondents had their schedule changed against their will (22%)
- Nearly a quarter of respondents have observed UC shift career work to contractors, registry, per diems and/or limited workers (23%)

UC’s CHRONIC UNDERSTAFFING AFFECTS PATIENTS AND STUDENTS:

- One half of respondents report having to rush work (48%)
- 1 in 5 say patients/students are not getting care/service they deserve (19%)
- 1 in 5 report having to work with inadequate training (20%)
- 1 in 5 end up going to work while sick (18%)

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Victory for Former UCSF Custodial Contractors

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



It took more than two years, a formal charge of illegal retaliation from the Public Employment Relations Board, a Resolution of condemnation from the San Francisco Board of Supervisors, a growing public relations nightmare, and countless workplace actions.

But on August 29th, UCSF Medical Center finally agreed to directly hire the last two dozen of its more than fifty former contract custodians from IMPEC Group.

“Both for two years as a low wage contractor at UCSF, and in the eighteen months since I was fired for speaking up for my rights, I’ve struggled to find a way to provide food, shelter, and healthcare for my daughter,” said Irene Su, one of the newly hired workers. “Being able to provide these most basic of needs--things many people might take for granted---is what this agreement means for our families. We are deeply grateful to the many UC workers, students, elected officials, and community groups who have stood with us these past several years, and stood up for the basic dignity and respect that all UC workers deserve.”

Between 2011 and 2015, IMPEC Group workers had been delivering full time custodial services at UCSF Medical Center for a fraction of the wages and benefits earned by AFSCME represented UC service workers performing the same jobs. Even though UCSF was dangerously short-staffed, the IMPEC workers had been fired in early 2015 for organizing for better pay and working conditions after UCSF had demanded their employer slash their wages by as much as 50%.

After PERB issued its charge and the San Francisco Board of Supervisors called on UCSF to rectify what it called “serious breaches of workers rights” this spring,” UCSF attempted to get by with a half measure---probationary employment offers that would have enabled UC to fire workers who had already given years of service to the hospital without cause.



With support from AFSCME Local 3299 patient care and service workers, the former IMPEC workers stood firm. They organized delegations of local elected officials to meet with UCSF Executives, and told their stories in the media. As the AFSCME sponsored legislation to reform UC contracting practices (SB 959) picked up steam in the Legislature, they picked up additional support from key state leaders like Assemblyman David Chiu (D-SF).

“Large, tax-exempt public institutions should not be taking advantage of contingent immigrant workers, nor be growing the ranks of California’s working poor that rely on Medi-Cal,” Chiu said. “This is not an acceptable practice at public hospitals like UCSF, where full-time contract workers are denied the employer health coverage they would need to take their kids to see a doctor where they work.”

All together, these efforts showed UCSF management an unflinching resolve that convinced them to return to the negotiating table, drop their poison pill proposals, and to bring on the workers without probation. By October, all will be AFSCME Local 3299 Represented UC Service Workers, with Step 3 wages reflecting time already served, health, retirement, and vacation benefits.



UCSD Medical Assistants Fight Back Against Layoffs to Win New UC Jobs

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



On Friday, August 5, six (6) UCSD Medical Assistants who have cared for patients at UC for a combined 70 years showed up to work as usual. But, instead of preparing to meet the day's first patients, they were surprised by managers with layoff notices, told that they were all being replaced with LVNs, and immediately escorted out of the building by security guards.



The layoffs could have been avoided, by placing the workers into other open jobs at UCSD—a right guaranteed by the AFSCME 3299 EX Contract. But management refused to act. Fortunately the workers had an AFSCME Local 3299 MAT leader in their clinic and were ready to fight the moment the layoffs came down.

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Staffing Survey Highlights Crisis at UC...

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Given these dynamics, two additional statistics are worth sharing.

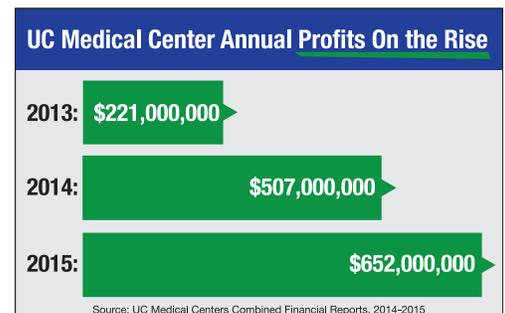
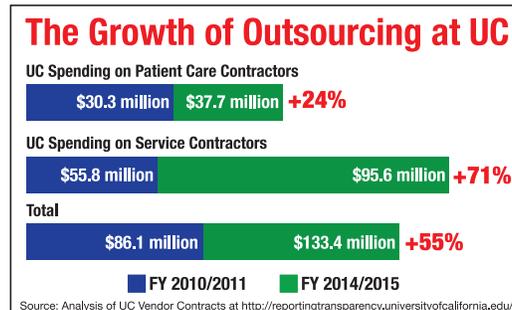
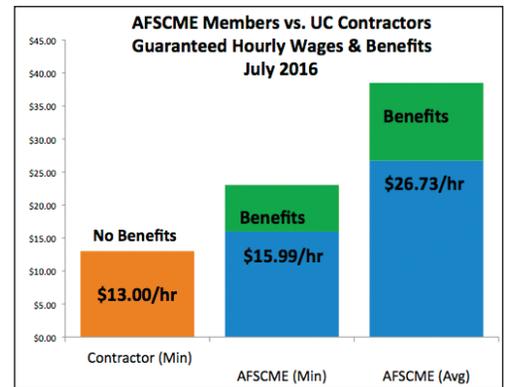
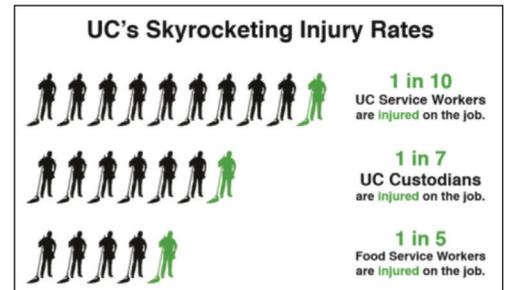
First, we know that UC is making a lot of money off understaffing. UC Hospitals turned a \$650 million dollar profit in 2015—up 30% over the prior year.

And second, we know that when workers are injured or leave UC (via retirement or employment elsewhere), they are often not being replaced by career staff, if at all.

Instead, UC is increasing its reliance on private contractors. Between 2010 and 2015, UC increased its use of private contractors for service and patient care work by 56% (24% for EX and 71% for SX).

Contractors not only come with far less experience and training, but are paid a fraction of the wages and benefits of directly employed UC staff. And this adds only adds burdens for career workers, who are then tasked with training contractors who are unfamiliar with UC standards and facilities.

The bottom line is that our next set of contracts must include provisions that ensure UC facilities are properly staffed. And stopping UC from contracting out our jobs is not just a fight for our job security, it is a fight for the safety of our members and the students and patients we serve.



From the President: Critical Fight Ahead—#NeverQuit

By: Kathryn Lybarger, President of AFSCME Local 3299; Lead Gardner, UC Berkeley



Growing up, the hardest time my family faced was when my father lost his job. I saw his feeling of total failure and fear that he would not be able to support his family. I saw this man—a white-collar professional with two master’s degrees—struggle to try to provide for us, at one point selling cleaning products in a pyramid scheme.

He was terrible at it, but he eventually got a decent job and got back up on his feet, and my parents were able to give me a shot at a good future.

It’s an experience that left me with an indelible fear of not being able to provide for myself or my family, and an anger that surfaces easily whenever anyone is made to feel robbed of their worth. My father was a hell of a man to me, even if his boss didn’t think so. I remember seeing him sitting on the couch, wrapped in blankets because he wouldn’t turn up the heat.

To this day, this image guides my work as your union President.

Within the next year, we will begin a new round of service and patient care contract negotiations with UC. We will see the opening of multiple new UC facilities, and the next battle in our fight to stop UC from outsourcing our jobs. And we will elect a new U.S. President, tasked with appointing new justices to an evenly divided Supreme Court that will, once again, be asked to limit our rights.

But I have never been more optimistic about the future, or our capacity to shape it, because I see the progress we are making first hand.

You may recall that this time last year we were staring down the barrel of the biggest threat to confront our union in a generation.

The US Supreme Court was widely expected to strike down the “fair share” law that requires everyone represented by our union to share in the cost. This outcome could have reduced our union’s operating budget by at least a third—decimating our

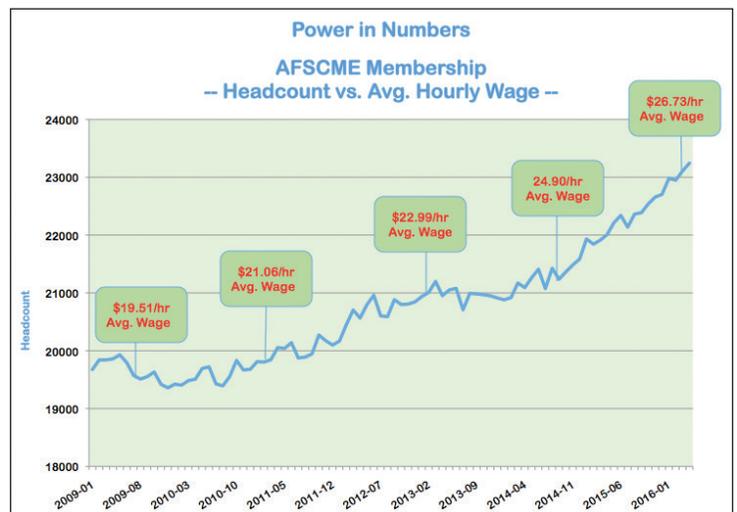


ability to represent members at work, or to organize winning contract campaigns like we had in 2013.

Local 3299 embraced this challenge and organized like never before. We went out and spoke to our fee-payers about the value and importance of a strong union. As a result, over 4,000 of Local 3299’s fee-payers decided to become full, dues-paying members of Local 3299, and thousands more re-committed to stand with our union, no matter what roadblocks the courts may throw at us. Today, AFSCME Local 3299 is today larger and stronger than at any time in our history. We are the living embodiment of our union’s new motto: NEVER QUIT.

We’ve applied this same spirit that to the fight against short staffing, and UC’s efforts to replace our members with low wage contractors.

Over the last few months, Local 3299 has won direct UC employment for nearly 150 contract workers at UC Berkeley and UCSF Medical Center. And in doing so, we have won precedent



setting agreements that prevents UC from outsourcing similar jobs at those campuses for the duration of our current contract.

Ultimately, we ALL need to recognize that contracting out is not about one department, one campus, or one bargaining unit. It's a growing cancer on campus, and in the medical centers, and it's all about money. UC wants to replace us with cheaper labor, so they don't have to pay the livable wages, benefits and pensions we've won for the vital work we do--and can pocket the savings for themselves.

That's why we need to fight for more insourcing agreements, and legislative action like SB 959. We must redouble our efforts to prevent UC from contracting out our work at planned expansion sites like UCSD's Jacobs Hospital, UCLA's Luskin Center, and UC Berkeley's proposed Richmond Global campus. And we need ironclad prohibitions against outsourcing in our next contract.



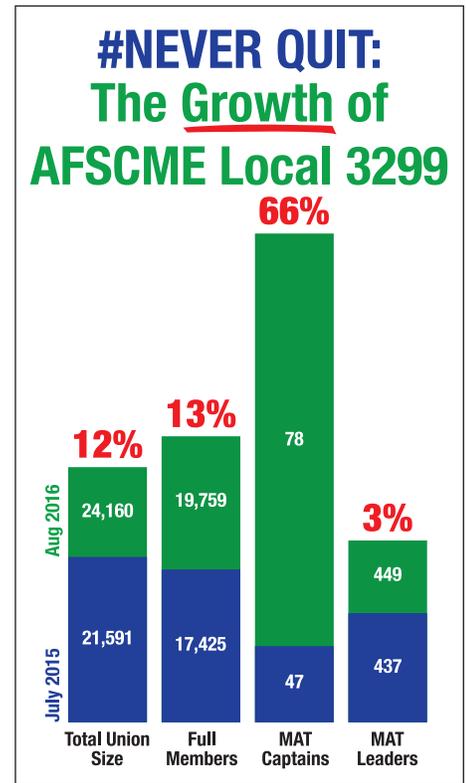
And as we do that, we must continue to fight for real accountability where it is needed most—at the highest levels of the UC system. We are making progress here as well.

After AFSCME Local 3299 exposed an epidemic of financial mismanagement and executive excess by our employer, today UC is firing some of the hedge fund managers who bilked our pension out of more than a billion dollars. UC Davis Chancellor Linda Katehi and UC Berkeley Chancellor Nicholas Dirks have resigned. And UCSF Medical Center CEO Mark Laret are facing unprecedented scrutiny for abusing the public's trust.

Our responsibilities also do not end when we step off campus. It's why we choose—as a diverse union that represents so many immigrants and communities of color—to stand up on the issues that don't just affect our members at work, but also at home.

Last month, a resolution that recognizes the epidemic of senseless police violence against our African American brothers and sisters for the moral crisis that it is was adopted unanimously by AFSCME—an international union that represents many law enforcement professionals—at its 42nd Annual International Convention. It was a historic resolution, and I want you to

know that it was the member leaders of AFSCME Local 3299 who led this effort.



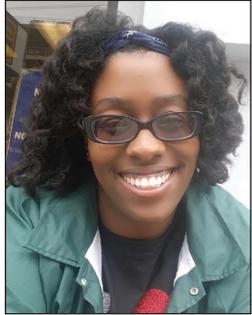
These achievements are the latest chapters in our story, which dates back to 1948. A story defined by leaders who sought a better future for themselves and their families, and were willing to fight for it. A story of activism, solidarity, courage and perseverance by workers who struck for as long as ten weeks to ensure that their kids didn't need to worry about turning the heat up when it's cold out.

And the next chapter of this story will be written by all of us.



MAT Conference 2016 Report:

By: Lakeisha Collins, Chair, AFSCME Local 3299; Education and Training Committee, Cook, UCLA-Santa Monica Hospital



From July 29-31, more than 250 member leaders from across the state convened in Oakland for AFSCME Local 3299's Annual MAT Conference.

This year's conference began with a massive action at UC's Office of the President, where hundreds of 3299 members came together to protest

chronic understaffing at our worksites and UC's increased reliance on low wage contract workers.

In addition to a plenary session that included a wide ranging discussion about the challenges our members face at the workplace and our plans for our next round of bargaining with UC, this year's conference featured workshops on everything from representation issues and workplace organizing, to politics and AFSCME's role in the fight for racial justice.

"While AFSCME Local 3299 members do lots of different jobs in all corners of our state, this year's conference reinforced the common values that unite us, the common threats we face, and the importance of standing together as we work to secure a better future for our families," said Ana Saldana MAT Leader at UCLA-Santa Monica Hospital Department of Nutrition. "Si Se Puede!"

We also heard from a number of allies from both state government, and the labor movement as a whole—including Lt. Gov-



Civil Rights Legend Dolores Huerta Addressing the 2016 AFSCME Local 3299 MAT Conference.

ernor Gavin Newsom, Civil Rights Legend Dolores Huerta, Assemblyman Rob Bonta, and Dennis Dunn—a Chief Steward with CWA, which recently waged a 45 day strike on behalf of 39,000 Verizon workers.

Reminder: MAT leaders are the first line of defense in our efforts to enforce your employment contract. If you are unsure of who your MAT Leader is, please contact your local campus office, or our statewide headquarters at 888-856-3299.

Special thanks to the many member leaders and AFSCME Local 3299 staff who made this year's conference such a tremendous success.





Executive Director's Report: UC Executives Know No Shame



By: Liz Perlman, Executive Director;
AFSCME Local 3299

At the heart of any world-class public university system is the principle of public service. Unfortunately, when it comes to UC's top Executives, this principle too often seems secondary.

Since 2011—a period that saw tuition hikes, staffing cuts and repeated cries of poverty from top university administrators—the number of UC employees making over \$400k per year doubled.

For UC Davis Linda Katehi, who became infamous following a 2011 pepper spraying incident of student protesters, her \$424,000 annual salary was apparently not enough. Katehi tried to supplement her UC income with a \$70,000 per year job on the Board of the scandal-ridden for-profit college Devry University, as well as another \$420,000/year for serving on the Board of textbook publisher Wiley and Sons, Inc.

As scandals erupted around these apparent conflicts of interest, we learned even more troubling details about Katehi's mis-use of university resources. She nearly doubled the budget of UC Davis' Office of Strategic Communications (an increase of nearly \$3 million annually), and spent hundreds of thousands of dollars on consultants to polish her online image. And there were growing allegations of nepotism involving Katehi and her

San Francisco Chronicle

July 18, 2016

“UCSF Medical Center CEO profits from firms doing business with hospital”

Los Angeles Times

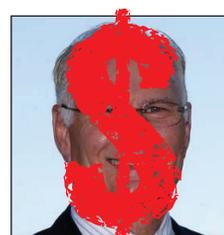
August 9, 2016

“UC Davis chancellor resigns following probe into ethical violations”

university-employed family members who were getting raises as high as 20% in a single year.

Following an exhaustive investigation and embarrassing scandal, Katehi resigned in August with a golden parachute that will pay her full salary over the next year while not working, after which she will transition into a six figure UC faculty job.

A similarly soft landing is expected for Nicholas Dirks, who announced also announced his resignation as Chancellor of UC Berkeley in August. Dirks was also under scrutiny for questionable spending of university resources at a time when UCB is facing a \$150 million deficit—including lavish travel, a personal trainer, and hundreds of thousands of dollars in upgrades to his on-campus residence. Additionally, his response to numerous sexual harassment scandals involving top UCB Administrators brought vocal protests from both students and faculty.



Earlier this summer, the San Francisco Chronicle revealed even more stunning abuses within the UC Medical System. UCSF Medical Center CEO Mark Laret is the 9th highest paid employee at UC, with a base salary exceeding a million dollars. He once threatened to sue the University for capping his annual pension payout, which is expected to top \$300,000 per year. But what wasn't known until recently is that Laret has supplemented his income over the last decade with annual payments averaging more than \$500,000 from his service on the boards of two companies that do tens of millions of dollars in business each year with UC Hospitals (including UCSF).

In response to the Laret revelations, the UC Board of Regents actually grandfathered his continued paid service on the boards of companies that do business with his hospital into their new conflict of interest policy, and granted him a 5%—or \$50,000 per year raise.

What is so alarming about these scandals is the double standards they reflect.

If any AFSCME represented workers had been engaged or accused of this type of conduct, they would have likely been escorted off campus by police.

Fortunately, the State Legislature is taking action—and has ordered an Audit of the UC Office of the President, which has seen its annual budget grow by hundreds of millions of dollars in recent years.

But as students brace for tuition hikes and AFSCME Local 3299 prepares for a new round of bargaining with UC, it's important for our members to have the information needed to separate fact from fiction. UC will claim it has no financial options other than to stick it to students, demand cuts, or to outsource our jobs to poverty wage contractors.

In reality, this is a smokescreen. UC is losing sight of its core public mission, and replacing it with a pattern of enriching

The San Diego Union-Tribune

August 11, 2016

“Why UC needs a seventh audit in less than four years”

The New York Times

August 16, 2016

“Nicholas Dirks Resigns as Chancellor of University of California, Berkeley”

unaccountable executives at the expense of students, workers, and taxpayers.

We cannot, and will not, allow such misguided priorities to go unchallenged.

UCSD Medical Assistants Fight Back Against Layoffs to Win New UC Jobs...

(continued from page 3)

As soon as the last laid-off worker was escorted out, they started picketing the clinic, and didn't stop until they won—17 days later.

Throughout the protests, workers talked to patients who were furious that the caregivers they had known for years were laid-off, and the patients made phone-calls to the CEO of Faculty Practice and the CEO of the Health System to demand that UC find jobs for the laid-off MAs. State Senator Ben Hueso's office also made calls and joined the picket line. And MATs and members mobilized to support the picket with their bodies, food, and by wearing stickers. Even a parking attendant who is not part of AFSCME Local 3299 made the picketers a pot of coffee every morning.



The fight peaked on the 17th day when workers picketed the “50 Years of Caring” celebration at Hillcrest Medical Center. UC initially set up the celebration as planned, but soon realized that the protesting AFSCME Local 3299 members weren't going away, or quieting down. Eventually, the CEO

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Richmond Global Campus Project Suspended

The resignation of scandal-ridden UC Berkeley Chancellor Nicholas Dirks has led to a far bigger tragedy—the suspension of the planned Berkeley Global Campus Project in Richmond.

As we've reported in prior editions of the UC Worker, AFSCME Local 3299 has been working with a range of community stakeholders in Richmond (the Raise Up Richmond Coalition) to ensure a new campus delivered tangible benefits for the Richmond Community—including living wage UC jobs, more educational opportunities for local youth, protections against housing displacement for longtime residents, and support for local small businesses.

Just as the Raise Up Richmond Coalition had successfully persuaded the Berkeley Global Campus Working Group to recommend that UCB enter into a Community Benefits Agreement with the city that addresses each of these vital community needs, Chancellor Dirks announced his resignation and the suspension of the project, citing UCB's ongoing financial problems.

Politics:

UC Wins State Funding Increase, Pension Fight Moves to Bargaining Table, SB 959 Clears Legislature, Critical Election in November

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



It's no secret that the financial stability of our employer, as well as the security of our members are closely linked with what happens in the State Legislature and the outcome of state and national elections.

With this in mind, there is much to report from the State Capitol.

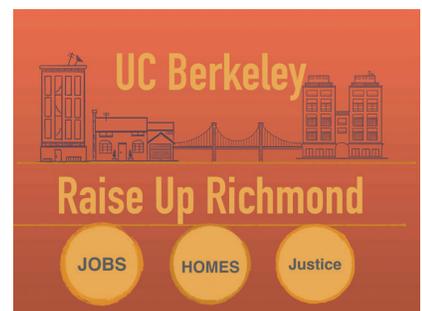
SFGATE

August 26, 2016

“UC Berkeley suspends plans to build Global Campus in Richmond”

Failed leadership at UC Berkeley is no reason to give up on a project that could transform one of California's most disadvantaged communities, and raise UC to new heights. Hundreds of AFSCME Local 3299 members live in Richmond and we have been proud to stand with our neighbors and the BGC Working Group in their good-faith efforts to build a partnership that can uplift both the community, and UC.

This work can and must continue, no matter who succeeds Chancellor Dirks, and the people of Richmond will continue to have AFSCME Local 3299's full support.



UC Budget: As expected, UC won a substantial base funding increase in this year's enacted state budget. All told, UC will receive \$3.5 billion in State General Fund Support—an increase of over \$125 million over last year. It will also be eligible for \$18.5 million in additional state funding, provided it enrolls 2500 more California residents and caps out-of-state enrollment. This year's budget also includes \$171 million in Prop. 2 “Rainy Day” funds for UC's unfunded pension liabilities.

Pension Fight Moves to the Bargaining Table: AFSCME Local 3299 and other UC unions worked to insert language into the State budget that would have withheld UC's Prop. 2 Pension Funding until UC rescinded the luxury 401K opt-out scheme included in its new pension tier. In the process, AFSCME Local 3299 produced an actuarial analysis highlighting how this scheme would actually cost UC \$500 million over the next 15 years. While the State Assembly approved this language, it was not ultimately included in the final budget that was signed by Governor Brown. However,



all pension changes must be collectively bargained. And UC unions stand united in opposition to UC’s 401k opt-out scheme, because it undermines the financial stability of the defined benefits our members will rely on during retirement.

SB 959 (UC Contract Reform, Lara) Clears Legislature:

For the second consecutive year, AFSCME Local 3299 sponsored legislation to prevent UC Contracting practices from undercutting our wages and benefits has passed the Legislature and is on the Governor’s desk. There are two key changes in this year’s version. First, the measure would not be effective until UC implements its new minimum wage, which minimizes any cost impact on the university. Second, it requires UC contractors to certify compliance with state labor laws around wage theft and gender equality during the bidding process. Interestingly, UC has acknowledged to the legislature that bringing all of its currently contracted service, patient care, and clerical workers in house would actually cost \$50 million less than it is currently paying contract companies to undercut our job security and condemn thousands of UC contract workers to lives of MediCal reliant poverty.

Critical Election in November—Make Sure You Vote:

The choice for President this year could not be clearer. In addition to standing with AFSCME Local 3299 in our efforts



to stop UC from outsourcing our jobs, Hillary Clinton has spent her life standing up for children, the rights of working people, and people of color. Hillary’s opponent poses a frightening contrast. Donald Trump made himself rich by ripping off the workers at his construction sites, hotels, and other buildings. And that was before he launched a presidential campaign steeped in the language of misogyny and racism, advocating lowering wages, the gutting of public services, and breaking apart working families with a “mass deportation” force.

Up and down the ballot, we will have equally consequential choices—from maintaining pro-union majorities in the legislature, to reducing gun violence and reforming our outdated drug laws. It is vital that every member be sure they are registered to vote in this election. If you aren’t yet Registered, or you have recently moved, please visit www.sos.ca.gov to register to vote in this upcoming election.

Finally, please be on the lookout for our upcoming AFSCME CA PEOPLE Voter Guide, which will list our candidate and ballot measure endorsements for the November 2016 election. It will be posted to our website and facebook page, and distributed to worksites across the state in the coming weeks.

EAST BAY TIMES

September 1, 2016

“Commentary: UC bill about families, basic dignity”

THE DAILY CALIFORNIAN

May 26, 2016

“State Assembly withholds funding to UC because of new retirement plan”

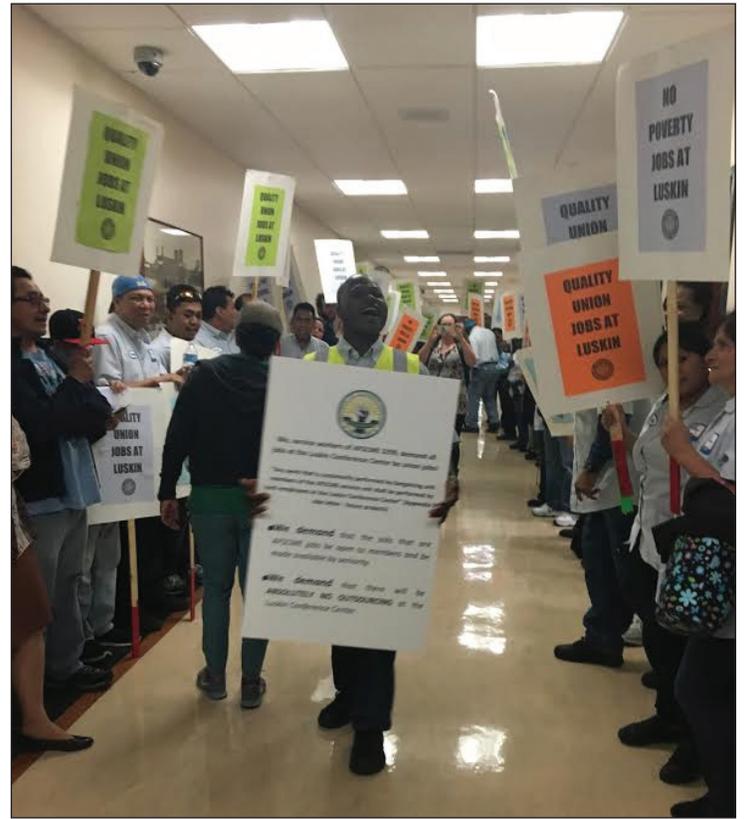
Winning at the Workplace: News Briefs from Across the State

UCSB Workers Win Back Union Access Rights:

There are nearly 500 AFSCME Local 3299 represented UC Service Workers at UC Santa Barbara. But for more than ten (10) years, UCSB has our MAT Leaders or Campus Organizers from entering their dining facilities to inform co-workers about their rights on the job. After AFSCME Local 3299 filed an Unfair Labor Practice Charge back in August 2014, a two year fight ensued—involving multiple student/worker actions, a formal complaint from the P.E.R.B. (Public Employment Relations Board), and eventually a formal hearing on the matter. In July of 2016, PERB issued a final ruling barring UCSB from continuing its blanket ban as a violation of the union access rights guaranteed by our contract. UCSB's unlawful efforts to prevent workers from getting information and support from their union has finally been defeated.

UC Riverside Workers Win Career Advancement Opportunities:

At the heart of building a career at UC is the opportunity to acquire new skills, to advance and even win promotions. But for years, AFSCME Local 3299 members at UC Riverside have been passed over for such opportunities in favor of people from outside of UC. UC frequently justified its actions by claiming that our members lacked the requisite qualifications



or “supervisory experience” for many advancement opportunities. After a year and a half of meetings with labor relations and the chancellor, UCR finally agreed to include AFSCME Local 3299 represented workers in UCR’s BLAZE Leadership Development program. This program allows workers to apply for a six month cross training program, that provides the additional skills and experience they will need to win promotions and other jobs that advance their careers.

UCSC Dining Workers Fight Back and Won Comp Pay:

Throughout the summer UCSC dining hall workers were being told by management that they were not entitled to



the same overtime/comp-time rates guaranteed by our contract during the summer months. Instead of pursuing a grievance that could have taken months or longer to resolve, the workers banded together, and circulated a petition followed by a march on the boss to demand that UC honor the terms of our contract. After these successful actions, management has relented and will now be paying workers overtime and comp-time for their summer work.

No Contracting Out at UCLA Luskin Center:

When we signed our last contract, UC agreed to language stating that they would not contract out AFSCME Local 3299 represented work in three specific locations: UCSF Mission Bay Hospital, UCSD Jacobs Hospital and UCLA's Luskin Conference Center and Hotel. However when UCSF Mission Bay opened up, it was clear that UC was looking for ways to distort this language and contract out work.

So at UCLA and UCSD, workers have actively fought to pre-empt any similar problems. Workers began to meet with UCLA as early as January 2016 in order to make our steadfast opposition to any further outsourcing clear, and requested staffing plans to verify that UC would keep its promise. After management dragged their feet, workers began to take action, convening weekly delegations to management demanding the information. They were soon joined by students. As the opening of the hotel was approaching management could sense workers getting ready for a major opening day action in August. As a result, UCLA finally gave up all the information detailing their Luskin staffing plan and even invited Local 3299 representatives to participate in their onboarding process. UCLA hired more than 100 workers that within the first week—all of whom became new members of AFSCME 3299. The fight continues to make sure UCSD's Jacobs Hospital is staffed with good AFSCME 3299 jobs.



From the Treasurer: Understanding Where Your Money Goes

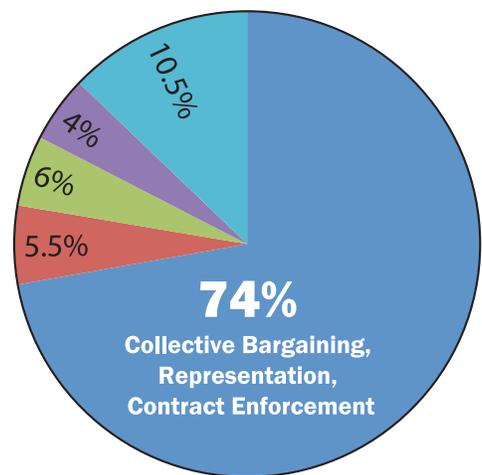


By: Tim Thrush, RDMS, Secretary-Treasurer of AFSCME Local 3299; Principal Diagnostic Sonographer, UCSF Medical Center

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 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

3299 Member Makes A Difference as Volunteer Health Ambassador

By: Betti Clark, AFSCME Local 3299; Executive Board Member,
Hospital Unit Service Coordinator, UC Davis Medical Center



In June, as the weather was warming up to show signs of summer, the USNS Mercy disembarked from San Diego sailing to the Pacific Islands on a humanitarian journey. Joining them along the way were volunteers to do medical or dental health services—doctors, pre-med, pre-dental, respiratory therapists, anesthesiologists,

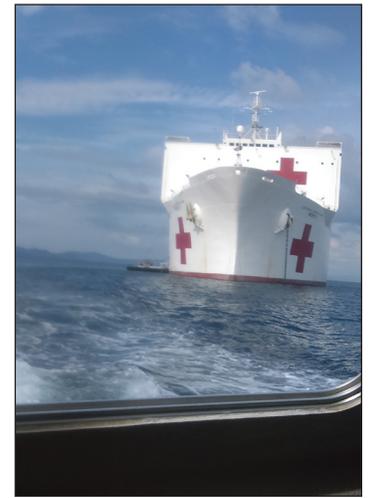
pharmacy technicians, nurses and interpreters from different participating nations.

On board this trip was AFSCME Local 3299 member Ruth Zolayvar, UCSD Pharmacy Technician, who was on her second volunteer tour. Her first tour was in 2012, where she served as a pharmacy technician and an interpreter for a trip to her native Philippines under the delegation of the UCSD Pre-Dental Society NGO.

“It puts things in perspective,” Zolayvar remarked of her experience. “Sometimes, it’s easy to forget that there are large swaths of our country and the world that are in desperate need of the care that we provide.”

The USNS Mercy was first commissioned in 1986. The lead ship of hospital ships, its home port is San Diego. It’s primary mission is to provide rapid, flexible and mobile acute medical and surgical services to support US military forces, but it also plays a critical role in delivering care to underserved populations around the world.

When the UCSD Pre-Dental Society NGO put out a call for volunteers to join them for the 2016 Pacific Partnership Tour, Ruth once again stepped up to volunteer as a Health Ambassador. For two weeks about the Mercy, Ruth worked to help provide care mostly for children with Cleft Lip/Palate or other facial deformities, as well as adults in need of care for everything from removal of tumors to hernia, cataracts and other surgical needs.



The ship only comes with a limited amount of medical supplies and medications. The pharmacy works in concert with the local pharmacies of the host nation for medications needed.

As a translator, Ruth was able to assist providers and patients to ensure pre op and post op education went smoothly. Patients were amazed by the exceptional quality patient care and unconditional love from all aboard the ship.

Many of the patients come alone and have no family with them. When this happens, the ship assigns an escort to accompany them through the process from registration through x-rays, surgery and the recovery period.

After the ship had to turn away several escorts who had failed a Tuberculosis screen, Ruth’s quick thinking made all the difference for her patients. Because the ship offers tours to locals when it is in port, Ruth suggested to the Commander that they ask members of the tour group if they would volunteer. After he agreed, a few of the tourists joined the crew, and were able to assist and give comfort to patients who would have been alone in this process.

“There are no words to describe how important it was for the kids we served to have someone at their side through what can be terrifying medical procedures,” Zolayvar remarked. “And it is a reminder of why so many of us chose this line of work—to ensure those who need it the most can access the best care possible.”

Before leaving, Ruth was responsible for obtaining the appropriate shots, flight, time off and essentials needed for the trip. This can be expensive as travel shots are not usually included in your regular medical plan, and can cost as much as \$300.

“Ruth embodies the spirit of service and sacrifice that so many of our members bring to UC Medical facilities each day,” said UC Davis HUSC and fellow Local 3299 Board Member Monica De Leon. “This is who we are.”

Recent Arbitration Victory Highlights the Importance of Caution when Patient Information is at Stake

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

Local 3299 recently won an arbitration over the termination of a UC Davis Licensed Vocational Nurse (LVN) who worked inside the Sacramento County Jail as part of a program run by the Department of Psychiatry.

After a chaotic shift, the LVN wrote an email to UC Davis management raising concerns about an incident involving a particular inmate. She had raised similar concerns before, at times in meetings with management and her local AFSCME Organizer. For that reason, she decided to copy her AFSCME Organizer on the email.

UC Davis management forwarded the email to Jail officials, who revoked her security clearance based on an alleged violation of patient/inmate confidentiality. UC Davis then immediately moved to terminate her. In the arbitration, the University argued that the termination should not be evaluated under the “just cause” standard, because the University had no choice but to terminate the LVN once her clearance was revoked.

We argued that, aside from layoff and medical separation, there are no exceptions to the just cause standard for non-probationary career employees, even if the employee works under a contract between the University and a third party (here the Sacramento County Sherriff’s Department). We were also able to show that there were several open LVN positions in other departments at the time of her termination, so that UC Davis could have transferred her rather than terminating her.



The arbitrator agreed with us, and ordered that the LVN be reinstated with back pay. He held that the just cause standard applies, and that the University did not have just cause for termination because: (1) a disclosure of patient information to a union representative may fall within an exception to patient confidentiality policies; and (2) the University did not conduct an adequate investigation to determine whether the employee violated any clear rule or policy, or whether her actions fell within an exception.

This is a great victory, and the correct result in this case. However, it is important to remind all of our members who have access to patient information to exercise extreme caution where such information is involved. We have recently seen an increase in disciplines and terminations involving patient information. Even where the discipline is unjust, this is an area where an ounce of prevention is worth a pound of cure. Make sure you are aware of all of your department’s confidentiality policies and practices, and always err on the side of caution.

UCSD Medical Assistants Fight Back Against Layoffs to Win New UC Jobs...

(continued from page 9)

came over before she was slated to speak, spoke to the laid off workers and heard the stories of hardship that UC’s actions had brought upon their families. Ultimately, none of the UC

Executives present were able to give their planned speeches due to the protests.

The protests worked. By the next morning, every one of the laid off medical assistants received formal job offers in writing. And each will again have UC career jobs and can support their families.

The lesson from this fight is that the threats to job security are both real and immediate. But as long as we’re willing to fight one day longer than UC, we can win!



AFSCME 3299 PEOPLE 2016 General Election Endorsements!

Member leaders within AFSCME and Local 3299 consider endorsements of candidates and ballot initiatives based on the issues of greatest importance to our members and working families. Candidates seeking support from AFSCME 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 endorsement decisions and voted on by member delegates to the AFSCME PEOPLE conference.

NOVEMBER 8, 2016

FEDERAL OFFICES:

US House District 1	No Endorsement
US House District 2	Jared Huffman (D)
US House District 3	John Garamendi (D)
US House District 4	No Endorsement
US House District 5	Mike Thompson (D)
US House District 6	Doris Matsui (D)
US House District 7	No Recommendation
US House District 8	Paul Cook (R)
US House District 9	Jerry McNerney (D)
US House District 10	Michael Eggman (D)
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	No Recommendation
US House District 17	Mike Honda (D)
US House District 18	Anna Eshoo (D)
US House District 19	Zoe Lofgren (D)
US House District 20	No Recommendation
US House District 21	No Recommendation
US House District 22	No Recommendation
US House District 23	No Recommendation
US House District 24	Salud Carbajal (D)
US House District 25	Bryan Caforio (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	No Recommendation
US House District 33	Ted Lieu (D)
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 Recommendation
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)

FEDERAL OFFICES:

US House District 45	No endorsement
US House District 46	No endorsement
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
US Senate	Kamala D. Harris

STATE OFFICES:

State Assembly District 1	No recommendation
State Assembly District 2	Jim Wood (D)
State Assembly District 3	No Recommendation
State Assembly District 4	Cecilia Aguiar-Curry (D)
State Assembly District 5	No Recommendation
State Assembly District 6	No Recommendation
State Assembly District 7	Kevin McCarty (D)
State Assembly District 8	Ken Cooley (D)
State Assembly District 9	Jim Cooper (D)
State Assembly District 10	Marc Levine (D)
State Assembly District 11	Jim Frazier (D)
State Assembly District 12	Heath Flora (D)
State Assembly District 13	Susan 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 Recommendation
State Assembly District 14	Marc Berman (D)
State Assembly District 25	Kansen Chu (D)
State Assembly District 26	No Recommendation
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 OFFICES:

State Assembly District 33	No Endorsement
State Assembly District 34	No Endorsement
State Assembly District 35	Dawn Ortiz-Legg (D)
State Assembly District 36	No Endorsement
State Assembly District 37	Monique Limon (D)
State Assembly District 38	Christy Smith (D)
State Assembly District 39	Raul Bocanegra (D)
State Assembly District 40	Abigail Medina (D)
State Assembly District 41	Chris Holden (D)
State Assembly District 42	No Recommendation
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	Blanca Rubio (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)
State Senate District 1	No Endorsement
State Senate District 3	Bill Dodd (D)
State Senate District 5	Cathleen Galgiani (D)
State Senate District 7	Open
State Senate District 9	DUAL: Nancy Skinner (D)/ Sandre Swanson (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	Jonathon Ervin (D)

STATE OFFICES:

State Senate District 23	No Endorsement
State Senate District 25	Anthony Portantino (D)
State Senate District 27	Henry Stern (D)
State Senate District 29	Josh Newman (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 BALLOT MEASURES:

Proposition 51: School Bonds. Funding for K-12 School, Community College Facilities.	YES
Proposition 52: State Fees on Hospitals. Federal Medi-Cal Matching Funds.	YES
Proposition 53: Revenue Bonds. Statewide Voter Approval.	NO
Proposition 54: Legislation and Proceedings.	NO
Proposition 55: Tax Extension to Fund Education & Healthcare	YES
Proposition 56: Cigarette Tax to Fund Healthcare & Tobacco Use Prevention.	YES
Proposition 57: Criminal Sentences. Juvenile Criminal Sentencing.	YES
Proposition 58: California Education for a Global Economy. (Repeal Prop. 227 for Bilingual Education)	YES
Proposition 59: Support Campaign Finance Reform	No Recommendation
Proposition 60: Adult Films. Condoms. Health Requirements.	No Recommendation
Proposition 61: State Prescription Drug Purchases. Pricing Standards.	No Recommendation
Proposition 62: Death Penalty. Repeal.	YES
Proposition 63: Firearms. Ammunition Sales.	No Recommendation
Proposition 64: Marijuana Legalization.	No Recommendation
Proposition 65: Plastic bag manufacturers' measure on carry-out bag charges.	No Recommendation
Proposition 66: Death Penalty. Procedures. (Pro-death penalty)	NO
Proposition 67: Referendum to Overturn Ban on Single-Use Plastic Bags.	YES

RICHMOND CITY ELECTIONS:

City Council	Melvin Willis
City Council	Ben Choi
Local Initiatives	Yes on Measure L, Rent Control & Tenant Protections

SAN FRANCISCO CITY ELECTIONS:

State Senate District 11	Jane Kim
Board of Supervisors District 9	Hillary Ronen
Board of Supervisors District 11	Kimberly Alvarenga
Local Initiatives	Yes on Proposition W, Tax Increase on Mansions for Free Community College

LOS ANGELES CITY ELECTIONS:

LA Supervisorial Seat 4	Janice Hahn
LA Supervisorial Seat 5	Kathryn Barger
Local Initiatives	Yes on Proposition JJJ, Affordable Housing and Good Jobs

BERKELEY CITY ELECTIONS:

Mayor	Jesse Arreguin
City Council District 3	Ben Bartlett
Local Initiatives	Yes on Measure L, Rent Control and Tenant Protections

For additional information on local elections, contact your local Central Labor Council: <http://calaborfed.org/central-labor-councils/>

BARGAINING: Important Dates for AFSCME-Represented UC Workers

- 9/14-15/2016:** ➔ AFSCME 3299 bargaining team election
- Oct. 2016:** ➔ Launch of AFSCME 3299 bargaining priorities survey
- 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:** ➔ PCT per diem conversion forms due to MAT/Organizer
- Nov. 2016:** ➔ 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 & Health Net B&G, pay bands 1 & 2 to be frozen for AFSCME 3299 members
- 2/1/2017:** ➔ AFSCME “sunshines” or submits initial bargaining proposals to UC
- 3/1/2017:** ➔ UC “sunshines” or submits initial bargaining proposals to AFSCME
- 6/30/2017:** ➔ UC Service Unit (SX) and UC Hastings Unit Contracts expire
- 9/30/2017:** ➔ UCSC Skilled Crafts Unit (K7) Contract expires
- 12/31/2017:** ➔ UC Patient Care Unit (PCT) Contract expires



About AFSCME Local 3299

AFSCME Local 3299 is the University of California's largest employee union, representing more than 24,000 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
UC San Francisco — Treasurer	Timothy Thrush
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

Campus	Name
UC Los Angeles — Executive Board Member	Jorge Fernandez
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	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



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