

The UC Worker

ISSUE #6 – WINTER 2017



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

Contract Bargaining Begins!

AFSCME 3299 Members Demand Fair Wage Increases, Secure Jobs and Stable Benefits.

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



On February 1st, AFSCME 3299 members from across the state opened a new round of collective bargaining with UC by delivering our initial *sunshine* contract demands to administrators at every UC campus and Medical Center. These demands include:

- **Job Security:** UC must stop contracting out our jobs, hire additional workers and grant us a right to all full-time UC service and patient care work.
- **Fair Wages:** Fair wage and step increases, and updated shift differentials.



➤ **No Benefit Cuts:** We reject UC's 401K opt-out scheme and any attempts to cut the health and pension benefits we've earned.

➤ **Career Growth:** Training funds to increase our access to new skills and promotions.

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Contract Bargaining Begins...

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➤ **Respect for our Union:** Legally binding language that protects our members from national policy changes that either undermine our right to a strong union, or unfairly target religious minorities and people of color from within our ranks.

We have been preparing for this moment for several months.

In October, thousands of Local 3299 members participated in the election of a new bargaining team—comprised of members from every UC campus, to represent us in negotiations.

Since then, thousands of members completed pre-bargaining surveys on campus and online, informing the proposals we have now presented to administrators.



A historically high number of Local 3299 members participated in this process. Thousands voiced a willingness to strike, if necessary to win fair contract terms. And nearly 500 volunteered to help organize and support their colleagues as AFSCME 3299 MAT leaders—many from departments where no such structure has ever existed before.

“From layoffs and contracting out of our jobs, to attacks on our pension and tuition hikes, UC is squeezing working families from all sides,” said Bargaining Team Agnes Suarez. “That’s why the membership is as united as we’ve ever seen it, and determined to win a contract that honors our contributions and secures our future at the university.”

AFSCME 3299 BARGAINING TEAM:

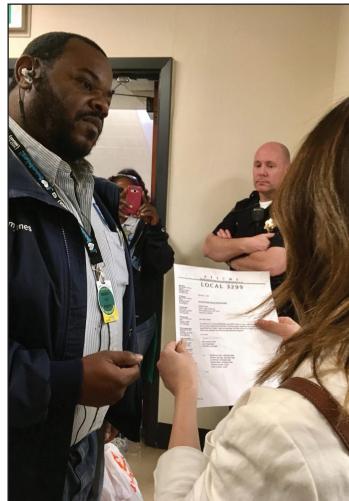
| FIRST NAME | LAST NAME | JOB TITLE | UNIT | CAMPUS |
|------------|------------|----------------------------|--------------|--------|
| Luster | Howard | Driver | Service | LBNL |
| Maricruz | Manzanarez | Sr. Custodian | Service | UCB |
| Rebecca | Chidester | MOSC 3 | Patient Care | UCD |
| Jonathan | Faridian | HLT II | Patient Care | UCD |
| Ruben | Santos | Sr. Custodian | Service | UCD |
| Monica | DeLeon | HUSC II | Patient Care | UCI |
| Katherine | Simpson | Sterile Processing Tech | Patient Care | UCI |
| Mauricio | Villasenor | Senior Custodian | Service | UCI |
| Ruben | Gomez | Radiation Therapist | Patient Care | UCLA |
| Monica | Martinez | Clinical Care Partner | Patient Care | UCLA |
| Jose | Mendez | Senior Store Keeper | Service | UCLA |
| Bertha A. | Perez | Sr Custodian | Service | UCM |
| Ricardo | Orozco | Laborer | Service | UCSB |
| Kevin | Parks | Auto Equip Op Sr. | Service | UCSC |
| Marisol | Bermea | Hospital Assist III | Patient Care | UCSD |
| Ruth | Zolayvar | In PT Pharmacy Tech | Patient Care | UCSD |
| Angie | Mendoza | Sr. Custodian | Service | UCSD |
| Rose | Fejerang | RT II | Patient Care | UCSF |
| Agnes | Suarez | HUSC | Patient Care | UCSF |
| David | Sanchez | Shuttle Driver | Service | UCSF |
| Yolanda M. | Gonzales | Senior Food Service Worker | Service | UCR |



"We're off to a good start and have sent a powerful message, but it's important to remember that we have a long road ahead," added AFSCME 3299 President Kathryn Lybarger. "We know from experience that while UC will cry poverty, it will also spare no expense in trying to break our solidarity. To win another round of great contracts, everyone needs to get involved and stand together until every last one of our demands are met."

This year, contracts for all AFSCME 3299 represented UC workers—Service (SX), Patient Care (EX), UCSC Skilled Crafts (K7) and UC Hastings service and clerical staff—will expire.

Now that we have made our initial contract demands, the university will have one month to issue its opening proposals for Service bargaining and in person negotiations will begin in March.



Key Dates for AFSCME 3299 Represented UC Workers:

- | Date | Event |
|-------------------|--|
| 1/1/2017: | ➔ Health care rates for Kaiser and Health Net B&G, pay bands 1 & 2 continue to be frozen for AFSCME 3299-represented UC workers. |
| 2/1/2017: | ➔ AFSCME 3299 "sunshined" or submitted initial bargaining proposals to UC |
| 3/1/2017: | ➔ UC "sunshines" or submits its initial Service Unit (SX) bargaining proposals to AFSCME |
| 3/2017: | ➔ Service Unit (SX) bargaining begins between UC and AFSCME 3299 |
| 4/2017: | ➔ Patient Care and Service per diem conversion forms due to MAT Leaders/Campus Organizer |
| 4/9/2017: | ➔ Patient Care Technical Unit (EX) 4% ATB raise increase effective date |
| 6/30/2017: | ➔ Service (SX) Unit and UC Hastings Unit Contracts expire |
| 9/30/2017: | ➔ UCSC Skilled Crafts Unit (K7) Contract expires |
| 10/1/2017: | ➔ UC "sunshines" or submits its initial Patient Care bargaining proposals to AFSCME 3299 |
| 10/2017: | ➔ Patient Care Technical Unit (EX) bargaining begins between UC and AFSCME 3299 |
| 10/2017: | ➔ Patient Care per diem conversion forms due to MAT Leaders/Campus Organizers |
| 12/31/17: | ➔ Patient Care Unit Contract expires |



AFSCME 3299 Fights Layoffs at UC Irvine Medical Center—AND WINS

By: Monica De Leon, VP of Patient Care Technical Unit (EX), AFSCME Local 3299, Hospital Unit Service Coordinator, UC Irvine Medical Center



Like all UC hospitals, UC Irvine Medical Center (UCIMC) is doing very well financially.

UCIMC has made more than \$160 million in profits (revenue minus expenses) over the last three years. It has also seen dramatic increases in patient admissions, outpatient visits, average daily patient census, and the complexity of cases.

But instead of increasing staffing to meet the needs of its growing number of patients, UCIMC has moved the other way. Between 2010 and 2014, UCIMC grew its ranks of high paid administrators at four times the rate of frontline care providers. And with six figure bonuses for hospital executives tied to profit goals, they've spent millions of dollars on outside



Los Angeles Times

October 14, 2016

“UCI’s Patients—and Workers—Deserve Better”

“...instead of investing in the proper staffing it needs to deliver quality care to more people, UCI is moving in the opposite direction... 91% are concerned that their departments are understaffed, and another 40% report being injured on the job.”

—AFSCME 3299 President Kathryn Lybarger

“consultants” to follow workers around the hospital, looking for ways to cut corners.

This has led to numerous staffing problems—more outsourcing of career jobs to poverty wage contractors, layoffs and higher workloads on those left behind.

This second approach was evidenced in October, when UCI Medical Center CEO Howard Federoff announced plans to lay off 175 employees, including nurses, medical transcribers and dozens of AFSCME 3299 represented HUSCs, medical assistants and technologists—the professionals who answer





the call button, monitor cardiac conditions, care for the mentally ill, and operate CT scanners.

UCI even laid off a couple of pregnant staff-members, setting them up to lose their employer sponsored health-coverage just days before their expected delivery dates.

But we have fought back.

In October and November, Local 3299 organized massive worksite protests that brought together hundreds of workers, students and patients to demand that UCI reverse the layoffs. We exposed the dangerous and devastating impact that these cuts were having both on patients and workers in the media. We organized thousands of UC community members on petitions and stood up and told our stories to the UC Regents.

"This fight is about making sure that when a patient pushes the call button, someone answers," said Vanessa Garcia, one of the HUSCs who was laid off at UCI. "We aren't going to turn our backs on the patients who need us and the remaining workers who are increasingly being stretched to the breaking point."



As a result of these efforts—including statewide actions by AFSCME 3299 members across the UC system—UCI has rescinded 3 layoff notices, postponed the effective dates of three others, and re-hired ten of our members—including Vanessa Garcia.



But despite this success, we must not be under any illusions about the continuing threats we face. From San Francisco to Irvine, we have too often seen UC put profits before patient care.

To safeguard our members and our patients, we need to stay united against cuts that other UC Hospital Executives may seek to impose in the coming months. And we must demand more job security and better staffing protections as we begin negotiating our next contract.

Our colleagues and our patients deserve nothing less.



Politics:

The Ups and Downs of the 2016 November Election

By: Luster Howard, Chair, AFSCME 3299 Political Committee, Truck Driver, Lawrence Berkeley National Laboratory (LBNL)



To be sure, the election of Donald J. Trump as our 45th President is cause for alarm for many working families. Trump campaigned for union-busting “right to work” laws, for repealing the Affordable Care Act, for more contracting out of public service jobs, and so much more.

But Donald Trump is not the only story of the 2016 election. While anti-union zealots have retained majorities in the Congress, working families actually GAINED seats in the House and Senate. And here in California, we won veto-proof majorities in the State Legislature, champions in every statewide office, and won important victories at every level of government.

In Richmond, longtime Local 3299 allies Ben Choi and community organizer Melvin Lee Willis Jr won seats at the city council under the promise to uplift the Richmond community. In Orange County, Local 3299 allies Sharon Quirk-Silva and Josh Newman were not only vital advocates in our successful efforts to get laid off UC Irvine workers rehired, they defeated anti-union incumbents to win seats in the State Assembly and State Senate. In Los Angeles, Local 3299 allies Katherine Barger and Janice Hahn won seats to the Board of Supervisors, and local measures to provide more housing and higher wages for workers were passed overwhelmingly by voters.



Newly Elected Richmond City Council Member Melvin Lee Willis Jr.



Eight out of the eleven statewide ballot initiatives AFSCME 3299 recommended won. This includes the passage of Proposition 55, which extended temporary tax increases on the wealthiest Californians (Prop. 30) that have prevented more tuition hikes and staffing cuts at UC. Proposition 58 won by an even larger margin, ending the ban on bilingual education and allowing children of non-English-speaking homes to learn adequately.

At all levels in this election, AFSCME Local 3299 members made a critical difference. We helped carry the critical swing state of Nevada for Hillary Clinton, and helped that state elect the first Latina Senator, Catherine Cortez Masto, to fill the seat of retiring Senate Minority Leader Harry Reid.

And from Orange County to Richmond, AFSCME Local 3299 members made an equally critical difference in strengthening the voice for working families here in the Golden State. Special thanks to PEOPLE member leaders: Betti Heimbuch Clark, Thomas Martin, Namrata Singh, Nicolas Herrera, Linda Scott, Lawrence Johnson, Ramon Rodriguez, Agnes Suarez, and Maricruz Manzarez, who spent countless hours leading these efforts.



Ultimately, while we fell short of our goals in the Presidential election, Local 3299 succeeded in its efforts to ensure working families have an even stronger voice in California government. This will prove critical as we work to counter expected attacks from the Trump Administration.

2017 California State Budget and AFSCME Legislative Update:

In January Governor Brown unveiled his 2017-2018 state budget. With economic forecasters projecting slowing growth in state revenues, Governor Brown kept the budget fiscally conservative. He's proposed elimination of the *Middle Class Scholarship Fund* for new incoming UC students, increasing the Rainy Day (Prop 2) fund from \$6.7 billion to \$7.9 billion, and halting a \$300 million modernization of state office buildings.

Governor Brown did include a generous 4% increase for both UC and CSU, and the last of three installments for UC to pay its liabilities of the unfunded pension—a good thing for us.

Notably, although the Governor's 2017-2018 budget is friendly to UC, it does not account for the potential loss of the Affordable Care Act (ACA, or Obamacare), which studies have shown could drastically hit California. A report by UC Berkeley Labor Center estimates a \$20.3 billion loss to gross domestic product and a \$1.5 billion reduction in state and local tax revenue. With Congress and President Trump promising to "Repeal and Replace" the law, we will be monitoring potential effects on California and the UC Medical system.

During this legislative term, Local 3299 will continue to push for legislation aimed at stopping contracting out practices which undercut our wages and benefits. Despite passing the State Assembly and Senate for the second straight year in



2016, Governor Brown vetoed our UC contracting reform bill after 11th hour lobbying the university to distort the costs of the measure. But with the Legislature now auditing UC's contracting practices, we will be partnering with Senator Lara to re-introduce a similar bill again this year.

AFSCME 3299 will also be supporting a couple of important bills aimed at protecting our communities from potential attacks by the incoming Trump administration:

- SB 30, authored by Senator Ricardo Lara, which would require any law built along the California-Mexico border to first be approved by California voters.
- SB 54, authored by Senate Pro Tem Kevin De Leon, will provide many important protections for immigrant communities, by prohibiting state and local law enforcement from performing the functions of federal immigration enforcement and by creating "safe zones" in public schools, hospitals, and courthouses.

As we head into uncertain political waters, we know that our union is stronger when we stick together and stand up for each other. The AFSCME 3299 political department will be hard at work supporting efforts that protect ALL of our members and ensure that workers at UC receive the fair treatment we deserve.



Solidarity in the Age of Trump — An Attack on One is an Attack on Us All

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



Many of us woke up on November 9th feeling like strangers in our own country. A historically ugly and divisive campaign season left us all with a historically unpopular new President.

President Trump exploited economic anxieties to present America with a false choice between “us” and “them.” To make his case, he campaigned on building walls---and demonizing immigrants, people of color, women, LGBTQ families and many others at the heart of our diverse union and the public university we serve.

Sadly, since taking office, the President has not moderated. He has already started repealing the Affordable Care Act (Obamacare). He's ordered LEGAL immigrants and refugees to be expelled from our country and attacked both union leaders and American intelligence agencies on twitter. He's appointed cabinet officials who have spent much of their professional lives attacking the very agencies they will now administer and has also appointed a new Supreme Court Justice that would tip the balance of power against working families.

So what does this mean for all of us?



It means that the solidarity that has served our union well for nearly 70 years has never been more important than it will be over the next four years. *An attack on one is an attack on us all.* And we must be prepared to not only back each other up at work—but to speak out against injustice, wherever and whenever it happens.

And there is cause for hope.

A few months before the election, I was proud to picket alongside Trump hotel workers in Las Vegas who had been organizing for years to win better wages, benefits and a voice on the job. They faced a range of illegal union busting tactics, including workplace retaliation.

But because those workers never quit, they won. Just weeks after the election, they secured a four year contract with guaranteed wage increases, health and pension benefits.

More recently, we saw the power of citizen action in standing up to President Trump's Executive Orders on immigration. With hundreds of LEGAL immigrants—many of whom had aided US troops on middle east battlefields—unlawfully detained across the country, people descended on America's



airports by the tens of thousands to demand their release. I was proud to be one of them.

These efforts ultimately led to change, as federal courts have intervened to temporarily block the law's implementation.

To be sure, these are small victories. But they highlight the strength that we can and must find in one another, no matter what comes at us over these next four years.

This is why, in the immediate aftermath of the election, the AFSCME Local 3299 Executive Board issued a resolution reaffirming our commitment to stand up for any one of our colleagues, students or patients that may be targeted by the new administration. A full copy of this resolution has been included in this edition of *The UC Worker*.

We followed that action with a joint UC union coalition/UC Student Association letter of sanctuary campus demands—designed to protect the most vulnerable members of the UC community.

As we prepare to begin our next round of collective bargaining with UC, we are mindful of the looming threat of other policy changes—including the repeal of the Affordable Care Act, deep cuts to public education and the imposition of a National “Right to Work” law that would dramatically reduce the resources that our union will have to fight for fair wages, secure jobs and good benefits in the years ahead.

UC is aware of these potential changes too, and will seek to exploit them. They will test our resolve with tuition hikes, proposed cuts to our benefits, and expanded outsourcing of our jobs.

But it's important to remember that we live in California—not Kansas. The public we serve stands with us. So now is not a time to play defense—but to lean forward and demand the better future our families all deserve.



That's why this year, AFSCME 3299 will be rolling out proposals to not only protect ourselves from possible changes in our union's finances, but to advance a collective bargaining and legislative agenda that provides our members with more job security and middle-class career pathways.

The key to victory is participation. Whether in calls to legislators, at workplace actions, or on the picket line, victory is a numbers game. The more people who show up and speak out, the more likely we are to securing our demands.

It's clear that AFSCME 3299 members are ready for the fight. Hundreds came out to protests at airports and cities across our state after inauguration. Hundreds more stood in solidarity with striking Teamsters-represented UC colleagues in January. And nearly 500 recently volunteered to lead Member Action Teams in places where no such leadership structure has ever existed before.

Ultimately, I am confident that we will prevail because we've done it before—against far higher hurdles and even longer odds than we face today. We are a union that takes on the tough fights and never quits. And by continuing to stand together, 2017 will be our finest hour.



AN INJURY TO ONE IS AN INJURY TO ALL

AFSCME 3299 EXECUTIVE BOARD RESOLUTION ON THE 2016 PRESIDENTIAL ELECTION AND OUR PATH FORWARD

WHEREAS: We live in a world in which the only power that workers truly have is the power of our unity and organization, and our strongest force for progress is the struggles for justice we have engaged, no matter who sits in the White House; and



WHEREAS: The social and economic system in which we live works constantly to sow fear and division against our unity on the basis of things that make us different from each other, like the color of our skin, our gender, who we love, our ability, our country of origin, our religion, the job we do, and our level of education; and

WHEREAS: We hold interests in common that are far greater than our differences, like our need for safety, respect, good schools, a clean and healthy planet, freedom from stress, good and steady nourishment, good health, strong love and community, economic security, time to rest, and the opportunity to contribute; and

WHEREAS: As members of 3299, we come in all political stripes but we are also trade unionists, and believe in unionism that is for everyone. As our constitution states, *“we can’t build a better world or solve problems on the job until more workers understand that together we have the power to make dramatic democratic change. Helping our co-workers organize to use our collective power is the most important task in our union. Building a democratic union where participation and different views are encouraged is an essential part of that process.”*; and

WHEREAS: The Trump presidential campaign and his election have elevated and empowered language, ideas and actions of racism, xenophobia, homophobia and misogyny. In calling for the separation of millions of working immigrant families, the persecution of an entire religion, the sanction of police killings of black and brown folks and repeated sanctioned attacks on women and trans and queer people, many members of our union are at risk and targeted for violence and policies of repression, which are antithetical to our union’s values and mission; and

WHEREAS: Trump and his campaign have openly promoted an anti-worker, anti-union and corporate agenda which promises to dismantle worker organizations through state-sponsored anti-union legislation, extreme right-wing Supreme Court nominees who promise to make “right-to-work” law of the land, and his own treatment of his union employees—members of UNITEHERE!—and union-busting tactics;

THEREFORE BE IT RESOLVED:

- ▶ We commit to each other as members of 3299 to fight to protect all members of 3299 and the communities we represent.
- ▶ We pledge to work in coalition and organize within and among our communities, especially those most vulnerable to the new administration’s pledged policies.
- ▶ We pledge to unite our membership and heal the divide this election has caused, by telling our stories and listening to each other.
- ▶ We will organize our union and its resources to fight the policies the new administration and employers like UC will use to attack us.
- ▶ We will organize for political power that truly represents and meets working people’s needs.

UC Breaks its Promise on Pensions (Again)

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



In the 2015 State Budget agreement that boosted public funding for the University of California (UC), UC was required to implement reforms that would align the UC Retirement system with California Public Employees Pension Reform Act of 2013 (also known as PEPRA).



The key feature of this law was a “cap” on pensionable compensation—or the amount of pay that is used to determine an employees’ pension benefit. In UC’s case, the Governor required that the university reduce its pension cap from over \$250,000 to \$117,000. In theory, this was to save the university money by reducing the cost of providing pensions to its highest paid employees.

But UC decided to circumvent that deal and squander the savings in order to enrich its executives.

Last year, UC announced a new pension tier that would implement the PEPRA cap for new employees in its defined benefit program. But they added a provision to enable workers to “opt-out” of the pension into a 401k plan that would NOT be subject to the PEPRA cap. The plan would provide up to \$7400 in additional benefits to high paid employees who leave the pension, without any vesting period.

In lay terms, this means that UC was going to offer their highest paid employees huge financial incentives to bail out of the pension plan—at a cost of about \$500 million over 15 years.

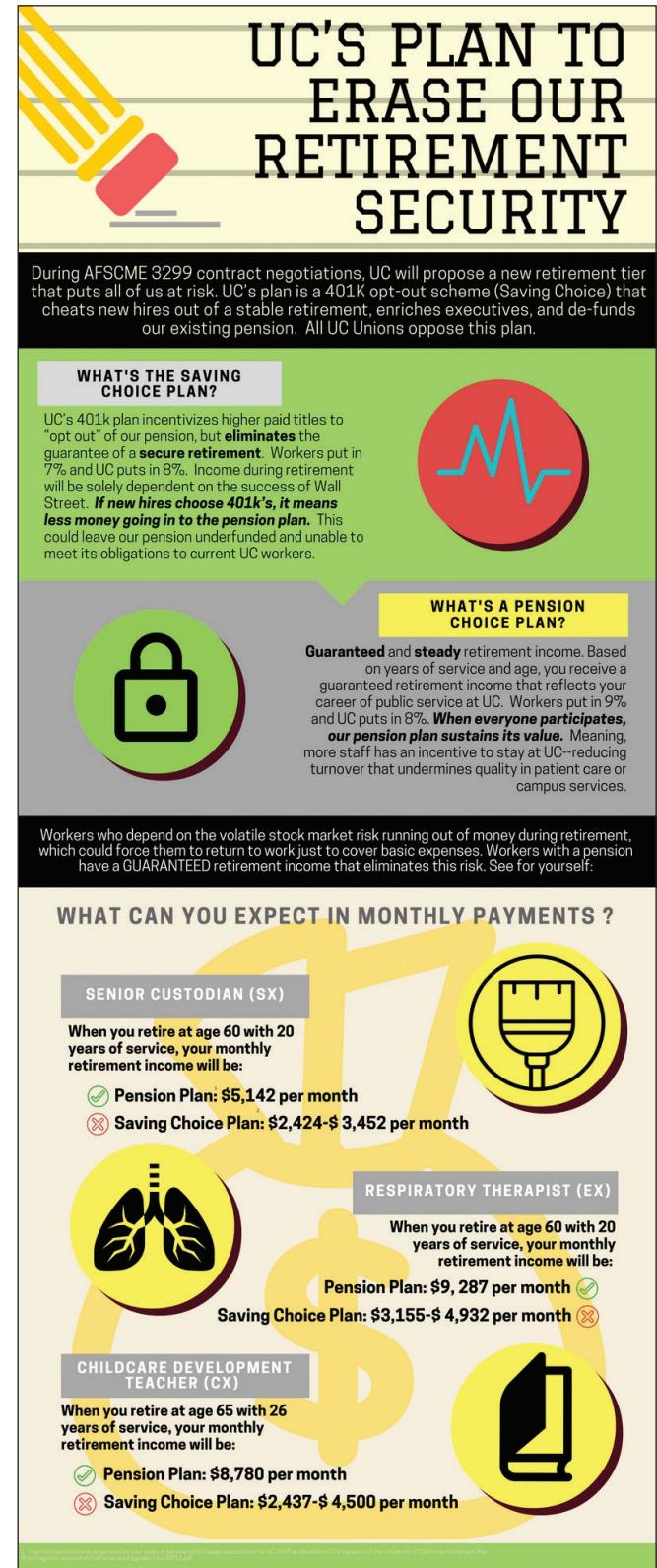
As many workers voiced during UC's "pension task force meetings" the "opt-out" would invite a host of problems—including less financial stability for the pension plan we expect to keep the commitments that have already been made to current UC employees.

But there are other risks.

First, 401k plans shift all the risk onto workers. When the stock market crashed in 2008, many who relied on 401ks for their retirement security were forced into poverty or had to return to the workforce. Those with defined benefit pensions did not.

Second, UC's defined benefit system is a vital recruitment and retention tool that reduces employee turnover. This is vital to UC's mission of academic, research and patient care excellence.

For all of these reasons, UC unions universally opposed UC's new pension tier. The State Legislature threatened to block state funding for UC's unfunded pension liabilities unless it rescinded



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UC Breaks its Promise on Pensions (Again)...

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the plan, which, after all, was never part of the funding deal with Governor Brown.

The stalemate ended when UC promised the legislature that it would not force its opt-out scheme on represented workers during collective bargaining. UC has since broken this promise.

Clerical (CX) workers represented by Teamsters 2010 have been in bargaining for a new contract for several months. They have formally rejected UC's 401k opt-out proposal. Yet in a direct rebuke of its promise to the Legislature and all UC workers, the university has refused to rescind this demand.

Worse, they have failed to offer the Teamsters a fair wage offer—despite recent research showing that 70% of these workers make so little that they are unable to afford food for their families.

That's why on January 18, 2017—the Teamsters engaged in a one day Unfair Labor Practice Strike at all UC campuses across the state. AFSCME 3299 members, as well as UC workers represented by the California Nurses Association, UPTE-CWA 9119, UC-AFT, AFSCME UAPD and UAW Locals 2865 and 5810 were picketing right alongside them—demanding that UC keep its promise to withdraw its 401k scheme, and to make a fair wage offer that honors the valuable contributions of its clerical workers.

Instead, the UC Regents approved a tuition hike in January that will generate \$88 million in new revenue—less than one fifth of what UC will squander by enabling its highest paid executives to opt-out of our pension plan.



Ultimately, UC appears intent on squeezing working families from both sides.

But we can stop them by standing together to *#protectourpension* during our upcoming Service and Patient Care unit contract negotiations. Please contact your MAT Leader, Campus Organizer, or Campus bargaining team member to learn more about UC's proposed pension changes, and to get involved in our upcoming contract campaign.



The Cost: UC's War on Working Families

UC Tuition Hike
will cost working families: **\$88 million**

401K Opt-out Scheme
enriches UC executives & undermines workers' retirement security: **\$505 million**

* <http://www.latimes.com/local/lanewspaper-met-in-uc-tuition-increase-20170105-story.html>

** <http://www.unions.org/2016/05/tuition-hikes-and-pension-cutbacks-are-taking-a-bite-out-of-california-public-university-funding/>

Arbitration Victory Reminds Us the Importance of Security Footage

By: Elizabeth Hinckle, Staff Counsel, AFSCME Local 3299



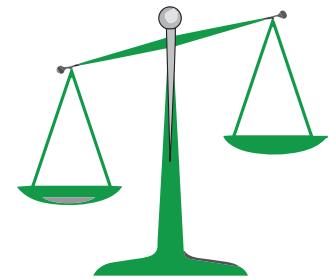
Security cameras are now common in the workplace, and although they can seem invasive, they can assist in grievances. However, it's important to note that footage is only preserved for a limited amount of time—a minimum of 48hrs or a max of two weeks—before it is erased.

For that reason, it's important to act fast if you want to preserve footage. A recent case at UCSF illustrates the importance of this point.

The case involved an argument between two employees. The argument escalated, and one of the employees shoved the other.

While there were several witnesses to the interaction, each of their accounts differed in significant ways, leaving unresolved questions about what happened. Some witness statements indicated that the shove was a response to physical aggression

by the other employee, and was an act of self-defense. Others disagreed. Several said that the supervisor stood by and actively encouraged the conflict.



Several months later, management issued a written warning to one of the employees and a notice of intent to terminate the other. Within a few days, the Union requested to review footage from any security cameras in the area. But by that time, the original footage had been erased.

While we were able to win the arbitration based on other serious defects in UC's case, the missing security footage would have provided an important source of information about what happened.

In order to ensure that you and your coworkers are in the best position to overcome the "he said, she said" problem, keep the following in mind:

- Become aware of the location of security cameras in your workplace.
- If you or a coworker is involved in an incident in the workplace, and there is a concern that it may lead to discipline, work with your MAT and/or Organizer to request that security camera footage be preserved.

In the end, this case was a victory and our member was reinstated back to work.

UCSD Nutrition Workers Hold Supervisor Accountable and Recoup Loss Vacation Time

Being able to take paid time off to be with family is one of the great benefits of being an AFSCME Local 3299 represented UC Worker. But it's always important to keep an eye out on your vacation accruals. Just last month, a couple of UCSD Nutrition workers noticed a discrepancy in their paycheck—their vacation hours were stagnant, which suggested they no longer were accruing and were now losing hours instead.

In the past, management would post the names of workers that were close to their vacation max. New management was not. With at least four nutrition members affected and one having lost 120 hours of vacation time, workers confronted management in an informal meeting on November 21st. Management pushed back,



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UCSD Respiratory Therapists Act Quick and Win Big for Patient Safety

It's not uncommon to see management make decisions that can adversely impact workers and patients. Because the decisions come fast and things move quickly—time is always of the essence, and having a MAT leader is key. This past month, we were reminded of just how vital, when management began making dramatic staffing changes at UCSD that put patient safety at risk.

After UCSD opened the new Jacobs Medical Center, NICU unit Respiratory Therapists (RTs) were moved to this new facility, leaving only a handful of RTs to attend to “low risk” deliveries at Hillcrest Medical Center. Most of the RTs left behind had minimal experience on Labor & Delivery (L&D)—just classroom training--and did not feel comfortable attending deliveries that require complex intervention. Compounding the concerns, UCSD changed its staffing model for RTs at Hillcrest without proper notice, leaving the unit dangerously short-staffed. PM and weekend shifts lost a dedicated RT to perform Bronchoscopies, leaving remaining RTs to perform a procedure for which they had not been properly trained.



Recognizing the danger, UCSD's Respiratory Therapists reached out to their MAT leaders, Rachele Familia and Lorna Camaisa, and scheduled a Staffing Committee meeting. Eighteen RTs showed up to make sure these safety concerns were taken seriously, and demanded additional bedside training to enable the RTs working in L&D to perform bronchoscopies, a dedicated RT onsite to help perform these complex procedures until that training was complete, and a switch back to a more adequate staffing model.

Despite push back from management, UCSD's RTs stood their ground and won all of their demands—providing solid evidence to counter UC's financially motivated solutions.

This win would not have been possible without MAT leaders Rachel and Lorna and dedicated activists Carol Mihailuk and Isaac Zamora. All four moved information quickly and effectively between workers and their campus organizer, enabling workers to take action before UC's decision affected patients.

If your department does not yet have an AFSCME Local 3299 MAT leader, please consider serving in this vital and rewarding role by contacting your local campus organizing office.

UCSB Students and Groundskeepers Confront Outsourcing

In 2017, UC students are facing another round of tuition increases and AFSCME Local 3299 members continue to see a decrease in career jobs. The math doesn't add up.

So on January 13th UCSB students and groundskeepers stood in solidarity outside of the Chancellor's office and demanded UC stop contracting out career grounds keeping jobs.

“It's not fair that they are contracting out UC career jobs, but then turn around and raise our tuition. Clearly, UC is not willing to invest in students or its workers,” said student activist Eric Villalobos.

We know why UC uses contractors—to save money. They are paid poverty wages—up to 53% less than UC career workers—receive few (if any) benefits. Contract workers are rarely provided adequate training needed to do the job right and safely, and face higher risk of wage theft and other illegal abuses.



This often impacts the workload of AFSCME 3299 members, because career workers are often required to complete the unfinished work left by contractors, in addition to their own assignments.

This is what's happening right now in UCSB's groundskeeping department—a fact that UC confirmed when confronted by workers.

“We were shocked when management said it was about the bottom line because all we see is overcrowded dorms. It doesn't add up. We are calling on Chancellor Yang to meet with us so we can find a solution together,” said Henry Jimenez, UCSB groundskeeper and E board member.

Local 3299 groundskeepers' will keep the pressure on UCSB to stop contracting out our jobs and treat all workers fairly.

In the Spotlight:

Newly Elected UC Davis MAT Leader Gives Us the “Why” Behind Member Leadership

By: AFSCME 3299 Staff

Becoming a Member Action Team (MAT) leader might seem like a hard decision, but for UC Davis Distributor **Americo Ascenso** it was natural. It was about taking pride in his work and taking care of his family.

Americo graduated from Cosumnes River College with an Associate degree in Communications. He is a married father of four children—a full time job in itself. In 2012, after graduating, Americo was determined to provide more for his family, so he began the hunt for jobs that would offer a decent living. After months on end of searching, he finally received a call from UC Davis Medical Center. It didn't take him long to see how different this job was. This was his first union job and he distinctly saw the difference having a union made. Not yet a year in, Americo is now a MAT leader for the Distribution Center.

We sat down with Americo to learn more about what about what brought him to UC, and his decision to become an AFSCME Local 3299 MAT Leader:

What exactly do you do at UC Davis?

I distribute medical supplies to all the hospital buildings in UC Davis. Without us, nurses would not receive the necessary supplies to treat patients. Its critical work and I take great pride in it.

Why did you get into this field, despite your degree being in Communications?

The job market is hard. You can find a job, but it doesn't mean it's a “good job” or a career. And by that I mean, does the job offer opportunity to grow, does it pay well, offer vacation, sick

time, and have benefits.

I needed something that would work for me and my family. I knew I wanted to serve people so I broadened my search into the medical field. I chose to work at UC Davis for its reputation. The name alone stands for excellence, but what makes it a great place to work is our union.



Having a strong union makes all the difference. Non-union employers I've worked for don't have guidelines or standards for workers—we don't have a voice. It's all about who you know and whose ground you're kissing. That's not right. Here at UC Davis because of my union, I'm able to grow, retire, and stand up to bullying without fear.

Having a union keeps me here, I will never go back to a non-union job.

Why did you choose to become a MAT leader?

I want to spread solidarity and I take great pride in my work. So much so that I want to ensure we continue to deliver top tier service to our patients.

An educated man is dangerous. Knowing my union contract empowers me to say something when I see something that shouldn't be happening. That's not to say that I think management is always wrong, but they don't know our contract. It is up to us to educate them on it, but we can't if we don't know it.

Did you have any hesitation going in?

A bit. At first I didn't know what this union business was about. It was my first time being in a union. So I decided to do some

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Average Paid Vacation, Sick, and Holiday Time, 2014

Non-Union Workers: 26 Days

All Union Workers: 31 Days

AFSCME Local 3299 Represented Workers: 40 Days



Source: BLS Data for All Civilian Workers—Wage & Hourly, Private & Public Sector Workers, minus Federal Government. EX & SX Collective Bargaining Agreements with the University of California.

In the Spotlight...

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reading on my own. I picked up my union contract and began reading it—at home and in between breaks.

Why do you think members hesitate so much to become leaders in their workplace?

I think it's a culture thing. We've seen so many brave leaders—Cesar Chavez, Bobby Kennedy, Malcom X—be murdered for standing up and fighting for justice. I think because of that people are afraid to become another casualty—or lose their job in our case. People will rather roll over than fight.

We also have to take pride in our union. That's why I'm here, I'm going to make it work for us.

Do you have any advice for UC career workers who are not taking advantage of being a full AFSCME 3299 member?

Put your money where it counts. Being in a union is an investment—an investment for yourself and your family that is long term. Our union secures that we have a voice in the workplace, benefits, pay raises, paid vacation, and a retirement. You also get a lot of different discounts and the opportunity to apply for higher education scholarships for you and your family.

We all have the same beliefs—we want the American dream. We want to provide for our families and be there for those great moments. United, in our union, is how we do it.

UCSD Nutrition Workers Hold Supervisor Accountable...

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claiming it “wasn’t their job” to notify workers of vacation approvals, even though past practice said otherwise.

Knowing they were in the right, AFSCME members decided to set up another meeting, bringing copies of their paychecks and union contract. It didn't take long before Labor Relations determined that management's conduct was a contract violation. The supervisor apologized claiming she “did not know.” But the workers wanted to make sure this did not happen to other Local 3299 members.

Because of the workers persistence, management agreed to send individual letters notifying workers that they are close to their vacation max, and to reinstate workers' lost vacation time by the last paycheck in December. It was a win for UCSD's Nutrition department and just in time for the holidays!

AFSCME 3299

THE UNION WAGE DIFFERENCE

OVER THE LAST 10 YEARS...

\$56,784
more

AFSCME 3299
Represented Patient
Care Workers made
\$56,784 more
than non-union
workers doing the
same jobs.

\$86,745
more

AFSCME 3299
Represented Food
Service Workers
made **\$86,745 more**
than non-union
workers doing the
same jobs.

\$98,817
more

AFSCME 3299
Represented
Building, Grounds
and Maintenance
Workers made
\$98,817 more
than non-union
workers doing the
same jobs.

Source: BLS Current Population Survey Data, Median Wages for FT Building, Grounds, Maintenance, Food Service, Healthcare Practitioners and Technical Occupations, 2005-2014.
Median Wages (for full-time workers), UC Office of the President, AFSCME Local 3299 Membership Files 2005-2014.



Do you have any advice to members that are on the fence about becoming MAT leaders?

It's so great and empowering to know your rights and be the source of knowledge for your co-workers. Be the leader in your workplace and avoid getting bullied. This is your opportunity to make this union your own. Get involved!

What's one thing you're most excited going into the New Year?

I'm excited to fight for KIN care. I believe On Call people deserve to receive this benefit as well. Just because of the classification doesn't mean they are any less deserving of it. I'm taking that on this year and I'm ready to fight!

Anything else?

We will get everything we deserve if we stick together.

Follow us on
Facebook &
Twitter!



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@AFSCMEOLOCAL3299

Uniting for Economic Justice and Racial Justice

By: Latrenda Wood, AFSCME 3299 Racial Justice Working Group, Hospital Assistant, UCSD Med. Center • Jose Mendez, AFSCME 3299 Racial Justice Working Group, Sr. Store Keeper, UCLA

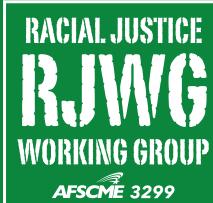


Unity is at the heart of every victory in our union's history. United, we have won great contracts, good wages, strong benefits and better staffing standards. But we've also made important gains against racial and gender discrimination; and have protected thousands of immigrant workers from exploitation by poverty wage subcontractors.

This is because we recognize that for all AFSCME 3299 represented workers to achieve economic justice, we must also break down the barriers of social injustice. The two go hand in hand.

Yet if the 2016 Presidential campaign taught us anything, it's that America's generations-long war against the latter—particularly racism, religious bigotry and xenophobia—is far from over.

This isn't a matter of political correctness, but rather of demanding respect for the basic dignity and aspirations that we all share. When rhetoric becomes overheated and divisive, hate is normalized. We stop listening and start talking past each other. And any meaningful actions or policies that can protect our rights at work, or address disparities in wages, employment, education, criminal justice or housing become less achievable, if not impossible.



That's why AFSCME Local 3299's Racial Justice Working Group (RJWG) and Immigration Committee were formed. We recognize that these issues impact the majority of our members and their families every day. And we know that left ignored, they not only invite dangerous attacks on those we love, they degrade the unity we all need to win at the jobsite or at the bargaining table.

Some members may recall the story of Jesus' Gutierrez. Jesus was a UC Berkeley Service Worker who helped lead the historic 2008 campaign that won wage equity for UC's lowest paid workers and new protections for immigrants in our contract. Later that year, UC collaborated with federal immigration authorities (ICE) to detain and deport Jesus, while denying him access to union representation.

Stories like Jesus' make the divisive rhetoric of the 2016 Presidential campaign and the subsequent rise in hate speech that we've seen both on campus and in our communities all the more alarming.

A UC Davis member witnessed a woman become highly aggravated after overhearing that the bus driver identified as Muslim. In Riverside, a man frustrated because he couldn't fluidly communicate with workers at a Chinese restaurant retorted, "I can't wait until Trump kicks you all out."

On campus, members have overheard supervisors say things like "If you don't like it then go back to where you came from," or "Give me the black people. I can straighten them out."

In light of these trends, AFSCME 3299 and other UC Unions are calling on Administrators to not only address our economic

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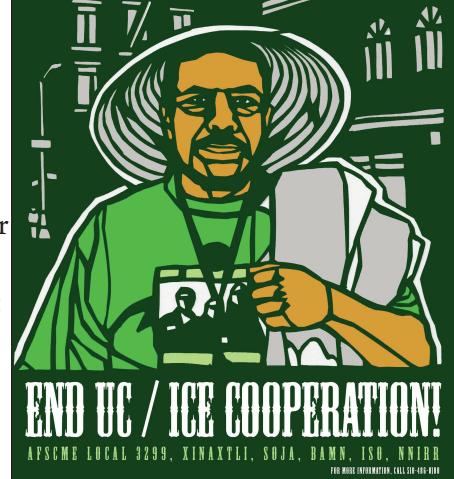


JUSTICE FOR JESUS GUTIERREZ

PICKET AND RALLY @ SPROUL PLAZA

WEDNESDAY, MAY 13TH, 12 NOON

UC BERKELEY WORKER JESUS WAS ARRESTED
ON APRIL 29TH BY UC POLICE,
IN COLLABORATION
WITH ICE.



From the Treasurer: Annual Hudson Notice

By: Betti Clark, Treasurer, AFSCME Local 3299, Hospital Unit Service Coordinator, UC Davis Medical Center



The Treasurer of AFSCME 3299 plays a vital role in managing the resources that our union needs to protect our rights on the job, win and enforce great contracts and organize new workers. Though supported by full-time AFSCME 3299 finance staff, it is an especially demanding job for member leaders working to balance families and a challenging full-time job at UC.

For more than two years, Tim Thrush managed this balancing act well, strengthening our union's financial position and serving our diverse membership with the highest standards of transparency and integrity. With deep appreciation for Tim's exemplary service, we respected his personal decision to resign last fall.

Pursuant to the Local 3299 Constitution, I was elected by the Executive Board to serve in this role until our next union officers' election in fall of 2017.

A little about me: I have been employed at UC Davis since 2001, and currently serve as a Hospital Unit Service Coordinator III in the Cardiac and Thoracic Intensive Care Unit (CTICU). Since 2006, I have served as a MAT Leader in our Department, and became a MAT Captain in 2016. In 2013, I was elected to represent UCD on the AFSCME 3299 Executive Board, where I have helped lead our efforts to support pro-worker candidates and legislation as a member of our Political Committee.

Uniting for Economic Justice and Racial Justice...

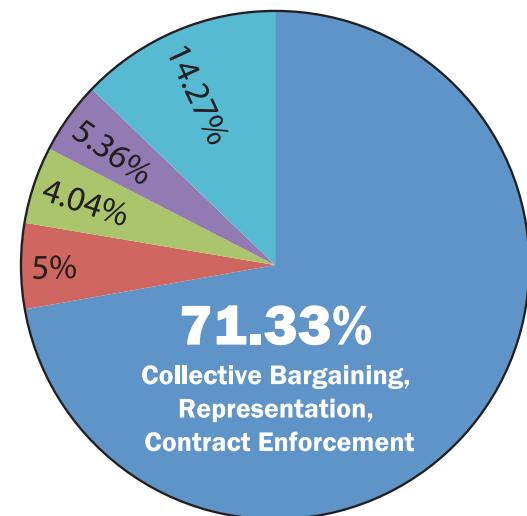
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needs this year, but to take steps that ensure safety, privacy, and support for the thousands of religious, racial and ethnic minorities we represent.

But leaving questions of social justice up to the discretion of the boss—just like a demand for a raise or good benefits—has little effect without workers standing together to hold them accountable.

United for economic AND social justice, we are stronger.

AFSCME Local 3299 Where Your Money Goes



■ Contract Representation ■ Politics/Lobbying ■ Legal (PERB Filings, Arbitrations)
■ New Organizing ■ Administrative Expenses

One of the most important parts of my work as your Treasurer—pursuant to the National Labor Relations Act—is providing all AFSCME 3299 represented workers with access to detailed financial breakdowns of our union's work as an exclusive collective bargaining agent at UC. This is called our annual "Hudson Notice."

If you haven't already, you can view our 2017 Hudson notice, which details dues and fees for 2017, as well as Independently audited expenditures for the fiscal year ending on December 15, 2015 on our website at www.afscme3299.org.

Thank you for the opportunity to serve as your Treasurer. And if you ever have any questions about any financial matters related to Local 3299, I invite you to please contact me at finance@afscme3299.org.

"It's not our differences that divide us, it is our inability to recognize, accept, and celebrate those differences." —Aude Lord

*"EL RESPETO AL DERECHO AJENO ES LA PAZ."
"To respect our existence is peace." —Benito Juarez*



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 | Campus | Name |
|--|------------------------|---|-------------------|
| UC Berkeley — President | Kathryn Lybarger | UC Los Angles — Executive Board Member | Olga Lopez |
| UC Davis — VP of Service Unit | Ruben Santos | UC Los Angles — Executive Board Member | Oscar Rubio |
| UC Irvine — VP of Patient Care Unit | Monica De Leon | UC Los Angles — Executive Board Member | Henry Avila |
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| UC Davis — Executive Board Member | Leticia Garcia-Prado | UC San Diego — Executive Board Member | Angelina Mendoza |
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AFSCME LOCAL 3299

AMERICAN FEDERATION OF STATE, COUNTY AND MUNICIPAL EMPLOYEES, AFL-CIO

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