

The UC Worker

ISSUE #3 — FALL 2015



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

The Union Difference — Local 3299 Wins \$500,000 in Back Pay for PCT Workers

By: *Monica De Leon, Vice President, Patient Care Tech Unit (EX); Co-Chair AFSCME Local 3299 Contract Enforcement Committee; Hospital Unit Service Coordinator, UC Irvine Medical Center*

In the last edition of *The UC Worker*, Executive Vice President Michael Avant wrote extensively about the value—in higher wages, lower health-care costs, and paid time off—that we all get from having a strong union.



But just as important as our victories at the bargaining table are our victories in enforcing what we've won—through worksite organizing, representation, and the grievance and arbitration process.

Amongst the critical contract enforcement services supported by the membership dues paid by AFSCME Local 3299 represented UC workers is regular monitoring of UC's compliance on across-the-board (ATB) wage increases, step increases, and retroactive payments guaranteed by our collective bargaining agreements.

As far back as 2014, we began noticing that many Patient Care Technical workers (as well as some service workers) were not receiving their guaranteed step increases.

Local 3299 immediately began filing grievances and demanding pay audits. Sadly, UC resisted any action or disclosure of information about these issues until arbitration hearings for these grievances were imminent.

Because of our persistent efforts, we won enforcement of these increases earlier this fall, which totaled nearly \$500,000.

Now, more than 300 AFSCME 3299 Members—largely concentrated at UCLA and UCSF—have begun receiving retroactive paychecks ranging from \$200 to more than \$20,000.

While UC has still failed to disclose why pay increases were withheld from so many members, this victory highlights the importance of having a strong union. The work of enforcing what we've won is only possible because of the participation and investment of every worker we represent.

Rest assured that as UC prepares to launch a new payroll system in the coming months and years, we will continue our monitoring and do whatever is necessary to ensure that every single AFSCME Local 3299 represented worker receives the just compensation and secure benefits they have earned and deserve.

Indeed, we are stronger together — in this case, about \$500,000 stronger.

Service Workers Stand Up Against Bullying at UCSD

By: *Ruben Santos, Vice President, Service Unit (SX), AFSCME 3299 Sr. Custodian, UC Davis*

As frontline UC employees, we know that bullying, verbal abuse, and other forms of mistreatment by Management can undermine the safety of our worksites, and the students and patients we serve.

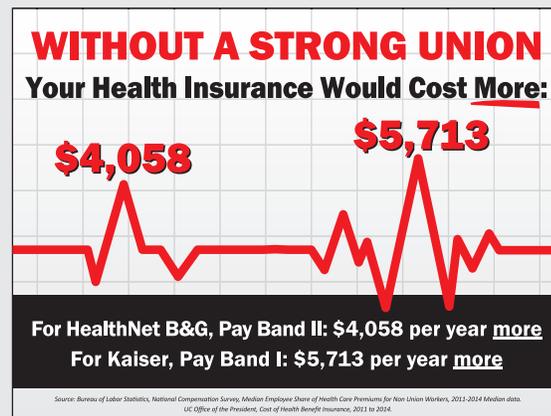
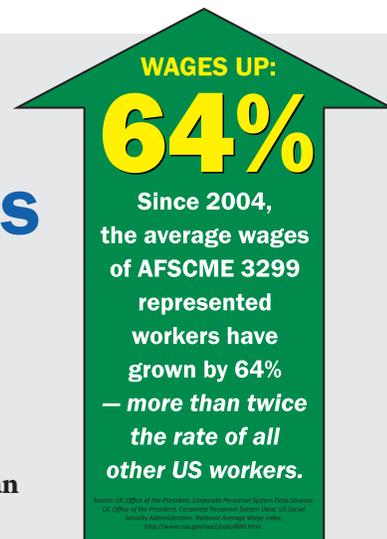


The housekeepers in the UCSD Environmental Services department know this risk first hand—having reported a range of these

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Important Dates for AFSCME 3299 Represented UC Workers

- 10/1/15:** ➔ UCSC skilled crafts (K7) 3% ATB raise effective date
- 10/11/15:** ➔ UC Service workers (SX) 3% ATB raise effective date
- 10/30/15:** ➔ PCT per diem conversion forms due to MAT/organizer
- 10/29 – 11/24:** ➔ Health care plan open enrollment (non-career workers working an average of 30 hours/week are eligible for health care in 2016)
- 11/16/15:** ➔ PCT contracts and translations shipped to campus offices
- 1/1/16:** ➔ Healthcare rates for Kaiser and Health Net B&G, pay bands 1 & 2 to be frozen for AFSCME 3299 Members
- 1/1/16:** ➔ UC Hastings workers 2.5% ATB raise effective date
- 4/10/16:** ➔ UC Patient Care Technical Unit (Ex) 4% ATB Raise effective date



Service Workers Stand Up Against Bullying at UCSD...

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abuses from their department’s Assistant Director for over five years. Recently, when these workers stood up to him, nine (all Hispanic women) were escorted off the premises by security and placed on investigatory leave in an effort to intimidate them into silence.

But our union fought back and after a week and a half of picketing both San Diego medical centers—and a day of picketing at campuses across the state—all were brought back to work. But the unfair and arbitrary treatment continued. Recently, management had security posted at their clock-in area in a blatant attempt to again try to intimidate them.

On October 21 all EVS MAT leaders met with the interim UCSD Health System CEO for over an hour to discuss the bullying, disrespect and targeting that the EVS Assistant Director and other EVS management had been guilty of for years. By the end of the meeting she promised big changes in

the department and that they would meet again when the new EVS Director starts. This itself is a major victory since the Assistant Director was seen as the next in line to become Director.

While we’re hopeful that the changes she has promised will come, we know that we can only count on ourselves and our coworkers to make sure we are treated with dignity and respect at work. Because Service and PCT workers across the state stood with UCSD Housekeepers during this fight, UC was forced to take responsibility for the actions of an out-of-control Supervisor.



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Service Workers Stand Up Against Bullying at UCSD...

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As a union, we've sent a powerful message—that an attack against one is an attack against all.

Ultimately, this is not the only case of this kind of mistreatment against our members. We saw this tactic used by management years ago when they posted security at the clock-in area to search housekeepers' personal belongings every day before clocking out. We've also seen it in efforts to discipline workers for speaking languages other than English at work.

In every case, we've fought back and won by standing together against efforts to bully or discriminate against our members.



Every single one of us has the legal right to a workplace free of bullying and abuse from management. And time and again, our union has shown that when we band together, we can make it stop. We owe each other and the people we serve nothing less—so if you are experiencing these kinds of problems at work, please contact your MAT leader of campus organizer immediately.

From the President: The Importance of Growing Our Union

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



Chances are that somewhere at UC right now, someone is doing the same job as you for a fraction of the pay, few or no benefits, no pension, no employment security, and no voice on the job.

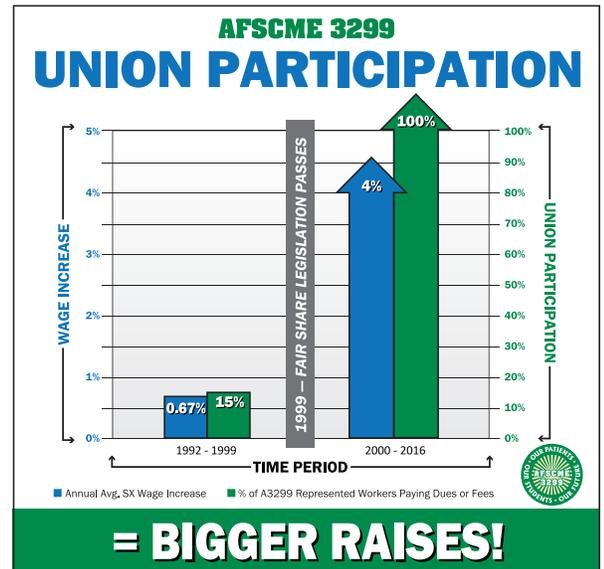
They are the employees of UC's growing army of private contractors. And they are a daily reminder of what kind of employer UC would become without strong unions like AFSCME Local 3299.

In the last edition of *The UC Worker*, I wrote about an ongoing legal challenge to a state law that requires all public sector workers who benefit from union contracts to share in the cost of negotiating and enforcing those contracts.

Called "fair share fees," this legal standard has increased the average annual raise won by AFSCME Local 3299 represented service workers by more than 500% since it was enacted in 1999.

By this time next year, the US Supreme Court could eliminate this standard. If that happens, AFSCME Local 3299 would still have the same obligations of representation and collective bargaining—but we would have substantially fewer resources with which to meet those obligations if non-members were no longer required to pay their fair share.

Ultimately, those attempting to eliminate "fair share fees" are seeking to remake America without strong unions. Their goal is fewer resources for unions to use to fight bad bosses, and, as a result, more Americans suffering the exploitation already faced by UC contract workers.



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From the President: The Importance of Growing our Union...

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But here's the good news. At UC, workers know the stakes.

When UC forced its contractors to boost the wages of their employees to a paltry \$13/hour on October 1st, contract workers had already begun organizing "insourcing" campaigns across the state. Fifty one (51) such workers, with more than 440 years of combined UC experience banded together at UC Berkeley alone—each clamoring not just for UC jobs, but for AFSCME Local 3299 represented UC jobs.

Similarly, over the last quarter, AFSCME Local 3299 has organized more than 1600 new union members—most of which had previously been represented by our union as "fee payers."

So what changed?

Over the last several months, AFSCME Local 3299's represented members and fee payers have begun an important conversation about the values we share, what we've accomplished, and the road ahead. And just as contract workers on campus are voicing their own aspirations for UC union jobs, the workers we already represent see that their own rising wages, secure benefits, improved job security and staffing protections are directly tied to how many of us are standing together as full participants in our union.

These dynamics—playing out in real time amongst unrepresented contractors and AFSCME 3299 represented UC workers alike—are not unrelated.

Our own research shows that between 2009 and 2014, the number of UC Service workers actually decreased, even as UC grew by hundreds of buildings and thousands of students. While UC Medical facilities and the number of AFSCME 3299 represented Patient Care Technical workers are growing, so too is the number of unrepresented PCT staff—including contractors and registry workers—across all job classifications.

Many of you may also know that UC Berkeley is finalizing plans for a massive expansion into the city of Richmond—an

WELCOMING OUR NEW AFSCME 3299 MEMBERS SINCE JULY 1, 2015



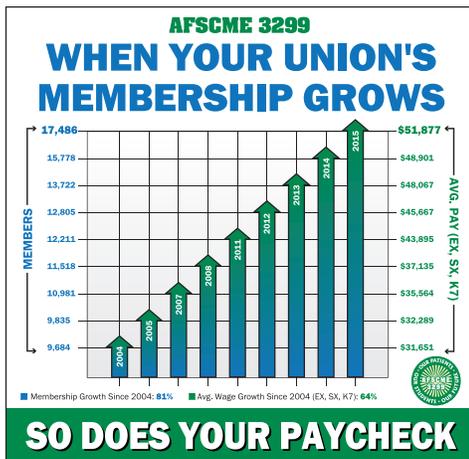
expansion that could not only transform one of California's poorest communities, but will set important precedents for UC's growth at other campuses in the coming years. Together with Local 3299, the community of Richmond has called for binding agreements that guarantee all the service jobs created at the new campus are AFSCME Local 3299 represented UC jobs. To date, UC has refused to make such commitments, even while demanding taxpayers help subsidize the project.

In other words, it's not just the U.S. Supreme Court that could try to remake America without strong unions. UC is actively working toward the same goal.

Unless we stop them.

The campaigns to insource contracted out UC workers, to guarantee Community Benefits in Richmond, and to convert AFSCME Local 3299's fee payers into full members are connected. Each are critical to the future of Local 3299, and our ability to win more department, campus and statewide victories in the years ahead.

They are tied by the recognition that the best defense against those who would try to weaken us, is renewed commitment to the one thing that has always proven to make us stronger... membership in a union.



MAT Leadership and the 2015 MAT Conference

Member Action Teams (MATs)—and MAT leaders—are AFSCME Local 3299 members on the front lines in the fight to enforce your contract and workplace rights. This work includes organizing co-workers to resolve problems with management, leading actions to enforce workplace rights, and initiating grievances.



With the support of campus organizers and MAT Captains, our goal is to ensure that every department staffed with the workers represented by AFSCME Local 3299's four (4) bargaining units has a trained MAT leader in place. And while the MAT Program has grown substantially over the past several years, we are still working to realize this goal—particularly at remote facilities or within departments with higher staff turnover.



If you are unsure of who your MAT Leader is, please contact your local campus office, or our statewide headquarters at 888-856-3299. If your department currently does not have a MAT Leader, please consider serving in this critical and rewarding role, and help make AFSCME Local 3299 an even more effective and responsive fighting union.

In addition to periodic regional trainings for existing and new MAT Leaders, hundreds of AFSCME Local 3299 AT leaders come together each summer for our annual MAT Conference.

The 2015 MAT Conference took place in Santa Ana, California from July 24-25. A total of 211 leaders from across the state attended the 2 day conference to hone their skills as workplace advocates, share best practices, celebrate the accomplishments of the last year, and to prepare for the challenges ahead.

Amongst the training topics covered at this year's conference: Representation at Investigatory Meetings and Understanding Weingarten Rights; Understanding your Contract; Informal Meetings With Management; Handling Grievances; Worker's Compensation; a primer on the Black Lives Matter movement, AFSCME Local 3299's Political/PEOPLE Program, and much, much more. Keynote speakers at this year's conference included AFSCME International Secretary-Treasurer Laura Reyes, State Senator Ricardo Lara, and Former AFSCME California Political and Legislative Director Willie Pelote.

This year's MAT Conference also marked the launch of Local 3299's 2015 Membership and Member Recommitment Drives—an effort to reach 90% membership amongst all represented workers, and to re-engage existing members in the importance of active participation as we prepare for our next contract campaign and the potential impact of pending legal challenges to California's Fair Share law. As noted by President Lybarger, this effort has already succeeded in boosting our Local's membership by more than 1600 since August 1st!

Grievance and Arbitration:

Enforcing Per Diem Conversion Rights, Restoring Union Access at UCSF

One of the most important victories in AFSCME Local 3299's most recently ratified patient care technical unit (EX) contract is substantially stronger conversion rights for the per diem employees we represent.

The EX Unit contract provides that a per diem employee must work a minimum of 1,000 hours in a "rolling 12-month period," in order to qualify for conversion to a career appointment.

Despite this language, we learned that UC had been denying conversion to many eligible employees. In a recent arbitration victory, Arbitrator Katherine Thomson affirmed AFSCME Local 3299's interpretation of our new language, holding that the EX Unit contract does not require that a per diem employee work a minimum of 12 months to qualify for conversion.

In this case, a per diem pharmacy technician at UC Davis requesting conversion to career status had worked more than 1,400 hours over a period of nine months. UC denied his request, claiming he was disqualified from conversion because he had not worked for UC for at least 12 months.

In her decision, Arbitrator Thomson found that "the concept of a rolling 12-month period does not indicate that an employee must have 12 months of employment, only that any time

worked before that 12-month period cannot be considered in determining whether the 1,000-hour threshold has been met." Thus, she ordered UC to "cease and desist in disqualifying per diem employees for conversion solely on the basis that they have not worked a minimum of 12 months." She also ordered UC to retroactively convert the pharmacy technician to a career appointment and make him financially whole.



Since ratification of our most recent contract, hundreds of UC Per Diem employees have successfully converted to career positions across the state.

If you or a coworker has questions about the per diem conversion process, please contact your MAT Leader or organizer.

Protecting Union Access Rights at UCSF

After UCSF Medical Center denied AFSCME representatives access to the Parnassus main pharmacy break room, Local 3299 filed an unfair practice charge with the California Public Employee Relations Board (PERB). PERB enforces the labor laws that apply to UC and other public employees in California. In June of this year, PERB issued a complaint, charging that UCSF had violated AFSCME's access rights. In August, we reached a settlement that restores access, ensuring that pharmacy employees will not be unlawfully prevented from meeting with Local 3299 representatives in the break room.

Connecting with Your Union in New Ways

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

Over the last sixty five years, much has changed at UC, and within AFSCME at UC. But our focus has not changed—and that is to be the most accessible, responsive and effective advocates for our membership that we can be.



In pursuing these goals, we're led by a strong network of Member leaders (MATs) driving our enforcement efforts at the department and campus level, supported by a small but equally strong network of professional organizing staff.

But the fact is that not every department has a MAT. Not every worker we represent is on a large UC campus. Every month, some of our most active leaders retire or move on to new jobs, and are replaced by younger workers who are not as familiar with our organizing culture, our goals, or the structure of our union. And UC doesn't have to share contact information for these new workers with the union, unless those workers have expressly authorized them to do so.

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Your Money: Why Opt-Out is a Non-Starter on UC Pensions

By: Naomi Nakamura, UCRS Pension Advisory Board Member,
Pharmacy Tech, UCSF Medical Center



In the wake of last summer's state budget deal to freeze student tuition and provide more state funds to UC, President Napolitano has convened a new task force to evaluate potential changes to the UC Pension program. Union Coalition representative Mike Fehr (UPTE-CWA 9119) sits on that task force.

To be clear, the only pension change that was agreed upon between Governor Brown and President Napolitano was to cap pensionable compensation for new UC employees. New employees and UC will be contributing a percentage of the first \$117,000 in an employee's pay into the pension fund. They used to make contributions on up to \$355,000 of employee pay.

UC is also asking its task force to discuss the possibility of implementing a 401k style "opt-out" for new hires. This would essentially enable employees to pull themselves out of the guaranteed benefits provided by UCRS, and to take on all the risk of investing and managing their retirement funds in the stock market.

This option is vigorously opposed by UC's unions and many faculty—and for good reasons.

First, as UC itself has noted on numerous occasions, its pension program is a vital recruitment and retention tool that encourages employees to build careers at UC. To deliver great patient care, research and academic services, UC must offer benefits that attract and retain the best and brightest. Not surprisingly, UC's last pension task force concluded that a 401k plan would undermine this goal.

That it has resurfaced is a reminder that some UC Administrators—notably, at the Medical Centers—want a less permanent workforce. This is the same thing they sought in their failed quest for "emergency layoff" powers during our last contract negotiation, and their efforts to use more contractors and registry

workers at UC hospitals. In other words, "opt-out" is just another way to try and change the staffing culture at UC from permanent to temporary. That's not just bad for our members, it's downright dangerous for the students and patients we serve.

"Opt-Out" would also undermine the financial stability needed to deliver promised benefits to current and future UC retirees. It's important to understand why this is the case.

You have probably heard people say that America's defined benefit system—Social Security—could find itself unable to pay its bills at some point in the future. The reason is because the contributions made by current workers are often used to make payments to current retirees. Since baby boomers are retiring, Americans are living longer, and the current generation is having fewer children, this delicate financial balance has been compromised—with more people collecting from the system than are paying into it.

The same would be true of UCRS under an "opt-out" scheme. With fewer employees paying into the defined benefit system, there would be fewer dollars with which to pay UC's obligations to current and future retirees who paid into the system for their entire careers without either increasing employee contributions or reducing benefits. Both are non-starters.

With the task force preparing to make recommendations to President Napolitano sometime early in 2016, the group's discussions to date have made it clear that "opt out" is opposed both by UC unions and many unrepresented staff as well. But that doesn't mean that UC won't still try to propose one.

Any changes to the pension plans affecting represented UC workers must be collectively bargained. And our union will never agree to a scheme that undermines the retirement security or the job security of its membership. Rest assured, we will fight against an "opt-out" to safeguard the health of our pension plan, and our future.

Please stay tuned to The UC Worker, your MATs and campus organizers for more updates on the pension task force process as it unfolds.



DOL Launches Investigation into UC Berkeley Contractor

On October 1st, the Los Angeles Times reported that long-time UC Berkeley custodial contractor Performance First is under investigation by the United States Department of Labor for a range of criminal allegations, including wage theft.

For the last seven years, Performance First has been providing custodial services to the UC Berkeley Athletics Department pays its workers just \$10 per hour for full-time, permanent work that is commensurate to the work performed by AFSCME 3299 Represented UC workers—though it charges UC Berkeley two or three times that amount.

Both to the Times and DOL, Performance First Workers have alleged 80-100 hour work weeks. Many have reported being paid under as many as four different names in order to skirt overtime rules. These same workers reported needing to rely on government programs such as MediCal and Food Stamps, or unscrupulous pay day lenders just to get by due to the rock bottom wages paid by their employer.

“I thought about reporting it. But at the same time I didn’t want to, because I was scared,” former Performance First Employee Julianna Robles told the Times.

A mother of five, Robles was evicted from her apartment upon losing her job at Performance First—and UC students have since mounted a campaign to raise money for her family.

Performance First is not the only UC contractor to face growing scrutiny for its employment practices.

Over the summer, another longtime UC Berkeley custodial contractor—ABM—was profiled in a PBS Frontline documentary called “Rape on the Night Shift” which chronicled numerous alleged abuses against its workers. And the



Julianna Robles with her family

Los Angeles Times

10/1/2015

“UC Berkeley Contractor is under federal investigation for cheating workers...”

The probe of Performance First Building Services, ... which has provided janitorial services at UC Berkeley for nearly seven years, was launched by the U.S. Department of Labor... the investigation comes as the University of California system, the state’s third-largest employer, faces increasing scrutiny from lawmakers into the working conditions of thousands of contracted employees.”

UC assigned workers of still another Berkeley contractor—Laz Parking—have filed more than a half dozen wage theft complaints over missed breaks and uncompensated time with the State Labor Commissioner over the last five months.

Importantly, the UC assigned workers at Performance First, ABM, and Laz each do the same jobs as AFSCME Local 3299 represented employees at the University. Most have been working full time at UC for years—some as long as 21 years—for as much as 53% less pay with few to no benefits.

Fifty one Performance First, ABM, and Laz workers—with a combined 440 years of UC experience—have recently petitioned UC to be brought in house as AFSCME Local 3299 represented UC employees. To date, the university has failed to act on their request.

“What has come to light about Performance First, ABM and Laz is a perfect illustration of what is wrong with contracting out at UC,” said AFSCME 3299 President Kathryn Lybarger. “It undercuts the wages, benefits and working conditions of AFSCME 3299 members doing similar jobs. It prevents the growth of our union and the bargaining power we need to win and enforce great contracts in the future. And worst of all, it subjects far too many of our colleagues to a life of poverty and exploitation. And this is why we must continue to stand up for these workers, and to expose and fight these practices, wherever we see them.”

Politics: Governor Vetoes SB 376, Lara and Local 3299 Vow to Fight on

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



Never before has such public scrutiny come to the University of California's efforts to undermine the wages, benefits and job security of AFSCME Local 3299 members—also known as “contracting out.”

And never before has so much been accomplished to address the threat these practices pose to our membership, than

during the 2015 State Legislative session.

In the spring, after thousands of Local 3299 members signed letters demanding that UC support SB 376—“equal pay for equal work” for UC contract workers-- the university announced a \$15 minimum wage, which dramatically reduced UC's financial incentive to outsource our jobs to private firms paying rock bottom wages. The first part of this raise took effect on October 1st.

As the summer wore on, Local 3299 released a first of its kind white paper documenting the extent to which UC's reliance on private contractors has grown in recent years and its impact on our economy, the safety of UC facilities, and the lives of both our members and UC contract workers. The paper was covered extensively in the *Los Angeles Times*, and numerous other media outlets across the state.

With the pressure mounting and the university refusing to disclose to lawmakers the full extent of their contracting practices, UC launched a campaign of misinformation against SB 376—including unsubstantiated claims about the cost of treating workers fairly, and baseless threats aimed at pitting students against workers.

Despite these efforts, SB 376 (Lara) cleared both houses of the California Legislature on September 11th.

No legislation of greater consequence for UC workers had reached this threshold in years—by itself, a testament to Local 3299's growing clout inside the State Capitol.

A furious spate of 11th hour lobbying ensued. UC pulled out all the stops to get Governor Brown to veto SB 376. Legions of contract workers stepped out of the shadows to tell the stories of abuse they were enduring, the Department of Labor launched an investigation into one UC Contractor, and student activists joined with AFSCME in urging Governor Brown to sign SB 376. Because of these efforts, UC's contracting practices were spotlighted in just about every daily newspaper in California.

Unfortunately, on October 9th, Governor Brown reluctantly vetoed SB 376—citing unknowns about the cost of the bill, but declaring:

“The effort to provide increased compensation for those who work for UC—either directly or on a contract basis—is well intentioned... I would caution the university to provide a transparent accounting of its contracts and clearly demonstrate how the interests of its lower paid workers are being protected.” — Governor Brown

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Los Angeles Daily News

10/6/2015

We urge Gov. Brown to do what's best for our state and for the UC system: Support equal pay for equal work, and sign SB 376 into law.”

- **Mohsin Mirza**, UC Santa Barbara external vice president and UC Student Association undergraduate chair
- **Parshan Khosravi**, UCI president, Undergraduate Student Association
- **Kristine Jermakian**, UCI external vice president, Undergraduate Student Association
- **Paola De La Cruz**, UCSB external vice president for Local Affairs, Undergraduate Student Association;
- **Marium Navid**, UCB external vice president, Undergraduate Student Association;
- **Sam Alavi**, UCD external vice president, Undergraduate Student Association;
- **Mariah Kala Watson**, UCD president, Undergraduate Student Association;
- **Joseline Garcia**, UCSB student advocate general

Politics: Governor Vetoes SB 376, Lara and Local 3299 Vow to Fight on...

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SB 376 author Senator Ricardo Lara echoed those sentiments and made it clear that this fight is far from over: “I will be looking for a significant change in policy at UC next year that protects contracted workers, and I will work with my colleagues and the Governor to ensure it happens.”

Ultimately, we made important progress this year, but the fight is far from finished.

It is past time for UC to stop contracting out the jobs of UC Service and Patient Care Technical Workers to those who profit from growing the ranks of California’s working poor. And that’s why, as Senator Lara and Governor Brown re-examine this issue again next year, AFSCME Local 3299 will be there fighting right alongside them.

Legislative Session in Review— What AFSCME Local 3299 Won

This was a historic year of progress for AFSCME Local 3299’s efforts inside the state capitol. Here’s a rundown of what we won for our members, our students, and our patients.

- ➔ **Two Year Tuition Freeze**
- ➔ **\$25 million for deferred maintenance.**
- ➔ **\$96 million in NEW pension funding**
- ➔ **Pension Caps for UC Executives.**
- ➔ **No Contracting Out of Service Jobs at UC Merced**
- ➔ **Transparency on UC Executive Pay.**
- ➔ **More Scrutiny of UC Contractors.**
- ➔ **\$15 Minimum Wage at UC.**

ORANGE COUNTY REGISTER

10/9/2015

“SB376 is cost effective solution to UC contracting inequities”

— State Senator Ricardo Lara

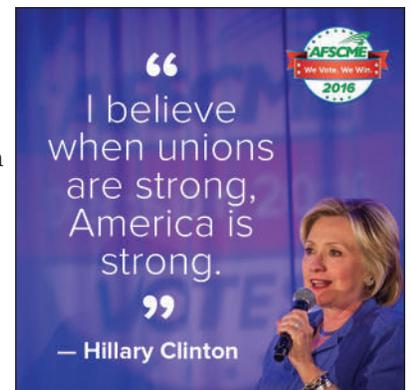
AFSCME Endorses Hillary Clinton for President

After a six month process that included extensive polling of the membership, the 1.6 million member American Federation of State, County and Municipal Employees (AFSCME) announced on October 23 that Hillary Clinton has earned the union’s endorsement in the 2016 presidential contest. Clinton had won the support of two-thirds of AFSCME members in most recent polling, and the union’s International Executive Board voted to follow the guidance of its membership.

“The next president will make decisions that could make or break the ability of working people across America to sustain their families. That’s why we spent the last six months engaged in the most member-focused, in-depth, and transparent endorsement process AFSCME has ever undertaken,” said AFSCME’s International President Lee Saunders.

“What we heard throughout our endorsement process is that AFSCME members want a candidate who is committed to fixing our out-of-balance economy and raising incomes for hardworking people who are still struggling to make ends meet. Members want a candidate who will make it easier instead of harder to join together in strong unions and stand together for wages and benefits that can sustain our families,”

President Saunders added. “What we also heard was AFSCME members want the candidate who will be the most effective champion for working families, and who will be able to deliver a victory in this critically important election. AFSCME members believe that candidate is Hillary Clinton.”



Connecting with Your Union in New Ways...

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To bridge this gap, we are constantly seeking to not only recruit new member leaders, but to find new ways to connect with our membership outside of the workplace. And we are asking our members—particularly those who are new to our union or working from remote locations—to utilize these tools as well.

For example, five years ago, AFSCME Local 3299 didn't even have a Facebook page. Today, we have over 3000 members following the union on social media—receiving real-time information on issues affecting the workplace, and providing helpful feedback on the work of the union.

Earlier this year, we launched *The UC Worker*—a quarterly news publication designed to keep our members informed about the most pressing issues facing UC and our union.

This fall, we've launched an online survey aimed at identifying the top priorities of those we represent—using e-mails, online ads, and more. More than 400 members responded, and their responses will help inform both statewide enforcement and bargaining priorities in the coming months.

We also convened the first of what will likely become quarterly telephone town hall meetings led by our President, Kathryn Lybarger. More than a thousand members participated in this first session. The purpose of these town halls is to not only update you on critical issues at the worksite, but to provide another way for members and fee payers to get connected to their union.

But connecting is not a one way street. So if you haven't already, I'm asking you to please take a few steps to help ensure we are as responsive to your needs as possible:

➔ Like us on Facebook: www.facebook.com/afscme3299

➔ Sign Up for E-mail Updates and text alerts on our website: www.afscme3299.org

➔ Sign Up for Tele-TownHall Meetings: www.afscme3299.org/teletownhall

➔ If you are having trouble accessing a MAT Leader or campus organizer for a workplace issue, please call us toll free: 888-856-3299.



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From The Treasurer

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



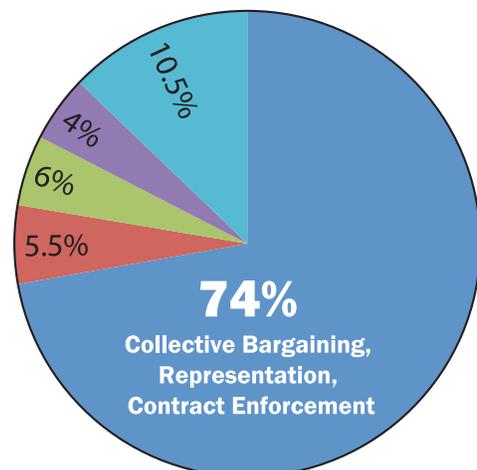
As Local 3299 works to meet the ongoing workplace representation and organizing needs of our membership, we continue to do so with a focus on preparing for our next round of contract negotiations with UC and any financial contingencies related to the US Supreme Court's consideration of a challenge to California's "Fair Share" law. In light of

both factors, we are pleased to report that AFSCME Local 3299 concluded the calendar year ending on December 31, 2014 with a balanced budget.

With a prudent and conservative style of managing our union funds, we expect to achieve another balanced budget in 2015, ensuring both our union and its membership will be positioned to confront whatever challenges may lie ahead.

If you ever have any question about your dues or any other financial matters related to Local 3299, please contact us at: finance@afscme3299.org, or 1-888-856-3299.

AFSCME Local 3299 Where Your Money Goes



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