

University of California
Annual Report to AFSCME on University Contracts
Executive Summary – February 18, 2022

Overview

This report satisfies the annual reporting requirement under the UC-AFSCME Article 5 Collective Bargaining Agreement. The University proposes to further advance our contract compliance efforts and demonstrate our renewed commitment to restoring healthy labor relations with AFSCME by improving our collaboration on issues of mutual interest and working to proactively identify and resolve issues in a timely fashion to reduce grievances and litigation.

The University has made significant strides in its UC-AFSCME Article 5 compliance, which include: contract reporting, insourcing efforts, wage and benefit parity compliance, and implementing the necessary infrastructure to build upon its progress this year. These achievements were made despite significant operational and staffing challenges caused by the COVID-19 pandemic. Those challenges included but were not limited to (1) recruitment and retention issues, and (2) significant time of management and staff to handle COVID vaccination, procure urgent supplies, and implement new testing programs and vaccine requirements, and develop and implement new telework and leave policies as part of UC's emergency response and recovery efforts.

In the attached report, you will find listings by campus/medical center for calendar year 2021 contracts. This includes contracts that have been re-negotiated with wage and benefit parity, contracts that have been discontinued, and contracts where we have noticed the suppliers to come into compliance with wage and benefit parity. In every case, the locations are exerting best efforts to come into compliance as soon as possible. The University looks forward to discussing this report with AFSCME and addressing any questions or concerns. The University is also responding to AFSCME's request to provide paper or electronic copies of each contract, and that information will follow this report in March 2022.

Report Data Summary

Here is a summary of the contracts reported and the status of renegotiations underway:

- Total Contracts Reported: 407
- Includes Wage & Benefit Parity Rates: 302
- Wage & Benefit Parity does not apply pursuant to Article 5: 28
- In Progress: 21
 - In Progress Status Update:
 - 6 contracts to be renegotiated within 30 days
 - 6 contracts to be renegotiated within 60 days
 - 9 no specific date reported yet; the University is following up on these dates to ensure timely completion
- Contracts that still require renegotiation: 56