



A union for UC's administrative professionals

FREQUENTLY ASKED QUESTIONS

HOW DO WE GET “A VOICE” AT UC?

The only way to guarantee that we speak with a collective voice is to choose a union to represent us with UC management. By doing this, we choose to exercise our legal right to collective bargaining. Two-thirds of all UC staff (approximately 80,000 employees) have already chosen union representation.

HOW DOES THAT HAPPEN? WHAT'S THE PROCESS OF CHOOSING A UNION TO REPRESENT US?

Administrative professionals have been working with **University Professional and Technical Employees (UPTE-CWA Local 9119)**. To formally choose a union, 30% of the members of the AP bargaining unit need to sign an **authorization card** that says we want UPTE-CWA 9119 as our exclusive bargaining representative. Then there will be an election. If 50% of the employees sign a card, there is no need for an election. When we've gathered enough cards, we will submit them directly to the **California Public Employment Relations Board**, the government agency that oversees labor relations at the University of California.

WHAT IS UPTE-CWA LOCAL 9119?

University Professional and Technical Employees (UPTE-CWA) was founded by University of California employees in 1990. In 1993, UPTE members voted to affiliate with the national **Communications Workers of America**, a 700,000-member union in the AFL-CIO. UPTE-CWA represents 4,000 UC technical employees, 5,500 research professionals, 3,300 health care professionals, and 150 skilled trades workers at the Lawrence Livermore National Laboratory. UPTE CWA Local 9119 is a democratic, member-run union. For more information, please visit www.upte.org.

WHAT JOB TITLES ARE INCLUDED?

16,000 employees across the UC system will be included, giving us a powerful presence at the bargaining table. Those job titles include student affairs officers, analysts, buyers, programmer analysts, admin specialists, library assistant Vs, accountants, learning skills counselors, senior and principal writers/editors, and many others. Most “Career Compass” titles at the Berkeley campus are included. See www.APsforUPTE.org/99titles.html for a more complete list.

CAN I GET IN TROUBLE FOR TALKING TO MY CO-WORKERS ABOUT UNION ORGANIZING?

You have the right to organize in the workplace. If you can talk about Girl Scout cookie orders or ball games, you can talk about the union. However, you may want to be sure the conversation takes place during a break or lunch. Always ask if the person you want to speak with can take a break.

DOES SIGNING A CARD MEAN THAT I HAVE TO PAY DUES?

No. Signing the authorization card does not make you a member of the union. If we choose to be represented by UPTE, dues will be required to support the work done on behalf of those being represented. But dues will not be required until we vote to ratify our first contract.

HOW MUCH ARE DUES AND WHEN WILL WE START TO PAY THEM?

When we begin to pay dues, they will be 1.3% of gross pay with a maximum of \$20 per month and they are paid by payroll deduction (like your parking or health care premiums). Dues will not “kick in” until a contract for administrative professionals is negotiated, settled and ratified by members. This means that people will have to vote in favor of the contract in order for it to be “ratified.” One of the goals of negotiations will be to bargain more than enough of a pay raise and other improvements to offset the cost of dues and other increasing costs like health care premiums and pension contributions.

WHAT IF I HAVE MORE QUESTIONS?

Please feel free to contact us to ask questions. We're reachable via email at APs@upte-cwa.org. You can also find your campus UPTE local at www.APsforUPTE.org. And you can check us out on Facebook at facebook.com/APsforUPTE.