

Administrative professionals want a union.

We are working with **University Professional and Technical Employees-CWA** for a voice on the job at this critical time for UC employees. Our goals include:

- ◆ Fair compensation that helps us commit to our UC careers.
- ◆ Better job security in a changing budget environment.
- ◆ Protecting our UC pension benefits.
- ◆ Preserving accessible education for all Californians and supporting research and programs that benefit the public.
- ◆ A seat at the table with 80,000 other UC employees.



UPTE-CWA supporters Rich Kacmar, Candy McReynolds, Tim Lafond, Katia Chikasuye, Jeff Stern, Liz Phillips, Susan Orlofsky and Steve Schmidhauser.

Why are we organizing with UPTE-CWA?

UPTE-CWA has the knowledge and experience to negotiate the best possible contracts at a time of great change for UC workers. It's the union chosen by more than 4,000 UC technical employees, 5,000 UC research professionals, and 3,000 UC health care professionals. UPTE-CWA recently negotiated **up to 14.5% in pay increases over 3 years** for its UC researcher and tech members. UPTE is proud to be affiliated with the Communications Workers of America, the nation's premier union for professional, technical and public service employees.



UC Irvine coworkers Joanna Itoh (Admissions Manager), Jeffrey A. Stern (Programmer/Analyst III), Sue Cross (Sr. Learning Skills Counselor) and Nola Colman (Sr. Admin Analyst), say "We support UPTE!"

What's the process?

The most effective way to protect our interests as UC employees is for **all 16,000 of us to bargain collectively** with UC management. To do that, we are gathering signed "authorization cards" like the one below on all 10 campuses and 5 medical centers to call for a vote on UPTE-CWA representation. Once enough of us have signed, the cards will be given to the state's Public Employment Relations Board (PERB), which will hold an election so that UC administrative professionals can vote for a union. If more than 50% of administrative professionals sign this card to support UPTE-CWA, no election will be necessary.



"It's great to have a collective voice," say UCR Student Affairs Officers Lourdes Maldonado, Gabriel Mendoza and Elena Perez.

Who's eligible to sign the card?

Any UC employee in the administrative professionals unit, including Accountant, Administrative Specialist, Analyst, Buyer, Customer Service Rep, Senior and Principal Editor, Learning Skills Counselor, Library Assistant V/Library Professional, Network Engineer, Programmer/Analysts, Program Rep, Publications Coordinator, Statistician, Student Affairs Officer, Senior Writer, and many others. UC's new "Career Compass" titles will also be included.

JOIN US! Please return your signed card immediately. Contact us to get more cards to distribute among your co-workers. Join the network of UC professionals who are working to bring the benefits of UPTE-CWA representation to our careers.



Faith Hall
Administrative Specialist, UCSD
"I want a pay raise and the position protection a union provides."



Melissa Dick
Student Affairs Officer II, UCR
"No voice, no choice. With an administrative professional union our voice and concerns would be heard and thoughtfully taken into consideration."



Barbara Gaerlan
Administrative Analyst, UCLA
"I believe that working together through a labor union is the best way for employees to improve wages, benefits and working conditions in difficult economic times."



Bob Kuhn
Analyst III, UCSF
"In my experience, the only way that you can get any kind of raise at UC is by being in a union."



Veronica Hale
Administrative Analyst, UCLA
"We all need to be protected and have a union that has our best interests in mind."



Jane Gunter, Analyst III & Lourdes Escamilla, Analyst III, UCR
"We need to be heard. UPTE could be the voice for all the administrative professionals at the University of California."



Janel Munguia & Michael Lambert
Student Affairs Officers, UCLA
"We have to stand together because there is strength in numbers. Being part of a union not only helps us as employees, but also strengthens the mission of the university."



Brenda Marie Palo
Analyst III, UCD
"I'm really excited about joining the union. It's important for analysts at the medical center to have the same representation as other employees including protection and long deserved pay or salary increases."



Lindsey Low
Public Administration Analyst, UCLA
"I support UPTE because I believe in the principles of the UC, and believe that to ensure the continuation of providing quality education and support to students and the state of California, we need to protect those that provide it. UPTE does this."



Lynn Sikora
Senior Administrative Analyst, UCSD
"Either we do this now, or we continue to watch everything we've ever worked for disappear, not slowly, but quickly. The time is now or never!"

Questions?

Call us toll free:
(888) 740-8783

Email us:
APs@upte-cwa.org

Visit our website:
www.APsforUPTE.org

UPTE-CWA AUTHORIZATION CARD

YES! I authorize UPTE-CWA to be my exclusive collective bargaining representative for the purpose of meeting and negotiating with the University of California over compensation, benefits and other terms and conditions of employment.

Please print legibly. Campus _____ Job title/classification _____

Name _____ Cell or home phone () _____

Home address _____ Work phone () _____

City/state/zip _____ Preferred email _____

- Please send me more cards for my coworkers to sign.
- I will talk with my coworkers about supporting UPTE-CWA.
- You may use my name as a public supporter of the UPTE-CWA campaign.

Signature _____ Date _____
Note: If more than 50% of administrative professionals sign this card to support UPTE-CWA, no election will be necessary.

University Professional & Technical Employees, CWA Local 9119 • 888-740-8783

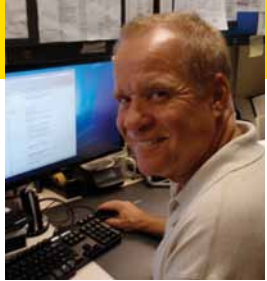
www.APsforUPTE.org



Sandra Batchelder
Senior Administrative Analyst, UCSD
“Our pay has been static for so long, we need UPTE’s help. We make less in today’s dollars than we did seven years ago!”



Elizabeth Leicester
Program Rep III, UCLA
“We deserve a voice in our future. Joining with our UC colleagues who are already represented by UPTE will strengthen our voice at the table.”



Rick Martin
Programmer Analyst III, UCSD
“Having zero increase in pay in well over 3 years highlights the need for representation. All sides need to be accountable and negotiate in good faith.”



Dora Scott
Analyst I, UCSF
“It is time for us to have a voice. Without one, the university ignores us. It is time for us to have a union.”



Monica Wicker
Analyst III, UCR
“UCR employees are dedicated to their jobs and are hard-working individuals. We need to have the same type of union working for us.”



Laurel Lucia
Project/Policy Analyst II, UCB
“Acting collectively seems like the best way for us to make UC a great place to work and keep it that way.”

It’s our time to say union YES!

16,000 ADMINISTRATIVE PROFESSIONALS now have the opportunity to join 80,000 other University of California employees who have a seat at the table.



Theodore Pasalo
Analyst II, UCSF
“The recent news about 3 percent increase for non-represented employees based on performance shows that UC still has control over who it wants to give pay increases to. The last four years that we did not get an increase – where did the money go? The executives. This will go on another 4 years if we don’t have representation.”



Autumn Stewart-Luckey
Administrative Specialist, UCLA
“I look forward to an administrative professional support system and a union for all employees.”



Felisa Preskill
Analyst III, UCSF
“With income inequality at an all time high, only strong unions can counter balance the power of corporate and bureaucratic forces. I support unions because they improve working conditions for everyone, not just their members.”



Barbara Paschke
Analyst IV, UCSF
“I strongly feel that we need union representation to ensure that we have parity with other UC employees regarding wages, benefits, and working conditions.”



Nancy Reiko Kato, Assistant Registrar & Jean Day, Senior Editor, UCB
“We believe administrative professionals, like all staff, deserve a voice in decision making about just salaries, pension contributions, health care costs, and layoff policies. As a member-driven union, UPTE has an excellent record of bargaining fair contracts and promoting professional development for UC employees.”



Jennifer Arbuckle
Analyst II, UCSF
“I support UPTE because I would like to see better working conditions for analysts. I am also advocating for those who are too afraid.”



Diana Sansoe
Analyst II, UCSF
“Administrative Analysts have been unrepresented for too long. It is important that we now have a seat and a say at the negotiation table. Many of us have been at the same pay scale with no raise or reclassification for years. One voice is not heard as loud as a group voice – a union is needed to do that. We are worth it!”



Kathy Richardson
Program Representative, UCSD
“It’s time for us to get COLAs and to be paid commensurate with our experience. I’ve been a diligent employee for 35 years and feel that I deserve better.”



Mateo C. Rutherford
Analyst II, UCSF
“I love my job, I love my coworkers, and I don’t want to leave. However, I really don’t see how I can stay at a job where every year I’m told, ‘Your evaluation is excellent, you’re a vital part of our team, and there’s no money for a raise.’ I think it is tragic that we have to switch positions at UC in order to negotiate a raise.”



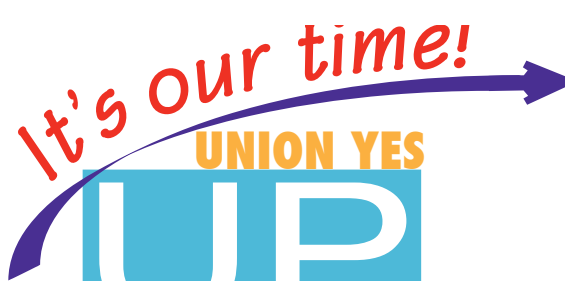
Judy De los Santos
Administrative Analyst, UCSD
“As administrative professionals with no representation, we have been in the forefront of furloughs and decreases in pay, but last or none with pay raises. With union representation we can have a united voice that will address our needs as the backbone of this university.”



Gretchen Werner
Analyst I, UCSF
“Having worked at UC in a represented classification and having actually worked with the union, and now working for UC and not being in a union, I can definitely see the difference. Things are much more secure when you have a union. Forming a union is the only way we’re going to get respect, wage increases, and have a say in what happens with our jobs.”



Ed Ashton
Student Affairs Officer, UCSD
“Union wages are what made it possible for my parents, with only a high school education, to achieve a middle-class lifestyle and put 3 children through college. For me, getting ahead here at UCSD has been elusive in spite of my promotions and hard work.”



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