

## FACT SHEET: UPTE CONTRACT NEGOTIATIONS

### BACKGROUND

Since June 2024, the University of California has regularly met with leadership from the University Professional and Technical Employees (UPTE) unions to negotiate new contracts in good faith. UPTE represents 19,201 UC employees in the research, technical, and health care job families. Most UPTE-represented employees work at UC's academic medical centers. UC and UPTE's bargaining teams held 24 sessions from June to December.

UC and UPTE are currently proceeding through a state-overseen impasse process, triggered by UPTE's declaration in December. This declaration followed UPTE's failure to attend a bargaining session, after UC had already submitted several proposals. In California, when one party declares an impasse in labor negotiations, asserting that continued bargaining would be futile, the state

determines whether the parties are at an impasse. If they are, the Public Employment Relations Board intervenes to facilitate resolution through mediation and, if necessary, fact-finding procedures.

UC and UPTE have recently completed mediation and fact-finding hearings; the two parties await a fact-finding report. The report, authored by a neutral factfinder selected and approved by both UC and UPTE, will include non-binding recommendations on resolving the disputed contract articles. While UPTE contracts expired last fall, the parties remain in a status quo contractual agreement. The University is fully committed to working toward a fair deal that recognizes the vital contributions of these team members.

### UC OFFERS TO DATE

UC has offered proposals to directly address UPTE's goals for work-life balance, health care costs, and wage proposals. UPTE-represented employees would realize \$364 million in wage increases and associated benefits during the term of the 3-year agreements. Important Note: Like all higher education institutions, the University faces financial uncertainties tied to the new administration's actions and a proposed 8% reduction in state support. For example, the House Budget Resolution proposes a decrease of \$880 billion from the federal budget, which, if implemented, will likely result in significant cuts to Medicaid and reimbursements for these services at UC's academic medical centers. UC is reviewing how these types of uncertainties may impact its future negotiations.

UC's current offers include:

- ✓ Starting July 1, 2025, a 5% across-the-board increase will be implemented, followed by a 3% increase for the second and third years.<sup>1</sup> Raising the pay of all UPTE-represented UC employees to at least \$25 per hour by July 1, 2025. On average, UPTE-represented employees would receive a 15.9% cumulative wage increase over the contract term.
- ✓ Consistent with previous contracts, regular step increases of approximately 2% throughout the contract term. Step increases for RX and TX bargaining unit employees will be expedited. ✓ Expanded access to and guaranteed vacation approval and sick leave, including coverage for per-diem appointees.
- ✓ Adding Juneteenth as a paid federal holiday, increasing the total paid holidays to 14. Lawrence Berkeley National Laboratory-based employees receive 12 paid holidays, with two additional holidays pending the Department of Energy's approval.
- ✓ Streamlined reclassification and appeals processes to facilitate career growth.

<sup>1</sup> Due to its federal funding structure, the approx. 265 Lawrence Berkeley National Laboratory employees will receive an average increase of 5% in October 2025 and 3% in the second and third years.

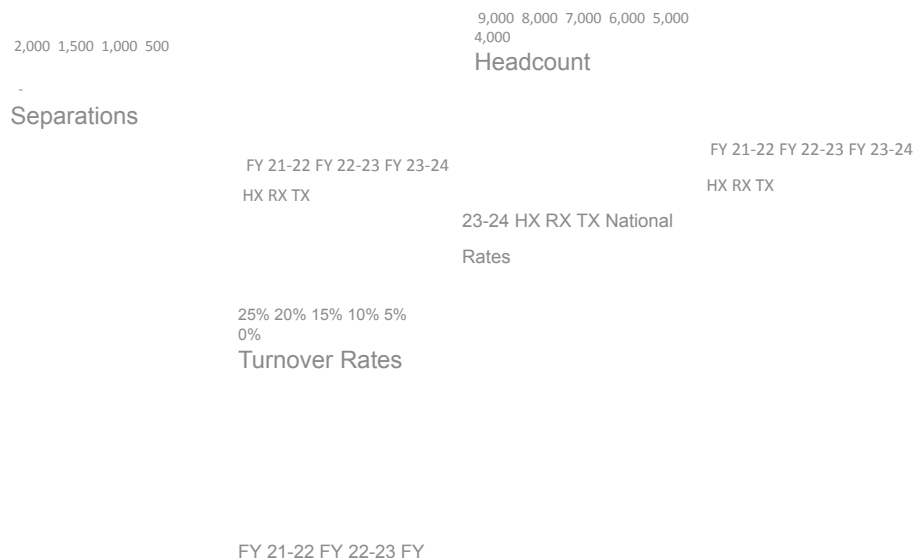


## UPTE'S ASKS

- A 5% wage increase retroactive to July 2023, and an additional 3% for Lawrence Berkeley National Laboratory employees, retroactive to May 2022, plus an extra 25% in wage increases over the three-year contract. UPTE's proposed wage increases would cost the University over \$1 billion in base salaries alone. Some employees would see wage increases as high as 121% if the University accepted this proposal.
- Full compensation for a 40-hour week regularly despite only working 32 or 36 hours.
- Ability to accrue as many as 48 vacation days per year and cash out up to eight weeks of vacation leave annually.
- Free UC tuition for members' dependents.

## STAFFING AND OPERATIONAL NEEDS

UPTE alleges that UC is experiencing a staffing crisis with untold vacancies in the UPTE bargaining units. However, publicly available data that UPTE receives regularly, as shown below, indicates that turnover rates for UPTE-represented UC employees are below national averages, separation rates are declining, and headcount has increased by 13% since 2022.



At the heart of the issue is that UPTE has demanded that Full-Time Equivalent positions be frozen for their represented job titles only. This would restrict the University's ability to adapt to changing needs, such as patient census or research grants, and would hamper UC's ability to serve patients, students, and research missions.

## UNFAIR LABOR PRACTICE CHARGES

Unfair Labor Practice charges are a standard tool for either employers or unions to file with PERB. UPTE has recently filed ULPs based on unsubstantiated allegations of bad faith bargaining, as it has previously during bargaining. It is up to PERB to determine whether the

'bad faith bargaining' standard has been met, with a required evidentiary hearing that often takes months to complete. Filing an Unfair Labor Practice charge merely initiates a process and does not represent any determination of University misconduct. We firmly dispute these allegations.