

WHAT IS UPTTE?

WHO WE ARE

University Professional and Technical Employees, CWA 9119, is the union of technical and professional employees at the University of California. We are Staff Research Associates, Computer Resource Specialists, Clinical Lab Techs, Social Workers, Writers, Museum Scientists, and Lab Assistants, among others. Over 13,000 UC employees are covered by UPTTE-CWA contracts.

UPTTE was founded in 1990 by a group of employees who believed that UC workers would benefit from a union to safeguard and expand our rights. In 1993, UPTTE members voted to affiliate with the Communications Workers of America, a 700,000-member union in the AFL-CIO, to better represent our members.

In 1994, UC's 4,000 technical employees voted for UPTTE representation. In 1996, 3,700 research professionals joined them, and in 1997, 2,000 health care professionals followed suit. There are now UPTTE locals at all UC campuses, labs and medical centers. Adjunct faculty at three California community colleges and skilled trades workers at the Lawrence Livermore National Lab are also covered by UPTTE contracts. Members of all units elect bargaining committees to negotiate union contracts, engage in actions to support bargaining, provide assistance to members with problems, and participate in UPTTE leadership.

UPTTE protects and improves the rights of employees.

We stand up to management to ensure that professional and technical employees receive the respect and fairness we deserve.



UPTTE believes that collective bargaining is the way to make our voices heard and to ensure a strong future for all.



UPTTE promotes diversity and opposes discrimination based on gender, race, ethnicity, age, national origin, sexual orientation, or disability.



UPTTE works in coalition with other unions, faculty and student groups to influence policy and inform the media and legislators about employees' issues, such as retirement and health benefits.



UPTTE represents employees who face concerns on the job, including unfair layoffs and performance evaluations, disciplinary actions, and much more.

WHERE WE'RE GOING

More groups of UC employees are organizing with UPTTE-CWA to gain a voice on the job, including student services professionals and IT workers. The union also regularly petitions the state's labor board to add new job titles to its units as their duties evolve. Employees at Los Alamos National Lab in New Mexico have built an UPTTE chapter, and the Society of Professionals, Scientists and Engineers at Lawrence Livermore National Lab is also affiliated with UPTTE. Both locals work to make sure employees at Department of Energy facilities have a voice on the job.

UPTTE is a democratic, member-run union made up entirely of the workers it represents. Decisions are made by UPTTE members and their elected representatives. Our success is due to the high level of activism among our members. We strongly believe that quality research, medical care and education depends on supporting quality career staff with fair wages, pensions and benefits. Quality staff are needed to keep UC, the California community colleges and the national labs as the world's premier public institutions.

We invite you to join us. For more information, call us at **(888) 704-UPTTE**, or email us at info@uptte-cwa.org. Visit us at www.uptte.org, or our Facebook or Twitter pages.



UPTTE AT WORK

WAGES & BENEFITS

UPTTE members won an historic victory preserving UC pension and retiree health care in late 2013, after participating in a series of job actions across the state. UC had proposed changes to the pension system that would have dramatically reduced benefits. UPTTE members signed petitions, worked with legislators, and walked picket lines in solidarity with other UC workers to preserve the pension and win better pay.

UPTTE regularly wins substantial wage increases at the bargaining table. A recent agreement for technical workers, researchers, and health care professionals provided 11.5% to 13% wage increases, as well as exempting union members from a two-tier pension plan that UC imposed on non-union employees.

New job titles are regularly incorporated into UPTTE's existing bargaining units. Some recent inclusions are Business Technology Support Analysts, Systems Administrators, Physical Therapists, Occupational Therapists, and Counseling Psychologists. All are now bargaining collectively to improve their wages, benefits and working conditions by negotiating enforceable contracts.

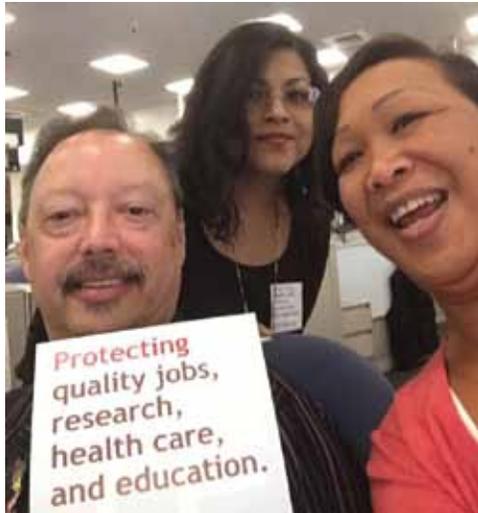
ORGANIZING

Campaigns for UPTTE representation among UC's student services professionals, information technology workers, and others are in progress. Without bargaining rights, these workers make 26 percent less in pay on average than UPTTE-represented workers, and UC forces them to work 5 years more for the same retirement benefits.

Along with other public sector unions, UPTTE defends vital public services which we provide to citizens, such as education, research and health care. We work in coalition with others to organize against cuts to essential services, off-shoring, and privatization.

UPTTE is a member of the Reclaim California Higher Education Coalition, which includes students, faculty and union partner organizations. It seeks to restore funding to the state's higher education systems, as required by California's Master Plan for Higher Education (1960), which promised free higher education to all who qualified.

A successful membership campaign last year had UPTTE activists contacting thousands of employees across UC's labs, clinics, libraries, hospitals, and offices, to explain the benefits of a strong union.



JOB SECURITY

In one of many local victories against layoffs, UPTTE San Diego members in the Department of Theatre and Dance won a 2017 fight to save the entire 21-person staff, after management tried to "restructure" by laying off workers and forcing them to reapply for their own jobs at lower pay. Employees organized support among the arts and campus communities, gathering signatures at donor events and performances. Workers won big – all were rehired at their original pay rate.

California community college adjunct faculty now have job security, thanks to a bill UPTTE helped pass in 2017. The union represents a thousand adjunct faculty at Butte Community College, Mount San Jacinto College, and College of the Sequoias. The law requires management to take into account how long adjunct faculty have served, the number of courses they have taught, and their evaluations when making hiring decisions.

Over the years, UPTTE has worked to change UC policies that create temporary or limited term jobs that lack benefits and job security. As a result, thousands of workers have been converted to career, and gotten additional retirement credit for years worked.

UPTTE negotiated the first-ever mandatory UC severance pay for researchers and techs. During its first year, laid off workers received more than \$500,000 in severance pay, and many also retained their preferential rehire rights.

FAIRNESS & RESPECT

In a precedent-setting case, union stewards at UPTTE San Francisco won a grievance guaranteeing the right to bring signs and other materials expressing workers' viewpoints into regents' meetings. UC executives had tried to prohibit such displays, which often end up in the news. They were forced to apologize and sign an agreement guaranteeing employees' rights to free speech.

UPTTE believes the best defense against anti-union, anti-worker politics at the national level is high union membership and mobilization. Success at the bargaining table depends on an informed and engaged membership. A member-run union also requires training for activists, and that is provided by the UPTTE Academy's seminars and workshops – from "know your rights" classes to bargaining and organizing training.

UNIVERSITY PROFESSIONAL & TECHNICAL EMPLOYEES



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