



FACTS ABOUT UC LABOR RELATIONS

February 2003

Union Claim: UC has over \$4 billion in Excess Reserves for Salary Increases

FACTS:

- The union’s continuing characterization of these funds is misleading.
- The Governmental Accounting Standards Board (GASB) requires institutions like UC to report as “unrestricted”, assets whose use is not predetermined by an outside entity (i.e., a donor or federal grant).
- However, “unrestricted” does not mean the funds are uncommitted or available for any use.
- All funds – restricted and unrestricted – are 100 percent committed each year to UC’s vast array of academic programs, salary and benefits programs for employees, construction projects, and countless other obligations.
- There are no “surplus” funds sitting in “rainy day” reserves available for salary increases.

Union Claim: UC Is CA’s Worst Employer; Refuses to Offer “Fair” Raises; has received countless Unfair Labor Practice charges

FACTS:

- Over 150,000 people make UC their employer of choice and UC offers its employees some of the best terms of employment in all of higher education, including a benefits package that is virtually unmatched by its competitors.
- UC continues to do what it can within constrained resources to acknowledge employees’ ongoing dedication and service, and to help them adjust to these financially challenging times:
 - For the second consecutive year, UC is giving eligible employees additional retirement funds to help offset modest raises
 - UC also recently gave lower-paid employees a special allowance to help defray increased healthcare costs, and extended to employees with domestic partners, retirement benefits paralleling those that married employees receive.
- Wages remain the key issue in several current negotiations; UC continues to offer the best wages possible within limited state salary funding due to the state budget crisis.
- Any union can file an Unfair Labor Practice charge against UC at any time without having to show that the charge is warranted or has merit. Often times, charges are withdrawn or settled. Charges that aren’t dropped or settled go to the Public Employment Relations Board, which determines if a true infraction has occurred. UC has a very good ULP record: In more than 20 years, only about 7 percent of all ULPs filed have not been resolved in UC’s favor.

Union Claim: UC is Unaccountable for its Actions

FACTS:

- As a large, high profile, public institution, UC’s activities are closely scrutinized by numerous stakeholders: regents, state officials, regulatory agencies, labor unions, its own faculty and staff, the media and the public at large.
- UC is held directly accountable for its conduct by these groups through numerous mechanisms. One of the most notable of these mechanisms is the entire state budget process which, by its nature, holds the University accountable for delivering on its institutional promises and fulfilling its mission.

Union Claim: UC Bargains in Bad Faith and Sends Unauthorized Personnel to the Table

FACTS:

- All UC negotiators are fully authorized to negotiate contracts on behalf of UC.
- Internal consultation to ensure that potential agreements are workable systemwide is a normal, routine bargaining activity that both sides engage in.
- Some unions attempt to portray this as a lack of authority or decisiveness on the part of UC negotiators.

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