



April 18, 2025

The University of California values its AFSCME-represented employees and the critical services they provide across the system. It is dedicated to reaching a fair deal for this vital part of the UC community.

For the first time in 11 months, after more than a year of bargaining and significant economic movement by UC, AFSCME finally presented counterproposals to UC yesterday.

AFSCME requested to meet on the premise that it had counterproposals to move the parties closer together. [Note, the day before bargaining, AFSCME notified UC that it would conduct a systemwide strike on May 1.]

However, on Wednesday, AFSCME's new and long-awaited counterproposals expanded upon and increased their previous requests, widening the gap between UC and the union's negotiating positions.

The counterproposals minimally reduced their previous wage proposals – moving from seeking 31% increases over the course of three years to 29.5% wage increase over the same period.

At the same time, the union made additional demands related to healthcare and leave that would significantly increase the University's costs and create inequities and imbalances across the University's workforce.

The University is reviewing these proposals to determine the appropriate next step in the negotiations, given the financial uncertainties it is facing due to reductions in state and federal funding.