



FACT SHEET: AFSCME AND UPTE 2024 BARGAINING

NEGOTIATION STATUS

For most of 2024, the University of California has regularly met with leadership from the American Federation of State, County, and Municipal Employees (AFSCME) and the University Professional and Technical Employees (UPTE) unions to negotiate new contracts. AFSCME represents 32,800 UC employees and UPTE represents 18,224 UC employees.

- | AFSCME | UPTE |
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| ✓ Bargaining began in January | ✓ Bargaining began in June |
| ✓ UC has offered AFSCME 26 proposals and 36 counterproposals | ✓ UC has offered 12 proposals and 22 counterproposals |
| ✓ AFSCME has presented 42 proposals and three counterproposals | ✓ UPTE has offered 20 proposals and 10 counterproposals |
| ✓ AFSCME has not responded to or acknowledged any UC proposals since May | ✓ UC and UPTE continue to meet and negotiate |
| ✓ UC and AFSCME are in the final stage of the impasse process at PERB | |

OFFERS TO DATE

AFSCME	
Topic/Issue	UC Offer
AFSCME Wages	Effective July 1, 2025, all employees will receive a minimum wage of \$25 an hour and at least a 5 percent across-the-board pay raise. This meets AFSCME’s original demand of 25/5. On average, AFSCME members’ pay will increase by 26 percent over the contract’s life. The value of the increases total \$700 million.
Health Care Premium Credits	\$75 or \$100 monthly credits to offset health care premiums, totaling \$900 or \$1,200 annually per employee.
Work-Life balance	Expanded vacation and sick leave. Added Juneteenth as a paid federal holiday.

UPTE	
Topic/Issue	UC Offer
UPTE Wages	Effective July 1, 2025, all employees will receive a 5 percent increase in year one of the contract and 3 percent increase in years two and three. On average, UPTE members’ pay will increase 19 to 23 percent over the three-year contract. The value of the increases total \$360 million.
Health Care Premium Credits	\$75 or \$100 monthly credits to offset health care premiums, totaling \$900 or \$1,200 annually per employee.
Work-life balance	Expanded vacation and sick leave, enhanced approval process for vacation leave requests. Added Juneteenth as a paid federal holiday.
Career Advancement	New paths and mechanisms for job reclassification and salary increases. Expedited review process for reclassification requests.



ABILITY TO STRIKE AND STRIKE HISTORY

Most labor contracts include a no-strike provision which prohibits strikes during the term of the agreement. This means that generally, strikes will not occur before the parties' contract expires. Once a contract expires, members can elect to strike under either of two conditions: after negotiations have reached an impasse and the Public Employment Relations Board's (PERB's) impasse procedures conclude; or after a union files an unfair labor practice (ULP) charge.

Both UPTe and AFSCME have a history of filing unfair labor practice charges and striking as soon as their contracts expire, and both have stated during these negotiations that they intend to strike. For example, AFSCME went on strike six times during the last bargaining cycle. UPTe started hosting strike training for its members in July, less than a month after negotiations began.

Consistent with their history and messaging, both unions recently filed ULPs alleging 'bad-faith bargaining' and passed strike authorization votes in October. The term 'bad faith bargaining' has a clear legal definition, and PERB determines if that legal criterion has been met. However, a charging party can file a ULP based on an unsubstantiated allegation, and it is not until PERB concludes an evidentiary hearing that the merits are determined. UC disagrees with the allegations and will file a response outlining its efforts to date to negotiate a fair deal for these valued employees.

KEY ISSUES ADDRESSED

HOUSING

The University recognizes the housing crisis across California and the financial pressures many UC employees face. California state law determines collective bargaining topics and defines what topics are in the scope of bargaining. Those topics include salary, leave, and health care. UC is dedicated to focusing the bargaining conversation and economics on these core employment issues, ensuring that increases are applied equitably across the workforce to increase wages, benefits, and other working conditions. Housing is not within the scope of bargaining.

As a public institution, the University of California is dedicated to supporting its employees and believes the best way to address housing and other inflationary concerns is by providing employees with wages that allow individuals to choose how to use those funds best.

HEALTH CARE COSTS

Health care costs are rising nationally, and UC is not immune. Health care costs are set by plan providers, not by UC. The planned cost increases for UC employees are consistent with other public employers in California; CalPERS recently announced an overall weighted premium increase of 10.79 percent for 2025. Employee premium contributions will increase, but UC will continue to pay a significant portion of the cost-- \$2.99 billion in 2025 -- to help reduce the impact on UC employees.

In most cases, union-represented employee health care costs mirror the increases for the rest of the UC workforce. AFSCME and UPTe premiums, however, will be held at 2024 rates until negotiations are complete. UC has proposed health care credits to both unions to reduce monthly premium costs by \$75 or \$100 per employee, with the higher amount reserved for lower-paid workers. These credits amount to \$1,200 annually for employees, as much as 2.5 percent in additional compensation to offset these increases.