



## 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 18,224 UC employees in the research, technical and health care job families.

In December, after UC presented several proposals, UPTE unexpectedly no-showed for the final bargaining session. Despite the no-show and without responding to UC's offers, UPTE declared an impasse shortly after that, which means that the union declared discussions had broken down. Good faith means acting honestly and fairly without intent to deceive or take unfair advantage. Mediation, the first step in the impasse resolution process, was recently held. The University remains committed to reaching a fair agreement with these valued employees.

### OFFERS TO DATE

UC has offered proposals to directly address UPTE's goals for work-life balance, health care costs, and wage proposals. These include:

- ✓ Starting July 1, 2025, a 5% across-the-board increase and a 3% increase for the second and third years.<sup>1</sup>
- ✓ Raising all UPTE-represented UC employees' pay to at least \$25 an hour by July 1, 2025.
- ✓ Consistent with previous contracts, regular step increases (roughly 2%) throughout the contract. Step increases for RX and TX bargaining unit employees have been expedited.
- ✓ Expanded access to and guaranteed vacation approval and sick leave, including coverage for per diem appointees.
- ✓ Adding Juneteenth as a paid holiday.
- ✓ Streamlined reclassification and appeals processes to facilitate career growth.

### WAGE OFFERS EXPLAINED: MEDIAN WAGES AND PROPOSED INCREASES

UPTE-represented UC employees will see increased wages and step progressions over the contract, totaling 16%. Below are three types of UPTE roles, their median hourly wages and proposed increases:

Bargaining Unit	Example Job Type	Current Hourly Rate	Day 1 (inc. 5% ATB)	2026 (3% ATB + 2% step)	2027 (3% ATB + 2% step)
HX	Clinical Prof. Services	\$ 70.03	\$ 73.53	\$ 77.25	\$ 81.16
RX	Research & Lab	\$ 33.83	\$ 35.52	\$ 37.32	\$ 39.21
TX	Information Tech	\$ 41.77	\$ 43.86	\$ 46.08	\$ 48.41

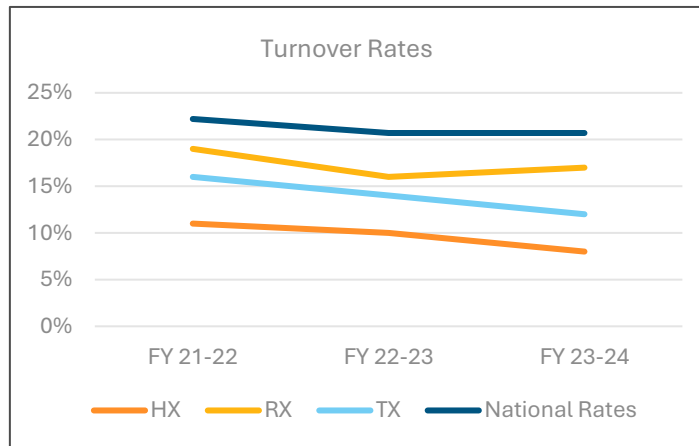
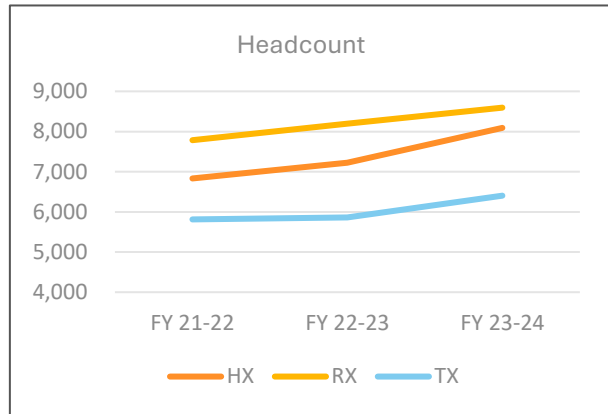
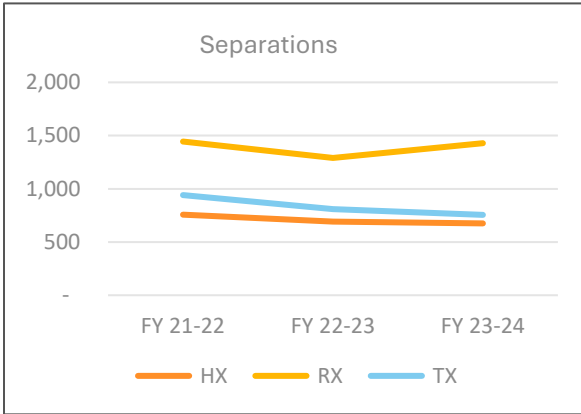
### STAFFING AND OPERATIONAL NEEDS

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

---

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

**UPTe-REPRESENTED UC TEAM MEMBER DATA**



Turnover rate is calculated by dividing the number of separations by total headcount.

**ADDRESSING THE ISSUES**

At the core of UPTe's argument is the demand to freeze Full-Time Equivalent (FTE) positions and consider UC's operations fixed in time exclusively for UPTe job titles. Doing so would severely limit the University's ability to adapt to changing operational needs and unforeseen circumstances, such as a pandemic. The ability to adjust staffing based on patient census, research grants, or other changing conditions is necessary for the University to meet the needs of our communities. These decisions are evaluated against industry best practices and standards set by leading health agencies. UC consistently meets or exceeds these benchmarks to ensure patient safety and quality of care.

Collective bargaining laws cover the terms and conditions of employment, not the University's operations. UPTe's proposal to freeze FTE levels would hinder the University's ability to serve its patients, students, and research mission. The University's commitment to maintaining safe and efficient operations does not mean eliminating positions within UPTe units, and the University has no plans to remove any represented titles from any UPTe bargaining unit.