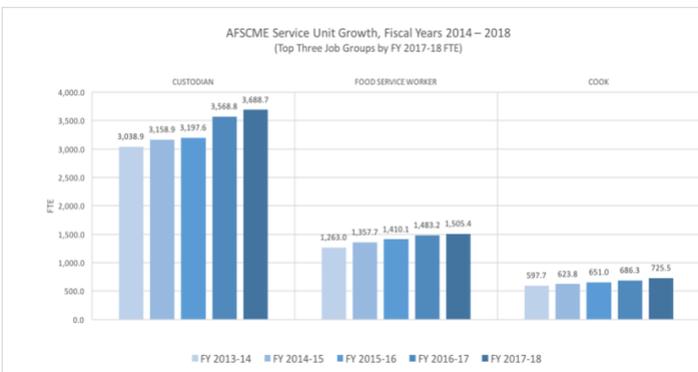UNIVERSITY
OF
CALIFORNIA

Facts about AFSCME member growth and UC's use of contracts

The American Federation of State, County and Municipal Employees (AFSCME) union, which represents UC service and patient care technical employees, claims that UC's use of outside contractors threatens union members' jobs, and that continued conflict is necessary in order to gain greater job security for AFSCME-represented employees. Below are the facts.

AFSCME-represented positions have grown significantly over time.
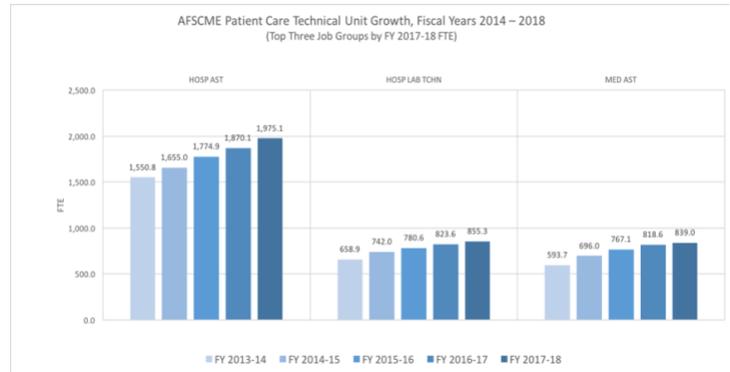
Contrary to AFSCME leaders' claims that UC's use of service contracts threatens members' jobs, the following charts show that the number of employees in service and patient care technical positions has actually grown significantly over time.

Service

Patient Care Technical

The number of full-time equivalent (FTE) positions in the AFSCME Service Unit has grown by __16.1%__ over the past five years. This chart shows the three positions with the most FTE employees.

The number of full-time equivalent (FTE) positions in the AFSCME Patient Care Technical Unit has grown by __22.7%__ over the past five years. This chart shows the three job positions with the most FTE employees.

AFSCME-represented employees are already protected from outside contracts and layoffs.

UC's agreements with AFSCME already contain significant protections against job losses from UC contracting. UC's agreements with AFSCME explicitly prohibit UC from using outside contractors for bargaining unit work for the sole purpose of saving money on employee wages and benefits. UC is also prohibited from laying off *any* AFSCME-represented employee as a result of a contracting decision.

UC has offered AFSCME leaders greater involvement in contracting decisions.

In addition to the existing job protections and limits on hiring outside contractors, in recognition of employee and union concerns about contracting UC has offered to establish a joint UC-AFSCME committee that would give union leaders greater input in contracting decisions.

:: :: ::