

A F S C M E

American Federation of State, County and Municipal Employees, AFL-CIO

LOCAL 3299

January 21, 2009

Mark Yudof, President
University of California
1111 Franklin St.
Oakland, CA 94607-5200

Dear President Yudof,

Upon your arrival at University of California more than seven months ago, I reached out to you on behalf of UC's 8,500 Service Workers, to convey to you the urgency of agreeing to a contract which lifts their families out of poverty.

When we met, Service Workers had already been bargaining for nine months. After our initial exchange at your welcoming reception, it took you a full six months to agree to meet with me. I appreciated that meeting, in which UC seemed to acknowledge that the needs of Service Workers, UC's lowest paid workers, were deep enough to merit a departure from past UC policy.

Since this meeting, however, several months have now passed without substantial movement which would lift our members out of poverty.

AFSCME has consistently expressed a willingness to meet in good faith, think out of the box, and engage with UC on the possibilities of settlement. We have now agreed to two sets of Mediators, most recently Art Pulaski, whom UC chose and who has since recommended a settlement to which UC has refused to respond.

We have now been in bargaining for nearly a year and a half.

During that time the Regents have approved raises and bonuses for highly paid executives totaling \$14.5 million. Just weeks ago, UC agreed to a contract with Patient Care Workers which UC costed at \$127 million. To Service Workers, UC's lowest paid workers, UC continues to say that you do not have the money. As our state-appointed fact finder stated last spring, this is a matter of priorities, rather than resources.

I have received your letter of January 19, alleging that our actions are not in "good faith". Let me assure you that we believe our actions to be fully lawful

Main Office

2201 Broadway Avenue,
Suite 315
Oakland, CA 94612
Ph: 510.844.1160
Fax: 510.844.1170

UC Berkeley

2532 Durant Avenue,
Suite 102
Berkeley, CA 94704
Ph: 510.486.0100
Fax: 510.486.0111

UC Davis Office

1900 28th Street
Sacramento, CA 95816
Ph: 916.457.7332
Fax: 916.457.7211

UC Irvine Office

1918 West Chapman Ave.,
Suite 205
Orange, CA 92868
Ph: 714.634.1449
Fax: 714.634.0705

UC Los Angeles Office

1085 Gayley Avenue
Los Angeles, CA 90024
Ph: 310.824.0019
Fax: 310.824.0480

UC Riverside Office

1168 East La Cadena Drive # 201
Riverside, CA 92501
Ph: 951.781.8158
Fax: 951.781.7034

UC San Diego Office

2561 First Avenue,
Suite C
San Diego, CA 92103
Ph: 619.296.0342
Fax: 619.702.8311

UC San Francisco Office

1360 9th Ave., #240
San Francisco, CA 94122
Ph: 415.566.6477
Fax: 415.566.6846

UC Santa Barbara Office

956 Embarcadero Del Norte #4
Goleta, CA 93117
Ph: 805.685.3760
Fax: 805.685.3270

UC Santa Cruz Office

201 Maple Street
Santa Cruz, CA 95060
Ph: 831.425.4822
Fax: 831.316.0049

A F S C M E

American Federation of State, County and Municipal Employees, AFL-CIO

LOCAL 3299

Main Office

2201 Broadway Avenue,
Suite 315
Oakland, CA 94612
Ph: 510.844.1160
Fax: 510.844.1170

UC Berkeley

2532 Durant Avenue,
Suite 102
Berkeley, CA 94704
Ph: 510.486.0100
Fax: 510.486.0111

UC Davis Office

1900 28th Street
Sacramento, CA 95816
Ph: 916.457.7332
Fax: 916.457.7211

UC Irvine Office

1918 West Chapman Ave.,
Suite 205
Orange, CA 92868
Ph: 714.634.1449
Fax: 714.634.0705

UC Los Angeles Office

1085 Gayley Avenue
Los Angeles, CA 90024
Ph: 310.824.0019
Fax: 310.824.0480

UC Riverside Office

1168 East La Cadena Drive # 201
Riverside, CA 92501
Ph: 951.781.8158
Fax: 951.781.7034

UC San Diego Office

2561 First Avenue,
Suite C
San Diego, CA 92103
Ph: 619.296.0342
Fax: 619.702.8311

UC San Francisco Office

1360 9th Ave., #240
San Francisco, CA 94122
Ph: 415.566.6477
Fax: 415.566.6846

UC Santa Barbara Office

956 Embarcadero Del Norte #4
Goleta, CA 93117
Ph: 805.685.3760
Fax: 805.685.3270

UC Santa Cruz Office

201 Maple Street
Santa Cruz, CA 95060
Ph: 831.425.4822
Fax: 831.316.0049

and in good faith. It is outrageous that you have responded this way when it is the University's own unresponsiveness through not one but two Administrations which has forced us to try to reach you in as many ways possible.

Over the past year and one half, we have met with Regents and Chancellors multiple times, done hundreds of actions, instituted a speakers boycott, initiated the facingpovertyatuc.org website, run television commercials, and launched a statewide five day strike, in order to redirect the University's attention and priorities away its hundreds of six figured executives, and onto the University of California's working poor.

Our sole intent is that you finally hear the voices of these 8,500 people and their families, recognize the urgency of our plight, and agree to a just contract. Our members and their children suffer *every day* that you do not make the decision to settle our contract.

We suffer by losing our homes, not sending our children to college, not buying our children holiday gifts, and never seeing our spouses or children because we must work three jobs to make ends meet. 96% of our (Your) UC Service workers are eligible for some form of public assistance. This is disrespectful, inappropriate, and unjust.

You have the power to end that disrespect today, by leading the University to act in a positive, quick manner to resolve our Service Workers Contract. I urge you to do so.

Sincerely,



Lakesha Harrison
President, AFSCME 3299
Vice President, AFSCME

Cc: UC Board of Regents
Sen. President Pro-Tem Darryl Steinberg
Willie Pelote, California Political Director, AFSCME
Gerald McEntee, President AFSCME