



# TEAMSTERS LOCAL 2010

*An Affiliate of the International Brotherhood of Teamsters*

**Jason Rabinowitz**

Secretary Treasurer and Principal Officer

October 30, 2020

Transmitted via email: [president@ucop.edu](mailto:president@ucop.edu)

Dr. Michael V. Drake, President, University of California  
Office of the President  
University of California  
1111 Franklin St., 12th Floor  
Oakland, CA 94607

Re: Proposed 2020-21 Curtailment Program

Dear President Drake,

I write on behalf of the 15,000 Teamsters workers at University of California, to express our objections to the proposed "curtailment program," which would amount to a pay cut on UC workers, including many who are already underpaid and struggling to make ends meet. The Teamsters reject the proposed curtailment, and demand that the University cease and desist any plans to implement it against our members and refrain from direct dealing with represented employees. We object to the University's failure to bargain this issue with the Union or even notify the Union of the proposal. The UC is engaging in unlawful direct dealing with represented employees while failing to bargain this with the Union.

Our members are essential workers who serve the students, faculty, patients, and the UC community, and our work makes the University work. During the COVID crisis, our members have gone above and beyond the call of duty, including placing our health and safety on the line, to keep the University running. Our hard work has helped build UC into a successful and wealthy institution, with over \$5 Billion in reserves. In the face of our nation's crisis, UC should be standing with its workforce, not trying to cut workers' pay. Unfortunately, over recent years the increased cost of living and medical and retirement contributions have made it harder and harder to make ends meet. Every paycheck and every dollar counts. We demand that UC refrain from imposing the curtailment program and cutting pay even further.

We understand that UC has reached out to stakeholders for input and feedback on this proposal. However, UC has not bargained with, consulted or even notified the Teamsters Union, which represents a significant portion of University employees. The challenges we are facing under the pandemic require all of us to work together and value all workers' input. We are the frontline workers and have many ideas of how to keep the UC community safe while leveraging resources. It is critical that the Office of the President work and communicate with workers and our Unions through this crisis. We have significant concerns regarding the proposal, and the manner in which feedback is being solicited, and request that UC meet with Teamsters to resolve these matters immediately.

Letter to Dr. Michael V. Drake, President, University of California  
Proposed 2020-21 Curtailment Program  
October 30, 2020

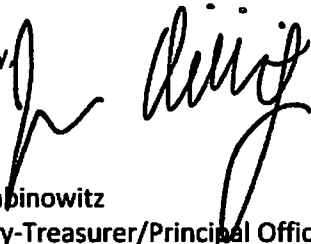
Many of our members already endure the unfair practice of cutting our pay during the holidays due to winter closures. We understand the University wishes to save money, but saving money by squeezing the lowest paid workers even further, is unfair and is not beneficial. The University should not impose pay cuts on those of us least able to afford them, and at the worst possible time of year. Nor should we be compelled to expend our hard-earned vacation pay to avoid receiving a reduced paycheck. Our members' accrued time is more important now than ever as many continue having to juggle work and childcare. With a likely COVID-19 surge and the expiration of federal leave programs at the end of the year, a plan that would deprive even UC's lowest paid workers of their accrued leave is not 'progressive.' Those who opt to use their accrued time should be permitted to work, at the office or at home, and continue to receive their salary.

The University of California, as one of the largest and wealthiest institutions in the nation, and the third largest employer in California, should lead the way in providing a fair income to all its employees, especially those at the lowest end of the pay scale. The University should not contribute to the national trend of declining living standards that threaten the existence of the American middle class. The University should be leading California's recovery from the economic crisis caused by the pandemic, not worsening it by cutting workers' pay.

A great place to start reversing this trend would be to eliminate the unfair holiday pay cuts currently imposed on our members, rather than imposing further pay cuts in the form of curtailments. The reality is that any financial savings from such a program would be insignificant next to UC's billions in unrestricted funds and borrowing capacity and not worth the pain it would inflict on UC's dedicated and underpaid staff. Imagine having to determine what to cut out of your household budget due to a cut in pay. Would it be holiday presents, the holiday meal, home internet, cell phone, gas for the car, or paying utilities "next month?"

For these reasons, Teamsters Local 2010 demands that UC cease and desist any plans to impose the proposed curtailments on our members. Please contact me immediately to discuss this matter.

Sincerely,



Jason Rabinowitz  
Secretary-Treasurer/Principal Officer  
Teamsters Local 2010

JR:TA

cc: Catherine Cobb, Teamsters Local 2010, President  
Melissa Munio, Teamsters Local 2010, Chief of Staff  
Tanya Akel, Teamsters Local 2010, Field Director