



# Teamster Power Member Power

# Stand Together Win Together

## ADMINISTRATIVE OFFICER 2 FAQ'S

### **When did this happen and how did this decision come about?**

Effective September 30, 2020, by a ruling of the State Public Employment Relations Board (PERB), at least 1,000 Administrative Officer 2 (AO2) employees working at the University of California across the State will immediately begin to receive the contractual benefits and workplace protections provided through the CX Contract, a contract negotiated by Teamsters Local 2010 with UC, including a guaranteed 3 percent raise scheduled for July 2021. The pay freeze imposed on you is no longer in effect and next, we will bargain wage tables and pay step placement with the UC.

### **Are Admin Officer 1's and 3's included?**

Not currently, but we are working on securing Union representation for these and other titles so that all administrative paraprofessionals have contract protections and collective bargaining rights.

### **Who else is part of the CX contract?**

The CX contract is comprised of over 13,000 administrative and paraprofessional support workers such as Early Childhood Teachers, Collections Representatives, Graphic Compositors, Coders, Records Analysts, Legal Secretaries, Public Safety Dispatchers, Bibliographers, Library Assistants, Survey Workers, Patient Communications Representatives and Medical Practice Coordinators.

### **How will my pay and benefits differ?**

Under the contract, AO2's are scheduled to receive the 3% raise in July 2021, and negotiated rate increase caps for parking and health benefits. There are many other important protections and benefits in the CX contract including protection against lay-off and unfair discipline; increased sick and vacation leave rights and guarantees of respectful and fair treatment and much more. Over the life of our last two statewide CX contracts, Teamster members have won more than double the wage increases as non-Union workers (56.8% compared to 24.9%). That's the Union difference you can see in your paycheck. But we need to maintain our power if we want to protect our hard-won rights.

### **What are next steps for the AO2's?**

The Union will be conducting a compensation survey and seeking input from all current AO2's to formulate our pay proposals to bargain pay range, steps and other ancillary pay. Make your voice heard—we want to know your concerns and priorities. A bargaining survey and bargaining team election will also be conducted. All AO2's are encouraged to sign their membership application today so they can participate in this process and we can show the support of the members during the bargaining process.

### **How does this impact merit or equity increases?**

Union members are not subjected to compete in merit pools and receive all of the pay and benefit coverage in the CX contract. Article 45 of the CX contract also allows for individual or collective pay increases. Our Union Representatives are very skilled in addressing unjust and unfair pay practices. If you need assistance, please contact your Union Representative

**Administrative Officer 2 (7376) Pay Comparison**  
**Actual Worker Pay vs. TCS Pay Range**  
**Pay steps still need to be bargained by the Teamsters**

**Actual worker pay as of April 2020**

Row Labels	Min	Avg	Max
BERKELEY	\$24.14	\$31.73	\$43.50
DAVIS	\$21.46	\$29.73	\$37.43
DV MED CTR	\$24.00	\$29.68	\$38.83
IR MED CTR	\$25.25	\$29.88	\$33.96
IRVINE	\$21.60	\$26.53	\$38.12
LOS ANGELES	\$21.00	\$28.45	\$36.99
MERCED	\$22.66	\$26.31	\$34.09
RIVERSIDE	\$23.65	\$28.96	\$35.01
SAN DIEGO	\$21.02	\$29.29	\$41.06
SAN FRANCISCO	\$25.57	\$33.85	\$47.42
SANTA BARBARA	\$24.23	\$29.22	\$34.85
SANTA CRUZ	\$19.54	\$28.07	\$40.25
SD MED CTR	\$23.50	\$30.63	\$41.89
SF MED CTR	\$27.02	\$35.60	\$46.56
UCOP	\$31.00	\$35.34	\$41.62

**TCS CareerTracks Range**

**Pay Grade 19**

Min	Mid	Max
\$24.14	\$34.87	\$45.59
\$21.46	\$32.28	\$43.15
\$21.46	\$32.28	\$43.15
\$21.98	\$33.57	\$45.02
\$21.98	\$33.57	\$45.02
\$21.07	\$34.77	\$48.47
\$22.65	\$30.84	\$39.03
\$21.70	\$32.28	\$42.82
\$21.02	\$32.52	\$44.01
\$20.74	\$36.73	\$52.73
\$24.09	\$32.28	\$40.42
\$18.06	\$31.47	\$44.88
\$21.02	\$32.52	\$44.01
\$20.74	\$36.73	\$52.73
\$25.64	\$34.87	\$44.10

*Note: ANR pay is based on the closest major campus or medical center to the worker's home department above*

**Can my manager retaliate against me for joining the union?**

Absolutely not! You have the right under California law to engage and fully participate in Union activities. UC supervisors and managers may not retaliate against workers for being a member or participating in Union activities.

**Are supervisors, confidential, or contract employees considered in this decision?**

Supervisory and confidential workers must meet the criteria under the Public Employment Relations Board (PERB) to be excluded from the decision with the UC making a proposal on each position. Under the CX contract, employees have rights and are no longer "at will" and should be converted to career status as of September 30, 2020.

**How much are Union dues?**

We will all lose money if we choose not to stand together in our Union and pay membership dues. When we bargain, we are only as strong as our members. The dues rate is 1.44% of your base earnings and will not be deducted until we ratify the new wage scales for the Administrative Officer 2 Title. Unions are funded solely by members and do not receive money from outside interests or corporations. Member dues funds critical items such as expert representatives, attorneys, expert negotiators and more.