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## California Legislature

Date: September 15, 2021

To: President Michael V. Drake

From: Senator Dave Cortese, Senator Connie Leyva, Assembly Member Ash Kalra, Assembly Member Jose Medina

**Subject: University of California (UC) Negotiations for Newly Represented Teamsters Local 2010 Administrative Officer 2s**

Dear President Drake,

We urge you to bargain in good faith with Teamsters Local 2010 on behalf of its Administrative Officer 2 (AO2) members. In September 2020, the Public Employment Relations Board (PERB) issued a decision in favor of Teamsters Local 2010 and added previously unrepresented Administrative Officer 2 employees across the UC to the existing CX Bargaining Unit. As a result, over 1,500 workers in the AO2 title systemwide began receiving benefits and workplace protections under the existing collective bargaining agreement.

Negotiations for an updated wage table and pay step placement began in January 2021. Since then, the union has conducted 13 bargaining sessions with University of California with little to no avail. To date, the UC has proposed subpar salary ranges—which in almost all cases—would lower the salary range maximums compared to when the work was unrepresented. Likewise, the UC's proposal includes *zero* additional pay step or equity increases for workers at the bottom end of the range. The UC has continued to make these proposals despite clear data that the vast majority of AO2s are trapped in the lower half of their salary schedules despite many years of service to the institution and the public.

According to analysis performed by the Teamsters:

- 97% of AO2s are underpaid to the market median—making \$10,000 less per year on average compared to their public sector counterparts.
- 2/3rds of AO2s are making less than the market median hourly wage.
- AO2s are paid in the 36th percentile of their salary ranges on average, compared to many UC senior managers and executives who can be paid in excess of the 80<sup>th</sup> to 90<sup>th</sup> percentile of their Market Reference Zones (MRZ).

We are incredibly pleased that the UC has weathered the pandemic and is in a stronger financial position than many of us expected. Just recently, the UC voted to increase student

tuition over the next 5 years, received more than \$1.3 billion in Federal stimulus money, and had its state funding fully restored plus a 5% base increase. Put simply—we believe that the UC can afford to pay AO2s fairly for their critical work and contributions systemwide.

For these reasons, we urge the UC to support its dedicated staff who have kept the system running through the COVID-19 pandemic and bargain fair and competitive pay for AO2s.



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Senator Dave Cortese  
Chair, Labor, Public Employment and Retirement Committee



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Senator Connie Leyva  
Chair, Senate Education Committee



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Assembly Member Ash Kalra  
Chair, Committee on Labor and Employment



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Assembly Member Jose Medina  
Chair, Committee on Higher Education