

UC's Budget Crisis and Staff Administrative Professionals

Presented by UPTE-CWA Local 9119 AFL-CIO

State Budget Cuts Hit Hard and Fast

- The California budget faces a shortfall of approximately \$34 billion for FY 2002-2003.
- UC's share is approximately \$373 million over an 18 month period, including \$299 million in FY 2003-2004.
- UC receives approximately 25% of its operating budget from the State of California.

Tidal Wave II Approaches

- In January, 2000, the Regents were told to expect to accommodate an additional 63,000 full-time students between 2000 and 2010. This represents an increase of 43% in enrollment.
- This equals the system's total enrollment growth over the preceding 30 years, and matches current enrollment at UC Berkeley and UCLA combined.

The Dirty Details

	<u>2002-2003</u>	<u>2003-2004</u>	<u>Total</u>
Administration and libraries	\$20 million	\$16.5 million	\$36.5 million
Educational outreach	\$3.3 million	\$30 million	\$33.3 million*
State-funded research	\$18 million	\$10.8 million	\$28.8 million
Student services	\$6.3 million	\$19 million	\$25.3 million
Training for K-12 teachers			\$15 million **
Public service programs	\$2.5 million	\$12.5 million	\$15 million
Instructional programs	\$19 million	\$160.1 million	\$179.1 million***
Unspecified		\$34.8 million	\$34.8 million
Total	\$69.1 million	\$283.7 million	\$367.8 million

* This represents a 50% reduction in remaining state funding for UC's educational outreach

** This leaves the program with a budget of \$5 million, a 75% reduction in funding

*** Governor Davis assumes this will be offset by student fee increases

Some Obvious Effects on Staff Professionals

- No funding for salary increases for UC staff in FY 2003-2004
- Threats of layoffs
- UC considers hiring freezes, travel limitations, reduction-in-time/pay programs

Some Less-Obvious Effects on Staff Professionals

- Workload increases/Speedup
- Morale declines
- Employees leave University employment for better-paying jobs
- UC loses institutional knowledge when employees leave
- Departments realize salary savings by deferring hiring to fill vacancies
- Ability to perform jobs is negatively impacted

Information is Key

- Listen for rumors
 - Sometimes they're true
 - Sometimes they're not true
 - You'll never know if you don't ask about them
- Ask questions at the department level
 - Talk to your co-workers
 - Approach management as a group
 - Take good notes, ask tough questions
 - Show that you care about your jobs and your work
- Ask questions at the campus level and at the systemwide level
 - Request formal meetings with labor relations through the union
 - Make information requests
- Keep talking with your co-workers
 - They have access to different information
 - Everyone can contribute to creating solutions
 - It keeps everyone informed

Propose Creative Solutions

- Shifts in funding
- Telecommuting
- Voluntary reductions in time
- Shift job responsibilities
- Cross-training
- Defer purchases and repairs

Gather Support

- Co-workers
- Management
- Faculty
- Students
- Community/Public/Media

UPTE Has a Proven Record Advocating for Staff

UPTE at UC Riverside reduced the number of planned layoffs

UPTE at the UCLA School of Public Health mitigated effects of layoffs

UPTE is likely to negotiate the first severance packages at UC

UPTE increased the notification period for planned layoffs from 30 days to 60 days for its represented employees

UPTE requests meetings at the campuses and Office of the President about the effects of the budget crisis on UC's staff

In Unity There is Strength.

Sign a card calling for an election where we can vote for UPTE to represent us in contract negotiations with UC.

Get your co-workers to sign cards.

Take off an afternoon to gather cards for the union election.

Organize a meeting of your co-workers so they can ask questions about the union.

Either you hang together or you hang separately.