

The University of California is failing Ethics 101.

Why is UC *still* California's "worst public employer"?¹

When the Regents of the University of California meet this week, it's not just business as usual.

We're the women and men of CUE, the Coalition of University Employees, representing 18,000 hard-working clericals throughout the UC system.

We are the ones who keep UC running—helping students register, find housing and jobs, keeping faculty on-line and on-time. Our dedication pays the bills and keeps the lights on—for paychecks that the University acknowledges are far below market rate.

- UC knows what it needs to do to show clericals the respect we deserve. In November, the Regents voted to affirm their commitment to hard-working clericals, by bringing our salaries closer to market rate, and asking the Legislature for its help.
- UC *can* afford to do right by its workers—last year, top managers got raises of up to 25%. But UC is offering most workers a net pay cut after increases for medical insurance and parking fees.
- UC has more than \$4 billion²—that's billion with a B—in unrestricted funds set aside for a rainy day. *Today is that rainy day.*

Without raises that bring our pay closer to market rate, UC may continue to face 50% turnover among first-year employees. The high turnover rate diminishes services to students and faculty—and costs UC in the long run.

Regents, no more business as usual—tell UC to bargain fairly and treat workers with respect!

Forty-nine members of the California Legislature have written to UC, urging negotiators to follow state law and seek better relations with employees. We applaud these leaders for their support of fairness and justice:

*Lieutenant Governor
and Regent*

Cruz M. Bustamante

Senate President Pro Tem

John Burton

Senators:

Richard Alarcon

Gil Cedillo

Wesley Chesbro

Martha Escutia

Liz Figueroa

Betty Karnette

Sheila Kuehl

Deborah Ortiz

Don Perata

Gloria Romero

Nell Soto

Tom Torlakson

John Vasconcellos

Assembly Speaker

Herb Wesson, Jr.

Assemblymembers:

Joseph Canciamilla

Wilma Chan

Ed Chavez

Judy Chu

Rebecca Cohn

Ellen M. Corbett

Lou Correa

Manny Diaz

John A. Dutra

Marco Antonio Firebaugh

Dario Frommer

Jackie Goldberg

Loni Hancock

Jerome Horton

Hannah-Beth Jackson

Christine Kehoe

Paul Koretz

John Laird

Carol Liu

John Longville

Alan Lowenthal

Barbara S. Matthews

Joe Nation

Gloria Negrete McLeod

Fabian Nuñez

Jenny Oropeza

Fran Pavley

Sarah L. Reyes

Simon Salinas

S. Joseph Simitian

Darrell Steinberg

Juan Vargas

Patricia Wiggins

CUE

Coalition of University Employees

For more information, contact the Coalition of University Employees (CUE) at clericals@cueunion.org, or visit our website at www.cueunion.org.

¹Testimony by Assemblymember Dion Aroner at Legislative hearing into UC's labor practices, 6/9/00, as quoted in the *Contra Costa Times*.

²"UC's Hidden Wealth: An Analysis of 10 Years of UC's Financial Reports," PBI Associates, May 2002, updated by UC at www.ucop.edu/ucophome/cao/reports/2002/pdf/assetsetc.pdf.