



Human Resources

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Dear UC Law SF employees:

We write with an update on the College's labor negotiations with AFSCME Local 3299-represented employees.

Since April 2024, the College has met with bargaining representatives from AFSCME Local 3299 eight times, offering over 30 proposals and counterproposals, including regular wage increases, expanded sick and vacation accrual provisions, and limits on health insurance premiums.

Our wage proposals, introduced in May and again presented as part of a comprehensive economic package in July, include increasing the minimum wage for AFSCME employees to \$25/hour and providing 3% annual wage increases, while also guaranteeing equity between AFSCME and policy-covered staff. While all public employers, including the College, face a difficult budget cycle, our wage package is designed to ensure we continue to dedicate resources to our employees.

Our healthcare proposal, part of the same package, would subsidize AFSCME member health plan premiums to freeze them at the levels that have been in place since the *last* contract was signed – despite substantial, continuing increases charged by the insurers.

At our last bargaining session on September 27, AFSCME indicated that it would not be responding to our comprehensive economic package, and the parties agreed to declare impasse. This means that negotiations will be referred to a mediator selected by the Public Employment Relations Board (PERB).

We are committed to continuing our bargaining in good faith. We believe that we have made a fair offer, guaranteeing regular annual raises, enhanced leave, and expanded job protections. We are hopeful that mediation will result in a new contract that reflects our support for our employees.

Sincerely,

Human Resources