synapse

University of California San Francisco Volume 27, Number 28 May 12-18, 1983

News Analysis

University, unions gear up for spring elections

By Charles Piller
Assistant Managing Editor

The long awaited collective bargaining elections — which will affect as many as 8,000 staff employees here at UCSF and nearly 40,000 systemwide — are finally at hand. The spring round of elections, to be followed this fall by other contests, will be the culmination of years of legal, procedural and organizing battles.

Election campaigns are in full swing. Not quite the same as a race for mayor or for president, high stakes nonetheless make this very serious business.

The university is pulling out all stops to defeat the union drive. Unionization, in UC's view, would detract from the individualized, direct working relationships between staff employees and their supervisors. Although working within certain limits set by the legislature, UC enjoys nearly unilateral control over work rules and personnel policies. Under collective bargaining, all of these would be subject to negotiation. The university would lose some of its ability to change procedures and job duties at will as institutional imperatives dictate.

If victorious, a union gains stature as a democratically-elected organization of employees. Its funds would greatly increase, as would its responsibilities: by law the union would be required to represent all members of the bargaining unit, although no employee would be required to join the union or pay dues. Successful unions also would stand to greatly improve their legislative clout in Sacramento by virtue of a much larger constituency. Union leaders say they would lobby for both legislation and budget language in the interest of UC staff employees.

Choice has narrowed

Up until a few weeks ago, the competition was also hot between unions — with a bevy of labor organizations vying for support in each bargaining unit. But a pair of withdrawals by major contenders — which surprised even many of their own members — has narrowed the field considerably.

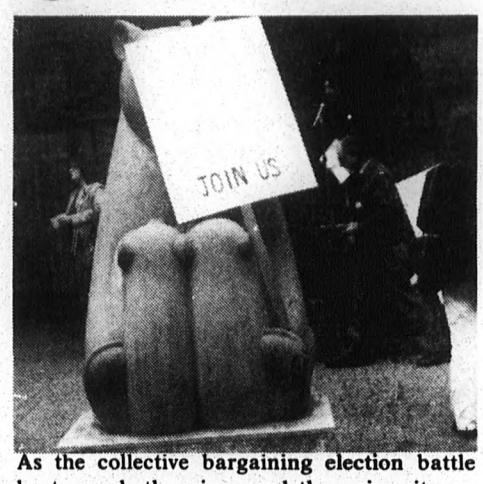
The California State Employee Association, active on UC campuses for more than a decade, pulled out in mid-March. (See *Synapse*, March 31, 1983, for details.) The Service Employees International Union, one of the largest service unions in the country, followed suit in mid-April.

What this boils down to is that for approximately 80 percent of eligible voters (and five of eight units), the choice is greatly simplified: it's the American Federation of State County and Municipal Employees (AFSCME), or "no representation." (See box, page 4 for units and choices.)

The primary exception is the registered nurses unit, which contains 1,200 nurses at UCSF alone, and more than 4,000 systemwide. The California Nurses Association (CNA) — a statewide professional association which currently represents 11,000 nurses in collective bargaining — is the only labor organization on that ballot.

The tiny librarians unit (with only 18 employees at this campus and 400 systemwide) also has one union on the ballot, the American Federation of Teachers. The UCSF crafts unit, with 60-70 employees, has two choices, AFSCME or the San Francisco Building and Construction Trades Council.

Officials from AFSCME make it clear that with one of the largest unions of any kind in the country, they are in a position to offer important advantages in dealing with the problems which confront UC staff employees. Les Chisholm, AFSCME assistant area director, pointed out in an interview last winter that, with a large legislative staff, "we have the experience throughout the country — in terms of analyzing budgets and forecasting revenues and having an effect on policy decisions — that will ultimately affect employees, whether they're on the state level or the national level."



As the collective bargaining election battle heats up, both unions and the university remind potential voters that at issue are job security, wages, benefits and "a voice" in the decision processes. Both sides claim to offer the better deal to the workers.

Currently, AFSCME does not represent large blocks of public employees on the West Coast, and this may be seen by the union as its golden opportunity to become a major political voice in California.

Lines are drawn

As the election draws closer, employees are becoming increasingly

Continued on page 4

Recent moves exacerbate neighborhood's parking woes

By Errol Lobo
Editor in Chief

Do you spend over 30 minutes looking for a parking space for your car? Is parking in the UCSF garage unaffordable? Do you have to park a mile away from the campus? If your answer to all of the above questions is yes, then you face the same problems as hundreds of UCSF employees and students. The lack of automobile parking spaces near UCSF is a growing problem with limited help in sight.

"It is real vicious cycle," according to Tom Gwyn, the director of the Public Service Programs and UCSF's liaison with the neighboring community and city of San Francisco. "Nobody is willing to give in," Gwynn told *Synapse*. "The city keeps limiting our parking spaces; the residents of the neighboring communities want to preserve parking spaces for themselves; and university employees and students insist on driving their cars instead of using public transportation, vanpools or bicycles."

New Year's surprise

The evening of January 3 brought some unwelcome surprises to members of the campus community who parked their cars near the children's playground at Golden Gate Park and around Kezar Stadium on their first return from the holiday break. They were made involuntary contributors to the mayor's parking fine fund. The Department of Public Works, on request from the Parks and Recreation Department, had designated parking in these areas between 6 and 9 a.m. illegal — a move designed to prevent members of the campus from parking in these areas, and a big loss of parking spaces for the campus community.

When the new mechanized sweeping program came into effect in February, tickets fluttered like party confetti from cars whose drivers disregarded the warning signs. The city and UCSF still continue to rake in the profits from residents and UCSF drivers who don't play the musical parking spot game when the sweepers roar through town.

According to Gwyn, there was no indication from either the Parks and Recreation Department or the Department of Public Works (DPW) about their decision to institute parking restrictions in that area of the "Park." "It was an unfortunate incident that could have been avoided if there were better communications with the city (DPW)," Gwyn told *Synapse*.

The situation was exacerbated when three months later the city, without consulting the university, decided to initiate mechanized street sweeping to the streets in the immediate vicinity of UCSF. The first few mornings in March probably were a meter-maid's (man's) delight. Heedless of the signs posted to warn drivers of the mechanized street cleaning, members of the campus continued to park in the streets to be cleaned, thereby adding to the city's parking fine collection. (UCSF did receive some of the money; 50 percent of parking fines collected from areas owned by UCSF are given to the university.)

Further discussion planned

Meetings between San Francisco Director of Public Works and campus representatives are scheduled for the middle of this month. Participants will discuss possible options, which may include allowing the university the responsibility for cleaning the streets in the neighborhood. Gwyn is rather pessimistic about the city going back on either its mechanized street cleaning program or its decision to prevent UCSF employees from parking in and around Golden Gate Park. "I have attended several community meetings in which street sweeping and the parking have been discussed where it seemed that the neighborhood residents and the city sided with one another against UC," said Gwyn. "What we need at such meetings is support from the campus community, especially the students and staff."

At present, the city refuses to change its decision in either issue — parking around Golden Gate Park or the mechanized street cleaning. The procedures adopted by the San Francisco Board of Supervisors for a withdrawal from the mechanized street sweeping program include criteria such as both sides of the street(s) requesting exemption from street sweeping as being composed of single-family dwellings; a declaration by the Director of Department of Public Works that the area does not have major parking problems; and at least 45 percent of the households signing a petition for such a withdrawal. Needless to say, many of the streets in question are lined with UC offices (at least one side of the street) and there is an acute parking problem. Moreover, to get neighborhood residents to side with UCSF in obtaining a street sweeping exemption may take a special envoy of the caliber of Philip Habib, and several years of negotiations.

Neighborhood opposition

Support for UCSF-related problems from residents of the neighboring community always has been poor. "We frequently received complaints from residents of the neighborhood about the increased motor vehicle and traffic congestion this causes. In fact I am sure that some of the members of this community

Continued on page 6

Discrimination policy up for vote

Lesbian and gay members of the UC community may feel more secure about their jobs and/or academic standing if the regents approve of a policy statement which will be put to vote in their monthly meeting May 19 and 20.

The policy, introduced by regent Linda Rae Sabo, would state that "The University of California shall not discriminate on the basis of sexual orientation in any of its policies, procedures, or practices..."

Although the university's current policy is that UC "does not discriminate in any of its policies, procedures, or practices on the basis of race, color, national origin, religion, sex, handicap, age, veterans status, medical condition...ancestry, or marital status," specific wording about its stance on sexual orientation is not included in the UC "nondiscrimination notices."

According to a systemwide survey conducted by the University of California Lesbian and Gay Intercampus Network (UCLGIN) — which began work in December, 1982 to rectify this situation — significant problems do exist for lesbian and gay members of the UC community. Many lesbians and gays, the survey indicated, fear discriminatory treatment and would feel more secure in their positions if the university adopted a policy prohibiting sexual-orientation discrimination. The UCLGIN feels that Sabo's policy, if adopted, would effectively clear up UC's ambiguity on the issue.

The regents do have the authority to adopt such a policy within the UC system; the state's Commission on Personal Privacy has recommended that they do so. The UCLGIN asks those who would like more information, or who would like to add their names to those calling for the adoption of the proposed policy statement, to contact the UCSF campus UCLGIN representative, Alana Schilling, at 666-1861.

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Letters

Do we already have what unions promise?

To the Editor:

I have heard a lot from AFSCME, but what about the other point of view — of VOTE "NO" REPRESENTATION? I would like to address the issue of unions and job security. The unions claim greater job security: I'd like to see how. Let's look at two areas of protection they will provide for us: one is against layoffs due to financial problems in the organization and protection from the arbitrary supervisor who might fire you for the slightest offense and without due process.

Layoffs have occurred due to fiscal problems at other large universities who were unionized. We must realize the financial health of an institution, not unions, determines layoffs.

In determining this issue let's look at two facts: the University of California's purse strings are controlled by the legislature, the governor, and then systemwide. Last year state civil service employees received no range adjustment even though almost all were represented by unions. Ask yourself truly, in view of the total economy and the current financial situation of the state and last year's state employees' experience, whether the unions can make a new positive difference for us.

Second, and possibly the most important, ask any union organizer how he or she plans to increase job security for us as university employees? In almost all cases, layoff decisions are based on seniority within a work unit. Compare the typical contract language negotiated by unions at other large universities with the existing language in your *Staff Personnel Manual:*

> **Ex. 1** - Layoffs of employees shall be made in a work unit by job title in order of bargaining unit seniority.
>
> **Ex. 2** - Seniority employees will be laid off according to unit seniority, within the affected classification, provided the greater seniority employees are able to perform the available work.
>
> **Univ. Policy 760.11** - Indefinite layoff and reduction in time effected by department and by class (title code). The order of indefinite layoff and reduction in time of employees in the same class within a department shall be in inverse order of seniority . . . . . *

Can the unions give you something that you already have?

Then the protection from "arbitrary supervisors" firing you is most unlikely to be needed at the university, because once you become Career Conditional it is rare to be fired. What are the University Staff Personnel Policies requirements for an employee whose supervisor is considering a dismissal action:

> **740.1** - Regular status employees who are separated from employment by management action because of misconduct or failure to maintain appropriate work standards are considered to be dismissed. Normally, dismissal is preceded by corrective action....unless unsatisfactory performance or misconduct is so serious as to warrant immediate dismissal. (e.g., dishonesty, theft, insubordination, fighting on the job, or other serious misconduct).

In addition, employees who have been dismissed may file a grievance requesting a formal review and final and binding decision from a neutral Hearing Officer.

I personally do not see any benefits with the union representation.

A Concerned Staff Member
(name withheld on request)

Editor's note:
Presented below is the full text of section 760.11:

"Indefinite layoff and reduction in time is effected by department and by class (title code). The order of indefinite layoff and reduction in time of employees in the same class within a department shall be in inverse order of seniority, except that the department head may retain employees irrespective of seniority, who possess special skills, knowledges, or abilities which are not possessed by other employees in the same class, and which are necessary to perform the ongoing functions of the department. All such exceptions shall be documented and shall be reviewed by the Personnel Manager." *

Staff member refutes some union claims

To the Editor:

Day after day we are bombarded with AFSCME literature which promises us everything from yearly salary increases to free parking for union members should AFSCME be elected as exclusive representative in the upcoming election. I realize that most of this is just campaign rhetoric, since AFSCME cannot actually provide some of these things unless the governor and legislature increase the university's budget.

Yesterday, I was upset to notice that one of the unions fliers contains an out-and-out lie. I quote: "A NO REPRESENTATION vote would mean there will no longer be a law requiring the university to recognize employee organizations."

The truth is, if AFSCME is elected as exclusive representative, the university will no longer be able to work with any other employee organization in matters dealing with "Wages, hours, and conditions of employment."

We have employee organizations that do have input into the administration on matters relating to wages, hours, and conditions of employment, but most of us do not utilize these organizations. As things are now, we have the Staff Employee Council, The Black Caucus, The Latin-American Campus Association, The United Filipino Employee Association, and many other employee advisory groups (including the union) that can work with the administration regarding these important areas of concern. Under exclusive representation of AFSCME, the union, and nobody else will speak for us about "wages, hours, and conditions of employment."

We have representation, personal representation. I don't think we should give that right to a union that stands to gain far more than we do.

Thomas Johnson
Patient Accounts, CED
Principal Clerk

More letters

Employee embellishes bargaining bulletins

To the Editor:

As an employee of UCSF, I'd like to take this opportunity to thank the UCSF Labor Relations Department for sending me through campus mail those amusing Collective Bargaining Bulletins. These missives, printed on cute colored paper, and full of witticisms and bons mots, brighten my secretarial day. They certainly compensate for the range adjustments we employees haven't received in the past two years.

I do have one question. Who is the employee that asks all these questions about collective bargaining which in turn are answered with such impartiality by Labor Relations? Does this employee get paid or is s/he volunteering for this honor? Can I get my questions printed in the next bulletin? I've been spending my coffee breaks and lunch hours thinking of questions that must be of burning importance to UC workers, and I've even provided answers in order to save Labor Relations' representatives time which can be better spent in conducting anti-union workshops for supervisors.

This is my contribution to UCSF's cause:

Question: If a union is elected, does this mean I have to like that secretary down the hall? Her polyester blouses are almost always full of spots and stains, she wears too much jewelry, chews gum all day, and talks too loud. Does collective bargaining mean I have to be nice to her?

Answer: There is no way to predict this. This depends on the internal procedures and rules of the union. Historically, though, unions have been known to use phrases such as "solidarity," and it is common for union members to address one another as "sister" or "brother." On the other hand, you have the same rights as a union member or supporter, and if you find that union concepts offend you, you can freely discuss your opinions with fellow (sic) employees, pointing out the reasons why you feel unions are neither necessary or desirable.

When I come up with more questions on collective bargaining, I'll contact the (as yet unnamed) editor of the bulletin.

Sincerely,

A Secretary II
who wishes to remain as anonymous
as the questioner in the
Collective Bargaining Bulletin
and the Bulletin's editor/writer.

Comment on staff compensation? What for?

An open letter to UCSF Personnel Manager Chick Francis
Dear Mr. Francis:

Thank you for your memo of April 15, 1983, in which you give staff employees the opportunity to comment on 1983-1984 Staff Employee Compensation. As I understand from speaking with co-workers, you are a decent and considerate individual who would not send out such an insulting memo unless it was prompted by events beyond your control. So I'll try to keep the tone of this memo civil, factual, non-emotional, and to-the-point.

Here are the facts as I see them:

1. We haven't had a raise in two years.
2. Most departments are under severe financial constraints and clerical staff such as myself (job title: Secretary III) are being asked to do more work in the same amount of time.
3. The university's own study (1982 fall surveys) indicate we're 8 percent behind the private sector, on the average.
4. Governor Deukmejian's office is making cutbacks everywhere it can; including the University of California. UC employees will get 5 percent that is to include money for our health and dental insurance — leaving us with only a very, very small raise in our actual pay.

Therefore, for me to provide "specific recommendations on the salary ranges for any particular class, class series, or occupational group," would be sort of like sending a letter to President Reagan asking him to cut defense spending. It ain't gonna happen, so why bother. This is why I feel that the tone of your memo, although it is not your fault, is insulting. I might as well get a letter from Reagan asking me how I feel about dismantling the EPA; no matter what I tell him, it will be business as usual as far as he's concerned.

Oh yes, fact #5:

5. Morale is exceedingly low on the UCSF campus among staff employees. (We are working in cramped space already, there aren't enough places to relax such as men's lounges or patios to have lunch on, etc. — I know this isn't your department, but I'm trying to show that it is a *fact* that morale is low on this campus.) The dreary news about this year's minimal raise will make morale worse.

In summary, what with the collective bargaining elections coming up and all, your memo could not have come at a worse time and will only exacerbate the low morale on this campus (although I'm sure that wasn't your intention). There are many fine staff employees on this campus who, by virtue of their years of service here, have experience that helps the university each and every day. It is sad to think how many of them may decide that public sector jobs such as working for UCSF just isn't "where it's at" when they look at how much more compensation the private sector is able to offer by comparison. It will be a great loss to the university to lose these employees.

Again I thank you for the opportunity to comment on 1983-1984 Staff Employee Compensation.

Respectfully yours,

Glenn C. Krell
Secretary III

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The *Synapse* seeks to act as a forum for responsible dialogue between the authors and readers of the campus community, representing the spectrum of belief and action. Articles and columns published in the *Synapse* represent the viewpoint of the author and not necessarily that of the editorial staff. Unsigned editorials reflect the majority viewpoint of the staff and not necessarily that of the Board of Publications of the University of California.

The California Nurses Association Presents:

"A Comparison of CNA Contracts vs. UC Staff Personnel Policies"

DATE: Thursday, May 19
TIME: 2:15 p.m., 3:15 p.m. and 4:15 p.m.
PLACE: Pacific Room, 2nd Floor, Moffitt Hospital
SPEAKER: Pat Orr
UC Campaign Coordinator for CNA

Plan to come! Each presentation will be about 35 minutes long.
CNA will supply coffee and dessert

A Paid Advertisement

Announcements

Employee health promotion classes

The Employee Health Promotion Program announces the following classes:
Smoking anonymous group: Tuesdays, noon-1 p.m., LPPI GO-1, on-going;
Weight loss group: Tuesdays, 1-2 p.m., U-506, ongoing;
Self-care for your back: Wednesdays, noon-1 p.m., N-417 until June 1;
Tai Chi class: Thursdays, 5-6 p.m., LPPI-323, ongoing;
Spirituality and healing: Friday, noon-1 p.m., U-312 until June 3 (except May 20); Wednesdays, noon-1 p.m., N-733 until June 1.

Student to speak at Spirituality and Healing series

Rick Levine, a fourth-year medical student, will address "Spirituality and Healing" at the next of the series' meetings, May 3. The talk will be held from noon to 1 p.m. in U-312. The following week, May 20 at noon, Kubler-Ross's video tape *Until I Die* will be screened. The location of the screening is to be announced. For further information, call Odette Lockwood, Landberg Center for Health and Ministry, 564-3515.

Self-defense and tear gas classes scheduled

The campus Rape Prevention Education Program is sponsoring a self-defense workshop May 21 and a tear gas class May 19. The self-defense workshop is designed for those who have limited time and want to increase their options for self-defense. It will include an overview of personal safety at home, in the car, on the street or at the workplace, and a brief introduction to physical techniques of resistance. Women and men are welcome; the cost is $25 for the general public, $5 for UCSF staff, students and faculty. The workshop is from 9 a.m.-5 p.m. The tear gas class May 19 includes a lecture and demonstration of tear-gas use, and a written exam which will enable those passing it to legally purchase, carry and use tear gas in California. The class is from 5 to 8 p.m. and costs $10.

Student collective bargaining representative needed

Recruitment is currently under way for a Student Collective Bargaining Representative for the UCSF campus for the next academic year. This representative will become a member of a UC systemwide council and travel to various campuses to attend meetings. Transportation expenses will be paid to these meetings. Interested persons are asked to contact Mary Lou Schmidt through the GSA office (2233).

Faculty Development Program Grantsmanship

A workshop on "Grantsmanship" has been planned by the Equal Opportunity Committee of the Academic Senate, and the Office of the Academic Vice Chancellor. The workshop will be a panel discussion by several distinguished faculty members who will share their expertise in securing extra-mural support. Emphasis will be on "writing a successful grant." Ample time will be provided for a question and answer period.

TIME: May 23, 1983
PLACE: HSW-303

Although this program is intended primarily for junior faculty, post-doctoral fellows, advanced graduate students and other interested faculty are also invited to attend.

Please notify the Office of the Academic Vice Chancellor (ext. 1881) if you plan to attend.

GSA Column

GSA officer elections held

On May 5 the Graduate Students' Council held their annual election of officers. Officers for the 1983-84 academic year were elected. They are: Esther Patrick (Pharmacology), President, Internal Affairs, Sammi Gelrud (Nursing), President, External Affairs, Amy Morton (Nursing), V.P. Nursing, Dave Larwood (Pharmaceutical Chemistry), V.P. Basic and Social Sciences, and Kay Graf (Nursing), V.P. Finances. They will officially begin their term of office on June 13, 1983.

Open House

GSA has recently moved from Third Avenue to their new office in 244 Millberry Union. To celebrate the move, GSA is holding an Open House today (May 12) at 244 Millberry Union from 3 to 5:30 p.m.

Financial Aid Column

Guaranteed Student Loan update

California Guaranteed and Federally Insured Student Loan (CGSL/FISL) applications are available in the Financial Aid Office for the 83-84 academic year. Students attending summer school will be able to submit the forms to lenders as soon as the Institutional portion is completed. Students who begin the 83-84 year in September cannot submit these forms to banks any sooner than June 8. For students on financial aid, the institutional section cannot be completed by our office until UCSF financial aid has been awarded. Summer students will be awarded UCSF aid by May 6. Students beginning in September will be awarded by June 9. There are no changes in the federal regulations for the 1983-84 school year.

Incomplete files

Some applications for 1983-84 need-based aid are still incomplete. Students cannot be awarded financial aid until all required forms are submitted and reviewed. Financial aid applicants should respond to requests for information in a timely manner so that there is no delay in the delivery of aid. Students should be especially careful to notify the office of any changes in address.

Announcements

Graduating students must attend exit interview

Graduating students are reminded that they must attend an exit interview prior to graduation if they have received financial aid loans while attending UCSF. Please call Liz or Menchie in the Student Accounting Office, ext. 1348, for an appointment.

Speech on health rights abuses in El Salvador

The Committee for Health Rights in El Salvador is sponsoring a speech by Jim Middleburger entitled "Human Rights Abuses in El Salvador," Thursday, May 19 at noon in HSW-303. Middleburger visited El Salvador in January as part of the American Public Health Association Group's fact-finding mission. All are welcome to attend the meeting.

Collective bargaining: representation or no representation

From May 23 - June 16 most UC employees will for the first time have the opportunity to vote in elections to decide the issue of representation or no representation with UC administration. The Staff Employee Council has arranged two moderated discussions, one for nurses and the other for those bargaining units AFSCME wishes to represent (Clerical and Allied Services, Technical, Service, Patient Care Technical, Patient Care Professional).

Wednesday, May 18 — 12-1:30, Cole Hall, AFSCME and Labor Relations
Thursday, May 19 — 12-1:30, Cole Hall, CNA and Labor Relations
UCSF Employees who have questions about these elections are urged to attend.

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T & TH 6:15
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100 Collingwood at 18th St
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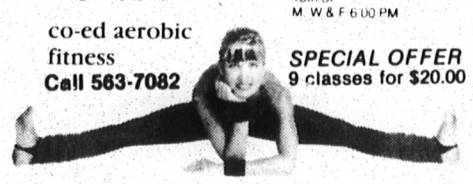

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Overlooking Golden Gate Park
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"...Restored to its former role of service and splendor to the City of San Francisco..."
—MAYOR FEINSTEIN
"...Truly beautiful..."
—CYRIL MAGNIN
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CALIFORNIA 94117
(415) 751-1000

The California Nurses Association Presents:

"A Commemoration for Florence Nightingale"
on her birthday May 12
7:00 a.m. - 11:00 a.m. — Unsung Healers Breakfast
2:00 p.m. - 5:00 p.m. — "From Yesterday — All Our Tomorrows"
A music-slide presentation of the history of nursing.
Birthday Cake
Pacific Room - Second Floor

News Analysis

UC and unions gear up as bargaining election nears

Continued from page 1

aware of the battle for their hearts and minds. Labor is conducting a vigorous organizing drive, by talking with employees, handing out mounds of leaflets, mailing glossy brochures extolling the benefits of union membership and publicizing their victories on behalf of staff members.

For its part, UC is enlisting managers and supervisors in an all-out effort to show employees it is in their best interests to keep things the way they are. They also use a variety of approaches to toot the university's horn: publications, informal discussions, small group meetings and "question and answer" bulletins.

The UCSF Labor Relations Department distributed a "Collective Bargaining Communications Program" manual to all managers. The manual details how to make convincing arguments against unionization, indicates legal and illegal actions and defines labor relations terms.

Spring election ballot choices (in addition to "no representation") and number of employees in each unit*

Bargaining Unit**	Employees/ Systemwide	Employees/ UCSF	Choices
Service	6,094	700-750	AFSCME
Technical	4,067	300-350	AFSCME
Clerical	18,986	2,500-3,000	AFSCME
Librarians	403	18	American Federation of Teachers
Registered Nurses	4,188	1,200	CNA
Patient Care Prof.	1,494	350-450	AFSCME
Patient Care Tech.	4,021	1,000-1,100	AFSCME
Crafts	1,500-1,700 (approx.)	60-70	AFSCME; San Francisco Building and Construction Trades Council

**Source: UCSF Labor Relations Department*
***A "bargaining unit" is a group of employees whose job classifications have a "community of interest," for electoral and potentially, collective bargaining purposes.*

Any issue with strong proponants and detractors seems to produce widely varying perspectives on seemingly straightforward subjects. A classic example of this is the "rigidity" question.

Systemwide Director of Collective Bargaining Tom Mannix told *Synapse* last fall that "the university administration is concerned that collective bargaining is going to make things more rigid, less flexible, more centralized, more standardized than we now have — and the University of California is the premier institution of public higher education because of such flexibility."

Bill Neff, UCSF collective bargaining manager, explained in a recent interview that things such as work breaks and job classification duties are extremely difficult to change during the life of a collective bargaining contract. He says that the university prefers some ability to respond on-the-moment, as conditions or needs change. In order to differentiate between jobs, says Neff, unions work to reduce ambiguities that may result in overlapping responsibilities.

Over a period of years, established job descriptions and other contract provisions tend to become the status quo whether or not they are the best thing for UC or the employees, according to Neff. He attributes this to the complex negotiating process required to make alterations.

Chisholm responds that the only flexibility at risk under collective bargaining is that which benefits managers. He called the implied notion of eliminating all flexible work hours or work-sharing situations "absurd," saying that these situations, where they now exist, can be guaranteed in a union contract.

The unions see a certain lack of flexibility in job descriptions as an essential worker protection, however. For example, strict definitions reduce chances that an employee will be asked to regularly perform duties in a higher job category without proper compensation.

According to Chisholm, a union may also negotiate to ensure promotional preference for employees within their own department, to guard against undue outside hiring. The university criticizes this because it could result in decreased cross-departmental promotional opportunities. But to Chisholm, "If that's rigidity, it's a kind I can live with."

The university has a strong caveat for

Continued on page 5

Faculty Wives give $15,000

The latest contribution by the UCSF Faculty Wives Association to its student loan fund brought the total in the fund to $96,039. A check for $15,000 was presented to Dr. Lloyd Kozloff, Dean of the Graduate Division, at the association's annual spring luncheon held May 4.

The Faculty Wives Student Loan Fund was established in 1970, with an initial contribution of $1,500. Since 1970, through such efforts as the annual holiday fair, silent auctions, and the phantom fund (a non-Halloween party), the group's fund-raising activities have been so successful that the loan fund is now one of the largest non-federal sources in the student financial aid program. The financial aid program would be much stronger if it had a few more friends like the Faculty Wives, said Financial Aid Director Nancy Kull in expressing appreciation to the group.

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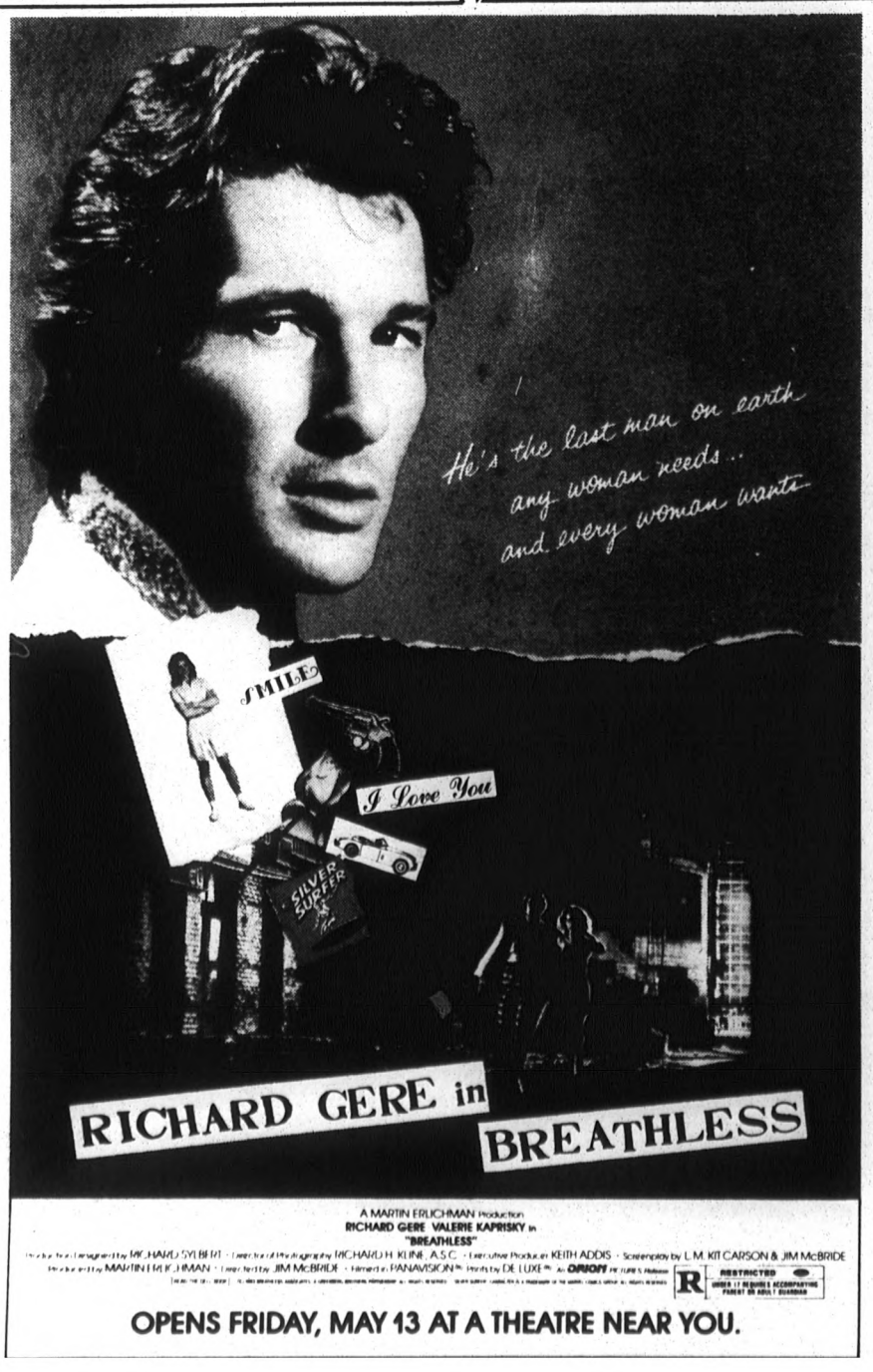

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COLLECTIVE BARGAINING

staff employees: unions may claim to be able to raise your salaries and improve benefits, but "since money for state-funded jobs is controlled by the Legislature and the Governor," reads the UCSF Labor Relations Department manual, "chances are remote that collective bargaining could increase state funding."

While this is certainly a legitimate opinion to hold, it is also true that once the legislature makes its allocation to UC for a given year, the regents have a degree of autonomy about how to spend the money. Also, less than half of all UC's funds come from the state, and other sources may allow for discretionary spending.

Chisholm calls UC's position on this a misleading attempt "to hide behind the skirts of the legislature." He posits that if, for example, a union were able to exact a higher priority on staff salaries from UC, then both union and management, as well as the moral weight of their agreement, could bring great pressure to bear on the legislature and governor.

Distortion

In his conversation with *Synapse*, Mannix reflected that "I personally believe that nearly all data is neutral...anybody can misconstrue it to their heart's delight." He is surely correct about issues such as rigidity, which may involve honest disagreement. But AFSCME contends UC has been making statements which, while literally truthful, upon objective scrutiny are revealed to be gross distortions of actual circumstances.

One example is the university's discussion of rank and file participation in contract ratification. One UCSF Collective Bargaining Bulletin points out, quite correctly, that rank and file ratification "depends on the internal procedures and decision-making process of the union and its officers." What it fails to point out is more telling: lack of rank and file ratification provisions is an extremely rare phenomonon in the labor movement, and each and every union on the ballot has constitutional provisions for such ratification.

A similar example is UC's frequent, accurate reminder that fines may be levied on union members for various infractions of union rules. Ellen Shaffer, AFSCME's UCSF local 1650 president, reports that her union has never in its history fined a member. The same goes for UC Berkeley local 1695. Chisholm says he defies the university to find one example of a public employee union fining a member for not participating in a job action.

According to CNA labor representative Janet Sass, her union has never made an assessment outside regular union dues to any member at any time. In the 40 year history of CNA's negotiating collective bargaining agreements, the union has fined members only one time. This occurred after a few local chapter leaders crossed a picket line. Even in this case, the fine was never actually collected.

In the long run, however, the unions believe that their hopes of winning over employees are based not on what UC says or holds back, but on what they themselves say and do. Details of the university's track record — from good health and retirement benefits on the positive side, to failure in keeping staff salaries anywhere close to the prevailing wage on the negative — may or may not be clear to employees by virtue of their employment here. But all staff members have a well-formed working-knowledge of their employer. It's the inevitable result of everyday contact — contact many employees have not had with a union.

According to AFSCME's Shaffer, there's been an active AFSCME local at every UC campus for years. She says her local has played a high-profile role since the early '70s on issues of discrimination, occupational safety and health, grievance handling and affirmative action.

Despite this, it's not surprising that AFSCME's presence is far less engrained than that of the omnipresent employer. The union is now moving quickly to close that gap. If its message falls on sympathetic ears, the UC system may be in for a dramatic transformation in the traditional lines of power.

Schedule for spring elections

May 6	Election notices posted
May 9	Sample ballots and election notices sent to employees' home addresses
May 23	Ballots sent to employees' home addresses
May 31-June 7	Employees who do not receive a ballot may request one from the Public Employment Relations Board
June 16	Ballots due to PERB by noon
June 24-29	Ballots counted by PERB

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UCSF

News Analysis

New city restrictions add to local parking problems

Continued from page 1

would be delighted if UCSF relocated to the suburbs," Gwyn told *Synapse*.

It was through the effective lobbying of the neighborhood residents that the area surrounding UCSF was declared a preferential parking zone by the city. This meant that only those who purchased special zone parking permits from the city could park on these streets for more than the two-hour limit. Needless to say, only residents of the community can purchase these permits.

Notwithstanding all the neighborhood opposition and lack of communication between UCSF and the city of San Francisco, there remains another group who should accept partial responsibility: members of the campus community.

For the past several years, the Transportation Office has encouraged members of the campus community to participate in the van-pool and ride-sharing programs. (Cars involved in the ride-sharing program, which formerly were allowed free parking in the UCSF garages, have lost that privilege to increased spaces for patients and visitors.)

Nevertheless, a large number insists on driving to work each day rather than using public transportation or participating in the Transportation Office programs. According to David Lane, director of capitol planning in the Chancellor's Office, there is clear non-participation by members of campus community in programs organized by the Transportation Office. "We have had to drop one of the Marin commuter buses (a commuter service program organized by the Transportation Office) due to a decreased demand," said Lane.

There are, of course, some individuals whose working hours differ from the majority of the campus, while others for various reasons have a genuine need to drive to work. It was the plight of these individuals that prompted Carol Copperud, president of the Staff Employees Council, to urge the administration to address the parking problem. "The situation seems to get worse each year," Copperud told *Synapse*.

According to UCSF's Long Range Development Plan (LRDP) for the 80's, there is a new parking lot planned for the west side of the campus (near Kirkham and 4th Avenue). There are two problems with this plan, however: first, there is strong opposition from the neighborhood residents. They contend that the creation of a parking lot not only will cause traffic congestion but that the parking structure itself also will "debeautify" the neighborhood. Second, this parking site will by no means greatly increase the number of available spaces. In fact it will replace parking spaces *presently* in use which will be displaced by proposed expansion of laboratories and a proposed extension of the library. Gwyn admits that the proposed parking lot will not help alleviate the problem, although he hopes that *further* expansion of the new parking lot may provide additional spaces.

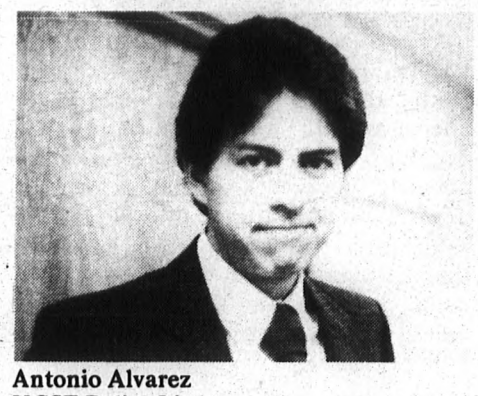
The *Snyapse* also has learned that the garages of most of residential houses occupied by UCSF offices around the campus will be converted to parking spaces. According to Lane, the parking fee for these spaces would be about the same as for the UCSF garage. Needless to say, this above plan does not increase any parking space. On the other hand, it limits these spaces to those who can afford them — namely faculty and management. Although these garages presently are unused, the driveways to them *are* — for free parking. It thus may seem that UCSF is taking away from the poor to give to the rich.

There is, at this time, no clear solution to the problem. Nevertheless, it would seem that UCSF's planning office has not done all its homework. We cannot look to the future and plan new laboratories and expresso cafes (both part of the LRDP) without dealing with the present problems. Communication between the city and UCSF seems to be lacking: surprising indeed, since UCSF employs a great number of San Francisco residents (Mayor Feinstein went to Washington, D.C. to personally lobby when Letterman Hospital was targeted for closure. Her contention was that this would take away at least 2,000 jobs held by San Francisco residents).

There is an obvious need for UCSF employees, students and faculty to express their problems and dissatisfaction during community meetings including the city, neighborhood residents and the university. It is true that a vicious cycle does exist in the parking situation, but to exploit this as an excuse for poor planning and lack of active participation in related decisions should not be allowed. The parking problem will shrink only when participation in solving it grows.

Questionperson

Has the parking problem worsened in recent months? If so, what are your suggestions for alleviating it?



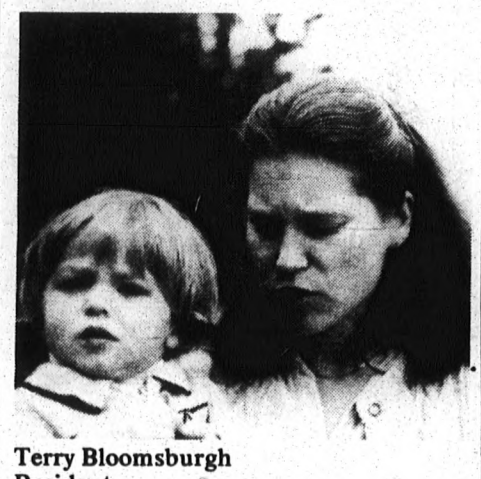
Antonio Alvarez
UCSF Police Lieutenant
I think it's probably gotten a little better (around the campus perimeters). We're giving attention to garages that were turned into storage areas for the office facilities along 3rd and 4th Aves., and reverting them back into parking spaces, which will allow more parking. And as I understand they're reverting some of the driveways which are not being used as driveways into parking spaces on a first-come, first-served basis. I think in terms of space usage we need to take a look at certain areas — in terms of the type of parking possible. A couple of areas I've noticed could be used specifically for small-car parking.

Micheal Gropper
Student
It's definitely gotten worse. I'm not sure what would alleviate it. They'd possibly have to build more parking structures up at the university.

Carol Stadum
Student Service Assistant
Yes, it's gotten worse. For me especially, because I used to park in Golden Gate Park, and now that's posted. Now I search all over for a place. I usually park at Stanyan at the parking lot near Kezar. How to alleviate it? Open up the park again, and maybe let people park at the Stanyan lot for free.

Bill Feinstein
Purchasing agent, biochemisty
Oh yeah. It'd be real nice if they'd open up the park again at 8 o'clock in the morning, when a lot of people come up to work. Nine o'clock is ridiculous. You've got to come in late and work late. That's how I've dealt with the problem.

Margie Kilmartin
Secretary, Financial Aid Office
Parking definitely has gotten worse. Yes. I drive around looking for a place to park, and there are street cleaning signs all over the place. Something has to be done, but I have no idea what because space around here is a problem. I find that if you arrive anywhere between 7:30 and 10 minutes to 8 a.m. you can find a place because somebody pulls out — everybody takes off for downtown.



Terry Bloomsburgh
Resident
I think it's gotten a little bit worse since they've begun the street cleaning. That's aggravated it, certainly, because it reduces the number of spots that are available on any given day. We've signed a petition around trying to get a hearing to get the times of the street cleaning changed so we don't have to worry about getting up at 8 a.m. to move our cars. We've also get a petition going around to get preferred parking stickers. UC I'm sure is not going to be happy about that but we live here, and the problem in a large part is caused by UC employees...and now with the street cleaning, with limited parking on certain days on certain streets...It's not impossible, even so, but it makes it more inconvenient. I've gotten lots of tickets.

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MILLBERRY UNION RECREATION

MU Calendar

Thursday, May 12
FILM: *Not a Love Story*. A film about pornography produced by the National Film Board of Canada, followed by a panel discussion with Margo St. James, Nancy Jordan, Gillian Greensite and Douglas Wallace. See story, this issue, for in-depth discussion. Cole Hall Auditorium, 5:30 p.m., FREE.

Friday, May 13
FILM: *Chan is Missing*. Set in San Francisco, Wayne Wang's sleeper hit is an astonishingly sophisticated and far-reaching statement on ethnic assimilation. Cole Hall Auditorium, 6:30 and 8:30 p.m., $2.25/1.75. Also screening with *Chan is Missing* will be the award-winning short film *Sewing Woman* by Arthur Dong. The film addresses the emotional lives and family backgrounds of first-generation Chinese-Americans through one character, called simply, "Sewing Woman."

Tuesday, May 17
FILMS: *Highlights of the Bay Area Filmmakers' Showcase*. A collection of short films shown last fall as part of the showcase of Bay Area filmmakers including works of Michael Rudnick, David Casci, A.P. Gonzalez and Dana Plays. Cole Hall Auditorium, noon, FREE.

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Set in San Francisco, Wayne Wang's sleeper *Chan is Missing* is an astonishingly sophisticated and far-reaching statement on ethnic assimilation. Screening with it, at the Cole Hall Auditorium May 13, will be an award-winning short film *Sewing Women*. 6:30 and 8:30 p.m., $2.25/1.75

Wednesday, May 18
LECTURE: *Acquired Immune Deficiency Syndrome, Mankind's Latest Plague.* Marcus Conant, M.D., co-director of the Kaposi Sarcoma Clinic at UCSF, will focus on the epidemiological aspects of this new disease and why certain groups appear to be at high risk. Health Sciences Building, Room 302, 7:30 p.m., FREE.

Outdoors Unlimited

To participate in Outdoors Unlimited activities, sign up at the Outdoors Unlimited Center, and attend any pre-trip planning sessions there may be. The Outdoors Unlimited Center is located at 24 Kirkham St., open from 11:30 a.m.-1:30 p.m. and 4-6 p.m. Monday through Friday. For more information, call 666-2078.

May 16 & 17
Sign-ups begin for:
Red Cross CPR Clinic, 5/24, 26
Canoeing, Owens River, 5/28-30
Whitewater Rafting, Trinity River, 5/28-30
Evening Windsurfing, 5/26
Kayak Roll Session, 5/25

May 23 & 24
Sign-ups begin for:
Moving Water Kayak Clinic, 6/1, 8, 11-12
Canoeing and Fishing, Cherry Lake, 6/4-5
Bicycle Camping, 6/4-5
Camping, Mendocino Coast, 6/4-5
Co-op Leadership Clinic, 6/1, 6, 8, 11-12

May 31
Sign-ups begin for:
Basic Windsurfing Clinic, 6/8, 9, 11-12
Moving Water Canoe Clinic, 6/8, 9, 11-12
Whitewater Rafting, Sacramento River, 6/11-12
Evening Windsurfing, 6/9

Tuesday, June 7
Sign-ups begin for:
Whitewater Canoe Clinic, 6/15, 16, 18-19
Big Boat Sail, 6/18

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New Career Opportunities	The steps between classifications have been shortened, to improve employees' chances for promotion.	No such policy with "No Representation"
Training for New Technologies	AFSCME-represented employees receive university-paid training in computers and other new technologies, during work hours.	No such policy with "No Representation"
On-the-Job Training	The university pays for inservice training that qualifies employees for the next higher job class.	No such policy with "No Representation"
Pay Equity	As a result of studies urged by AFSCME, employees have received pay adjustments if they've been getting less than other classifications for doing work of comparable value.	No such policy with "No Representation"

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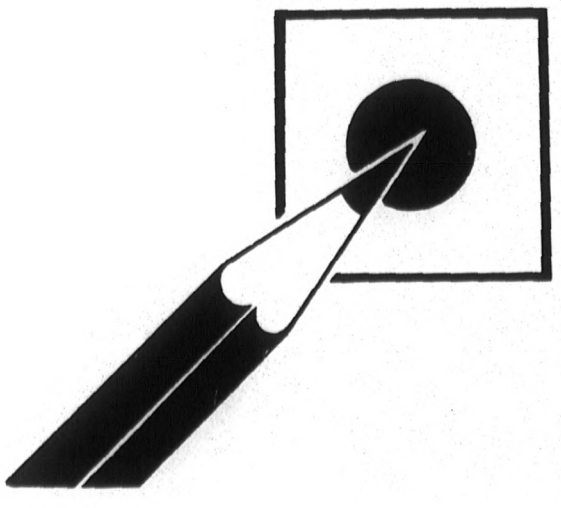

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