

# INTERNATIONAL BROTHERHOOD OF TEAMSTERS

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## Special Message to All Members of CUE-Teamsters Local 2010

As Presidents of California's two Teamster Joint Councils, we would like to take this opportunity to urge your support for the pending new contract with the University of California (UC).

When the Coalition of University Employees (CUE) voted to affiliate with the International Brotherhood of Teamsters (IBT) last year, negotiations were on the verge of impasse. The University steadfastly rejected wage increases and improvements in working conditions. Neither mediation nor the anticipated use of fact finding caused UC to alter its position.

The union was forced to file suit against the State to secure a reasonable amount of time before the fact finding panel, so that all outstanding contract issues could be addressed in a non-binding advisory opinion, as provided for by law.

While the law suit was pending before the Court of Appeals, we worked with General President Hoffa to get the University to return to the bargaining table. A new state mediator was appointed and representatives from the union and UC conducted a series of *confidential settlement discussions*. Starting in October, Teamster International representatives actively participated in the sessions and the tenor of the talks began to change. UC made proposals on wages; and, with the mediator's assistance, a framework for addressing economic matters became the primary focus of the parties.

On the morning of November 4, 2011, after twenty-three straight hours of bargaining, a tentative agreement was reached on the remaining contract issues. As a result, employees will be eligible for pay increases (through annual across the board adjustments and periodic automatic progression increases tied to years of service) of between 20 and 28 per cent, if the agreement is approved by a majority of voting members.

While some may question the length of time it took to reach agreement with the University, the current economic and political climate are important factors to take into consideration as you exercise your right to ratify this new, five-year contract. Remember, all full union members have until December 9, 2011 to vote "yes" if you want guaranteed pay increases over the next five years.

In Solidarity,

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President  
Teamsters Joint Council 7

Randy Cammack  
President  
Teamsters Joint Council 42