



President Michael Drake  
Office of the President  
University of California  
1111 Franklin St., 12th floor  
Oakland, CA 94607  
[president@ucop.edu](mailto:president@ucop.edu)

July 19, 2022

**Re: Demand that UC Immediately Commit to Matching Retention Payments for *all* UC Workers**

Dear President Drake:

Our health care, higher education, and research employees continue to work day in and day out on the frontlines of the ongoing pandemic to care for our patients, teach and serve our students, and contribute to critical research, yet we continue to be understaffed, overworked, and underpaid.

You have celebrated the state's historic increases to UC's budget. Yet, to date you have been silent on the modest health care worker retention payments provided for in this budget.

The University of California Union Coalition (UCUC) demands that the University immediately commit to matching the full amount, at an absolute minimum, of the health care retention payments. As you know, each health care worker is to receive \$1000 from the state, and a UC match of at least \$500 would bring worker payments to \$1500 from the state, for a total payment of at least \$2000 each.

*All* UC workers, in fact, deserve these payments. Failing to make retention payments to all UC workers regardless of title or location, will disproportionately and negatively impact Black and Brown workers, women, and other lower-paid workers across UC's campuses.

The University has made many statements to both unions and the public about its appreciation for health care “heroes” and its commitment to retain essential frontline health care, higher education, and research employees. Ensuring all workers—health system and campus workers alike—receive retention payments is a way UC can back up these words with action.

Not only is the University seeing increases from the state's budget, but it has earned billions in profits and federal rescue funds, while workers are struggling with chronic short-staffing and unprecedented inflation.

Given its considerable resources, it would be unacceptable for the University to equivocate, delay, extract matches from existing bargaining proposals, or claim that any past payments or isolated equity increases fulfill the new budget's matching provision.

UCUC looks forward to your immediate action on this critical retention matter.

Sincerely,

**AFSCME Local 3299**

**California Nurses Association/National Nurses United**

**Committee of Residents and Interns (CIR), SEIU**

**Council of UC Faculty Associations**

**Teamsters Local 2010**

**Union of American Physicians and Dentists (UAPD)**

**UAW Local 2685**

**UAW Local 5810**

**UC-AFT**

**UPTE-CWA Local 9119**

cc: UC Regents