

No impasse. No more delays. It's time for a contract.

AFSCME wants you to think negotiations are at an impasse. We believe this is a smoke screen for the union's ultimate objective — a strike that is coordinated with AFSCME-represented service workers, which we think is irresponsible and unfair to both employees and patients. Here are the facts:

We are far from impasse. The law requires good-faith bargaining and a willingness to compromise — from *both* sides. Since bargaining started, we have enhanced our wage proposal and offered several other improvements. By contrast, AFSCME's wage proposal has not changed since bargaining began.

You deserve pay increases and continued access to UC's good benefits. Our proposals include:

- ✓ **ENHANCED WAGES:** Guaranteed 2 percent wage increase every year of the contract for all employees, ensuring your salaries remain very market-competitive. AFSCME continues to demand wage increases that are nearly three times what all other UC employees — both unionized and non-unionized — receive.
- ✓ **QUALITY HEALTH BENEFITS:** Continued excellent health care for you and your family at the same rates as those for other UC employees, including other union-represented employees. To keep employee rates low, UC picks up on average 87 percent of medical plan premiums.
- ✓ **EXCELLENT RETIREMENT BENEFITS:** Current employees will see no change in their pension benefits, while future employees hired after a new contract is ratified would choose between a traditional pension plan and a 401(k)-style plan — few employers offer this kind of choice or a pension plan. UC's retirement program is among the most generous in the market.
- ✓ **PROFESSIONAL DEVELOPMENT:** More ways for you to use your 40 hours per year for professional development opportunities.
- ✓ **MEAL BREAKS:** More opportunity for PCT employees to provide feedback about meal breaks through each medical center's staffing committee, which include both university and union representatives.

Time for a contract. We want to finalize a new contract ASAP so you can receive the pay increases and excellent benefits you deserve, but we have to negotiate to do that. We believe AFSCME's demands are unreasonable, and that the union is more interested in a strike than an agreement.

More bargaining updates at ucal.us/pct