

## **Bargaining Update for UC Research Support and Technical Staff**

### **UC wants to settle a contract for you**

UC wants to provide you with a new contract with market-competitive pay and benefits, and good working conditions without further delay.

For months, the university has been requesting that UPTe submit a counterproposal on wages to move the negotiations closer to resolution. Finally, UPTe submitted what it characterized as a counterproposal but unfortunately, it reflected very little movement toward compromise.

UPTe rejected UC's offer for annual wage increases, and on Jan. 16-17, continued to demand wage increases and salary adjustments that are nearly three times what other UC employees receive. UPTe's demands are unreasonable in our view and do not bring the two sides closer to agreement.

We appreciate all you do in support of UC's education, research and public service missions. Our goal is to finalize a multi-year contract for you as soon as possible.

### **UC's latest compensation offer**

#### **Guaranteed annual wage increases**

- 2 percent wage increase after ratification of a new contract
- Additional 2 percent wage increase every year of the contract
- UC's proposal would ensure that salaries remain market competitive.

#### **Excellent health coverage**

- Quality health care for you and your families, at a cost well below the national average.

#### **Retirement benefits that few employers can match:**

- Current employees will see **no change** in your pension benefits.
- Future employees hired after a new contract is ratified would choose between a traditional pension plan and a 401(k)-style plan. With this choice, UC's benefits remain among the most generous in the market. Few employers offer this choice, or a pension.
- Offering future employees a choice does not affect the pension benefits of current employees.

*Access bargaining updates at [ucal.us/researchstaff](http://ucal.us/researchstaff) and [ucal.us/technicalstaff](http://ucal.us/technicalstaff).*