

Bargaining Update for UC Service Employees

You deserve a new contract

UC wants to provide a new contract with market-competitive pay and benefits, and good working conditions — without further delay. Despite multiple meetings with a state mediator recently, we are disappointed that no agreement was reached.

What's next

We sincerely hope the next steps will bring these prolonged negotiations to an end.

- In February, UC and the union will each present their contract proposals to a three-member fact-finding panel.
- Fact-finding panel will issue recommendations on how to resolve the major issues for the university and union to consider.
- We hope that the process results in the union coming forward with new realistic proposals that lead to a settlement.

UC pushing for fair pay, good benefits and working conditions

We appreciate all you do to keep UC running smoothly — a new contract should reflect that. Over the course of the negotiations, we enhanced our wage offer, proposed excellent health and retirement benefits, offered additional protections for safe working conditions, and proposed more professional development opportunities. We remain committed to bargaining in good faith throughout the fact-finding phase of negotiations and to reaching an agreement.

UC's Latest Offers	
Market-Competitive Wages	All eligible employees: Step increase — 2 percent — per year. This keeps your salaries at the top of the market. Employees at top of salary range: Annual 2 percent lump sum payment
Excellent Health Care	Excellent subsidized health benefits at the same rates as other UC employees with similar salaries. Kaiser HMO: \$32/month for typical employee + children
Quality Retirement Benefits	Current employees will see no change in their pension benefits. Future employees hired <u>after</u> a new contract is ratified would choose between a traditional pension 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 traditional pension.