

Service and Patient Care Technical Employees

You deserve better — you deserve a contract!

On March 8, UC presented AFSCME leaders with another enhanced offer, which **AFSCME refused to let members vote on!** Highlights of UC's offer:

Pay increases	<ul style="list-style-type: none"> • 3% increases for service and patient care employees <u>within 90 days</u> of a contract. • 3% increases for service and patient care employees <u>each year through 2023.</u>
One-time payment	<u>\$2,000</u> for all eligible employees upon contract ratification.
Health Benefits	Quality health benefits at the same rates as other UC employees with similar salaries, <u>plus a \$25 cap</u> for any monthly premium increases for UC's Kaiser and Health Net Blue & Gold plans.
Retirement Benefits	UC offered to give future AFSCME-represented employees a choice between <u>the same pension benefits as current employees</u> and a 401(k)-style plan.
Contracting	Committees at every location that would allow AFSCME to (1) work with UC regarding contracting decisions involving bargaining unit work and (2) give input in advance of decisions.
Professional development	Expanded professional development programs to assist service employees build skills and be eligible for higher-paying jobs.

AFSCME's delays are costing you a lot of money!

AFSCME's strikes and delays are costing you real money. Here is how much average AFSCME-represented employees have been missing in **EACH PAYCHECK** since union leaders rejected UC's 2018 settlement offers:

<u>\$118 each paycheck</u>	Respiratory Therapist
<u>\$109 each paycheck</u>	Building Maintenance Worker
<u>\$108 each paycheck</u>	Radiologic Technologists
<u>\$107 each paycheck</u>	Groundskeeper
<u>\$92 each paycheck</u>	Senior Custodian
<u>\$91 each paycheck</u>	Food Service Worker

You deserve a contract — not another strike!