

UNIVERSITY  
OF  
CALIFORNIA

April 26, 2019

Dear colleague:

I am pleased to inform you that UC has reached a tentative agreement with the Union of American Physicians and Dentists (UAPD) regarding a new five-year contract for the doctors and dentists who provide services at UC student health centers. Union members are expected to vote on the tentative agreement within the next few weeks.

Highlights of the tentative five-year agreement include:

- **Wage increases:**
  - 15 percent across-the-board pay increases over the life of the contract (3 percent per year);
  - additional annual 1 percent increases at specified locations to address market equity issues.
- **Health benefits:** Excellent medical, dental and vision care at the same rates as other UC employees with similar salaries.
- **Retirement benefits:** Newly hired physicians and dentists will participate in UC's Retirement Choice Program, which allows employees to choose between UC's traditional pension plan and a 401(k)-style plan.
- **Duration:** When ratified, the agreement will be effective through June 30, 2024

The university very much appreciates the union's partnership in working through the issues at the bargaining table, and its commitment to efficient, productive negotiations.

As always, thank you for all you do for the university and the people we serve.

If you have any questions, please feel free to contact your local labor relations office.

Sincerely,

Peter Chester  
Executive Director  
UC Systemwide Labor Relations