

## **Bargaining Update for Patient Care Technical Employees**

### **UC gives AFSCME final settlement offer**

After more than a year of bargaining, on Aug. 29 UC gave AFSCME leaders a final settlement offer, in another attempt to secure a fair contract for patient care employees. UC's offer includes enhanced wages, limits on health care cost increases, and a lump-sum payment for career patient care employees.

### **Highlights of UC's final settlement offer**

<b>Guaranteed Pay Increases</b>	<b><u>3 percent across-the-board wage increases for all patient care employees in each of the next four years.</u></b>
<b>Lump sum Payment</b>	Every eligible patient care employee would receive a one-time payment of <b><u>\$750</u></b> (prorated by appointment percentage) once a contract is ratified.
<b>Excellent Health Benefits</b>	Quality health benefits at the same rates as other UC employees with similar salaries. Additionally, UC is offering to continue a <b><u>limit of \$25 per month on premium increases</u></b> for patient care employees in UC's Kaiser and Health Net Blue & Gold plans.
<b>Excellent Retirement Benefits</b>	<b>Current employees will see <u>no change</u></b> in their pension benefits.  Future employees hired <u>after</u> a new contract is ratified will have a choice between a traditional pension or a 401(k)-style plan. <b><u>Few employers offer their employees a traditional pension, much less a choice.</u></b>  Unions representing UC clerical staff, lecturers, librarians and campus physicians have already agreed to UC's retirement choice program.

### **You deserve a contract — not more conflict.**

Negotiations with AFSCME have dragged on for more than a year. It's time for you to have the pay increases and excellent benefits UC is offering. You deserve a fair contract — ***not more conflict!***