

UNIVERSITY
OF
CALIFORNIA

October 1, 2018

Dear colleague:

I am writing to let you know that UC is increasing your wages and providing you and your patient care technical colleagues with good health and retirement benefits.

As we informed you, we recently presented AFSCME leaders with a final settlement offer that they rejected:

- Guaranteed 3 percent across-the-board wage increases every year for the next four years;
- A one-time payment of \$750 (prorated by appointment percentage) for every non-probationary, career patient care technical employee, once a contract is ratified;
- Excellent health and retirement benefits at the same rates as other UC employees with similar salaries. UC also proposed a limit of \$25 per month on health insurance premium increases for patient care technical employees in UC's Kaiser and HealthNet Blue & Gold plans.

This offer was very similar to what UC has given many of your UC colleagues, including those in other unions. Unfortunately, AFSCME leaders did not present this offer to you and allow you to vote on it.

We believe negotiations with AFSCME have taken much longer than they should, and it has been too long since you have received a raise. Therefore, we are implementing the following terms for all UC patient care technical staff:

- **Wage increase:** A one-year pay increase of 2 percent. Overall compensation for UC patient care technical staff is currently at or above market and this pay increase helps ensure salaries remain market-competitive.
- **Health benefits:** Low-cost, high-value health benefits at the same rates as other UC employees with similar salaries (based on pay band).
- **Parking:** Parking at the same rates currently paid by other employees at your location.
- **Retirement benefits:** As a current employee, you will see no change in your pension benefits. New patient care technical employees will have a choice between UC's pension plan or a 401(k)-style plan, whichever plan they think is best for them. Unions representing UC clerical employees, lecturers, librarians and campus physicians have agreed to UC's retirement choice program for their members.

The pay increase is a one-time increase, and the rates for healthcare benefits reflect 2018 rates.

Pay increases will be reflected in November paychecks, depending on your pay schedule:

- Biweekly: Increase will be reflected in your Nov. 28 paycheck
- Monthly: Increase will be reflected in your Nov. 30 paycheck

At some point, UC and AFSCME will need to return to the bargaining table to negotiate a multi-year contract.

You may wonder why we are not implementing the raises, health insurance cap, and one-time payment we offered AFSCME. Our final settlement offer was in exchange for a multi-year contract and to conclude negotiations. We believe it was a very fair offer, and we are disappointed AFSCME leaders did not accept it.

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

Sincerely,

Dwaine B. Duckett
Vice President
UC Systemwide Human Resources