

UC presents final settlement offer to UPTe

On February 13, 2019, UC presented UPTe leaders with a final settlement offer aimed at ensuring market-competitive pay, good benefits and job protections for UC research support and technical employees over the next several years.

Negotiations with UPTe have spanned for more than a year and a half, and have included state-assisted mediation. UC's settlement offer aligns with the state mediator's recommendations.

Highlights of UC's settlement offer:

- **Guaranteed yearly pay increases** that recognize the important role you play, and that are consistent with what other employees — represented and non-represented — are receiving:
 - 3% paid April 2019
 - 3% paid Oct. 2019
 - 3% paid annually Oct. 2020-2023
- **\$1,250 one-time payment** for all eligible employees upon contract ratification.
- **Quality health benefits** for you and your family at the same rates as other UC employees with similar salaries, plus a \$25 cap for any monthly premium increases for UC's Kaiser and Health Net Blue & Gold plans.
- **Excellent retirement benefits** that are among the most generous in the market and will give future employees hired after a new contract is ratified a choice between a traditional pension plan and a 401(k)-style plan. Current employees will see **no change** in their pension benefits.
- The **job protections** that a multi-year contract provides.

UPTe leaders have been demanding double-digit pay increases — **16.5-22%** over the term of the agreement — which are financially unrealistic and out-of-line with increases for other UC employees.

UC believes **you've waited long enough and deserve the chance to VOTE on UC's offer.**

It's time you had a contract!

More information at <https://ucal.us/upte>