

UPTE leaders say no to guaranteed raises and benefit protections without allowing members to vote on UC’s offer; offer no counterproposals

UPTE leaders have rejected UC’s Feb. 13 final settlement proposal, which guaranteed annual pay increases and good benefits for UC research support and technical employees over the next several years, without allowing union members to vote on the offer.

UC has been bargaining with UPTE for more than a year and a half, offering multiple proposals that the union has repeatedly rejected. Negotiations have included state-assisted mediation, and UC’s final settlement offer aligns with the state mediator’s recommendations.

Highlights of UC’s settlement offer and UPTE’s response:

UC offer	UPTE response	UPTE counteroffer
<i>Wages</i>		
3% increase in April 2019	NO	NONE
3% increase in Oct. 2019	NO	NONE
3% annual increases Oct. 2020-23	NO	NONE
<i>One-time payment</i>		
\$1,250 for all eligible employees upon contract ratification.	NO	NONE
<i>Health Benefits</i>		
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.	NO	NONE
<i>Retirement Benefits</i>		
Excellent retirement benefits that are among the most generous in the market. Employees hired after a new contract is ratified would choose between a traditional pension plan and a 401(k)-style plan. Current employees will see <u>no change</u> in their pension benefits.	NO	NONE

UPTE leaders presented **NO counteroffer** to UC’s proposal, did not allow union members to vote on UC’s offer, and have been demanding double-digit pay increases over the term of the agreement, which are financially unrealistic and out-of-line with raises for other employees.

UC believes **you deserve the chance to VOTE on UC’s offer!**

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