

Don't you deserve a contract like UPTe?

AFSCME leaders recently rejected an offer from UC that was very similar to the one UPTe members accepted. UC's offer included the following:

	UC offer
Compensation	<p>Service: 23% across-the-board increases over the next five years + step increases in certain years as follows: 4% at ratification + 3-3.5%/yr. for next 5 yrs. starting January 2020. Performance-based step increases in July 2022 and July 2024. The total value with steps is 27%.</p> <p>PCT: 18% across-the-board increase over the next five years + annual step increases as follows: 3% at ratification + 3%/yr. for next 5 yrs. starting April 2020. Annual performance/experience-based step increases starting July 2020. The total value is up to 28%.</p>
Health Benefits	The same graduated salary-based rates as other employees, plus a \$25 cap on monthly increases for Kaiser and Health Net Blue & Gold plans.
Retirement Benefits	New bargaining unit employees will receive the same pension benefits as current AFSCME-represented employees.

Salaries for AFSCME-represented staff would grow significantly under UC's offer.

Here is how salaries for the typical service and patient care technical employees would grow under the five-year proposal UC recently offered AFSCME leaders:

Position	Average salary*	New salary at June 2024 under UC offer**	Total increase after 5 years	Average annual % increase*
Respiratory Therapist	\$101,951	\$134,405	\$32,454	4.67%
Radiologic Technologist	\$93,298	\$122,997	\$29,699	4.67%
Vocational Nurse	\$67,033	\$88,371	\$21,338	4.67%
Hospital Unit Service Coordinator	\$51,524	\$67,925	\$16,401	4.67%
Building Maintenance Worker	\$47,310	\$61,718	\$14,408	4.5%
Groundskeeper	\$46,329	\$60,438	\$14,109	4.5%
Senior Custodian	\$39,925	\$52,084	\$12,159	4.5%
Food Service Worker	\$39,219	\$51,163	\$11,944	4.5%

*Based on average annual salaries for each classification. **Assumes employee eligibility for step increases.

You've waited too long for a contract and the raises you deserve. For more than two years, UC has given AFSCME leaders very fair offers — **it's time for AFSCME leaders to do their part.**

You deserve a contract — and A VOTE on UC's offer!