

## Bargaining Update for UC Service Employees

### UC presents final settlement offer to AFSCME

After more than a year of bargaining, on April 6 UC presented AFSCME with a final settlement offer, in another attempt to secure a fair contract for you and other UC service employees. UC's offer includes an enhanced wage proposal, limits on healthcare cost increases, and a lump sum payment for career service employees.

### Highlights of UC's final settlement offer

<p><b>Guaranteed Enhanced Wages</b></p>	<p><b><u>3 percent across-the-board wage increases for all service workers in each of the next four years.</u></b> This is an increase over UC's previous offer. Overall compensation for UC service workers is currently above market and UC's offer would help ensure that service workers' salaries remain competitive. The current average annualized salary for a full-time UC service employee is approximately \$43,000.</p>
<p><b>Excellent Health Benefits</b></p>	<p>Low-cost, high-value health benefits at the same rates as other UC employees with similar salaries. UC has also proposed a <b><u>limit of \$25 per month on premium increases</u></b> for service employees in UC's Kaiser and HealthNet Blue &amp; Gold plans. A typical service employee would pay just \$34 a month for Kaiser for themselves and their children.</p>
<p><b>Guaranteed Retirement Benefits</b></p>	<p><b>Current employees will see <u>no change</u></b> in their pension benefits.</p> <p>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. Each employee would have the freedom to choose between the two plan options. <u>Few employers offer their employees this choice, or a traditional pension.</u></p>
<p><b>Lump sum Payment</b></p>	<p>If AFSCME agrees, every non-probationary, career service employee would receive a one-time payment of <b><u>\$750</u></b> (prorated by appointment percentage) once a contract is ratified.</p>

### You deserve a contract, not a strike

We believe AFSCME leaders may be considering a strike, which in our view would unfairly inconvenience our patients and students. We've been negotiating with AFSCME for more than a year and it's time to finalize a new contract so service employees can receive the pay increases and excellent benefits we are offering without further delay.