

## Bargaining Update for UPTE-represented Employees

### UC reaches agreement with UPTE on new five-year contracts

UC is pleased to announce it has reached a tentative agreement with UPTE for new five-year contracts covering UC healthcare, research and technical professionals. Union members are expected to vote to ratify the agreement within the next few weeks.

#### Highlights of the agreement:

	Healthcare Professionals	Research/Technical Professionals
<b>Pay</b>	<p><b><u>20% across-the-board increases:</u></b> 5% at ratification (2% for Counseling Psychologists) + 3%/yr. for 5 years starting July 2020.</p> <p><b><u>Step increases:</u></b> One step at ratification + annual steps effective Jan. 2020.</p> <p><b><u>Equity increases:</u></b> Equity increases for all eligible staff starting upon ratification.</p> <p><b><u>Overtime:</u></b> 1.5-time pay for employees who work more than 8/10 hours in a regular shift. 2x pay for +12 hours.</p>	<p><b><u>22% across-the-board increases:</u></b> 3% at ratification (inc. eligible Bus. Tech. Support Analysts) and in Jan. 2020, + 3%/yr. for 5 years starting July 2020 (3.5% in years 2021/2023).</p> <p><b><u>Step increases:</u></b> Performance-based step increases in 2022 and 2024.</p> <p><b><u>Overtime:</u></b> 1.5-time pay for employees who work more than 8/10 hours in a regular shift. 2x pay for +12 hours.</p>
<b>Health Benefits</b>	The same rates as other employees, plus a <b><u>\$25 cap</u></b> on increases for Kaiser and Health Net Blue & Gold plans.	
<b>Retirement Benefits</b>	By mutual agreement, new employees will receive the same pension benefits as current employees until Apr. 2021, after which time either side may reopen the issue.	
<b>Parking</b>	Same rates as other employees.	
<b>No strikes</b>	Employees are prohibited from striking during the life of the contract.	
<b>Contract Duration</b>	The contracts will be effective upon ratification through Sept. 30, 2024.	The contracts will be effective upon ratification through Oct. 31, 2024.

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