

You Deserve Better!

During more than a year and a half of bargaining, UPTe leaders have continued to reject UC's fair offers, and continue to make what UC views as unrealistic demands and an unwillingness to compromise. We think you deserve better.

We think you deserve:

- **GUARANTEED YEARLY PAY INCREASES** that fairly recognize employees for their contributions and are consistent with what other UC employees — represented and non-represented — are receiving.
- **QUALITY HEALTH BENEFITS** for you and your family at the same rates as other UC employees with similar salaries.
- **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, and are delaying an agreement.

YOU DESERVE BETTER!

You deserve TO VOTE on UC's offers!

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