

**You deserve better — you deserve a contract!**

Last month, UC presented UPTE leaders with a settlement offer that guaranteed annual pay increases and good benefits for UC research support and technical employees over the next several years, along with \$1,250 for each eligible employee upon contract ratification.

**UPTE leaders immediately rejected the offer, without giving union members the chance to vote on it or offering UC a counterproposal.**

Negotiations with UPTE have included state-assisted mediation, and UC’s recent settlement offer aligns with the mediator’s recommendations. Throughout bargaining, UPTE leaders 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.

As a reminder, here are highlights of UC’s February settlement offer, and UPTE leaders’ response:

<b>UC offer</b>	<b>UPTE response</b>	<b>UPTE counteroffer</b>
<b><i>Wages</i></b>		
3% increase in April 2019	NO	NONE
3% increase in Oct. 2019	NO	NONE
3% annual increases Oct. 2020-23	NO	NONE
<b><i>One-time payment</i></b>		
\$1,250 for all eligible employees upon contract ratification.	NO	NONE
<b><i>Health Benefits</i></b>		
Quality health benefits at the same rates as other UC employees with similar salaries, plus a \$25 cap for any monthly premium increases for UC’s Kaiser and Health Net Blue & Gold plans.	NO	NONE
<b><i>Retirement Benefits</i></b>		
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

**Don’t be fooled: Facts about UC’s contract for nurses vs. UC’s offers to UPTE**

In union communications, UPTE leaders have suggested that UC cares more about nurses than it does about UPTE-represented employees because UC’s contract for nurses includes things not being offered to UPTE, like step increases. We believe **this claim is intended to make you angry, and distract you from the fact that UPTE leaders prefer more conflict over a contract.**

The reality is that UC competes in different markets for personnel, and structures its offers and contracts in order to compete successfully in each of those markets. The market for nurses is different than the ones for UPTE-represented positions, which is why our contract for nurses is a little different than what we’re offering UPTE. UC values all employees, and believes all employees should be fairly compensated for their hard work and contributions.

**You deserve a contract — not another strike!**

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