

Bargaining Update for UPTe-represented staff

You've waited long enough — you deserve a contract!

It's been roughly **2 YEARS** since you and your UPTe-represented colleagues have had a pay increase. Research and technical professionals haven't had a pay increase since October 2016, and health care professionals haven't had a general pay increase since January 2017. UC believes you've waited long enough for a contract and your pay increases, and that UPTe should let you vote on UC's proposals. **You deserve a contract and pay increases without further delay.**

UC seeking help with negotiations from state mediators

UC has been bargaining in good faith with UPTe for more than a year on new contracts for UC health care, research and technical professionals. UC continues to be very disappointed with the lack of progress and what UC views as UPTe's inflexibility and financially unrealistic proposals. At UC's request, state mediators were brought in to work with UC and UPTe to try to help facilitate an agreement. Unfortunately, there have been no agreements yet.

UC offers are fair, consistent with what other employees are receiving

Throughout negotiations, UC has presented UPTe with offers that fairly recognize the important role you and your colleagues play, and that are consistent with what other UC employees — represented and non-represented — are receiving. UC's offers have included:

- **Guaranteed pay increases**: Annual pay increases for all bargaining unit members in salary ranges over the life of the contract, plus equity increases for some employees based on local markets. UC's offers would help ensure your pay remains competitive.
- **Quality health benefits**: Excellent health benefits for you and your family at the same rates as other UC employees with similar salaries.
- **Excellent retirement benefits**: Current employees will see **no change** in their pension benefits. Future employees hired after a new contract is ratified would be given a choice between a traditional pension plan and a 401(k)-style plan. UC's retirement benefits are among the most generous in the market — few employers offer this kind of choice or a pension plan.

UPTe proposals are financially unrealistic and delaying an agreement

Unfortunately, UPTe leaders are demanding large, double-digit pay increases — **16.5-22%** over the term of the agreement — that are financially unrealistic and out-of-line with increases for other UC employees, and are delaying an agreement.

You deserve a contract!

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