November 7, 2012

UC-AFSCME Patient Care Technical Bargaining Update #10 – Nov. 6, 2012

UC and the American Federation of State, County and Municipal Employees (AFSCME) discussed retirement benefits and other key issues Nov. 1-2, 2012 as negotiations for a new contract for patient care technical employees continued.

The discussion included:

-- **Pension contributions**: AFSCME presented an actuarial report on the UC Retirement Plan, and rejected UC’s plan for new pension contribution rates and a new tier for employees hired on or after July 1, 2013.

Under the university’s proposal, current employees would contribute 6.5 percent to the UCRP starting July 1, 2013 and new employees hired on or after that date would pay 7 percent for a new tier of benefits. UC would contribute 12 percent for all employees.

The university is asking AFSCME members to join their colleagues in contributing to the pension plan at the same rates. UC believes strongly in treating its represented and non-represented equally and fairly. These pension rates already apply to the general UC employee population and several unions have agreed to these benefits.

The contribution rates are the result of nearly two years of extensive study and consultation that included input from senior leaders, faculty, staff and retirees. These rates, along with other measures that have been adopted, will protect the long-term viability of the retirement programs and ensure that employees have good benefits they can count on at the end of their careers.

Even with these changes, UC’s retirement benefits remain competitive with other employers.

-- **Wages**: AFSCME is seeking an annual double-digit salary increase for each of the next four years, while at the same time rejecting the university’s pension proposal aimed at preserving the health of its retirement programs.

UC is committed to fairly compensating its patient care technical staff and will consider reasonable proposals that are fiscally responsible.
The university has a demonstrated commitment toward rewarding employees for their hard work and dedication, while remaining mindful of the financial health of its system. AFSCME members have received wage increases in the past, including at least a 5 percent increase each of the past two years.

-- **Transition from monthly to bi-weekly pay:** The university and union reached agreement on providing temporary financial assistance to employees who need help during the transition from monthly to bi-weekly pay. UC is providing similar assistance to the general UC employee population. The transition will occur on Jan. 20, 2013.

-- **Other issues:** UC presented its proposal for contract terms on seniority, layoffs and reduction in time, and vacation leave. AFSCME presented proposals on health and welfare benefits, contracting out for services, and compensation for employees working nights and weekends.

Contract negotiations will continue Nov. 16, 2012 at UC San Francisco. For more bargaining updates, visit [http://ucal.us/pct](http://ucal.us/pct).