Bargaining Update #4

The University of California met with the American Federation of State, County and Municipal Employees (AFSCME) on Aug. 14-15, 2012 at UC Davis Medical Center to continue discussions for a new contract covering more than 12,000 patient care technical employees.

UC presented its proposal for post-employment benefits, which include revised eligibility rules for retiree health care benefits and new contribution rates to the UC Retirement Plan. Beginning July 1, 2013, current employees would pay 6.5 percent to the UCRP, new employees would pay 7 percent for a new tier of benefits, and UC would pay 12 percent for all employees. These are the same rates that already apply to the general UC employee population. Several unions have agreed to these benefits.

The Board of Regents adopted these rates, along with other measures, to protect the long-term viability of the retiree health and pension programs, and ensure that employees who have dedicated their careers to the university will have a stable retirement with excellent benefits they can depend on.

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

UC is committed to efficient bargaining that culminates in a multi-year agreement that is fair to employees and preserves the quality of the UC medical centers. The university seeks to finalize a new contract before the current agreement ends Sept. 30, 2012.

The next bargaining session is Aug. 23-24, 2012 at UC San Diego.

View this and previous bargaining updates at http://ucal.us/pct.