UC and AFSCME RATIFY AGREEMENT ON WAGES AND BENEFITS FOR PATIENT CARE TECHNICAL EMPLOYEES

UC and AFSCME reached tentative agreement on Sept. 22, 2011. Union members voted last week and ratified the agreement on October 10th. The current contract for Patient Care Technical employees is in effect from November 2008 to Sept. 30, 2012.

Healthcare Benefits: Increased Cost Sharing for 2011 and 2012

- Patient Care Technical (PCT) employees will pay the same rates as the general UC employee population. They will pay 2011 rates for Health Net and Kaiser HMO’s starting October 1, 2011.
- PCT employees will pay the same rates for 2012 as the general UC employee population starting on January 1, 2012.

Pension Benefits: Increased Employee Contributions for 2011 and 2012

- Employees will contribute to the UC Retirement Plan at the same rate as the general UC employee population. Contributions will increase by 1.5% and will now total 3.5% of pay (minus $19) retroactive to July 1, 2011, capturing employee contributions that would have been made since July 1st.
- Missed contributions from July 1, 2011 through September 30, 2011 will be deducted from the 3% lump sum payment described below.
- PCT employees will contribute 5% of pay (minus $19) effective July 1, 2012.

Patient Care Technical Wages

- PCT employees will receive a 3% wage increase for the 2010-11 year, effective November 13, 2011 for biweekly paid employees (November 1st for monthly) followed by a lump sum payment representing the increase back to January 9, 2011 (January 1st for monthly). The lump sum is considered covered, retirement-eligible compensation and is based on actual earnings during this period. The 3% increase is tentatively scheduled to be paid on the December 7, 2011 paycheck while the lump sum payment schedule is yet to be determined.
- Employees with salaries above the new range maximum, and who are therefore not eligible for the range adjustment, will receive a one-time, non-base building lump sum of 3% of their annualized base salary, pro-rated by their appointment FTE.

Questions regarding pay increases can be directed to the Compensation Unit at 4-5009 and benefits questions to the Benefits Unit at 4-8099.