Health Care Rates and Pension Contributions for Represented Employees

UC has reached agreements with most of UC’s labor unions to ensure represented employees will pay the same health rates and make the same pension contributions in the coming year as non-represented employees.

Most recently, the university finalized an agreement this month with the American Federation of State County and Municipal Employees (AFSCME), under which more than 20,000 workers will pay the 2011 and 2012 health care rates, the same rates that others pay, including non-represented employees.

AFSCME members also will contribute to the UC Retirement Plan at the same rate as the general employee population. Contributions will be 3.5 percent of pay retroactive to July 1, 2011, which will begin on November 23, 2011 for bi-weekly paid employees, and 5 percent of pay starting July 1, 2012.

“We are pleased to have reached this agreement with AFSCME,” said Dwaine Duckett, vice president of human resources. “Moving forward, we hope we can find ways for UC and unions to join forces and work together on issues that are of mutual interest.”

Employees represented by CNA are also making the same pension contributions – 3.5 percent in July 2011 and 5 percent in July 2012 – as non-represented employees.

The university is increasing its contributions to the UCRP too. It began contributing 7 percent this year, up from 4 percent in the past. That amount will rise to 10 percent on July 1, 2012.

Similar terms have been included in an agreement with the American Federation of Teachers (AFT), which represents more than 3,000 lecturers in collective bargaining. The agreement was ratified this month.

Separately, UC and AFT agreed on a contract for the university’s more than 300 librarians. Negotiations were limited to 2011-2012 wages only.

For more information on each of the contracts, visit these links:

- University’s agreement with AFSCME:

- Agreement with AFT representing lecturers:
• Agreement with AFT representing librarians:
  Embed link: http://www.universityofcalifornia.edu/news/article/26461