UC’S PROPOSAL TO PATIENT CARE TECHNICAL EMPLOYEES

The University of California recognizes that its more than 12,570 dedicated patient care technical employees play a vital role in delivering quality care that has made UC’s medical centers among the best in the nation.

UC’s contract proposal offers a dynamic work environment and a competitive economic package that fairly compensates staff for their hard work and dedication. The proposal includes:

• Wage increases over the term of a four-year contract.

• Excellent health and welfare benefits for employees and their families. Our proposal combines comprehensive benefits at low cost to employees with a wide selection of medical plans that allows employees to choose where they receive care.

• Attractive retirement benefits that are more generous than what many other public and private employers offer, including the state of California.
  
  o Quality retiree health benefits that very few private and public organizations offer.

  o Pension benefits that provide financial security and a valuable safety net.

  o In 2010, after extensive study and consultation, UC approved a series of measures to reduce a $24 billion unfunded liability and preserve the long-term health of its retirement programs while still providing attractive benefits to employees. These measures include pension contribution rates of 12 percent for UC and 6.5 percent for current employees starting July 1, 2013; a slightly modified tier of pension benefits for future employees hired on or after July 1, 2013; and revised eligibility rules for retiree healthcare.

  o Even with these changes, UC’s benefits compare favorably with those offered by most other employers. Many do not offer pension plans. Very few offer retiree health benefits.

  o UC’s proposal on pension reform is more generous than the state’s. The state plan signed into law last year covers most public sector employees hired on or after Jan. 1, 2013. The plan calls for reduced retirement benefits for new employees and requires them to pay half the cost of the retirement benefit plan. In addition under the state plan, an employee would reach the maximum retirement age factor at age 67, compared to at UC where an employee can reach it two years earlier at age 65.
• Good working conditions where employees can work in a fulfilling environment.

UC strives to be an employer of choice and is proud of the competitive economic package it offers. The university's comprehensive proposal is a fair one that reflects the university's goal to reward its employees for the important work they perform and includes the modest but necessary changes required to maintain the university's generous retirement program. The university hopes AFSCME will join the other unions, who already agreed to the post-employment benefit changes on behalf of their members.

To read recent bargaining updates on PCT negotiations, visit http://ucal.us/PatientCareTechs