

UNIVERSITY
OF
CALIFORNIA

January 22, 2020

Dear colleague:

I am pleased to tell you we have reached a tentative agreement with the American Federation of State, County and Municipal Employees (AFSCME) on new four-year contract for UC service employees.

Here is a summary of the agreement, which service employees will be voting on soon:

<i>Pay</i>	<ul style="list-style-type: none">• A 3% increase plus one step increase upon a signed contract• Upon a signed contract, a one-time \$500 payment to per diem and limited employees who worked at least 400 hours in calendar year 2019• Annual 3% across-the-board increases in years 2020-24• Annual 2% step increases in years 2020-24• A one-time payment of \$2,500 for all eligible full-time employees upon a signed contract (payments for eligible part-time employees will be pro-rated)• A second one-time payment of \$1,500 for all eligible full-time employees in 2021 (payments for eligible part-time employees will be pro-rated)• A one-time payment of \$1,000 for employees with or who achieve 20 years of service, beginning in July 2021
<i>Health benefits</i>	UC's quality health and welfare benefits at the same graduated salary-based rates as other employees, plus a \$10 cap on monthly increases for Kaiser and Health Net Blue & Gold plans. UC's salary-based approach to health insurance means lower-paid employees pay lower premiums.
<i>Pension</i>	New bargaining unit employees will receive the same pension benefits as current AFSCME-represented employees.
<i>Subcontracting</i>	UC's contract continues to prohibit layoffs as a result of subcontracting decisions, and creates career employment opportunities at UC by placing additional restrictions on UC's ability to contract out service unit work. The new contract will also make it easier for eligible contract workers to convert to UC employees.

I want to thank you for your dedication to the university during these long negotiations. You play an important role in the UC community and we value your commitment to the university and the people we collectively serve.

Sincerely,

Peter Chester
Executive Director
UC Systemwide Labor Relations