

What UC is Offering AFSCME

1

Guaranteed Annual Salary Increases

Annual across-the-board wage increases of 5% in 2025, 4% in 2026, and 3% in 2027, 2028, and 2029, resulting in 19.3% total increases over the contract term.

CONTRACT YEAR	2025	2026	2027	2028	2029
PERCENT INCREASE	5%	4%	3%	3%	3%

2

Healthcare Costs

Pay band-based healthcare credits help eligible employees reduce monthly premium costs by as much as \$125, with the higher amount allocated to the lowest-paid workers.

2025 Monthly Health Insurance Premium Costs for Employees in Pay Band 1				
Plan	Self	Self + Children	Self + Adult	Family
Kaiser HMO (Kaiser Permanente) with \$125 premium reduction	\$0.00	\$0.00	\$0.00	\$24.18
UC Blue & Gold HMO (Health Net) with \$125 premium reduction	\$0.00	\$69.38	\$180.90	\$265.91

3

Expedited Minimum Wage Increase

The hourly pay of 7,689 AFSCME-represented UC employees will increase to \$25 by July 1, 2025.

4

More

- Step increases in years 2 through 5
- Added Juneteenth to AFSCME paid holidays (Total:14)
- Employer-paid family care resources, adoption assistance and dental, vision, disability and life insurance

GET THE FACTS: [LABOR.UNIVERSITYOFCALIFORNIA.EDU](https://labor.universityofcalifornia.edu)

