

UC is proposing a **\$150/month pay cut for all, in addition to the special budget cuts.**

While furloughs and layoffs have gotten the most attention, UC also wants to impose further cuts on all employees.

- ❖ **A 4% pay cut to fund the UC pension plan over next three years.** Two percent of this will be a forfeiting of your DCP retirement savings program.
- ❖ **Health benefit premium increases.** This year, UC is proposing 10% increases to premiums, which for a family plan for employees making more than \$46,000, will be a cut of \$30 month or about 1% of pay.
- ❖ **Parking cost increases.** This year, costs are being held steady, but UC wants free rein to increase parking rates over subsequent years. These have ranged from about \$5 to \$10 monthly increases.

This adds up to around \$150 monthly pay cut at a time when there is actually money available for most of our raises. If your job is state-funded (or in one of the many locations UC is cutting even though it is not losing state funds) **UC wants all of the above PLUS:**

- ❖ 4% cuts as for those making less than \$40,000 and sliding scale up to 10% for those making \$240,000.

UPTE has forestalled all of these cuts for employees in our bargaining units. UC has already implemented these cuts and the furloughs on all employees without union protection, such as the administrative professionals currently organizing for UPTE representation. In a couple of locations, UC has threatened to issue temporary layoffs as a trick to implement furloughs anyway. This tactic is illegal and UPTE has filed an unfair labor practice charge against it.

Let's remember that all of these cuts are unnecessary even with state budget shortfall. UPTE has proposed a dialogue with UC to create a plan to apply reserves, cut executive pay, allow attrition and slow expansion as an alternative to making painful and destructive staffing cuts.

A contract proposal that works for everyone.

UPTE's bargaining units are composed of two groups of employees in very different circumstances:

- For techs (TX) & researchers (RX):** 15% are on state-funding and 85% are on non-state funds.
- For health care professionals (HX):** only 1% are on state-funding.

UPTE is working to protect all employees in the jurisdiction, no matter what their funding.

- ❖ Cost-of-living and longevity step increases for everyone where money has been set aside for raises in grants and UC enterprises.
- ❖ For state-funded employees where there is no money in the departmental budget, provide the raises but implement furloughs to offset the cost so that there is no impact on the budget. The increased base pay will count for retirement calculations and will go into effect automatically at the end of the furlough.
- ❖ Furloughs for state-funded employees in return for job security.
- ❖ Joint health and safety committee focused on preventative measures and training (TX/RX only).
- ❖ Jointly agreed upon employee contributions to pension, health premiums and parking.
- ❖ Protecting retiree health benefits.