

Pension Bargaining Update #3

On December 7, 2006, the UC Union Coalition Bargaining Team (UCUC) met again with the University in Emeryville regarding UC's proposed *Paycuts for Pensions* plan.

Our AFSCME, UPTE, CUE Bargaining Team was supported by representatives from the UAW 2865 - the Academic Student Employee Union, Council of UC Faculty Associations, and the American Association of University Professors

"We are here because we share the UCUC's

concerns that lower paid employees, including lower paid faculty, cannot afford these paycuts" stated Chris Rosen, Associate Professor at the Haas Business School and member of the Berkeley Faculty Association. "We also share the Coalition's concern regarding conflicts of interest with pension decision-makers and the lack of transparency regarding key pension decisions."

UCUC members also continued questioning of UC Administrators, focusing on the University's special plan for highly paid executives.

Unions Submit Governance and Plan Funding Proposals!

While the Coalition's ability to bargain has been severely compromised by UC's refusal to comply with our information requests, UCUC was still able to make a partial counterproposal.

Governed by the UC Regents, UCRS lacks meaningful representation from plan participants. The UCUC has therefore proposed joint governance of the UCRP, with elected representation from union members.

The Coalition also proposed that UC withdraw its request to the IRS to create an additional retirement benefit for only highly compensated employees.

Finally, the Coalition asked for detailed information regarding the transfer of thousands of employees at the Los Alamos National Laboratory out of the UCRS, a change that could significantly impact the future of UCRS. The Unions asked that UC immediately

cease all transfers not needed for immediate pension payments to former Los Alamos employees, until UC provides the information the unions requested, and bargains with the unions over the transfers.

UC Backs Off First Proposal!

UCUC has backed UC off their original pension proposal, which UC has revised to include language more favorable to the unions.

Post Your Concern!

Sign your postcard today to tell Dynes and the UC Regents you stand with the UC Union Coalition!

IT'S TIME FOR UC TO PAY ITS FAIR SHARE

Dear President Dynes and UC Regents,

The University of California has been on a 16-year-long, \$102 billion "contribution holiday" from its payments to the UC retirement plan.* The university paid 4% to 16% of employees' salaries toward the pension plan until 1990, after which UC's contributions stopped. UC has gotten a free ride during those 16 years, while employees have been working hard and paying 2% each month into the DCP (Defined Contribution Plan).

We appreciate your sudden concern for the health of our retirement plan, but we would prefer the university match our 16 years of 2% contributions before taking any more money out of our paychecks.

Now UC has decided to give itself another \$18 million annual "contribution holiday" by dramatically increasing what employees pay for health care coverage.** This will undermine UC's ability to recruit and retain critical staff, and will be disastrous for low-paid workers. This cost shifting of benefits and pensions to employees, most of whom already receive below-market wages, is unacceptable. No pay cuts for pension and benefits.

Sincerely,

name (please print) _____ campus _____ job title _____
phone _____ email _____

*\$102 billion is what UC would have contributed from 1991-2006 if employees had continued paying 2% and UC had paid the remainder, as was the practice prior to 1991.
**an average of \$30 per month x 50,000 union members with benefits x 12 months = \$18 million per year.

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NO Pay Cuts for Benefits!

UC Union Coalition

