

Know the Facts about UC's Offer

The University and AFSCME, on behalf of the Service unit, met for post-fact-finding bargaining on May 7 - 9. Unfortunately, the parties were unable to achieve an agreement. As such, negotiations ended with the Union's decision not to accept UC's proposals, which included at least \$3.1 million in wage increases for year one alone. At this juncture, the parties do not have further bargaining sessions scheduled and AFSCME has scheduled strike votes at locations systemwide.

It's important for employees to have the facts about our proposals before they're asked to vote on them. What follows is a brief summary of the key issues, including each party's last position.

Issue	UC Proposal	AFSCME Proposal
Wages	<p>Year 1 New minimum rate of at least \$10.74 for southern locations and \$11.50 for most northern locations (Cost is approx \$500k)</p> <p>Reopen wage negotiations once State budget is passed</p> <p>Local equity proposals amounting to \$2.6 million</p> <p>Total cost of wage offer in year one equals at least \$3.1 million</p> <p>Reopen wage negotiations in years 2 and 3</p> <p><i>As noted in UC's dissent to the fact-finding report, "the (fact-finder's) recommendation ignores the 10% cut in State revenues that UC anticipates for FY 2008."</i></p>	<p>Effective October 2008, new minimum rate of \$14.50 plus 9% across-the-board increase for employees above \$14.50</p> <p>October 2009 and 2010, minimum rate is \$15/hr plus 6% across-the-board increase</p> <p><i>Estimated cost is \$50 million in a year in which State budget is expected to be cut to levels below the prior year's budget.</i></p>

Issue	UC Proposal	AFSCME Proposal
Benefits	<p>Reopen H& W negotiations in any year if employee premiums increase more than 10%</p> <p>Reopen pension negotiations in any year if UC proposes employee contributions</p>	<p>No changes to benefit coverage in effect on January 1, 2008, including plan options, plan coverage, employee premiums and co-payments for the life of the contract.</p> <p>UC to continue current pension plan with current benefit level.</p> <p>UC to make necessary contributions to fund the pension plan.</p> <p>There shall be no required employee contributions to the plan.</p>
Development	40 hours of development leave	40 hours of development leave
Hours of Work	<p><u>Overtime</u> Overtime pay after 40 hours in a workweek, consistent with CSU and the State</p> <p>Voluntary process for assignment overtime. Allow for consideration of special circumstances in assignment of overtime.</p> <p><u>On-Call/Call Back</u> Maintain current provisions, which provides for various rates of on-call based on title and location</p> <p>Minimum 4 hours paid to employees called back and not in on-call status</p>	<p><u>Overtime</u> No mandatory overtime</p> <p>Overtime pay after 8/10/12 hours in a workday</p> <p><u>On-Call/Call Back</u> On-call rate of 50% and 75 % on holidays</p> <p>Minimum 3 hours of call back paid in addition to on-call pay</p>

Issue	UC Proposal	AFSCME Proposal
Parking	Continue to charge parking rates as they are charged to all UC employees with maximum amounts that rates may increase at each location for each year of the contract.	No parking rate increases for the life of the agreement

The fact-finder's report and the University's rebuttal are both available online at http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_units/service_sx/bargaining_update.html. UC did not agree with the assessment of the fact-finder on a number of key issues, including wages. We encourage you to read the report and the University's rebuttal in order to better understand the issues at hand.