MAT GUIDE TO OUR NEW CONTRACT

SERVICE

Contract Web Page: http://ucnet.universityofcalifornia.edu/labor/bargaining-units/sx/contract.html

WAGES	
✔ **Across-the-board (ATB) raise for everyone** *(Article 41 - Wages)*	May 2014: **4.5% ATB** July 2014: **3% ATB** (-2.5% pension contribution increase) October 2015: **3% ATB** October 2016: **3% ATB** Bonus: $200.00 for career and limited workers with 50% appointment or greater, effective 60 days after ratification • ATBs and bonus are effective the first full biweekly pay period of the month listed • To receive each increase, workers have to be on pay status or approved leave on the effective date of the increase and the date of payout • How to calculate a pay rate after a raise (example of 4.5% ATB): Current pay rate X 1.045 = Pay rate after 4.5% raise • To look up current pay rates, visit: https://tcs.ucop.edu/tcs/jsp/nonAcademicTitlesSearch.htm
✔ **Steps** *(Article 41 - Wages)*	July 2014: **2% Step** July 2015: **2% Step** July 2016: **2% Step**
✔ **Duration** *(Article 8 - Duration)*	• Expires June 30, 2017 • No re-openers
BENEFITS	
✔ **Healthcare** *(Article 4a - University Health & Welfare Benefits)*	• Freeze healthcare rates for Kaiser and Health Net Blue & Gold (pay bands 1 & 2) at 2014 rates, for the entire contract • 2014 healthcare rates effective in April 2014 • No re-openers

AFSCME 3299

BENEFITS	
✔ **Pension** *(Article 4b - University Retirement & Savings Plans)*	• One Tier Pension: all Service workers have a pension benefit age factor of 2.5% at 60, and the option of a lump sum cash out • Pension contributions will increase by 2.5% in July 2014 • No planned re-openers, and language preventing UC from re-opening only with AFSCME
✔ **Retiree Healthcare** *(Article 4b - University Retirement & Savings Plans)*	• Service workers are grandfathered into existing retiree healthcare eligibility rules (no formula that your age + years of service must = 50) • Workers in a UCRP-eligible position as of December 31, 2013 are grandfathered • Retiree Kaiser rates will be frozen for workers who retire during the contract, for the duration of the contract
✔ **No PTO**	• No PTO
✔ **Family Leaves** *(Article 14 - Leaves of Absence)*	• Up to 30 days of sick leave can be used to care for a family member with a serious health condition (not just 5 days) • Additional improvements to leaves based on improvements in leave laws
✔ **Catastrophic Leave Donation** *(Article 40 - Vacation and local program)*	• All workers are now allowed to participate in catastrophic leave sharing programs and donate vacation leave to co-workers
✔ **Parking** *(Article 23 - Parking)*	• UC cannot raise parking rates each year by more than caps established at each medical center/campus (see appendix for caps)
JOB SECURITY/STAFFING	
✔ **Contracting Out Protections** *(Article 5 - Contracting Out and side letters)*	• UC cannot contract out work solely to save money on UC pay and benefits • New grievance and arbitration rights if UC fails to give us other UC jobs after contracting out work • UC agreed that biggest new developments will be staffed by UC/AFSCME Service workers: UCSF Mission Bay, UCSD Jacobs Hospital, and UCLA Luskin Hotel & Conference Center • UC is now required to provide extensive data regarding any plans to contract out, including cost analyses and consultant reports • UC committed to a minimum of 2 statewide labor management meetings to discuss contracting out plans, another forum to push for insourcing agreements
✔ **Layoff Protections** *(Article 13 - Layoff and Reduction in Time and new Seniority article)*	• For indefinite layoffs, UC must lay off limited employees before career employees • Laid off workers retain recall/rehire rights if they accept limited or per diem positions

AFSCME 3299

MAT GUIDE TO OUR NEW CONTRACT — SERVICE *continued...*

JOB SECURITY/STAFFING	
✔ **Layoff Protections** *(Article 13 - Layoff and Reduction in Time and new Seniority article)*	• For purposes of layoffs, transfer, and promotion, seniority is based on workers' most recent date of hire in a staff career position at UC • Tiebreaker: when workers have the same date of hire, seniority shall be determined according to total hours worked • Severance provisions no longer expire when our contract expires • Additional alternatives to layoffs
✔ **Seniority in Scheduling** *(Article 12 - Hours of Work and new Seniority article)*	• When a shift assignment or work location becomes available in a department, UC must post the opening in writing and offer the shift to the most senior, qualified worker who requests the shift • UC is now required to offer overtime by seniority • For purposes hours of work and vacation leave, seniority is based on workers' most recent date of hire into a job title in the department • Tiebreaker: when workers have the same date of hire, seniority shall be determined according to total hours worked • UC must provide seniority lists within 10 business days, when requested
✔ **Missed Breaks** *(Article 12 - Hours of Work)*	• When workers are required to miss breaks, breaks will be granted later in the shift (with supervisory approval)
✔ **Staffing Committee** *(Article 36 - Staffing Committee)*	• Size of staffing committees doubled--we can now have 8 members on UC-paid time for staffing committee meetings • UC is required to provide workload guidelines when requested by AFSCME, information we can use to push for increased staffing
✔ **Limited Work-er Conversion** *(Article 28 - Positions/ Appointments)*	• To assist in enforcing limited conversion, UC must now provide AFSCME with data on the number of hours worked by limited workers 4 times a year • Stronger language preventing UC from releasing limited workers to deny conversion
✔ **Safety Equipment** *(Article 10 - Health and Safety)*	• When workers request additional safety equipment, UC is obligated to conduct a review of the request
✔ **Union Leave and Release Time for Negotiations** *(Article 1 - Access and Union Rights and Article 31 - Release Time For Negotiations)*	• AFSCME executive board members and bargaining team members can take 2 one-day union leaves per month, not just 1 • Added another bargaining team position for a total of 12 Service bargaining team members

AFSCME 3299