

UC Says: “Take It or Leave It”



(SANTA CRUZ, CA) — At the final session before our service contract expires on June 30th, UC outright rejected all our priority demands and threw us a “take-it-or-leave-it” proposal that includes nothing but a lump sum for those at the top of the wage scale.

The table below shows just how insulting UC’s proposals are:

	UC	AFSCME 3299
WAGES:	<ul style="list-style-type: none"> ✗ 0% across the board for 5 years. ✓ Step increase for those not at top of the scale. ✗ A taxable lump sum that doesn’t increase the base wage for those at the top of the scale. ✗ No increases to shift differentials. ✗ Eliminating Double Time. 	<ul style="list-style-type: none"> ✓ 6% across the board each year ✓ Step increase for those not at top of the scale. ✓ A new step each year for those who have maxed out at the top step. ✓ Add \$0.75 to all shift differentials. ✓ Create \$1.25 weekend differentials for all titles.
RETIREMENT:	<ul style="list-style-type: none"> ✗ Pension opt-out with risky 401k. 	<ul style="list-style-type: none"> ✓ Protect our Pension, no changes: No new tier, No new cap
HEALTHCARE:	<ul style="list-style-type: none"> ✗ UC has the ability to increase premiums and co-pays every year. ✗ Ability to cut benefits. 	<ul style="list-style-type: none"> ✓ Freeze on premiums. ✓ No other increases on our healthcare costs.
JOB SECURITY & SAFE STAFFING:	<ul style="list-style-type: none"> ✗ Continue to Contract Out. ✗ No protection against layoffs. ✗ Continue to put our health at risk by short staffing. 	<ul style="list-style-type: none"> ✓ No Contracting Out. ✓ Retrain workers for vacant positions as an alternative to layoffs. ✓ Hire more career workers ✓ Offering full-time work to part-time workers.



We are ready to take action on June 30th to send UC a clear message:

WE ARE REJECTING YOUR INSULTING OFFER!