

# When We Fight We Win!

## Detailed Summary of 2011 Tentative Agreement

Issue	What were we fighting for?	What did the AFSCME Bargaining Team negotiate?	Did we win?
<b>Across the Board Increases (ATB)</b>	We wanted guaranteed 3% annual ATB for PCT and SX. We didn't want UC to be able to hold our ATBs hostage for any reason.	<ul style="list-style-type: none"> <li>• 3% in 2011 for PCT and SX – seen in paychecks in first full pay period in November or December.</li> <li>• 3% in 2012 for PCT (January) and SX (October).</li> <li>• 100% locked in, guaranteed, not subject to any future negotiations!</li> </ul>	<b>YES!</b>
<b>Retro pay for missed ATBs in 2011</b>	We wanted full compensation for the missed 3% PCT raise in January 2011. We wanted full compensation for any delay in the SX raise.	<ul style="list-style-type: none"> <li>• Full retroactive pay increase for PCT to January 2011 – including overtime. Retro check due by February 2012!</li> <li>• Full retroactive pay increase for SX to October 2011 – including overtime. Retro check due by February 2012!</li> </ul>	<b>YES!</b>
<b>Healthcare</b>	We wanted guarantee that UC will continue to pay their fair share on Healthcare. We wanted to get rid of UC's right to hold our wages hostage if UC wants to bargain over healthcare premiums.	<ul style="list-style-type: none"> <li>• 2011 Healthcare – immediately pay the new rates, but HealthNet users do not pay retroactively to January!</li> <li>• 2012 Healthcare – fair caps on premiums for PCT and SX</li> <li>• 2013 Healthcare – UC agreed to pay their fair share of healthcare premiums for SX (PCT contract expires before 2013).</li> <li>• If UC wants to re-open negotiations on healthcare premiums, they can not re-open our raises!</li> </ul>	<b>YES!</b>
<b>Pension Contributions</b>	<p>We would pay our fair share into our pension, but only if UC guarantees raises.</p> <p>We wanted to ensure low wage workers should be able to afford pension contributions</p>	<ul style="list-style-type: none"> <li>• 2011 – Effective in July, PCT and SX would pay 1.5% contribution to Pension for PCT and SX. Retroactive payments will be taken out of retro check for PCT. SX will pay retroactive pension contributions out of retro check. Remaining retroactive contributions will be spread out from now until June 2012.</li> <li>• 2012 – 1.5% contribution in July 2012 for PCT and SX.</li> <li>• Increase minimum wage from \$13.50 to \$13.70 in October 2011!</li> <li>• Increase minimum wage from \$14 to \$14.42 in October 2012!</li> </ul>	<b>YES!</b>
<b>Proposed pension benefit changes (two-tier) and retiree healthcare benefit changes</b>	We wanted to take away UC's ability to hold our wages hostage over benefit negotiations. We wanted negotiations over benefit changes to take place in full contract talks, not separately.	<ul style="list-style-type: none"> <li>• UC committed to begin meeting with AFSCME in February 2012 to ensure that AFSCME has access to information needed for bargaining.</li> <li>• UC committed to bargain any changes to pension and retiree healthcare benefits in our full contract negotiations.</li> <li>• UC can not force us to bargain early and therefore can not hold our wages hostage over benefits bargaining.</li> </ul>	<b>YES!</b>

