

# THE STATE DECLARES IMPASSE AND ASSIGNS AN INDEPENDENT MEDIATOR TO OUR NEGOTIATIONS AFSCME & UC FAR FROM AGREEMENT ON KEY ISSUES

After more than 5 months of bargaining with UC Management, we are fed up with the lack of progress at the bargaining table and the state has officially declared that further negotiations will not produce an agreement without mediation. We are now at impasse on the PCT contract. We have made tentative agreements on some issues but we are still very far apart on many key issues:

	<i>AFSCME Proposal</i>	<i>UC Proposal</i>
<b>Steps</b>	Annual automatic step increase that reward experience & seniority, guaranteeing that everyone will reach the maximum rate	Increases are based on management's evaluations (not experience or seniority), allowing them to withhold your raise (This is not required for UC nurses)
<b>Market Wages</b>	26% in wage increases are necessary to be equitable with other Hospital & Community Colleges workers	No
<b>Statewide Minimum Wage</b>	\$15/hour minimum for all UC workers & \$16/hour for classifications that usually require a license or certification	No minimum, UC can continue to pay workers wages that do not support our families
<b>Healthcare Protection</b>	Employees' cost and coverage is guaranteed for the life of the contract	UC can change coverage, increase employee premiums and co-pays without negotiating
<b>Pension Protection</b>	Employees' contribution rates are guaranteed for the life of the contract	After 2008 UC can start and increase pension contributions without negotiating
<b>Parking</b>	Guaranteed parking rates and no increases for the life of the contract	Various "capped" increases by location-- at UCSD the "cap" is an additional \$504 year increase over the life of the contract
<b>Call Pay</b>	Call pay like other hospital workers get	No
<b>Overtime</b>	Time & a half pay after shift, double time pay after 12 hours & no mandatory OT	No

- *UC has not taken our demands seriously—we have to show them that we are more committed than ever before to fight for a fair contract!*
- Next step: Our Bargaining Team will meet with the state assigned mediator and UC to try to reach an agreement.
- **Next Action: January 31<sup>st</sup>, 2008! Contact your MAT for more information.**



**AFSCME 3299: Taking Back UC**  
for Patients, Students and Our Families!

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