

UC SERVICE WORKERS REACH A HISTORIC AGREEMENT WITH UC!

After a year and half of negotiations, we have reached a historic contract with UC! Despite UC's excuse that they didn't have any money, our militant actions, hard work and determination made UC agree to our major demands! We have fundamentally changed UC to improve the lives of the thousands of the lowest paid workers at UC!

Issue:	Tentative Agreement
ATBs	Year 1: 4% (3 % FULL retro to 10-1-08 + 1% 7-1-09) GUARANTEED Year 2: 3% GUARANTEED Year 3: 3% GUARANTEED Year 4: 3% - We have right to strike if the money is not there Year 5: 3% - We have right to strike if the money is not there Total: 16% - 10% guaranteed + 6% dependent on state funding
Steps	Initial Placement: 1 step credit for every 2 year seniority in current title (10/1/09) With additional annual movement to bring everyone up to their correct step as of the time of ratification. 2% Automatic Seniority Based Steps Guaranteed with automatic annual movement between steps (starting 7/1/11 & annual thereafter) Guaranteed minimum 6% in steps increases for eligible employees!
Minimum Wage	\$14/hour guaranteed statewide minimum wage by the end of the contract (\$12/hour 7/1/09, and then \$12.50/hour on 10/1/09)
Pension Protection	Service workers' future contributions to UCRP will be the same that PCT negotiates. No reduction in take-home pay, instead when University contributions to UCRP resume Service workers will re-direct 2% contribution from DCP to the UCRP.
Healthcare Protection	Same as PCT: 12% cap on healthcare increases over any 2 year period, starting with 2008
Overtime	OT after shift & double time pay after 12 hours in the 10/1/2012
Education Leave	Immediately increased from 24 hours to 40 hours per year
Equity	Same as PCT: Decreases new hire inequity from 5% to 2% immediately and eliminates it completely by end of the contract
Parking	Same as PCT: Caps on increases for parking rates (varies by campus; most annual increases capped at \$5-\$10/ month)
No Discrimination	Same as PCT: Better protections against discrimination of immigrant workers

Yes, we did!

- Fundamentally changed the pay system at UC to one that rewards our seniority!
- For the first time ever, won guaranteed raises that are not dependent on state funding!
- Secured the best benefits protections we have ever had!
- Increased the statewide minimum wage by over \$3/hour by the end of the contract!
- For the first time ever, caps on parking rate increases!
- Contact your MAT Leader for Ratification Info!

