

AFSCME MAKES HISTORIC WAGE PROPOSAL

TO BRING WORKERS OUT OF POVERTY, UP TO MARKET STANDARDS, AND RECEIVE CREDIT FOR EXPERIENCE

Our Bargaining Team made our first wage proposal to management at our recent bargaining session in UC Davis.

We are proposing:

- **Wage increases over 3 years to bring our rates up to the market standard,** like other hospitals and community colleges, totaling 26%
- **Annual automatic movement to the next step on your anniversary date,** guaranteeing everyone will reach the maximum rate.
- **Credit for years of experience** to determine placement in the step system.
- **\$15/ hour statewide minimum wage for all UC workers.**
- **\$16/hour statewide minimum wage for UC classifications which usually have a certification or license.**
- **No paycuts for healthcare and pension.** Without guaranteed benefit rates for the life of our contract, management could take away any wage increases we win by increasing our benefit rates.

UC is proposing:

- No credit for *any* years of experience
- Managers have the power to withhold your step increase

	Annual Automatic Steps	Credit for Experience	Earning Top Rate Guaranteed	Statewide Minimum Wage	Guaranteed Benefits Rates
UC	NO	NO	NO	NO	NO
AFSCME	YES	YES	YES	YES	YES



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

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