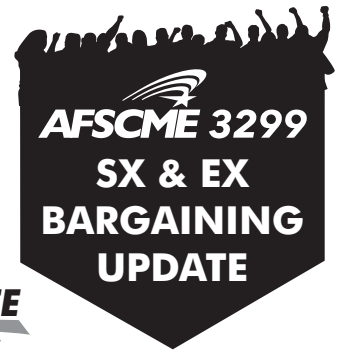


UC's LATEST OFFER IS AN INSULT



BARGAINING TEAM CALLS FOR APRIL 17th & 18th STRIKE VOTE

Days after our bargaining team announced the strike vote, and after hundreds of AFSCME 3299 members protested against UC's widespread income, racial, and gender inequalities, UC came back with their "newest" deceitful and insulting bait-and-switch proposals. UC continues to offer 2 and 3 percent wage increases that are canceled out by the elimination of step increases for 5 years along with other cuts and financial risks that UC wants workers to absorb.

On April 17 and 18, we will be voting YES to **authorize a strike** and show UC that we won't be fooled by their proposals. We are ready to do whatever it takes to win a contract we deserve. Below is a table that illustrates how far UC is from a fair proposal.

	UC's LATEST OFFER	WHAT WE DESERVE																																																												
WAGES:	EX: <ul style="list-style-type: none"> Eliminating step increases for 5 years Across the board 2% each year No increases to shift differentials or call pay SX: <ul style="list-style-type: none"> Eliminating step increases for 5 years Across the board 3% each year No increases to shift differentials or call pay One-time bonus of \$750 (pro-rated by appointment percentage) 	<ul style="list-style-type: none"> 6% across the board each year 2% Step increase for those not at the top of the scale A new step each year for those at the top step Increase shift differentials and call pay Weekend differentials for all titles 																																																												
RETIREMENT:	<ul style="list-style-type: none"> Risky 401(k) opt-out scheme Raise the retirement age to 65 	<ul style="list-style-type: none"> Prioritize pension stability No new tier, no new cap Retire at 60. 																																																												
HEALTHCARE:	<ul style="list-style-type: none"> UC has ability to: <ul style="list-style-type: none"> Increase premiums and co-pays every year Cut benefits <p style="text-align: center;">PROPOSED RATES</p> <p style="text-align: center;">Payband 1: Annual Income \$54,000 or less Proposed Premium rates for Health Net Blue and Gold and Kaiser (Monthly)</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Plan</th> <th>Self</th> <th>Self + Child</th> <th>Self + Adult</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td>Health Net B&G</td> <td>\$39.57</td> <td>\$71.22</td> <td>\$142.78</td> <td>\$174.44</td> </tr> <tr> <td>Kaiser</td> <td>\$18.97</td> <td>\$34.15</td> <td>\$41.55</td> <td>\$56.71</td> </tr> </tbody> </table> <p style="text-align: center;">Payband 2: Annual Income \$54,000-\$107,000</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Plan</th> <th>Self</th> <th>Self + Child</th> <th>Self + Adult</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td>Health Net B&G</td> <td>\$75.62</td> <td>\$136.11</td> <td>\$225.08</td> <td>\$285.58</td> </tr> <tr> <td>Kaiser</td> <td>\$55.02</td> <td>\$99.04</td> <td>\$123.85</td> <td>\$167.85</td> </tr> </tbody> </table>	Plan	Self	Self + Child	Self + Adult	Family	Health Net B&G	\$39.57	\$71.22	\$142.78	\$174.44	Kaiser	\$18.97	\$34.15	\$41.55	\$56.71	Plan	Self	Self + Child	Self + Adult	Family	Health Net B&G	\$75.62	\$136.11	\$225.08	\$285.58	Kaiser	\$55.02	\$99.04	\$123.85	\$167.85	<ul style="list-style-type: none"> Freeze on premiums. No increases to healthcare costs <p style="text-align: center;">KEEP CURRENT RATES</p> <p style="text-align: center;">Payband 1: Annual Income \$54,000 or less</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Plan</th> <th>Self</th> <th>Self + Child</th> <th>Self + Adult</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td>Health Net B&G</td> <td>\$29.49</td> <td>\$51.17</td> <td>\$109.50</td> <td>\$131.18</td> </tr> <tr> <td>Kaiser</td> <td>\$11.78</td> <td>\$21.20</td> <td>\$25.80</td> <td>\$35.21</td> </tr> </tbody> </table> <p style="text-align: center;">Payband 2: Annual Income \$54,000-\$107,000</p> <table border="1" style="width: 100%; text-align: center;"> <thead> <tr> <th>Plan</th> <th>Self</th> <th>Self + Child</th> <th>Self + Adult</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td>Health Net B&G</td> <td>\$65.54</td> <td>\$116.06</td> <td>\$191.80</td> <td>\$242.32</td> </tr> <tr> <td>Kaiser</td> <td>\$47.83</td> <td>\$86.09</td> <td>\$108.10</td> <td>\$146.35</td> </tr> </tbody> </table>	Plan	Self	Self + Child	Self + Adult	Family	Health Net B&G	\$29.49	\$51.17	\$109.50	\$131.18	Kaiser	\$11.78	\$21.20	\$25.80	\$35.21	Plan	Self	Self + Child	Self + Adult	Family	Health Net B&G	\$65.54	\$116.06	\$191.80	\$242.32	Kaiser	\$47.83	\$86.09	\$108.10	\$146.35
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JOB SECURITY & SAFE STAFFING:	<ul style="list-style-type: none"> Contract out your jobs No additional protection against layoffs Continue unsafe working conditions with short staffing Emergency layoffs for (EX) No protections against ICE No improvement to sexual harassment protections No local hire programs 	<ul style="list-style-type: none"> No contracting out Retrain workers for vacant positions instead of layoffs Hire more career workers Offer full-time work to part-time workers No emergency layoffs Non-collaboration with ICE Strengthened sexual harassment protections Targeted local hire program 																																																												

WE ARE VOTING TO AUTHORIZE A STRIKE TO FIGHT FOR WHAT WE DESERVE!