

SPECIAL BULLETIN FOR SX EMPLOYEES REGARDING BARGAINING

Thank you for your ongoing dedication to providing our University with outstanding service, and for your professionalism and many contributions.

We believe it is important for you to know the facts about UC's efforts to reach an agreement for a good new contract for service employees. Since the beginning of bargaining in October 2007, UC has offered multiple proposals in a good faith effort to reach an agreement. Unfortunately, AFSCME has not been able to compromise with UC and, most recently, informed the University that they are uninterested in further bargaining. More information detailing UC's efforts to reach an agreement is available online at http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_units/service_sx/bargaining_update.html.

The University of California is working hard to reach agreement. Over the course of the last several bargaining dates, UC presented AFSCME with another package proposal for a new contract for service employees. Details of this offer are listed below for your review. Please do not hesitate to ask your supervisor any questions you may have about these negotiations for your contract.

WAGES: Please see the full proposal, available online (http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_units/service_sx/bargaining_update.html), which details proposed wage increases at your location.

HEALTH CARE BENEFITS: The University of California has offered the same health benefit plans to service employees that are offered to all other UC employees, which provides a greater University subsidy to lower paid employees. The package proposal outlines conditions for possible reopeners on benefits.

RETIREMENT: UC employees have not had to contribute toward the cost of their pension benefits – considered the gold standard by many – for over 17 years due, in part, to strong investment performance. While contributions from both UC and employees will ultimately be needed to keep UC's pension plan strong, ***UC will reopen negotiations if employee contributions are proposed.***

DEVELOPMENT: UC accepts AFSCME's proposal to increase professional development leave to 40 hours.

HOURS OF WORK: UC already pays overtime after 40 hours in a workweek, consistent with CSU and the State. Overtime assignments are offered first to volunteers based on seniority. In response to concerns raised by AFSCME, UC proposed to allow for consideration of special circumstances in the assignment of overtime.

PARKING: UC has proposed limitations on how much each UC location can increase parking rates in 2008, 2009 and 2010.