



UC BARGAINING BULLETIN - UPTE

A SPECIAL REPORT REGARDING UC'S PROPOSAL FOR WAGE INCREASES FOR LOWER-PAID EMPLOYEES

April 9, 2007

In recognition of the impact of California's high cost of living on employees, especially lower-paid staff, and as part of UC's ongoing efforts to provide competitive total compensation for all University employees, on April 4, 2007 UC presented University Professional and Technical Employees with a revised proposal totaling about \$1.2 million. This revised proposal would provide salary increases for 5,243 of the University's Research Support Professional (RX) and Technical (TX) employees.

The following is a general summary of the UC proposal for these two employee groups:

- Employees in a campus title with a weighted average salary of less than \$30,000, would receive a 2% salary increase effective April 1, 2007;
- Employees in a campus title with a weighted average salary of \$30,000 or more but less than \$35,000, would receive a 1% salary increase effective April 1;
- Employees in a campus title with a weighted average salary of \$35,000 or more but less than \$40,000, would receive a 0.5% salary increase effective April 1.

Here are the increases proposed by UC, by salary level:

Salary Level	Number of Employees Impacted	Cost (approximate)
Less than \$30,000	1,112	\$430,500
\$30,000-\$35,000	2,031	\$507,000
\$35,000-\$40,000	2,100	\$299,000
Total	5,243	\$1.2 M

These increases would be **in addition** to those provided for in existing contracts (equal to 4% on average), which have already been implemented for fiscal year 2006 - 2007.

Implementation of raises for UPTE-represented Research Support Professional and Technical employees requires union consent.

UC recently announced implementation of similar wage increases for non-represented employees earning under \$40,000 a year, effective April 1, 2007. In addition, the University reached an agreement with the Coalition of University Employees union on a proposal (www.universityofcalifornia.edu/news/2007/mar23.html) on March 22, providing wage increases for similarly situated CUE-represented employees.

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