

BARGAINING SUMMARY

August 2024



UPTE's proposals are based on the priorities determined and ratified by more than 9,000 members across the state and are based on standards that already exist for other UC workers and at peer institutions.

After 6 weeks of bargaining, UC has yet to bring a single proposal to improve benefits, working conditions, or staffing and has proposed wage adjustments that fail to even catch up to inflation. We need to show UC that we are prepared to fight for what we, our patients, research, and students deserve. Visit UPTE.org to get involved!



	UPTE'S PROPOSAL	UC'S PROPOSAL
FAIR PAY	<ul style="list-style-type: none"> 5% raise and \$25 minimum wage retroactive to July 2023 9% raise in 2025, 8% in 2026, 8% in 2027 Annual step increases and additional steps for every scale Minimum step placement/adjustment based on experience Equal raises plus 3% retro to May '22 for LBNL 10% evening, 15% night & weekend shift differentials 	<ul style="list-style-type: none"> NO retroactive raise, \$25 minimum in 2025 5% in 2025, 3% in 2026, 2%* in 2027 NO step in 2025 or 2027 for RX/TX, annual steps for HX NO minimum step placement/experience-based adjustment No proposal for LBNL No increased shift differential <p><small>*1% additional in '27 contingent on state funding</small></p>
CAREER PROGRESSION	<ul style="list-style-type: none"> Clear, objective criteria and enforceable process to ensure appropriate title Automatic reclass after 15 days of working in a higher classification Pay retroactive to when higher-level duties began Open positions offered to the most senior qualified applicant 	<ul style="list-style-type: none"> UC has <u>7 months</u> to respond to reclassification request, no appeals to neutral 3rd party Minimum raise from SRA 1 to 2 promotion reduced from 5% to 4%
WORK/LIFE BALANCE	<ul style="list-style-type: none"> 24 days of vacation per year 36 hour workweek with no reduction in pay Right to flex to part-time At least 2 days/week of remote work where feasible 7 Floating Holidays Up to 5 days of sick leave for per diems 	<ul style="list-style-type: none"> NO vacation increase Remove Cesar Chavez Day as floating holiday for HX No right to remote work when feasible No right to flex to part-time No reduction in work week 2 days of sick leave for per diems
JOB SECURITY + STAFFING	<ul style="list-style-type: none"> Qualified workers offered vacant positions prior to layoff Campus & classification-wide seniority in case of layoffs No moving work to non-union titles or subcontractors UC can't go to court to stop new titles from joining UPTE 	<ul style="list-style-type: none"> No proposal
PARKING + TRANSPORTATION	<ul style="list-style-type: none"> Reduce & pay-band parking rates \$100/mo subsidy for public transit, bikes, or ebikes 	<ul style="list-style-type: none"> No proposal



upte.org/uc



fb.com/UPTEcwa



@uptecwa