

99% of PCT and 97% of Service Members Vote "YES!" for Secure Raises & Benefits Protections

Thousands of members cast "YES" votes to overwhelmingly ratify our wages and benefits agreement. Hundreds more joined our union and became members of the PEOPLE program, building our power at UC and in Sacramento!

After nearly a year of negotiations and actions, highlights of the agreement include:

- ✓ Guaranteed 2011 & 2012 raises for both PCT & SX, with full retro
- ✓ Increase in the statewide minimum wage
- ✓ Strong caps on healthcare cost increases
- ✓ No wage reopeners for the life of the contract



With support from elected officials, the pressure we put on UC through our pickets and delegations, meetings with Pres. Yudof and the Regents, and the countless other actions we forced UC to agree to all our major demands!

2011-2013 Contract Calendar

<u>Patient Care (PCT)</u>	<u>Service (SX)</u>
First paycheck following ratification: Pay 2011 Healthcare Rates for HealthNet Users November 1, 2011 <ul style="list-style-type: none"> • 3% ATB Base Building Raise (effective 1/1/11) • 1.5% Pension Contribution 	First paycheck following ratification: Pay 2011 Healthcare Rates for HealthNet Users November 1, 2011 or December 1, 2011 <ul style="list-style-type: none"> • 3% ATB Base Building Raise (effective 10/1/2011) • 1.5% Pension Contribution • Minimum Wage Increases to \$13.70 • Slightly higher pension contributions until 7/1/12 to cover July, August and September 2011 pension contributions of 1.5%
1/1/12: Pay 2012 Healthcare Rates, according to established monthly cost increase caps	1/1/12: Pay 2012 Healthcare Rates, according to established monthly cost increase caps
<i>Pay Band 1 Example: Kaiser Family Plan max increase of \$2/month; Healthnet Blue & Gold Family Plan max increase of \$10/month</i>	
On or before 2/17/12: <ul style="list-style-type: none"> • 3% Retro check for wages from 1/1/2011 to 11/1/11, minus back pension contributions of 1.5% for July, August, September & October 2011 1/1/12: <ul style="list-style-type: none"> • 3% ATB Base Building Raise • Any unused funds from the 1% 2011 Market Equity Pool is distributed across the board (amount varies by location) • 2012 Market Equity Pool (equal to 1% of payroll) to address market inequity. 	On or before 2/17/12: <ul style="list-style-type: none"> • 3% Retro check for wages from 10/1/11 to implementation date of 3% ATB (11/1/11 or 12/1/11), minus back pension contribution of 1.5% for that period. 7/1/12: <ul style="list-style-type: none"> • 2% Step Increase for all eligible career workers • 2% Additional Step Increase for all SX for career workers below appropriate step based on 9/30/09 seniority • 1.5% Pension Contribution
7/1/12: <ul style="list-style-type: none"> • 2% Step Increase for all eligible career workers • 1.5% Pension Contribution (contract expires 9/30/2012)	10/1/12: <ul style="list-style-type: none"> • 3% ATB Base Building Raise • Minimum Wage Increases to \$14.42
<div style="border: 1px solid black; padding: 10px;"> <h3 style="margin: 0;">When We Fight</h3> <div style="background-color: black; color: white; padding: 10px; font-size: 2em; font-weight: bold; margin-top: 5px;">We Win!</div> </div>	1/1/13: SX Pays 2012 Healthcare Rates but no cost shifting to employees (contract expires 1/31/2013)
	7/1/13: <ul style="list-style-type: none"> • 2% Step Increase for all eligible career workers • 2% Additional Step Increase for career workers below appropriate step based on 9/30/09 seniority

