



UNIVERSITY  
PROFESSIONAL  
AND TECHNICAL  
EMPLOYEES

CWA Local 9119  
AFL-CIO

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## ***MEDIA ADVISORY***

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## **UPTe-CWA reaches historic tentative agreement with the University of California over wage increases, preserving single-tier pension**

University Professional & Technical Employees/CWA 9119 and the University of California have reached tentative agreement on a contract for the system's 15,000 researchers, technical employees and health care professionals.

The proposed contract, which will be put before UPTe-CWA members for a ratification vote next week, includes cost-of-living increases of 11.5 to 13% plus step increases over four years, and preserves UC's quality retirement system on a single-tier for UPTe-represented workers through an additional contribution from employees.

"The historic agreement is a commitment to preserving the University of California as the world's premiere academic institution," said UPTe's president, Jelger Kalmijn. "Our bargaining team made a responsible proposal to contribute an additional 1% to the pension fund in exchange for the UC agreeing to keep all members on a single plan, and UC has agreed."

UC management had initially proposed a two-tier pension system that would have dramatically reduced benefits for current and future employees. UPTe-represented workers poured out onto picket lines, wrote letters and even went on strike in solidarity with other hospital workers last spring to make it clear they rejected UC's plan.

The union argued that quality retirement and health benefits were the corner stone of recruitment and retention of the best research, technical and professional staff at public institutions such as UC. "Finding cures for cancer or heart disease, creating the next version of the internet or understanding global warming, require long-term dedication of knowledgeable staff, and retirement security is a crucial part of what draws these staff to UC," said Wendi Felson, UPTe's chief bargainer and herself a former UC health care professional.

"We hope this ground-breaking agreement sets a new pattern for labor negotiations and brings to an end the years of attempted management take-backs despite healthy bottom-lines at UC's research and medical facilities," said Kalmijn. "A four-year agreement will provide new UC president Janet Napolitano with a period of labor peace," he added, in which he hopes "we can work together to remedy much of the damage that was done by difficult budget times and acrimonious employment strategies of her predecessor."

[University Professional & Technical Employees, CWA 9119](http://www.upte.org) represents UC health care professionals in job titles such as Clinical Lab Scientists, Nuclear Medicine Technologists, Social Workers and Pharmacists. In the research unit, UPTe represents titles such as Staff Research Associates, Spectroscopists, and Museum Scientists, and in the technical unit, titles include Lab Assistants, Computer Resource Specialists, Animal Techs, Scene Techs, Editors and Writers.