



January 30, 2009

Howard Pripas
Office of Labor Relations
University of California
300 Lakeside Dr. 12th floor
Oakland, CA 94612

UNIVERSITY
PROFESSIONAL
AND TECHNICAL
EMPLOYEES

Email: Howard.pripas@ucop.edu
Fax: 510-268-0602

CWA Local 9119
AFL-CIO

Sent by email, fax and U.S. Postal Service

RE: Healthcare premiums

■
representing
employees at the
University of
California

Dear Howard,

Over the last week UPTE-CWA has verified that many, if not all, UC campuses have violated the status quo for TX and RX employees by dramatically increasing their health care premiums.

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2510 Channing Way
Suite 11
Berkeley, CA
94704

At the time of contract expiration and when the status quo obligation went into force, the health care premium bands for TX and RX were based on their January 2007 salary. On the December 2008 paycheck, issued in early January 2009, it appears that UC reset the premium bands for TX and RX employees based on their January 2008 salary. Between January 2007 and January 2008, many employees crossed the threshold from premium band 1 to premium band 2 which was \$45,000 per year. This resulted in their premiums doubling or more.

phone (510) 704-8783
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Their premium band should not have been reset without negotiations. The health care benefits and premiums are a mandatory subject of bargaining. Both UPTE and UC have made proposals at the bargaining table in the current round of negotiations.

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www.upte.org

In the hope that this was an unintended oversight, we will hold off with filing an unfair labor practice charge until the end of next week, February 6 while we await your response. We demand that these increases immediately be reversed and that the employees who paid the higher amounts be reimbursed expeditiously.

We await your response.

Sincerely,

Jelger Kalmijn, UPTE-CWA President
For Kevin Rooney, UPTE-CWA TX/RX Chief Negotiator