



CWA 9119
AFL-CIO

Comprehensive proposal FOR FAIR WAGES AND RETIREMENT SECURITY

	UPTE-CWA'S PROPOSALS*	UC'S PROPOSALS
WAGES	Cost-of-living increases that keep pace with inflation and step increases for longevity.	Wage proposal that doesn't even keep pace with inflation, or address market and equity disparities.
PENSION	All employees stay on a single "tier" and make the same contributions.	Creates second-class "tier two" benefits where workers pay more for reduced benefits.
FINANCIAL HEALTH OF PENSION FUND	Adequate contributions from UC and workers to stabilize the pension financially. UC pays extra to make up for the unfunded liability it created by not paying into fund for 20 years.	Inadequate contributions which do not even pay the interest on the pension funding gap UC itself created by taking a "contribution holiday" for 20 years.
RETIREE HEALTH BENEFITS	Everyone on the same "tier" with modest contributions that preserve the benefit into the future.	About half of all <i>current</i> employees must wait 15 years for the same benefit. New hires get less benefits. No sustainable retiree health benefits fund.
ACCOUNTABILITY & DEMOCRACY	An UPTE representative on the pension and retiree health benefit governing boards.	No employee voice in how our money is managed.

*UPTE's health care (HX) bargaining team has made these proposals, and the union's research (RX) and technical (TX) bargainers will be making similar proposals.

- **AFTER MORE THAN 18 MONTHS AT THE TABLE**, UC's bargainers have yet to make a reasonable proposal. Instead, UC holds our wage and equity increases hostage, and our retirement for ransom. ***We say "No way!"***

- **UC HOSPITALS HAVE MADE SUBSTANTIAL PROFITS AND PAID EXECUTIVES GENEROUSLY**, while we who do the work to make UC a leader in patient care, scientific discovery, and education are left without fair compensation. There is no shortage of funds – it's a matter of priorities. ***Supporting those who actually provide quality patient care should be UC's top priority.***

- **WE'RE FIGHTING FOR OURSELVES, OUR CO-WORKERS, AND GENERATIONS OF FUTURE UC EMPLOYEES.** We take pride in our work and would rather settle this contract at the bargaining table. But if necessary, ***we're willing to strike for our future!***

