

October 12, 2011

To: Human Resources Officers, Business Officers, Supervisors, Patient Care Technical Unit and Service Unit Employees

Re: UC and AFSCME Ratify Agreement on Wages and Benefits

UC AND AFSCME RATIFY AGREEMENT ON WAGES AND BENEFITS

UC and AFSCME reached tentative agreement on September 22, 2011 regarding wages and benefits. Union members voted last week to ratify the agreement.

Wages

- Service unit employees will receive a 3 percent wage increase effective November 1, 2011. In addition, they will receive a one-time, non-base building, lump sum payment equivalent to 3 percent of October 2011 wages; and a 3 percent increase effective October 1, 2012.
- The minimum salary for service employees will be increased to \$13.70 per hour effective November 1, 2011 and \$14.42 per hour effective October 1, 2012.
- Patient Care Technical (PCT) unit employees will receive a 3 percent wage increase effective November 1, 2011. In addition they will receive a one-time, non-base building lump sum payment equivalent to 3 percent for the period January through October 2011; and a 3 percent increase, effective January 1, 2012.

Healthcare Benefits

- Employees will pay the same rates as the general UC employee population. They will pay 2011 rates for Health Net HMO starting October 1, 2011, and pay 2012 rates for all plans in 2012.
- Service unit employees will pay 2013 rates, provided the 2012 ratios between employer-employee contributions are maintained. If the ratios are not maintained, the parties will bargain over the difference between the 2012 ratios and proposed 2013 rates in the successor agreement.

Pension Benefits

- Employees will contribute to the UC Retirement Plan at the same rate as the general UC employee population. Contributions will be 3.5 percent of pay (minus \$19), capturing contributions that would have been made between July 1st through June 30th, and 5 percent of pay (minus \$19) starting July 1, 2012.
- PCT unit employees will have the missed 2011-12 increased contributions deducted from their lump sum payment.
- Service unit employees will have the missed 2011-12 increased contributions deducted from pay from implementation through the end of the fiscal year.

The current contract for PCT employees is in effect from November 2008 to September 30, 2012.
The contract for Service employees spans February 2009 to January 31, 2013.

For questions, please call Jadie Lee in the Labor Relations Office at extension 2-3641 or email at jadie.lee@ucr.edu.