



Employee and Labor Relations

February 14, 2020

To: Business Officers, Managers and Supervisors
Fr: Kristin Branson, Interim Director of Employee and Labor Relations
Re: Ratification of New Labor Contract for Service (SX) Unit Employees

Dear Colleagues,

The University is pleased to announce that it has reached an agreement with the American Federation of State, County and Municipal Employees (AFSCME) on a new four-year contract covering UC's approximately 10,000 service employees. The bargaining unit members voted to ratify the contract on January 31, 2020. Below are the highlights of the agreement.

Compensation for Service Employees:

- A 3 percent increase, plus an increase based on experience, upon contract ratification.
- Annual 3 percent across-the-board increases in years 2020-24.
- Annual 2 percent experience-based increases in years 2020-24.
- A one-time payment of \$2,500 for all eligible full-time employees upon a signed contract (payments for eligible part-time employees will be pro-rated).
- A second one-time payment of \$1,500 for all eligible full-time employees in 2021 (payments for eligible part-time employees will be pro-rated).
- A one-time payment of \$1,000 for employees who have or will achieve 20 years of service during the life of the contract, beginning in July 2020.
- Upon a signed contract, a one-time \$500 payment to per diem and limited employees who worked at least 400 hours in calendar year 2019.

Other benefits:

- **Health benefits:** UC's quality health and welfare benefits at the same graduated salary-based rates as other employees, plus a \$10 cap on monthly increases for Kaiser and Health Net Blue & Gold plans. UC's salary-based approach to health insurance means lower-paid employees pay lower premiums.

- **Pension benefits:** New bargaining unit employees will receive the same pension benefits as current AFSCME-represented employees.
- **Contracting out:** UC's contract continues to prohibit layoffs as a result of subcontracting decisions and creates career employment opportunities at UC by placing additional restrictions on UC's ability to contract out service unit work. The new contract will also make it easier for eligible contract workers to convert to UC employment.

The agreement is effective from the date of ratification through October 31, 2024, and full contract details will be available at <http://ucnet.universityofcalifornia.edu/labor/bargaining-units/sx/contract.html> in the near future.

UCPath and central Human Resources are coordinating the implementation of the initial wage increases for this bargaining unit. Information on the wage implementation schedule and contract administration training for managers and personnel staff will be forthcoming.

If you have any questions regarding this message, please contact me at 951-827-5091 or via email at kristin.branson@ucr.edu.

Respectfully,

Kristin Branson
Interim Director, Employee and Labor Relations
Human Resources