

Summary of Teamsters Local 2010 Tentative Agreement

Wages

- The negotiated salary increases are guaranteed and are not subject to the UC receiving state funding or contract reopeners.
- Each year the effective date of the across the board salary increases is July 1. This is an improvement from past contracts when salary increases were not received until October.
- A one step increase equals approximately 2% on average depending on your classification and salary schedule. Starting with the ratified contract, the negotiated step increases below will be automatic for all employees with a satisfactory performance evaluation.
- These wage adjustments include across the board (ATB) increases in the rate of pay and years of service step increases, as explained below. Also, beginning in April 2012, the minimum salary rate will be set at \$13.70 per hour and will be increased to \$14.22 in April 2013.

Employees (except those working at LBNL who are subject to a separate salary schedule) will receive aggregate pay increases over the term of the contract of between 20% and 28%, based on years of service at the University of California (unless you are at the top step of your range or are “redlined”)

For year one of the contract, all employees will receive a 3% across the board pay increase.

All career employees will also receive a one-time, lump sum payment equal to 3% of earnings (this amount will be retirement-eligible and include deductions for taxes and a 1.5% UCRP contribution) retroactive from July 2011, until the across the board pay increase becomes effective in early 2012.

In addition, in February of 2012, all employees will receive a 1-step increase.

Effective upon ratification, the step structure will be changed so that full steps and half steps will become steps equal to approximately 2%. For example, a classification that currently has 8 steps with 7 half steps will have 15 steps upon contract ratification.

In year two of the contract, which becomes effective in July of 2012, all employees will receive a 3% across the board pay increase. In addition, in July of 2012, employees with 10 or more years of UC service time will receive a 1-step increase, and those with 20 or more years of UC service time will receive a 2-step increase.

In year three of the contract, which becomes effective in July of 2013, all employees will receive a 3% across the board pay increase. In addition, all employees will receive a 1-step increase in January 2014.

In year four of the contract, which becomes effective in July of 2014, all employees will receive a 3% across the board pay increase. In addition, in July of 2014, employees with 10 years or more of UC service time will receive a 1-step increase, and those with more than 20 years of UC service time will receive a 2-step increase.

In the final year of the contract, which becomes effective in July of 2015, all employees will receive a 2% across the board pay increase. In addition, in July of 2015, all employees will receive a 1-step increase.

Because these increases are compounding, the total percentage increases over the five years of the tentative agreement will be slightly more than if you simply add them.

Health and Welfare

Beginning January of 2012, new premium rates will become effective for UC medical plans. The first year contract rates for Health Net Blue and Gold and the Kaiser Plan for pay bands one, two and three will be incorporated into the contract. For the years 2013-2016, increases will be limited to no more than 20% of the previous year employee contribution and UC will assume the cost annually for increases above the 20%. This provides an incentive for the UC to keep annual premium increases as low as possible.

Retirement

For retirement purposes, effective upon ratification and implementation of the salary increases, employees will begin contributing 1.5% of pay (minus \$19) into the UCRP. In addition, the current employee contribution of 2% to the DCP will be redirected to the UCRP, for a total employee contribution of 3.5%.

In both July of 2012 and July 2013, employees will contribute an additional 1.5% of pay (minus \$19) into the UCRP for a total of 6.5%. Employees hired on or after July of 2013 will be placed into a "New Tier" and will contribute 7% toward retirement.

Prior to January of 2013, the union and UC will conduct negotiations over aspects of UCRP's "New Tier" as approved by the Regents. In the event the parties are unable to reach agreement, the "New Tier" as currently approved will be implemented effective July 2013.

Reclassification of Positions

Over the past few years, UC has taken steps to remove certain positions from the bargaining unit represented by Teamsters Local 2010. These disputes and future actions by UC will be resolved using a special process.

The union and UC will establish a joint committee to address the issues of reclassification, transfer and/or the reassignment of work.

Parking

Effective the same date as the negotiated wage increases, the 2012 parking rates will apply.

Respectful, Fair Treatment

In the past, the complaints arising around bullying and/or disrespectful conduct by supervisors or managers against employees were only grievable through step two of the grievance process. Now complaints in this area will be filed as a stand-alone grievance at the third step of the process. The matter will then be referred to employee relations for investigation and the issuance of a formal report.

Additional Information

This is a summary of some of the key changes that have been negotiated. The full detail of the tentative agreement will be available very soon.