

April 26, 2017

Dear Colleague,

We're pleased to announce that UC and the Teamsters union have finalized a new contract for you and your clerical colleagues. The new contract, which union members have ratified, includes a guaranteed 18 percent wage increase over six years, a \$1,200 lump sum wage payment based on the criteria set forth below, affordable health care and excellent retirement benefits.

You play an integral role in keeping our campuses and medical centers running seamlessly every day. We appreciate all that you do, and this agreement reflects our commitment to fairly compensate you for your hard work and dedication.

Here are highlights of the agreement:

- *Wages:* An annual 3 percent wage increase for every covered employee, totaling 18 percent over the life of the contract. The first increase will be effective 4/23/17, followed by another 3 percent increase in July 2017.
- *Lump sum wage payment:* All non-probationary, career employees will receive a one-time wage payment of \$1,200, based on their percentage of time (for example, if an employee works eight hours, four days a week, they will receive 80 percent of the \$1,200). Eligible Berkeley employees must be on payroll as of 4/17/17 and remain on payroll when the payment is issued on 6/14/17. Those at Lawrence Berkeley National Laboratory are ineligible due to U.S. Department of Energy regulations.
- *Health Care:* A \$25 per month limit on any rate increases to the Kaiser and Health Net Blue and Gold health insurance plans. The typical UC clerical employee will continue to pay an average of just \$32 a month, or \$384 per year, for generous health benefits for themselves and their dependents. By contrast, the average American worker pays more than \$5,200 per year for less generous health benefits for just themselves.
- *Retirement Benefits:* Employees hired before June 1, 2017 — all current UC clerical staff — will continue to receive the same retirement benefits they currently do at the same contribution rates. Future employees hired on or after June 1, 2017 will have the option to choose either a traditional pension plan or a 401(k)-style plan, whichever fits their preference and needs.
- *Multi-year contract:* The contract spans more than five years to provide long-term stability and predictability to employees and the university. The contract expires on March 31, 2022.

Please feel free to contact your local Labor Relations Office if you have questions about the agreement.

Again, thank you for everything you do.

Sincerely,

Dwaine B. Duckett  
Vice President of Human Resources