

# APRIL 4

## A DAY OF ACTION for dignity and respect

EACH YEAR ON **APRIL 4**, labor and civil rights activists commemorate Martin Luther King Jr's fight for public sector jobs on the anniversary of his assassination. We have struggled a long time to achieve fair wages and retirement benefits, and we are not giving up our hard-won victories.



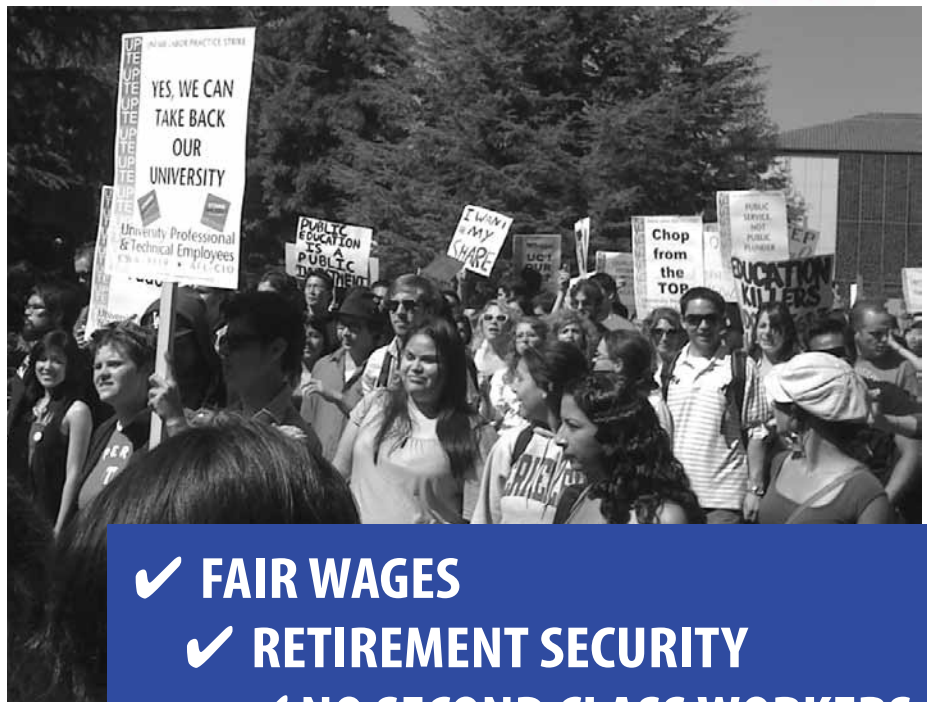
✦ **UC IS PROPOSING A TWO-TIER RETIREMENT SYSTEM** that would slash the income of an average UPTe-represented retiree by \$1,200 a month, making most of us work five years longer for the same benefits.

✦ **UC IS USING ACCOUNTING TRICKS TO EXAGGERATE THE SHORT-TERM FUNDING** needed to keep our pension healthy in order to justify a massive slashing of our retirement benefits.

✦ **UC IS INSISTING ON BELOW-MARKET WAGES FOR MANY WORKERS**, and on maintaining internal disparities between workers doing the same jobs.

✦ **NO SECOND CLASS WORKERS.** A two-tier system threatens to devalue our plan, and for those forced onto a second tier, make it impossible to retire before age 65.

✦ **WHY DOES UC CONTINUE TO EXPAND EXECUTIVE POSITIONS**, while claiming it has no funds for fair wages?



- ✓ FAIR WAGES
- ✓ RETIREMENT SECURITY
- ✓ NO SECOND CLASS WORKERS

UC's proposals turn back the clock on the equality we've fought for over decades. The changes would undermine every UC workers' benefits, but hit lower-income employees, younger employees, and workers of color the most severely.



Join us April 4 to send a strong message to UC: **WE SAY NO!**