

## For What are We Bargaining?

### Our Demands

- Fair cost-of-living increases and step increases
- Market equity for underpaid jobs
- No pension giveaways to Wall Street, no two-tier plan, a real retirement for all
- Job security improvements
- Union security



### UC Takeaways

- Forfeit longevity steps in exchange for fair cost-of-living raises or vice versa
- Encourage new employees to opt out of pension, undermining the fund for us all
- Take away vacation and sick leave, replace with paid time off that encourages us to come to work when sick

Check our [bargaining page](#) for detailed updates and team contact information.

## Halloween Action: We Want Treats, Not Tricks in Our Contract

On Halloween all of our contracts will have expired. Have fun, join us and tell UC to hurry up and sign a new contract with fair raises and to stop trying to undermine our pension. At each campus, UPTE will send out specific information about our Halloween actions.

## Quality University, Quality Staff, Quality Jobs

UC's proposals undermine career employment. Tiny raises and a degraded pension and benefits encourage quality employees to leave for jobs that pay enough to live in California.

**Healthcare:** UPTE healthcare workers perform cutting edge medical procedures and treatments. We are fighting for health care as a human right. We defend the massively expanded care of the Affordable Care Act and push for [Single Payer](#).

**Education:** UPTE members support the sophisticated and innovative education of UC students and Californians at large. We advocate the return to free higher education for Californians. With a small investment of \$48/year from all citizens, we can [make all UC, CSU and community colleges free!](#) We fight for quality jobs so we can afford to work at UC as we support UC's goals of accessibility, affordability and quality.

**Research:** UPTE researchers work behind the scenes to make UC's research breakthroughs possible. Poor pay and the undermining of pensions will cripple UC's ability to retain highly knowledgeable and specialized researchers. Unacceptable turnover of new hires who take six months to a year to train and often leave a year later impedes research progress. We seek to preserve jobs and [advocate in Washington DC](#) for increased research funding that is needed to advance the sciences in which we work.

## UC Unions Stand Together

Three unions at UC face the same destructive demands from UC: UPTE, AFSCME and CNA. We stand together for quality jobs and to protect our benefits. Members from all our unions joined together in [Town Hall meetings across the state to mobilize](#) against the attack on our pension and to fight for a secure retirement for all of our members. Though retirement may seem far off and pensions are complicated, it is essential to plan now.

**UNIVERSITY PROFESSIONAL & TECHNICAL EMPLOYEES**

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