

# talk it over

issues of union concern



## What do you want?

**It is time to complete your bargaining survey.** You can obtain the survey from an UPTE activist in your area or local UPTE staff. The survey will primarily be done face-to-face so we can explain the questions and get more feedback from you.

**The bargaining survey covers critical issues** such as pay raises, benefits, pension, job security and much more. Our negotiations team will carefully weigh the priorities set by all our members. We depend on everyone's input to make sure we focus on what is most important.

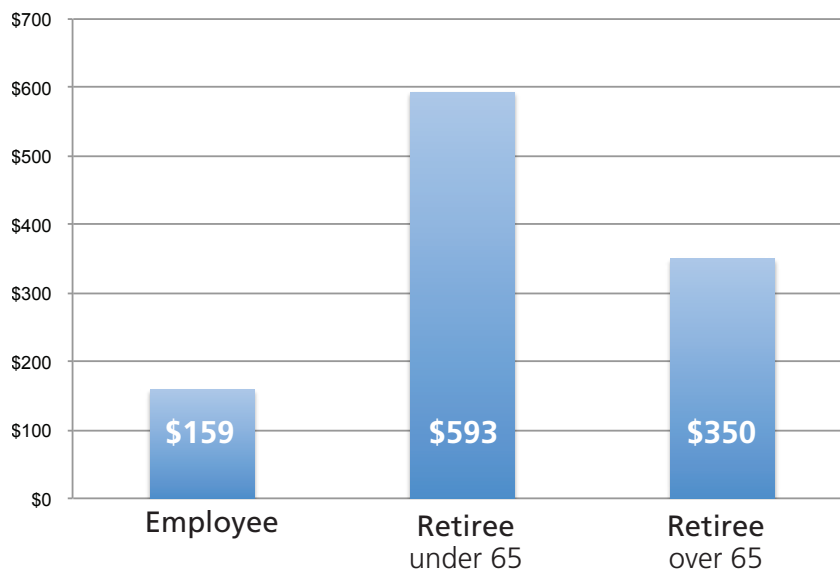
**The survey results will be evaluated at a conference consisting of delegates from all campuses.** Our bargaining team will be elected at this conference. All members are eligible to run for the position of bargainer.

## Retiree health benefits survey results

The cost of retiree health benefits nearly quadruples if you retire before age 65! Even after you are eligible for Medicare at age 65, your costs will be double what you pay as an employee.

This will get worse over time as UC keeps shifting the cost of benefits to us and co-pays for seeing the doctor or prescriptions continue to increase.

Here are the numbers from our survey:



What do you think? *talk it over* with your colleagues.

*Are you a member?*

You are not a member unless you fill out a membership form at [upte.org/join](http://upte.org/join). Sign up now. Ask your co-workers to do likewise.

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