

# Summary of CUE 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.
- 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 "red-circled")

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.

## SUMMARY WAGE TABLE

Year One	Early 2012	0–10 years service 3% ATB	10–20 years service 3% ATB	20+ years service 3% ATB
	Payroll following ratification	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		
	February 2012	+1 Step Increase	+1 Step Increase	+1 Step Increase
Year Two	July 2012 July 2012	3% ATB	3% ATB +1 Step Increase	3% ATB +2 Step Increases
Year Three	July 2013 January 2014	3% ATB +1 Step Increase	3% ATB +1 Step Increase	3% ATB +1 Step Increase
Year Four	July 2014 July 2014	3% ATB	3% ATB +1 Step Increase	3% ATB +2 Step Increases
Year Five	July 2015 July 2015 Nov 30, 2016	2% ATB +1 Step Increase	2% ATB +1 Step Increase End of 5 year contract	2% ATB +1 Step Increase

**ATB = Across the Board** - Includes all CUE Teamster Local 2010 bargaining unit members

**1 Step Increase** = approximately 2% on average depending on your classification and salary schedule. Starting with the ratified contract, the above negotiated step increases will be automatic for all employees with a satisfactory performance evaluation.



## **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 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.

## **PARKING**

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

This is a summary of some of the key changes that have been negotiated. The full detail of the tentative agreement is available at [www.cueteamstercontract.com](http://www.cueteamstercontract.com) and additional articles (unchanged from the prior contract) can be found at [http://atyourservice.ucop.edu/employees/policies\\_employee\\_labor\\_relations/collective\\_bargaining\\_units/clerical\\_cx/agreement.html](http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_units/clerical_cx/agreement.html)

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[www.cueteamstercontract.com](http://www.cueteamstercontract.com)**

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