

FEBRUARY 17-18, 2026

SX, EX BARGAINING UPDATE

AFSCME 3299

NO CRUMMY PROPOSALS!

The University of California expects frontline workers to accept its crummy proposals while:

- UC is reporting over **\$60 BILLION** in total revenue in 2025, and
- UC has given over **\$5 BILLION** in home loans, including to Executives earning more than \$1 million annually

Despite UC's claim that they care about AFSCME employees, UC's greed is in the way of giving us the contract we deserve.

We won't stop fighting until we win the contract we need and deserve.



" My coworkers at UCSC and I are struggling so much. Almost my entire paycheck goes toward rent. It is time for UC, which has no problem providing housing benefits for high-paid executives, to recognize the critical need for its lower-paid frontline employee"

-Janet Mucino, UCSC



"Living in Riverside and commuting daily to Orange County due to unaffordable rent severely impacts me, a parent with a disabled child. I have to live with my parents and still fear becoming homeless one day. It's unacceptable that UC is turning a blind eye to our housing needs. "

-Teresa Ramos, UCI MedCenter

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ANNUAL WAGE INCREASES (ATBS)	2025 - 7.5% 2026 - 6.5% 2027 - 6.5% 2028 - 6.5%	2025 - 5% 2026- 5% 2027- 4% 2028- 3.5% 2029-3%
IMMEDIATE INCREASE AFTER INFLATION	5%	0%
\$25 MINIMUM WAGE	Retroactive to 2023	Started in 2025
STEP INCREASES	2025-2028: 2% each year for ALL workers	2025: no steps 2026-2029: 2% each year for those NOT at the top step
DURATION	4-Year Contract <i>through 2028</i>	5-Year Contact <i>through 2029</i>
SHIFT DIFFERENTIALS	Evening /Swing: 10% Night/Weekend: 15% On-Call Pay: 50%	No Increase in Shift Differentials or Call Pay
AFFORDABLE HEALTHCARE	Keep 2024 rates and \$10 caps	Unlimited Increases for Kaiser by eliminating \$10 caps. 5% Cap on B&G
HOUSING BENEFITS	\$25K Housing Fund for Rent/Mortgage Assistance, Access to Low-Interest Home Loans	Still refusing to bargain.
PARKING RATES	Decrease Parking Rates	Monthly Parking Rates Can Increase by up to 10% or \$15 Every Year

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