

APRIL 7-8, 2026

SX, EX BARGAINING UPDATE

AFSCME 3299



## UC'S LATEST PROPOSAL: **DISRESPECT**

UC came back to the table, but their latest proposal still keeps us at the bottom. Despite having billions in reserves, UC continues to nickel-and-dime our benefits: no additional ATB wage offers, healthcare that would still mean hundreds more in premiums, no housing benefits. With the rising costs of working at UC, UC's proposal would result in us falling further behind financially

***“After 29 years at the Lawrence Berkeley Lab, I've been stuck at the same step for the last 15 years. This forced me to move to Stockton, which means a 160-mile commute every single day. The housing benefit we're demanding is not a new concept; UC has provided it to executives and faculty for 40 years. Frontline workers deserve it too!”***

-Kat Bedford, Lawrence Berkeley National Laboratory



**We gave UC a deadline of April 15.**

**We are ready to fight UC's second-class proposals.** Our ULP Committee has authorized an **open-ended strike**—striking until we win a strong contract—if UC fails to bargain in good faith.

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	<b>AFSCME 3299</b>	<b>UC</b>
<b>ANNUAL WAGE INCREASES (ATBS)</b>	2025 - 7.5% 2026 - 6.5% 2027 - 6.5% 2028 - 6.5% ATBs effective each April	2025 - 5% 2026 - 5% 2027 - 4% 2028 - 3.5% 2029 - 3% ATBs effective each July. Ratification bonus of \$250 - \$1,000
<b>\$25 MINIMUM WAGE</b>	Retroactive to April 2025 ( <i>&amp; adjust the scale to provide for future step increases</i> )	Started in 2025 ( <i>making employees at this minimum wage ineligible for ATB/step increases for up to 2 years</i> )
<b>STEP INCREASES</b>	2025-2028: 2% each year for ALL workers	Exclude those at the top step 2025: no steps 2026-2029: 2% each year
<b>DURATION</b>	4-Year Contract <i>through 2028</i>	5-Year Contact <i>through 2029</i>
<b>SHIFT DIFFERENTIALS</b>	Evening /Swing: 10% Night/Weekend: 15% On-Call Pay: 50%	No Increase in Shift Differentials or Call Pay
<b>AFFORDABLE HEALTHCARE</b>	Keep 2024 rates and \$10 caps	Keep the high 2026 rates 7.5% Cap for Kaiser 5% Cap for B&G
<b>HOUSING BENEFITS</b>	\$25K Housing Fund for Rent/Mortgage Assistance, Access to Low-Interest Home Loans	No proposal: Housing benefits only for executives but not workers
<b>PARKING RATES</b>	Freeze Parking Rates	Monthly Parking Rates Can Increase by up to 10% or \$15 Every Year

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