

APRIL 21-22, 2026

SX, EX BARGAINING UPDATE



UC CONTINUES TO REFUSE TO INVEST IN WORKERS

Despite claiming that workers are its biggest asset, UC's latest proposals demonstrate a complete disregard for our work.

While UC demands staff to keep hospitals and campuses running 24/7, its offer to increase the \$1 minimum differential night-shift employees—who sacrifice their health and well-being—by a meager 25 cents shows how little it values this essential work. UC's continuous refusal to invest in its employees directly contributes to staffing shortages and turnover.

UC's second-class proposals continue to put us further behind:

- **Wages:** UC's proposed wage increases would be eroded by inflation and the rising costs we pay directly back to UC.
- **Healthcare Costs:** UC continues to shift the financial burden to workers by increasing healthcare premiums, co-pays, and medication costs.
- **Housing:** UC refuses to bargain with us about housing, leaving housing benefits essential for long-term security available only to executives and faculty, while low-paid frontline workers are excluded.



"UC's proposal is a complete disrespect, considering the significant toll that working night shifts takes on our health. We are worth far more than a quarter. It is time for UC to start making a real investment in us."

Ruth Zolayvar, Pharmacy Tech 3, UCSD

**UC still isn't bargaining in good faith. Enough is enough.
We are ready to strike starting May 14 until we win.**

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	AFSCME 3299	UC
ANNUAL WAGE INCREASES (ATBS)	2025 - 7% 2026 - 6% 2027 - 6% 2028 - 6% ATBs effective each April	2025 - 5% 2026 - 5% 2027 - 4% 2028 - 4% 2029 - 3% ATBs effective each July. Ratification bonus of \$250 - \$1,000
\$25 MINIMUM WAGE	Retroactive to April 2025 (& adjust the scale to provide for future step increases)	Started late in 2025 (making employees at this minimum wage ineligible for ATB/step increases for up to 2 years)
STEP INCREASES	2025-2028: 2% each year for ALL workers	Exclude those at the top step 2025: no steps 2026-2029: 2% each year
DURATION	4-Year Contract through 2028	5-Year Contact through 2029
SHIFT DIFFERENTIALS	Evening /Swing: 10% Night/Weekend: 15% On-Call Pay: 50%	No Increase in Call Pay Add \$0.25 to minimum shift differential (From \$1 to \$1.25)
AFFORDABLE HEALTHCARE	Keep 2024 rates and \$10 caps	High 2026 implemented rates 7.5% Cap for Kaiser starting 2027 5% Cap for B&G starting 2027
HOUSING BENEFITS	\$25K Housing Fund for Rent/Mortgage Assistance, Access to Low-Interest Home Loans	UC refuses to bargain over this issue, leaving housing benefits only for executives, not workers
PARKING RATES	Freeze Parking Rates	Monthly Parking Rates Can Increase by up to 10% or \$15 Every Year

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