




MAY 6-7, 2026

SX, EX BARGAINING UPDATE


AFSCME 3299

OUR PRESSURE IS MOVING UC!

UC has started to make more movement at the bargaining table, feeling the pressure of our campaign and the support for our open-ended ULP strike. Although UC offered more money in its latest proposal, **UC CAN DO BETTER.**

-  **No movement on healthcare**
-  **Second-class wage offers**
-  **No proposal on housing**



“I was homeless while working at UCLA: sleeping in a tent, at bus stops, and in homeless shelters when I could. I simply can’t afford housing because UC keeps offering us crumbs.”

—Deshundre Richee, EVS, UCLA

We are ready for an open-ended strike starting May 14, until UC starts bargaining in good faith and delivers the contract our members deserve.

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ANNUAL WAGE INCREASES (ATBS)	2025: 6% 2026: 6% 2027: 5% 2028: 5% 2029: 5% ATBs effective each April	2025: 5% 2026: 5% 2027: 4% 2028: 4% 2029: 4% ATBs effective each July Ratification bonus of \$250 - \$2000
\$25 MINIMUM WAGE	Retroactive to April 2025	Started late in 2025
STEP INCREASES	2025-2029: 2% each year for ALL workers	Lump sum for those at the top step 2025: no steps 2026-2029: 2% each year
DURATION	5-year contract (through 2029)	5-year contract (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	Affordable healthcare: \$10 caps higher subsidies	Unaffordable healthcare: 7.5% Cap for Kaiser starting 2027 5% Cap for B&G starting 2027 Lower subsidies
HOUSING BENEFITS	\$25,000 Housing Fund for rent/ mortgage assistance, access to low-interest down payment 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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