



## UPTE Last, Best & Final Offer Fact Sheet

### OVERVIEW

After 15 months of negotiations, the University of California (UC) has presented its Last, Best and Final Offer (LBFO) to the University Professional and Technical Employees (UPTE) union. The proposal provides annual wage increases, protections against rising health care costs, and expanded workplace benefits for more than 19,000 UPTE-represented employees across UC campuses and medical centers.

### Competitive Across-the-Board Wage Increases

#### Proposed wage increases by year

Year	1	2	3	4
Wage Increase	5%	4%	3%	3%

Year 1 increase will be 5% or \$25/hour minimum, whichever is greater

#### LBNL wage increases

Year	1	2	3
Wage Increase	6%	5%	4%

Lawrence Berkeley National Laboratory wage increases follow merit rules

### Step Increases (equivalent to pay increases of approx. 2% each):

- HX employees: Jan. 2025, 2026, 2027, 2028
- RX/TX employees: Jan. 2025, 2026, 2028

### HEALTH CARE AFFORDABILITY

#### Direct Support for Lower-Paid Employees (Kaiser/UC Blue & Gold):

- ✓ 2025: \$125/month credit for Pay Band 1; \$100/month credit for Pay Band 2
- ✓ 2026–2028: \$100/month (Pay Band 1); \$75/month (Pay Band 2)
- ✓ In some cases, credits fully cover employee contributions.

### STRENGTHENED JOB SECURITY & SAFETY

- ✓ Choice of severance or preferential rehire/recall in layoffs.
- ✓ Timely ergonomic evaluations and access to safety equipment.
- ✓ Commitment to healthy, compliant work environments.



### MODERNIZED LABOR PRACTICES

- ✓ Clearer reclassification rules with timelines, appeals, and retroactive pay.
- ✓ Defined career pathways: promotion vs. transfer, vacancy filling, tie-breaker process.
- ✓ Fair access with transparent standards for internal postings.

### STRONGER LEAVE PROTECTIONS & EXPANDED BENEFITS

- ✓ Expanded Family Medical Leave: clearer rules, broader definitions, and new coverage for organ donation, reproductive loss, adult children, and designated persons.
- ✓ Stronger protections: continued insurance if self-paid, recognition of enhanced benefits under law, and Family & Job Care Benefits applied across leaves.
- ✓ Reinforced Sick Leave Rights: Expanded eligibility, credit for all appointment types, up to 30 days per year with clear guidelines.

### CONTEXT

- ✓ Bargaining began in June 2024; impasse was reached in November.
- ✓ A [neutral factfinder supported UC](#) on most outstanding issues (15 for UC vs. 3 for UPTE).
- ✓ UC went beyond factfinder wage recommendations by increasing its offers.
- ✓ Contract would run through Nov. 30, 2028, providing stability and predictable growth.

### BOTTOM LINE

UC's LBFO provides:

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| ✓ Meaningful wage growth and equity adjustments.         | ✓ Enhanced job security, safety, and leave benefits.                  |
| ✓ Direct relief and permanent caps on health care costs. | ✓ A balance between fair compensation and UC's fiscal responsibility. |