

BOLDLY CALIFORNIAN

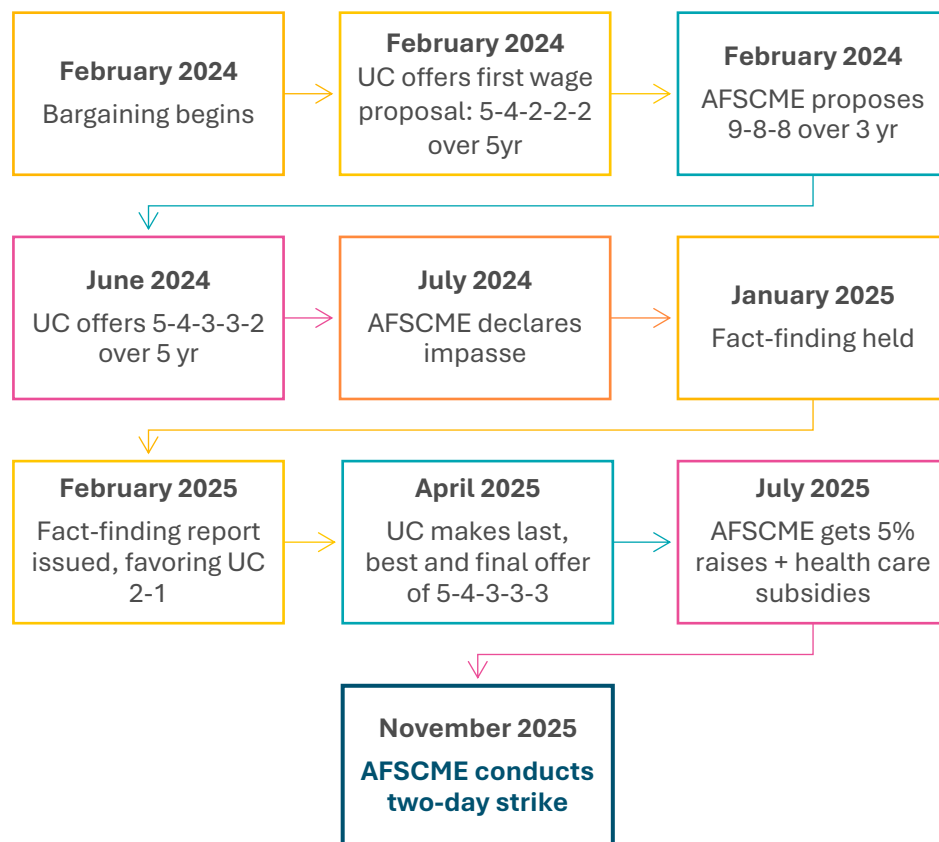
AFSCME CONTRACT STATUS NOVEMBER 2025

AFSCME EMPLOYEES ENTER THE HOLIDAYS WITH HIGHER PAY AND BETTER BENEFITS

The University of California deeply values the vital contributions of our American Federation of State, County and Municipal Employees (AFSCME) represented employees, who provide essential services across our hospitals, campuses, and communities. In July, after 16 months of good-faith negotiations and completion of all state-required impasse procedures, UC [implemented key terms from its last, best, and final offer](#) to ensure AFSCME-represented UC employees received meaningful and immediate pay and benefit increases. Under the terms implemented, all AFSCME-represented employees now earn at least \$25 an hour, effective July 2025 and receive up to \$1,500 per year in health care premium credits.

21 MONTHS OF NEGOTIATIONS: KEY MOMENTS IN BARGAINING

Previously, UC made significant wage increase proposals totaling 28% over five years, including across-the-board and step increases. UC's approach throughout negotiations has remained focused on collaboration, fairness, and making progress toward a shared agreement. The milestones below outline the extensive negotiations between UC and AFSCME since bargaining began 21 months ago; wage figures refer to the proposed across-the-board % increases.





UC'S COMMITMENT TO FAIR PAY AND CONSTRUCTIVE BARGAINING

Additionally, over the past month, UC has worked around the clock to accelerate contract negotiations with several other labor partners, successfully reaching fair agreements that reflect shared commitment and engagement. These outcomes show that UC can and has quickly closed deals when both parties actively participate in solutions-oriented bargaining.

Despite UC's continued outreach, AFSCME has not presented any substantive counterproposals since April 2025. Without AFSCME's participation, the University cannot move forward with productive negotiations for this vital group of employees. Nonetheless, UC remains hopeful and committed to working towards a fair and sustainable agreement that supports our employees and advances the University's mission of service, education, and research.

ADDRESSING AFFORDABILITY CHALLENGES FOR UC EMPLOYEES

Affordability is one of California's most pressing issues, and UC recognizes the impact it has on its employees and their families. In response, UC has prioritized significant systemwide wage growth, offering AFSCME-represented UC employees nearly \$600 million in additional pay relative to the prior contract, which provides every worker with the flexibility to address their needs, including housing.

Additionally, UC is pursuing inclusive strategies such as expanding its employee housing programs, exploring new financing partnerships with the California Housing Finance Agency, and collaborating with state and local leaders to advance housing initiatives that benefit the entire UC community. This balanced approach reflects UC's commitment to fairness, fiscal responsibility, and long-term solutions that strengthen both its workforce and its public mission.

COMPETITIVE PAY AND COMPREHENSIVE BENEFITS ACROSS UC

UC is committed to providing fair, competitive, and comprehensive compensation that strengthens the financial security and well-being of its employees. Along with strong systemwide wage growth, the University offers a wide range of benefits that give employees flexibility and choice in meeting their personal and family needs. These include high-quality medical, dental, and vision coverage with low employee costs, participation in the UC Retirement Plan and voluntary savings programs, life and disability insurance, and access to legal, family care, and tax-saving programs.

UC's benefits are structured to deliver particular value for lower-wage employees, including full employer-paid core benefits, pre-tax health and dependent care options, and guaranteed retirement contributions that grow over time. This total compensation approach provides meaningful support and long-term stability for all employees while ensuring UC remains a leading employer dedicated to education, research, and public service for California.