



\$3,000 Ratification Lump Sum

6% Guaranteed Raise Retroactive to July 1, 2022

23.4% Average Compounded Raise Over 4 Years

After nearly a year of bargaining and our members taking action across the state, we’ve secured a tentative agreement (TA) with the University on our CX unit successor contract that’s the strongest contract in our history. This victory is the result of us standing together in our Union as Teamsters and showing the University that our essential work deserves fair pay. The TA includes guaranteed across-the-board (ATB) raises, annual step increases that are NOT based on merit/performance, ratification AND longevity lump sums, new language on bilingual pay at medical centers, and major gains on overtime and various other areas. These wins are not something that were given to us; they were the result of our members taking action. On bilingual pay and so many other areas, we were able to win because our members came out and demonstrated our power by sending letters to UC leadership, speaking at Regents meetings, and rallying outside the medical centers and various other locations.

Now that we have secured this historic TA, it is time for all our members to make their voices heard and vote to ratify this successor contract. **Our CX Bargaining Team unanimously endorses a YES vote on this TA** to lock in the substantial raises and other pay and benefits we have won because of our nearly year-long contract campaign. Just as it was critical for our members to turn out and stand united during the contract campaign, it is important to again show our strength and unity to the University by voting YES on our new contract in large numbers. When we stand together and fight as Teamsters, we win!

WAGES (except LBNL)

- \$3,000 ratification lump sum for non-probationary, career CX employees, pro-rated for part-timers.
- 6% guaranteed across-the-board (ATB) raise, retroactive to July 1, 2022.
- Step increases averaging 2.2% for non-probationary, career CX employees in 2023, 2024, and 2025.
- Step increases and ATBs result in an average 23.4% compounded raise over 4 years.
- These raises are NOT merit or performance based, including the step increases.
- “Me too” language guarantees that if non-represented staff get an annual increase greater than 3% in 2023-2025, CX workers will automatically get that same raise as an ATB.
- Non-probationary, career CX employees who are at the top of the salary range will receive lump sums equal to the difference between their two highest steps in lieu of the step increase.
- \$1,000 longevity lump sum for career employees who have or reach 20 years of full-time University service during the term of the agreement.

CX Unit Tentative Agreement Raises	
60 days after ratification	6% ATB (retro to July 1, 2022) \$3,000 Lump Sum
July 1, 2023	3% ATB + step (avg. 2.2%)*
July 1, 2024	3% ATB + step (avg. 2.2%)*
July 1, 2025	3% ATB + step (avg. 2.2%)*
<i>*steps guaranteed regardless of evaluation, those at top of range receive lump sum in lieu of step.</i>	



BILINGUAL, OVERTIME & OTHER PAY

- First-time contract language pays \$50 biweekly for bilingual/multi-lingual services for medical center CX employees certified and designated by the University to use their bilingual skills.
- Daily overtime after 8 hours and double time after 12 hours now added to existing overtime language.
- Shift differential rates increased to \$1.25 per hour for medical centers and \$1.00 for campuses for those with established shift rates.
- Out-of-class pay now begins after 15 days instead of 20 and new language that allows for pay for performance of partial out-of-class duties

TELECOMMUTING / REMOTE WORK, EQUITY ADJUSTMENTS & CONTRACTING OUT

- Language on telecommuting/hybrid work for the first time for non-LBNL CX employees. CX employees would be subject to the terms of their location’s hybrid/telecommuting work policies, and these arrangements can be a subject of labor-management meetings.
- New language making clear that a CX employee or the Union can request an equity adjustment and includes examples of information that can be submitted and considered for an equity wage increase.
- New language that requires the UC to meet and confer to discuss the impact of contracting out, with disputes subject to the grievance and arbitration process.

DURATION

- 4 Years: Expires March 31, 2026

BENEFITS

- Maintains caps on annual increases for Kaiser and Health Net Blue and Gold health plans.
- Increases to health care pay bands for 2023 listed in the contract.
- Language on Second Choice window to opt into defined benefit pension and out of risky “Savings Choice” 401k-style plan included.

*Raises for LBNL will be bargained locally and step increases for Public Safety Dispatchers will continue to be driven by existing side agreement.

OUR CX BARGAINING TEAM UNANIMOUSLY RECOMMENDS A YES VOTE ON THIS TENTATIVE AGREEMENT.