

Teamsters Local 2010



UCLA Skilled Trades Economics Bargaining Presentation

March 10, 2026

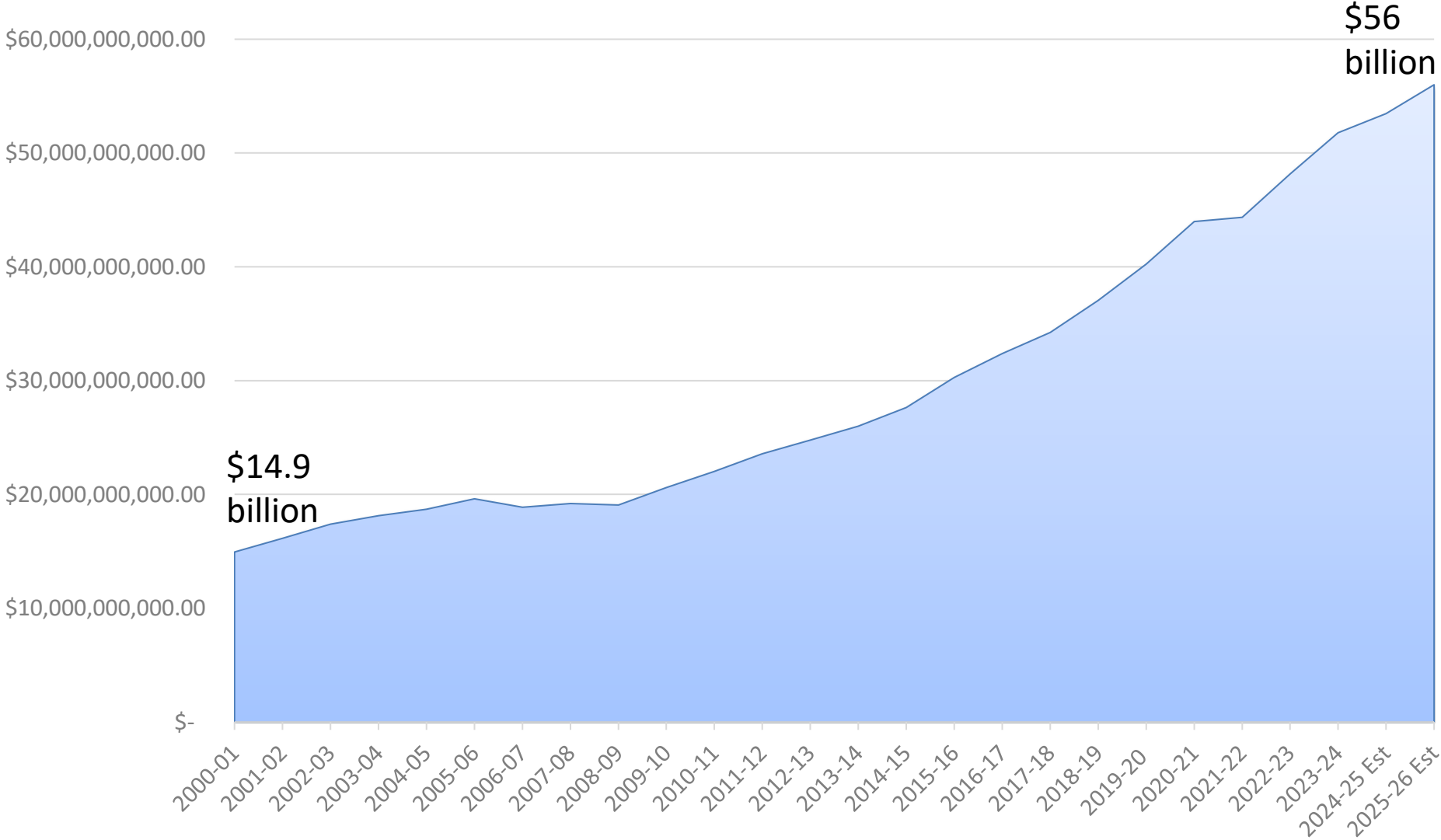
Our Work

Our work makes UCLA work. Our members are essential workers whose hard work has allowed the University to weather crises and serve a growing student population and facilities needs despite inadequate staffing.

Budget & Finances

UNIVERSITY OF CALIFORNIA SYSTEM & UCLA

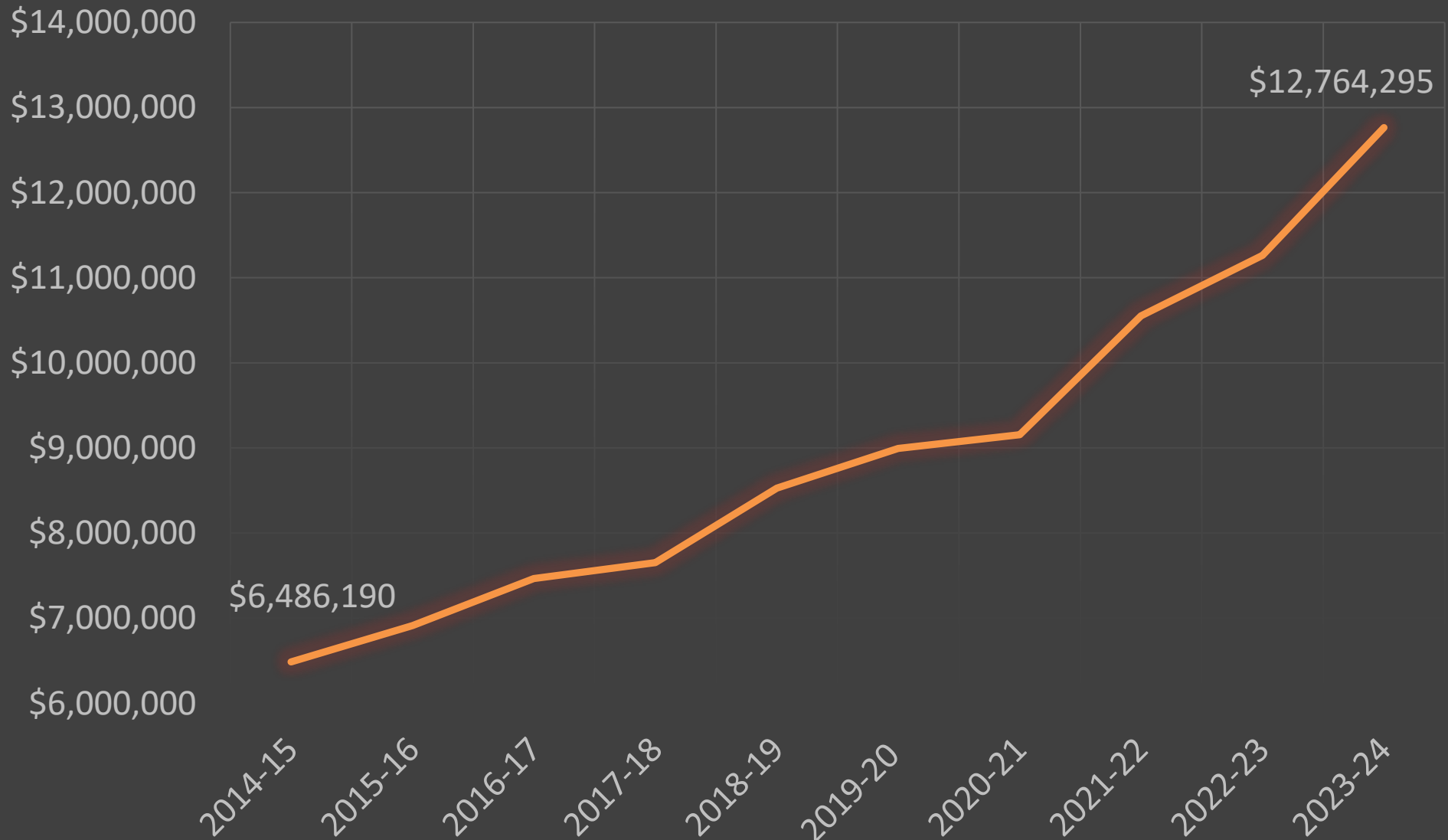
UC System Budget Growth



Sources: UC 2025-26 Budget Detail & UC 2026-27 Budget Summary

UCLA Revenue Growth

(\$ in thousands)



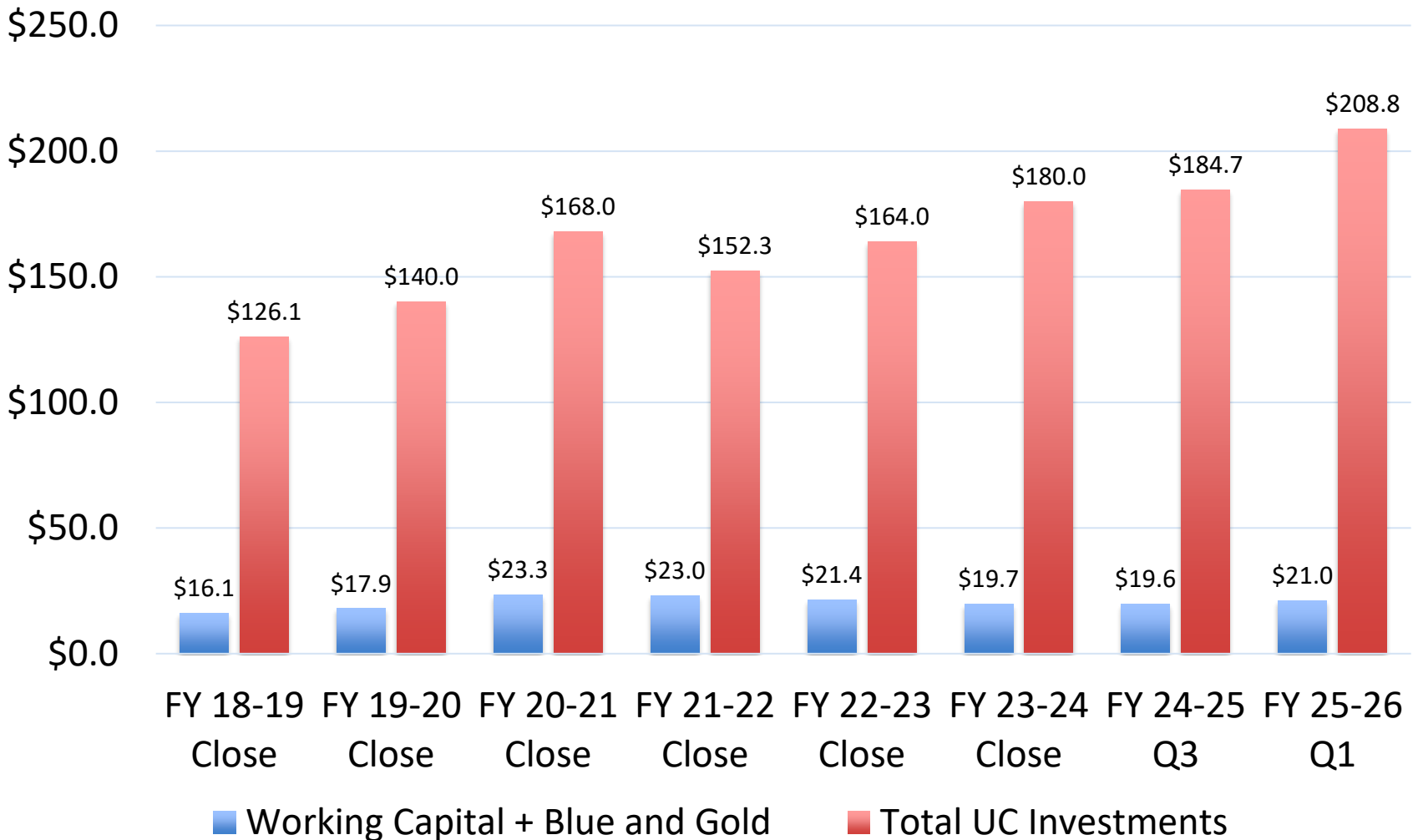
Proposed 2026-27 State Budget

- General Fund support to UC of \$5.4 billion.
 - Would be a total 10.1% increase over the current year (2025-26):
 - \$254.3 million ongoing General Fund increase to provide 5% base increase;
 - \$96.3 million ongoing General Fund to partially fund deferred 2025-26 5% base increase;
 - \$240.8 million for 5% increase and \$31 million for replacement of nonresident undergraduates in 2025-26 continues to be deferred to 2027-28;
 - Effective year extension to 2027-28 on repayment of \$129.7 million loan to offset 3% base deferral.
- Net result would be \$350.6 million ongoing base increase for a 6.9% base increase in 2026-27.

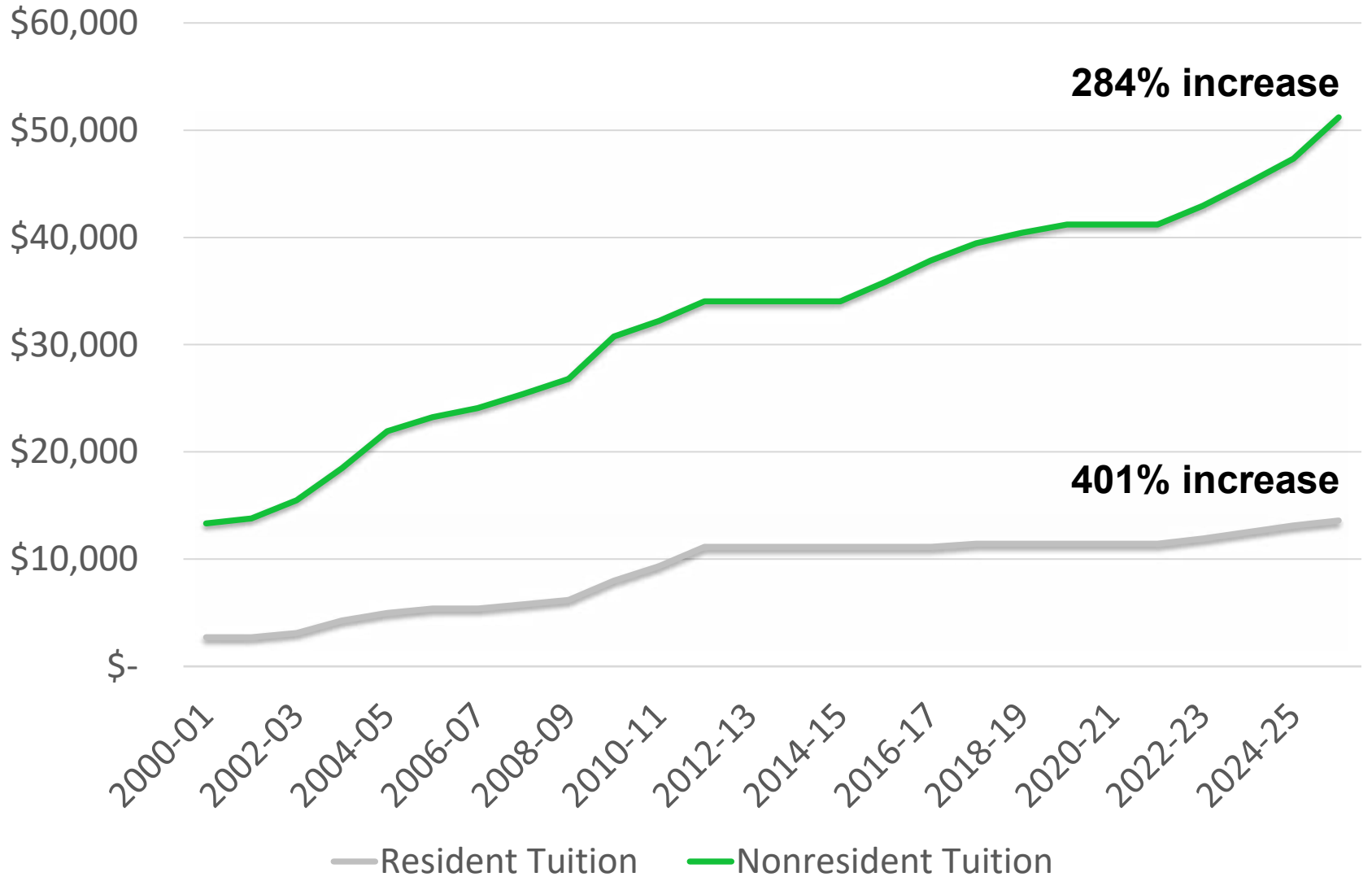
UC Investment Asset Growth

Working Capital/Blue & Gold + Total

(in billions)



Resident and Nonresident Undergraduate Tuition Increases



UC Cohort Tuition Increases

Display 1: Tuition Stability Plan Implementation (Undergraduate Students)

Plan Year	Year Student First Enrolls at UC (Entering Cohort)	Increase Over Amount Charged to Students Who Entered in Prior Year	Approved Increase (%)
	2021-22 or earlier	No increase	No increase
Year 1	2022-23	Inflation + 2.0%	4.2%
Year 2	2023-24	Inflation + 1.5%	5.0%
Year 3	2024-25	Inflation + 1.0%	5.0%
Year 4	2025-26	Inflation + 0.5%	3.5% ¹
Year 5	2026-27 and later	Inflation	Inflation

¹ The 3.5% increase in 2025-26 is applicable only to Tuition and the Student Services Fee. The Regents approved an increase to undergraduate NRST of 9.9% for nonresident undergraduate students.

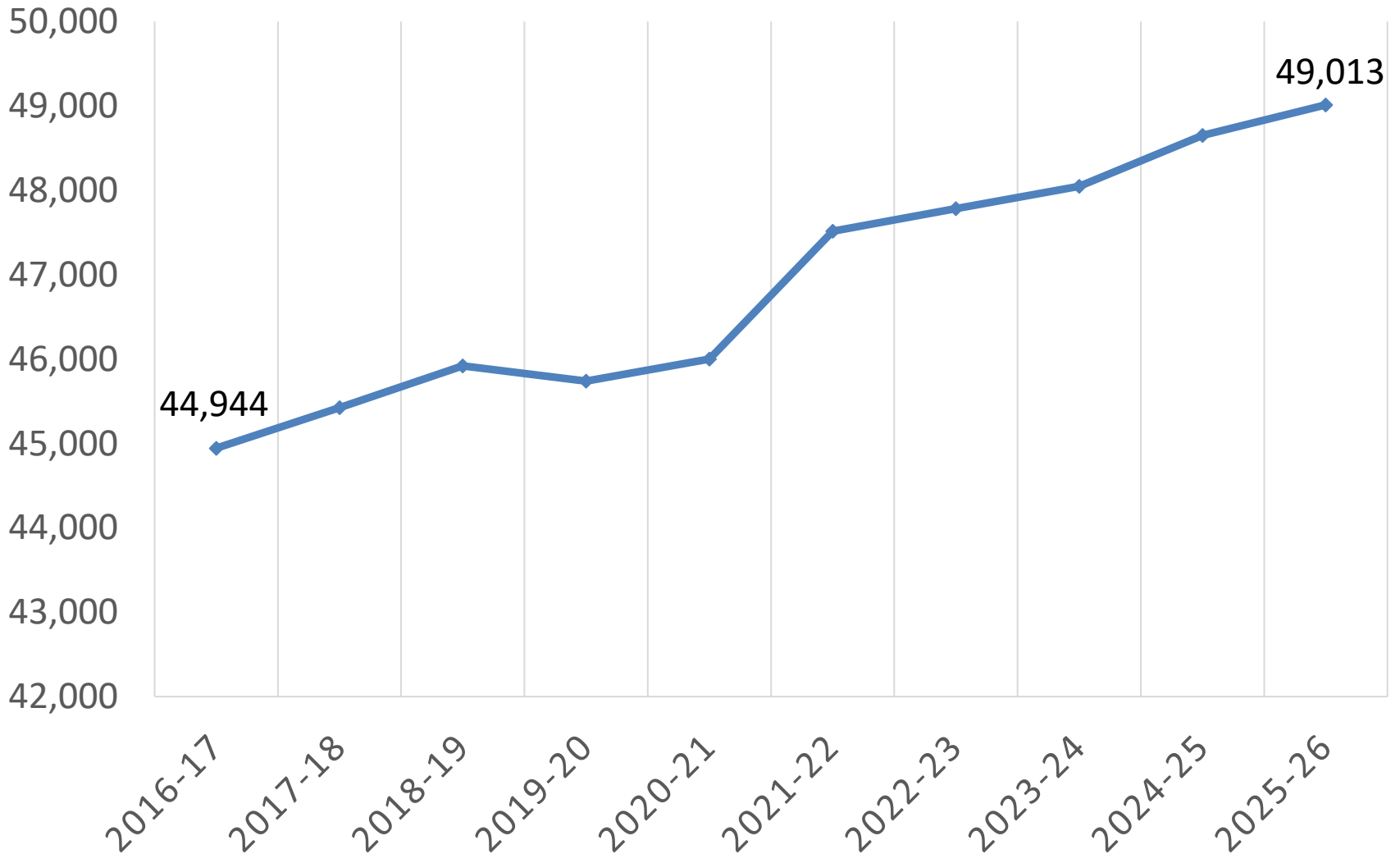
Year Student First Enrolls at UC (Entering Cohort)	Increase Over Amount Charged to Students Who Entered in Prior Year
2026-27	Inflation + 1.0%
2027-28 and later	Inflation + 1.0% + Banked Amount*
* Use of any banked amount, if applicable, is subject to the annual cap of five percent.	

UC Cohort Tuition Increases

Year Student First Enrolls at UC (Entering Cohort)	Increase Over Amount Charged to Students Who Entered in Prior Year
2026-27	Inflation + 1.0%
2027-28 and later	Inflation + 1.0% + Banked Amount*
* Use of any banked amount, if applicable, is subject to the annual cap of five percent.	

- Changes starting in 2026-27 academic year and continuing for seven years.
- Annual 5% cap on increases maintained, but UC can bank any increase that would have gone over the 5% cap in a year to use in a subsequent year.
- Required return-to-aid percentage reduced to 40% from 45% for undergraduate tuition and Student Services Fee revenue.
- Additional 1% above inflation “may be used at the Chancellors’ discretion to support any campus needs.”

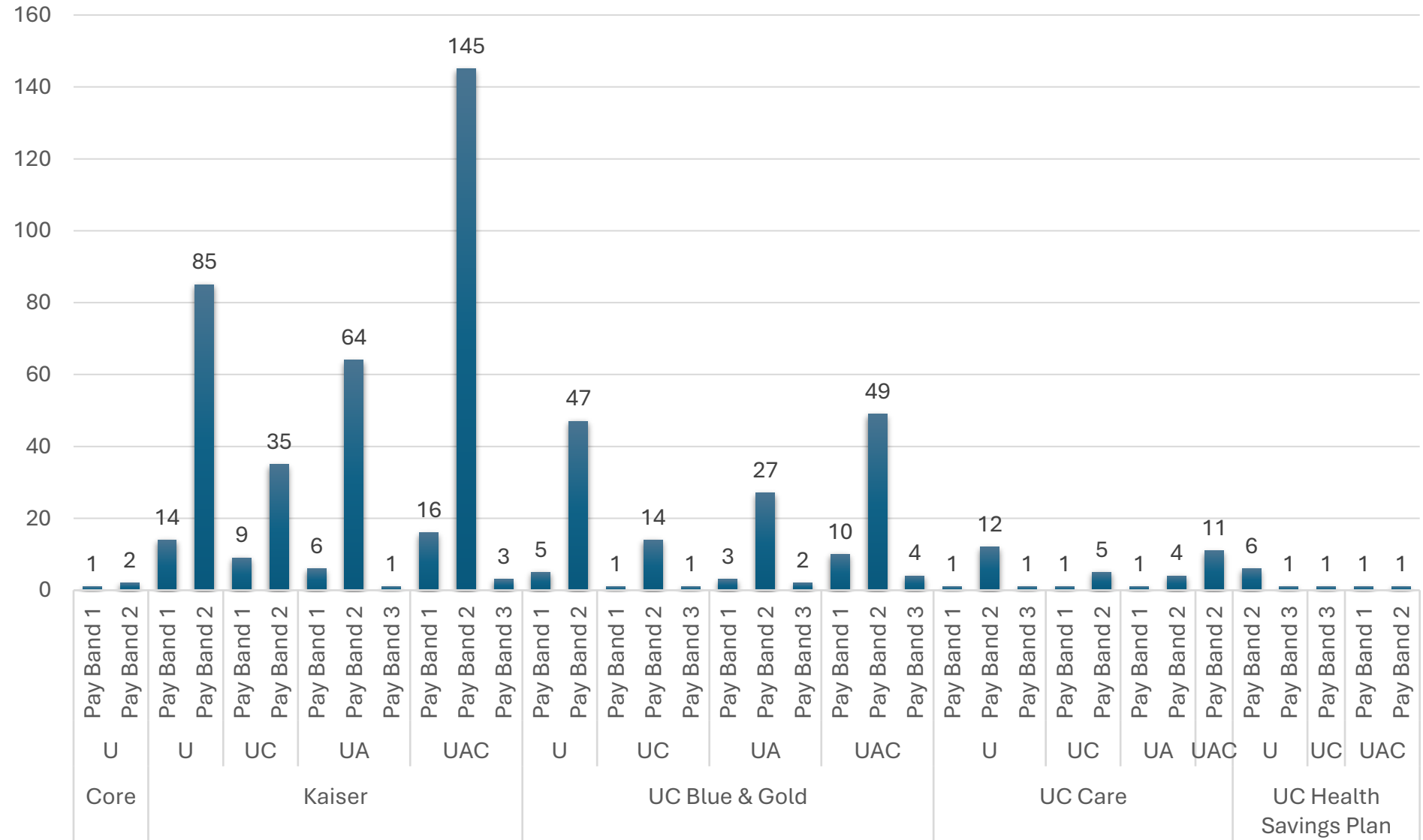
UCLA Student Enrollment History



Massive premium spikes

HEALTH CARE PREMIUMS

2025 UCLA Trades Health Plan Enrollment & Coverage Levels



Premium Changes During Current K4 CBA (2022-2026)

	For Those With Full-Time Salary Rate of \$61,000 or Less				For Those With Full-Time Salary Rate of \$61,001 – \$120,000			
	SELF	SELF + CHILD(REN)	SELF + ADULT	SELF + ADULT & CHILD(REN)	SELF	SELF + CHILD(REN)	SELF + ADULT	SELF + ADULT & CHILD(REN)
CORE	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Kaiser Permanente— CA (HMO)	\$26.94	\$48.49	\$59.00	\$80.51	\$65.12	\$117.21	\$146.16	\$198.22
UC Blue & Gold HMO	\$69.05	\$124.29	\$211.15	\$266.39	\$107.23	\$193.01	\$298.31	\$384.10
UC Care (PPO)	\$141.74	\$255.13	\$358.26	\$471.65	\$179.92	\$323.85	\$445.42	\$589.36
UC Health Savings Plan (PPO)	\$23.69	\$42.65	\$51.89	\$70.81	\$61.87	\$111.37	\$139.05	\$188.52

Monthly costs for 2026: Full-time salary rate of \$73,000 or less

Plan	Self	Self + Child(ren)	Self + Adult	Family
HealthSavings+ (Blue Shield PPO)	\$23.41	\$42.14	\$177.46	\$196.18
Kaiser HMO (Kaiser Permanente)	\$75.57	\$136.02	\$257.78	\$318.23
UC Blue & Gold HMO (Health Net)	\$97.97	\$176.35	\$334.04	\$412.42
UC Care (Blue Shield PPO)	\$130.85	\$235.52	\$403.08	\$507.76

Monthly costs for 2026: Full-time salary rate of \$73,001-\$145,000

Plan	Self	Self + Child(ren)	Self + Adult	Family
HealthSavings+ (Blue Shield PPO)	\$81.73	\$147.12	\$290.31	\$355.69
Kaiser HMO (Kaiser Permanente)	\$120.61	\$217.09	\$352.35	\$448.83
UC Blue & Gold HMO (Health Net)	\$156.29	\$281.33	\$456.51	\$581.55
UC Care (Blue Shield PPO)	\$189.17	\$340.50	\$525.55	\$676.89

Kaiser & Blue and Gold Premium Changes During Current K4 CBA (2022-2026)

2022-2026 Changes in Systemwide/K4 Premiums												
Pay Band 1	Self \$ Diff	Annual \$ Diff	% Diff	Self+Child \$ Diff	Annual \$ Diff	% Diff	Self+Adult \$ Diff	Annual \$ Diff	% Diff	Family \$ Diff	Annual \$ Diff	% Diff
Blue and Gold	\$28.92	\$347.04	41.9%	\$52.06	\$624.72	41.9%	\$122.89	\$1,474.68	58.2%	\$146.03	\$1,752.36	54.8%
Kaiser	\$48.63	\$583.56	180.5%	\$87.53	\$1,050.36	180.5%	\$198.78	\$2,385.36	336.9%	\$237.72	\$2,852.64	295.3%
Pay Band 2	Self \$ Diff	Annual \$ Diff	% Diff	Self+Child \$ Diff	Annual \$ Diff	% Diff	Self+Adult \$ Diff	Annual \$ Diff	% Diff	Family \$ Diff	Annual \$ Diff	% Diff
Blue and Gold	\$49.06	\$588.72	45.8%	\$88.32	\$1,059.84	45.8%	\$158.20	\$1,898.40	53.0%	\$197.45	\$2,369.40	51.4%
Kaiser	\$55.49	\$665.88	85.2%	\$99.88	\$1,198.56	85.2%	\$206.19	\$2,474.28	141.1%	\$250.61	\$3,007.32	126.4%

Plan Averages	Monthly \$ Change	Annual \$ Change	% Increase
Blue and Gold	\$105.37	\$1,264.40	49.1%
Kaiser	\$148.10	\$1,777.25	178.9%

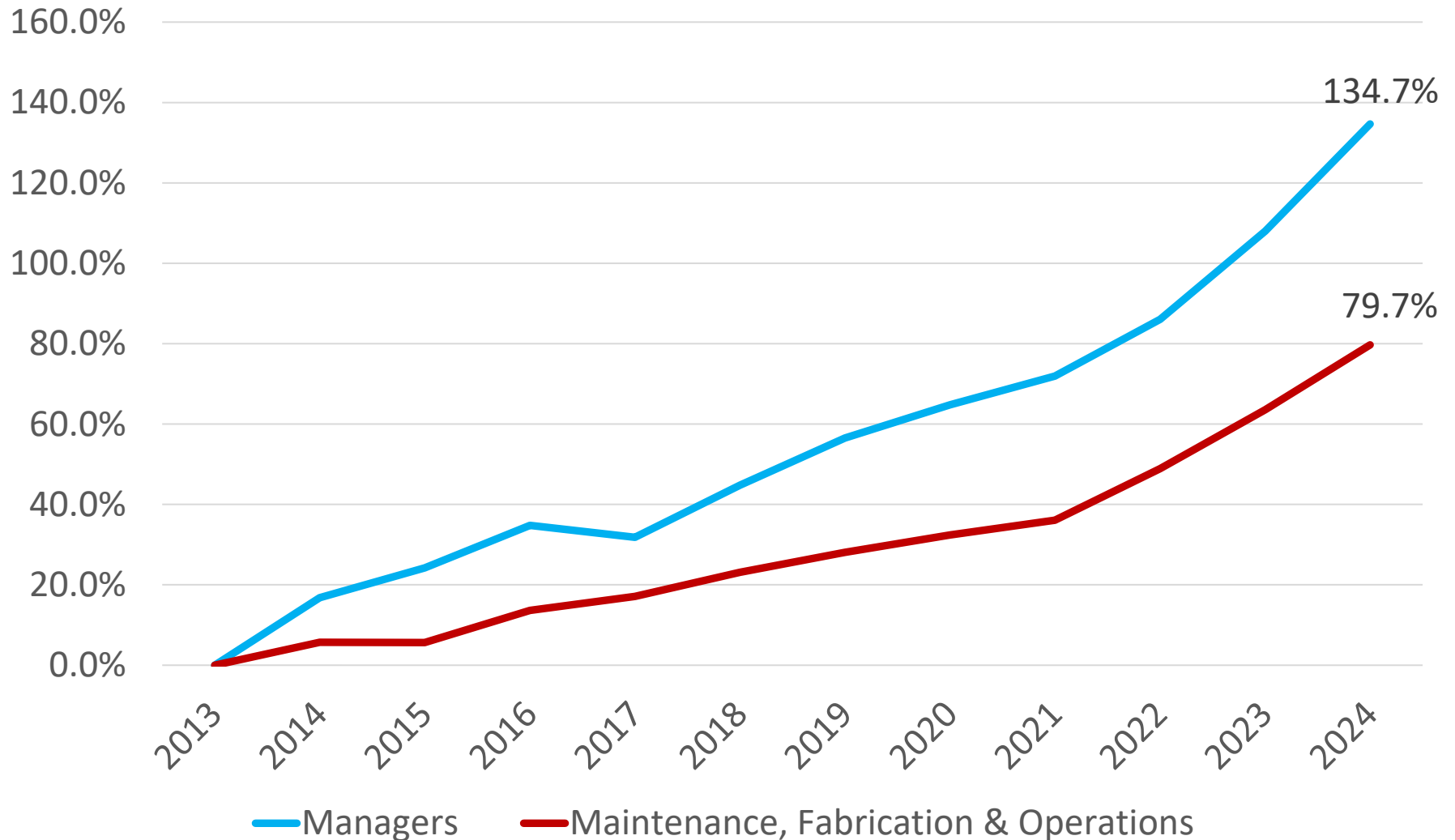
Average Overall % Increase: **114%**

Escalation

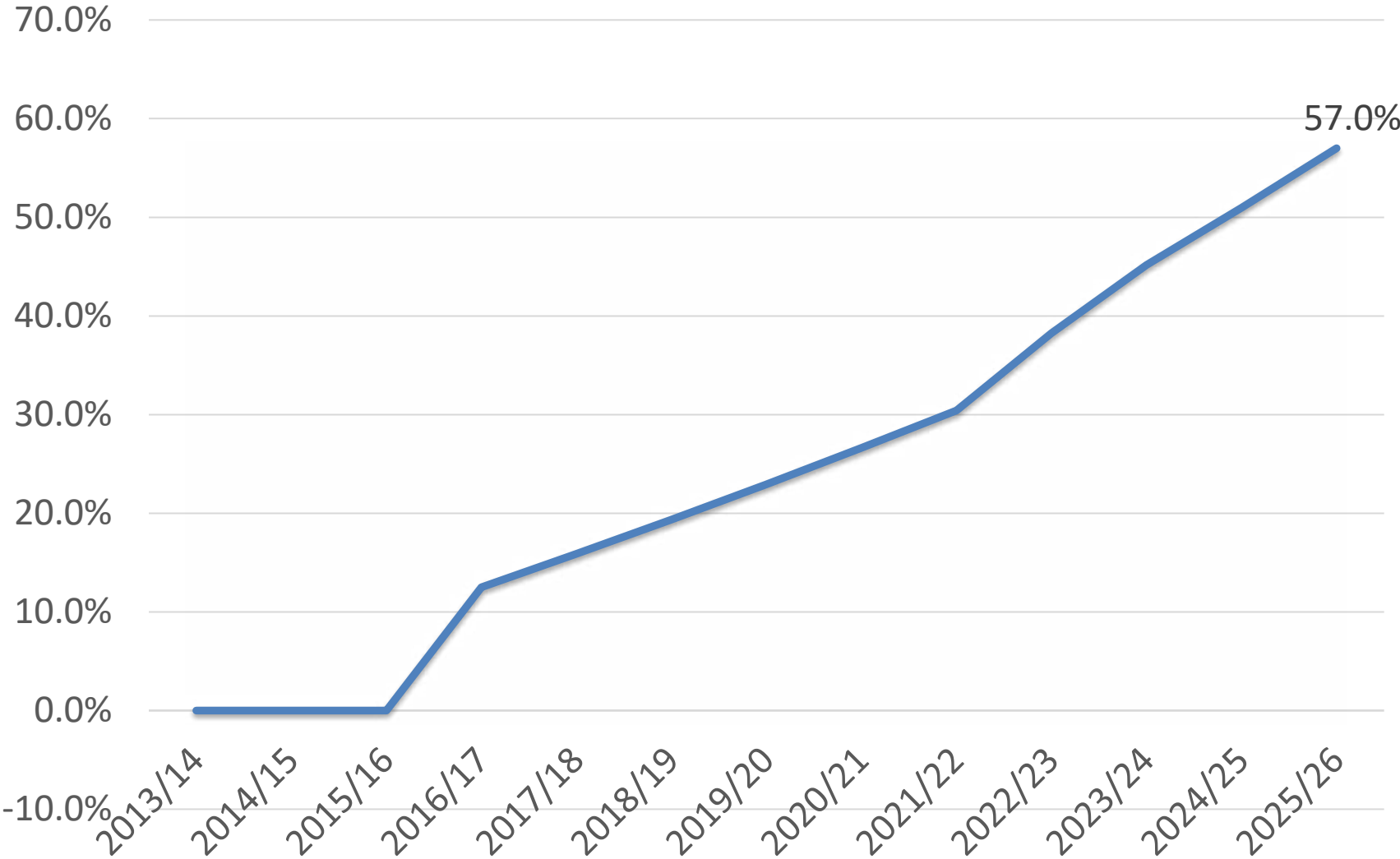
WAGE RATES

% Growth in Total Gross Earnings

UC Managers vs. Maintenance, Fabrication & Ops

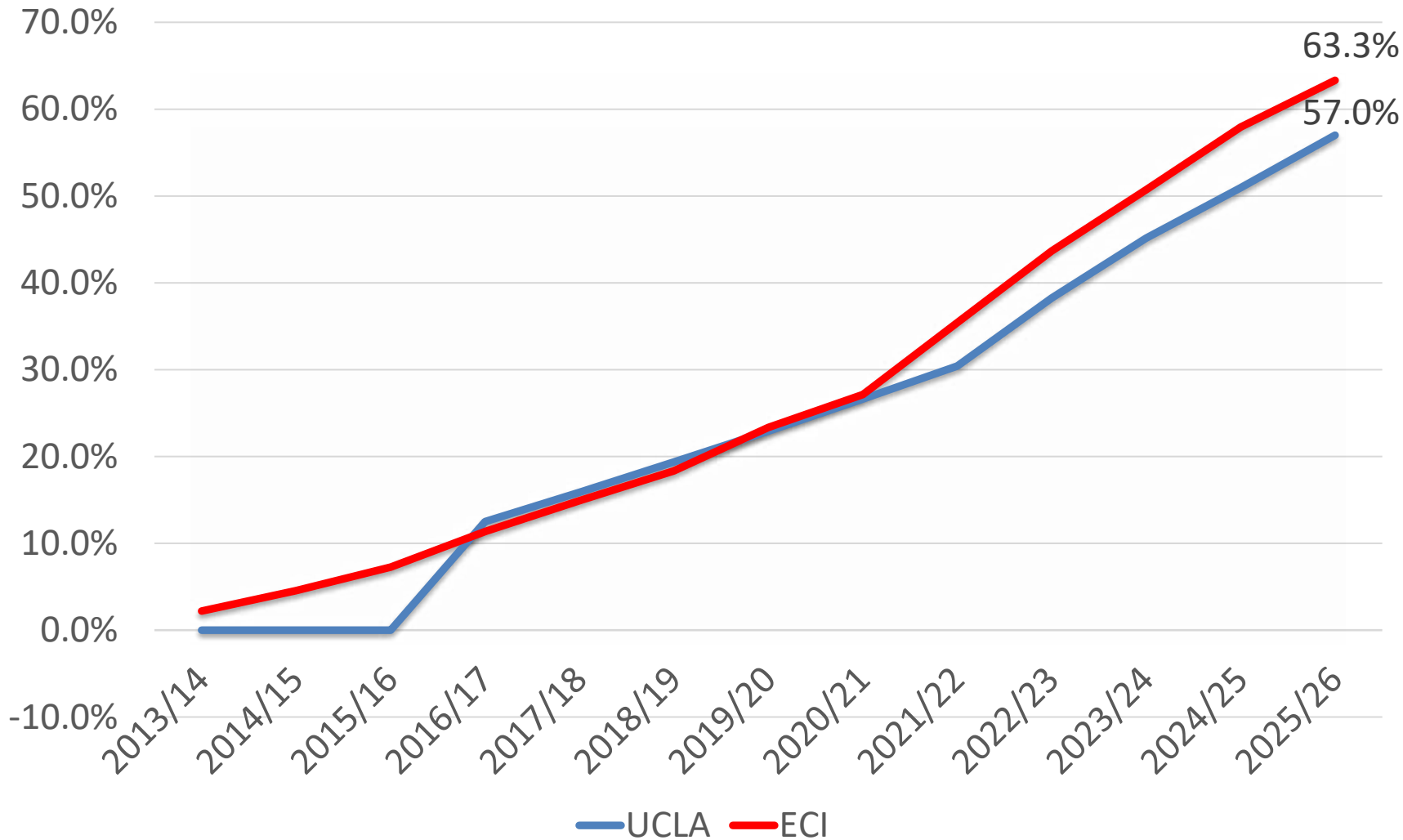


UCLA (K4) Compounded ATB Raises

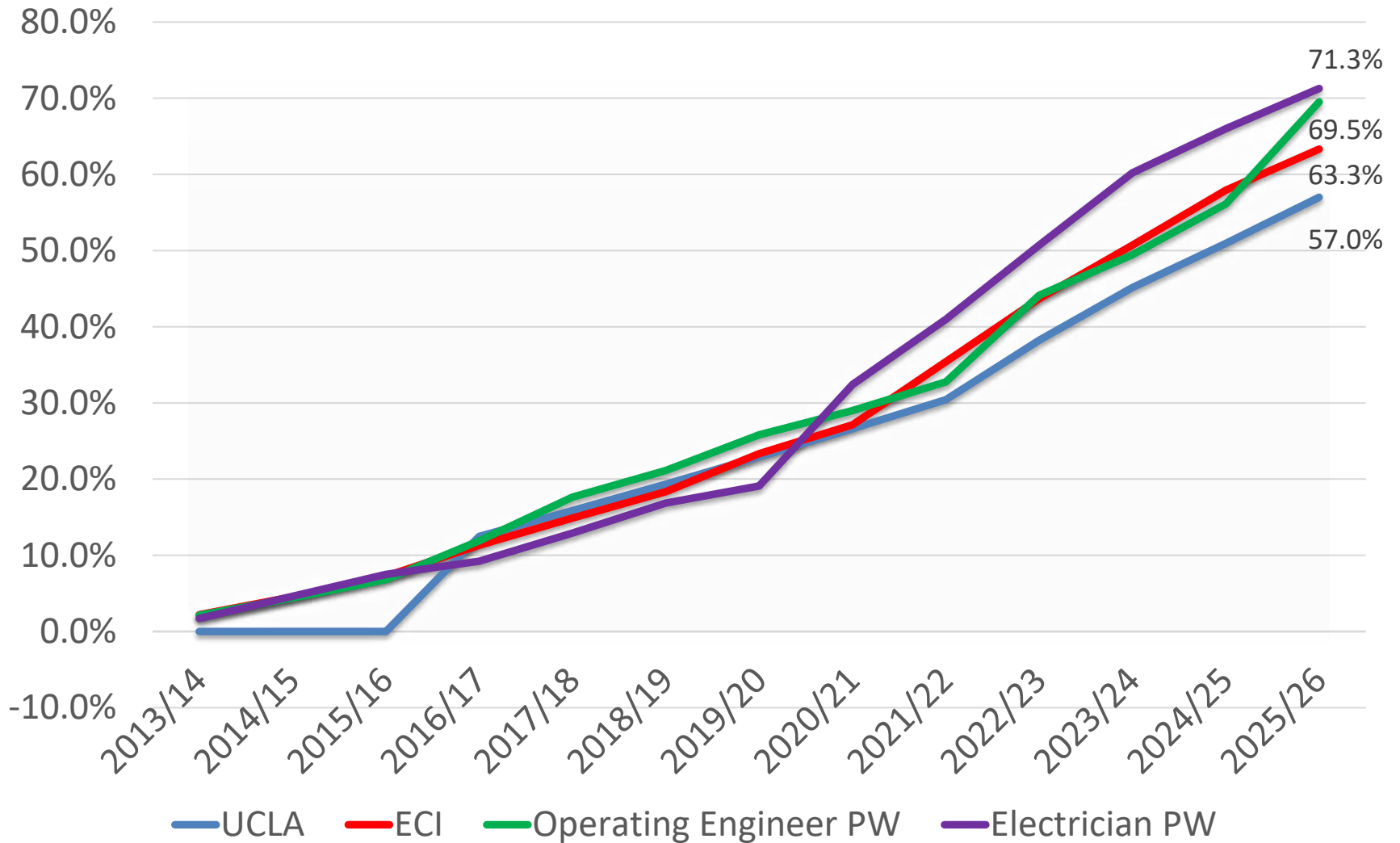


Sources: K4 Bargaining Agreements

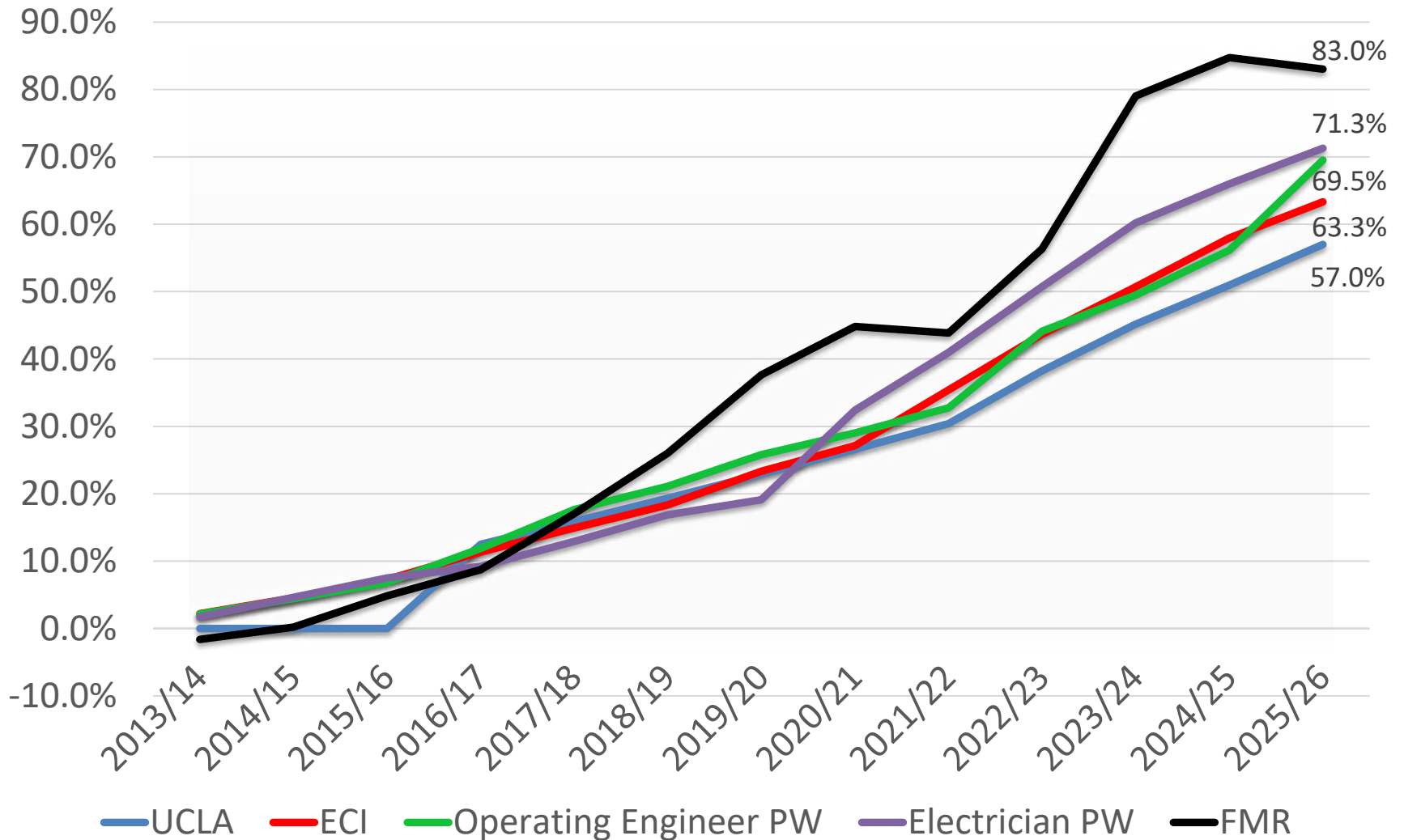
Southern CA Economic Cost Index (ECI) Escalation



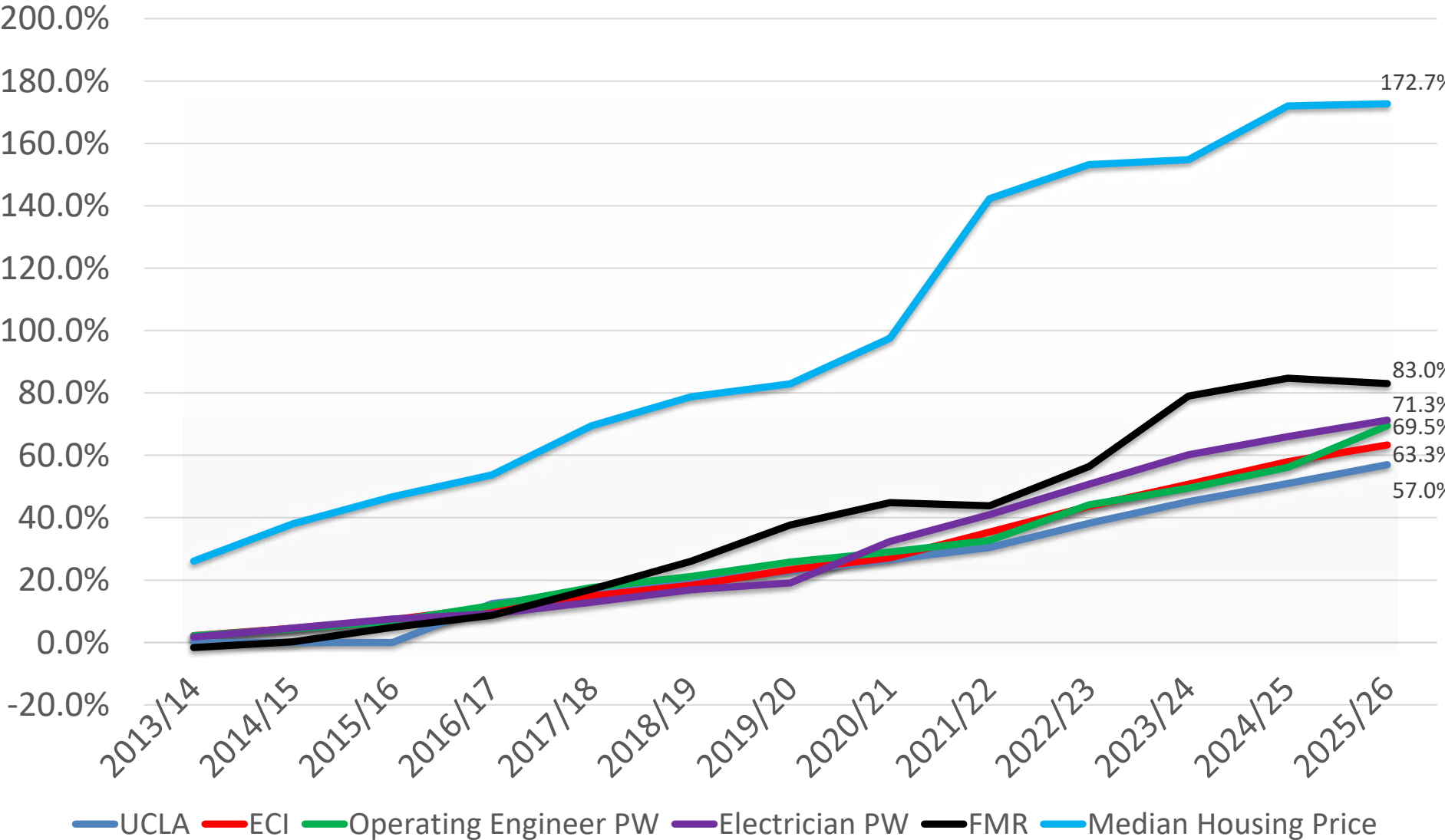
Los Angeles – Prevailing Wage Increases



Los Angeles Fair Market Rents (FMR)



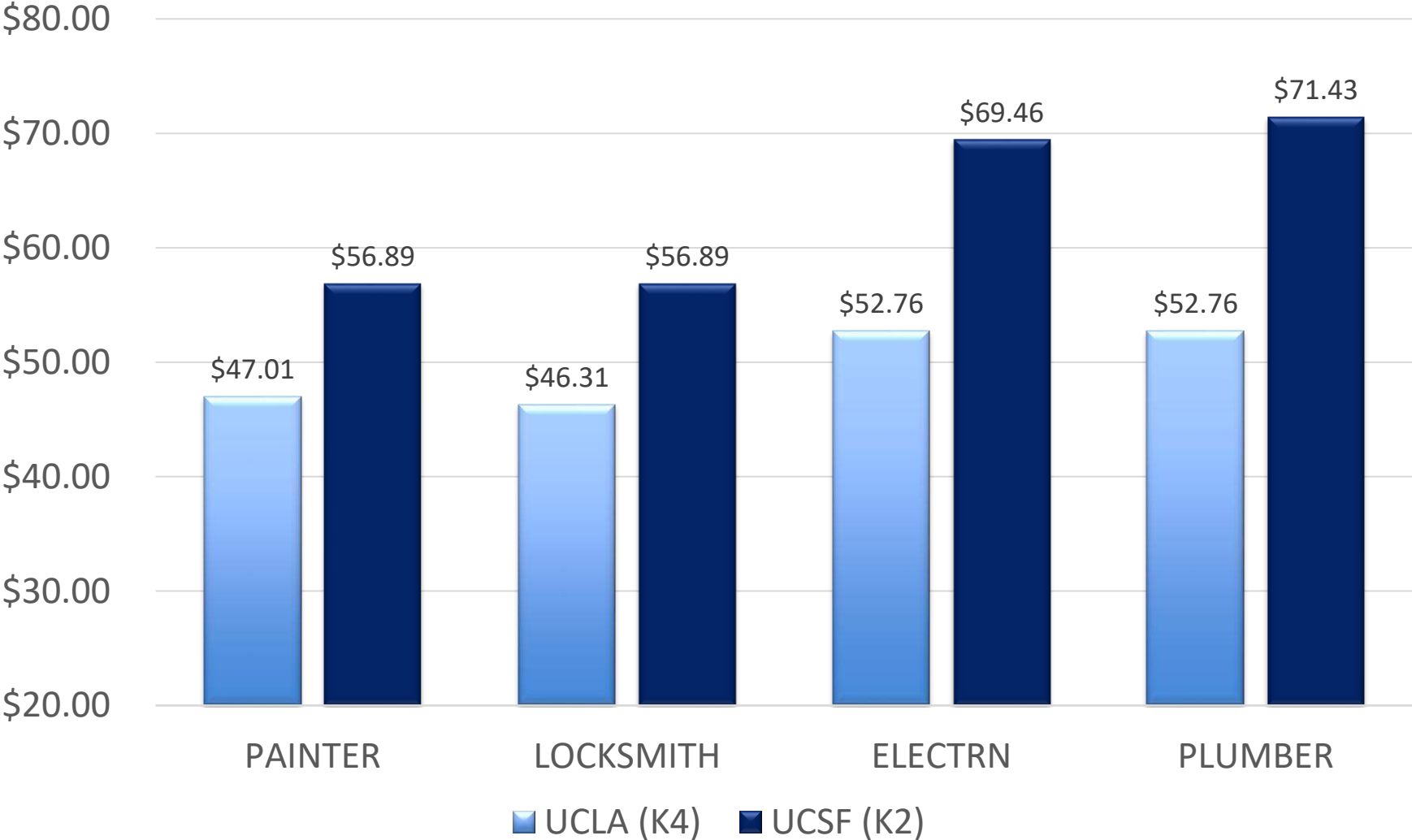
Los Angeles County Median Housing Price Increases



Comparisons

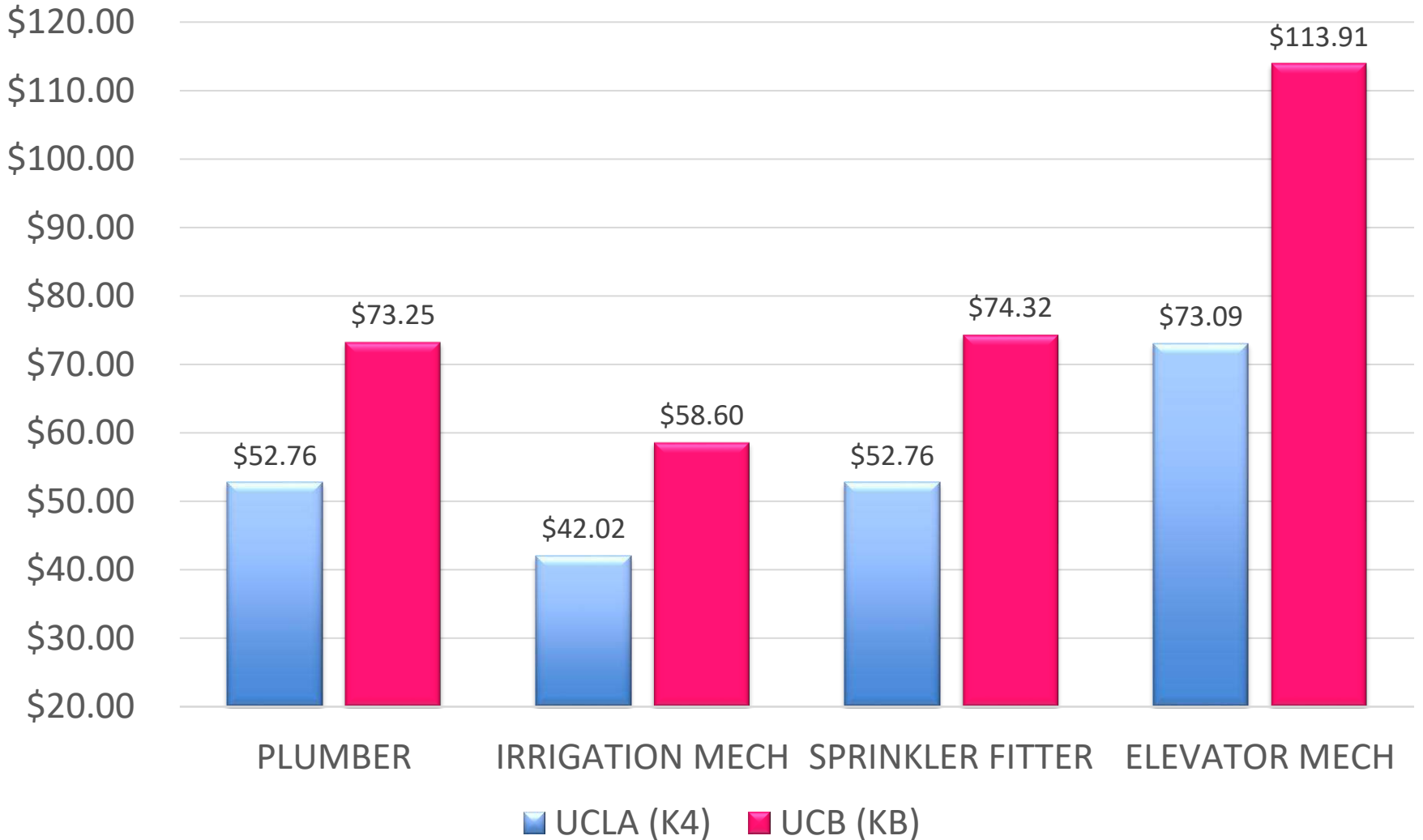
WAGE RATES

UCSF Hourly Rate vs UCLA Hourly Rate

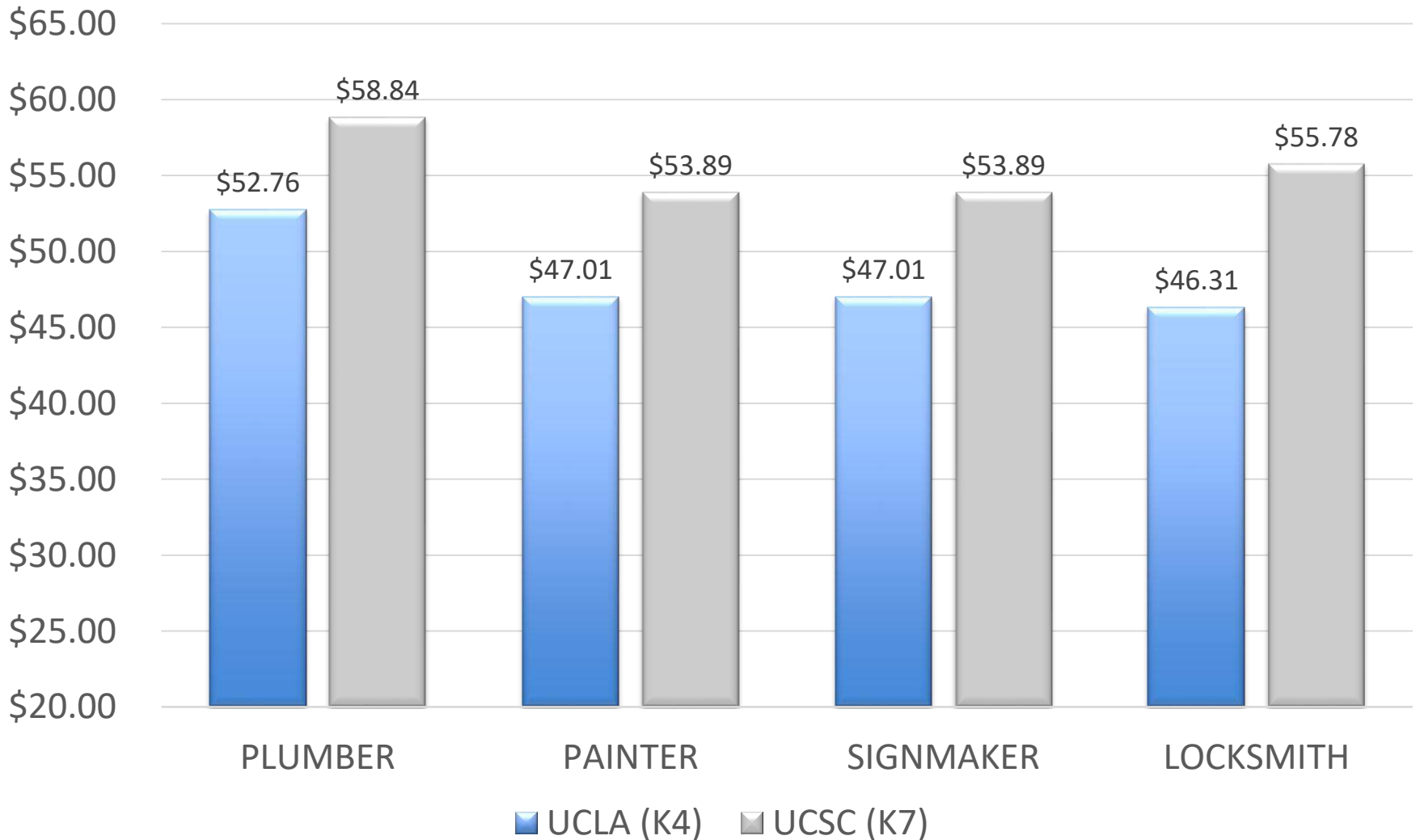


Source: UC Job Code Lookup System

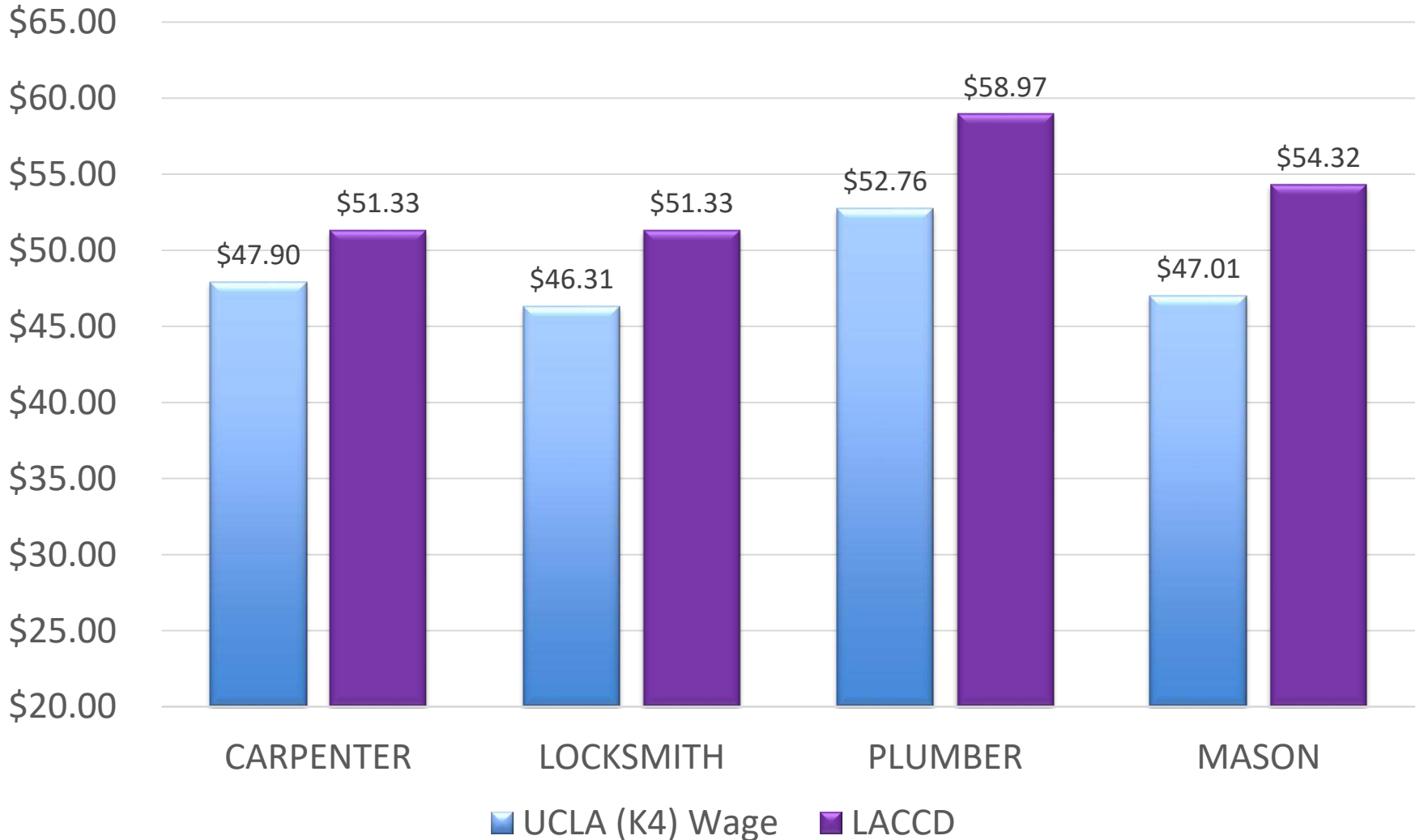
UCB Hourly Rate vs UCLA Hourly Rate



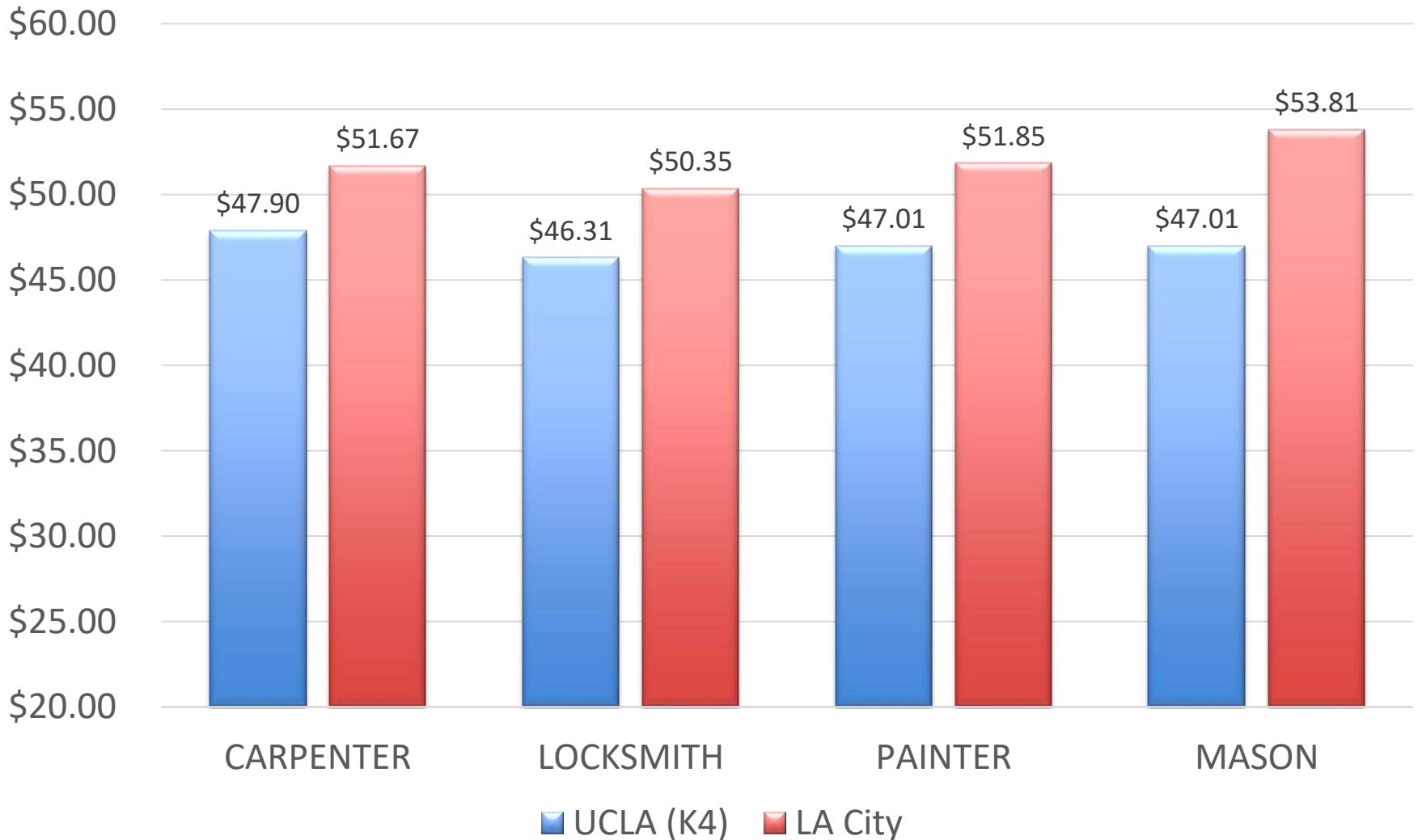
UCSC Hourly Rate vs UCLA Hourly Rate



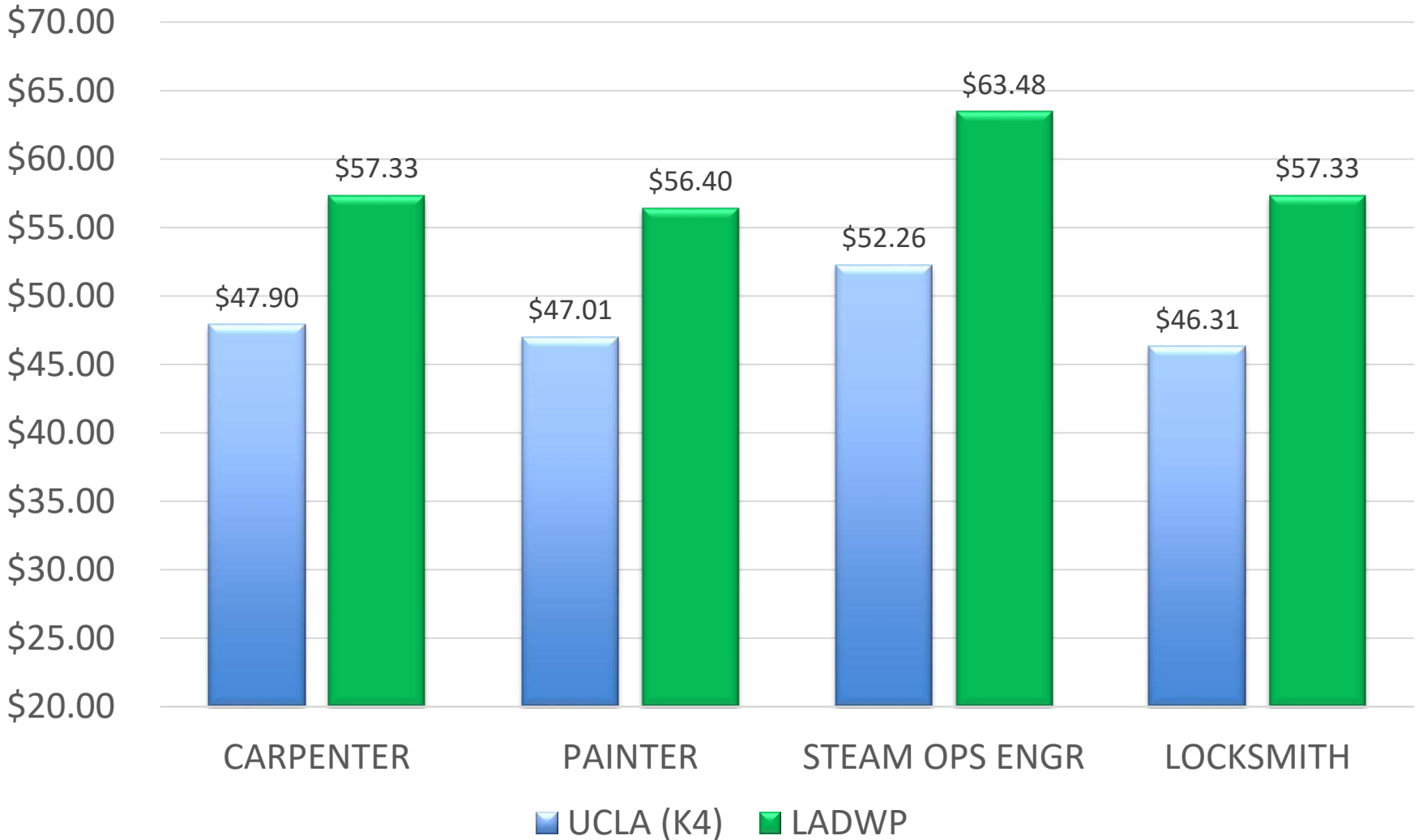
LA Community College District (LACCD) Hourly Rate vs UCLA Hourly Rate



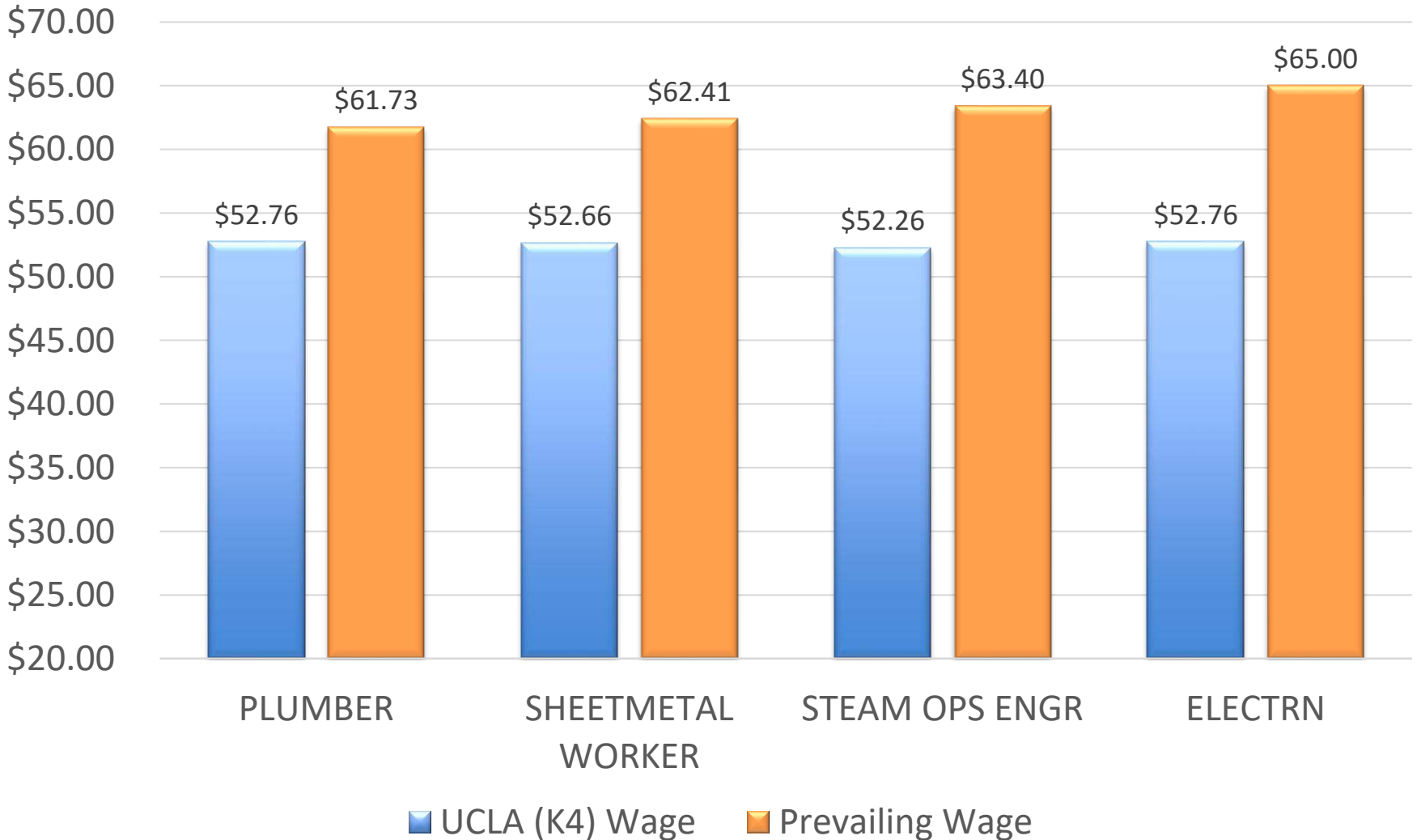
LA City Hourly Rate vs UCLA Hourly Rate



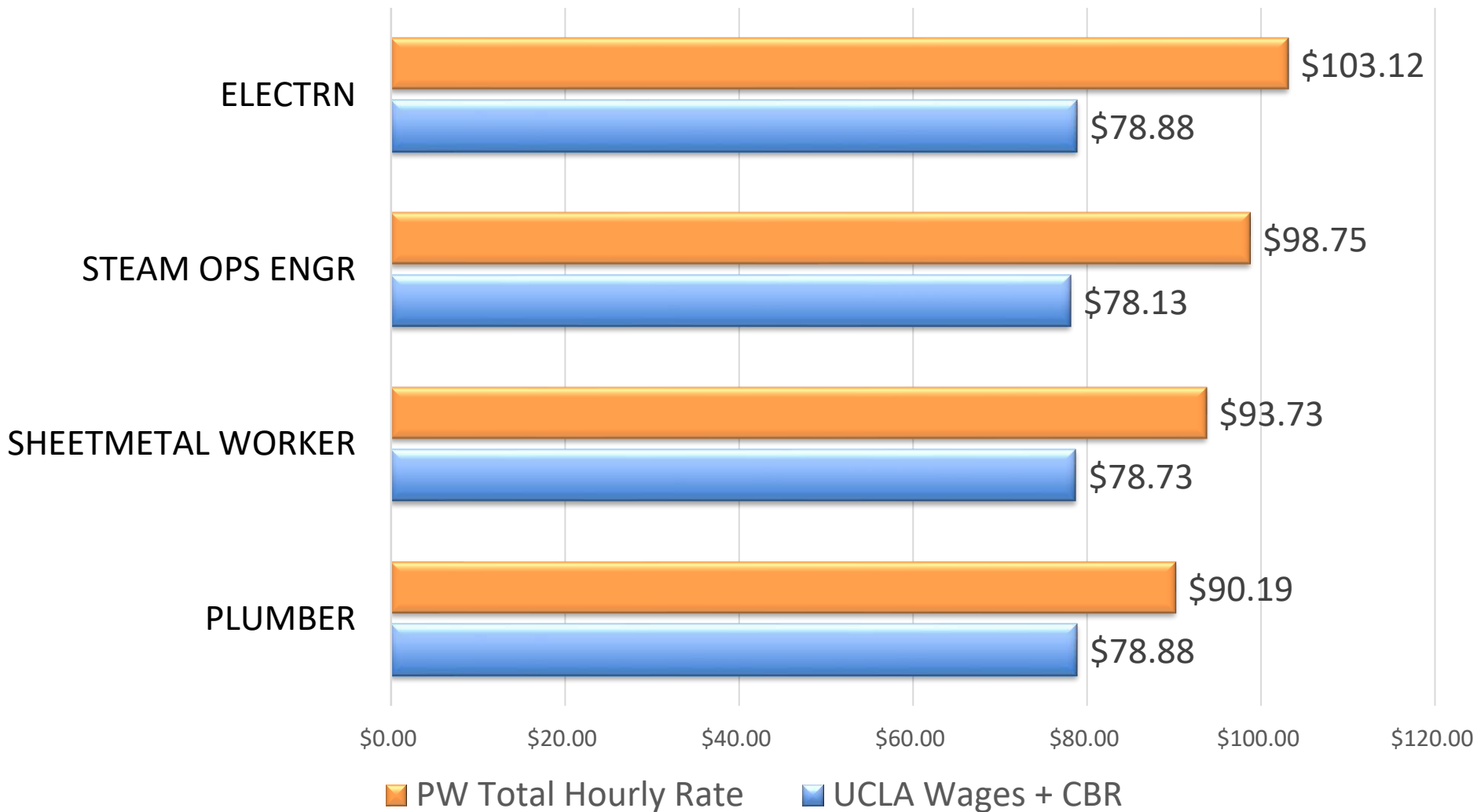
LADWP Hourly Rate vs UCLA Hourly Rate



Prevailing Wage Basic Hourly Rate vs UCLA Hourly Rate

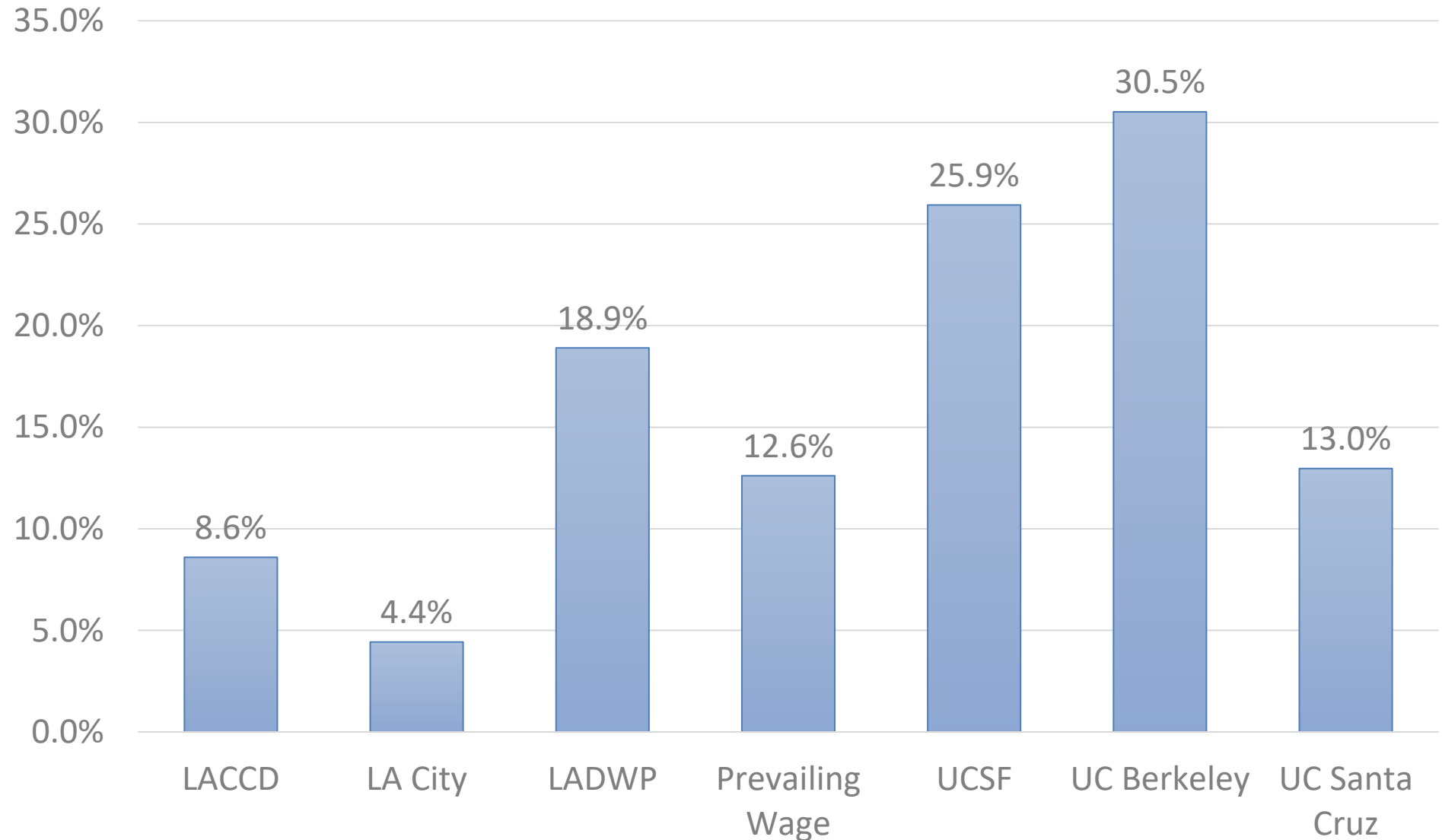


Prevailing Wage Total Hourly Rate vs UCLA Wages + Benefits Costs



Sources: UC Job Code Lookup System, UCLA CBR resources, and State of California, Department of Industrial Relations

Average % Ahead of UCLA Hourly Journey Rates



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Our Work Makes California Work