

Q. When will I get my retroactive lump sum payment, and how much will it be?

A. The retroactive lump sum payment will be paid following ratification of the contract. The ratification voting will be completed by Dec 9th and the University will be promptly notified. If the tentative agreement is ratified and to allow for the accurate entering and processing of the payment into the UC payroll system the March earnings statement is when you will receive the retroactive lump sum payment. Prior to receiving your actual lump sum payment, you can make an estimate by using the following steps: Calculate 3% of your total earnings from the period of July 1, 2011 to two months after the ratification date (for example a December ratification date will mean the lump sum would appear on the March payroll statement). Then deduct for your taxes and take 1.5% of the remainder for the UCRP contribution. The balance is an estimate of your net retroactive lump sum payment from July 2011.

Q. When exactly in "early 2012" will I get my first across the board (ATB) and step increases?

A. Early 2012 means the first pay period following two months after UC receives notice from the union that the membership has voted to approve the tentative agreement. So, if UC is notified in December, most likely the increases will be reflected in the March 2012 payroll statement.

Q. How can I determine what my current step is?

A. Please refer to the following UCOP website: http://hrop.ucop.edu/index.php/opcomp/tpp_detail_op

Q. When will the new health care premium rates go up?

A. 2012 health care rates will apply Jan 1, 2012 prospectively.

Q. Will the UC be paying more into retirement, as well as us paying more?

A. Yes, the University will be increasing their contribution to the UCRP over the term of the contract.

Q. What happens to the DCP money we have been paying from May 2010?

A. Employees have individually continued contributing to their DCP account since May 2010. That payment will stop with a successful ratification vote. There will be no impact on your paycheck from this. If ratified the amount previously paid into the DCP will be redirected to the UCRP in addition to the 1.5% UCRP contribution which went into effect July 1, 2011. Your contributions to your DCP account are yours and when you retire or otherwise leave the University will be yours to keep. How the UCRP is reimbursed is not going to affect individual pay.

Q. Why do we have to vote to ratify the tentative agreement?

A. The tentative agreement does not become a contract until a majority of CUE Teamster Local 2010 members vote to accept it. The bargaining team negotiates the best tentative agreement that is possible, and the members vote on whether to accept or reject the contract. If the tentative agreement is not ratified it is important to realize the consequence of a majority "No" vote is an automatic vote to strike.

Q. What if my paycheck says "agency fee" or "fair share"? Can I vote on the tentative agreement?

A. Please check your UC monthly statement of earnings. If you are not a full dues paying member, your statement will say "fair share" or "agency fee." Only full CUE-Teamster Local 2010 members are legally entitled to vote on the contract and other matters requiring a vote. To be guaranteed that right, fill out a CUE Teamsters Local 2010 membership form. All membership application forms must be in the statewide union office in Berkeley by close of business December 6, 2011. CUE-Teamsters Local 2010 membership form: http://www.cueunion.org/membership_info/membformweb.pdf

Q. When will the voting on the tentative agreement be held?

A. The tentative agreement was completed on Friday, November 4, 2011. The summary of the tentative agreement was sent on Monday, November 7th. A complete copy of the tentative agreement will be made this week. The election materials are being developed and will be sent out to members by November 16, 2011. Voting will begin November 18, 2011 and continue through until December 9th. The last day you can join as a full member and still be able to vote on the contract is December 6, 2011.

Q. What will I be voting on?

A. This is a tentative agreement. It is the best agreement that our bargaining team has been able to obtain from the UC in this environment. If we do not accept the agreement, we will need to strike. As a CUE Teamster member, you will be asked to vote on the following question: -I accept the tentative agreement -I do not accept the tentative agreement. I am willing to strike.

Q. Will this voting process delay any of my increases?

A. UC needs time to prepare the programming codes for the salary increases to be processed correctly. The salary increases are retroactive from July 2011 until two months following ratification of the contract and will be paid on the first pay period of the following month. The ratification vote is being held within a time frame to minimize any negative impact on us receiving our money as quickly as possible.

Q. Will the voting be by email or mail ballot?

A. To expedite the voting process, an automated system will be used. You will receive an instructional voting packet in the mail from "Ballot Point", the election voting service. You will be given a personal, secure code that you will use to vote by either computer or phone.

Q. What is the last day I can join in order to vote?

A. In order to vote in the ratification your membership application must be received in the state wide union office in Berkeley by close of business on December 6, 2011.

Q. Where can I find a copy of the current contract, in case I wish to compare it to this tentative agreement?

A. Go to the following link to obtain a copy of the current contract http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_units/clerical_cx/agreement.html

Q. What can we do if we are not happy with this tentative agreement?

A. Make sure that you and your coworkers have a thorough understanding of the tentative agreement and the consequence of not accepting it. You can vote no on accepting the tentative agreement. If the tentative agreement is not ratified the consequence of the non-ratification is an automatic vote to strike. So you must also know and understand how a strike will operate for Teamsters within the UC system.

Q. What is a strike? Is it different from picketing?

A. Picketing is something you do when you strike. You carry picket signs and walk in front of the workplace. A strike is also a form of protest but you don't go to work and you do not receive pay from the University. The picket line is what is outside the business that you are striking against. UC workers have been known to say, "let's go strike during our lunch break" when they mean "let's go picket during our lunch break."

Q. Is this a fair tentative agreement?

A. This is the best tentative agreement that the bargaining team could obtain in the current environment.

The union's position has and continues to be that UC clearly has the funds to pay more to clerical and allied services workers. We need to continue to organize for more pay and benefits, and there will be many opportunities for improvements in pay and benefits now and in the upcoming years.

Q. What if I still have questions?

A. You can email your questions to: cueteamstercontract@gmail.com A website with a summary and complete copy of the tentative agreement along with frequently asked questions will be coming soon.

In solidarity,

CUE-Teamsters Local 2010