

HOW MUCH WILL **YOU PAY** *for your retirement?*



That Depends on Whether You Have a Union.

The UC Regents have voted, and for UC workers not in a union, the following take-aways will automatically go into effect on July 1, 2013:

1. An increase to the amount that employees must pay out of pocket for their pensions. Unrepresented employees will start paying 6.5% of their salary to the UCRP, up from 2% in 2010.
2. A drastic cut to retiree health benefits, so that most existing employees will have to work much longer to receive less money to pay for their healthcare in retirement;
3. The creation of a less generous, “second-tier” pension for new hires.

Workers that are represented by a union before July 1, 2013 have the legal right to bargain over changes to benefits, salary, and working conditions, including the cuts approved by the Regents. Unionized employees often succeed at negotiating better terms for their members, for example, by winning raises to offset increases in employee pension contributions. For this reason, UC Student Health Center doctors have approached the Union of American Physicians and Dentists (UAPD) with the hopes of forming a union before this latest round of cuts goes into effect.

Sign and return your union authorization card today to become part of the 60,000 UC employees who have a voice in the workplace.

CALL OR EMAIL TO LEARN MORE

Jake Baxter, Lead Organizer

310-699-5031

jbaxter@uapd.com



UAPD

**UNION OF AMERICAN
PHYSICIANS AND DENTISTS**

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