

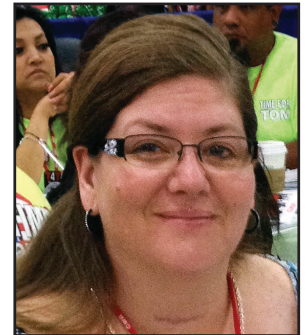


making a difference
together

Protect your retirement security.

*UC wants to take away our pension victory in our last contract.
Together, we can win again.*

– **Jamie McDole**
Case Manager, UC Davis and
UPTE-CWA Negotiator



UC Threatens to Undermine Pensions For All

After several years of convincing us of the need for greater contributions to stabilize the pension fund, now UC takes an about face!

UC's proposal encourages new employees to opt out of the pension altogether and take a risky retirement savings plan instead. This proposal especially short-changes new hires while undermining the pension fund.

Why an opt-out pension plan is bad for us and the university as a whole:

- **Pension plans yield double the benefit** of retirement savings plans.
- **Our pension fund remains less than 100% funded.** Diverting any contributions will destabilize it.
- **Pensions contribute more than any other factor** to recruiting and retaining the best talent to preserve UC as the world's premiere academic institution.
- **Dividing us into those with and those without a pension will undermine our unity** when we bargain with UC.
- **Retirement savings plans put all the risk on retirees.** Not even the principal is guaranteed, and the university can reduce its contributions at any time.

UPTE-CWA and other UC unions have made clear to UC President Napolitano that we spent the last years bargaining to preserve our pension and strongly reject reforms that will destroy it.

What can you do?

Sign an UPTE-CWA membership form at upte.org/join/memberapp.pdf. Make sure you are a member of UPTE-CWA! You are not automatically a member. Membership gives our union strength to bargain with UC.

Stay informed! Keep on top of bargaining when it commences and inform your co-workers.

UNIVERSITY PROFESSIONAL & TECHNICAL EMPLOYEES

(888) 740-UPTE ✦ www.upte.org ✦ facebook.com/UPTECWA ✦ twitter.com/UPTECWA

UPTE-CWA!