



UNIVERSITY PROFESSIONAL AND TECHNICAL EMPLOYEES
representing employees at the University of California

HX Bargaining Update #14

Another Disappointing Compensation Proposal by UC

UPTE and UC met on Thursday and Friday at UC San Diego for our 14th HX contract negotiations. UPTE members came out to let UC know that we're not backing down from our fight for the best working conditions so that we can recruit and retain the best staff to provide the best patient care.

"UCSD just spent a billion dollars so our patients could have the best facilities - now they need to make sure that we have the best staff in those facilities. If UC was hoping that Janus would weaken us they should stop wasting all of our time and causing staff to leave in frustration. Janus is only going to make us stronger - more members are signing up now because they know that's what it will take for us to win a fair contract." - Judd Laraway, Physician Assistant



At the end of the day on Friday, UC passed a "new" compensation proposal that was anything but. UC slightly revised a few of their individual title equities but these remain tied to their same insulting contract 'package' that UPTE has rejected multiple times.

While we would like to celebrate the fact that UC has acknowledged the importance of market equity we have to ask why UC expects to us to accept them if they will only be wiped out by 4 years of raises that are below the cost of living, no step increases, and unlimited increases to healthcare costs and parking?

UPTE's Demands	UC's Cuts
<ul style="list-style-type: none"> • 6% cost of living • Guaranteed annual step increases • Equities for under-market titles • Shift differentials and on-call pay • Progressive increases to bring up lower paid titles 	<ul style="list-style-type: none"> • 2% "cost of living" • No step increases • Insufficient market equity
<ul style="list-style-type: none"> • Freeze healthcare premium and co-pay costs • Protect existing benefits 	<ul style="list-style-type: none"> • Unlimited healthcare premium increases and co-pays • Benefit cuts
<ul style="list-style-type: none"> • Protect existing pension benefits for all employees 	<ul style="list-style-type: none"> • Threaten everyone's pension benefits by encouraging new hires to choose risky 401K • Take back 5 years of retirement from pension for new hires
<ul style="list-style-type: none"> • Stop contracting of our jobs • Expand seniority rights campus-wide • Expand preferential rehire state-wide 	<ul style="list-style-type: none"> • Remove combined severance & recall rights option for laid-off employees • No additional layoff protection • Contracting of our work
<ul style="list-style-type: none"> • Daily overtime and double-time • Penalties for departments that deny meal and rest breaks 	<ul style="list-style-type: none"> • Overtime only after 40 hours in a week • No penalty for departments that deny meal and rest breaks
<ul style="list-style-type: none"> • Maximum 1% (HX), 2% (RX/TX) annual parking increases 	<ul style="list-style-type: none"> • Unlimited parking increases

We know that UC has been dragging contract negotiations out with the hope that our members will become demoralized and even quit once Janus hits - that we'll ultimately lose our power to force them to do the right thing.

Fortunately, they were wrong. UPTE continues to grow in the days after the Supreme Court's disastrous decision thanks to the hard work we've all been doing to make sure that all of our co-workers understand what is at stake.

If UC sees that we only keep growing they'll be forced to reconsider - and we'll be more prepared than ever to do whatever it takes to fight for a contract that protects our families and our patients.