



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

## **RX/TX Bargaining 17; HX Bargaining #15**

### **UC says bargaining with workers "is a waste of our time"**

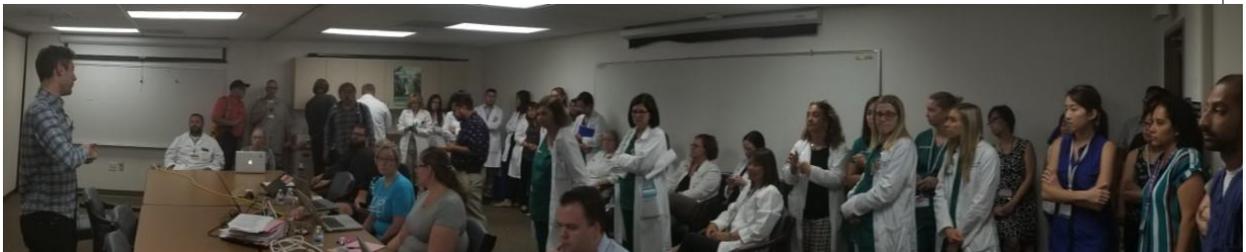
#### **RX/TX #17, UC San Diego**

UC's Chief RX/TX Negotiator once again demonstrated their commitment to 4 years of cuts for Research and Technical professionals by announcing his desire to cease bargaining. This would move UC closer to being able impose their cuts (see table below) without our approval, as they have done to AFSCME 3299's Service Unit.

UC negotiators walked out of the room before UPTE members could confront them to let them know how they feel about UC's insulting offer. Armando Abundis, UCSD Chapter President and Senior Artist, had the following to say:

"If UC thinks bargaining is a waste of time then they need to justify these cuts. We know they can afford it - they just need to shift priorities from high-paid administrators to front-line workers. Their offer is insulting enough - now they don't even want to negotiate with us? If they think we're going to stop organizing they've got another thing coming."

#### **HX #15, UC Irvine**



UC's Chief HX Negotiator continued to defend their insulting compensation proposal despite a room full of UPTE members telling them that it is unacceptable. One of which - UC Irvine Clinical Social Worker Angelica Martinez-Victor - replied that "UC needs to stop insulting us by passing the same offer over and over. We're not going to give up fair wages nor the future of our pension in exchange for a one-time merit increase. We aren't going to accept a

contract that won't address the issues of chronic turnover and understaffing that continue to put patients at risk every day."

UPTE responded with an updated 5.5% across the board annual compensation proposal with updated equities.

With no real movement of their own, UC responded that UPTE's across the board pay increase "is still too high" and doubled down on their attempts to undermine the health of the pension, saying their pension cuts are "very important to the University."

**What's Next?**

UC's behavior at the RXTX table should be a warning of what may be ahead for HX members. We hope that UC will reconsider and return to both tables with an acceptable offer that will reward our important contributions to the University and provide respect and dignity for ourselves and our families.

At the same time, we know we'll need to do what it takes in order to protect our future and that of the UC community if management continues to insist on their current offer. We must continue preparing and saving money in case we have to strike again, and we need to be prepared to come out in the biggest numbers ever. This will show UC that holding out isn't working and that it is in their interest to settle as soon as possible.

UPTE's Demands	UC's Cuts
<ul style="list-style-type: none"> <li>• <b>5.5% cost of living</b></li> <li>• Guaranteed annual step increases</li> <li>• Increases for under-market titles</li> <li>• Shift differentials and on-call pay</li> <li>• Progressive increases to bring up lower paid titles</li> </ul>	<ul style="list-style-type: none"> <li>• <b>2% "cost of living"</b></li> <li>• No step increases</li> <li>• Insufficient increases for under-market titles</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Freeze healthcare premium and co-pay costs</b></li> <li>• Protect existing benefits</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Unlimited healthcare premium increases and co-pays</b></li> <li>• Benefit cuts</li> </ul>
<ul style="list-style-type: none"> <li>• <b>Protect existing pension benefits for all employees</b></li> </ul>	<ul style="list-style-type: none"> <li>• <b>Threaten everyone's pension benefits by encouraging new hires to choose risky 401K</b></li> <li>• <b>Take back 5 years of retirement from pension for new hires</b></li> </ul>
<ul style="list-style-type: none"> <li>• <b>Stop contracting of our jobs</b></li> <li>• Expand seniority rights campus-wide</li> <li>• Expand preferential rehire state-wide</li> </ul>	<ul style="list-style-type: none"> <li>• <b>Remove combined severance &amp; recall rights option for laid-off employees</b></li> <li>• No additional layoff protection</li> </ul>

	<ul style="list-style-type: none"> <li>Contracting of our work</li> </ul>
<ul style="list-style-type: none"> <li><b>Daily overtime and double-time</b></li> <li>Penalties for departments that deny meal and rest breaks</li> </ul>	<ul style="list-style-type: none"> <li><b>Overtime only after 40 hours in a week</b></li> <li>No penalty for departments that deny meal and rest breaks</li> </ul>
<ul style="list-style-type: none"> <li><b>Maximum 1% (HX), 2% (RX/TX) annual parking increases</b></li> </ul>	<ul style="list-style-type: none"> <li><b>Unlimited parking increases</b></li> </ul>