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UNIVERSITY PROFESSIONAL AND TECHNICAL EMPLOYEES

representing employees at the University of California

HX Bargaining #16

At our latest HX bargaining session, UC said they have no room to move on wages "at this time." We have been bargaining for a year - why is UC still holding out? What are they waiting for?

UC continues to push its core unacceptable positions: It's disastrous pension cuts, no limits on increased costs to healthcare, and a complete refusal to agree to improved job security and safe staffing demands.

Dozens of UPTE members turned out to bargaining to let UC know that their strategy isn't working. Jenna Barrett, a Clinical Social Worker at RRMC had the following to say:

"Our members see through UC's stalling tactics. We see that UC's priority is trying to break up our union and it's only making us stronger. We're ready to do whatever it takes to make UC do the right thing. We won't settle for anything else."



While UC has finally offered more equity proposals for some HX members, most of these remain tied to the same insulting package with 4 years of inferior raises, healthcare cuts, and a permanent attack on the pension for all represented employees. Visit [this link](#) to see UPTE's rebuttal to UC's latest lies about their "Pension Choice" scheme.

Thanks to UPTE's participation in May's historic solidarity strike, UC is so worried about the potential for another massive strike that they are pushing to implement equity increases immediately for certain titles - with the hope of keeping them off the picket line.

This just shows how afraid UC is - and that we will win the kind of contract we deserve if we continue fighting. We aren't going to let these victories (or anything else) keep us from fighting for **everyone** and everything we deserve.

UC's strategy is to delay as long as possible in hopes that we give up. **But we're here to tell UC:** We won't stop up until we get a fair contract - for our families, our patients, our students, our research. That

means we have to redouble our efforts and prepare our co-workers to strike if necessary.

[Please contact your UPTE Leadership Development Coordinator for more information.](#)

UPTE's Demands	UC's Cuts
<ul style="list-style-type: none"> • 5.5% cost of living • Guaranteed annual step increases • Increases 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 increases for under-market titles
<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

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