

Click [here](#) to view this email as a web page.



## UNIVERSITY PROFESSIONAL AND TECHNICAL EMPLOYEES

representing employees at the University of California

### HX Bargaining #17

On Tuesday, UC stated their intention to declare impasse; cutting off bargaining and setting the stage to impose their package of cuts.

After more than a year of negotiations and 17 sessions, UC has yet to move on any of our key demands to address the crisis of recruitment and retention in our hospitals and student health clinics: increases for below-market titles, raises that keep up with the cost of living, steps that reward dedication to the University, overtime protections that are in line with state law, protections from contracting out, and abuse of per diems and travelers.

UCSD Case Manager Sarah Martin attended bargaining to remind UC how their tactics are affecting staff morale and patient care: "Today, UC heard powerful example after example of how the recruitment and retention crisis is affecting UCSD workers and their patients. And then they turn around and say they're not going to bargain? Our healthcare professionals are crucial to patient care and we won't stop fighting until we win a fair contract, both for ourselves and for our patients."

While UC has offered market equity increases to certain titles, even these remain far below competing institutions. UC's desire to force four years of cuts to our healthcare and pension in exchange for only a 2% "cost of living" without step increases will deepen these disparities and the crises of recruitment and retention, further threatening patient care.

While we hope that we will come to a fair resolution that protects our patients and our families without the sacrifices that a strike would involve, ***we have to be prepared to strike as many times as necessary***, understanding [this is what it took to win the strongest contracts in 2014](#).

UC's recent agreement with the CNA proves that they are willing to back down on their pension cuts and offer higher wage increases ***plus*** steps. If we keep fighting, we will secure the fair contract we deserve.

UPTE-CWA 9119 | P.O. Box 4443, Berkeley, CA 94704  
510.704.8783 (p) | 510.704.8065 (f) | [upte.org](http://upte.org)

Click [here](#) to avoid receiving future emails from us.