

HX Bargaining Report #5

August 24 and 25, 2009

Berkeley and Oakland

UPTC-CWA Local 9119 HX Bargaining Committee met for the fifth time with the University of California on August 24 and 25. These bargaining sessions were held at UCOP in Oakland and at the Labor Center in Berkeley.

UC presented their furlough plan for campus employees getting state funding. This "Alternative Plan" would encompass any HX unit person at the School of Medicine or the School of Nursing, number of furlough days/salary reduction would be based on the percentage of state funding received. The following employees would be excepted:

1. Employees that are fully funded by grants.
2. Partial grants and contract funding to have partial furlough/wage reductions.
3. Few school employees with clinical responsibilities may be covered under the Medical Centers alternate plan.
4. All employees on the medical center payroll will be included under the Alternative Plan except senior leadership who will be furloughed with salary reduction.
5. Medical center employees will not be furloughed but will be expected to comply with salary savings in several ways: increased workload (based on operating needs of each medical center), hiring freeze, and reduced over- time.
6. Campus employees (not on medical center payroll) such as social workers, pharmacists and clinical scientists may be subject to furloughs.

UC went on to state that the situation remains fluid and specifics are still being solidified. UC bargainers stated that for the most part, campuses would be most affected by layoffs but it remains uncertain if the medical centers will layoff. The furlough plan is to last for one year but depending on the economy, the Regents may vote for it again. Less than 1% of the HX unit gets any state funding, so furloughs would not be widespread.

UPTC submitted it's counter-proposal with regard to furloughs which essentially states that UC will identify employees, classifications and departments that are being subject to furlough. Any agreement to furloughs will guarantee no layoffs; furloughs will be limited to employees that make more than \$40,000 per year and furlough negotiations will be bargained by the HX Chief Negotiator and the campus bargainer or designee. UC did not accept our proposal.

UPTC also submitted a counter wage proposal for all campuses asking for a 4% increase, a 2% step increase for each year and equity adjustments.

The bottom line is this: UC is still refusing to bargain layoffs for furloughs. If we agree to any furloughs, UC won't guarantee that it will prevent layoffs. They say **NO** to an increase in wages, **NO** to step increases, **NO** to equity adjustments in all job classifications. In addition, UC wants us to waive our right to bargain pensions, health care benefits and contribution percentage into our pensions and health care benefits. UPTe's bargaining team remains unconvinced that UC does not have the resources to provide general wage increases, equity increases and step increases for our members. The medical centers continue to make large profits each year.

We will bargain again on September 11 and 12 across the street from UC Irvine Medical Center, at the Ayers Hotel. The bargaining team welcomes anyone to participate at the bargaining table. Any member may make a presentation on wages, healthcare and pension or make comments regarding how the current financial state of affairs at UC is being dealt with. To get involved or ask questions, please contact your local bargainer or e-mail Wendi Felson at wfelson@gmail.com.

2009 Bargaining Team:

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