

## HX Bargaining Report #8

### Oakland

### May 12-13, 2010

UPTe-HX Bargaining Unit met for the eighth time with the University of California on May 12 through May 13, 2010. Our eighth set of meetings were held in Oakland at the Office of the President. As you all know this was the first official bargaining sessions since October 6, 2009. UC passed proposals for Articles 5 Compensation, 40 University Health and Welfare Benefits, 41 University Retirement and Savings Plans, and 47 Duration.

UC requested that the HX Unit agree to extending the current contract until 2013 instead of the current date of July 1, 2011 when the entire contract would be open for re-negotiation. What UC offered in exchange for extending the current contract is the following:

**Article 5 Compensation:** UC wants to still offer a 0% wage increase and no Step increase for the year 2009-2010.

- On July 2010, UC is offering a step increase (roughly 2%).
- On November 2010, UC is offering a 1.5% salary range increase.
- On July 2011, UC is offering a step increase and a 1.5% salary range increase.
- On January 2012, UC is offering a 1.5% salary range increase.
- On July 2012, UC is offering a step increase.
- On 2013, UC proposed to increase the salary range by 2%.

The HX bargaining unit is very disappointed with the above compensation offer put forth by UC. First, all five of the Medical Centers continue to make huge profits from the labor of the HX employees. Second, it is because of the dedication and hard work of the HX employees that UC continues to reap these huge profits and is considered one of the nation's premier health care enterprises. Third, the HX unit has not received a wage or step increase for the year 2009, and according to UC's plan, should not expect one for nearly 6 months of the following year (Oct 2010). Fourth, with UC's current proposal, employees who are at the top of the salary range would not receive a step increase which is basically a pay-cut. UC was not willing to consider increasing the salary range to compensate for this inequity. Lastly, the HX unit is being offered much less than the TX/RX units, whose contracts were settled recently ([see the UPTe website for additional info](#)).

UPTe HX countered UC's wage proposal for the remaining year 2010-2011 of the current contract which expires on June 30, 2011. UPTe HX does not want to expend the current contract as to do so would lock the unit in and prolong the time before we can fix problems with the current contract language. The bargaining team therefore requested a 6% increase across the board for all job titles in exchange for getting a 0% salary increase and no step increase for the year 2009. We also agreed to give UC the 2% DCP contribution to the pension and retro from April 15, 2010 when the contract is settled. UC rejected UPTe HX's proposal.

**Article 40 University Health and Welfare Benefits:** UC agreed to have the HX unit employees pay the rates for plan year 2011. This means that we would pay the same health insurance premiums as other university employees.

UPTe HX agrees with the proposal set forth by UC. Our members should pay the same rates as other university employees.

**Article 41 University Retirement and Savings Plans:** UC proposed that HX employees begin paying the 2% DCP re-direct into the UC Retirement Plan (UCRP) which began April 15, 2010. Upon settling the contract, we would be expected to pay retro back to the April 15th date. UC did not offer any additional compensation to do this.

- Beginning April 15, 2010, UPTe HX will redirect the 2% DCP into the pension. UC's contribution will be 4%.
- July 2011: UPTe HX will contribute an additional 1.5% = 3.5% into the pension. UC's

contribution will be 7%.

- 2012: UPTe HX 's contribution will be 5%. UC's contribution will be 10%.

According to UC, the pension fund is currently 17% under-funded which means we will continue making contributions to the pension. UPTe is willing to make pension contributions, however our members cannot afford yearly salary cuts as a result.

**Article 47 Duration:** As mentioned above, UC wants to extend the current contract to June 30, 2013. When UPTe-HX began bargaining in May 2009 it was with the understanding that it was for a 2 years period with four (4) re-opener articles. Over the past year, the bargaining team has been speaking with a number of HX employees who are very concerned about the limitations of the current contract language. The bargaining team was encouraged to let the contract expire on June 30, 2011 which would open the entire contract up for re-negotiation where some of the language could be fixed. UPTe HX therefore informed UC that for this reason we will not extend the current contract.

The next set of bargaining dates is scheduled for May 24, 25, and 26 in Oakland at the Office of the President.

UPTe-CWA would also like to welcome the Case Managers into the HX Unit as of May 10, 2010.

**REMINDER:** The Strike Authorization Vote is scheduled for the week of May 24-28, 2010. Please check the [UPTe website](#) for the voting locations at your individual locations.

### 2009 HX Bargaining Team

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