Our fight for respect and fair contracts continues

UC wants to show how much it “appreciates all you do” with a compensation offer that would lower wages and threaten your pension benefits.

UPTE’s elected bargaining teams representing 10,000 techs and researchers (RX/TX unit), and 4,600 health care professionals (HX unit), are at the bargaining table with UC.

RX/TX (researchers and techs)

After 10 months and 13 bargaining sessions, UC’s compensation proposal remains only an annual 2% “cost of living” increase. UCOP has rejected all market equity increases, as well as progressive raises for our lowest-paid titles.

HX (health care professionals)

After 7 months and 11 bargaining sessions, UC increased its proposal from annual steps to an annual 2% “cost of living” increase. While UC has finally offered some HX market equity increases, these are less than we deserve and not for all titles that deserve them. UC Davis has offered no equity whatsoever and has failed to have management representatives at most of the sessions.

For both RX/TX and HX employees, UC’s proposed “cost of living” increases would be more than cancelled out by parking and health care premium increases if we accept management’s proposal for unlimited increases. Health care costs are projected to increase 4-6% this year for large employers (such as UC). The university has proposed allowing management to pass any increases on to employees.

Your elected UPTE bargaining team has rejected these offers.

What’s next?

Join us at our next HX bargaining session March 22-23 at UCLA to observe the process and tell management what you think of its proposals.

We’re planning actions to demonstrate our dissatisfaction with UC’s offers and our solidarity with coalition bargaining partners. Contact your UPTE local or email info@upte-cwa.org to get involved.
What’s happening at the bargaining table?

HX session #11 at UC Davis

Many health care professionals came to the session to give first-hand testimony about workplace problems. Dietitians spoke about leading specialty projects to improve patient care, on top of their full patient load, without any additional compensation. Social Workers, Clinical Lab Scientists and Physical Therapists described how low wages made recruitment and retention difficult.

On health and safety, UPTE finally won agreement from UC that it must provide appropriate safety apparel. But UC reps also said they believed in “work first, grieve later” in response to UPTE’s proposal that employees stop working if they believe a situation is unsafe.

RX/TX session #13 at UCSD

“The university maintains its position” was repeated often by UC reps. Each effort by UPTE’s team to discuss our members’ issues was met by UC’s chief bargainer saying that the university “stands firm” on its position.

Does this sound like a willingness to bargain? We think not!

UC’s bargainers have been unwilling to hear or heed the union’s concerns about sexual violence and sexual harassment complaints. UC wants to limit victims’ rights to choose the route of investigation by forcing employees into a Title IX process (which is not legally mandated), and denying them the right to the grievance process.

The university’s pension deception

Accepting UC’s false “choice” on our pension means denying our future coworkers the retirement benefits that we enjoy, and risking the health of the pension plan for all of us.

Future employees’ choices would be limited to a risky 401(k)-type plan, or pension benefits that begin 5 years later and are income-limited. That will encourage more employees to opt out, further undermining our existing pension plan.

This will affect your benefits. Fewer people paying into the pension means there will be less money to pay out when you retire, and fewer people to stand united against UC’s next scheme.

UC’s bargainers continue to call our demands “unreasonable” because we don’t want to accept the same bad deal that management has forced on employees that don’t have a union.

How to contact your bargainer

RX/TX BARGAINING TEAM

Jamie McDole, Chief Negotiator: j5mcdole@gmail.com
Elisa Cleveland, Staff Research Associate III, UCSF: watercress@sbcglobal.net
Bill Rowley, Radiation Control Tech, LBNL: rmboston@aol.com
Juliana Emert, Animal Health Tech I, UCSD: julianaee2003@gmail.com
Bill Fitzpatrick, Sr Construction Inspector, UCSB: Bwfitz59@gmail.com
Karen Galbreath, Animal Health Technician III, UCD: KGSWIM78@gmail.com
Kevin Two, Computer Research Spec II, UCM: kevin_two2000@yahoo.com
Angelica Mondragon, Staff Research Associate II, UCLA: mondragona26@gmail.com
Dan Russell, Business Technology Support Analyst, UCSF: dnrussell@bwh.harvard.edu
Erich Wise, Sr Lab Mechanician, UCI: kunstmilch@gmail.com
Melanie Young, Principal Animal Tech, UCSC: upterose@gmail.com

HX BARGAINING TEAM

Jamie McDole, Chief Negotiator: j5mcdole@gmail.com
Tom Brewer, Clinical Lab Scientist, UCLA: tccbre@gmail.com
TK Lee, Pharmacist, UCSD: tklee1851@gmail.com
Tobirus Newby, Clinical Social Worker III, SHC: toburismozelle@gmail.com
Brandon Sessler, Physician Assistant, UCSF: brandonwessler@gmail.com
Enrique Trinidad, Nuclear Med Tech, UCI: chonchisyque@aol.com
Greg Wine, Sr Registered Dietitian, UCD: greg_wine@hotmail.com