

RX/TX Bargaining Update #8

UC Bargaining Updates are misleading and dishonest

On Wednesday, September 27th, UC distributed its UC Bargaining Update for RX/TX and unfairly implied that UPTe has not responded with compensation counter-proposals. Your bargaining team made salary proposals weeks ago as well as multiple equity adjustments for critically underpaid titles and UC has continues to provide NO responses, making a compensation counter impossible. We consistently respond, "UC must provide answers to the requests for information and responses to our salary proposals for under market job titles in order for UPTe to counter UC's mediocre 2% increase that will not even keep up with area cost of living increases."

UPTe will not be coerced into agreeing to UC's proposals. UPTe's bargaining team has done extensive wage market research. UC's report stated they have offered "market competitive" wages. If that was the case, UC would not have problems filling positions or retaining experienced staff. A 2% yearly increase in salary would not make most of our below market salaries "market competitive." It would keep them below market. UC has heard many UPTe members present data on this at various locations with supporting documentation but it appears they would rather mislead staff than admit they are the ones with the weak proposals.

As a reminder, UC Regents recently gave a 3% salary increase to 8 Chancellors, again undermining the worker to inflate the salary of the employer. See SF Chronicle link below.
<http://www.sfchronicle.com/bayarea/article/UC-regents-give-raises-to-eight-chancellors-12198636.php>

We also have proposed contract language improvements in many articles which strengthens worker protections, mimics state worker benefits and aligns the RX, TX and HX contracts. UC continues to propose changes which weaken worker protections, lessen benefits, and harm the pension.

RX/TX enters "Status Quo" September 30th, 2017 - BE AWARE

There is no benefit to extending the RX/TX contract since during "Status Quo" virtually all of the contractual terms and conditions of employment must remain in effect, including benefits and work conditions. If your manager tries to change any work conditions, notify UPTe-CWA promptly so that we can file an Unfair Labor Practice (ULP) against UC. ULP charges are very important and can be used as leverage during negotiations to get a fair contract.

Be on the lookout for these changes:

- New or changed work rules or policies (includes dress codes, attendance policies, email policies, discipline policies, etc.)
- New or changed performance standards

- New or changed parking and transportation rates (including vanpool rates or elimination of free parking)
- Reclassifications
- Changes in layoff units
- Reorganizations (may include layoffs, subcontracting, changes in who is performing the work, changes in work locations, changes in job descriptions or duties, and changes in the method and manner of performing work)
- Creation of new positions
- Changes related to floaters or limited-term employees
- Changes in schedules, hours of work, breaks holidays, etc.
- Changes in workload
- Changes in job duties/descriptions, or job titles
- Changes in work location
- Transfers of work out of the bargaining unit
- Unit modifications
- Installation of surveillance cameras or other similar equipment
- Changes in the method or manner (or amount) of pay
- Changes in health benefits, retirement benefits, types of leave available, domestic partner rights, or any other changes in fringe benefits
- Changes in access rights, union leave rights, or any other rights
- Any formal or informal announced or unannounced change in any policy, whether or not the original policy was formal, informal announced or unannounced
- Retaliation for union activity
- Refusing the union access to members

We will need actual documentation of the status quo change, so please forward any documentation (emails, memos, meeting notes, etc.) you get to UPTE. Remember: Don't refuse to do the work or make the change, even if it may well be a status quo violation. Just contact your UPTE representative with questions -- find your local reps at the UPTE website Contacts Page → <http://upte.org/contacts/index.html> ←

UPTE RX/TX contract negotiations continued at UC Riverside September 25-26th.

UPTE bargaining representatives continue to work to improve contract language, align all contract language with existing UC negotiated contracts and maintain employee protections and benefits. UC continues to come to the table with incomplete representation from all UC campuses and continues to propose changes that weaken contract language and remove worker protections from both contracts. UPTE expects UC to provide representatives from all campuses at each session, and participate and bargain in good faith for the remainder of the bargaining sessions.

UPTE RX/TX members at UCR present workplace issues at bargaining

UPTE members came to the bargaining session to voice their concerns to UCOP and campus representatives in support of a strong contract. Many UC Riverside job titles are below or near the new California \$15/hr minimum wage. If the below market step structures remain the same or even with proposed 2% increase, many employees would make below or at their student employee counterparts. UPTE has proposed specific salary increases to address the California Minimum wage increase in both contracts and provide a living wage for UPTE members. Members are concerned about affordable health care and benefits slowly being eroded and becoming out of reach. Current wages in job titles requiring an advanced degree are sorely under market. UC Riverside experiences difficulty attracting or retaining highly educated and specialized professional staff.



RX/TX Members addressing concerns with UC Representatives

UPTE members complained of Health and Safety issues highlighting unsafe work conditions that were clear OSHA violations. UPTE demanded UC Labor Relations Representatives from Riverside follow up on these Health and safety issues before OSHA violations are filed. Retirees also came to represent their concerns of preserving a solid pension and retiree healthcare.

Show support for a better contract and market wages at future RX/TX Bargaining Dates:

- October 19-20, UC Berkeley
- November dates TBD

(Locations subject to change based on conference room availability)

Visit our UPTE website (<http://upte.org>) for updated information and our UPTE-CWA Facebook page for videos from our bargaining sessions. →

www.facebook.com/UPTECWA

You can access all the UPTE RX/TX bargaining updates posted on our unit page on the UPTE web site → <http://www.upte.org/rx-tx-hx/>