

## **RX/TX Bargaining Update #10 - UC Irvine**

On October 30th, UC rejected - via email - UPTE's location and title-specific salary increases despite UPTE members consistently describing how below-market wages lead to problems with morale, retention, and staffing.

UC has not bothered to acknowledge our proposal for salary adjustments to keep pace with California's higher minimum wage increase despite UC President Napolitano making a show of UC being the ["first public university in the United States to voluntarily establish a \\$15/hour minimum wage."](#) Why is UC denying this increase to UPTE members?

Still, UC insisted forcefully that UPTE counter their compensation proposal, which had been passed as part of a package with a September expiration date. Is UC bargaining in bad faith or are they merely confused about how bargaining works? UPTE will not lower our expectations if UC does not fully respond to our proposals - and cannot 'respond' to offers that have expired.

UC needs to have an active compensation proposal and to bargain at the table in writing - allowing appropriate time to respond - before they demand a counter proposal. We demand UC puts their compensation proposal back on the table - with steps as well as location specific scale and minimum wage adjustments.

UC's responses to our proposals thus far clearly demonstrate that UPTE is more concerned about recruiting and retaining excellent staff than UC is.

### **UPTE RX/TX members continue to present workplace issues at bargaining**

Irvine UPTE members came to the bargaining session to voice their concerns about cost of living increases, annual step increases, assistance with reclassifications, and career ladders to promote advancement and longevity. Some of them were hired at UCI with many years of experience but are stuck at entry level steps. They were promised the opportunity to advance but are denied merit increases or equity adjustments even though management can provide these increases in addition to what is guaranteed by in our UPTE contract.

### **Reminder: RX/TX contracts are in "Status Quo" - BE INFORMED**

We will need actual documentation of the status quo change, so please forward any documentation (emails, memos, meeting notes, etc.) you get to UPTE. Don't refuse to

do the work or make the change, even if it may well be a status quo violation. Contact your UPTE representative with questions.

- Find your local bargaining reps here: <http://www.upte.org/rx-tx-hx/>
- See examples of Status Quo violations: <https://www.upte.org/rx-tx/newStatusquo.pdf>

### **UPTE is a Member Run Union**

Show your support for a stronger contract, equity adjustments, shift differentials, stipends, market wages and maintenance of benefits at future RX/TX/HX Bargaining Dates:

- November 27-28, UCLA HX
- December 4-5, UC Davis RX/TX
- December 11-12, UCSF HX

You can read past bargaining reports here: <http://www.upte.org/rx-tx-hx/>

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](http://www.facebook.com/UPTECWA)