

## **RX/TX Bargaining Update #11 - December 4-5, UC Davis**

### **UC Refuses to Provide Market Wages**

UC continues to reject UPTE's compensation proposal including annual step increases as well as location and title-specific salary increases despite UPTE members consistently describing how their below-market wages result in problems with work/life balance, morale, recruitment, retention, workload and staffing shortages.

### **Proposal check:**

UC previously had argued that UPTE was stalling and not responding to their insulting comprehensive compensation proposal, which had been passed as part of a package that expired in September. UPTE cannot respond to any expired proposal.

UC, again, proposed the same exact comprehensive package proposal including continuing current contract language dismissing multiple UPTE proposals, the same low wage 2% across the board increase without any additional steps or job titles specific wages and the same proposal to undermine our pension with a 2106 Tier for new employees which would not only allow them to opt out of the pension, but if they chose the pension, there would be a salary cap on which the pension would be calculated.

UPTE recognized that this was the same proposal with a new expiration date. We asked UC if UPTE had submitted the same article or group of articles twice without incorporating any changes if that would be acceptable. UC chief bargainer, without hesitation answered that this would be bad faith bargaining! The room burst into laughter from both sides and we told him he just admitted to bad faith bargaining with the identical package proposal from a few months ago. He denied this and said he expected a response to the package at our next bargaining session in January.

Is UC bargaining in bad faith or are they merely confused about how bargaining works? UPTE continues to bargain in good faith, and, will not chip away at our proposals and maintenance of benefits when UC is not responding to our proposals. UC needs to put a compensation proposal back on the table that includes annual step increases, Cost of Living adjustments, location specific job title adjustments and minimum wage adjustments.

### **UC weakens the workplace**

UC's limited response to our proposals thus far clearly demonstrate that UC is making an effort to weaken the solidarity of our union. UC is clearly not concerned about recruiting and retaining experienced staff. Further, UC's efforts are promoting turnover which increases costs which in turn weakens salaries, and results in UC claiming the

need to decrease Retiree Benefits -- most specifically, the UC Pension. For more info: <http://america.aljazeera.com/opinions/2014/12/wall-street-unionspensioncrisis.html>

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

Large numbers of local Davis 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. UPTE Members presented local cost of living data which showed that many people cannot afford to purchase a home within a one hour drive from a UC campus and are extremely distraught at UC's 2% wage proposal being presented as a "market increase." UPTE members told UC there was no reason to stay at UC Davis if there were no steps and no career advancement, especially since UC is clearly undermining our pension with 2016 "UC Choice" which offers new hires the ability to opt out of our defined benefit pension program. UC workers are leaving at a rapid rate and job titles in underpaid work areas are left unfilled for over one year.

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

UC recently sent a notice to UCLA and UC Merced managers that they will be introducing UC Path which not only is a violation of "Status Quo" but also is in direct violation of our current contract language on reclassifications and timing of wage increases. UPTE has sent a Cease and Desist Letter to UCOP and Peter Chester to inform them of this obvious and egregious violations.

**REMEMBER:** We need your eyes and ears for violations in your workplace. 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 UPTE 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:

- December 11-12, UCSF - HX
- January 16-17, UC Santa Cruz - RX/TX
- January 25-26, UC San Diego - HX
  - La Jolla Hospital MCM 1 140 Conference room
- February 13-14, UC Irvine - HX
  - Ayers Hotel Plumeria Orchid room
- March 1-2, UC Los Angeles - HX
  - Rooms to be determined

(UC has not agreed on future RX/TX bargaining dates at this time)

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. →

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