

## HX Bargaining Update 10 (FULL REPORT)

### **Another insulting proposal from UC on our wages and pensions**

After more than 6 months of bargaining with UPTE's health care professionals (the HX unit), UC management finally made a second comprehensive offer at the February 13-14 bargaining session in Irvine. Unfortunately, it is as insulting a proposal as the one they recently made to UPTE's research and technical professionals (RX/TX unit):

- a tiny 2% "cost of living" increase
- *no* step increases
- a risky 401(k)-style pension opt out that will undermine our defined benefit pension plan
- incomplete and insufficient market wage adjustments.

#### **Action to protect our rights**

UPTE bargainers were asked to join case management and MSW staff at a department meeting while at UC Irvine. UC Irvine interim CMO, Dr. William Wilson, said the meeting was to discuss department inefficiencies discovered by a consulting group and to obtain feedback from staff. UPTE bargaining team members informed Dr. Wilson that UC is in "status quo" under the expired contract and cautioned UCI against dealing directly with individual staff members as a way to get out of the university's legal obligations under the contract. UCI police were called, and UPTE bargainers were peacefully escorted from the meeting.

As the UPTE bargainers were exiting, they informed represented members that under "status quo" no decisions in changing work practice could be allowed today during their discussion of the consulting group's findings. We encourage UPTE members at Irvine to inform their local UPTE representatives of any status quo violations. (An explanation of "status quo" and contacts for UPTE reps is below.)

#### **UCI employees testify at bargaining session**

Union and management bargainers were set to meet at UC Irvine February 13-14. UPTE members entered the room chanting "What do we want? Contract! When do we want it? Now! If we don't get it? Shut it down!"

A series of UC Irvine members addressed the UC bargaining team directly: "We came in October (2017) and presented data that showed that our salaries are under market, and we want a response now," said one. Others noted that an annual step increase alone is not sufficient to meet market wages. Workers have lost up to 50% of the staff in some departments due to poor retention, to markets like Kaiser, UCSD, and UCLA. "Eggs and milk are going up, rent is going up, why aren't our wages?"

“Kaiser covers more benefits and you are cutting our benefits,” another said. “Are you willing to give us an increase in wages? Would you be willing to wait 2 years for an increase in salary? Patient care is suffering, productivity is suffering.”

“Dietitians have lost 20% of their FTE’s and the department is now hiring temps to fill Dietitian positions,” a UCI HX employee told the university’s team. “The temps are brought in on a higher pay scale than the permanent dietitians who are more experienced and must train them.”

“This hospital does not treasure its employees. It does not recognize or value longevity,” recounted one HX workers. “Cutting staff increases a patient’s length of stay, and it wastes money. In outpatient, cuts are increasing workload. Departments are hiring more physicians and increasing patient loads. UCI is not hiring more UPTE professionals to meet the increased demand. Instead, current employees are being worked beyond their breaking points...regularly working without lunch breaks...and often staying extra hours.”

“We are a level one trauma center and we value education,” said another. “We educate and precept interns, medical center staff, students, medical teams, and provide community classes. Increased workload with a shrinking staff makes it difficult to manage the day to day stress on the job and the stress at home.”

### **Below market salaries a huge problem**

“Clinical Lab Scientists’ pay scale is very low,” said another testifying worker, adding that dozens of employees have recently gone to other employers who pay as much as \$9 more per hour. “While we are we are at the top of our pay scale, and UCI has not paid out a lump sum to all topped out employees like all other UC Medical Centers,” he said.

Audiologist and Speech Pathologists were frustrated about staffing and workload while their salaries were far below comparable positions at Kaiser Riverside, UCLA and other area hospitals.”

“Outpatient and inpatient will suffer when we shut this place down. Recruitment and retention is key,” said one worker, adding that she felt “devalued,” and that the outpatient setting and specialty services are suffering.

One UPTE member suggested that the UC representatives check out UCI’s Facebook page, where they have recently received 1 star out of 5. Comments include “UC has taken away the help. Long wait times, staff is not approachable. Overworked.”

UPTE members ended the session summarizing their reasonable demands of fair pay, market adjustments to recruit and retain staff and chanting “If we don’t get it? Shut it down!”

## **HX contract proposals discussed**

Article 1 Agreement - UC proposed current contract language

Article 2 Access - UC maintains they only need to give employee information to UPTE “if known.

Article 5 Compensation (Offered only as part of a comprehensive package proposal which includes 2016 pension opt out for new employees and with expiration of 7 days) - In brief, UC removed previous annual Step increase offer and now has proposed an annual 2% across the board pay increase to all step based HX titles (regardless if someone is topped out). It was made clear however that this would not apply to Per Diem staff. Some Medical Centers provided a few title specific adjustments but the vast majority of HX job titles were overlooked. UPTE made it clear that all Medical Centers need to participate in the compensation offer. UC needs to perform for their employees just as we show up and provide patient care regardless of poor staffing from management.

Article 6 Corrective action - UC and UPTE agreed to add email as a form of communication but could not agree on other language.

Article 10 Holidays - UC refuses to pay premium holiday pay to UPTE members while it is already provided to the nurses, citing that it is too expensive to pay to all represented staff. UPTE has requested data on the cost of this change and is still waiting for UC’s response.

Article 14 Leaves of Absence - UC proposes the employee be required to use CTO (compensatory time off) for leave, in accordance with vacation and PTO, with the exception of Pregnancy Disability Leave where the law does not allow the University to force CTO to be used. UPTE proposes the employee may elect to use CTO in all instances and not be forced to use CTO for any leave.

Article 22 Nondiscrimination in Employment - UC refused to add protections to immigration status.

Article 33 Resignation - UC proposes same language as RX/TX contract

## **HX is in “status quo”- BE AWARE**

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 promptly so that we can file an Unfair Labor Practice (ULP)

against UC. ULP charges can be used to correct the violation and as leverage during negotiations to get a fair contract.

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. Do make notes with dates, times and who directed the changes. Contact your UPTE representative with questions.

- Find your local bargaining reps [here](#).
- See examples of status quo violations [here](#).
- If you would like an UPTE representative to come and speak to your group in the workplace, please [contact Dan Russell](#), UPTE executive vice president to set up a local meeting.

### **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 HX bargaining dates:

- March 1-2, UC Davis - HX
- March 12-13 UC San Diego - RX/TX
- March 22-23 UC Los Angeles - HX

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

Visit our [UPTE website](#) for updated information and our UPTE-CWA [Facebook](#) page for videos from our bargaining sessions.