

## **#11 HX Bargaining Update - UC DAVIS (FULL REPORT)**

### **Bargaining over safety, workload and respect**

At our last health care professionals (HX) bargaining session, management admitted that UC Davis was the only medical center that did not respond to requests to submit job title specific wage increases from the local UCD Human Resources compensation department. It has also been noted that UC Davis HR has only showed up to 3 of 10 HX bargaining sessions.

When UPTE reps met with local UCD HR, they were told UC Davis HR was understaffed and only could attend CNA (representing nurses) and AFSCME (representing service and patient care tech) contract negotiations. UPTE explained if our members performed to that standard every time they were short staffed the hospital would close. UCD HR said there was nothing they could do.

UPTE's reps then met with UCD Health CEO Ann Madden Rice to inform her how our members were disrespected. The CEO apologized and explained that she absolutely respected our members and would assist in any way she could, but that UC Davis HR was no longer under the UCD health system. UPTE then met with the new UC Davis chancellor Gary May and discussed problems with the UCD HR structure and its lack of performance. UPTE encourages everyone to fill out the survey below.

UC Davis rolls out its latest survey, "Tell us how we're doing!" just as the new UCD HR structure is failing our faculty and staff. You can help by filling out the [UC Davis HR satisfaction survey](#).



### **UPTE bargaining in the news**

The [Sacramento Business Journal](#) (subscription required) sat in on UPTE's contract bargaining in Davis earlier this month. Understaffing and stagnant wages have made recruiting and retaining workers difficult, UPTE bargainer Greg Wine told the journal, resulting in people "working back-to-back 16-hour shifts. It's unsustainable."

Meanwhile, a journalist from the Sacramento Bee, Cathie Anderson, attended and recorded the entire staff presentation at UPTE bargaining. She recently wrote an [article in the Sacramento Bee](#) on UCD's

negotiations with the California Nurses Association. UC questioned the right of having a media representative present but no agreement has ever been made that negotiations or member presentations would be closed.

### **UPTE members confront UC with management and staffing issues**



*CAPTION: UPTE bargainers and their members met with UC representatives at UC Davis Health March 1-2.*

As UCD HR plead “poor staffing” as they opted out of bargaining sessions, UPTE members showed up to testify about their workload. “When I go on maternity leave,” one Dietitian said, “should I tell my Bone Marrow Transplant/Oncology Unit that nutrition services is understaffed and we won’t be servicing their unit? Should we let our patients become malnourished and die because of staffing? Should we follow your work ethic?...[long pause]...I can wait, I’m comfortable with awkward silence.”

Dietitians spoke about having advanced degrees, specialty certifications and leading specialty projects to improve patient care on top of their full patient load without any additional compensation. Management is also forcing RDs to use vacation time for any preparation and time spent travelling and speaking at professional groups, community groups and health care events while denying comp time, flex time or professional leave.

Social Workers came in a group to address poor work/life balance stressors, making it unsustainable to work in their department. They described conditions, including wages, which do not support recruitment and retention, and described difficulties with getting bereavement leave and vacations approved. Physical Therapists addressed UC not appreciating their role in improving patient care while saving money with decreasing length of stay.

Clinical Lab Scientists told UC’s reps they were egregiously underpaid, and unable to retain and recruit staff, including their own interns. “There is no motivation to train the next generation,” one said. “We have more training than most nurses and yet we are not respected and paid less.” CLS Teaching specialists supervise over 30 staff not including students and medical interns yet they are trouble shooting machines, monitoring testing to be performed in a timely manner and covering for tests that are not staffed. Schedules are unfilled, mandatory overtime and on call are in place, and 16 hour shifts are imposed. Stress levels are unsustainable. Openings have not been filled since last June in multiple departments. Employees are working over 75 hours per week last month alone.

CLS at the Veterinary Medicine Teaching Hospital (VMTH) in Davis are helping the institution receive accolades around the world, and specialized testing from samples are also coming from all over the world. These long-term employees are continually underpaid even compared to their low paid CLS counterparts at the UCD Health. One worker cited [an article](#) documenting UCD's Veterinary Science as ranked top in the world for the fourth consecutive year.

RN Case Managers, who are highly trained Registered Nurses with multiple years of experience, work to save money for UC but many also need to work part time elsewhere to keep up with expenses. New employees in case management coming from the hospital are being hired at the top step, while hiring RNs with the necessary experience from outside of the hospital remains difficult due to higher wages paid at other hospitals.

### **HX contract proposals discussed**

Article 13 - Layoffs - UPTE proposed aligning HX contract with RX/TX contract and strengthening language overall.

Article 9 - Health and Safety - UC has finally agreed to provide size appropriate safety apparel but wished to strike UPTE language that would protect the employee from unsafe working conditions. UPTE maintains that safe conditions need to be confirmed before employees are forced to work in abnormally unsafe conditions regarding toxic chemicals, seismic safety, and asbestos in work areas. UPTE cited many past examples where supervisors and managers simply did not have expertise in the areas where they supervised and were not aware of the dangers related to these abnormal situations.

UCOP stated: "We believe in work first, grieve later." UPTE responded: "All we want is to be safe and reasonably compensated at work."

Article 8 - Grievance - UC proposes electronic filing per location procedure since they are filed locally. UPTE requests copies of each campus process. UC will obtain any written procedures. Sexual Harassment - UC proposes the grievance be held in abeyance for 90 business days, and removes language taking away the grievant rights to not participate in the process. UC also wishes to gag the UPTE representative during the title IX process and not allow them to speak.

Article 6 - Corrective action - UPTE proposes to remove salary reduction as a punitive option and changes timelines to working days for consistency in the article.

Article 2 - Access - UPTE and UC agree on contact information language but proposes to add supervisor name and title. Currently multiple employee lists from campuses are inaccurate with work locations and contact info being incorrect and misleading. Some additional language may be needed after AB119 Arbitration is concluded. UPTE does maintain that UC continues to print copies of all contracts. UPTE states multiple managers appreciate this value from UC. UCOP chief negotiator agrees that she appreciates the contract books as well.

## **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 UPTE bargaining dates:

- March 12-13 UC San Diego - RX/TX
- March 22-23 UC Los Angeles - HX
- No April bargaining dates at this time

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.