

HX Bargaining Update #2

UPTE members voice their concerns at HX bargaining

UPTE's elected health care professionals (HX) bargaining team presented all of its initial proposals for a new contract, as it met with UC representatives in Sacramento at UC Davis medical center August 30-31. These proposals include new shift differentials for all titles, aligning the Holiday article with RX/TX contracts and maintaining Health and Welfare benefits for all members.



UPTE members observe HX bargaining, present data

UPTE continues to demand improvements in protections and benefits, but UC has not responded to any of our proposals, giving the union only about half of the initial proposals due. None of UC's initial proposals include compensation or benefits.

Once again, UPTE's team included representatives from all 5 UC medical centers, while UC's team did not. UPTE expects UC to bargain in good faith and have all campuses represented in the future.

Workload, pay and retention among key issues

UPTE HX members showed up to voice their concerns during the two-day session. Many spoke about increased workload under difficult work conditions, poor staffing, below market pay and problems with retention of qualified staff to provide quality care.

Members from these job titles provided well-organized and compelling presentations at the negotiating table: Genetic Counselors, Physical Therapists, Occupational Therapists,

Social Workers, Dietitians, Child Life Specialists, Physician assistants, RN Case Managers, Clinical Lab Scientists and Cyto-technologists.

All presented hard data supporting the need for wage increases and market adjustments with improved shift differentials to retain quality long-term professional staff, and support for allied health services that participate in generating revenue and improving patient care quality.

UC is proud of its medical centers and enjoys promoting them as five of the top ten medical centers in the US, yet continues to undervalue its employees – the union–represented staff who provide the quality care and make the medical centers work so well.

One of those union members, UCSF physician assistant Brandon Sessler, is pictured doing this crucial work in a recent [UC press release](#) on the "best hospitals."

Bargaining is coming to a campus near you!

Show your support for a better contract and market wages at these future HX bargaining dates:

September 21-22 at UCLA

October 9-10 at UCSD

October 23-24 at UCI

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

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