



UNIVERSITY PROFESSIONAL AND TECHNICAL EMPLOYEES
representing employees at the University of California

HX Bargaining Update #4

Workers Make UC the Best!

Patient satisfaction is directly associated with the work of our members. UPTE members are directed by their supervisors to improve patient satisfaction to increase revenue. UPTE members say "If we are the best than we should be paid the best!"



UCSD health care workers are among the lowest paid in the UC system, while the cost of living index is high (similar to Los Angeles).

UPTE continues to emphasize the need for UCOP to increase wages and maintain benefits to stop our colleagues from leaving for better pay. Management fails to realize that this exodus of talented staff results in positions remaining unfilled and compromises patient care. Workloads are increasing and UPTE HX members are working holidays, weekends and overtime without appropriate compensation. People in some job titles are forced to work without breaks, to be on call with minimal or no incentive, and to precept interns and new staff for free.

UPTE slams UC Medical Center representatives on UCSD recruitment, retention and pay equity.

UPTE bargaining teams met with UCOP and UC medical center representatives at UCSD October 9-10 to continue contract negotiations before the health care professionals (HX) contract expires October 31, 2017. After that date, UPTE enters into status quo with all three UPTE contracts (research, technical, health care professional).

During the bargaining session, UPTE HX members make UC reps aware (again!) of low salaries which are far below the local market, leading to an inability to recruit or retain experienced staff

to provide quality patient care. Pharmacists, Physician Assistants, Nuclear Med Techs, Social Workers, Dietitians, Child Life Specialists, RN Case Managers, Physical Therapists, Occupational Therapists, Speech Therapists and Clinical Lab Scientists all provided cost-of-living data and market wages in various titles, in well organized and data driven presentations. Presentations supported current UPTC contract proposals for wage increases, career ladders, reclassifications, specific market salary adjustments in certain job titles with new shift differentials and stipends for precepting as well as stipends for specialty certifications to retain highly experienced and advanced practitioners and clinicians.

Entering into "status quo" means 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 UPTC-CWA promptly so that we can file an Unfair Labor Practice (ULP) against UC. ULP charges can be used as leverage during negotiations to get a fair contract.

Be on the lookout for these changes:

- New or changed work rules or policies (includes dress codes, attendance policies, email policies, discipline policies, etc.)
- New or changed performance standards
- New or changed parking and transportation rates (including vanpool rates or elimination of free parking)
- Reclassifications
- Changes in layoff units
- Reorganizations (may include layoffs, subcontracting, changes in who is performing the work, changes in work locations, changes in job descriptions or duties, and changes in the method and manner of performing work)
- Creation of new positions
- Changes related to floaters or limited-term employees
- Changes in schedules, hours of work, breaks holidays, etc.
- Changes in workload
- Changes in job duties/descriptions, or job titles
- Changes in work location
- Transfers of work out of the bargaining unit

- Unit modifications
- Installation of surveillance cameras or other similar equipment
- Changes in the method or manner (or amount) of pay
- Changes in health benefits, retirement benefits, types of leave available, domestic partner rights, or any other changes in fringe benefits
- Changes in access rights, union leave rights, or any other rights
- Any formal or informal, announced or unannounced, change in any policy, whether or not the original policy was formal, informal, announced or unannounced
- Retaliation for union activity
- Refusing the union access to members

Actual documentation of the status quo change is needed, so please forward any documentation (emails, memos, meeting notes, etc.) you get to your UPTe bargaining representative below.

RX/TX Bargaining Team:

[Jamie McDole](#), Chief Negotiator

[Elisa Cleveland](#), Staff Research Associate III, UCSF

[Bill Rowley](#), Principal Rad Tech, LBNL

[Juliana Emert](#), Animal Health Tech I, UCSD

[Bill Fitzpatrick](#), Sr Construction Inspector, UCSB

[Karen Galbreath](#), Animal Health Technician III, UCD

[Mark Kosier](#), Computer Research Spec II, UCM

[Angelica Mondragon](#), Staff Research Associate II, UCLA

[Dan Russell](#), Business Technology Support Analyst, UCB

[Teresa Salvato](#), Museum Scientist, UCR

[Erich Wise](#), Sr Lab Mechanician, UCI

[Melanie Young](#), Principal Animal Tech, UCSC

HX Bargaining Team:

[Jamie McDole](#), Chief Negotiator

[Tom Brewer](#), Clinical Lab Scientist, UCLA

[TK Lee](#), Pharmacist, UCSD

[Tobirus Newby](#), Clinical Social Worker III, SHC

[Brandon Sessler](#), Physician Assistant, UCSF

[Enrique Trinidad](#), Nuclear Med Tech, UCSD

[Greg Wine](#), Sr Registered Dietitian, UCD [\[1\]](#) [\[2\]](#)

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:

- November 6-7, UCD - change in location
- November 27-28, UCLA

(Locations subject to change based on conference room availability)

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

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