

HX Bargaining Update #5: UC Irvine October 23-24, 2017



UPTE bargaining teams met with UCOP and UC Medical Center representatives to continue HX contract negotiations. UPTE continues to emphasize the need for UCOP to meet market salary wages and maintain benefits to stop our colleagues from leaving for better pay. UCOP fails to realize that this exodus of talented, experienced and passionate staff results in positions remaining unfilled and increases the risk of compromising patient care.

HX worker's contribute to UC Irvine Health ranking high nationally

<https://health.usnews.com/best-hospitals/area/ca/university-of-california-irvine-medical-center-6932290>

UCI Health patient census has continued to increase while staff numbers are flat. Outpatient clinics are demanding more staff to meet the patient care needs but unable to expand. Many HX workers are not taking their breaks, work overtime, holidays, weekends and cross-covering without reasonable compensation to maintain patient care. UC Healthcare job titles are overworked, covering for supervisor and administration duties while providing patient care, precepting interns and training staff without receiving any additional compensation or consideration.

UPTE members reveal multiple workplace issues to UC representatives

During the two day UCI bargaining session many UPTE HX members shared their stories of repeated problems with below market salaries in a high cost of living area, leading to an inability to recruit or retain experienced staff resulting in increased workloads which jeopardizes patient safety and quality patient care. Audiologists, Pharmacists, Physician Assistants, Nuclear Med Techs, Social Workers, Dietitians, Clinical lab Scientists, and RN Case Managers all provided cost of living data, market wages in various titles, well organized and data driven presentations. Presentations supported current UPTE contract proposals for wage increases, career ladders, improved on-call language, 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 clinicians and advanced practitioners.

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-CWA 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: <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 HX Bargaining Dates:

- November 16-17, UC Irvine RX/TX Continuing Education Building
- November 27-27, UCLA HX, Ackerman
- December 4-5, UC Davis RX/TX (rooms to be confirmed)
- December 11-12, UCSF HX (rooms to be confirmed)
- January dates and locations to be determined

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