

HX Bargaining Update #6: UC Davis, November 6-7, 2017

UPTe members lined up outside the bargaining room for their chance to address major workplace concerns in front of UCOP and other UC Medical Center representatives.

Clinical Lab Scientists are understaffed due to low pay and recruitment problems. One CLS came to the session stating she had just worked two 16 hour shifts back to back with only 4 hours off in between. Employees are working so much overtime that their yearly income has doubled but their family life and work has suffered. Graduating CLS interns are reluctant to enter into this workforce for low pay and horrible work conditions, so after their extensive training at UCD they quickly leave for other healthcare jobs in the area.

Pharmacists have lost 13 staff over the past year due to below market salary, hostile work conditions and unfair management practices. Senior Pharmacists cannot fill on-call positions for overnight Emergency Department due to a meager \$7/hr on call pay regardless if they are called to work. With existing recruitment and retention problems this leaves only a few to cover the majority of the shifts, which they perform between their regularly scheduled shifts.

Dietitians presented research data on the benefit of screening and coding for malnutrition, which increased UCD Health revenue over \$500,000 in the past quarter. Yet UC still refuses to provide market-competitive wages.

Physician Assistants, who have extensive training and experience with surgery, running clinics and developing programs, came to discuss the need for career ladders and appropriate advancement and pay parity with their Nurse Practitioner colleagues.

Physical Therapists discussed how their work decreases lengths of stay and improves patient outcomes - but also reported that all part time PTs were threatened with layoff if they did not accept full time positions. Staff complained that management has altered their time cards, removing overtime worked and denying pay.

Does it sound like UC is more interested in patient outcomes or this month's bottom line?

If UC Davis Health is the best, shouldn't we be treated the best?

Who makes UC Davis Health [the BEST](#)? Our UPTE represented staff and our union coalition brothers and sisters in CNA and AFSCME, who are currently in their own contract negotiations with UC! CNA and AFT came to our bargaining session to demonstrate solidarity against UC's attempt to weaken our pension and undermine workers rights.

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: <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 27-28, UCLA HX, (Ackerman)
- December 4-5, UC Davis RX/TX (Davis campus)
- December 11-12, UCSF HX (Parnassus and Mission)
- 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. →

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