

HX Bargaining Update #7: UCLA November 27-28, 2017

UPTE representatives and UC Medical Center representatives met once again with UCOP at UCLA to continue our HX contract negotiations. UPTE has many proposals on the table which strengthen contract language and improve work conditions for represented members. Articles reviewed during this session included Shift differential, Performance evaluation, Leave of absence and Corrective action.

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

UPTE HX members help UCLA to be one of the nation's top hospitals, yet UC continues to under pay, under value and under staff workers at their facilities. While at UCLA, many UPTE members came to speak about title specific work conditions. UCLA Pharmacists remain below market and have unfair limits on career advancement in various job locations. For example, Pharmacist I, in the outpatient setting are unable to advance to Pharmacist II or Senior Pharmacist. If they work at Venice family clinic, specialty clinics or ambulatory care clinics.

Occupational therapists came to discuss their need to have pay parity with Physical Therapy, ability for career advancement and reclassification. They also emphasized the need for stipends for specialty certifications.

Nuclear Med Techs came to demand market wages to solve their recruitment and retention problems and communicate work issues surrounding UC backfilling with registry staff that are unable to perform specialty testing which further creates problems in the department and with timeliness of patient care.

Dietitians continue to demonstrate their frustration regarding management's apparent disinterest in supporting the professional training. Dietitians are demanding the necessary training to obtain the new skills to perform malnutrition physical examinations. These patient exams will increase reimbursement and revenue for UC and they should not be responsible for obtaining their own training. UCLA Dietitians need management support for professional training to achieve competency and confidence in this new job function as well as appropriate compensation once their job function includes this value added service.

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 RX/TX/HX Bargaining Dates:

- January 16-17, UC Santa Cruz - RX/TX
- January 25-26, UC San Diego - HX
- February 13-14, Irvine - HX
- March 1-2, Los Angeles - HX
- (UC has not agreed on future RX/TX bargaining dates at this time)

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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