

HX Bargaining Update #8: UCSF December 11-12, 2017

UPTTE bargaining representatives once again brought bargaining sessions to locations where we have represented members at UCSF Parnassus on the first day and Mission Bay on the second.

UCSF: Experienced + Longevity = “You don’t deserve a raise”

Clinical Lab Scientists are concerned about market equity since they are losing more staff to Children’s Hospital, Kaiser & other local Hospitals. Retention is a problem when wages are not competitive. Supervisors have told staff that they can’t match market rate but they cannot give the reason why.. They lost 5 people this year to other Hospitals for higher wages. Cost of living in SF is very high, and staff cannot afford to live anywhere near UCSF with low wages. CLS’ work is vital to patient care. If the public knew, they would be outraged. UC is creating a dangerous environment for patient care – CLS’ asked UC representatives to please take this information to the Office of the President.

Sr. P.A’s seek pay parity to NP’s. Recruitment and retention problems are getting worse and worse. Increased workload due to poor staffing and below market wages is compounded with training new PA’s without any additional compensation. No incentive to stay and no pay parity with Nurse Practitioners who perform the same or lesser job duties.

Dietitians triggering a Malnutrition diagnosis increases Hospital reimbursement rates and improves Hospital stays. This new job function supports wage increases proposed by UPTTE. To combat high cost of living, affordability of rent in SF, long commute times, and burn out, UC must provide adequate compensation for shift differential including Holiday and weekend work. Dietitians receive calls at home from Physicians and are working from home (\$8/hr – on call) – which is unacceptable, dietitians also need an increased Step structure to solve recruitment & retention problems,

Do not delay this Contract

Need to recognize longevity w/wages – topped out employees

No extra pay for extra days (get a Comp day, no \$)

Rec. Therapist (Psychiatric Center) – only 2 currently employed, trying to recruit. Therapists spend more time one on one w/patients than any other discipline because of the type of patients that are brought in (suicidal, psychotic, etc). Topped out because there is no Rec. Therapist 3, no Supervisor, so they do all admin work, scheduling, get no extra compensation, no weekend diff, no equity.

UPTE has proposal to increase Per Diem wages

Clinical Social Workers:

Organ Transplant Social Work – Federally mandated for all organ transplant programs. Offer individual and family counseling, identify and mobilize support systems, with patients during their stay and at the end of their lives.”I don’t feel valued by UCSF”. 9 have left in last 5 yrs. 2/3 of staff hired in last 3 yrs. Rapid turnover, inexperienced clinicians- many now left for more pay and better work-life balance. Abundantly clear that change is needed here. Topped out after only 11 years, new hires are hired in at Step 13. Stanford & Kaiser offer better pay and benefits. Continuity of care negatively affected. Need incentives for career growth/advancement.

Topped out after 4 yrs at UCSF. Proposal for Career Ladder/ Model for Expansion (handout)

Egregiously under market

CLS – blood bank. Understaffed this past weekend. Severely short staffed, underpaid. UCSF lowest paid Hospital in Bay Area and also one of the hardest working people. Understaffing directly affects life and death.

Medical Interpreter – many changes have taken place over the years. Increased outsourcing which compromise the quality of our services, stay because of belief in the mission of UC, but wages, cut benefits ends up in lower morale, recruitment & retention problems, UCSF reputation ...AB-848 – stop outsourcing jobs.

Unable to recruit due to low wages, interpreters are improving quality of patient care @ UC. Video interpreting substandard, dehumanizing. Telling patients and families that loved ones are dying or going to die.

Very complicated cases, family meetings, medical terminology; UC does not check for language fluency by subcontracting out interpreting work.

RN Case Managers came to maintain their support of a strong pension and benefits. Workload is higher than other hospitals in the area and they have less support from administration and no clinical ladders for advancement. UCSF has more complex discharge cases due to complex procedures/surgeries and specialty teams at UCSF and a higher caseload than the recommended ACA guidelines of 16:1. Case managers are the last line of defense when sending patients safely home, making sure they are not sent home with wrong medications or other misinformation that might result in readmissions and increased costs to UC. Morale is low due to missed breaks and lunches, poor staffing, no Clinical Ladders (no room for advancement) and no recognition for their work, which of course leads to recruitment & retention problems

coupled with administration taking a long time to fill open positions. This is a disservice to patients.

PA: Neuro/Spine. Michael. Equality in pay between PA's and NP's.
Hospital Physicist (Board Certified) – equity increases – differences in pay between campuses (e.g.: UCLA). Recruitment & Retention. Radiation Oncology – calibrates machines, follow patients from admit to discharge. Cannot attract Senior (experienced Physicists) due to low salary. COLA's, equity. Comes in on weekends to calibrate machines and gets no compensation (no CTO); longevity pay and recognition. Any Hospital that treats cancer has this position. Verbal promise for increase pay 2 yrs ago never came to fruition. Many meetings, run around, Exec. Director retired – no change in salary since. UCLA has 12% higher salary. Has to train new hires. Current staff is very Junior/green.

As this session closed before the holidays, UPTE team sang to UC Representatives

Pension Plan (sung to the tune of “Jingle Bells”)

*Pension plan, pension plan, pension all the way,
Oh what fun it is to sit and bargain this all day, Hey!
Pension plan, pension plan, pension all the way
Your lips are flapping in the wind we hate your 401K*

*Sitting through the show of your bogus bargaining play
Over your proposals we go, laughing all the way
We won't kiss your ring, we are here to fight
What fun it is to rhyme and sing our UPTE song tonight!*

*Pension plan, pension plan, pension all the way,
Oh what fun it is to sit and bargain this all day, Hey!
Pension plan, pension plan, pension all the way
Your lips are flapping in the wind we hate your 401K*

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:

- January 16-17, UC Santa Cruz - RX/TX
- January 25-26, UC San Diego, HX
- February 13-14, UC Irvine - HX
- March 1-2, UC 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/>

NEW! If you would like an UPTE bargaining or UPTE systemwide representative to come and speak to your group in the workplace, please contact Dan Russell, UPTE Executive Vice President at dan@upte-cwa.org to set up a local meeting.

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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