

HX Bargaining Update #9: UCSD January 24-25, 2018

UPTE bargaining representatives started their day picketing with CNA (California Nurses Association) in front of UCSD Horton Medical Center and local UPTE members spoke in solidarity at the rally after the picket. The UPTE bargaining team was then "Fired up!" and met with University representatives to continue member presentations of workplace conditions and concerns. UC continues to neglect sending any UC Representative from UC Davis which again shows their disrespect for the bargaining process.

Local UCSD UPTE members are requesting reasonable market wages to recruit and retain workers. They are frustrated with UC's denial of a fair increase while new multi-million dollar buildings are going up around them and administrators are getting major raises. Members in various job titles complain they are unable to keep top graduates and interns who have been trained at the facility due to poor wages and poor work conditions. The reasonable demands that UC are denying include cost of living increases with annual step increases, weekend and shift differentials and holiday pay.

RN Case managers today had a workload of 45 patients per case manager while covering for other staff, when the industry standard is 15-18 pts per day. The department cannot hire, cannot support MDs, cannot increase productivity, cannot help with reimbursement, and ask the UC representatives "help us do a better job, help us recruit since we cannot recruit with low pay. We cannot complete work in a timely manner to assist in safe discharges. We cannot complete Utilization review which provides info to insurance companies to support billing. Not paying fair market wages to Case managers results in under billing and poor reimbursement for the University.

Physical Therapy including Speech therapy and Occupational therapy have lost 40 staff recently to other local hospitals. They reported that lack of staff, due to poor wages and poor retention, is resulting in 65 patients not being seen today. This will lead to crowded Emergency Department rooms and longer inpatient stays, because patients cannot be cleared for a safe discharge. The hospital loses many when this happens because insurance companies will not reimburse for days when patients are not seen.

Pharmacy has still not gotten any response from the last bargaining session where UCSD refused to bargain pharmacy wages increases resulting in the department losing trained staff to local hospitals and private industry and now is unable to hire pharmacists who are qualified to work in specialized areas.

UPTE members ended their session in frustration hearing that UC compares market wages to those of community hospitals outside the local San Diego area. Members left the session chanting SHAME, SHAME, SHAME, SHAME!

Proposals

Article 6 Corrective action - UC maintains their desire to reduce an employee's salary and force employees to not only work for under market wages but then a cut in pay when being disciplined in order to cut cost and have labor for less.

Article 22 Nondiscrimination - UPTE is proposing adding language including immigration status and UC finally admits that it is consistent with overall university policy and will consider it.

Article 25 Performance evaluation - after multiple revisions on each side UC has proposed 30 days to improve work performance and UPTE proposes 90, but now suggests meeting in the middle at 60 days. UPTE also proposes there will be no peer reviews affecting the annual evaluation and that members have an opportunity to evaluate their supervisors.

Article 29 Professional development - UPTE is attempting to define reimbursement per member so that members may have the opportunity to not only maintain their CEU's but also maintain control of the funds so to plan in advance. UPTE also is defining that online CEU's may be used up to their full 40 hour allowance.

Article 33 Resignation - discussing language around final notice and last paycheck provision.

Article 35 Shift Differential - UPTE proposes defining language for shift differential start times and demand to bargain shift differentials for titles who do not now have them.

Article 28 Probationary period - UC maintains their proposal that all employees including rehires and sub-contracted employees will have a probationary period. UPTE maintains that all employees need a reason for being terminated.

Article 11 Hours of work - UC is not interested in providing a lunch period within the first 6 hours of work nor are they interested in any incentive to staff appropriately in order for meal break and 15 minute breaks to be covered. UC is also not interested in the industry standard of paying time and a half for any on-call time worked. Although UC has agreed for no mandatory overtime for nurses they still want to force our members to work overtime on a regular basis and refuse to admit they abuse this in order to

maintain low staffing levels. UC still refuses to pay overtime after shift! UC is still against providing ANY rest between shifts even when they are forcing mandatory on-call. All against industry standards.

“UC is capitalizing on being exempt of California Labor Laws”

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 here: <https://www.upte.org/rx-tx/newStatusquo.pdf>
- **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.**

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:

- February 13-14, UC Irvine - HX
- March 1-2, UC Davis - HX
- March 12-13 UC San Diego - RX/TX
- March 22-23 UC Los Angeles - HX

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