

# TX/RX Contract Summary for UPTE-CWA Members

[Chinese Version](#) | [Spanish Version](#)

We have achieved a tentative 5 year agreement with the University for a new TX/RX contract that extends from July 1, 2008 through June 30, 2013. Both the TX/RX bargaining team and the UPTE-CWA systemwide executive board recommend a "yes" vote on ratification.

**The ratification vote will take place on all campuses March 15-19.** Provisions will be made for absentee ballots. The contract gets substantial raises over the next three years (4.5%, 5% and 5% for those eligible for steps) with a \$1000 retro payment (~2%) for not getting raises in 2008/09 and 2009/10. These raises are not dependent on the state budget. We have pinned down the pension contributions and set limits on health benefit and parking increases. This allows members to know how much they will be making over the length of the contract.

We made substantial progress on health and safety concerns, in honor of Sheri Sangji, a UCLA researcher who died in a laboratory accident last year.

Here is a summary of the contract. (The full details of the contract have been placed on our website:

**RX:** [www.upte.org/2010TA-RX/](http://www.upte.org/2010TA-RX/) & **TX:** [www.upte.org/2010TA-TX/](http://www.upte.org/2010TA-TX/))

## Compensation:

- ◆ 2008/09: 0%
- ◆ 2009/10: 0% base pay increase, \$1000 lump sum delayed to 7/1/10 (about equivalent to 2% raise)
- ◆ 2010/11: 2.5% cost of living for all on 10/1/10, ~2% step increases for those eligible\* on 1/1/11, 0.5% (\$1.7 million) for equity increases in various titles to be negotiated
- ◆ 2011/12: 3.0% cost of living for all on 10/1/11, ~2% step increases for those eligible\* on 1/1/12
- ◆ 2012/13: 3.0% cost of living for all on 10/1/12, ~2% step increases for those eligible\* on 1/1/13
- ◆ None of the compensation is subject to state funding of UC

\*step eligibility is not probationary, not limited appointment, not topped out and satisfactory evaluation

## Pension:

- ◆ Shift of 2% DCP contribution to pension plan on 4/15/10, UC will contribute 4%
- ◆ 1% contribution 7/1/11 assuming other staff pay and UC pays at least as much
- ◆ 1% contribution 7/1/12 assuming other staff pay and UC pays at least as much
- ◆ Mandatory bargaining if there are any other changes

## Health and Safety:

- ◆ UC will provide UPTE with copies of all health and safety accident and incident reports
- ◆ UPTE-CWA will get release time for one health and safety steward for each campus

## Temporary layoffs:

- ◆ Any individual slated for temporary layoff may switch the temporary layoff to START (voluntary reduction in time) that can go through 12/31/10
- ◆ UPTE and UC will set up a layoff and re-employment committee to identify all resources available to laid off employees and distribute the information, ensuring access and assistance
- ◆ UPTE will drop the unfair labor practice charge on bad faith bargaining which challenged the layoffs
- ◆ (UPTE will continue to pressure UC to not make any reductions in time or staff cuts in areas where there is no financial shortfall)

## Health benefits:

- ◆ Benefits costs will go to the 2010 monthly premiums
- ◆ Benefit premiums cannot increase by more than 18% total over the next 3 years for Kaiser & HealthNet
- ◆ UPTE-CWA will continue to challenge UC on those individuals who were illegally moved from one pay band to the next but will drop the challenge for individuals who were misinformed about the Blue Cross rates

## Parking:

- ◆ There are caps on increases that are specific to each campus

