

UC Stands By 4 Years of Cuts

June 2018 | RXTX Bargaining Update #16 | HX Bargaining Update #13



Why is UC standing by their insulting offer of 4 years of cuts after more than a year of bargaining, dozens of sessions, and the largest strike in UC history?

They're hoping that continuing to hold out will weaken our resolve to strike again - and that they'll be aided by the Supreme Court's decision on Janus v AFSCME.

They're wrong - we're fired up, organizing, and stronger than ever before.

The most important thing you can do right now is to talk to your co-workers to make sure that everyone understands what's at stake and affirms their membership to show UC that we are united **and won't give up until we get what we deserve.**

UPTE's Demands	UC's Cuts
<ul style="list-style-type: none"> ● 6% (HX), 5.5% (RX/TX) cost of living ● Guaranteed annual step increases ● Equities for under-market titles ● Shift differentials and on-call pay ● Progressive increases to bring up lower paid titles 	<ul style="list-style-type: none"> ● 2% "cost of living" ● No step increases ● Insufficient market equity
<ul style="list-style-type: none"> ● Freeze healthcare premium and co-pay costs ● Protect existing benefits 	<ul style="list-style-type: none"> ● Unlimited healthcare premium increases and co-pays ● Benefit cuts
<ul style="list-style-type: none"> ● Protect existing pension benefits for all employees 	<ul style="list-style-type: none"> ● Threaten everyone's pension benefits by encouraging new hires to choose risky 401K ● Take back 5 years of retirement from pension for new hires
<ul style="list-style-type: none"> ● Stop contracting of our jobs ● Expand seniority rights campus-wide ● Expand preferential rehire state-wide 	<ul style="list-style-type: none"> ● Remove combined severance & recall rights option for laid-off employees ● No additional layoff protection ● Contracting of our work
<ul style="list-style-type: none"> ● Daily overtime and double-time ● Penalties for departments that deny meal and rest breaks 	<ul style="list-style-type: none"> ● Overtime only after 40 hours in a week ● No penalty for departments that deny meal and rest breaks
<ul style="list-style-type: none"> ● Maximum 1% (HX), 2% (RX/TX) annual parking increases 	<ul style="list-style-type: none"> ● Unlimited parking increases

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