

talk it over

issues of union concern



To be the best, we need the best.

UC strives to be the top medical and academic institution in the world. We are committed to that lofty goal.

But, UC refuses to invest in employees. UC impedes career advancement. They will not negotiate step increases for the next three years, unless we forfeit our cost-of-living raise.

Without a cost-of-living increase, with inflation we get a pay cut.

Without step increases, employees have no prospect of earning more than new hires for the next three years. That is no incentive to stay, especially when benefits are eroding every year. Step increases do not cost the University a penny because they are balanced out by staff turnover savings.



RYAN VILLAMATER
Physician Assistant, UCLA

“ Patient care depends on keeping the best Physician Assistants. UC underpays them by up to 33% compared to UC Nurse Practitioners and local area Physician Assistants. ”

Can you afford three years without a cost-of-living or step increase?

UC negotiators claim they want to settle the contract in a timely manner, but after more than 10 bargaining sessions with the UPTE unified team, they only offer lowball raises and benefits cuts. Many UPTE health care workers earn far below market rates.

- How many of your co-workers will leave for higher pay?
- Will UC find experienced staff to replace them?
- How can UC continue to compete for quality employees who are lured by more lucrative pay with benefits?



ANGELICA MONDRAGON
Staff Research Associate, UCLA

“ Step increases are critical for retaining and motivating employees. RX/TX staff could be earning twice as much working in the private sector or other non-profit institutions. ”

What is happening at the bargaining table?

UC won't agree to a single equity increase. They won't invest in the most valuable asset of the medical centers: US!

UC wage proposals are unacceptable. TX/RX: 2% raise, no steps; HX: 0%, steps, no equity for anyone.

UC wants to gut our pension plan by encouraging new employees to opt out of the plan. This erodes the plan's financial stability for those of us who have put in years of service and contributions.

UC will not protect our out-of-pocket benefit costs. No controls on increasing costs. No limits on ever shifting provider lists.

UC will not protect our job security. No response to UPTE proposals to retrain and find new positions for laid off employees.



LILLIAN UDOMPHONKUL
Pharmacist, UCSD

“ We assure patient safety and are leaders in our industry throughout the state. We deserve fair equity that matches our expertise and value to patient care. ”

FAIR CONTRACT NOW! #UPTESTRONG



For detailed reports on bargaining, check out the UPTE bargaining reports after each session: upte.org/rx-tx-hx/

What do you think? *talk it over* with your colleagues.

Are you a member?

You are not a member unless you fill out a membership form at upte.org/join. Sign up now. Ask your co-workers to do likewise.

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