

No Contract, No Business As Usual

The UPTE-CWA RX-TX contract bargaining team has given notice that the contract will expire June 30, 2008. UPTE-CWA's bargaining team has offered to extend the RX-TX contracts if UC would agree to not make wage increases dependent on the state budget. UC has turned the offer down. Our team argued that less than 10% of RX and TX employees depend on state funds and that grants and UC enterprises have budgeted for salary increases.

This means that we now enter a “**status quo**” period and we can stop UC’s business as usual until they sign a contract we can present to our members for a vote.

Stopping business as usual requires your active participation. We need to file unfair labor practice charges every time UC managers violate the “**status quo**”.

If you think you know of a violation, contact UPTE-CWA immediately and we will do the paper work.

Here is a list of possible violations:

- ❑ New or changed work rules (includes dress codes, attendance policies, e-mail policies, discipline policies, etc.)
- ❑ New or changed performance standards
- ❑ Parking and transportation rates (including vanpools)
- ❑ Group Reclassifications
- ❑ Reorganizations (may include layoffs, subcontracting, changes in who is performing the work, changes in work locations, changes in job descriptions or duties, and changes in the method and manner of performing work)
- ❑ Creation of new positions
- ❑ Changes related to floaters or limited term employees
- ❑ Changes in schedules, hours of work, breaks holidays, (moving people from day shift to evenings, etc)
- ❑ Installation of surveillance cameras or their similar equipment
- ❑ Changes in the method or manner (or amount) of pay
- ❑ Changes in health benefits, retirement benefits, types of leave available, domestic partner rights, or any other changes in fringe benefits
- ❑ Changes in access rights, union leave rights, or any other rights
- ❑ Any formal or informal, announced or unannounced change in any policy, whether or not the original policy was formal, informal announced or unannounced
- ❑ UC must pay for all overtime and cannot provide comp time without union approval.
- ❑ The arbitration of grievances is replaced by a hearing process imposed by UC.
- ❑ UPTE can strike if UC bargains in bad faith or we reach impasse.



Let's stop business as usual! **We want our fair raises NOW** and want UC to stop holding up our contract to force all UC employees to accept their proposed benefits changes. When business as usual stops, they will be motivated to give us a fair contract offer for our members to vote on.

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