

UPTE-UCLA Local 2 Update Spring '08

UPTE Local 2 – A member run union representing over 2600 RX, TX and HX staff at UCLA.

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1. **2008 RX/TX Bargaining Is Here:** The 2008 RX/TX Bargaining Cycle is here! Our bargaining team began negotiations with the UC on March 5 in Berkeley. Over 100 members from UC Berkeley, Davis, San Francisco and Santa Cruz gathered on the Berkeley campus to show their interest in a fair compensation package for RX/TX employees.

On March 20, UCLA had its first bargaining session. Around 95 members from the local attended the event, where many spoke of the issues on their minds, including the importance of achieving market salaries. Mike Fehr, a Computer Resource Specialist in CHS, talked about how UC has the money to afford fair pay for its employees. Iris Williams and Min Zhou, two Staff Research Associates in Factor, spoke about the unfairness associated with the UC charging PI's near 55% of their grant monies to fund projects unrelated to research. Overtime also became a big topic of the afternoon, with staff from various job titles speaking about how they work more than 8 hours a day without just compensation for the additional work.

The UC and UPTE have each already submitted a list of initial demands for this round of bargaining, which can be found at:

http://atyourservice.ucop.edu/news/general/0802_heera-notice_rx.html. Some of the top demands UPTE has made include: 1) The need to negotiate health care costs with the UC instead of having those costs dictated to us during times the contract is in effect. 2) The need to reduce parking fees and have the ability to “grieve” future increases through UPTE’s collective bargaining agreement. 3) The need for fair market compensation.

Some proposals the UC has already put forward include: 1) A reduction in the number of pay steps some job titles have. 2) As it pertains to layoffs, the removal of contractual provisions that refer to reduced severance with preference and recall rights. 3) Increasing administrative fees pertaining to salary deductions.

The strong showing of members from the UCLA campus on March 20, lets the UC know all the interest there is surrounding bargaining. We know that our collective voice was heard by the UC, as the chief bargainer appeared to be rattled by the strong show of union support and poignant questions posed to her by our membership. The local would like to thank all those who attended and, if you could not make it, we hope you will be able to join us for future actions.

2. **HX, RX, TX Meetings:** Over the past 6 months the union has met with several groups of individuals who have solicited our help to deal with various worksite matters. We have met with health care professionals regarding various equity and employment issues and we have had building meetings with employees in our RX/TX units on issues ranging from reclasses to bargaining.

If you are an individual or part of a group that would like to meet with other union employees in your job title to discuss issues affecting you, UPTE is happy to host a meeting in your area. We will bring refreshments, let you know what is going on with the union and address any matters that arise. We can be contacted at (310) 443-5484 if you are interested in learning more about our meetings.

3. **HX Grievance Incorrect Salaries:** The union filed a grievance on behalf of some 40 health care workers, many of whom were not placed at the correct salary levels mandated in our collective bargaining agreement. The UC has agreed to fix the errors and pay retroactive monies for the hours that were incorrectly paid. You should always remember to check your pay stubs at the following site to ensure you are receiving the correct wages set out in the HX contract: <http://atyourservice.ucop.edu/>. The wage scales for health care staff can be found at: <http://hr.healthcare.ucla.edu/hx.html>. If you have any questions about your pay, please call the office at (310) 443-5484 or speak with your local HX zone contact in your area.
4. **Raises:** All Research and Technical employees were set to receive an approximately 3.7%/3.8% raise that was effective October 1, 2007 that should have been disseminated in November. In addition, career staff in the RX/TX units were to receive an approximately 2% step increase effective January 1, 2008. To be eligible for this increase, you had to be in the bargaining unit at the time of the raise, completed probation and not be situated at the top salary step of the range (topped-out).

Employees in our HX unit will be receiving an increase July 1, 2008. Clinical Lab Scientists, Pharmacists, Occupational Therapists, and Clinical Social Workers at UCLA will receive a 3% raise. At this time, employees in these titles will have their

experience adjusted to reflect their experience as of January 1, 2008. All other employees in our HX unit are set to see a 4% pay increase in July.

If you have any questions about the aforementioned increases, please call us at (310) 443-5484 or email uptela@netwood.net.

5. **UPTE UCLA Executive Board Positions:** Interested in helping employees do better at UC? Want to play a greater role in developing plans and goals for UPTE-UCLA? If you are interested in running for a prestigious position on UPTE's Executive Board, please contact our local president, Max Hechter, at hechter@ucla.edu. Nominations for the board positions will close on Wednesday April 9, and the election will be held on Wednesday, April 30, 2008.

6. **UCLA Westwood Replacement Hospital and Move:** UCLA Medical Center received its Certificate of Occupancy for Inpatient Care in the new hospital on January 31, 2008. Various groups will be moving into the replacement facility at different times, with the official move-in occurring May 4, 2008. The union anticipates that individuals may have move-related issues they will want to address with UPTE. If this is the case, please feel free to give Aaron Rosenfield a call at (310) 443-5484.

7. **Sign Up Your Co-Workers As UPTE Members:** It is important for you to ALWAYS be signing up new co-workers that you might have in your area. UPTE applications can be found and downloaded at: <http://www.upte-cwa.org/UCLA/Application.pdf>. The more members we have, the more bargaining power we have to make UCLA a better place for all employees to work. Applications can be mailed to UPTE, 1015 Gayley Ave., #301, Los Angeles, CA 90024. Becoming a member does NOT cost you any more money, but gives us all a louder collective bargaining voice.

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