

HX Bargaining Report #2

UPTE-CWA Local 9119 HX Bargaining Committee met for the second time with the University of California on June 10 through June 11, 2009. Our second set of meetings were held at UCSF. Cara McKinley joined our bargaining team. She is a Clinical Laboratory Scientist at the student health center at US Santa Cruz. She will be representing the 50 or so HXers who work at the 4 student health centers (Berkeley, Riverside, Santa Barbara and Santa Cruz). She is a welcome addition to the team.

UC gave a somewhat lengthy discussion regarding the dire financial state of the budget. The Regents will be meeting in July to discuss how they plan to deal with the issue. As a result, UC had no Wage Proposal for us this time, after previously stating they would have their proposal ready by the 10th. UC says they have no idea when they will have a wage proposal. Our contract will be expiring on June 30th, so any wage increases we bargain with be retroactive to the 1st of July.

UC refused to allow HX to continue to bargain pension issue at the TX/RX table. UPTE continues to request that Pension bargaining remain on the TX/RX table.

UC's Pension proposal includes starting the 2% re-direct of our DCP in April, 2010. UPTE asked how much UC would be expected to contribute if and when this occurs. The current plan is that anything over the 2% would be matched by UC. The final proposed plan has not been clearly defined at this time. UC also was not able to give us a good estimate of the financial health of the UCRP.

UC reported that we can expect Health Care costs to increase from 7-22% due to insurer increases. UC is not sure how much of the increase will be passed on to employees.

Tuesday, while bargaining at Laurel Heights, we had 3 Senior Pharmacists from the Poison Control Center give a presentation at the bargaining table. They gave a power point presentation on the unique and outstanding work they provide to all Californians on their 24 hour poison control hotline. They discussed the extensive training and licensure needed to work for the PCC; along with ground breaking research in the field they do. While support is needed to ensure that the PCC stays funded by the state; UC also needs to recognize the value provided by these campus Sr. Pharmacists and give them a wage befitting their responsibilities. Currently the Sr. Pharmacists at the PCC are making less than most of the Medical Center staff pharmacists with less education and experience.

On Tuesday, we also toured the Medical Center Clinical Laboratories.

Wednesday, while bargaining at the Medical Center, we had representatives from 8 job titles give presentations. They were all very informative, heartfelt, and provided detailed descriptions of the complexity of their jobs. Many impressed upon the UC bargaining team the importance of getting steps tied to total years of experience; for equal treatment of campus employees with the Medical Center employees; student health center HXers be given the same market

rate wages as the HXers employed at the Medical Centers; and everyone made the point that wages for most jobs within the HX unit in the Bay Area are far below Kaiser and other local comparable hospitals. The following job titles were represented: Social Work Associates, Clinical Social Workers from the UC Berkeley Student Health Center, Campuses and Medical Center Clinical Social Workers, Recreation Therapists, Nuclear Medicine Technologists, Physician Assistants, Medical Interpreters and Psychologists. Over 40 HXers showed up at bargaining to show their support.

We will bargain next at UC San Diego on July 13th and 14th. The bargaining team welcomes your participate at the bargaining table. If you would like to make presentations on wages, healthcare and pensions, or would like to make comments regarding the “financial crisis,” such as why UC can’t come up with a fair wage proposal for you but can give senior executives 12% to 27% compensation packages – we’d love to have you come. To get involved or ask questions, please contact your local bargainer or e-mail Wendi Felson at: wfelson@gmail.com

2009 Bargaining Team:

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