

## HX Bargaining Report #3

July 30, 2009

UPTe-CWA Local 9119 HX Bargaining Committee met for the third time with the University of California on July 27 through July 28, 2009. Our third set of meetings was held at UC Davis, at the Medical Center located in Sacramento.

The first day of bargaining, Deborah Lloyd, representative from the UC Office of the President gave a power point presentation on the STAYWELL program. UPTe asked a number of questions regarding the program as it relates to our member participation, as well as questions about the background of the healthcare providers of Staywell. We are awaiting answers to our questions. Otherwise, there was no proposal given by UC regarding healthcare benefits.

UPTe continues to push UC to re-look at the current job descriptions for our Medical Interpreters. They are highly proficient in handling complex medical situations as well as able to perform their duties independently. However, the job descriptions as written do not reflect the types of work and duties provided by the medical interpreters. UC says it isn't a subject of bargaining, so we will be meeting with UC separately on this issue.

UC again discussed the Pension Plan Proposal to begin the 2% re-direct of our DCP into the UC Retirement Plan starting April, 2010. UPTe continues to ask how much our members can expect UC to contribute if and when this occurs. UC states it intends to match any employee contributions over the 2%. The final plan is still not completed at this time. UC estimated that the Pension Plan is currently funded at 94%. UC stated the fund must stay funded at 100% due to a Regent directive. UC still was not able to provide the information on how the UCRP is administered; this information was requested by the UC Union Coalition over two years ago.

UC arranged for Deborah Obley, from the Office of the President, to discuss the UC/State Budget Briefing. Deborah outlined information regarding the State Budget deficit and its impact on annual funding received by the University of California. UC discussed the ongoing State budget deficit that has not been resolved over the past decade. UC's position is that because of the decrease funds being provided by the State, they are forced to make cuts and increases to make up for the lost revenue.

The UPTe team had many questions for Ms. Obley and the UC team, stating we felt the options being looked at by UC, including raising student tuition fees; closing some programs and campuses; employee furloughs, lay-offs, and wage reductions were unnecessary and unacceptable. As only less than 1 % of the funding of the HX unit comes from the State budget, we didn't feel that UC had adequately made their case that furloughs and layoffs were required. Especially while the UC Regent's continue to provide wage increases, stipends and other perks to their top executives.

Recent public reports by UC have stated that the 5 Medical Centers are healthy and making profits. Further, most of the Medical Center CEO's have already publicly made statements against wage reductions, furloughs and lay-offs for Medical Center workers.

UC continues to overestimate the number of UPTe employees who are either completely or partially subsidized by State funds or otherwise impacted by UC's budget woes. The UPTe team will fight to ensure that all UPTe members are treated equally and share any shortfalls of funding, if necessary.

UC again did not have a wage proposal for the HX unit. They stated that within the next 10 days each campus should have an idea of how they plan to address the State Budget Deficit. They stated they hope to have that information at our next bargaining session in San Diego on August 10th and 11<sup>th</sup>. UC intends to make separate proposals for Medical Center workers and campus employed workers. As always, UPTe will fight any separation in treatment, financial and otherwise, between campus and MC.

While bargaining, we had 2 Medical Interpreters give information regarding the complex nature of their jobs and how through their providing language appropriate translation to non-English speaking patients reduces the risk of medical malpractice. They discussed being unable to afford to take any further cuts to the number of interpreter services. They spoke powerfully to the dangers to patients if there are any further staff reductions.

We also had 3 representatives from the Clinical Laboratory Scientists (CLS) who discussed how terribly busy the labs already are and understaffed to do all the work at current levels. Some members stated the pressure to work overtime off the clock to be able to complete their work. Another CLS expressed concerns regarding recruiting and retaining good employees in the lab at current workload and salary.

We will be bargaining next in San Diego on August 10<sup>th</sup> and 11<sup>th</sup>. The bargaining team welcomes you to participate at the bargaining table. If you would like to make a presentation on wages, healthcare and pension, or make comments regarding how the current financial state of affairs at UC is being dealt with—we'd love to have you join us. To get involved or ask questions, please contact your local bargainer or e-mail Wendi Felson at [wfelson@gmail.com](mailto:wfelson@gmail.com).

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