

## HX Bargaining Report #4

August 10 and 11, 2009

San Diego

### DAY 1

UPTE-CWA Local 9119 HX Bargaining Committee met for the fourth time with the University of California on August 10 and 11. These bargaining sessions were held at UCSD, School of Medicine and at UCSD Medical center.

UC handed back a counter proposal for Article 5 - Compensation. They propose salary ranges and wage rates for fiscal years 2009-10 and 2010-11 to remain unchanged "except as provided in sections Article 5, D. 3. and G. 1." Section D. 3. States: "HX employees will be subject to the furlough/salary reduction provisions in Regents item J.2., per local operational plans, except those that qualify for the Alternative Plan as developed and implemented at each location."

In other words, UC's proposal is zero wage increases and zero step increases for the next two years for both campus and Medical center employees in the HX unit. The campus people who get any funding from the state will be subject to furloughs and salary reductions. UC also stated that those campus positions funded by non-state contracts and grants will be excluded from furloughs. However, both campus and Medical center employees have no protection against layoffs and program closures. You can find more information on the Regent's J2 plan at: [www.universityofcalifornia.edu/regents/aar/julj.pdf](http://www.universityofcalifornia.edu/regents/aar/julj.pdf)

The "Alternative Plan" covers all of the medical center employees. When asked for more details on what exactly is going to be proposed at each Medical center location, UC didn't have the information. While each Medical center department has been requested to reduce costs whether they are revenue generating or not, it is not clear what programs may close or how many layoffs may be proposed. UC stated that this "Alternative" plan means no furloughs for medical center staff.

UPTE asked for a definition of "paid furlough". UC's response was that it is the value of time being cut??? So while UC may choose to use the word "paid" you will actually have a reduced salary if you must take furlough days. UC stated that the furloughs will be enacted on a department by department basis. For example, some locations may chose to have everyone take the same Friday off, another may chose to have each person take different days off.

Furlough days may be banked and utilized with vacation leave based on the operational needs of the campus.

When UC was requested to provide more details regarding furloughs, the response was that as additional information was provided to them, it would be communicated to UPTE.

UPTE's Chief Negotiator, Wendi Felson, remarked that UPTE's proposal to UC did not differentiate between HX'ers that worked on campus vs. those who worked at the medical

centers. UC's Chief Negotiator, Linda Ashcraft, stated that there will always be a difference. UPTe will continue to work towards equitable treatment of campus based employees.

UPTe then moved on to #2 of UC's compensation proposal which suspends step increases effective September 1, 2009 through the term of the agreement. UC stated that people will stay at their current step. UPTe responded that steps need to be tied to years of experience and people need to continue to move up a step each year whether there is a monetary value attached to the step or not.

UC briefly mentioned the stimulus package coming from the federal government. According to UC, the Federal government has earmarked this funding to go towards the development and implementation of electronic record keeping. UC does not intend to have any of that money go toward wage increases.

UPTe brought up a concern that if there are no wage increases and with more people retiring, UC may find itself with an even more severe workforce shortage. UC replied that if this occurs then the use of equities will be used on a case by case, campus by campus basis. The bottom line, according to UC, is that UC cannot afford across the board equity raises. UPTe's bargaining team is not convinced in any way that UC does not have resources to provide general wage increases, equity increases and step increase for our members. The Medical centers continue to make large profits each year.

## **DAY 2**

Several Physician Assistants and Clinical Social Workers came to give presentations describing the important work that they do and how furloughs, layoffs and reductions in pay would be detrimental to maintaining a high standard of patient care. The Physician Assistants presented much documentation showing their work increases income for the medical centers and provide direct patient care that clinicians can't provide. While UPTe intended to spend the day working on getting a contract, UC's team left at noon to "catch planes" home.

The next dates for bargaining will be August 24th, 25th and 26th in Berkeley. The bargaining team welcomes anyone to participate at the bargaining table. Any member may 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. To get involved or ask questions, please contact your local bargainer or e-mail Wendi Felson at [wfelson@gmail.com](mailto:wfelson@gmail.com).

### **2009 Bargaining Team:**

Wendi Felson, Chief Bargainer, UC San Francisco, [wfelson@gmail.com](mailto:wfelson@gmail.com)

Sue McCormick, UC Davis, [samccormick2000@yahoo.com](mailto:samccormick2000@yahoo.com)

Sonia Palacio, UC Irvine, [sonia.upte@yahoo.com](mailto:sonia.upte@yahoo.com)

Lisa Brenner, UC Los Angeles, [lbbreb@sbcglobal.com](mailto:lbbreb@sbcglobal.com)

Sheila Stittiams, UC San Diego, [sstittiams@yahoo.com](mailto:sstittiams@yahoo.com)

Chris Radke-Schmidt, UC San Francisco, [crs0499@comcast.net](mailto:crs0499@comcast.net)

Cara McKinley, UC Santa Cruz, [mckinleyac@comcast.net](mailto:mckinleyac@comcast.net)