

Bargaining Report #7

October 5 and 6

Oakland

UPTE-HX Bargaining Committee met for the seventh time with the University of California on October 5th and 6th. These bargaining sessions were held at University of California Office of the President in Oakland, and at the Labor Center in Berkeley.

On Monday, October 5th, UC's Chief Bargainer passed additional notification of campus closures. This information will be forwarded on to the respective campuses. During the last round of bargaining, UPTE passed a counter proposal to UC's Furlough/Salary Reduction Proposal. UPTE's proposal was that there be a guarantee of no layoff for the HX Unit employee furloughed, along with other protections.

UC's Chief Bargainer not only declined our proposal, but actually pulled their previous furlough proposal off the table. UC informed the bargaining team that the campuses will try to find cost savings in other ways and that temporary lay-offs are now in effect. UC refused to discuss lay-offs of HX employees stating that the Article is not open for negotiation. UPTE's HX Chief Bargainer, Wendi Felson, informed UC's Chief Bargainer that this action was considered retaliatory and the Union planned to file an Unfair Labor Practice as a result. If you receive a temporary lay-off notice, please notify your bargaining representative as soon as possible.

UC reported that because of the large number of lawsuits being filed by various agencies against the State, they expect that UC's budget crisis will only get worse, and that we, employees, need to feel lucky we have jobs. UPTE's response to this statement is that it is because of the hard work done by UPTE HX employees that the Medical Centers continue to make huge profits despite the current State budget crisis. UC has chosen to spend money on projects and not people.

Monday afternoon, the HX bargaining team joined with the UC Coalition of Unions to attend a Benefits meeting with representatives from the Office of the President. UC presented their pension and healthcare benefit intentions for 2010. Of greatest concern was UC's plan to greatly raise the healthcare premiums of its current and future retirees. UC discussed their concerns regarding the cost of providing employee healthcare premiums. UC has established a Presidential Task Force to specifically look at ways to reduce costs (ie benefits) of all post employee (retiree) benefits. This could include eligibility, a change to a 403b type of pension, delayed vesting date, etc.

The UCUC Benefits Coalition of Unions is actively opposing any reductions in retiree healthcare benefits. Most HXers have stayed at the University for the benefits and not for the wages, as we have consistently been paid below market. The UCUC Union Coalition has made it clear that if UC diminishes its benefits, our members will not continue to stay.

On Tuesday, UC presented their final offer which they expect our members to happily accept. UC's proposals has nothing but TAKE AWAYS. After bargaining since May, UC is offering NO equity adjustments, NO wage or cost of living increases, and NO total years of experience. What UC is offering is increase health care premiums, and the 2% redirect to the pension starting next year, both of which have planned increases beyond 2010.

UPTe offered a counter proposal of a 2% step increase and a 4% market equity increase at each location for those job titles that are severely under market with a re-opener in 2010. UC refused all aspects of our counter-proposals. UC has given the HX Bargaining team until October 30th to have our members accept their shameful offer. If not, UC plans to withdraw the offer and has threatened it could be worse. It is hard to imagine things could be any worse than the current TAKE AWAY that is being offered.

UC stated that if the Bargaining team does not get our members to accept their final proposal by October 30th, they plan to go directly to our members to get what they want, which is illegal. UC refused to set any additional bargaining dates.

Please check with your local bargaining representative for date and time of your Bargaining Update Meeting which will provide updated bargaining information and planned actions. We will be circulating petitions for our members to sign that will be presented to the CEO's at each Medical Centers and the Chancellors at each Campus. We will also be passing out informational leaflets as well as other planned actions to let UC know we are not accepting their final offer. We welcome any comments or suggestions you may have regarding the current status of bargaining with UC.

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