

BARGAINING REPORT #4

- 1) Date-Bargaining reconvened at UC Riverside May 7-9, 2008.
- 2) Requests For Information (RFI)-The UPTE Bargaining Team submitted 9
 - Core Medical Coverage-to learn how employees end up getting sub-standard medical coverage, called Core Medical Coverage (emergency/catastrophic).
 - Hazardous Work & Workplace Injuries-How many employees are injured on-the-job, type of hazardous work performed and who's doing it, type of training and copies of training programs.
 - Employee contact information-UC is supposed to provide UPTE with work location information for each employee, but they admitted that they don't know where each worker is located. They agreed to respond to a list of specific names provided by the Union.
 - Shift workers-Extra pay is given to some employees that work evening, night or weekend shifts. We're seeking to identify those employees that should receive a shift differential. Please call your local UPTE office to let us know if you're one of these workers. Your response is appreciated.
 - Salary & raise information-Provide all market wage research that the university has conducted in recent years.
 - Employee sick leave usage, extended sick leave, disability, medical separation & reasonable accommodation-We're looking for trends as to usage and denial for all of these topics.
- 3) Session
 - Article 1-Access and Article 3-Arbitration were submitted during this session.
 - The University is not interested in providing internet access or assigning email addresses to all employees, despite the fact that their main form of communication is via email.
 - Reasonable access to a computer and the internet and access to our pay statements seems to be a basic right, but not of much concern to UC.
 - Members attended the Thursday session and dramatically illustrated the hardship created by below market pay. Low pay forces them to work 2 or more jobs to make ends meet.
 - Riverside researchers are hired as lab assistants instead of the normal staff research associate titles.
 - The local hosted lunch and in-home dinner allowed for in-depth discussion between the members and the bargaining team.
- 4) Future Sessions-Bargaining is coming to your campus soon: San Diego May 21-23, LBNL June 4-6, Irvine June 18-20, and Merced July 9-11.