Bargaining Update: UPTE Health Care Professionals Unit (HX)

UC and UPTE have been bargaining since September 2011 for a successor labor contract for the Health Care Professionals bargaining unit. The contract has been expired for nearly one year. Bargaining sessions will be held again at the UC Davis Medical Center on January 31st and February 1st at the hospital Davis Tower Boardroom and Medical Staff Administration conference room.

Earlier this month, UC and UPTE began bargaining successor labor contracts for the Research and Technical bargaining units.

A recap of proposals for UC Davis employees in the Health Care Professionals bargaining unit is provided below.

Proposed Wage Increases:

Since February 2012, UC Davis has proposed substantial wage increases for employees in the HX unit. Under the proposal, most HX employees would receive at least a **22% pay increase** over five years. The initial proposed increases are effective and would be implemented within two months of contract ratification.

For many job titles, the proposed wage increases for career employees are even greater to address market conditions:

- **Dietitians** would receive increases ranging from 23.5% to 34.5% over five years.
- **Radiation Physicists** would receive wage increases of up to 25% over five years.
- **Physician Assistants** would receive wage increases of up to 24% over five years.
- **Medical Interpreters, Case Managers, CLS, Audiologists, Cytologists, Nuclear Medicine Techs, Genetic Counselors**, and **Psychologists** would receive wage increases of up to 22.5%.
The above proposed wage increases include across-the-board increases and an annual step increase worth approximately 2% for eligible employees for those not at the maximum of a pay range.

**The Future of UC Pension and Retirement Benefits:**

The University has continued to share with UPTE and the union’s actuary extensive data on why changes to UC Retirement Plan (UCRP) are needed now to keep it healthy so that the fund continues to have the ability to pay the benefits it promises now and in the future.

Please visit the following website for details about the future of post-employment benefits: [http://ucrpfuture.universityofcalifornia.edu/fast-facts/](http://ucrpfuture.universityofcalifornia.edu/fast-facts/)

Under the University’s proposal, current employees would have the same pension benefits they currently enjoy. Contribution rates for employees would be 5% and then 6.5% starting in July and the University will contribute 10% and 12% in July.

The “2013 Tier” for pension benefits applies only to future employees hired on or after July 1, 2013; it does not apply to current employees. Those future employees would contribute 7% to UCRP and UC would contribute 12%. The minimum retirement age would increase by five years, as would the retirement age for maximum pension benefits. All employees would continue to receive the tremendous life-long benefits of a defined benefit pension while most healthcare professionals in California do not. Recognizing the need to keep our pensions healthy, other labor unions, including the union representing Clerical employees and Skilled Crafts have already agreed to the “2013 Tier” for post-employment benefits.

**Health and Welfare Benefits:**

Current employees will continue to receive the same quality healthcare and pay the same rates as the general UC population.

As part of the University’s post-employment benefits reform, UC is changing the amount it pays toward retiree health insurance premiums. To encourage longer service, UC is adjusting the formula used to determine the University’s contribution for employees. This new formula does not apply to existing employees if, by June 30, 2013, they have at least 5 years of service credit and if the sum of their age and years of UCRP service equal 50 or more. UC estimates that about half of current employees will not be affected by the new rules. Please visit the following website for more information:

Paid Time Off Benefit (PTO):

The University will provide a PTO program for HX employees working at UCDHS. This program is the same benefit currently provided to policy-covered staff and some HX employees, such as Case Managers, where the majority of staff members elected to continue participating in PTO when their positions were previously made part of the UPTE HX bargaining unit.

Several members of the UPTE-HX bargaining unit have come to speak to the union and University bargaining teams to express their interest in and support of having the PTO program expanded to UC medical centers in addition to UCLA. HX employees at the UCLA Health System currently participate in a similar PTO program.

PTO offers greater flexibility with use of time off as well as additional annual cash out opportunity. For additional information on the PTO program at UCDHS, please visit the following link:

http://www.ucdmc.ucdavis.edu/hr/hrdepts/compensation/pto.html.

Contact Information:

If you have questions concerning the progress of these negotiations or more specific details on these proposals, please contact UPTE’s system-wide office at (510) 704-8783 or the local Davis office at (530) 759-0803.

You may also contact Human Resources, Compensation/Collective Bargaining Unit at 734-5009 for additional information.