Bargaining Update on UC and UPTE Health Care Professionals Unit (HX)

We are writing to update you on the ongoing negotiations between the University and the University Professional and Technical Employees’ Health Care Professionals (HX) bargaining unit. The University and the University Professional and Technical Employees Union (UPTE) have been unable to reach agreement on a few key issues since bargaining began in October of 2011. The current contract expired February 17, 2012. The university proposed extending the contract, but UPTE would not agree. We have agreed to new meeting dates and we look forward to continuing negotiations for an agreement that benefits everyone.

The University has proposed a five-year agreement that we believe is fair, responsible and justly compensates our employees for their hard work. Our proposal includes:

**Wage Increases:**

UC Davis employees in the HX unit will receive wage increases in each of the contract years with most employees receiving **22.5% in pay increases** over five years.

**Upon Contract Ratification:** Across-the-Board Range Adjustments for all employees:

- 5% wage increase for Radiation Physicists, 4% wage increase for Physician Assistants;
- 2.5% wage increase for: Case Managers, CLS, Genetic Counselors, Audiologists, Dietitians, Cytologists, Medical Interpreters, Nuclear Medicine Techs, Psychologists;
- 2% wage increase for all other positions;

**Plus 2% Step Advancement** – In addition to the above wage increases, eligible employees will also receive a one-step increase in July 2012, which equals a 2% wage increase (approximately).

**For Years 2013, 2014, 2015, and 2016:**

- January of each Year – 2.5% across-the-board adjustment to steps and employee pay; and
- July of each Year – 2% Step Advancement. Eligible within range paid employees will receive step advancement.
**Pension:**

**Current Employees** - HX employees would contribute at the same rate as the general UC employee population and other unions to help ensure the long-term viability of the UC Retirement Plan (UCRP) for all of us.

- **July 1, 2012** - Employees contribute 5% and UC contributes 10% of pay to the UCRP;
- **July 1, 2013** – Employees contribute 6.5% and UC contributes 12% of pay to the UCRP;

**New Employees** – Hired on or after July 1, 2013 would fall under a new tier and would contribute 7% of pay to the UCRP while UC will contribute 12% of pay to the UCRP. The minimum retirement age would shift from 50 to 55 and the retirement age for maximum pension benefits would change from 60 to 65.

**Health and Welfare Benefits:**

HX employees would continue to receive quality healthcare and pay at the same rates as the general UC population.

**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 who have elected to continue to participate in PTO when their positions were previously made part of the HX bargaining unit. 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 annual cash out opportunity. For additional information on the PTO program at UCDHS, please see the following link: [http://www.ucdmc.ucdavis.edu/hr/hrdepts/compensation/pto.html](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.

The University is committed to continuing mutually beneficial negotiations with UPTE and we will continue to provide you with updates.