HX Members to Vote on Contract Extension

The University Professional and Technical Employees union (UPTE) recently notified the University that it will be asking members of the Health Care Professionals (HX) bargaining unit to make a decision about the current contract that could affect the salary increases HX employees are scheduled to receive over the next few months.

A vote, in which dues-paying members of the UPTE HX unit will be eligible to participate, will occur at UCDHS on Wednesday February 23 and Thursday February 24. It is important that HX employees understand the implications of this vote.

In addition to the 2% across-the-board increase and the step/merit increase paid to HX employees in December 2010, the current contract provides the following additional increases, contingent on UPTE’s agreement to proceed with an additional 1.5% employee pension contribution to UCRP in July 2011:

♦ 1% across-the-board increase in May 2011
♦ Step/merit increase (valued at about 2%) in July 2011

The agreement clearly states that if UPTE elects not to accept the additional 1.5% employee UCRP contribution, but instead opts to renegotiate this contract provision, then the following will occur:

♦ The 1% across-the-board increase will not be paid
♦ The contract will expire as originally negotiated on June 30, 2011 (instead of being extended to December 31, 2011) and negotiations for a new successor contract will begin in the spring
♦ The July 2011 step/merit increase will be held pending the conclusion of negotiations

Because of UPTE’s decision to put these matters to a membership vote, payroll programming for the remaining salary increases has ceased, pending the outcome of the vote. If UPTE members agree to the additional employee pension contribution of 1.5% and to extend the contract through 12/31/11, programming for the pay increases will resume. UC has been informed that the results of the membership vote will be available by February 25, 2011.

This decision is entirely up to the dues-paying members of UPTE who are eligible to vote. We want to make sure that all UPTE-represented HX employees understand these developments and that voting members have the information they need to make an informed choice.

Your questions can be directed to UPTE representatives Edgardo Vasquez or Kevin Scott at 530-759-0803 or 530-752-9356, or to the UCDHS Collective Bargaining unit at 734-2718.