UC, AFSCME move to impasse proceedings in contract talks for patient care technical staff (Bargaining Update 13 – Dec. 19, 2012)

A state mediator will help the University of California and the American Federation of State, County and Municipal Employees (AFSCME) move toward a new contract for more than 12,500 patient care technical employees.

UC has been bargaining in good faith with AFSCME since negotiations began June 20, 2012. Unfortunately, the sides have not been able to resolve some key issues such as post-employment benefits.

Earlier this month, AFSCME petitioned the state Public Employment Relations Board (PERB) for a declaration of impasse. UC neither opposed nor agreed to the impasse. PERB certified the union's petition. After reviewing the union's petition, PERB issued a declaration of an impasse in negotiations and is in the process of assigning a mediator.

Mediation is an advisory, confidential stage in the collective bargaining process in which the mediator meets with both sides and encourages agreement on as many issues as possible, if not the entire contract.

If mediation is not successful, the mediator will refer the university and union to fact-finding. In this stage, UC, AFSCME and PERB each appoint one representative to serve on a three-member panel that hears presentations from both sides, makes findings and recommends terms of a settlement.

UC remains committed to continuing constructive talks, working through the mediation process and encourages AFSCME to join it in working collaboratively.

UC’s patient care technical staff is critical to the life-saving care the medical centers provide every day. The university seeks a fair multi-year contract that justly compensates staff for their hard work while preserving the financial good health of the system.

AFSCME’s current contract expired on Sept. 30, 2012.

For this and previous bargaining updates, visit http://ucal.us/pct.