Bargaining Update on

UC and UPTE Health Care Professionals Unit (HX)

The University and UPTE have been bargaining for nearly one year on a successor labor contract for our Health Care Professional employees. Most recently, the parties met to bargain last week in San Francisco. The University has proposed a five-year agreement that we believe is fair, responsible and justly compensates our employees for their hard work. The parties have not been able to reach a deal so far and the last contractual wage increase was provided in May 2011.

Proposed Wage Increases:

Back in February, UC Davis 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 proposal’s initial increases are effective and would be implemented within two months of contract ratification.

For certain 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. At the most recent bargaining session in August, the University provided the union with detailed information about increases for incumbents.

- **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, those not at the maximum of a range.

**Pension:**

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

Current employees would have the same benefits they currently enjoy. Contribution rates for employees would be 5% this year and 6.5% next July. UC would contribute 10% this year and 12% next year.

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, have already agreed to the “2013 Tier” for post-employment benefits.

**Health and Welfare Benefits:**

HX employees would 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 adjusting the amount it pays toward retiree health insurance premiums. To encourage longer service, UC’s contribution increases for employees retiring closer to the age at which they are eligible for Medicare.

- 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.

**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 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.