

MAT GUIDE TO OUR NEW CONTRACT PCT

Contract Web Page: <http://ucnet.universityofcalifornia.edu/labor/bargaining-units/ex/contract.html>



WAGES	
<p>✓ Across-the-board (ATB) raise for everyone <i>(Article 42 - Wages)</i></p>	<p>October 2013: 1.5% ATB (increase already implemented) May 2014: 4.5 % ATB April 2015: 4% ATB April 2016: 4% ATB April 2017: 4% ATB +3% Retro for April 2012 - March 2013, 120 days after ratification</p> <ul style="list-style-type: none"> • ATBs are effective the first full biweekly pay period of the month listed • Retro is on base pay minus regular deductions (not including overtime, differentials, etc.) • To receive each increase, workers have to be on pay status or approved leave on the effective date of the increase and the date of payout • How to calculate a pay rate after a raise (example of 4.5% ATB): <u>Current pay rate</u> X 1.045 = <u>Pay rate after 4.5% raise</u> • To look up current pay rates, visit: https://tcs.ucop.edu/tcs/jsp/nonAcademicTitlesSearch.htm
<p>✓ Steps <i>(Article 42 - Wages)</i></p>	<p>July 2014: 2% Step July 2015: 2% Step July 2016: 2% Step July 2017: 2% Step</p> <ul style="list-style-type: none"> • Steps for Student Health Centers at UCB, UCSC, UCSB, UCR, and UCM are contingent on receipt of funding in campus budget
<p>✓ Call Pay <i>(Side letters)</i></p>	<ul style="list-style-type: none"> • UCIMC: \$0.50/hour increase 7/2014 and \$0.50/hour increase 7/2015 • UCDMC: \$1.00/hour increase 7/2014 (titles at \$8.00/hr or less) • UCSDMC: \$0.75/hour increase 7/2014

WAGES

<p>✓ Rest Period <i>(Article 12 - Hours of Work)</i></p>	<ul style="list-style-type: none"> • Workers not getting 6-hour rest period between shifts can request to be excused for all or part of their shift • Workers not getting 6-hour rest period between shifts will be paid time and a half
<p>✓ Duration <i>(Article 8 - Duration)</i></p>	<ul style="list-style-type: none"> • Expires December 31, 2017 • No re-openers

BENEFITS

<p>✓ Healthcare <i>(Article 4a - University Health & Welfare Benefits)</i></p>	<ul style="list-style-type: none"> • Freeze healthcare rates for Kaiser and Health Net Blue & Gold (pay bands 1 & 2) at 2014 rates, for the entire contract • Rates for Kaiser and Health Net Blue & Gold (pay bands 3 & 4) will not increase by more than \$25/month each year of the contract • 2014 healthcare rates effective in April 2014 • No re-openers
<p>✓ Pension <i>(Article 4b - University Retirement & Savings Plans)</i></p>	<ul style="list-style-type: none"> • One Tier Pension: all PCT workers have a pension benefit age factor of 2.5% at 60, and the option of a lump sum cash out • Pension contributions will increase by 2.5% in July 2014 • No planned re-openers, and language preventing UC from re-opening only with AFSCME
<p>✓ Retiree Healthcare <i>(Article 4b - University Retirement & Savings Plans)</i></p>	<ul style="list-style-type: none"> • PCT workers are grandfathered into existing retiree healthcare eligibility rules (no formula that your age + years of service must = 50) • Workers in a UCRP-eligible position as of December 31, 2013 are grandfathered • Retiree Kaiser rates will be frozen for workers who retire during the contract, for the duration of the contract
<p>✓ No PTO <i>(Side letter)</i></p>	<ul style="list-style-type: none"> • No PTO • Our vacation and sick leave banks will be converted back by August 2014
<p>✓ Family Leaves <i>(Article 14 - Leaves of Absence)</i></p>	<ul style="list-style-type: none"> • Up to 30 days of sick leave can be used to care for a family member with a serious health condition (not just 5 days) • Additional improvements to leaves based on improvements in leave laws
<p>✓ Catastrophic Leave Donation <i>(Article 14 - Leaves of Absence)</i></p>	<ul style="list-style-type: none"> • All workers are now allowed to participate in catastrophic leave sharing programs and donate vacation leave to co-workers
<p>✓ Parking <i>(Article 24 - Parking and appendix)</i></p>	<ul style="list-style-type: none"> • UC cannot raise parking rates each year by more than caps established at each medical center/campus (see appendix for caps)

MAT GUIDE TO OUR NEW CONTRACT — PCT *continued...*

JOB SECURITY/STAFFING	
<p>✓ Layoff Protections <i>(Article 13 - Layoff and Reduction in Time and new Seniority article)</i></p>	<ul style="list-style-type: none"> <u>No emergency layoffs and no side letter</u>: strengthening our current contract language to protect us from emergency call off/layoff For indefinite layoffs, UC must lay off registry, travelers, and per diems before career workers (unless UC has a narrow, bonafide business need to keep a per diem) Laid off workers retain recall/rehire rights if they accept per diem or limited positions Grievance rights if UC doesn't follow inverse seniority for indefinite layoffs For purposes of layoffs, transfer, and promotion, seniority is based on workers' most recent date of hire in a staff career position at UC Tiebreaker: when workers have the same date of hire, seniority shall be determined according to total hours on pay status Severance provisions no longer expire when our contract expires Additional alternatives to layoffs
<p>✓ Per Diem Conversion <i>(Article 29 - Positions/Appointments and side letter)</i></p>	<ul style="list-style-type: none"> UC will now convert per diems after May and November reviews: Those who worked 1000 hours in a 12-month period, even if they didn't work 50% every single month Convert within 120 days of hitting 1000 hours Only need to submit one written request (not annual requests) Those who worked 750 hours in a 12-month period cannot be released for the purpose of denying conversion to a career position Grievance rights if UC fails to follow conversion procedures UC cannot have the ratio of per diem FTEs to career worker FTEs exceed 6% or 8%, depending on the medical center If the Affordable Care Act requires UC to provide healthcare benefits to per diems, UC must meet and discuss or confer with AFSCME, and then can adjust per diem rates by the cost of the healthcare
<p>✓ Contracting Out Protections <i>(Article 5 - Contracting Out and side letters)</i></p>	<ul style="list-style-type: none"> UC cannot contract out work solely to save money on UC pay and benefits New grievance and arbitration rights if UC fails to give us other UC jobs after contracting out work UC agreed that biggest new developments will be staffed by UC/AFSCME PCT workers: UCSF Mission Bay and UCSD Jacobs Hospital

JOB SECURITY/STAFFING

<p>✓ Contracting Out Protections <i>(Article 5 - Contracting Out and side letters)</i></p>	<ul style="list-style-type: none"> • UC is now required to provide extensive data regarding any plans to contract out, including cost analyses and consultant reports • UC committed to a minimum of 2 statewide labor management meetings to discuss contracting out plans, another forum to push for insourcing agreements • Our contracting out protections cannot prevent UC from using registry employees
<p>✓ Seniority in Scheduling <i>(Article 12 - Hours of Work and new Seniority article)</i></p>	<ul style="list-style-type: none"> • When a shift assignment or work location becomes available in a department, UC must post the opening in writing and offer the shift to the most senior, qualified worker who requests the shift • The most senior worker can be retained on their existing shift for a maximum of 6 months, if moving sooner would jeopardize quality patient care • For purposes hours of work and vacation leave, seniority is based on workers' most recent date of hire into a job title in the department • UC will let departments currently using title series continue using title series, and departments using just title have the option to switch to title series • Tiebreaker: when workers have the same date of hire, seniority shall be determined according to total hours on pay status • UC must provide seniority lists within 10 business days, when requested
<p>✓ Missed Breaks <i>(Article 12 - Hours of Work)</i></p>	<ul style="list-style-type: none"> • When workers miss breaks more often than occasionally, and notify their supervisor, supervisors must make an adjustment to reduce missed breaks
<p>✓ Staffing Committee <i>(Article 37 - Staffing Committee article)</i></p>	<ul style="list-style-type: none"> • Size of staffing committees doubled — we can now have 8 members on UC-paid time for staffing committee meetings • UC is required to provide workload guidelines when requested by AFSCME, information we can use to push for increased staffing
<p>✓ Safety Equipment <i>(Article 10 - Health and Safety)</i></p>	<ul style="list-style-type: none"> • When workers request additional safety equipment, UC is obligated to conduct a review of the request
<p>✓ Union Leave and Release Time for Negotiations <i>(Article 15 - Leaves of Absence for Union Business and Article 32 - Release Time for Negotiations)</i></p>	<ul style="list-style-type: none"> • AFSCME executive board members and bargaining team members can take 2 one-day union leaves per month, not just 1 • Added another bargaining team position for a total of 11 PCT bargaining team members