

# PCT NEGOTIATIONS BREAK DOWN FRIDAY

## UC REFUSING TO MOVE ON CRITICAL ISSUES

Since August 2007, we have been bargaining with UC and demanding equal pay for equal work—we have agreed on some issues but there are **still some serious problems with UC's proposals**. Enough is enough! UC needs to respect us by settling a fair contract!

Issue:	UC's Pre-Strike Vote Proposal	UC's Last Proposal June 27, 08 Expires 1:00 pm on June 28th	Our Proposal June 26, 08 Expired June 27th
Steps	2% Steps based on UC experience. Employees not be moved to the top, many top rates reduced	2% Automatic Longevity Steps with movement between steps & credit for seniority. Maintain right to hire new employees at 2.5 steps above UC employees with same experience.	2% Automatic Longevity Based Steps with movement between steps & credit for seniority
ATBs	Year 1: 4% (+ additional adjustments, retro only to 1-1-08) Year 2: 2% Year 3: 2% Total: 8%	Year 1: 4% (lump sum retro to 12-1-07) Year 2: 5% (2.5% 1-1-09 & 2.5% 7-1-09) Year 3: 3% Year 4: 3% + 1% 'equity' Year 5: 3% + 1% 'equity' Total: 18% guaranteed for everyone + 2% to meet and discuss in Feb.	Year 1: 4% (retro to 10-1-07) Year 2: 5% (3% 1-1-09 & 2% 7-1-09) Year 3: 3% Year 4: 3% + 1% 'equity' or ATB Year 5: 3% + 1% 'equity' or ATB Total: 18% guaranteed for everyone + 2% to meet and discuss in Dec.
Minimum Wage	No minimum	\$14.50/hour minimum wage, except Irvine is only \$13.50/hour All current employees at \$15/hour min by end of contract	Statewide Min. Wage \$14.50/hour for all campuses All current employees min \$15/hour by end of contract
Healthcare Protection	After 2008, UC can increase employee premiums up to 10% a year	After 2008, 6% cap on premium increases per year (Approx. \$1.27 - \$9.72 depending on your plan and pay band)	Healthcare Protection: First time ever in a multi-year UC contract caps on healthcare premium increases
Pension Protection	After 2008, UC could push for employee contributions or reduce benefits	Before UC can make changes to our pension, UC must negotiate and we would have the right to strike—like the RNs agreed to	Pension Protection: UC must negotiate and we would have the right to strike—like the RNs agreed to
Overtime	M-F workers do not receive 1 ½ OT pay after shift.	OT after shift & double time pay after 12 hours for everyone by 10-1-10	OT after shift & double time pay after 12 hours for everyone by 9-1-09
Parking	Increase parking fees up to \$479 total by the end of the contract (varies by campus)	Cap on increases for parking rates for most places/permits \$5-\$10 per month (varies by campus)	Caps on amount they can increase parking rates by location and permit
Call Pay	Keep call pay practices as they are, below market standard	2 hour minimum call back pay from on-call; Keep below market call pay rates and practices	2 hour min call back pay from on-call; Binding arbitration on call pay rates and practices based on the market

### UC's proposals are not good enough!

- **Bring new employees at higher rate than more senior workers:** UC can bring in new hires up to 2 ½ steps higher than current UC staff. Other hospital contracts do not allow this, neither should we!
- **Retro pay only to December:** Shorts our back pay by two full months. *We deserve back pay to when our contract expired (9-30-07)*
- **'Equity' money:** Money should be for ATBs or equity. Need to meet and discuss before UC can start distributing the money (Dec.), not after (Feb.).
- **Unequal Minimum Wage:** Lower minimum wage at UC Irvine is unfair and *sets a pattern to single out other campuses in the future*
- **Call Pay:** Keep rates *dramatically lower than the market*
- **No Guaranteed Raises in future years for Campus Student Health Center Workers:** Raises are campus budget dependent after first year of the contract

