

Detailed Proposals – Strike Authorization Vote

After 10 months of negotiating, we are at impasse with the University and no further talks are scheduled. At this point, our elected bargaining team has called for a strike authorization vote and is unanimously asking us to vote “YES” to authorize the team to call a strike. The team will only call a strike if it determines that a strike is necessary to move UC to agree on a fair contract.

Below is a summary of what is on the table:

<i>Issue:</i>	<i>AFSCME Proposal:</i>	<i>UC Proposal:</i>	
		<i>PCT:</i>	<i>Service:</i>
Steps	Annual automatic step increases that reward experience & seniority, guaranteeing that everyone will reach the maximum rate.	2% Steps based on UC experience. Instead of moving employees to the top, UC has proposed that many of the top rates be reduced!	No Step Proposal.
Market Wages	Wage increases over 3 years to bring our rates up to the market standard, like other hospitals: <ul style="list-style-type: none"> • 9% plus additional adjustments in year 1 of the contract • 6% in year 2 of the contract • 6% in year 3 of the contract 	Continue to pay below-market wages for the next 3 years: <ul style="list-style-type: none"> • 4% plus additional adjustments in year 1, retroactive only to January 1, 2008 • 2% in year 2 of the contract • 2% in year 3 of the contract Leaves us further behind the market rate at the end of our contract.	No guaranteed Across the Board (ATB) increases, unless we get money from the state to fund it, even though very little of our funding comes from the state.
Statewide Minimum Wage	\$15/hour minimum for all UC workers by end of contract (\$15.50/hour for classifications that usually require a license or certification).	No minimum. UC can continue to pay wages that don't support our families.	UC can continue to pay wages that don't support our families. \$10.76/ hour everywhere, except \$11.50/hour at UCSF, UCB, UCSB, UCSC and UCD—which is below the current minimums that are in practice or agreed to.
Healthcare Protection	Employees' cost and coverage is guaranteed for the life of the contract.	After 2008, UC can increase employee premiums up to 20% over the life of the contract without negotiating.	
Pension Protection	Employees' contribution rates are guaranteed for the life of the contract.	After 2008, UC could still push for employee contributions or reduce benefits, despite our signed contract.	

Parking	Guaranteed parking rates and no increases for the life of the contract.	UC could increase parking fees up to \$479 total by the end of the contract (varies by campus).	
Call Pay	Call pay like other hospital workers get.	Keep call pay practices as they are, below market standard.	
Bargaining Team	10,000 UC RNs and 8,000 AFSCME Service workers each have 10 person bargaining teams that are fully paid for by UC. We are proposing the same—a fully UC paid 10 member team—for the 12,000 PCT members.	Limit the PCT bargaining team to only 6 UC paid representatives.	
Rest Breaks	Employees receive an additional 15 minutes of pay for each missed break, like UC RNs. California law requires private sector workers receive 1 hour pay for every break they miss.	UC's position is that they will add contract language to "make every effort" that workers will receive their break, but if a worker doesn't receive their break UC will <u>not</u> pay an additional amount.	
Seniority Rights	AFSCME has two proposals to strengthen respect and enforcement of seniority. For transfers and promotions and for scheduling of shifts: if two workers are <u>equally qualified</u> , seniority will be the deciding factor.	Seniority Rights would continue to be un-enforceable.	
Contracting Out Protection	No contracting out. Bring any existing contracted work in-house within 60 days.	UC rejected proposal.	
Weekend Shift Differential	5% of the hourly rate for 2008-2009.	UC is rejecting our proposal. They want to keep the low or no differential rates for weekend work.	
Overtime	1 ½ pay after shift, double time pay after 12 hours & no mandatory OT, like UC RNs. This is required by California State Law for private sector workers.	M-F workers do not receive 1 ½ OT pay after shift. UC can require workers to work OT, even if they do not get OT pay.	No.
Non-Discrimination	Contract language that ensures that there is no discrimination against immigrant workers.	Not willing to provide full protection.	



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for Patients, Students and Our Families!
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