



# UC BARGAINING BULLETIN

*UC medical and student health centers offer some of the best patient care in the country and our health care professionals play a vital role in helping the University deliver that care. As part of our ongoing commitment to recognizing their many contributions, UC medical facilities offer some of the most generous compensation and benefits packages available in today's health care market. Attracting, retaining and appropriately compensating our health care professionals is one of our top priorities.*

## **UC-UPTE Healthcare Professionals (HX) December 9, 2009**

Since May 2009, UC has been in negotiations with the University Professional and Technical Employees – Healthcare Professionals unit over the limited contract areas of benefits and wages. UC has met with the Healthcare Professionals bargaining team on 17 different occasions and at each UC campus/medical center.

Recognizing the vital role of our health care professionals, UC's primary goal is to ensure the retention of our talented staff by continuing to offer an attractive and competitive benefit and compensation package.

UC campuses and the Medical Centers are confronted with tremendous financial challenges and uncertainties through a prolonged statewide recession and extreme state funding cut backs, which factors into this reopener negotiation.

UC submitted a final offer to the union for presentation to its members on October 6, 2009. It appears that to date the union leadership has not allowed its members to vote on this offer, which includes:

- Health benefit levels that have been enhanced with only modest or zero cost increases.
- Pension benefit levels remain stable by redirecting the present 2% employee contribution to UCRP, with no additional out-of-pocket expenses to our staff.
- Wages remain stable without reductions or furloughs at the Medical Centers

UPTE has demanded a salary increase in 2009, which is not feasible given the dire financial position of the University. The union has also refused to agree to the University's medical plan proposal, which identifies the formula by which contributions to medical benefit for their members would be set.

UC has offered to meet for further discussions with UPTE Healthcare Professionals in December. Our final offer remains open.

The Medical Center and UC campuses value their health care professional staff. The contract offered is one that is fair and prudently responsible.