

## NON-ECONOMIC ISSUES

Telecommuting

Flex Hours

Manager Communications Training

Grievance Committee for all “termination” cases

Mental Health – addressed by Medical Staff on site

1 year contract to match up with CUE Statewide

Stronger language restricting assignments of CONTRACT WORKERS AT LAB in CX Unit Positions.

August 10, 2007

10% pay raise,

Longevity raises

Equity with new hires,

Step pay increase,

Creation of AA4 position

Assurance of continued union recognition,

## Proposal for 10% pay raise

CUE is proposing that all members be given a 10% raise effective Oct.1, 2007, so that their pay will be brought in line with that of the AA3s hired in 2007 at a rate of \$27 per hour. And to make up for the past three years of raises which failed to keep pace with the cost of living increases in the Bay area, as profiled by the Consumer Price Index Reports.

Most administrative assistants are paying half of their take home pay in rent which prevents any sort of savings or upward mobility for them or their families.

## Proposal for Longevity Raises

CUE is proposing that all AA3s with more than 5 years service at LBNL be given an additional longevity raise of 3%. This will not only reward loyal employees who have stayed with the lab through good times and bad, but will inspire future employees to view the lab as benevolent employer who truly values experience and loyalty along with an ability to adapt oneself to the unusual policies and procedures of LBNL.

## Proposal for Equity with New Hires

CUE proposes that to fix the damage done to morale by hiring new employees and paying them more than lab workers already in place, That on October 1, 2007 all AA3s paid lower than \$27 per hour be immediately raised to \$27 per hour.

Quotes from long time employees regarding this action;

*A new hire does not have the experience that we do. We already know the procedures, the people and the systems in place. Meanwhile it will take a new person some time to learn everything and even longer to build up the interoffice relationships that those with seniority already have. We are an existing factor whose continued, dedicated work is well worth the same amount, if not more, than an unproven individual entering into a new system.*

and

*The rising cost of living applies to all of us.*

*Just because it seems to be the Lab's way of enticing someone to work here, it really is demeaning to those of us who are already doing the work and have been for many years in a lot of cases, to learn of this. How demoralizing.*

## Proposal for Step Pay Increase

CUE is proposing that employee pay raises be changed from the present salary range to a step raise program which adds an additional \$1.00 per hour to salary after each year of continued service. This would resemble contracts with the nurses union, in which the anniversary date of each employee would be marked by a concurrent \$1.00 increase in wages per hour, rather than a pin or a congratulatory email from one's supervisor.

## Proposal for Creation of AA4 Position

CUE proposes that the clerical job description which now tops out at AA3 be expanded to AA4 as the highest level of clerical. A number of AA3s have taken on extra work since the reduction of AA staff. They have even proxied for their own supervisors and taken part in training and evaluations of other employees. These position descriptions should be automatically labeled as AA4 with a simultaneous raise in salary range or step benefits.

## Proposal for Assurance of Continued Union Recognition,

CUE is proposing that, due to recent changes and fear of changes to lab being managed by new institutions, language be added to the contract assuring recognition of the union by future management, in order to avoid any further possibility of union busting.