

# UCSC Weekly Labor Relations Update

For Managers and Supervisors

Week of February 20, 2006

## **Clerical Employees – CUE**

On February 15, 2006, CUE ratified the agreement reached with the University by a 92% “yes” vote. The contract is effective through September 30, 2008, and includes a no-strikes provision. Employees will receive a wage package of approximately 12% over three years, additional equity increases for Library Assistants, an increase in shift differential, a one time \$180 lump sum payment and three additional premium holidays.

## **Research & Technical – UPTE**

The University and UPTE reached agreement on a new contract effective December 22, 2005 through June 30, 2008. Employees will receive a combination of range adjustments and merit increases for approximately 12% over three years, an increase in shift differential, a one time \$220 lump sum payment and three additional premium holidays.

## **Librarians – AFT**

The AFT has ratified the tentative agreement reached with the University. The new contract is effective January 12, 2006 through March 31, 2008. Librarians will receive wage increases of approximately 7% over the next three years as well as increased campus professional development funds. The contract is now posted to the At Your Service website: [http://atyourservice.ucop.edu/employees/policies/labor\\_relations/bargaining\\_updates/lib/agreement.html](http://atyourservice.ucop.edu/employees/policies/labor_relations/bargaining_updates/lib/agreement.html)

## **Nurses – CNA**

The CNA has ratified a two-year agreement with the University. On January 1, 2006, all UC nurses received wage increases of at least 4 percent in addition to the market increases UC gave to nurses in September of 2005.

## **Skilled Crafts – AFSCME**

The University and AFSCME are at impasse. The parties have concluded the mediation phase and have now been certified by the state mediator to fact finding.

Additional information is available at the UCOP Website  
[http://atyourservice.ucop.edu/employees/policies/labor\\_relations/index.html](http://atyourservice.ucop.edu/employees/policies/labor_relations/index.html)

## **Supervisor's Tip**

Do you have just cause to issue discipline? Here is the test:

- Was the employee warned of the consequences of continued poor performance or misconduct?
- Was the rule/order/expectation reasonably related to the orderly operation of the department?
- Did the supervisor conduct a fair investigation?
- Did the investigation generate substantial evidence or proof?
- Are the rules and penalties being applied evenhandedly to all employees?
- Does the punishment fit the crime and the employee's past record?

If you think you have just cause to issue discipline, contact your Labor Relations Consultant:

<http://shr.ucsc.edu/topics/employee-labor-relations/misc/lr-assignments.pdf>