

UCSC Labor Relations Update

For Managers and Supervisors

July 2008

Service – AFSCME

The university and AFSCME returned to the bargaining table July 28 and the university presented AFSCME with an improved package proposal that would provide a minimum of \$16.6 million towards increases for service unit employees over the next twenty eight months. Included in this offer is a proposal to raise the minimum hourly salary for service employees to \$13 an hour over this time period and a proposal to implement a step salary system. The union did not provide a counter proposal to the university's offer during this week's bargaining sessions; however the university remains hopeful that the parties will be able to reach agreement soon.

Patient Care Technical – AFSCME

The University and AFSCME met for bargaining on June 17-20 and 23-24. On June 27, the University presented the union with a package proposal, which the union rejected. There are no future bargaining dates scheduled at this time.

Research & Technical – UPTE

On June 30, 2008 the agreements between UC and UPTE for Research Support Professionals (RX) and Technical (TX) employees expired and are currently in a period of status quo. (See Supervisor's Tip) The parties are scheduled to meet September 9-12 in Oakland and at this time have other scheduled dates through October.

Please note that our ability to offer CTO ceased with the expiration of the contract and, without an express agreement by UPTE on behalf of all eligible employees, we must pay for overtime worked.

Police – FUPOA

The Police contract expired on June 30, 2008 and is currently in a period of status quo. The University and FUPOA have not confirmed bargaining dates at this time.

Firefighters – IAFF

The University and IAFF met on April 11 for the first session of reopener bargaining. There are

no additional bargaining dates scheduled at this time.

Clerical Employees – CUE

The University and CUE met for bargaining sessions on July 24-25 in Los Angeles. The parties have bargaining dates set for August 6-7 in Santa Cruz and at this time have scheduled bargaining dates through September.

The contract expires September 30, 2008.

Nurses – CNA

The University and CNA are scheduled to meet for reopener bargaining sessions beginning July 29-30 in Sacramento. The parties have bargaining sessions scheduled through September.

START Program

Employees in the following bargaining units are eligible to participate in the Staff and Academic Reduction in Time program: Clerical, Technical Employees, Research Support Professionals, Service Employees, Patient Care Technical Employees, Skilled Craft, Librarians, and Residual Health Care Professionals.

Supervisor's Tip What is Status Quo?

Upon contract expiration, there is a transition to the status quo of terms and conditions of employment for represented employees. The status quo period requires the University to maintain the same wages, hours and terms and conditions of employment for represented bargaining unit employees that existed at the time the contract expired.

Many of these "status quo" conditions are reflected in the expired contract language, but some are not. Thus, before making changes related to wages, hours or other terms and conditions of employment, please contact Labor Relations at 459-2017.