RX/TX BARGAINING UPDATE 11: UC requests full contract proposal from union for research and technical employees

During its Aug. 12-13, 2013 bargaining session with UPTE, UC again expressed frustration that the union still has not presented a comprehensive contract proposal since bargaining began last December.

Although the union presented several new proposals in writing, it did not have a great majority of its proposals ready.

UC and UPTE remain far apart on key economic issues. UC is offering 6 percent in step increases over three years, while UPTE seeks a 24 percent increase over three years. In addition, UPTE has yet to meaningfully negotiate over UC’s pension reforms that will protect retirement benefits for all employees over the long term.

For its part, the university has presented a comprehensive and fair package proposal that includes changes to several provisions in response to UPTE’s comments.

UC’s fair proposal includes:

- 2 percent annual step increase for eligible employees for three years
- Quality health benefits for employees and their families.
- Excellent retiree health and traditional pension benefits that few public and private employers nationwide offer.
- Reasonable pension reform designed to preserve the long-term viability of the retirement programs, so that UC can continue providing quality benefits to all employees. Eight other unions representing 14 bargaining units have already agreed to these pension reforms, which also apply to non-represented faculty and staff.
- Good working conditions in a fulfilling environment.

The current contract expired on June 30, 2013. The university is continuing to push to settle the contract as soon as possible.