

# Know the Facts about UC's Offer

The University and AFSCME, on behalf of the Patient Care Technical unit, met for post-fact-finding bargaining on Saturday, May 10<sup>th</sup>. Unfortunately, the parties were unable to achieve an agreement. As such, negotiations ended with the Union's decision not to accept UC's proposals, which included over \$18 million in wage increases for year one alone. These costs do not include the increased costs for some of the other contract enhancements like the cost for providing time and a half pay for hours worked after shift and increased employee development hours over the life of the Agreement. At this juncture, the parties do not have further bargaining sessions scheduled and AFSCME has scheduled strike votes at locations systemwide.

It's important for employees to have the facts about our proposals before they're asked to vote on them. What follows is a brief summary of the key issues, including each party's last position as well as the neutral third party fact-finder's recommendation. The full text of the fact-finder's report is available at [www.ucpatientcaretechs.com](http://www.ucpatientcaretechs.com).

Issue/Article	UC's Position	Fact-finder's Recommendation	AFSCME's Position
<p><i>Wages</i></p>	<p><u>Year 1</u>  <b>Over \$18 million in wage increases</b>  <i>Effective 1/1/08</i>            At least 4% up to 15% increases to individuals (or annualized lump sum equivalent for employees above the range max)</p> <p><i>Effective 9/1/08</i>            Each employee will be placed onto a step pay structure based on a minimum of his/her years of experience in his/her current UC job title</p> <p><u>Years 2 and 3</u>            1/1/09 and 1/1/10 - 2% increase for eligible employees            7/1/09 and 7/1/10 - 2% step increase for eligible employees</p>	<p><u>Year 1</u>  <i>Effective 1/1/08</i>            5% to individuals and to ranges</p> <p>Additional market increases as previously proposed by UC</p> <p><i>Effective 6/1/08</i>            Transition to step structure based on UC experience</p> <p>Minimum rate of pay not required</p> <p><u>Years 2 and 3</u>            10/1/08 &amp; 10/1/09 – One step increase            10/1/08 – 3.5% increase to individuals            10/1/09 – 3% increase to individuals</p>	<p><u>Year 1 – 10/1/07</u>  <b>Over \$50 million in wage increases</b>            9% to individuals and substantial range increases            Minimum pay rate of \$14.50 and \$15.00 for classifications that require licensure.            Placement on step structure based on one step per every year of UC service in job series and one step for every 2 years of external service in job series</p> <p><u>Year 2 - 10/1/08</u>            6% increases to individuals and ranges            Minimum pay rate of \$14.75 and \$15.00 for classifications that require licensure.            Then on employee's anniversary date step movement worth 2%</p> <p><u>Year 3 – 10/1/09</u>            6% increases to individuals and ranges            Minimum pay rate of \$15.00 and \$15.50 for classifications that require licensure.            Then on employee's anniversary date step movement worth 2%</p>

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<b>Health &amp; Welfare Benefits</b>	UC accepts fact-finder's recommendation.	Calendar Year 2009 and 2010 - Continue to receive same high-quality health care benefits as other UC employees. If the University seeks to implement premium increases of more than 10% for all UC employees, in each of the contract years, the parties will bargain over these increases.	No changes to benefit coverage in effect on January 1, 2008, including plan options, plan coverage, employee premiums and co-payments for the life of the contract.
<b>Pension Benefits</b>	UC accepts fact-finder's recommendation.	Continue to treat PCT employees the same as other UC employees.  If UC proposes to begin employee contributions to the pension plan then the parties will bargain over the employee contributions.  No substantive changes to pension through 9/30/08.	UC to continue current pension plan with current benefit level.  UC to make necessary contributions to fund the pension plan.  There shall be no required employee contributions to plan.
<b>Hours of Work Overtime On-Call Pay Rest Periods</b>	<u>Overtime</u> – Effective 10/1/09 1.5x after shift for most employees 2x after 12 hours for most employees  Retain ability to mandate overtime.  <u>On-Call Pay</u> – retain current contract language and rates that vary by location/title.  <u>Rest Periods</u> – UC accepts fact-finder's recommendation.	<u>Overtime</u> – Effective 1/1/09 1.5x after shift 2x after 12 hour shift Excludes those on M-F schedules; 8-5 (i.e., clinics, etc.)  Retain ability to mandate overtime.  <u>On-Call Pay</u> – Effective 10/1/08 At least 25% on call pay with minimum of 2hours pay if called in from On-Call.  <u>Rest Periods</u> – Add language stating that UC will make efforts to grant a rest period.	<u>Overtime</u> – Effective 1/1/09 1.5X after shift for all employees 2x after 12 hours for all employees. Sick leave, vacation, and holiday hours to be credited as hours worked for purposes of achieving overtime after 40 or 80 hours.  No mandatory overtime.  <u>On-Call Pay</u> At least 40% on-call pay with minimum of 3 hours pay (at the 1.5x rate) if called in from On-Call. 75% on-call pay for holidays  <u>Rest Periods</u> - Employees to be paid an additional fifteen minutes of pay for each missed rest break.

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<b><i>Parking</i></b>	Continue to charge parking rates as they are charged to all UC employees with maximum amounts that rates may increase during the life of the contract. The range of increases by month and location follow: 7/1/08 - \$0 - \$12 per month 7/1/09 - \$5 - \$16 per month 7/1/10 - \$5 - \$16 per month	No more than \$10 increase per month for 2008-09 and 2009-10.  No more than \$12 increase per month for 2010-11.	No Parking increases for the life of the agreement.
<b><i>Paid Time Off (PTO)</i></b>	Extend paid time off program to employees at four medical centers to allow greater flexibility for use of accrued time off. Policies also allow for annual payout of a portion of accrued time.	Make PTO programs optional for PCT employees.	Adhere to traditional Sick Leave and Vacation policy, removal of attendance standards.
<b><i>Development</i></b>	Increase paid time off for development purposes from 24 hours to 40 by the 3 <sup>rd</sup> year of the contract.	32 hours of paid release time.	40 hours of paid time off for development purposes.