

Summary Bargaining Report #18 August 2008—February 2009

The CUE bargaining team has been hard at work for the past 8 months attempting to improve the Clerical and Allied Services (CX bargaining unit) contract with UC. We have made some headway, particularly in article 38, Training and Development. Significant time has been in discussion with the UC team and research by the CUE team on the issue of bullying in the workplace. Through this investment of time, energy and resources the CUE team hopes to arrive at an improved article 33 of our contract, Respectful, Fair Treatment. We learned that there are incidents of bullying in the workplace occurring in significant numbers throughout the UC system affecting all levels and classifications of UC workers. To date, the UC team has attempted to minimize and trivialize our concerns regarding this issue - which is forcing us to seek other means to address this concern as the discussion continues at the bargaining table.

For several months the UC team was negatively impacted by the reorganization occurring at the Office of the President and the void in leadership that has been created. Despite this challenge both teams have negotiated tentative agreements of three articles of the contract thus far: Labor Management Meetings; Training and Development; and Uniforms. The recent sessions, starting with December 2008 have been focused on the state budget and its affect on wages and benefits. The Governor has given UC compact money, which is earmarked for salaries, at the same time he has cut back an additional 10% of the UC overall budget. UC management is attempting to withhold salary increases because of the cut in the other areas of the UC state allocated budget.

This is unacceptable to the CUE team especially in light of the 8% increase plus other perks that was awarded in the Police officers contract. We are heartened by the wage increase that AFSCME received for both the (PCT) Patient Care Technician unit and the (SX) Service Workers unit and salute their campaign for a better contract. CUE certainly will not take less. Like UPTE, which is also in bargaining, UC has verbally offered CUE 0%. This is an insult and CUE will be presenting its wage proposal to UC very soon.

This does however highlight the importance of increased and active membership in a campaign for a better contract. The state wide campaign committee will be bringing news to you about concerted actions in which CX unit employees will be asked to participate.

The CUE team is meeting with the UC team in San Diego, February 18-20 and in Oakland at the Office of the President on March 2-4, 2009. We will be focusing on improvement to the Performance Evaluation article and a counter proposal to the UC proposal for the University Benefits article. August through December 2008 bargaining reports will be posted to the CUE state wide web site soon. For January and February 2009 bargaining reports please click [here](#).

Your support of our bargaining efforts is needed. If you are not already a member of CUE, please join. If you are a member become an activist. You will be sending UC a clear message that you support CUE and that we are to be respected and treated and compensated fairly.

CUE Bargaining Team