

Bargaining Report # 20

UC Irvine—February 2-4, 2009

Bargaining was held on the campus of UC Irvine for three days. There was discussion on the first day of wage agreements that the university has reached with other represented employees. The CUE team reiterated that the university's position that there is currently no wage increase proposed for CX employees is unacceptable. The university team was charged with the responsibility of providing additional information to the CUE team regarding wages before the CUE team would submit a proposal.

The university presented a counter to the CUE team's Respectful, Fair Treatment proposal and significant time was spent by the CUE team in caucus discussing the university's proposal and preparing questions to ask of the university team regarding their proposal. Significant time was spent in discussion about workplace bullying and the appropriate terms to use in the contract language to describe the phenomena of workplace bullying and mobbing. Also, the misuse of counseling memos and performance evaluations as a form of bullying was discussed. This discussion was critical in the process for the CUE team to develop a counter proposal.

CUE also demanded to bargain proposed work rule changes during the status quo requested by Irvine departments and layoffs. Michelle Quint of Irvine's Labor Relations department was present in addition to the UC core bargaining team members. Both the Irvine local steward and president, Monika Hobson and Dianna Sahhar, were present and a part of the negotiations. The CUE team and local Irvine representatives felt the time spent to discuss these issues was essential in reaching a fair resolution of the issues.

Time was spent during the final day of negotiations talking about layoffs as potentially a state wide issue because of the stalled budget deliberations by the legislature and that affect upon the CX unit employees. There was also discussion about the most efficient way to continue the bargaining sessions. Both teams were encouraged by the facilitator to assess the outstanding proposals to be negotiated and develop a priority list of articles.

The most immediate articles for the February and March sessions for the CUE team are wages, benefits and performance evaluation. Next sessions were scheduled for San Diego.

CUE Bargaining Team

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