

**MANAGEMENT COMMUNICATION  
RX TX BARGAINING  
CONTRACT EXPIRATION AND THE STATUS QUO**

On October 31, 2024, the agreements between UC and UPTE, representing (RX & TX) Research Support and Technical employees expired.

Upon the contracts' 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 contracts expired.

Many of these "status quo" conditions are reflected in contract language, but some are not. Thus, once a contract has expired, the University cannot change anything related to wages, hours and terms and conditions of employment without giving notice to the union and negotiating the change. That includes things like: changes in hours, changes in sick leave procedures, changes in performance evaluation procedures, etc.

UC's position is that the current terms and conditions for employees in the RX TX bargaining units will continue, with special notes for selected Articles of the current contract(s) as follows:

Article 1 – Access - With respect to union rights contained in these Articles, the University will continue to offer use of e-mail for grievances as the contract currently provides, to allow the use of meeting rooms according to local access rules, new employee orientation as currently provided at each location, and use of the telephone, according to the current contract. Existing release time arrangements for designated union representatives shall remain in place, and new requests for release time should be granted (or denied) in accordance with the contracts.

Article 3 – Arbitration - There will be no employee or union access to the arbitration process for those grievances which arise after the expiration of the contracts. However, individual employees who are dismissed or suspended for more than five days may elect to access the local "post-deprivation" procedures in lieu of arbitration.

Article 4 – University Benefits - The University will continue to treat bargaining unit employees as eligible for benefits subject to any changes to benefits that are consistent with the status quo.

Article 7 – Corrective Action/Discipline and Dismissal -The notice obligations to the union as provided under these Articles continue.

Article 10- Grievance Procedure - The grievance procedure will continue as the terms and conditions of employment for employees. The University will provide paid leave for grievance representatives as described in the contracts.

Article 13 - Hours of Work – The University will continue provisions of compensatory time-off for overtime payment (CTO) where it currently exists.

Article 16 - Layoff and Reduction in Time - The notice obligations to the union as provided in this Article continue.

Article 17 - Leaves for Union Business - the University will continue to offer according to the current contracts.

Article 27 – Parking – Parking rates may not be changed without express agreement from the union.

Article 28 - Payroll Deductions - The University will continue existing practices for beginning and ending payroll deductions.

Article 34 –Release Time for Bargaining – The University will continue to honor current requests for release time for bargaining, and new requests for release time should be granted (or denied) in accordance with the contracts.

Article 41-Transfer/Promotion/Reclassification – If you are contemplating assigning significant new duties to, or requesting a reclassification for a Research Support or Technical position, please contact your labor relations manager as we cannot reclassify employees unilaterally.

Article 46 - Work Rules – Generally changes in work rules post contract expiration need to be bargained. If you are planning to change a work rule, please contact your labor relations manager who will advise you how to proceed.

This list describes the main issues about terms and conditions that are affected by the contract expiration.

Having expired contracts and being in the status quo period can be a difficult situation for management. However, not everything related to wages, hours and terms and conditions of employment is subject to bargaining. Some of these issues are beyond the scope of bargaining, and they continue to remain within management's prerogative during the status quo period. The obvious include, but are not limited to: decisions about reorganizing services; decisions about the organization of activities or programs, decisions about hiring, discipline, termination, layoff, decisions that go to the mission of the University, etc.

While certain management decisions are beyond the scope of bargaining, the effects of those decisions may be negotiable.

If you have any questions about what you can and cannot do during the status quo period, please consult with Labor Relations before implementing changes of the nature described above.