



UNION OF AMERICAN PHYSICIANS AND DENTISTS

AFFILIATED WITH AFSCME, AFL-CIO

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December 18, 2013

Linda Ashcraft, Esq.
Associate Director, Labor Relations
University of California, Office of the President
300 Lakeside Drive, 12th Floor
Oakland, CA 94612

RE: Notice of Intent to Negotiate Collective Bargaining Agreement for Physicians, Dentists, and Podiatrists Unit DX

Dear Linda,

This letter serves as the UAPD's notice of intent to negotiate a collective bargaining agreement for the unit referenced above. Below is an initial list of articles the Union will be proposing.

Preamble

Article 1 – Recognition

Article 2 – Unit Assignment and Classification

Article 3 – Union Rights (Organizational Security, Access, Distribution of Literature, Release Time, etc)

Article 4 – General Provisions (Non-Discrimination, No Strike/Lockout, etc)

Article 5 – Grievance and Arbitration

Article 6 – Hours of Work

Article 7 – Holidays

Article 8 – Leaves (Vacation, Sick, Bereavement, Military, Jury, Unpaid, Parental, etc)

Article 9 – Salaries

Article 10 – Benefits

Article 11 – Professional Development

Article 12 – Medical Staff

Article 13 – Personnel Topics (Discipline, Performance Evaluation, Personnel File, etc)

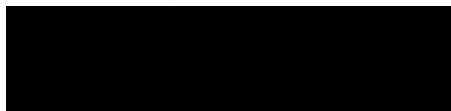
Article 14 – Health and Safety

Article 15 – Layoff

Article 16 – Coverage and Term

UAPD looks forward to receiving the list of articles UC plans to propose. Please contact me with any questions you may have.

Sincerely,



Jeff Duritz
Chief Negotiator