Ms. Borah

This e-mail will serve as IUOE Local 501's notice of the articles that we intend to open for successor bargaining with the University of California Santa Barbara. Please be advised that IUOE Local 501 reserves the right to add, modify and/or delete proposals and appendices identified herein, to add proposals from article and appendices other than those contained herein, and to make proposals and/or counterproposals to any article opened by UCSB.

IUOE Local 501 intends to make proposals in the following:

Article 1. Recognition

Change effective date

Add or remove one or more classifications to the **Job Title listing**

Article 2. Duration

Revise duration of the MOU

Article 5. Probationary Period

Limited, Casual/Restricted

Article 6. Limited, Casual/Restricted Appointment

Add Casuals and Restricted to the article

Article 7. Hours of Work

Alternative workweek
Call-Back Time start when you clock out
On-Call increase
Add Clean-up Time

Article 8. Overtime

One and one half (1-1/2) times up to 12 hours and Two (2) after 12 hours

Overtime Distribution

Article 9. Performance Evaluation

November of each year

Article 10. Promotions & Temporary Assignments

Posted in each trades shop for two weeks

Article 11. Holidays

H. On July 1st All permanent employees shall receive eight (8) hours for a personal holiday.

Article 12. Sick Leave

Increase from 8 to 10 per month.

No limit on sick leave to provide care for sick family member

Article 13. Vacation

Revise vacation tables for By-Weekly pay

Remove Christmas Closure

Article 14. Work-Incurred Injury or Illness

Revise section A. All unit employees well be able to utilize the TWP for any Injury or Illness

Article 16. Leaves of Absence

Add Bereavement Leave

Article 18. Discipline and Dismissal

Remove or modify Investigatory Leave

Article 21. Unit Work

Discuss non-unit employees performing unit work

Article 27. Protect Clothing & Equipment

Increase clothing allowance

Increase shoe (boot) allowance

Article 28. Parking

Discuss parking

Article 33. Union Stewards

Increase the number of stewards

Article 38. Release time for Meet & confer

From 3 to 4 employees

Article 44. University Benefits

Reduce employee rate contributions to the plans

Article 46. Wages and Award

Increase wages and differentials

Sincerely,

Thomas H. Ewart

Business Representative

**IUOE Local 501**

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