

UNIVERSITY OF CALIFORNIA

BERKELEY • DAVIS • IRVINE • LOS ANGELES • MERCED • RIVERSIDE • SAN DIEGO • SAN FRANCISCO



SANTA BARBARA • SANTA CRUZ

UC Merced
HUMAN RESOURCES

October 27, 2014

Matt Ross, Attorney for SETC
Leonard Carder LLP
1330 Broadway, Suite 1450
Oakland, CA 94612

SUBJECT University of California's Initial Proposals for Successor Agreement, UC Merced and SETC, KM Bargaining Unit

Dear Mr. Ross

Please find below the University's initial proposals for 2014 Successor Negotiations for the KM (UC Merced & SETC) bargaining unit.

Article 1 – Recognition: The University is proposing current contract language.

Article 2 – Classifications: The University is proposing changes to the process for classification review. The actual proposal will be forthcoming.

Article 3 – Definitions: The University is proposing to clarify to conform to system-wide definitions. The actual proposal will be forthcoming.

Article 4 – Nondiscrimination in Employment: The University may propose changes to conform to current law.

Article 5 – Positions & Appointments: The University is proposing current contract language.

Article 6 – Probationary Period: The University is proposing current contract language.

Article 7 – Performance Evaluation: The University is proposing to make changes to conform to campus practice. The actual proposal will be forthcoming.

Article 8 – Personnel Files: The University proposes to add language to require an employee's written request. The actual proposal will be forthcoming.

Article 9 – Apprentices: The University proposes to clarify that the program is singular. The actual proposal will be forthcoming.

Article 10 – Training & Development: The University is proposing changes to ensure compliance with campus programs, and to provide longer notice for requested time off. The actual proposal will be forthcoming.

Article 11 – Promotion & Transfer: The University is proposing to clarify this article selection for promotion and inter-campus transfers. The actual proposal will be forthcoming.

Article 12 – Hours of Work: The University is proposing to clarify lunch breaks and to change shift start and end times. The actual proposal will be forthcoming.

Article 13 – Uniforms, Tools & Equipment: The University proposes to clarify when tools will be reimbursed and clarify uniform laundering.

Article 14 – Overtime: The University is proposing current contract language.

Article 15 – Shift Differential: The University is proposing current contract language.

Article 16 – Holidays: The University may be proposing changes to conform to UC PATH requirements. The actual proposal will be forthcoming.

Article 17 – Vacation: The University proposes to clarify when vacation may be used for illness, and provide for campus closure. The actual proposal will be forthcoming.

Article 18 – Sick Leave: The University is proposing current contract language.

Article 19 – Work-Incurred Injury or Illness: The University is proposing current contract language.

Article 20 – Medical Separation: The University is proposing current contract language.

Article 21 – Reasonable Accommodation: The University may propose changes to conform to current law.

Article 22 – Leaves of Absence: The University may propose changes to conform to current law.

Article 23 – Resignation & Job Abandonment: The University is proposing to clarify this article for readability. The actual proposal will be forthcoming.

Article 24 – Military Leave: The University may propose changes to conform to current law.

Article 25 – Discipline & Dismissal: The University is proposing to modify the types of discipline which may be grieved. The actual proposal will be forthcoming.

Article 26 – Grievance Procedure: The University is proposing current contract language.

Article 27 – Arbitration Procedure: The University is proposing to review the list of arbitrators. The actual proposal will be forthcoming.

Article 28 – Layoff & Reduction in Time: The University is proposing current contract language.

Article 29 – Joint Health & Safety Committee: The University is proposing current contract language.

Article 30 – Health & Safety: The University is proposing current contract language.

Article 31 – Miscellaneous Provisions: The University is proposing current contract language.

Article 32 – Parking: The University is proposing current contract language.

Article 33 – Insurance & Retirement Benefits: The University is proposing to clarify the language as it pertains to the 2013 Tier and the waiver. The actual proposal will be forthcoming.

Article 34 – Death Payments: The University is proposing current contract language.

Article 35 – Dues Deductions: The University is proposing current contract language.

Article 36 – Labor-Management Relations: The University is proposing current contract language.

Article 37 – Bargaining Unit Work: The University is proposing to clarify that management may do bargaining unit work for training or research. The actual proposal will be forthcoming.

Article 38 – Subcontracting: The University is proposing current contract language.

Article 39 – Union Rights: The University is proposing to update costs for use of University equipment. The actual proposal will be forthcoming.

Article 40 – Management Rights: The University is proposing current contract language.

Article 41 – No Strikes: The University is proposing current contract language.

Article 42 – Waiver: The University is proposing to update the waiver to specify waiver applicability. The actual proposal will be forthcoming.

Article 43 – Severability: The University is proposing current contract language.

Article 44 – Wages: The University's proposal is forthcoming.

Article 45 – Duration: The University's proposal is forthcoming.

Article 46 – Out of Class Assignment: The University is proposing to re-order a number of the sections for readability. The University's proposal will be forthcoming.

Appendices & Side letters: The University is proposing that they be deleted, amended and updated accordingly.

The University reserves the right to bargain over additional topics throughout the negotiation process.

Sincerely,



Kurt Steinhoff
Manager, Labor Relations

Copy: Manager Elizalde, UCM
Analyst Yang, UCM
Associate Director DiGrazia, UCOP