



SANTA BARBARA

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December 22, 2015

VIA EMAIL & U.S. MAIL

Carl Kimberlin, Business Manager  
State Employees' Trades Council-United  
6366 Commerce Blvd., #346  
Rohnert Park, CA 94928

Matthew Ross  
Leonard Carder, LLP  
1330 Broadway, Suite 1450  
Oakland, CA 94612

**RE: Initial Bargaining Proposals**

Dear Carl and Matt:

This letter will serve as the University of California Santa Barbara's notice of articles that we intend to open for successor bargaining with State Employees Trades Council (SETC). Please be advised that the University of California Santa Barbara reserves the right to add, modify, and/or delete proposals identified herein, to add proposals from articles, appendices and side letters other than those contained herein, and to make proposals and/or counterproposals to any article or side letter opened by SETC.

The University of California intends to make proposals in the following:

Article 8, Overtime. Add language granting departments the option to pay out compensatory time balances on an annual basis.

Article 10, Transfer/Promotion. Amend language to provide stipend for temporary reassignment instead of change in title code.

Article 13, Vacation. Clarify language regarding annual vacation scheduling requirements in January.

Article 17, Leaves of Absence. Update language, as needed, to ensure consistency with state and federal laws and regulations.

Article 18, Discipline. Add language regarding job abandonment and voluntary termination.

Articles 35, Union Access. Update language to reflect current campus access regulations and practices.

Article 36, Use of University Facilities. Update language to reflect current campus access regulations and practices.

Article 37, Bulletin Boards. Update language to reflect current campus access regulations and practices.

Article 46, Wages and Awards. Discuss alternative compensation structures, including adding steps and ranges for each title classifications.

Article 47 – Staff Personnel Records. Clarify retention procedures for corrective action and disciplinary letters.

If you have any questions, I may be contacted at (805) 893-4482.

Sincerely,



Farfalla Borah, Manager  
Employee & Labor Relations  
Farfalla.Borah@hr.ucsb.edu

C: UCSB Management Bargaining Team (via email only)  
Brandon Lance (via email only)  
Melina Lopez (via email only)