

UNIVERSITY OF CALIFORNIA

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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE VICE PRESIDENT
HUMAN RESOURCES

OFFICE OF THE PRESIDENT
300 Lakeside Drive, 10th Floor
Oakland, CA 94612-3550

March 14, 2016

Jason Rabinowitz – Secretary-Treasurer
Teamsters Local 2010
400 Roland Ave, Suite 2010
Oakland, CA 94621

SUBJECT University of California's Initial Proposals for 2016 Successor Bargaining – CX Unit

Dear Mr. Rabinowitz,

Please find below the University of California's initial proposals for a successor agreement in our upcoming negotiations.

Article 1 - Access

Discuss reimbursed long term leave for Union business. University will propose changes to access to patient care areas, similar to that of EX, NX and HX. Define specific grievance related activities for paid release time. Make reporting for LBNL monthly (F.7). Eliminate University obligation to print contract. Provide Union requests for release time for bargaining in accordance with local procedures and practice. Revise practice for new employee orientation, including LBNL. Provide for use of electronic bulletin boards, where available, according to University policy. Local meeting notice to go local HR/LR. Clarify meeting room requirements.

Article 2 – Agreement

University will be proposing procedure for resolving unit modification and reclassification disputes.

Article 3 – Arbitration

University will be proposing changes to filing and response (electronic). Review of Arbitrator list. Standard of proof will be preponderance of evidence.

Article 4 – Catastrophic Leave

University will be proposing changes for LBNL.

Article 6 – Duration

University will be proposing a multi-year agreement. University will propose that the agreement shall remain in full force and effect while negotiations for a successor agreement are continuing.

Article 7 – Grievance

University will propose that University review at Step 1 be 30 days. University will propose to allow e-filing and response. Mandate use of the grievance form. Make Step 1 meeting optional. Require Step 1 meeting request to be on the face of the grievance. Delete reference to "for informational purposes" Section N. Discuss 7.D. involving retirement. Delete mandatory Supervisor participation. Address disruptive behavior issues.

Article 9 – Holidays

University will propose changes to LBNL policies, definitions and procedures. University will propose changes and/or clarification of C.2.C.

Article 10 – Hours of Work

University will propose language to provide more clarity on assignment of overtime, and 24 hour operations. University may propose language regarding travel time. Propose changes to LBNL language.

Article 13 – Layoff and Reduction in Time

University will propose approve waivers of seniority rights where not objected to by Teamsters within time provided. Propose changes to LBNL policy.

Article 14 – Leaves of absence, and all other leaves articles

University will provide updates based on current law and policy.

Article 15 – Management rights

Provide University right to limit access to patient care areas.

Article 21 – Non-discrimination

University will propose holding cases in abeyance pending case being investigated by Office of Discrimination.

Article 22 – Out of Classification Assignment

University wishes to discuss pay for out of class assignments.

Article 23 – Parking

University will propose to clarify to provide for full waiver. Include LBNL charges for parking.

Article 25 – Payroll Deduction

University will propose changes to notice regarding change in Union dues.

Article 26 – Performance Evaluation

Clarify term “needs improvement” to match existing practice. Change default procedure if performance evaluation not completed by due date.

Article 27 - Personnel Files

Propose incorporation of electronic files. Review of existing time limits for purging to comply with existing law and policy.

Article 28 - Positions/Appointments

University will be proposing changes to conversion to career for temporary.

Article 33 - Respectful & Fair Treatment

University may propose changes to article regarding ‘pure’ Article 33 grievances and disputes.

Article 35 - Shift Differential

Review to comply with applicable law.

Article 36 - Sick Leave

University will propose to delete references to table accrual.

Article 38 - Training & Development

Clarify what training may be covered under paid release time for training and development, and clarification of time for dispatchers. Propose changes to LBNL policy.

Article 40 - Travel Reimbursement

Modify that travel reimbursement is in accordance with UC policy. Propose changes to LBNL policy.

Article 42 - University Benefits

Provide waiver on all benefits.

Article 43 - University Policies

Delete specific reference to violence in workplace policies.

Article 44 - Vacation

Amend Vacation Maximums to comply with University policy. University will propose to delete references to table accrual.

Article 45 - Wages

University to propose changes to existing wage structure(s) including merit based pay. LBNL wages bargained as part of full contract.

Article 48 - Work Rules

Amend background checks to comply with University policy.

Appendix A

Replace with TCS or equivalent

Appendices B-T


Update and or delete as applicable.

Side Letters

Remove side letters for LBNL. Remove local UCSF requirement to notify union of all medical center investigatory meetings.

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

Sincerely,


Anthony DiGrazia
Associate Director, Labor Relations

Copy: Director Chester, UCOP
Manager Steinhoff, UCOP