

UNIVERSITY OF CALIFORNIA

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



SANTA BARBARA • SANTA CRUZ

OFFICE OF THE PRESIDENT
OFFICE OF THE VICE PRESIDENT
HUMAN RESOURCES

300 Lakeside Drive, 10th Floor
Oakland, CA 94612-3550

May 13, 2016
US Mail and Email

Anke Schennink
President, UAW 5810
2030 Addison Street, Suite 640B
Berkeley, CA 94704

Re: UC's initial proposals to UAW for the Postdoctoral Scholar unit

Dear Ms. Schennink:

In accordance with Article 35 – Duration, the University is notifying the UAW of its intent to negotiate a successor Agreement. The University plans to present proposals as outlined in this letter.

Article 1 – Recognition

The University is proposing current contract language.

Article 2 – Appointments

The University is proposing to modify the current language to include bridge appointments into the Postdoctoral Scholar Employee title.

Article 3 – Benefits

The University is proposing changes to funding mechanisms and delivery options including but not limited to using the Exchanges as well as increasing the postdoctoral scholars' share of the costs..

Article 4 – Compensation

The University is proposing changes to the current compensation system for the bargaining unit including but not limited to changing the structure of the scale, the timing, and the amounts of increases.

Article 5 – Discipline and Dismissal

The University is proposing current contract language with modest revisions.

Article 6 – Grievance and Arbitration

The University is proposing language to include electronic filing, exclusions for grievant(s) who've resigned, and adding another formal step. The University is also proposing to narrow the arbitrator's authority regarding certain subjects and to separate the article into two distinct articles, one for the Grievance Procedure and one for Arbitration. Additionally, the University is proposing language to hold a separate arbitration hearing for arbitrability.

Article 7 – Health and Safety

The University is proposing current contract language.

Article 8 –Holidays

The University is proposing current contract language.

Article 9 – Individual Development Plans and Progress Assessments

The University is proposing current contract language.

Article 10 – Labor Management Meetings

The University is proposing current contract language.

Article 11 – Layoff

The University is proposing to revise layoff language to broaden the reasons for layoffs.

Article 12 – Leaves of Absence

The University is proposing current contract language.

Article 13 – Management and Academic Rights

The University is proposing current contract language.

Article 14 – No Strikes

The University is proposing current contract language.

Article 15 – Nondiscrimination

The University is proposing to bring the language of the Agreement in line with the Sexual Violence and Sexual Harassment Policy.

Article 16 – Parking and Transit

The University is proposing current contract language.

Article 17 – Personal Time Off

The University is proposing changes to the current amount of time and availability for use. Additionally, the University may propose changes to the method of use and recording of personal time off.

Article 18 – Personnel Files

The University is proposing current contract language.

Article 19 – Posting

The University is proposing current contract language.

Article 20 – Professional Development & Career Counseling

The University is proposing current contract language.

Article 21 – Severability

The University is proposing current contract language.

Article 22 – Sick Leave

The University may propose changes to the method of use and recording of sick leave.

Article 23 – Successorship

The University is proposing current contract language.

Article 24 – Time and Effort Commitment

The University may propose changes contingent upon changes to the Department of Labor regulations.

Article 25 – Titles and Classifications

The University is proposing language to ensure compliance with Department of Labor regulations.

Article 26 – Training

The University is proposing current contract language.

Article 27 – Travel Reimbursement

The University is proposing current contract language.

Article 28 – Union Access and Rights

The University is proposing to further define restrictions to lab access.

Article 29 – Union Security

The University is proposing to modify and refine the language regarding processing and reporting data for union payroll deductions and to ensure a consistent administrative approach for the future when payroll functions are centralized under UC Path.

Article 30 – University Facilities and Services

The University is proposing current contract language.

Article 31 – Waiver

The University is proposing current contract language.

Article 32 – Work Authorization

The University is proposing current contract language.

Article 33 – Work Incurred Injury or Illness

The University is proposing current contract language.

Article 34 – Workspace and Materials

The University is proposing current contract language.

Article 35 – Duration

The University's proposal on duration of the agreement is forthcoming.

New Articles

*The University is proposing to add articles on **Probationary Periods, Resignation/Job Abandonment, Medical Separation, Reasonable Accommodation** and on **Non-Exempt Status Provisions**.*

Appendices

The University is proposing that they be deleted, amended and updated accordingly.

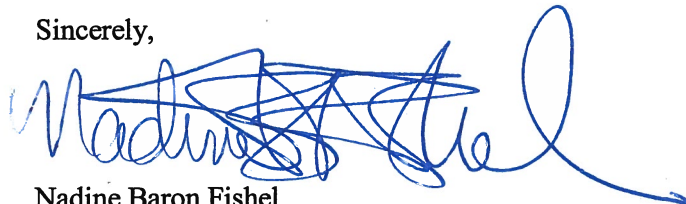
The University reserves the right to add, delete, and/or modify its proposals, particularly after the Department of Labor Rule is published.

*University's Initial Proposals to UAW
Postdoctoral Scholars Bargaining Unit
May 13, 2016
Page 5 of 5*

The sunshine process shall begin no later than May 16, 2016 with notice to the public and the posting of the proposals, followed by the first meeting on May 17, 2016 and the second meeting on May 27, 2016.

Bargaining shall commence on May 31, 2016 at UC Irvine in Rooms 1002 and 1010 in the Humanities Gateway Building at 10:00 a.m.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Nadine Baron Fishel', with a large, stylized loop at the end.

Nadine Baron Fishel
Chief Negotiator
University of California

Copy: UAW International Representative Miller
UAW International Representative Banks
Director Chester
Manager Donnelly
UC Bargaining Team