

A F S C M E

American Federation of State, County and Municipal Employees, AFL-CIO

LOCAL 3299

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VIA ELECTRONIC MAIL & HAND DELIVERY

Nadine Fishel
UCOP - Labor Relations
300 Lakeside Drive, 10th Floor
Oakland, CA 94612

Dear Ms. Fishel:

This will serve as notice of AFSCME Local 3299's intent to open negotiations on a Service Unit successor agreement. AFSCME's initial proposals regarding the articles and appendices we intend to open are attached. AFSCME reserves the right to modify or delete any proposal, as well as to add additional proposals.

Sincerely,



Seth Newton Patel
Lead Negotiator
AFSCME Local 3299

cc: Bargaining Team AFSCME 3299
Kathryn Lybarger AFSCME 3299
Liz Perlman AFSCME 3299
Matias Marin AFSCME 3299
Dwayne Duckett UCOP
Peter Chester UCOP

Encl.

SX ARTICLE	SX PROPOSAL
Article 1 - Access and Union Rights	<ul style="list-style-type: none"> - Improve access to new employees with UC-paid time for group and individual orientations - AFSCME shall not be required to reimburse UC for Union business leave
Article 2 - Agreement	<ul style="list-style-type: none"> - Only students "whose services are directly related to, or are subordinate to, the students' educational objectives" are excluded from the SX Unit, consistent with HEERA - The University shall not undermine the SX Unit by paying students less than the minimum wage (including rollup) paid to SX Unit members - Expand reclass definition to include "replacing a substantial portion of a unit position" - Strengthen protections against replacement of unit work with technology - Update agreement date
Article 3 - Arbitration Procedure	<ul style="list-style-type: none"> - Improve arbitrator selection procedure - Remove right to a separate arbitrability hearing
Article 4a - University Health & Welfare Benefits	<ul style="list-style-type: none"> - Maintenance of all benefits, including: no premium, co-pay or co-insurance increases
Article 4b - University Retirement and Savings Plans	<ul style="list-style-type: none"> - No 2016 Tier or other alterations to plan benefits or eligibility criteria - No employee contribution increases - Employee contributions shall decrease if UC continues to invest in high-fee funds - For any decrease in employer contributions, employee contributions shall simultaneously decrease by the same rate - Maintenance of retiree health care benefits, including: no premium, co-pay or co-insurance increases and no change to eligibility criteria - Employees in pay band 1 upon retirement shall remain in pay band 1
Article 5 - Contracting Out	<ul style="list-style-type: none"> - No contracting out of existing or new work - Insource contracted out work within 60 days
Article 6 - Curtailment	<ul style="list-style-type: none"> - New employees may only be hired to work during curtailment after curtailed employees have been offered work
Article 7 - Development	<ul style="list-style-type: none"> - Improve paid education and development leave provisions - UC shall make contributions to an AFSCME training fund - Expand career ladders across UC system - Employee tuition discount shall also apply to an employee's dependents - Application of tuition discount to extensions shall not be at the sole discretion of UC
Article 9 - Duration	<ul style="list-style-type: none"> - Duration proposal to follow
Article 10 - Grievance Procedure	<ul style="list-style-type: none"> - Expand ability to file grievances by email, with designated email for each campus - UC's failure to respond automatically appeals grievance to next step
Article 11 - Health and Safety	<ul style="list-style-type: none"> - Employees shall have the right to refuse unsafe assignments - All provisions shall be subject to the grievance/arbitration procedures and not budget-dependent

Article 12 - Holidays	<ul style="list-style-type: none"> - Add MLK Day and Dec. 24th to list of holidays for which employees receive time-and-a-half
Article 13 - Hours of Work	<ul style="list-style-type: none"> - Strengthen and increase notice requirements for schedule changes - Eliminate variable shifts and variable work locations - Clarify seniority language - Pay employees for missed breaks and lunches
Article 16 - Layoff and Reduction in Time	<ul style="list-style-type: none"> - Layoff units shall be redefined as departments - UC shall make every effort to avoid layoffs - Expand alternative of offering vacant positions with provision allowing for short-term training - Seniority rights shall apply to temporary layoffs - Remove requirement that laid off employee have same percentage appointment for recall/rehire - Make out-of-class pay immediate if assignment is related to a layoff
Article 17 - Leave of Absence	<ul style="list-style-type: none"> - Create a paid family leave benefit - Employees have the right to use any sick leave for baby bonding - Correct references in article
Article 22 - No Strikes	<ul style="list-style-type: none"> - Proposal to follow
Article 23 - Nondiscrimination in Employment	<ul style="list-style-type: none"> - Strengthen sexual harassment protections - Strengthen immigrant rights provisions
Article 24 - Out of Classification Assignments	<ul style="list-style-type: none"> - Strengthen out-of-class pay provisions
Article 25 - Parking	<ul style="list-style-type: none"> - There shall be no parking rate increases - Expansion of public transportation programs and incentives
Article 27 - Payroll Deductions	<ul style="list-style-type: none"> - AFSCME is not required to secure UC's agreement on the authorization form to be used - Revise authorization cancellation period and procedure - Revise agency fee provisions - Remove limit on frequency of changes to the dues rate - Additional voluntary check off may be for any political program - UC shall deduct retiree dues from pension payments when authorized by retirees - UC shall provide AFSCME with retiree names and contact info
Article 30 - Positions/Appointments	<ul style="list-style-type: none"> - Achieve safe staffing levels by hiring a specified number of additional career employees from local, disadvantaged communities - Strengthen limited and per diem conversion rights - Additional career, limited, per diem and student employees may only be hired after offering, in seniority order, career employees with less than 100% appointment in the department 100% appointments - New employees may only be hired to work during furloughs after furloughed employees have been offered work - Strengthen ratio of career to contingent employees--per diems, limited employees and student employees - Restrict unilateral changes to job descriptions and scopes of practice
Article 35 - Seniority	<ul style="list-style-type: none"> - Revise to be consistent with PCT seniority provisions
Article 38 - Sick Leave	<ul style="list-style-type: none"> - Employees shall have the right to use any sick leave for baby bonding

Article 39 - Staffing Committee	- Staffing issues not resolved in staffing committees shall be subject to the arbitration procedure
Article 40 - Transfer/Promotion/Reclassification	- Strengthen seniority rights for transfer and promotion
Article 44 - Wages	- Annual across-the-board increases proposals to follow - Continue annual, guaranteed step increases - Proposals for additional longevity steps for employees reaching the top of pay ranges to follow - Proposal providing for a minimum number of steps to follow - Add weekend differential rates to all titles without weekend differentials - Proposal to increase shift differential rates to follow
Article 47 - Work Rules	- Add fair-chance hiring provisions - Revise background check provisions
Appendix A - Wage Tables	- Update consistent with Article 44
Appendix B - LBNL Wages	- Update consistent with Article 44
Appendix C - Enumeration of University Benefits	- Update consistent with Articles 4a and 4b
Appendix D - Side Letters	- Update
Side Letter - Access	
Side Letter - Agricultural Positions	
Side Letter - Contracting Out	- Delete
Side Letter- Future Projects	- Revise and incorporate into Article 5
Side Letter - Nondiscrimination in Employment	- Revise and incorporate into Article 23
Side Letter - Outstanding Unfairs	
Side Letter - Positions - Appointments	- Revise and incorporate into Article 30
Side Letter - Sick Leave	
Side Letter - Staffing Committee	- Revise and incorporate into Article 39
Appendix E - Parking Rates	- Update consistent with Article 25
Appendix F - Graduated Retiree Health Program Eligibility	
Appendix G - Panel of Arbitrators	- Update
Berkeley Addendum	- Delete
Memorandum of the Negotiators	- Update
Execution of Agreement	- Update
Add Appendix H - UCLA Overtime Seniority Side Letter	- Add

Add Appendix I - UCSC TAPS Bid Agreement

- Add