



OFFICE OF THE VICE PRESIDENT
HUMAN RESOURCES

OFFICE OF THE PRESIDENT
300 Lakeside Drive, 12th Floor
Oakland, CA 94612-3550

March 30, 2017
Via Electronic Mail and US Mail

Joanne Jung
Director, UC Division
California Nurses Association
155 Grand Avenue
Oakland, CA 94612

Re: University's Initial Proposals for 2017 CNA-UC Successor Negotiations

Dear Joanne:

In accordance with Article 38, Duration, of the Agreement between the California Nurses Association and the University of California, this letter will serve as the University's notice of intent to negotiate a successor Agreement. The University proposes the following changes in the articles listed below:

Article 2 Bargaining Unit Classifications	Amend the requirements for nurse classifications and the time required for advancement. Retain the ability to adjust a Nurse's classification and pay rate.
Article 3 Positions	Provide the University with the flexibility to increase or decrease a Nurse's appointment percentage.
Article 4 Per Diem Nurse	Limit rights extended to Per Diem Nurses.
Article 5 Nondiscrimination in Employment	Updates to this article in compliance with applicable law, University policies, and/or current practices.
Article 6 Education/Professi onal Development	Clarify and modify the conditions under which Nurses may use professional development and education time as well as their pay while on professional/educational development time.
Article 7 Professional Practice Committee	Amend the conditions under which timely payment is made for paid release time for the PPC.
Article 9 Probationary Period	Extend a Nurse's probationary period at the University's discretion and modify probationary credit for limited appointees.
Article 12 Performance Evaluation	Define the types of notice that a Nurse may receive prior to an evaluation rating of less than satisfactory. The University also proposes limitations to nurse re-evaluations.
Article 13	Revise process to streamline filling vacant positions with the most qualified

Job Posting	candidate
Article 14 Hours of Work	Increase the University's flexibility in scheduling nurses, including but not limited to posting, weekend shifts, on-call, and overtime.
Article 15 Benefits	Provide health and welfare and retirement benefits on the same basis that they are provided to non-represented staff employees, including but not limited to the 2016 Choice Plan Tier, with the exception of pro-ration based on a nurse's appointment percentage.
Article 16 Health and Safety	Updates to this article in compliance with applicable law, University policies, and/or current practices.
Article 17 Vacation	Eliminate references to the Table Accrual System. Substitute PTO for Vacation Article.
Article 18 Holidays	Clarify the conditions under which a Nurse may use sick time in lieu of holiday pay and the University's ability to schedule nurses on or off on a holiday.
Article 19 Sick Leave	Eliminate references to the Table Accrual System. Clarify the conditions under which sick leave may be approved. Substitute PTO for Sick Leave Article.
Article 20 Leaves of Absence	Updates to this article in compliance with applicable law, University policies, and/or current practices.
Article 21 Military Leaves	Updates to this article in compliance with applicable law, University policies, and/or current practices.
Article 22 Work Incurred Injury and Illness	Updates to this article in compliance with applicable law, University policies, and/or current practices.
Article 23 Layoff and Reduction in Time	Increase the University's flexibility in the event of layoff.
Article 24 Medical Separation	Updates to this article in compliance with applicable law, University policies, and/or current practices.
Article 26 Corrective Action, Discipline and Discharge	Update notice requirements when delivery is made in person and simplify the representation rights language. Clarify conditions during a notice period.
Article 27 Grievance Procedure	Modify grievance procedure. Provide for electronic filing of grievances and appeals at the locations. Amend timelines.
Article 29 Association Rights	Amend the notice process for paid release time. Clarify limitations. Eliminate distribution of printed contracts.
Article 30 Payroll Deduction for Union Dues and Agency Fees	Update to comply with current processes.
Article 31 Nurse Lists & Distribution of	Electronic posting of the agreement in lieu of printing the contract and elimination of distribution of CNA materials at orientation. Updates to this article in compliance with applicable University practices and

Materials	policies.
Article 32 Leave of Absence for Union Business	Amend the notice process for leaves for union business.
Article 38 Duration	A multi-year agreement.
Article 40 Compensation	Provide appropriate salary structure and merit based adjustments. Revise conditions under which shift differential is paid.
Article 41 Parking	Pay for parking at the same rates as non-represented employees at each location.
New Article Personal Time Off	New article to replace vacation and sick leave.
Appendices and Sideletters	Review, update, and/or delete.

The University reserves the right to add, delete, and/or modify its proposals.

We look forward to commencing the negotiations with CNA and will work out the scheduling and logistics separately. If you have any questions related to the University's public notice, please contact me at 510-987-0691.

Sincerely,



Anthony DiGrazia
Associate Director

Cc: Executive Director Chester
Management Bargaining Team