



UNIVERSITY
PROFESSIONAL
AND TECHNICAL
EMPLOYEES

CWA Local 9119
AFL-CIO

■
representing
employees at the
University of
California

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April 8, 2017

Kurt Steinhoff
Manager, Labor Relations
UC Office of the President
300 Lakeside Dr., 10th Flr.
Oakland, CA 94612

Dear Mr. Steinhoff,

Enclosed please find a revised copy of the RX and TX Proposals.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jamie McDole', written over a light blue horizontal line.

Jamie McDole
Chief Negotiator
UPTE-CWA 9119

Cc: Peter Chester, UCOP Executive Director of Labor Relations
Dwayne Duckett, UCOP Vice President

RX/TX ARTICLE	RX/TX PROPOSAL
Article 1 – Access	<ul style="list-style-type: none"> - Improve access to new employees with UC paid time for group and individual orientations for all new represented employees within 1 week of employment - Language to implement Union’s right to information for actual location of where work is to occur and information about employee’s supervisor
Article 2 – Agreement	<ul style="list-style-type: none"> - Update with new agreement date - Print contract including all pay scales, shift-differentials and on-call rates
Article 3 – Arbitration	<ul style="list-style-type: none"> - Remove right to separate arbitrability hearing - Update Arbitrator panel
Article 4 – University Benefits	<ul style="list-style-type: none"> -Limit changes to medical networks and providers -Maintenance of all benefits, including no increase in premium, co-pay or co-insurance - Restore retiree healthcare eligibility to pre-2013 criteria for all represented employees - pre-funding retiree health benefits - no increased costs for retiree health benefits - Free access to UC recreational facilities - UPTE representation on pension board - Reduction in employee pension contribution if UC reduces pension contribution - No increases to employee pension contribution - Discount for selecting UC providers - Discount for selecting UC self-insured plan
Article 5 – Campus Closure	<ul style="list-style-type: none"> -All employees forced to not work due to a campus closure shall be on leave with pay and not be required to use vacation
Article 6 – Compensation	<ul style="list-style-type: none"> -Provide across-the-board wage increases of 6% as well as market equity increases for positions that are further behind the market than the unit as a whole - Guaranteed annual step increases - Longevity steps for employees who have reached the top of their pay range to follow - Add evening, night and weekend/holiday shift differential to all titles without an established differential - Increase all currently existing shift and weekend/holiday differentials - Increase or establish on-call rates - Clarify restricted and un-restricted on-call status

	<ul style="list-style-type: none"> - Hazardous pay differential - LBL: place all employees on step pay plan, no more matrix -adjust pay scales in series to allow for increased compensation for higher levels -increases effective first day of month
Article 7 – Corrective Action/Discipline and Dismissal	<ul style="list-style-type: none"> - Reduce timeframe for required notice to union for suspension or reduction in pay - Eliminate disciplinary salary decrease - Add notice language for representation to make consistent with the HX contract -Improve language on notice to union on disciplinary action to enable fair representation
Article 8 – Development and Training	<ul style="list-style-type: none"> - Employee tuition discount shall extend to an employee’s dependents - Employee tuition will be completely waived for up to 1 class/quarter or semester - Training funds to attend conferences or other work related training - Pay for certification programs
Article 9 – Duration of Agreement	<ul style="list-style-type: none"> - Update with new duration and related changes - Release time to prepare proposals - Simultaneous presentation of proposals
Article 10 – Grievance Procedure	<ul style="list-style-type: none"> - increase time limits at all steps to 90 days to more accurately reflect current practice - electronic filing of grievances and appeals
Article 11 – Health and Safety	<ul style="list-style-type: none"> - Employee shall have the right to refuse unsafe assignments -Strengthen health and safety committee language -Safe staffing levels
Article 12 – Holidays	<ul style="list-style-type: none"> - Add MLK Day and December 24 to premium holiday list to receive time and one half for hours worked
Article 13 – Hours of Work	<ul style="list-style-type: none"> - Increase notice times for schedule changes -Pay employee for missed breaks and lunches -Improve overtime language -Add language on rest period between shifts -Improve work life balance protections for more senior employees by giving more senior employees first preference to opt out of working weekends, evenings or other difficult shifts
Article 16 – Layoff and Reduction in Time	<ul style="list-style-type: none"> -Limit conditions for a layoff

	<ul style="list-style-type: none"> -Strengthen Preferential Rehire Language, including special preference over outside applicants -Preferential hiring for student workers over outside applicants -Redefine layoff unit as campus -Expand alternative of offering vacant positions to laid off employees with provision of short-term training
Article 17 – Leaves for Union Business	<ul style="list-style-type: none"> - Provide paid release time at University’s expense rather than UPTE’s expense -Limit time frame for billing for UBL
Article 18 – Leaves of Absence	<ul style="list-style-type: none"> -Create paid family leave benefit
Article 25 – Nondiscrimination in Employment	<ul style="list-style-type: none"> -Strengthen sexual harassment protection -Strengthen immigrant rights - Remove limit on grievance at step two and make eligible to grieve up to arbitration
Article 26 – Out of Class Pay/Temporary Assignment	<ul style="list-style-type: none"> -Strengthen out of class pay provisions
Article 27 – Parking	<ul style="list-style-type: none"> -No increase in parking rates for term of contract -Expand public transportation programs and incentives
Article 28 – Payroll Deduction	<ul style="list-style-type: none"> -Revise provisions regarding dues, agency fees, authorization cards and cancellations -Review and update charity choices for objectors
Article 29 – Performance Evaluation	<ul style="list-style-type: none"> -Strengthen dispute language
Article 31 – Positions / Appointments	<ul style="list-style-type: none"> -Strengthen limited appointment conversion rights -Establish per diem conversion rights -Additional career, limited appointment, per diem and student employees may only be hired after offering, in seniority order, career employees additional appointment time up to 100% -Establish ratio of career to limited appointment/per diem/student employee to 90:10. -Strengthen ratio of career to limited appointment/per diem/student employee -Restrict unilateral changes to job description and scope of practice
Article 32 – Probationary Period	<ul style="list-style-type: none"> -Eliminate probationary period for conversion from non-career to career if employee has worked at least 12 months continuous service at 50% or more, or reduce probationary period to 3

	months if had continuous service of 50% or more for at least 6 months
Article 34 – Release Time for Bargaining	-Increase number allowed on release time for pre-bargaining to include entire team -Make chief negotiator eligible for paid release time if a UC employee
Article 36 – Respectful and Fair Treatment	-Remove limit on grievance at step two and make eligible to grieve up to arbitration
Article 38 – Shift Differential	-Further define evening and night differential for clarity
Article 39 – Sick Leave	-Clarify use of sick leave for kincaire -Add language defining sick leave for exempt workers
Article 40 – Subcontracting	-Strengthen subcontracting language -No contracting out existing or new work -Insourcing of specified work to be bargained by the parties (including staffing minimums to assure adequate staffing to handle the insourced work)
Article 41 – Transfer/Promotion/Reclassification	-Strengthen language on transfers and promotions and reclassification
Appendix A – Wages	-Update salary ranges
Appendix B – LBNL Salary Ranges	-Update salary ranges
Appendix D – Enumeration of Benefits	-Enumerate benefits consistent with Article 4
Appendix E – Parking	-Update consistent with Article 27
Appendix F – 2014 Medical Cost Plan	-Update to current year
Appendix G – DANR Counties	-Keep
Article 24 – No Strikes	Eliminate
Article 19 – Management Rights	Eliminate
Side letter on SRA 1 reclass review	
Side letter on Campus Grievance Resolution Committee (CRC) Program	