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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

April 12, 2017

Jamie McDole – Chief Negotiator
UPTe – CWA 9119
P.O. Box 4443
Berkeley, CA 94704

Dear Ms. McDole,

Subject: University of California's Initial Proposal for 2016 Successor Bargaining – TX Unit

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

Article 1 – Access

The University will propose deletion of printing of the agreement.

Article 2 – Agreement

The University will propose changes regarding notice on new classifications.

Article 3 – Arbitration

The University will propose to update the arbitrator list.

Article 4 - University Benefits

The University will propose changes consistent with the 2016 Pension Choice Plan, update on waivers to University Benefits, and other updates to benefits.

Article 5 - Campus/Laboratory Closure

The University will propose current contract language.

Article 6 - Compensation

The University will be proposing wage increases.

Article 7 - Corrective Action/Discipline and Dismissal

The University will be proposing changes to notice requirements.

Article 8 - Development and Training

The University will propose current contract language.

Article 9 - Duration of Agreement

The University will be proposing a long-term agreement.

Article 10 - Grievance Procedure

The University may be proposing changes consistent with the University's policy on Sexual Violence and Sexual Harassment.

Article 11 - Health and Safety

The University will propose current contract language.

Article 12 - Holidays

The University will propose current contract language.

Article 13 - Hours of Work

The University may be proposing changes on definition of overtime and on-call.

Article 14 - Indemnification

The University may be proposing changes for consistency with current law.

Article 15 - Labor-Management Meetings

The University will propose current contract language.

Article 16 - Layoff and Reduction in Time

The University will be proposing changes around bumping rights and severance choice.

Article 17 - Leaves of Union Business

The University will propose current contract language.

Article 18 - Leaves of Absences

The University may be proposing changes for consistency with current law.

Article 19 - Management Rights

The University will propose current contract language.

Article 20 - Medical Separation

The University may be proposing changes for consistency with current law.

Article 21 - Military Leaves

The University may be proposing changes for consistency with current law.

Article 22 - Moving Expenses

The University will propose current contract language.

Article 23 - Multiple Appointments

The University will propose current contract language.

Article 24 - No Strikes

The University may propose changes to definitions and the Union's obligations.

Article 25 - Non-Discrimination in Employment

The University may be proposing changes for consistency with current law.

Article 26 - Out of Classification Pay/ Temporary Assignment

The University will propose current contract language.

Article 27 - Parking

The University will propose changes to local parking meetings, and provide for parking changes at LBNL.

Article 28 - Payroll Deduction

The University will propose changes in accordance with UC Path requirements.

Article 29 - Performance Evaluation

The University will propose current contract language.

Article 30 - Personnel Files

The University will propose current contract language.

Article 31 - Positions/Appointments

The University will propose current contract language.

Article 32 - Probationary Period

The University will propose current contract language.

Article 33 - Reasonable Accommodation

The University may be proposing changes for consistency with current law.

Article 34 - Release Time for Bargaining

The University will propose changes regarding combined RX/TX bargaining and paid time for Union Business Leave.

Article 35 - Resignation/ Job Abandonment

The University will propose current contract language.

Article 36 - Respectful and Fair Treatment

The University will propose current contract language.

Article 37 - Severability

The University will propose current contract language.

Article 38 - Shift Differential

The University may propose changes to synchronize the RX and TX agreements.

Article 39 - Sick Leave

The University will propose changes regarding the Table Accrual references.

Article 40 - Subcontracting

The University will be proposing changes to definitions and University obligations for notice.

Article 41 - Transfer/ Promotion/Reclassification

The University will propose current contract language.

Article 42 - Travel Reimbursement

The University will propose current contract language.

Article 43 - Vacation

The University will propose changes regarding references to Table Accrual, vacation maximums and references to ex-agreement vacation accruals.

Article 44 - Waiver

The University will propose current contract language.

Article 45 - Work-Incurred Injury

The University may be proposing changes for consistency with current law.

Article 46 - Work Rules

The University will propose current contract language.

Article 47 - Uniforms

The University will propose current contract language.

Appendix A – Wages

The University will propose changes.

Appendix B - LBNL Salary Ranges

The University will propose change.

Appendix C

The University will propose current contract language

Appendix D - Enumeration of Benefits

The University will propose changes.

Appendix E – Parking

The University will propose changes.

Appendix F - Medical Plan Costs

The University will propose changes.

Appendix G - DANR Counties

The University will propose changes.

Side Letter - Campus Grievance Resolution Committee (CRC) Program Guidelines

The University will propose changes.

Side Letter - Lump Sum Payment

The University will propose changes.

Side Letter – Meet and Discuss

The University may propose changes.

Side Letter – Per Diems

Current contract language.

Side Letter - Removal of Term non-Grievable non-Arbitrable from Contract Language

The University will propose changes.

Side Letter - Retiree Health Reopener

The University will propose changes.

Side Letter - Withdrawal of ULPs RFIs and Local Demands to Bargain

The University will propose changes.

The University reserves the right to add, amend or delete any proposals, or bargain over additional topics throughout the negotiations process.

Sincerely,



Kurt Steinhoff,
Manager, Labor Relations

Copy: Executive Director Chester, UCOP
Manager Pollard, UCOP