



UNIVERSITY OF CALIFORNIA SANTA CRUZ

SANTA CRUZ, CALIFORNIA 95064

Sent via Electronic Mail and via US Mail

May 31, 2017

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Re: UCSC Initial Proposals to AFSCME Local 3299 for the Skilled Crafts Unit, K7

Dear Ms. Ayala;

The University formally confirms receipt of your May 1, 2017 request to seek modifications to the Memorandum of Understanding. In accordance with Article 50. B. Duration of Agreement of the current Memorandum of Understanding between the University of California Santa Cruz and American Federation of State, County and Municipal Employees (AFSCME), Local 3299, Skilled Crafts Unit (K7), the University is notifying the AFSCME 3299 of its intent to negotiate a successor Agreement. The University plans to present proposals consistent with the concepts outlined below "sun-shined" in accordance with the Public Notice requirements of HEERA.

Article 1 – Agreement

The University is proposing to streamline the review process for unit classification disputes.

Article 2 – Definitions

The University is proposing to adopt appropriate title codes for each classification and any necessary language modifications that better capture and describe employee's jobs; clarify language to reflect a seven day work week throughout agreement.

Article 4 – Access

The University is proposing modifications to the current contract language to reflect updated references to union representatives, bulletin board locations, work locations, communication and email usage, processes, and procedures.

Article 5 – Non-discrimination in Employment

The University is proposing current contract language with updates for any necessary modifications for legal requirements and/or University practice(s).

Article 6 – Grievance

The University proposes to update language of designated University officials, streamline the informal review process and realignment with a clear formal grievance step process.

Article 7 – Arbitration

The University is proposing current contract language with minor modifications to reconcile outdated language, and selection process of arbitrator.

Article 8 – Discipline and Dismissal

The University is proposing updating contract language, clarification of timelines, clarification of definitions, roles and responsibility.

Article 9 – Personnel Files

The University is proposing modifications to current contract language reflecting updated processes and clarification of definitions.

Article 10 – Hiring

The University is proposing to eliminate the article and placing relevant job posting language under Seniority and Lay-off Articles.

Article 11 – Development

The University is proposing current contract language.

Article 12 – Seniority

The University is proposing language for exceptions based on special expertise and clarifying tiebreaker determinations.

Article 14 – Limited Appointments

The University is proposing creating new article to encompass Limited Appointments within the “Positions/Appointments” Article.

Article 15 – Student Employees and Volunteers

The University is proposing to eliminate this provision as it is unrelated to unit employees.

Article 16 – Contracting Out

The University is proposing to continue with the practices covered by the current contract language, which provide reasonable flexibility for the University to operate including the use of contracts with third parties.

Article 17 – Performance Evaluation

The University is proposing to clarify definitions, timelines, appeal process, and ensure compliance with current legal requirements and University practice.

Article 18 – Hours of Work

The University is proposing modifications to the current contract language to reflect updated references to locations, processes, assignments and procedures.

Article 19 – Overtime

The University is proposing language modifying provisions regarding seniority to fill open shifts, clarifying overtime provisions, shift differential, call back and on-call rules.

Article 20 – Holidays

The University is proposing minor modifications to correct appropriate application of straight time, compensatory time off and overtime.

Article 21 – Vacation

The University is proposing updated contract language to reflect adjusted accrual factors and applicability of compensatory time.

Article 22 – Sick Leave

The University is proposing updated contract language to reflect biweekly pay period, adjusted accrual factors, notification requirements and to eliminate redundant provisions.

Article 23 – Work-incurred Injury or Illness

The University is proposing current contract language and any necessary modifications for legal requirements, definitions, timelines and/or University practice.

Article 24 – Rehabilitation

The University is proposing revising current contract language for compliance and compatibility with requirements under the Workers Compensation Act.

Article 26 – Leave of Absence

The University is proposing current contract language incorporating all other current contract provisions which reference “Leaves” within this article to streamline the agreement; update to be consistent with applicable laws.

Article 27 – Military Leave

The University is proposing realigning article into a revised “Leaves of Absences” article.

Article 28 – Resignation or Job Abandonment

The University is proposing updating current contract language to comply with state regulations and employee rights.

Article 29 – Retirement

The University proposes eliminating the current Article.

Article 30 – Layoff, Reduction in Time, Recall

The University is proposing to revise applicable title codes, layoff units, benefit coverages and reconcile timeline conflicts in related provisions.

Article 31 – Travel Reimbursement

The University is proposing updating current contract language to reflect UC Business and Financial requirements.

Article 33 - Wages

The University is proposing appropriate compensation for bargaining unit employees, which may include step increase and/or salary range adjustments and/or other compensation elements designed to continue to attract and retain a qualified workforce.

Article 34 – Out of Classification Assignment

The University is proposing adjustments to temporary reassignments to positions with a higher salary range maximum and clarification of timelines.

Article 35 – Shift Differential

The University is proposing incorporating and clarifying current Side Letter and reconciling outdated contract language, clarifying shift differential rates, call back and on-call rules.

Article 36 – University Benefits

The University is proposing to continue to provide excellent health benefits on the same basis that they are provided to non-represented staff employees including the 2016 Choice Plan Tier approved by the Regents.

Article 37 – Parking

The University is proposing current contract language.

Article 38 – Employee Housing – UCO/Lick Observatory

The University is proposing to eliminate article as the assignment and location is no longer utilized by this unit.

Article 39 – Protective Clothing

The University is proposing current contract language and consolidation into the more appropriate Health and Safety article.

Article 40 – Tools and Equipment

The University is proposing current contract language, minor clarification of use of University property and consolidation into the more appropriate Health and Safety article.

Article 41 – Work Rules

The University is proposing current contract language.

Article 42 – Health and Safety

The University is proposing updating current contract language, appeal process and incorporating like articles of Protective Clothing and Tools & Equipment.

Article 44 – Release Time and Negotiations

The University is proposing appropriate ratio of representation from any one skilled craft from any one work unit; update language regarding current work locations; clarify union notification process for release time.

Article 45 – No Strikes

The University is proposing current contract language.

Article 50 – Duration of Agreement

The University will propose to extend the duration of the current contract into future years.

Side Agreements, Letters of Understanding & Appendices

The University is proposing that the current contract documents be deleted, amended and/or updated accordingly.

New Articles

The University is proposing a new article, “Positions & Appointments”; and reserves the right to add such articles during the course of bargaining with appropriate notice of new subject matter.

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

The sunshine process shall begin June 1, 2017 with notice to the public and the posting of proposals

followed by the first meeting on June 5, 2017 from 10:00 a.m. – noon at 100 Enterprise Way, Scotts Valley, CA in room 1104. The second meeting shall occur on June 16, 2017 from 10:00 a.m. – noon in the same location. Bargaining dates and details of the meeting locations shall be sent separately.

Michael Gonzalez
Michael Gonzalez, 

Chief Negotiator

University of California Santa Cruz

cc: UCSC Management Bargaining Team (via email)

Seth Patel, AFSCME 3299 (via email)

Rebecca Gilpas, AFSCME 3299 (via email)