

March 25, 2024

**VIA E-MAIL**

Tanya Akel  
Field Director  
Teamsters Local 2010  
9900 Flower Street  
Bellflower, CA 90706  
[takel@teamsters2010.org](mailto:takel@teamsters2010.org)

**RE: University of California, Irvine's Initial Proposals to Teamsters Local 2010 for the Skilled Craft Unit (K9)**

Dear Ms. Akel:

In accordance with Article 2 - Duration, the University of California, Irvine ("UCI" or "University") is notifying Teamsters Local 2010 of its intent to negotiate a successor Collective Bargaining Agreement. UCI's proposals are as follows:

**Article 1 - Recognition**

*The University is proposing current contract language, aside from correcting two typos.*

**Article 2 - Duration**

*The University will make proposals on the duration of any successor Agreement.*

**Article 3 - Management Rights**

*The University is proposing current contract language.*

**Article 4 - Nondiscrimination in Employment**

*The University may be proposing changes to ensure legal and appropriate compliance.*

**Article 5 - Probationary Period**

*The University is proposing current contract language.*

**Article 6 – Limited Appointment**

*The University is proposing current contract language.*

**Article 7 – Hours of Work**

*The University may be proposing modifications to Article 7(F)(3) related to alternate work schedules.*

**Article 8 – Overtime**

*The University is proposing current contract language, aside from correcting repetitive language contained in Article 8(H) and Article 8(I).*

**Article 9 – Performance Evaluations**

*The University is proposing current contract language.*

**Article 10 – Promotions**

*The University is proposing current contract language.*

**Article 11 – Out-of-Class Assignments**

*The University is proposing current contract language.*

**Article 12 – Training & Development**

*The University is proposing current contract language.*

**Article 13 – Holidays**

*The University is proposing current contract language.*

**Article 14 – Sick Leave**

*The University is proposing current contract language.*

**Article 15 – Vacation**

*The University may be proposing changes with respect to notification prior to reaching maximum vacation credit.*

**Article 16 – Work-Related Injury or Illness**

*The University is proposing current contract language.*

**Article 17 – Military Leave**

*The University is proposing current contract language.*

**Article 18 – Leaves of Absence**

*The University is proposing current contract language.*

**Article 19 – Discipline & Dismissal**

*The University is proposing current contract language.*

**Article 20 – Layoff & Reduction in Time**

*The University is proposing current contract language.*

**Article 21 – Subcontracting**

*The University is proposing current contract language.*

**Article 22 – Unit Work**

*The University is proposing current contract language.*

**Article 23 – Grievance Procedure**

*The University is proposing current contract language, aside from correcting a typo in the heading of 23(C).*

**Article 24 – Arbitration Procedure**

*The University is proposing current contract language.*

**Article 25 – Safety**

*The University is proposing current contract language.*

**Article 26 – Safety Committee**

*The University is proposing current contract language.*

**Article 27 – Protective Clothing & Safety Equipment**

*The University is proposing current contract language.*

**Article 28 – Parking**

*The University may be proposing modifications to Article 28(B).*

**Article 29 – Mileage Reimbursement**

*The University is proposing current contract language.*

**Article 30 – Medical Separation**

*The University is proposing current contract language.*

**Article 31 – Rehabilitation**

*The University is proposing current contract language.*

**Article 32 – Death Payments**

*The University is proposing current contract language.*

**Article 33 – Labor-Management Relations**

*The University is proposing current contract language.*

**Article 34 – Union Rights**

*The University is proposing current contract language.*

**Article 35 – Dues Deductions**

*The University is proposing current contract language.*

**Article 36 – Severability**

*The University is proposing current contract language.*

**Article 37 – No Strike**

*The University is proposing current contract language.*

**Article 38 – Waiver**

*The University is proposing current contract language.*

**Article 39 – University Benefits**

*The University is proposing current contract language.*

**Article 40 – Shift Differential**

*The University is proposing current contract language.*

**Article 41 – Wages**

*The University may propose wage adjustments to be developed during bargaining.*

**Article 42 – Personnel Files**

*The University is proposing current contract language.*

**Article 43 – Reasonable Accommodation**

*The University is proposing current contract language.*

**Article 44 – Resignation and Job Abandonment**

*The University is proposing current contract language.*

**Article 45 – Pay for Family Care and Bonding**

*The University is proposing current contract language.*

**Article 46 – New Employee Orientation Meetings**

*The University is reviewing whether this Article needs to be updated to align with the existing new employee orientation process and may be making a proposal accordingly.*

**Appendices and Side Letters**

*The University is reviewing the Appendices and Side Letters and may be making proposals to update, delete, or amend as applicable.*

The University reserves the right to submit proposals on additional bargaining topics not specifically listed and to modify, add to or delete any proposals during the course of negotiations, in accordance with applicable laws.

Sincerely,

A handwritten signature in black ink, appearing to read "Jeff Hughes". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Jeff Hughes  
Workforce Relations Manager

cc: Leslie Kleiman, Senior Director of Workforce Relations, UCI  
Andrea Milton, Workforce Relations Consultant, UCI  
Letty Chavez, Workforce Relations Consultant, UCI  
Jason Rabinowitz, Secretary-Treasurer, Teamsters Local 2010