

ARTICLE 38 – BARGAINING UNIT WORK

1. The University and the Union agree upon the principle that bargaining unit work will be performed by bargaining unit employees and that supervisors and non-unit employees will not normally perform work done by bargaining unit employees.
2. Bargaining unit work includes, but is not limited to, construction, alteration, repair and maintenance at UCLA, including its buildings, systems, and equipment.
3. Management reserves the right to assign supervisors or non-unit employees to perform work in the event of emergencies requiring immediate action to protect life, safety and health as well as under exceptional circumstances in order to meet the operational needs of the University.