

SX ARTICLE	SX PROPOSAL
Article XX - Affordable Housing	<ul style="list-style-type: none"> - Provide employees with housing assistance funds (for rent or utility assistance; health, building code, and climate-related upgrades; and assistance to avoid eviction) - Provide employees with a down payment assistance fund - Provide employees with low-interest home loans similar to those provided to executives, with terms that remove barriers to employee home ownership - Divest UCRP from Blackstone and other housing corporations failing to commit to responsible landlord standards of: freezing of rental rates, no 'no fault' evictions, and safe and health properties - Invest the billions currently in Blackstone in truly affordable, social housing for students, workers, and community, including housing on UC land - Commit UC to responsible landlord standards of: freezing of rental rates, no 'no fault' evictions, and safe and health properties
Article 1 - Access and Union Rights	<ul style="list-style-type: none"> - Strengthen rights related to Union business leave - Strengthen rights related to New Employee Orientations - Strengthen rights related to Union access
Article 2 - Agreement	<ul style="list-style-type: none"> - The University shall not undermine the bargaining unit by compensating any student employees less than the Service Unit minimum wage (beginning at \$25 per hour) - Expand reclass definition to include "replacing a substantial portion of a unit position" and replacement with a machine or AI technology - Update agreement date
Article 3 - Arbitration Procedure	<ul style="list-style-type: none"> - Remove unilateral right to a separate arbitrability hearing
Article 4a - University Health & Welfare Benefits	<ul style="list-style-type: none"> - Maintenance/protection of all health care benefits, including: no premium, co-pay or co-insurance increases - Increase life insurance benefit
Article 7 - Development	<ul style="list-style-type: none"> - Improve paid education and development leave provisions - Provide reimbursement for licensure/certification costs - UC extension language courses shall be free of cost - UC shall make contributions to a joint training fund to recruit, develop, and retain employees, achieve safe staffing levels, and fill vacancies - Expand career ladders across UC system - Employee tuition discount shall also apply to an employee's dependents
Article 8 - Discipline & Dismissal	<ul style="list-style-type: none"> - Strengthen rights related to discipline and dismissal

Article 9 - Duration	- Update duration for a new, multi-year agreement
Article 10 - Grievance Procedure	- Strengthen grievance rights
Article 11 - Health & Safety	<ul style="list-style-type: none"> - Employees not completing scheduled shifts due to unhealthy air quality, excessive heat, flooding or other climate-based health hazards shall be in a without loss of straight-time pay status - Add funeral benefit for employees who have died while still employed - Provide greater shoe/boot reimbursement
Article 12 - Holidays	<ul style="list-style-type: none"> - Add Juneteenth holiday - Add 2 additional floating holidays - Add MLK Day, Cesar Chavez Day, and Dec. 24th to list of holidays for which employees receive time-and-a-half - Provide holiday pay for all hours of regular shifts
Article 13 - Hours of Work	<ul style="list-style-type: none"> - Strengthen notice requirements for schedule changes - Eliminate variable shifts and variable work locations - Strengthen seniority language - Strengthen right to breaks and right to pay for missed breaks - Strengthen right to comp time - Premium pay shall be earned based on time on pay status - Overtime shall not be mandatory - Provide extra shift bonuses - Strengthen remote work provisions
Article 16 - Layoff and Reduction in Time	<ul style="list-style-type: none"> - As an alternative to layoff, UC must offer another career position for which the targeted employee is, or can become qualified, to perform - UC must make every effort to arrange and offer redeployment to furloughed employees - A laid off employee has the right to both recall rights and severance
Article 17 - Leaves of Absence	<ul style="list-style-type: none"> - Update consistent with new laws and benefits - Incorporate paid family care and bonding benefit
Article 23 - Nondiscrimination in Employment	- Strengthen non-discrimination rights
Article 24 - Out of Classification Assignments	- Strengthen out-of-class pay provisions

<p>Article 25 - Parking</p>	<ul style="list-style-type: none"> - Decrease employee parking rates - Employee parking shall not be restricted due to events - Expand shuttle and on-demand transportation services from off-site parking - Provide free public transportation to and from the University
<p>Article 28 - Performance Evaluation</p>	<ul style="list-style-type: none"> - Employees shall have the ability to evaluate their managers/supervisor
<p>Article 30 - Positions/Appointments</p>	<ul style="list-style-type: none"> - Achieve safe staffing levels by filling vacancies and hiring additional career employees - Strengthen recruitment and hiring efforts by making positions more attractive, providing referral bonuses, expanding outreach and hiring efforts for underrepresented communities, and streamlining hiring and onboarding - Eliminate any English proficiency requirements from titles not requiring proficiency - UC must make every effort to arrange and offer redeployment to furloughed and partial-year employees - Ensure that appointment percentages are not less than hours of regular schedules - Strengthen limited and per diem conversion rights - Restrict unilateral changes to job descriptions, scopes of practice, and the unilateral creation of hybrid positions
<p>Article 38 - Sick Leave</p>	<ul style="list-style-type: none"> - Reasonable use of sick leave shall not count against employees, or be considered occurrences under attendance policies - Provide additional supplemental paid sick leave - Employees shall have the right to use any sick leave for baby bonding - Paid bereavement leave shall not be deducted from sick leave banks
<p>Article 40 - Transfer/Promotion/Reclassification</p>	<ul style="list-style-type: none"> - Strengthen seniority rights for transfer and promotion
<p>Article 43 - Vacation Leave</p>	<ul style="list-style-type: none"> - Increase vacation leave accrual rates - Strengthen right to use vacation leave - Clarify that the University may not deny vacation due based on the purpose of the leave or because leave was unplanned

Article 44 - Wages	<ul style="list-style-type: none">- Provide an immediate market/inflation adjustment to make up for the increase in cost of living, and set a new minimum wage (\$25/5%)- Provide big annual across-the-board increases- Provide annual, guaranteed step increases- Provide additional longevity steps for employees at the top step- Ensure that higher titles in series' and career pathways have higher step structures- Provide increases to address regional, job title, and market pay inequities- Increase shift and weekend differentials- Provide specialty/certification differentials
Appendices and Side Letters	<ul style="list-style-type: none">- Update consistent with the above proposals- Add new side letters reached during the term of the previous agreement