

UNIVERSITY OF CALIFORNIA

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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

Addendum to UC's initial proposals for UAW (BX Unit) 2013 Successor Negotiations

University proposes adding language to Article 30, Waiver, adding new section A.2 to specify waiver applicability, and adding language in section B regarding notice and impact on substantial number of ASEs in Unit.

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May 31, 2013

Mike Miller
UAW International Representative
UAW Local 2865
2070 Allston Way, Suite 205
Berkeley, CA 94704

VIA U.S. MAIL AND EMAIL

Re: UC's initial proposals to UAW for the Academic Student Employee unit

Dear Mr. Miller:

In accordance with Article 33 – Duration, the University is notifying the UAW of its intent to negotiate a successor Agreement. The University's proposals are attached unless otherwise noted below.

Article 1 – Recognition

The University is proposing current contract language. The actual proposal is forthcoming.

Article 2 – Appointment Notification

The University is proposing changes to language to clarify and refine the notification letter process. The actual proposal is forthcoming.

Article 3 – Appointment Security

The University is proposing changes to language to clarify and refine appointment security.

Article 4 – Childcare

The University is proposing current contract language.

Article 5 – Classifications

The University is proposing current contract language.

Article 6 – Defined Contribution Plan

The University is proposing language to update Section C regarding UCRP contributions.

Article 7 – Definitions

The University is proposing current contract language.

Article 8 – Discipline and Dismissal

The University is proposing changes to the issuance method and timing for notices of intent.

Article 9 – Emergency Layoff

The University is proposing current contract language.

Article 10 – Employment Files(s) and Evaluations

The University is proposing current contract language.

Article 11 – Fee Remissions

The University is proposing to update the language in the Article to reflect the fact that, after the current MOU was ratified, the University designated as “tuition” certain expenses that had formerly been referred to as “fees” (e.g. educational fee).

Article 12 – Grievance and Arbitration

The University's is proposing changes to clarify and refine the grievance and arbitration procedures. The actual proposal is forthcoming.

Article 13 – Health and Safety

The University is proposing current contract language.

Article 14 – Health Benefits

The University may be proposing changes in order to ensure that the relevant provisions in the Article comply with state and federal laws pertaining to health insurance benefits. The University's actual proposal is forthcoming.

Article 15 – Holidays

The University is proposing to change the administrative holiday to Cesar Chavez Day.

Article 16 – Labor Management Meetings

The University is proposing current contract language.

Article 17 – Leaves

The University may be proposing changes in order to ensure legal compliance. The actual proposal is forthcoming.

Article 18 – Management and Academic Rights

The University is proposing current contract language.

Article 19 – No Strikes

The University is proposing current contract language.

Article 20 – Non-Discrimination in Employment

The University is proposing current contract language, with potential updates regarding legal and policy compliance.

Article 21 – Parking and Transit

The University is proposing current contract language.

Article 22 – Posting

The University is proposing to delete all language with the exception of the enrollment report. The actual proposal is forthcoming.

Article 23 – Severability

The University is proposing current contract language.

Article 24 – Summer Session

The University's proposal will reflect other proposals contemplated which affect summer session.

Article 25 – Training and Orientation

The University is proposing current contract language.

Article 26 – Travel

The University is proposing current contract language.

Article 27 – Union Access and Rights

The University is proposing changes to Section D – Systemwide Bargaining and Section E – Access for Purposes of New ASE Orientation.

Article 28 – Union Security

The University is proposing current contract language, with potential updates regarding legal and policy compliance.

Article 29 – Wages

The University's proposal is forthcoming.

Article 30 – Waiver

University's Initial Proposals to UAW
Academic Student Employee Bargaining Unit
May 31, 2013

The University is proposing current contract language.

Article 31 – Workload

The University is proposing changes to clarify the process as well as possible changes to the expedited arbitration procedure. The actual proposal is forthcoming.

Article 32 – Workplace and Instructional Support

The University is proposing current contract language.

Article 33 – Duration

The University's proposal is forthcoming.

Appendices

The University is proposing that they be deleted, amended and updated accordingly.

The sunshine process shall begin no later than June 4, 2013 with posting of the proposals, followed by the first meeting on June 5, 2013 and the second meeting on June 19, 2013.

The University will provide demand explanation for all proposals following UAW's demand explanations of its May 1, 2013 proposals. Bargaining shall commence on June 27 and 28, 2013 at the UAW Office located at 2070 Allston Way, Suite 205 in Berkeley at 10:00 a.m.

Sincerely,



Nadine Baron Fishel
Chief Negotiator
University of California

Copy: Director Chester
Manager Steinhoff
UC Bargaining Team