



PRESIDENT
OFFICE OF THE VICE PRESIDENT
HUMAN RESOURCES

OFFICE OF THE
300 Lakeside Drive, 10th Floor
Oakland, CA 94612-3550

April 23, 2015

Neal Sweeney
President, UAW 5810
2030 Addison Street, Suite 640B
Berkeley, CA 94704

US Mail and Email

Re: UC's initial proposals to UAW for the Postdoctoral Scholar unit

Dear Mr. Sweeney:

In accordance with Article 35 – Duration, the University is notifying the UAW of its intent to negotiate a successor Agreement. The University plans to present proposals as outlined in this letter.

Article 1 – Recognition

The University is proposing minor modifications to delete obsolete language.

Article 2 – Appointments

The University is proposing changes to the language to clarify and refine the notification letter process, change the appointment criteria, terms of service, and codify the exception process.

Article 3 – Benefits

The University is proposing changes to the language to clarify and update the article as well as increase the postdoctoral scholars' share of benefits.

Article 4 – Compensation

The University is proposing changes to the current compensation system for the bargaining unit including salary caps, exclusions for Paid Directs, and to refine the language regarding anniversaries and re-appointment dates.

Article 5 – Discipline and Dismissal

The University is proposing current contract language.

Article 6 – Grievance and Arbitration

The University is proposing language to include electronic filing, exclusions for grievant(s) who've resigned, and to narrow the arbitrator's authority regarding certain subjects. The University is also proposing to separate the article into two distinct articles, one for Grievances and one for Arbitration. Additionally, the University is proposing language to hold separate arbitration hearing for arbitrability.

Article 7 – Health and Safety

The University is proposing additional language to further define postdoctoral scholars' obligations with respect to health and safety.

Article 8 –Holidays

The University is proposing current contract language.

Article 9 – Individual Development Plans and Progress Assessments

The University is proposing current contract language.

Article 10 – Labor Management Meetings

The University is proposing current contract language.

Article 11 – Layoff

The University is proposing to revise layoff language to broaden the reasons for layoffs.

Article 12 – Leaves of Absence

The University is proposing changes to ensure the article is in legal compliance and to clarify and refine the existing language.

Article 13 – Management and Academic Rights

The University is proposing language to strengthen management and academic rights.

Article 14 – No Strikes

The University is proposing current contract language.

Article 15 – Nondiscrimination

The University is proposing current contract language.

Article 16 – Parking and Transit

The University is proposing current contract language.

Article 17 – Personal Time Off

The University is proposing changes to the methodology used and the current amount of time and availability for use.

Article 18 – Personnel Files

The University is proposing language to ensure the article is in legal compliance.

Article 19 – Posting

The University is proposing current contract language.

Article 20 – Professional Development & Career Counseling

The University is proposing current contract language.

Article 21 – Severability

The University is proposing current contract language.

Article 22 – Sick Leave

The University is proposing an alternate method for accruing sick leave and to ensure all provisions are in legal compliance.

Article 23 – Successorship

The University is proposing current contract language.

Article 24 – Time and Effort Commitment

The University is proposing current contract language.

Article 25 – Titles and Classifications

The University is proposing to update obsolete language and to make changes to current provisions regarding movement out of the bargaining unit.

Article 26 – Training

The University is proposing current contract language.

Article 27 – Travel Reimbursement

The University is proposing current contract language.

Article 28 – Union Access and Rights

The University is proposing to further define restrictions to lab access.

Article 29 – Union Security

The University is proposing to modify and refine the language regarding processing and reporting data for union payroll deductions and to ensure a consistent administrative approach for the future when payroll functions are centralized under UC Path.

Article 30 – University Facilities and Services

The University is proposing current contract language.

Article 31 – Waiver

The University is proposing current contract language.

Article 32 – Work Authorization

The University is proposing current contract language.

Article 33 – Work Incurred Injury or Illness

The University is proposing current contract language.

Article 34 – Workspace and Materials

The University is proposing current contract language.

Article 35 – Duration

The University's proposal on duration of the agreement is forthcoming.

New Articles

*The University is proposing to add articles on **Probationary Periods** and on **Resignation/Job Abandonment**.*

Appendices

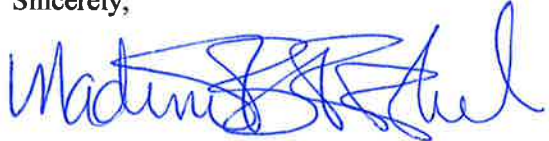
The University is proposing that they be deleted, amended and updated accordingly.

*University's Initial Proposals to UAW
Postdoctoral Scholars Bargaining Unit
April 23, 2015
Page 5 of 5*

The sunshine process shall begin no later than April 25, 2015 with posting of the proposals, followed by the first meeting on April 30, 2015 and the second meeting on May 14, 2015.

Bargaining shall commence on May 18, 2015 at UCLA Health System Human Resource Office located at the Wilshire Center, 10920 Wilshire Blvd. at 10:00 a.m.

Sincerely,



Nadine Baron Fishel
Chief Negotiator
University of California

Copy: UAW International Representative Banks
Director Chester
Manager Donnelly
UC Bargaining Team