



OFFICE OF THE ASSISTANT VICE CHANCELLOR- HUMAN RESOURCES
LABOR RELATIONS, 0921

9500 GILMAN DRIVE
LA JOLLA, CALIFORNIA 92093-0921

March 3, 2016

Robert Leonard
Representative/Organizer
9900 Flower Street
Bellflower, CA 90706

RE: UCSD Initial Bargaining Proposals – K6 Skilled Crafts unit

Dear Mr. Leonard:

This letter will serve as the University of California, San Diego's notice of initial proposals for bargaining with Teamsters Local 2010. Please be advised that the University of California, San Diego reserves the right to add, modify, and/or delete proposals identified herein, to add proposals from articles and appendices other than those contained herein, and to make proposals and/or counterproposals to any article opened by Teamsters Local 2010.

The University of California, San Diego's initial proposals, based on the expired SETC-U MOU, are listed below:

Article 1-Recognition

UCSD proposes CCL

Article 2-Out of Classification Assignment/Classification Review

UCSD proposes CCL

Article 3-Definitions

UCSD proposes CCL

Article 4-Management Rights

UCSD proposes CCL

Article 5-Nondiscrimination

UCSD proposes to update language, as needed, to ensure consistency with State and Federal laws and regulations.

Article 6-Probationary Period

UCSD proposes CCL

Article 7-Positions & Appointments

UCSD proposes CCL

Article 8-Hours of Work

UCSD proposes, per side letter agreement, standardizing workweek to Sunday to Saturday; changing notice of work schedule posting from ninety (90) to thirty (30) days in advance; clarification on clean up time.

Article 9-Overtime

UCSD proposes language clarifying election of OT and CTO.

Article 10-Performance Evaluation

UCSD proposes CCL

Article 11-Promotions/Transfers

UCSD proposes CCL

Article 12-Holidays

UCSD proposes language clarifying holiday compensation and alternate work schedule.

Article 13-Sick Leave

UCSD proposes changing proof of illness from 'may' to 'shall' when pattern of abuse is confirmed; per side letter agreement, propose standardizing the Leave Accrual from Table to Factor.

Article 14-Vacation

UCSD proposes, per side letter agreement, standardizing the Leave Accrual from Table to Factor.

Article 15-Military Leave

UCSD proposes to update language, as needed, to ensure consistency with State and Federal laws and regulations.

Article 16-Leaves of Absence

UCSD proposes to update language, as needed, to ensure consistency with State and Federal laws and regulations.

Article 17-Discipline and Dismissal

UCSD proposes deleting 'oral reprimand' from discipline.

Article 18-Layoff & Reduction in Time

UCSD proposes CCL

Article 19-Unit Work

UCSD proposes CCL

Article 20-subcontracting

UCSD proposes CCL

Article 21-Grievance Procedure

UCSD proposes procedural changes including electronic filing/responses and Step 1 responses.

Article 22-Arbitration Procedure

UCSD proposes clarifying language.

Article 23-Health and Safety

UCSD proposes clarifying language on employee duties.

Article 24-Joint Health Safety Committee

UCSD proposes CCL

Article 25-Protective Clothing

UCSD proposes adding language to include safety equipment/safety work shoes.

Article 26-Uniforms

UCSD proposes CCL

Article 27-Parking

UCSD proposes CCL

Article 28-Mileage Reimbursement

UCSD proposes CCL

Article 29-Medical Separation

UCSD proposes to update language, as needed, to ensure consistency with State and Federal laws and regulations.

Article 30-Work Incurred Injury or Illness

UCSD proposes to update language, as needed, to ensure consistency with State and Federal laws and regulations.

Article 31-Reasonable Accommodation/Rehabilitation

UCSD proposes to update language, as needed, to ensure consistency with State and Federal laws and regulations.

Article 32-Union Stewards

UCSD proposes adding language regarding request of Release Time.

Article 33-Labor Management Relations

UCSD proposes language to clarify scheduling, agenda, advance notice.

Article 34-Union Access and Rights

UCSD proposes 72 hours advance notice for paid release time (PRT) and union business leave (UBL); clarification of PRT and UBL.

Article 35-Dues Deductions-Union Security

UCSD proposes CCL

Article 36-Personnel Files

UCSD proposes CCL

Article 37-Training & Development

UCSD proposes CCL

Article 38-No Strike-No Lockout

UCSD proposes CCL

Article 39-Death Payments

UCSD proposes CCL

Article 40-Insurance & Retirement Benefits

UCSD proposes CCL

Article 41-Shift Differential

UCSD proposes CCL

Article 42-Apprenticeship Program & Addendum

UCSD proposes clarifying language on responsibilities and duties of Joint Committee; selection of candidates will be sole discretion of UCSD.

Article 43-Wages & Pay Differentials

UCSD's proposal is forthcoming.

Article 44 – Severability

UCSD proposes CCL

Article 45-Waiver

UCSD proposes CCL

Article 46-Duration

UCSD's proposal is forthcoming.

If you have any questions, feel free to contact me.

Sincerely,



Teresa P. Valladolid

Labor Relations Advocate/K6 Chief Negotiator

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