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May 31, 2016

**Via U.S. Mail & Electronic Mail**

Peter Chester, Director - Labor Relations  
University of California, Office of the President  
1111 Franklin St.  
Oakland, CA 94607  
[Peter.Chester@ucop.edu](mailto:Peter.Chester@ucop.edu)

**RE: FUPOA NEGOTIATIONS**

Dear Mr. Chester,

Pursuant to Article 31 of the Collective Bargaining Agreement ("Agreement") between the Federated University Police Officers Association ("FUPOA") and the University of California ("University"), FUPOA presents the enclosed list of initial proposals to commence bargaining for a successor Agreement. The current Agreement is set to expire on December 31, 2016. FUPOA reserves the right to add to, modify, and/or delete these proposals as well as introduce new proposals during the course of negotiations.

FUPOA is looking forward to working with your team and is hopeful that we will be able to agree upon a successor Agreement with the University well before the December 31, 2016 expiration date. It is our understanding that the University is required to have 2 "Sunshine" (public notice) meetings prior to bargaining. FUPOA requests that they be scheduled at the University's earliest convenience so that we may commence bargaining as soon as possible. We have set aside the following dates for bargaining, so please let us know at your earliest convenience which dates, if any, work for your team:

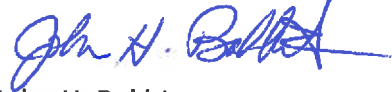
July 19, 2016  
July 21, 2016  
August 9, 2016  
August 10, 2016  
August 24, 2016  
August 25, 2016

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FUPOA Initial Proposals  
May 31, 2016  
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As always, please feel free to contact me at (909) 801-9395 or [JBakhit@Mastagni.com](mailto:JBakhit@Mastagni.com).  
Thank you.

Sincerely,

**MASTAGNI HOLSTEDT, APC**



John H. Bakhit  
Attorney at Law

Encl.: FUPOA Initial Proposals

Cc: FUPOA Board of Directors ([Board@fupoa.org](mailto:Board@fupoa.org))  
Anthony DiGrazia, Associate Director – Labor Relations, UCOP ([Anthony.DiGrazia@ucop.edu](mailto:Anthony.DiGrazia@ucop.edu))

## FUPOA INITIAL PROPOSALS\*

### Article 2: Access

- To propose changes in the amount of FUPOA Directors as well as to propose changes in the Association release time structure. To clean up the language in the article.

### Article 3: Payroll Deduction

- To clean up the language related to the amount of dues deductions as well as the Employee Training Cost Reimbursement language.

### Article 4: Nondiscrimination in Employment

- To clean up the language relating to the Acknowledgment and Waiver Form.

### Article 6: Grievance Procedure

- To propose an expedited process. To clean up the language in the article.

### Article 8: Discipline and Dismissal

- To propose an expedited process. To clean up the language in the article.

### Article 10: Performance Evaluation

- To propose one State-wide Performance Evaluation system. To clean up the language in the article.

### Article 11: Hours of Work

- To propose one standard work period. To propose shift bidding by seniority. To propose a State-wide compensatory time off system/program. To propose a State-wide overtime program. To clean up the language in the Article.

### Article 12: Transfer

- To propose a more streamlined system for employees to transfer between campuses.

### Article 13: Layoff

- To propose seniority be based upon sworn employment time and be the only determination for the order of layoff. To propose the eligibility for recall be the same regardless of employment time. To propose the elimination of subcontracting. To clean up the language in the article.

### Article 14: Resignation

- To clean up language in the article.

### Article 16: University Benefits

- To propose changes in employee and University rates of contribution. To clean up the language in the article.

### Article 17: Holidays

- To propose one State-wide holiday time/pay schedule. To propose holiday hours to count as time worked for those employees that are forced to take the holiday off. To clean up the language in the article.

#### Article 18: Vacation

- To propose a vacation leave scheduling process that is consistent with current practice. To clean up the language in the article.

#### Article 19: Sick Leave

- To propose adding language to make this article consistent with AB 1522. To clean up the language in the article.

#### Article 22: Leaves of Absence

- To clean up the language in the article.

#### Article 24: Development

- To propose additional discounts for employees and/or their families to attend University of California courses and programs.

#### Article 26: Uniforms

- To propose an increase in the uniform replacement allowance.

#### Article 28: Seniority

- To propose one State-wide procedure for using seniority.

#### Article 29: Wages

- To propose increases in wages.

#### Article 31: Duration

- To propose a multi-year agreement. To propose an increase in release time for preparation of proposals.

#### Article 32: Release time for Negotiations

- To propose language changing the release time and provisions for members to attend negotiations. To clean up the language in the article.

\* FUPOA reserves the right to add to, modify, and/or delete these proposals as well as introduce new proposals during the course of negotiations.