

UNIVERSITY OF CALIFORNIA

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OFFICE OF THE VICE PRESIDENT
HUMAN RESOURCES

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Ontario, CA 91764
Via e-mail: jbakhit@mastagni.com

SUBJECT University of California's Initial Proposals for 2016 Successor Bargaining – PA Unit

Dear Mr. Bakhit,

Please find below the University of California's initial proposals for a successor agreement in our upcoming negotiations.

Article 1 – Agreement

No Changes.

Article 2 – Access

University will be proposing changes to specify release time, as well as references to University information on websites. The University will also propose changes to release time for system-wide meetings.

Article 3 – Payroll Deduction

University will be proposing changes to definition of current rate and discuss Employee Training Cost Reimbursement.

Article 4 – Non-discrimination in Employment

University may be proposing changes to conform to current law and policy.

Article 5 – Management Rights

University may be proposing changes regarding policies and clarification of 5.C.

Article 6 – Grievance

University may propose changes to the informal level of grievance processing, as well as clarifying language on electronic filing.

Article 7 – Arbitration

University proposes adding e-mail address for UCOP.

Article 8 – Discipline and Dismissal

University proposes to clarify notice, what discipline is subject to notice, and what discipline is not subject to grievance/arbitration procedures. Additionally, delete outdated references.

Article 9 – Probationary period

No changes.

Article 10 – Performance Evaluation

University will propose language to provide more clarity timing and procedure of performance evaluations.

Article 11 – Hours of Work

University will propose changes to clarify OT Straight and OT premium. University will clarify language on use of CTO programs, and changes to on-call rates, court time and travel time.

Article 12 – Transfer

University will propose changes to timing of posting.

Article 13 Layoff

University will propose voluntary layoff concept.

Article 14 – Resignation

University will clarify and simplify the language regarding voluntary resignation.

Article 15 – Personnel File

University will propose to delete outdated reference to Proof of Service

Article 16 – University Benefits

University will maintain waivers on all benefits, and discuss pension changes. University will propose to direct questions regarding summary and detail of benefit plans to the University's on-line resources.

Article 17 – Holiday Banks

University will propose changes to the holiday bank for more flexibility in scheduling and payout.

Article 18 – Vacation

University will propose to delete outdated references to table accrual and to clarify vacation maximum language.

Article 19 – Sick Leave

University will propose to delete outdated references to table accrual

Article 20, 21, 22, and 23

University may propose changes to conform to current law and policy changes.

Article 24 - Development

No changes

Article 25 – Parking

No Changes

Article 26 – Uniforms

University may propose adding allowance or equivalent, at its discretion.

Article 27 – Travel Reimbursement

University may propose changes regarding travel reimbursement.

Article 28 - Seniority

University will propose simplifying definition of seniority for all purposes.

Article 29 - Wages

University will propose changes to Wage article.

Article 30 - Miscellaneous

Discuss existing practice, and propose modifications where needed.

Article 31 – Duration

University will propose changes.

Article 32 – Release time for Negotiations

University will propose to increase time to inform supervisor.

Article 33 – No Strikes

No change

Article 34 – Waiver

University will propose changes

Article 35 - Severability

No changes

Appendices

The University will propose changes to update the Appendices, as below:

Appendix D – update with local LR

Appendix C – deleted

Appendix E – update

Appendix G – have updated

The University reserves the right to bargain over additional topics throughout the negotiation process.

Sincerely,



Anthony DiGrazia

Associate Director, Labor Relations

Copy: Director Chester, UCOP
Manager Steinhoff, UCOP
UC Bargaining Team for PA Successor Agreement