



OFFICE OF THE PRESIDENT
OFFICE OF THE VICE PRESIDENT
HUMAN RESOURCES

300 Lakeside Drive, 10th Floor
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February 28, 2017
US Mail and Email

Liz Perlman
Executive Director
AFSCME 3299
2201 Broadway Avenue, Suite 315
Oakland, CA 94612

And

Seth Newton Patel
Lead Negotiator
AFSCME 3299
2201 Broadway Avenue, Suite 315
Oakland, CA 94612

Re: UC's initial proposals to AFSCME 3299 for the Service Unit

Dear Seth:

In accordance with Article 9 – Duration, the University is notifying the AFSCME 3299 of its intent to negotiate a successor Agreement. The University plans to present proposals consistent with the concepts outlined below.

Article 1 – Access and Union Rights

The University is proposing to discontinue printing contracts and to modify provisions for union business leaves including reimbursement for actual costs.

Article 2 – Agreement

The University is proposing current contract language.

Article 3 – Arbitration Procedure

The University is proposing current contract language.

Article 4A – University Health and Welfare Benefits

The University is proposing to continue to provide excellent health benefits on the same basis that they are provided to non-represented staff employees including the employee rates.

Article 4B – University Retirement and Savings Plans

The University is proposing to provide excellent retirement benefits on the same basis that they are provided to non-represented staff employees including the 2016 Choice Plan Tier approved by the Regents.

Article 5 – Contracting Out

The University is proposing to continue with the practices covered by the current contract language, which provide reasonable flexibility for the University to operate including the use of contracts with third parties.

Article 6 – Curtailment

The University is proposing current contract language.

Article 7 – Development

The University is proposing current contract language.

Article 8 – Discipline and Dismissal

The University is proposing current contract language.

Article 9 – Duration of Agreement

The University is proposing the successor agreement be in place for at least a four year duration.

Article 10 – Grievance Procedure

The University is proposing changes to clarify filing procedures and acknowledge electronic filing throughout the procedure.

Article 11 – Health and Safety

The University is proposing current contract language.

Article 12 – Holidays

The University is proposing current contract language.

Article 13 – Hours of Work

The University is proposing to modify the following provisions: using seniority to fill open shifts, overtime provisions and the elimination of double time.

Article 14 – Indemnification

The University is proposing current contract language.

Article 15 – Labor/Management Relations

The University is proposing current contract language.

Article 16 – Layoff and Reduction in Time

The University is proposing current contract language.

Article 17 – Leave of Absence

The University is proposing to update leaves provisions to bring them into compliance with current legal requirements and University practice.

Article 18 – Management Rights

The University is proposing current contract language.

Article 19 – Medical Separation

The University is proposing current contract language.

Article 20 – Moving Expenses

The University is proposing current contract language.

Article 21 – Multiple Appointments

The University is proposing current contract language.

Article 22 – No Strikes

The University is proposing current contract language.

Article 23 – Nondiscrimination in Employment

The University is proposing current contract language and any necessary modifications for legal requirements and/or University practice.

Article 24 – Out-of-Class Assignments

The University is proposing current contract language.

Article 25 – Parking

The University is proposing current contract language.

Article 26 – Past Practice Not Covered By Agreement

The University is proposing current contract language.

Article 27 – Payroll Deductions

The University is proposing current contract language.

Article 28 – Performance Evaluation

The University is proposing current contract language.

Article 29 – Personnel Files

The University is proposing current contract language.

Article 30 – Positions/Appointments

The University is proposing to increase the time period that triggers conversion eligibility and for placement of limited and per diem employees.

Article 31 – Probationary Period

The University is proposing current contract language.

Article 32 – Reasonable Accommodation

The University is proposing current contract language and any necessary modifications for legal requirements and/or University practice.

Article 33 – Release Time for Negotiations

The University is proposing current contract language.

Article 34 – Resignation and Job Abandonment

The University is proposing current contract language.

Article 35 – Seniority

The University is proposing minor modifications to the current contract language.

Article 36 – Severability

The University is proposing current contract language.

Article 37 – Shift Differential

The University is proposing current contract language.

Article 38 – Sick Leave

The University is proposing current contract language.

Article 39 – Staffing Committee

The University is proposing current contract language.

Article 40 – Transfer/Promotion/Reclassification

The University is proposing current contract language.

Article 41 – Travel Reimbursement

The University is proposing current contract language.

Article 42 – Uniforms

The University is proposing current contract language.

Article 43 – Vacation Leave

The University is proposing current contract language.

Article 44 – Wages

The University is proposing appropriate compensation for bargaining unit employees, which may include step increases and/or salary range adjustments and/or other compensation elements.

Article 45 – Waiver

The University is proposing current contract language.

Article 46 – Work-Incurred Injury or Illness

The University is proposing current contract language.

Article 47 – Work Rules

The University is proposing current contract language.

New Articles

The University is not proposing any new articles at this time, but reserves the right to add such articles during the course of bargaining with appropriate notice if a new subject matter.

Appendices

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

The University reserves the right to add, delete, and/or modify its proposals.

The sunshine process shall begin no later than March 1, 2017 with notice to the public and the posting of the proposals, followed by the first meeting on March 3, 2017 from 10:00 a.m. – noon at 300 Lakeside Drive, Oakland in room 1015. The second meeting shall occur on March 15, 2017 from 10:00 – noon in the same location.

Bargaining shall commence on March 21st. Details of the meeting location shall be sent separately.

Sincerely,



Nadine Baron Fishel
Chief Negotiator
University of California

Copy:

Vice President Duckett
Executive Director Chester
Manager Smith
UC Bargaining Team