

K7 ARTICLE	K7 PROPOSAL
Article 3 – Payroll Deductions	<ul style="list-style-type: none"> -Clarify and update authorization form, cancellation, dues, agency fee, and political program provisions -Add provisions allowing for retiree program
Article 4 – Access	<ul style="list-style-type: none"> -Improve access to new employees with UC-paid time for group and individual orientations -Remove language requiring Union reimbursement for Union business leave
Article 5 – Non-Discrimination in Employment	<ul style="list-style-type: none"> -Improve non-discrimination provisions
Article 6 – Grievance	<ul style="list-style-type: none"> -Improve grievance procedure provisions
Article 10 – Hiring	<ul style="list-style-type: none"> -Develop career ladder providing for automatic promotion from mechanic to specialist -Add hiring provision for service unit employees performing skilled crafts bargaining unit work -Achieve safe staffing levels by hiring a specified number of additional mechanics
Article 11 – Development	<ul style="list-style-type: none"> -Improve paid education and development leave provisions -UC shall make contributions to an AFSCME training fund -Employee tuition discount shall also apply to an employee's dependents -Application of tuition discount to extensions shall not be at the sole discretion of UC
Article 12 – Seniority	<ul style="list-style-type: none"> -Strengthen seniority rights
Article 14 – Limited Appointments	<ul style="list-style-type: none"> -Strengthen limited conversion language
Article 15 – Student Employees and Volunteers	<ul style="list-style-type: none"> -Revise article title to include Service Unit Employees -Add hiring provision for service unit employees performing skilled crafts bargaining unit work
Article 16 – Contracting Out	<ul style="list-style-type: none"> -No contracting out of existing or new skilled crafts work -Insource contracted out work within 60 days
Article 18 – Hours of Work	<ul style="list-style-type: none"> -Improve rights related to changes to work schedules -Pay employees for missed breaks and lunches -Add language regarding power plant shifts
Article 19 – Overtime	<ul style="list-style-type: none"> -Improve overtime and comp time provisions -Add double-time provision
Article 20 – Holidays	<ul style="list-style-type: none"> -Improve holiday pay language
Article 21 – Vacation	<ul style="list-style-type: none"> -Improve vacation leave provisions
Article 22 – Sick Leave	<ul style="list-style-type: none"> -Improve sick leave provisions
Article 26 – Leaves of Absence	<ul style="list-style-type: none"> -Update consistent with applicable laws -Improve parental and baby-bonding leave provisions
Article 30 – Layoff, Reduction in Time, Recall	<ul style="list-style-type: none"> -Add layoff protections and alternatives
Article 33 – Wages	<ul style="list-style-type: none"> -Annual across-the-board increases proposal to follow -Market equity increases proposal to follow -Proposal to increase shift differential rates to follow

Article 35 – Shift Differential	-Improve shift differential rates and language -Add weekend differential
Article 36 – University Benefits	-No 2016 Tier or other alterations to plan benefits or eligibility criteria -No employee contribution increases -Employee contributions shall decrease if UC continues to invest in high-fee funds -For any decrease in employer contributions, employee contributions shall simultaneously decrease by the same rate -Maintenance of retiree health care benefits, including: no premium, co-pay or co-insurance increases and no change to eligibility criteria
Article 37 – Parking	-There shall be no parking rate increases -Expand public transportation programs and subsidies
Article 39 – Protective Clothing	-Improve protective clothing provisions
Article 41 – Work Rules	-Increase notice required for changes to work rules -Add provision regarding changes to job descriptions
Article 42 – Health and Safety	-Employees shall have the right to refuse unsafe assignments - All provisions shall be subject to the grievance/arbitration procedures and not budget-dependent
Article 45 – No Strikes	-No Strikes proposal to follow
Article 50 – Duration of Agreement	-Contract duration proposal to follow
Side Letters & Appendices	-Incorporate and/or update as necessary