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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE PRESIDENT
OFFICE OF THE VICE PRESIDENT
HUMAN RESOURCES

300 Lakeside Drive, 10th Floor
Oakland, CA 94612-3550

August 31, 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 Patient Care Technical Unit

Dear Seth:

In accordance with Article 8 – Duration, the University hereby notifies AFSCME 3299 of its intent to negotiate a successor Agreement. The University shall present proposals consistent with the bargaining objectives outlined below.

Article 1 – Access

The University proposes to discontinue printing contracts and to modify provisions for new employee orientations in compliance with AB 119.

Article 2 – Agreement

The University proposes current contract language.

Article 3 – Arbitration Procedure

The University proposes current contract language.

Article 4A – University Health and Welfare Benefits

The University proposes 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 proposes 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 proposes 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 – Development

The University proposes current contract language.

Article 7 – Discipline and Dismissal

The University proposes current contract language.

Article 8 – Duration of Agreement

The University proposes a minimum of four years for the duration.

Article 9 – Grievance Procedure

The University proposes to clarify filing procedures and acknowledge electronic filing throughout the procedure.

Article 10 – Health and Safety

The University proposes current contract language.

Article 11 – Holidays

The University proposes current contract language.

Article 12 – Hours of Work

The University proposes to modify the criteria for filling open shifts, definitions and overtime provision in order to enhance managerial flexibility and to ensure that employees have the necessary skills to perform the assigned work.

Article 13 – Indemnification

The University proposes current contract language.

Article 14– Labor/Management Relations

The University proposes current contract language.

Article 15 – Layoff and Reduction in Time

The University proposes to add an emergency layoff provision.

Article 16 – Leave of Absence

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

Article 17 – Leaves of Absence for Union Business

The University proposes to change reimbursement formulas and the provisions including notice and approval for short term leaves.

Article 18 – Management Rights

The University proposes current contract language.

Article 19 – Medical Separation

The University proposes current contract language.

Article 20 – Moving Expenses

The University proposes current contract language.

Article 21 – Multiple Appointments

The University proposes current contract language.

Article 22 – Nondiscrimination in Employment

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

Article 23 –No Strikes

The University proposes current contract language.

Article 24 – Out-of-Class Assignments

The University proposes current contract language.

Article 25 – Parking

The University proposes current contract language including Appendix F.

Article 26 – Past Practice Not Covered By Agreement

The University proposes current contract language.

Article 27 – Payroll Deductions

The University proposes current contract language.

Article 28 – Performance Evaluation

The University proposes current contract language with minor changes.

Article 29 – Personnel Files

The University proposes current contract language.

Article 30 – Positions/Appointments

The University proposes language to omit per diem hours when covering for a career employee's leave and to increase the time of employment prior to conversion.

Article 31 – Probationary Period

The University proposes current contract language.

Article 32 – Reasonable Accommodation

The University proposes current contract language.

Article 33 – Release Time for Negotiations

The University proposes current contract language.

Article 34 – Resignation and Job Abandonment

The University proposes current contract language.

Article 35 – Seniority

The University proposes current contract language.

Article 36 – Severability

The University proposes current contract language.

Article 37 – Shift Differential

The University proposes current contract language.

Article 38 – Sick Leave

The University proposes current contract language.

Article 39 – Staffing Committee

The University proposes current contract language.

Article 40 – Transfer/Promotion/Reclassification

The University proposes current contract language.

Article 41 – Travel Reimbursement

The University proposes current contract language.

Article 42 – Uniforms

The University proposes current contract language.

Article 43 – Vacation Leave

The University proposes current contract language.

Article 44 – Wages

The University proposes to compensate employees appropriately reflecting factors such as market competitiveness, recruitment/retention and budgetary factors.

Article 45 – Waiver

The University proposes current contract language.

Article 46 – Work-Incurred Injury or Illness

The University proposes current contract language.

Article 47 – Work Rules

The University proposes 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 arises.

Appendices

The University proposes 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 September 1, 2017 with notice to the public and the posting of the proposals, followed by the first meeting on September 6, 2017 from 1:00 p.m. – 3:00 at 300 Lakeside Drive, Oakland in room 1015. The second meeting shall occur on September 18, 2017 from 10:00 – noon in the same location.

Bargaining shall commence on October 12th and 13th. 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