

# UNIVERSITY OF CALIFORNIA

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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE VICE PRESIDENT  
HUMAN RESOURCES

OFFICE OF THE PRESIDENT  
300 Lakeside Drive, 10<sup>th</sup> Floor  
Oakland, CA 94612-3550

February 1, 2018

Garrett Shishido Strain  
Bargaining Team Co-Chair

**VIA U.S. MAIL AND EMAIL**

and

Alli Carlisle  
Bargaining Team Co-Chair

UAW Local 2865  
2030 Addison Street, Suite 640A  
Berkeley, CA 94704

**Re: UC's initial proposals to UAW for the Academic Student Employee unit**

Dear Mr. Miller:

In accordance with Article 33 – Duration, the University is notifying the UAW of its intent to negotiate a successor Agreement. The University's proposals are attached unless otherwise noted below.

**Article 1 – Recognition**

*The University is proposing additions and deletions of titles to reflect bargaining unit work.*

**Article 2 – Appointment Notification**

*The University is proposing current contract language.*

**Article 3 – Appointment Security**

*The University is proposing current contract language.*

**Article 4 – Childcare**

*The University is proposing current contract language.*

**Article 5 – Classifications**

*The University is proposing current contract language.*

**Article 6 – Defined Contribution Plan**

*The University is proposing current contract language.*

**Article 7 – Definitions**

*The University is proposing current contract language.*

**Article 8 –Discipline and Dismissal**

*The University is proposing changes to the methods of issuance to include email.*

**Article 9 –Emergency Layoff**

*The University is proposing current contract language.*

**Article 10 –Employment Files(s) and Evaluations**

*The University is proposing current contract language.*

**Article 11 – Fee Remissions**

*The University is proposing current contract language for Article 11, but also proposing to delete Appendix E.*

**Article 12 – Grievance and Arbitration**

*The University is proposing changes to clarify and refine the grievance and arbitration procedures including but not limited to a mandatory step one, changes to step three, two separate hearings for bifurcation at the arbitration level, and two separate articles for grievance and arbitration.*

**Article 13 –Health and Safety**

*The University is proposing current contract language.*

**Article 14 – Health Benefits**

*The University is proposing current contract language.*

**Article 15 – Holidays**

*The University is proposing current contract language.*

**Article 16 – Labor Management Meetings**

*The University is proposing current contract language.*

**Article 17 – Leaves**

*The University may be proposing changes in order to ensure legal compliance and appropriate policy compliance.*

**Article 18 – Management and Academic Rights**

*The University is proposing current contract language.*

**Article 19 – No Strikes**

*The University is proposing current contract language.*

**Article 20 – Non-Discrimination in Employment**

*The University is proposing current contract language, with potential updates regarding legal and policy compliance.*

**Article 21 – Parking and Transit**

*The University is proposing to modify current contract language for clarification purposes.*

**Article 22 – Posting**

*The University is proposing to delete this article from the collective bargaining agreement.*

**Article 23 – Severability**

*The University is proposing current contract language.*

**Article 24 – Summer Session**

*The University's proposal will reflect other proposals contemplated which affect summer session.*

**Article 25 – Training and Orientation**

*The University is proposing current contract language.*

**Article 26 – Travel**

*The University is proposing current contract language.*

**Article 27 – Union Access and Rights**

*The University is proposing current contract language.*

**Article 28 – Union Security**

*The University is proposing current contract language, with potential updates regarding legal and policy compliance.*

**Article 29 – Wages**

*The University's proposal is forthcoming.*

University's Initial Proposals to UAW  
Academic Student Employee Bargaining Unit  
February 1, 2018

**Article 30 – Waiver**

*The University is proposing current contract language.*

**Article 31 – Workload**

*The University is proposing changes including but not limited to the deletion of the expedited arbitration process.*

**Article 32 – Workplace and Instructional Support**

*The University is proposing current contract language.*

**Article 33 – Duration**

*The University's proposal is forthcoming.*

**Appendices**

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

The University reserves the right to submit proposals on additional bargaining topics not specifically listed and to modify, add to or delete any proposal.

The sunshine process shall begin no later than February 2, 2018 with posting of the proposals, followed by the first meeting on February 8, 2018 from 9:00 a.m. – 11:00 a.m. and the second meeting on February 20, 2018 from 9:00 a.m. – 11:00 a.m. Both sunshine meetings will be held at the University's offices located at 300 Lakeside Drive, Oakland, CA.

The University will provide demand explanation for all proposals following UAW's demand explanations of its proposals at the initial bargaining session. Bargaining shall commence on February 27 and 28, 2018 at the UAW Office located at 2030 Addison Street, Suite 640A in Berkeley at 10:00 a.m.

Sincerely,



Nadine Baron Fishel  
Chief Negotiator  
University of California

Copy: Executive Director Chester  
Manager Steinhoff  
UAW International Representative Mike Miller  
UAW Alternate Bargaining Co-Chair Meg Uden  
UAW Statewide Field Organizing Coordinator, Shane Brinton  
UC Bargaining Team