



OFFICE OF THE VICE PRESIDENT
HUMAN RESOURCES

OFFICE OF THE PRESIDENT
300 Lakeside Drive, 10th floor
Oakland, CA 94612-3550

March 29, 2018

Mr. Axel Borg
Chief Negotiator – UC-AFT
308 Bridge Place
West Sacramento, CA
95691

Re: University of California 2018 Successor Proposals

Dear Axel:

I am pleased to provide you with the University's 2018 initial Successor Proposals. Per agreement by the parties, the University's initial proposals (identified in attached chart) are presented in a conceptual format rather than express contract language. Presenting them in this conceptual format reflects our expectation that the University and the UC-AFT will engage with one another collaboratively and respectfully and ultimately succeed in producing a successor contract that addresses our mutual concerns and interests.

Sincerely,

A handwritten signature in blue ink that reads "Anthony R. DiGrazia".

Anthony DiGrazia
Associate Director – Labor Relations

cc: Vice President Duckett
Executive Director Chester
Director Lee

| Article | Changes | Rationale |
|--|--|---|
| Article 2 – Nondiscrimination | Various updates to bring into compliance with State and Federal Laws and UC Policy/Practice | Update. |
| Article 5 – Personnel Review Action Procedure | <p>Explore clarification of language that would provide management with added flexibility related to personnel action recommendations following the review process.</p> <p>Explore language that may more accurately reflect local procedures.</p> | <p>Additional considerations are sometimes necessary regarding individuals overall performance – not withstanding a positive academic review and recommendation.</p> <p>Create language that is consistent with local procedures.</p> |
| Article 13 – Salary | Proposed terms and conditions pertaining to Librarian compensation which reflect the University’s need and ability to recruit, retain and motivate qualified professional librarian staff. | Continued flexibility with respect to librarian salary structure which both meets the demands of the professional workforce as well as the University’s budgetary circumstances. |
| Article 19 – Leaves of Absence | Various updates to bring into compliance with State and Federal Laws and UC Policy/Practice | Update. |
| Article 23 – Corrective Action and Dismissal | Explore clarification regarding the definition of corrective action, specifically as it pertains to Letters of Expectation or Counseling Memos. | Continued flexibility with respect to managements rights to reiterate common expectations of behavior outside of the performance management process. |
| Article 29 – Waiver | Explore updating current contract language. | Modifications to provide more specificity with regard to which non-contractual UC policies and procedures are applicable to librarians. |
| Article 33 – Duration of Agreement | <p>Multi-Year Agreement</p> <p>Various changes to more accurately reflect successor negotiations procedures.</p> | <p>Promotes harmonious labor relations by avoiding the potential conflict that may result from negotiations.</p> <p>To more accurately reflect past practice and provide clarity.</p> |
| Appendix D – Family and Medical Leave and Pregnancy Disability/Childbearing Leaves | Various updates to bring into compliance with State and Federal Laws and UC Policy/Practice | Update. |