



Employee and Labor Relations
Human Resources
1160 University Ave.
Riverside, CA 92521

Proof of Service by US Mail and E-mail

August 24, 2018

Mark Fragoso, Local 501 Business Representative
International Union of Operating Engineers, Local 501
2405 West 3rd Street
Los Angeles, CA 90057

Re: Successor Bargaining – University’s Initial Bargaining Proposals

Dear Mark:

This letter will serve as the University of California Riverside’s notice of articles that we intend to open for successor bargaining with IUOE Local 501. The University of California intends to make proposals in the following:

Article 1. Recognition

University will propose updated dates in this section.

Article 2. Duration of Agreement

University will propose a new agreement with the same duration as the prior agreement.

Article 4. Nondiscrimination in Employment

University will propose changes to ensure compliance with current law and to update the terminology used in order to be consistent with current University practice.

Article 6. Positions/Appointments

University will propose changes to update the article to reflect campus organizational restructuring and the operational realities related to the organizational change.

Article 7. Hours of Work

University will propose changes to update the article to reflect campus organizational restructuring and the operational realities related to the organizational change.

Article 8. Overtime

University will propose language to clarify changes related to implementation of new personnel/payroll system.

Article 9. Performance Management

University will propose changes to clarify and update the performance management timing, terminology and methodology used.

Article 10. Promotions, Transfers

University will propose changes to update the article to reflect campus organizational restructuring, the operational realities related to the organizational change and campus terminology and methodology used.

Article 13. Sick Leave

University will propose changes to ensure compliance with current law and to update the terminology used in order to be consistent with current University practice.

Article 17. Leaves of Absence

University will be proposing changes to ensure compliance with current law and to update the terminology used in order to be consistent with current University practice.

Article 24. Grievances

University will propose changes to update mailing information, the terminology used in current University policy and practice, and to update grievance procedures.

Article 25. Arbitration Procedure

University will propose changes to update mailing information, the terminology used in current University policy and practice, and to update arbitration procedures.

Article 32. Medical Separation

University will be proposing changes to ensure compliance with current law and to update the terminology used in order to be consistent with current University practice.

Article 33. Reasonable Accommodation

University will propose changes to ensure compliance with current law and to update the terminology used in order to be consistent with current University practice.

Article 40. Release Time For Meet And Confer

University will propose changes to ensure clear communication and facilitate the scheduling of meet and confer sessions.

Article 42. Dues Deductions

University will propose changes to ensure compliance with law.

Appendix D: HDRS On-Call Procedures

University will propose changes to eliminate redundancies with other proposed contract changes and reflect current University operational realities and practices.

Side Letter: Article 48, Wages

University will propose changes to eliminate redundancies within other proposed contract changes, and to remain consistent with current University terminology and practices.

Please be advised that the University of California Riverside reserves the right to add, modify and/or delete proposals identified herein, to add proposals from articles and appendices other than those contained herein, and to make proposals and/or counter proposals to any article opened by IUOE Local 501.

Sincerely,

S. Alex Nájera
Director, Employee and Labor Relations