



OFFICE OF THE VICE PRESIDENT
HUMAN RESOURCES

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

December 14, 2018

Mr. Tim Jenkins
Chief Negotiator – UAPD

Re: University of California 2019 Successor Proposals

Dear Tim:

I am pleased to provide you with the University's 2019 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 UAPD 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 DiGrazia".

Anthony DiGrazia
Associate Director – Labor Relations

cc: Vice President Duckett
Executive Director Chester

Article	Changes	Rationale
TBD – Outside Employment	Provide that outside employment shall not conflict with performance of UC duties	Explore ideas that may better accommodate operational needs with regard to regular work assignments, appointments and furlough
Article 3 – Nondiscrimination in Employment	Various updates to bring into compliance with State and Federal Laws and UC Policy/Practice	Update
Article 4 – Positions and Appointments	The University can increase/decrease partial year-career appointments.	Based on operational necessity, the University may increase/decrease partial year career appointments
Article 18 – Hours of Work	The University can increase/decrease partial year-career appointments.	Based on operational necessity, the University may increase/decrease partial year career appointments
Article 19 – Compensation	Propose terms and conditions pertaining to Student Health Center Physician’s compensation, which reflect the University’s need and ability to recruit and retain qualified physicians.	Continued flexibility with respect to doctor’s salary structure, which both meets the demands of the professional workforce as well as the University’s budgetary circumstances.
Article 23 – Holidays	Provide for prorated holiday pay for part-time employees	Consistent with UC system-wide agreements.
Article 28 - Subcontracting	Clarify UC’s ability to subcontract.	Maintain UC’s ability to service students and staff.
Article 36 – UAPD Rights	Update to reflect AB 119 requirements	Update.
Article 38 – Payroll Deductions	Update to reflect Janus decision and fees/dues changes.	Update.
Appendix 1 – Membership Form	Review/remove from contract.	Review in light of recent legislation (SB 866)
Appendix 3 – Designated Student Health Center Meeting Rooms	Update	Update
Appendix 4 – Designated Student Health Care Bulletin Boards	Update	Update
Appendix 5 – Enumeration of Benefits	Update/Delete	Provide a web link that will contain all pertinent information and update annually.
Appendix 6 – Retiree Health	Update/Delete	Provide a web link that will contain all pertinent information and update annually.
Appendix 7 – Health Insurance Premiums	Update/Delete	Provide a web link that will contain all pertinent information and update annually.
Appendix 8 – Parking Rates	Update	Update
Side Letter – UC Santa Cruz Per Diem Salary Increases	Review/Delete	Review/Delete
Side Letter – Berkeley Transition to Factor Accrual	Review/Delete	Review/Delete