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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE EXECUTIVE DIRECTOR —
LABOR RELATIONS

OFFICE OF THE PRESIDENT
300 Lakeside Drive, Suite 1045
Oakland, California 94612-3550

April 1, 2019

Mia McIver
President
UC-AFT

Via Email

Re: UC's initial proposals to UC-AFT for the Non-Senate Instructional bargaining unit

Dear Mia:

In accordance with Article 40 – Duration, the University is notifying the UC-AFT of its intent to negotiate a successor Agreement. The University's initial positions for proposals are as follows:

Article 1 – Recognition

The University is proposing to clarify language in Section G and to add UCSD Preuss Charter School titles to the article.

Article 2 – Academic Freedom

The University is proposing current contract language.

Article 3 – Academic Responsibility

The University is proposing current contract language and additions to ensure conformance with APM 015.

Article 4 – Non-Discrimination in Employment

The University is proposing language to reflect the Sexual Violence Sexual Harassment Policy.

Article 5 – Description of Unit Titles

The University is proposing to add the descriptions for the UCSD Preuss Charter School positions including interim and substitute titles.

Article 6 – Academic Year Appointments

The University is proposing to provide deletion of the first year appointment language in order to clarify benefits for late hires.

Article 7A – NSF Appointments

The University is proposing to eliminate the quarter campus transfer credits and to modify the 6% salary increase scale. Additional language changes regarding review process including but not limited to the University's discretionary decision to enter into the review and reappointment processes.

Article 7B – Process for Initial Continuing Appointments

The University is proposing current contract language.

Article 7C – Continuing Appointments

The University is proposing to clarify temporary augmentation and make administrative corrections in the language.

Article 8 –Instructional Support

The University is proposing changes to include emergency and/or late hires.

Article 9 –Professional Concerns

The University is proposing to clarify the current provisions including to modify the language regarding professional development funds.

Article 10 –Personnel Files

The University is proposing current contract language.

Article 11 – Benefits

The University is proposing current contract language.

Article 12 – Leaves

The University is proposing changes to remove ASMD provision, to clarify quarter count language and to ensure legal compliance is met.

Article 13 –Travel

The University is proposing current contract language.

Article 14 – Holidays

The University is proposing current contract language.

Article 15 – Moving Expenses

The University is proposing current contract language.

Article 16 – Medical Separation

The University is proposing current contract language.

Article 17 – Layoff

The University is proposing to eliminate the one year layoff notice and to change provisions with respect to low enrollments.

Article 18 – Resignation

The University is proposing current contract language.

Article 19 – Reassignment

The University is proposing current contract language.

Article 20 – Reasonable Accommodation

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

Article 21 – Compensation

The University's proposal shall be forthcoming.

Article 22 – Merit Review Process

The University's proposal shall be forthcoming.

Article 23 – Summer Session

The University is proposing current contract language.

Article 24 – Instructional Workload

The University's proposal will modify grievance process, the arbitrator's authority addressing workload violations, allow for changes with regard to supervising law school students, and modify the language acquisition workloads, primarily at the semester campuses.

Article 25 – Union Rights

The University is proposing to modify the new employee orientation section to provide for on-line orientation and union cost sharing for campus programs.

Article 26 – Release Time

The University is proposing current contract language.

*University's Initial Proposals to UC-AFT
Non-Senate Instructional Bargaining Unit
April 1, 2019*

Article 27 – Payroll Deductions

The University is proposing current contract language, as the parties have recently reached agreement on revised language to reflect new procedures after the Janus Decision and Senate Bill 866.

Article 28 – Management Rights

The University is proposing current contract language.

Article 29 – Academic Calendars

The University is proposing current contract language.

Article 30 – Discipline and Dismissal

The University is proposing current contract language.

Article 31 – Pre Six Mentoring Meeting

The University is proposing changes to modify and clarify pre-six mentoring.

Article 32 – Grievance Procedure

Update language to provide for electronic grievance filing and appeals (to appeal a grievance).

Article 33 – Arbitration

Update language to provide for electronic appeal to arbitration (to appeal a grievance).

Article 34 – Immigration Reform and Control Act

The University is proposing current contract language.

Article 35 – No Strikes

The University is proposing current contract language.

Article 36 – Past Practice Not Covered by Agreement

The University is proposing current contract language.

Article 37 – Waiver

The University is proposing to add and/or to delete certain references to the Academic Personnel Manual.

Article 38 – Severability

The University is proposing current contract language.

*University's Initial Proposals to UC-AFT
Non-Senate Instructional Bargaining Unit
April 1, 2019*

Article 39 – Successors

The University is proposing current contract language.

Article 40 – Duration

The University is proposing a five year contract.

Article 41 – Parking

The University is proposing current contract language.

Article 42 – On-Line Instruction

The University is proposing current contract language.

Appendices and Side Letters

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 April 2, 2019 with posting of the proposals, followed by the first meeting on April 3, 2019 from 10:00 a.m. – 12:00 p.m. and the second meeting on April 16, 2019 from 10:00 a.m. – 12:00 p.m. Both sunshine meetings will be held at the Office of the President's offices located at 300 Lakeside Drive, Oakland, CA.

The University will provide demand explanation for all proposals following UC-AFT's demand explanations of its proposals at the initial bargaining session. Bargaining shall commence on April 17, 2019 at the Davis Campus 126 Voorhies Hall at 10:00 a.m.

Sincerely,



Nadine Baron Fishel
Chief Negotiator
University of California

Copy: Peter Chester
Patty Donnelly
Amy Lee
UC Bargaining Team