



University of California, Merced
5200 N. Lake Road
Merced, CA 95343

May 22, 2019

Tanya Akel
Teamsters Local 2010
9900 Flower Street
Bellflower, CA 90706

Re: Initial proposals to Teamsters Local 2010 for the Skilled Trades (KM) unit

Dear Tanya:

This letter will serve as the University of California, Merced's notice of articles that we intend to open for successor bargaining with Teamsters Local 2010.

The University of California intends to make proposals in the following:

Article 1- Recognition

Revise language to reflect current exclusive representative

Article 2 – Classifications and Reclassifications

Modify process for classification review

Article 3 – Definitions

Revise definitions

Article 4 – Nondiscrimination in Employment

Revise language to be in compliance with current law and University policy

Article 5 – Positions and Appointments

Revise language regarding limited appointments

Article 6 – Probationary Period

Revise language regarding limited employees

Article 7 – Performance Evaluation

Modify language regarding counseling employees

Article 8 – Personnel Files

Revise process for correcting file

Article 10 – Training and Development
Revise language regarding required training

Article 11 – Promotion and Transfer
Revise definitions section of article

Article 12 – Hours of Work
Revise provisions in article regarding hours of work

Article 13 – Uniforms, Tools and Equipment
Revise language regarding tools and uniforms

Article 14 – Overtime
Revisions to article regarding compensatory time off

Article 17 – Vacation
Revise language regarding scheduling of vacation

Article 18 – Sick Leave
Add language regarding sick leave pay and sick leave verification

Article 19 – Work-Incurred Injury or Illness
Revise language regarding pre-designation of personal physician

Article 21 – Reasonable Accommodation
Current contract language and any necessary modifications for legal requirements and/or university practice

Article 22 – Leaves of Absence
Update leaves provisions to bring them into compliance with current legal requirements and University practice

Article 24 – Military Leave
Update leaves provisions to bring them into compliance with current legal requirements and University practice

Article 25 – Discipline and Dismissal
Remove language regarding grievance procedure and modify language regarding oral warnings

Article 27 – Arbitration Procedure
Revisions to arbitration procedure

Article 28 – Layoff and Reduction in Time
Remove language regarding Merced 2020 project

Article 32 – Parking
Revise language regarding parking fee increases

Article 35 – Dues Deductions
Revise article to bring in compliance with current laws

Article 44 – Wages

The University is proposing appropriate compensation for bargaining unit employees, which may include step increases and/or salary range adjustments and/or other compensation elements

Article 45 – Duration

Revisions regarding duration of agreement

Appendices

The University is proposing they be deleted, amended and/or updated accordingly

The University reserves the right to add, delete, and/or modify its proposals.

If you have any questions, please feel free to contact me.

Thank you,

A handwritten signature in black ink, appearing to read "Paul Garza". The signature is fluid and cursive, with a large initial "P" and a long, sweeping tail.

Paul Garza
Employee & Labor Relations Manager

c: Jonathan Lampman