



HUMAN RESOURCES

UNIVERSITY OF CALIFORNIA, MERCED
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August 30, 2022

Delivered via Email

Jose Fuentes
Teamsters Local 2010
9900 Blower Street
Bellflower, CA 90706
jfuentes@teamsters2010.org

Re: Initial Proposals to Teamsters Local 2010 for the Skilled Trades (KM) Unit

Dear Jose:

In accordance with Article 45 - Duration, of the collective bargaining agreement between the University of California, Merced ("University") and Teamsters Local 2010, KM Unit ("Teamsters"), the University is notifying Teamsters of its intent to negotiate a successor Agreement. University proposals are as follows:

Article 1- Recognition:

Revise language to update effective date and add Fire Security Systems Technician job title.

Article 2 – Classifications and Reclassifications

No change to current contract language.

Article 3 – Definitions

Revise Definitions, including seniority.

Article 4 – Nondiscrimination in Employment

Current contract language and any necessary modifications for legal requirements and/or University practice.

Article 5 – Positions and Appointments

No change to current contract language.

Article 6 – Probationary Period

Add language regarding probationary period extension.

Article 7 – Performance Evaluation

No change to current contract language.

Article 8 – Personnel Files

No change to current contract language.

Article 9 – Apprenticeships

Remove timeline for development of apprentice standards.

Article 10 – Training and Development

No change to current contract language.

Article 11 – Promotion and Transfer

No changes to current contract language

Article 12 – Hours of Work

Revise language regarding meal periods, work schedules/shift hours, call-back, and on-call.

Article 13 -Uniforms, Tools and Equipment

No change to current contract language.

Article 14 –Overtime

Revisions to article regarding compensatory time off and distribution of overtime.

Article 16

Revise and add holidays

Article 17 - Vacation

Revise language regarding vacation accrual.

Article 18 –Sick Leave

The University will make a proposal consistent with practices across the UC system.

Article 19 – Work-incurred Injury or Illness

No change to current contract language.

Article 20 –Medical Separation

Current contract language and any necessary modifications for legal requirements and/or University practice.

Article 21 –Reasonable Accommodation

Current contract language and any necessary modifications for legal requirements and/or university practice.

Article 22 –Leaves of Absence

Current contract language and any necessary modifications for legal requirements and/or university practice.

Article 23 –Resignation & Job Abandonment

Revise language regarding final pay.

Article 24 –Military Leave

Current contract language and any necessary modifications for legal requirements and/or University practice.

Article 25 – Discipline and Dismissal

No change to current contract language.

Article 27 –Arbitration Procedure

Revise and add language.

Article 28 – Layoff and Reduction in Time

No change to current contract language.

Article 29 – Joint Health and Safety Committee

No change to current contract language.

Article 30 – Health and Safety

Revise language regarding payments for safety shoes.

Article 31 – Miscellaneous Provisions

No change to current contract language.

Article 32 –Parking

Add and revise language regarding parking fee increases.

Article 33 –Insurance and Retirement Benefits

The University will make a proposal consistent with practices across the UC system.

Article 34 – Death Payments

No change to current contract language.

Article 35 –Dues Deductions

The University will propose modifications to ensure consistency across the UC system.

Article 36 – Labor Management Relations

No change to current contract language.

Article 37 – Bargaining Unit Work

No change to current contract language.

Article 38 – Sub-contracting

No change to current contract language.

Article 39 – Union Rights

No change to current contract language.

Article 40 – Management Rights

No change to current contract language.

Article 41 – No Strike/No Lockout

No change to current contract language.

Article 42 – Waiver

No change to current contract language.

Article 43 – Severability

No change to current contract language.

Article 44 – Wages

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

Article 45 – Duration

The University will make a new proposal for a new term for the Agreement.

Appendices

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

The University reserves the right to submit proposals on additional bargaining topics not specifically listed and to modify, add or delete its proposals.

Sincerely,



Margaret Franklin
Interim Employee and Labor Relations Manager

C: Jonathan Lampman