

May 1, 2023

VIA ELECTRONIC MAIL

Patricia Hardaway  
Associate Vice Chancellor / Chief Human Resources Officer  
phardawa@ucsc.edu

Re: Opening K7 Negotiations

Dear Ms. Hardaway:

This will serve as notice of AFSCME Local 3299's intent to open negotiations on a K7-Skilled Crafts successor agreement. AFSCME's initial proposals regarding the articles we intend to open are attached. AFSCME reserves the right to modify or delete any proposal, as well as to add additional proposals.

Sincerely,



Rebecca Gilpas  
Interim Lead Organizer  
AFSCME Local 3299

cc: K7 Bargaining Team AFSCME 3299  
Seth Newton Patel AFSCME 3299  
Liz Perlman AFSCME 3299  
Kathryn Lybarger AFSCME 3299  
Cynthia Larive UCSC  
Edward Reiskin UCSC  
Corinne Lopez-Allen UCSC

Encl.

<b>K7 ARTICLE</b>	<b>K7 PROPOSAL</b>
Article 4 – Contracting Out	-Improve protections against contracting out of skilled crafts work
Article 6 – Development	-Improve paid education and development leave provisions and funding -Develop skilled crafts apprentice program for service unit employees
Article 8 – Duration	-Contract duration proposal to follow
Article 10 – Health & Safety	-Improve protective clothing provisions
Article 11 – Hiring	-Develop career ladder and step structure providing for automatic promotion from mechanic to specialist -Improve promotion rights -Achieve safe staffing levels for larger campus by hiring additional mechanics -Give apprentice program participants priority in hiring
Article 12 – Holidays	-Add paid holiday of Juneteenth
Article 13 – Hours of Work	-Improve rights related to changes to work schedules -Pay employees for missed breaks and lunches
Article 16 – Layoff & RIT	-Add layoff protections and alternatives
Article 17 – Leaves of Absence	-Incorporate 100% paid parental and baby-bonding leave into agreement -Allow employees to use sick leave for parental and baby-bonding leave -Update provisions consistent with applicable laws
Article 25 – Overtime	-Improve overtime and comp time provisions
Article 26 – Parking	-There shall be no parking rate increases -Carpool parking permits shall be free -Expand public transportation programs and subsidies
Article 37 – Shift Differential	-Improve shift differential rates and language -Add weekend differential
Article 38 – Sick Leave	-Improve sick leave provisions
Article 41 – University Benefits	-Maintenance of pension benefits, including: no employee contribution increases and no alternations to benefits or eligibility criteria -Maintenance of employee and retiree health care benefits, including: no premium, co-pay or co-insurance increases
Article 42 – Vacation	-Improve vacation leave provisions
Article 43 – Wages	-Substantial annual across-the-board increases -Market equity increases -Create step structure with annual step increases -Develop career ladder and step structure providing for automatic promotion from mechanic to specialist -Increase shift differentials
Side Letters & Appendices	-Incorporate and/or update as necessary