<table>
<thead>
<tr>
<th>SX ARTICLE</th>
<th>SX PROPOSAL</th>
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| Article XX - Affordable Housing | - Provide employees with housing assistance funds (for rent or utility assistance; health, building code, and climate-related upgrades; and assistance to avoid eviction)  
- Provide employees with a down payment assistance fund  
- Provide employees with low-interest home loans similar to those provided to executives, with terms that remove barriers to employee home ownership  
- Divest UCRP from Blackstone and other housing corporations failing to commit to responsible landlord standards of: freezing of rental rates, no ‘no fault’ evictions, and safe and health properties  
- Invest the billions currently in Blackstone in truly affordable, social housing for students, workers, and community, including housing on UC land  
- Commit UC to responsible landlord standards of: freezing of rental rates, no ‘no fault’ evictions, and safe and health properties |
| Article 1 - Access and Union Rights | - Strengthen rights related to Union business leave  
- Strengthen rights related to New Employee Orientations  
- Strengthen rights related to Union access |
| Article 2 - Agreement | - The University shall not undermine the bargaining unit by compensating any student employees less than the Service Unit minimum wage (beginning at $25 per hour)  
- Expand reclass definition to include "replacing a substantial portion of a unit position" and replacement with a machine or AI technology  
- Update agreement date |
| Article 3 - Arbitration Procedure | - Remove unilateral right to a separate arbitrability hearing |
| Article 4a - University Health & Welfare Benefits | - Maintenance/protection of all health care benefits, including: no premium, co-pay or co-insurance increases  
- Increase life insurance benefit |
| Article 7 - Development | - Improve paid education and development leave provisions  
- Provide reimbursement for licensure/certification costs  
- UC extension language courses shall be free of cost  
- UC shall make contributions to a joint training fund to recruit, develop, and retain employees, achieve safe staffing levels, and fill vacancies  
- Expand career ladders across UC system  
- Employee tuition discount shall also apply to an employee's dependents |
<p>| Article 8 - Discipline &amp; Dismissal | - Strengthen rights related to discipline and dismissal |</p>
<table>
<thead>
<tr>
<th>Article 9 - Duration</th>
<th>- Update duration for a new, multi-year agreement</th>
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<tr>
<td>Article 10 - Grievance Procedure</td>
<td>- Strengthen grievance rights</td>
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| Article 11 - Health & Safety | - Employees not completing scheduled shifts due to unhealthy air quality, excessive heat, flooding or other climate-based health hazards shall be in a without loss of straight-time pay status  
- Add funeral benefit for employees who have died while still employed  
- Provide greater shoe/boot reimbursement |
| Article 12 - Holidays | - Add Juneteenth holiday  
- Add 2 additional floating holidays  
- Add MLK Day, Cesar Chavez Day, and Dec. 24th to list of holidays for which employees receive time-and-a-half  
- Provide holiday pay for all hours of regular shifts |
| Article 13 - Hours of Work | - Strengthen notice requirements for schedule changes  
- Eliminate variable shifts and variable work locations  
- Strengthen seniority language  
- Strengthen right to breaks and right to pay for missed breaks  
- Strengthen right to comp time  
- Premium pay shall be earned based on time on pay status  
- Overtime shall not be mandatory  
- Provide extra shift bonuses  
- Strengthen remote work provisions |
| Article 16 - Layoff and Reduction in Time | - As an alternative to layoff, UC must offer another career position for which the targeted employee is, or can become qualified, to perform  
- UC must make every effort to arrange and offer redeployment to furloughed employees  
- A laid off employee has the right to both recall rights and severance |
| Article 17 - Leaves of Absence | - Update consistent with new laws and benefits  
- Incorporate paid family care and bonding benefit |
| Article 23 - Nondiscrimination in Employment | - Strengthen non-discrimination rights |
| Article 24 - Out of Classification Assignments | - Strengthen out-of-class pay provisions |
| Article 25 - Parking | - Decrease employee parking rates  
|                     | - Employee parking shall not be restricted due to events  
|                     | - Expand shuttle and on-demand transportation services from off-site parking  
|                     | - Provide free public transportation to and from the University  |
| Article 28 - Performance Evaluation | - Employees shall have the ability to evaluate their managers/supervisor  |
| Article 30 - Positions/Appointments | - Achieve safe staffing levels by filling vacancies and hiring additional career employees  
|                                   | - Strengthen recruitment and hiring efforts by making positions more attractive, providing referral bonuses, expanding outreach and hiring efforts for underrepresented communities, and streamlining hiring and onboarding  
|                                   | - Eliminate any English proficiency requirements from titles not requiring proficiency  
|                                   | - UC must make every effort to arrange and offer redeployment to furloughed and partial-year employees  
|                                   | - Ensure that appointment percentages are not less than hours of regular schedules  
|                                   | - Strengthen limited and per diem conversion rights  
|                                   | - Restrict unilateral changes to job descriptions, scopes of practice, and the unilateral creation of hybrid positions  |
| Article 38 - Sick Leave | - Reasonable use of sick leave shall not count against employees, or be considered occurrences under attendance policies  
|                          | - Provide additional supplemental paid sick leave  
|                          | - Employees shall have the right to use any sick leave for baby bonding  
|                          | - Paid bereavement leave shall not be deducted from sick leave banks  |
| Article 40 - Transfer/Promotion/Reclassification | - Strengthen seniority rights for transfer and promotion  |
| Article 43 - Vacation Leave | - Increase vacation leave accrual rates  
|                            | - Strengthen right to use vacation leave  
|                            | - Clarify that the University may not deny vacation due based on the purpose of the leave or because leave was unplanned |
| Article 44 - Wages | - Provide an immediate market/inflation adjustment to make up for the increase in cost of living, and set a new minimum wage ($25/5%)
- Provide big annual across-the-board increases
- Provide annual, guaranteed step increases
- Provide additional longevity steps for employees at the top step
- Ensure that higher titles in series’ and career pathways have higher step structures
- Provide increases to address regional, job title, and market pay inequities
- Increase shift and weekend differentials
- Provide specialty/certification differentials |
| Appendices and Side Letters | - Update consistent with the above proposals
- Add new side letters reached during the term of the previous agreement |