



# TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

**Jason Rabinowitz**  
Secretary Treasurer and Principal Officer

April 15, 2021

Cassandra Lawson, Employee & Labor Relations Manager  
UC Davis Employee & Labor Relations  
1050 Orchard Rd.  
Davis, CA 95616  
clawson@ucdavis.edu

**RE: Initial Proposal for Establishing a Collective Bargaining Agreement K3**

Dear Ms. Lawson:

This letter serves as Teamsters Local 2010 notice of articles that we intend to propose in a new contract for the K3 bargaining unit. Teamsters reserves the right to add to, subtract from or modify these proposals at any time during the course of negotiations.

Please do not hesitate to contact me should you need further information.

Sincerely,

*Tanya Marie Akel*

Tanya Marie Akel Teamsters Local 2010 Field Director

C. Jason Rabinowitz, Secretary-Treasurer  
K3 Bargaining team

## **Teamsters 2010 Initial Proposal for Establishing a Collective Bargaining Agreement K3**

### 1 – RECOGNITION

The agreed terms set upon this contract with the University. IBT 2010 is the exclusive bargaining representative for all employees in the bargaining unit.

### 2 – CLASSIFICATIONS AND RECLASSIFICATIONS

Provisions for changes to classifications and out of classification compensation.

### 3 – DEFINITIONS

Statement of meaning of key terms in the agreement.

### 4 - NONDISCRIMINATION IN EMPLOYMENT

Protected classifications and procedures for when discrimination claims arise.

### 5—POSITIONS AND APPOINTMENTS

Definitions and descriptions of appointment types.

### 6 - PROBATIONARY PERIOD

Definitions and procedures for probation.

### 7 - PERFORMANCE EVALUATION

Process and criteria for job performance review.

### 8 - PERSONNEL FILES

Process and policies regarding storage of personnel information, what information is contained in a file, and the procedures for gaining access to files.

### 9 – APPRENTICES

University program description for teaching a skilled trade.

### 10 - TRAINING AND DEVELOPMENT

Process and policies for the University to maintain a trained and skilled work force.

### 11 - PROMOTION AND TRANSFER

Standards and polices for promotions and transfers.

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### **12 - HOURS OF WORK**

Procedures for assignments, work schedules, and hours of work.

### **13 - UNIFORMS, TOOLS, AND EQUIPMENT**

Process and policies for access to work related uniforms, protective clothing, and tools.

### **14 – OVERTIME**

Process and policies for compensation, scheduling, posting, cancellation, notification and distribution of overtime, and overtime meal allowance.

### **15 - SHIFT DIFFERENTIAL & WEEKEND WORK DIFFERENTIAL**

Process and policies for compensation and scheduling of evening, graveyard, and weekend shifts.

### **16 – HOLIDAYS**

Provisions for holidays.

### **17 – VACATION**

Vacation leave benefits.

### **18 - SICK LEAVE**

Sick leave benefits.

### **19 – BEREAVEMENT LEAVE**

Bereavement leave benefits.

### **20 - WORK-INCURRED INJURY OR ILLNESS**

Procedures for injuries on the job including application of leaves, maintenance, and cure.

### **21 - MEDICAL SEPARATION**

Procedures for when medical separation issues arise.

### **22 - REASONABLE ACCOMMODATION**

Procedures for reasonable accommodations.

### **23- LEAVES OF ABSENCE**

Other leave benefits.

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### **24 - RESIGNATION & JOB ABANDONMENT**

Procedures for resignations and when a bargaining unit member abandons their position.

### **25 - MILITARY LEAVE**

Military leave benefits and procedures.

### **26 – DISCIPLINE AND DISMISSAL**

Procedures for disciplinary action.

### **27 - GRIEVANCE PROCEDURE**

Procedure to resolve disputes, problems or misunderstandings associated with the interpretation or application of the collective bargaining agreement. Binding hearing process through a third-party neutral.

### **28 - ARBITRATION PROCEDURE**

Binding hearing process through a third-party neutral.

### **29 - LAYOFF AND REDUCTION IN TIME**

Procedures for layoff and reductions in time, notice, severance, selection, and when they may occur.

### **30 – JOINT HEALTH AND SAFETY COMMITTEE**

Process for meeting on health and safety issues outside of the grievance procedure.

### **31 - HEALTH AND SAFETY**

Procedures for when health and safety issues arise, allowances for protective clothing, prescription/corrective lenses, and equipment.

### **32 – PARKING**

Procedures for parking.

### **33 – UNIVERSITY BENEFITS**

Benefits program.

### **34 - DEATH PAYMENTS**

Death Benefits.

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### **35 - DUES DEDUCTIONS**

Procedures for deducting dues for union members.

### **36 - LABOR-MANAGEMENT RELATIONS**

Process for resolving issues and sharing information outside of the grievance procedure.

### **37 – BARGAINING UNIT WORK**

Work normally and currently being performed by the bargaining unit.

### **38- RETIREMENT**

Pension and retirement benefits.

### **39 –CONTRACTING OUT**

Limits on assignment of bargaining unit work outside of regular employees in the unit.

### **40 - UNION RIGHTS**

Provisions for Union rights.

### **41 – NEW EMPLOYEE ORIENTATION AND INFORMATION**

Process for new employee orientation and union rights.

### **42 - MANAGEMENT RIGHTS**

Provisions for Management rights.

### **43 – WAIVER**

Standard provision outlining that both parties waive the right to demand bargaining on any matter not dealt with in the contract and that the promises contained in that writing are part of the employment relationship.

### **44 – SEVERABILITY**

Standard provisions that if any part of agreement is held invalid, the remainder or its application to other situations or persons shall not be affected.

### **45 – WAGES**

Description of pay structure and pay increases.

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### **46 - PAYCHECK ERRORS**

Process for resolving paycheck errors.

### **47 – DURATION**

Specify the length of the Agreement and specific terms regarding opening the Agreement for successor negotiations.

### **48 - OUT-OF-CLASS ASSIGNMENT**

Process for temporary reassignments and associated compensation.

### **49– HIRING**

Process for hiring and interviews.

### **50 – STUDENT EMPLOYEES AND VOLUNTEERS**

Limits on assignment of bargaining unit work to students and volunteers, outside of regular employees in the unit.

### **51-TRAVEL REIMBURSEMENT**

Provisions for travel and mileage.

### **52- WORK RULES**

Process for implementing changes to rules at worksites.

### **53 – EMERGENCY PAY**

Process and policies for compensation and scheduling during emergencies, closures, hazardous conditions, or disasters.

### **54 – RESPECTFUL AND FAIR TREATMENT**

Protections and procedures for when disrespectful and unfair treatment arise.

### **55 – LEAD POSITIONS**

Provisions for lead positions and lead compensation.

### **56 – BREAK ROOMS AND CHANGING AREAS**

Provisions for break areas and changing areas.

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57 – DRUG TESTING AND LIE DETECTOR (POLYGRAPH) TESTS

Process for drug testing and lie detector tests.

58 – LICENSES AND CERTIFICATE OF COMPETENCE

Provisions for licenses and certificate of competence.