



University of California  
San Francisco

*Via Electronic Mail*

December 7, 2022

San Francisco Building & Construction Trades Council  
1188 Franklin Street Suite 203  
San Francisco, CA 94109  
Rudy Gonzalez, SFBCTC  
John Chiarenza, UA Local 38  
Osha Ashworth, IBEW Local 6  
Sean McGarry, Carpenters Local 22  
Bart Pantoja, District Council 16  
Richard Morales, District Council 16

Re: Sunshine Bargaining Articles:

Dear Rudy,

I would like to share that we have proposed the following date for the sunshine period: December 14, 2022 10:30A-12:00P and December 21, 2022 10:30A-12:00P, due to the required two week sunshine period. This time period will start and end when the articles are posted on our Office of the President UC Net website. We will inform you when these proposed articles are ready to be viewed via zoom for anyone interested, and inform you when we have approval to begin bargaining. We anticipate that this will be early January 2023, given the holidays. We will be more specific with bargaining dates once the sunshine period has exhausted.

In accordance with Section B.2.b. of Article XXIV, Duration, of the UCSF-Building and Construction Trades Council, this is to notify the union of the University's intent to renegotiate the following articles:

**Article 18: Wages**

**Article 24: Duration**

We are proposing a minimum of a 3 year duration.

**Article 19: Health and Welfare Benefits**

We are proposing to update benefit list and to clarify the pass-through language.

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**Article 7: Non-Discrimination**

We are proposing to update the article to make it consistent with UC policy and state and federal statutes.

**Article 16: Leave of Absence**

We are proposing to update the article to make it consistent with UC policy and state and federal statutes.

**Article 12: Holidays**

We are proposing to update the last of UC Holidays.

**Article 21: Grievance Procedures**

We are proposing to clarify the grievance process more consistent with other contract language.

**Article 20: Discipline and Dismissal**

We are proposing to modify the current contract language with respect to the Skelly process.

**Article 1: Recognition and Definitions**

We are proposing to change job titles from “assistant supervisor” to “lead” to be consistent with title code usage on other campuses.

We are proposing to add a new article to the contract that would create a system for assigning and compensating employees for out-of-class work.

If you have any questions, please do not hesitate to contact me at 415-353-4422.

Sincerely,

*Gina Abrams*

Gina Abrams  
Labor and Employee Relations Consultant

CC: Kelly Sheridan, Manager, Labor and Employee Relations  
Joyce Harlan, Labor and Employee Relations Consultant