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April 15, 2021

Tanya Akel
Field Director
Teamsters Local 2010
9900 Flower Street
Bellflower, CA 90706

Sent only electronically via email to takel@teamsters.org

Re: UCD's Initial Proposal for Skilled Crafts (K3) Collective Bargaining

Dear Tanya:

In accordance with the Higher Education Employer-Employee Relations Act, the University of California, Davis ("University") is prepared to open negotiations with Teamsters Local 2010 for a new collective bargaining agreement for the Skilled Crafts (K3) bargaining unit. Please find below the University's initial proposals.

Apprentices: The University will propose language establishing an apprenticeship program, including a process by which applicants may be accepted, and apprentices are trained and elevated to journey-level positions.

Arbitration procedure: The University will propose language establishing a process whereby a third party neutral selected by the parties will issue a written report about whether the University violated an express provision of the collective bargaining agreement. The University will also propose language providing for a separate hearing when arbitrability is an issue.

Bargaining unit work: The University will propose language consistent with the language tentatively agreed upon.

Discipline and dismissal: The University will propose language reflecting the University's managerial right to enforce appropriate standards of conduct and which establishes the process for such enforcement.

Dues deductions: The University will propose language consistent with the language of state and federal law.

Duration: The University will propose language providing for a multi-year locked-up agreement providing for stability and that is conducive to positive labor-management relations.

Grievance procedure: The University will propose language establishing a fair and expeditious process to address alleged violations of express provisions of the collective bargaining agreement.

Health and safety: The University will propose language promoting a safe working environment consistent with applicable laws and regulations; also an employee's ability to request a determination concerning the safety of a job assignment.

Hours of work: The University will propose language reflecting the University's ability to provide staffing, and establish and modify schedules based on the University's operational needs.

Insurance and retirement benefits: The University will propose language identifying benefits for which bargaining unit members will be eligible.

Labor-management relations: The University will propose language establishing a labor management committee, as well as terms dealing with frequency of meetings, agendas, and release time.

Layoff and reduction in time: The University will propose language providing for operational needs.

Leaves of absence: The University will propose that is consistent with state and federal law regarding eligibility for leaves of absence, as well as the effect on and eligibility for pay and benefits.

Management rights: The University will propose language identifying managerial rights for operational needs and within authority.

Medical separation: The University will propose language consistent with state and federal law providing for a process to medically separate an employee who is unable to satisfactorily perform her/his essential job duties.

Military leave: The University will propose language consistent with state and federal law establishing eligibility for military leave, as well as the effect on and eligibility for pay and benefits.

No strike: The University will propose language prohibiting strikes, including sympathy strikes and any other work stoppages or disruptions during the life of the agreement; also language setting out the union's obligations in the event that another union conducts a strike during the life of the agreement.

Nondiscrimination in employment: The University will propose language consistent with state and federal law and which prohibits discrimination against employees in the bargaining unit based on their protected status or protected activity.

Overtime, pay differentials, holidays, vacation, and sick leave: The University will propose terms designed to attract and retain a qualified workforce which also reflect the University's budgetary circumstances and operations.

Parking: The University will propose language providing for parking and parking-related services for bargaining unit employees to the extent available; also provision related to parking increases during the life of the agreement.

Performance evaluation: The University will propose language consistent with establishing a procedure and process to provide performance evaluations.

Personnel files: The University will propose language consistent with establishing a procedure and process for personnel files.

Positions and appointments: The University will propose language consistent with establishing a procedure and process for positions and appointments.

Probationary period: The University will propose language outlining the probationary period for career employees and establishing the University's discretion to release probationary employees.

Promotion and transfer: The University will propose language establishing a process whereby it may promote and transfer employees within a department.

Reasonable accommodation: The University will propose language consistent with state and federal law providing for a process for deterring whether a reasonable accommodation exists for qualified employees who are disabled or become disabled.

Recognition: The University will propose language defining the bargaining unit as certified by PERB; also language providing a process allowing for unit modification in a timely and expeditious manner.

Safety lockout program: The University will propose language consistent without establishing a procedure and process for a program.

Severability: The University will propose language providing that if a provision is found to be invalid, the provision will no longer be considered a part of the contract but the remainder of the contract shall remain in full force and effect.

Subcontracting unit work: The University will propose language consistent with applicable laws and regulations allowing for the use of subcontracting unit work which reflects operational needs and University's ability to provide services.

Training and development: The University will propose language consistent with a procedure or process for training and development with management discretion.

Uniforms, tools, and equipment: The University will propose language consistent with safe working environment, consistent with applicable laws and regulations.

Wages: The University will propose language designed to attract and retain a qualified workforce which also reflect its department's budgetary circumstances and operations.

Waiver: The University will propose language acknowledging that parties have had the opportunity to bargain over any and all terms and conditions of employment and that for the duration of agreement neither party is obligated to bargain.

Work-incurred injury or illness: The University will propose language outlining the use of accrued vacation or sick leave for absences attributed to work-incurred injury or illness.

Work rules: The University will propose language pertaining to the University's right to establish, modify, or delete work rules related to its operations.

Please be advised that the University reserves the right to add, modify, and/or delete proposals identified herein, to add proposals from articles and appendices other than those contained herein, and to make proposals and counterproposals to any Teamsters Local 2010 proposal.

We look forward to negotiations with Teamsters Local 2020 commencing on May 12, 2021.

Sincerely,



Cassandra A. Lawson
Labor Relations Supervisor

cc: Stephen Green
Bargaining Team
File