

**University of California's
Initial Collective Bargaining Proposals**

Between

**The Regents of the University of California
(UC Berkeley and LBNL)**

And

**Alameda County Building Trades Council
(KB Bargaining Unit)**

April 2021

**KB Bargaining Unit
2021 Successor Agreement Negotiations
UC Bargaining Proposals**

All Articles

- Correct grammatical and typographical errors.

Article 1, Recognition

- UC will propose language to clarify and expand the performance of cross-craft tasks.

Article 3, Dues Deductions

- Amend to reflect *Janus vs. AFSCME* decision and California Senate Bill 866, regarding the deduction of agency/fair share fees.

Article 4, Stewards

- UC will propose language to clarify the reasonable time permitted for steward release, the procedures for such release. UC will also propose the use of stewards from other departments.

Article 6, Non-Discrimination in Employment

- Amend to reflect UCB and LBNL policy language for protected categories and the current state of the law.

Article 7, Hiring

- UC will propose language to address current limitations on hours and appointment types.
- Add language clarifying that the Lab currently has the ability to hire employees into term appointments.

Article 8, Probationary Period

- UC will propose language to improve the performance evaluation process.

Article 10, Hours of Work

- UC will propose language to reflect actual shift times, and procedures for meal and rest periods during emergencies, and times of operational necessity.

Article 11, Overtime/On-Call/Fatigue Time

- UC will make proposals for LBNL regarding fatigue time; overtime work; and a general review of the current language of the article.
- UC will propose amendment to Compensatory time.

Article 13, Out of Class Assignment

- UC will propose language to clarify Lead assignments.
- UC will propose language to clarify and expand the performance of cross-craft tasks.

Article 14, Vacation

- UC will review and propose language to clarify rules on accrual.
- Review and amend language regarding advance notice requirements for requesting vacation leave.

Article 15, Holidays

- UC will propose language for LBNL holiday schedule and practices.
- UC proposes to clean up language on floating holidays.

Article 16, Sick Leave

- UC will review language to clarify rules on accrual.

Article 17, Administrative Leave with Pay

- UC will review for legal compliance, especially language on FML.

Article 19, Discipline and Dismissal

- UC will review and propose language to clarify language on progressive discipline.
- UC will propose changes to suspension.

Article 20, Medical Separation

- UC will review for legal compliance and compliance with LBNL IDAM policies and procedures.

Article 22, Grievance Procedure

- UC will review and propose changes to the grievance process.

Article 23, Arbitration Procedure

- UC will propose clarifying language and changes to the arbitration process.

Article 25, Salary

- UC will propose changes to employee wages.

Article 26, Severance, Job Abandonment, Resignation, Severance Payments

- UC will propose clarification to the job abandonment provision.

Article 31, Work Process and Procedures

- UC will propose revisions to the work process/rules provision.

Side Letters

- Possible incorporation or removal of various side letters into the collective agreement.

New Clause

- Discuss inclusion of new language regarding emergency situations such PSPS's.