



OFFICE OF THE CHIEF HUMAN RESOURCES OFFICER
LABOR RELATIONS, 0921

9500 GILMAN DRIVE
LA JOLLA, CALIFORNIA 92093-0921

PROPOSED AMENDMENTS
TO THE MEMORANDUM OF UNDERSTANDING

Between the University of California, San Diego
and Teamsters Local 2010:
Skilled Crafts Unit (K6)

Please find this notice to serve as the initial “Sunshine” proposals regarding upcoming contract negotiations between the University of California, San Diego (“University”) and the Teamster Local 2010 Skilled Crafts Unit (“K6”).

GENERALLY PROPOSED

The University generally proposes that the following changes: 1) Articles reorganized to be in alphabetical order; 2) removal of old side letters; 3) incorporation of current side letters; and 4) revisions to reflect gender-neutral pronouns.

PROPOSED ARTICLES

The University proposes the following modifications:

Article 1: Recognition – update language and title codes;

Article 2: Out of Classification Assignment/Classification Review – current contract language;

Article 3: Definitions – current contract language, unless other bargaining requires updating existing definitions;

Article 4: Management Rights – current contract language;

Article 5: Nondiscrimination in Employment – legal and policy compliance updates;

Article 6: Probationary Period – clarify definitions;

Article 7: Positions and Appointments – current contract language;

Article 8: Hours of Work – update and clarify procedures for assignments, work schedules, and hours of work;

Article 9: Overtime – clarify process and policies for compensation, scheduling, posting, cancellation, notification and distribution of overtime, and overtime meal allowance;

Article 10: Performance Evaluations – current contract language;

Article 11: Promotions/Transfers – modify standards and procedures for promotions and transfers;

Article 12: Holidays – update and clarify provisions for holidays and add Juneteenth as a holiday;

Article 13: Sick Leave – legal and procedural updates;

Article 14: Vacation – update and clarify vacation leave procedures;

Article 15: Military Leave – legal and procedural updates;

Article 16: Leaves of Absence – legal and procedural compliance updates, clarify standards and eligibility of pay or nonpay during approved leaves of absences, add standards for leave without pay;

Article 17: Discipline and Dismissal – update and modify procedures;

Article 18: Layoff and Reduction in Time – current contract language;

Article 19: Unit Work – current contract language;

Article 20: Subcontracting – current contract language;

Article 21: Grievance Procedures – update and clarify procedures;

Article 22: Arbitration Procedure – update and clarify procedures;

Article 23: Health and Safety – current contract language;

Article 24: Joint Health and Safety Committee – current contract language;

Article 25: Protective Clothing - current contract language;

Article 26: Uniforms – current contract language;

Article 27: Parking – update and clarify provisions;

Article 28: Mileage Reimbursement – current contract language;

Article 29: Medical Separation – legal and procedural updates;

Article 30: Work Incurred Injury or Illness – legal and procedural updates;

Article 31: Reasonable Accommodation / Rehabilitation – legal and procedural updates;

Article 32: Union Stewards – update provisions;

Article 33: Labor-Management Relations – current contract language;

Article 34: Union Access and Rights – legal and procedural updates and incorporation of existing side letter;

Article 35: Dues Deductions - Union Security – legal and procedural updates for deducting dues from members;

Article 36: Personnel Files – current contract language;

Article 37: Training and Development – current contract language;

Article 38: No Strike / No Lockouts – current contract language;

Article 39: Death Payments – current contract language;

Article 40: Insurance and Retirement Benefits – current contract language except for update to naming of University of California Retirement Systems;

Article 41: Shift Differential – updating provisions;

Article 42: Apprenticeship Program – consolidate and align references to all apprenticeship provisions (Article 42, Article 42 Addendum, and Appendix C: Apprenticeship Program Side Letter);

Article 42: Apprenticeship Program Addendum – consolidate and align references to all apprenticeship provisions (Article 42, Article 42 Addendum, and Appendix C: Apprenticeship Program Side Letter);

Article 43: Wages and Pay Differential – updating provisions;

Article 44: Severability – current contract language;

Article 45: Waiver – current contract language;

Article 46: Duration – update the length of the agreement and specific terms regarding opening the agreement for successor negotiations;

Appendices – remove, update, and clarify.

The University reserves the right to add, delete, or modify its proposals, or bargain over additional topics as bargaining progresses.

The sunshine process meetings will be publicly noticed to take place starting a week after we have mutually exchanged proposals, the first meeting will take place on Friday July 23, 2021 at 9:00 a.m.-11:00 a.m., and the second meeting will take place on Friday August 6, 2021 at 1:00pm – 3:00pm. Both meetings will be held via open Zoom meetings (details to be provided in the public notice).

The first bargaining session is yet to be agreed-upon, but may take place as soon as August 16, 2021, also via Zoom.