



TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

Jason Rabinowitz
Secretary Treasurer and Principal Officer

June 17, 2021

Kristin Beattie, Labor Relations Advocate
UC San Diego Labor Relations
10280 N. Torrey Pines Road, Suite 265A
La Jolla, CA 92037
kambeattie@ucsd.edu

RE: Initial Proposal for Collective Bargaining Agreement K6

Dear Ms. Beattie:

This letter serves as Teamsters Local 2010 notice of articles that we intend to propose in a successor agreement for the K6 bargaining unit. Teamsters reserves the right to add to, subtract from or modify these proposals at any time during negotiations.

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

Thank you,

Michael Sherritt
Union Representative
Teamsters Local 2010
9900 Flower Street
Bellflower, CA 90706
Email: msherritt@teamsters2010.org
Mobile: (619) 455-5881
Website: teamsters2010.org

1. RECOGNITION

The agreed terms set upon this contract with the University.

2. OUT OF CLASSIFICATION ASSIGNMENT/CLASSIFICATION REVIEW

Provisions for changes to classifications and out of classification compensation.

3. DEFINITIONS

No Change

4. MANAGEMENT RIGHTS

Provisions for Management rights.

5. NONDISCRIMINATION IN EMPLOYMENT

Protected classifications and procedures for when discrimination claims arise.

6. PROBATIONARY PERIOD

Definitions and procedures for probation.

7. POSITIONS AND APPOINTMENTS

Definitions and descriptions of appointment types.

8. HOURS OF WORK

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

9. OVERTIME

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

10. PERFORMANCE EVALUATION

Process and criteria for job performance review.

11. PROMOTIONS/TRANSFERS

Standards and polices for promotions and transfers.

12. HOLIDAYS

Add Juneteenth

13. SICK LEAVE

No Change

14. VACATION

Vacation leave benefits.

15. MILITARY LEAVE

No Change

16. LEAVES OF ABSENCE

Paid and Unpaid Leaves

17. DISCIPLINE AND DISMISSAL

Procedures for investigatory leave and removal of investigatory letters.

18. LAYOFF AND REDUCTION IN TIME

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

19. UNIT WORK

No Change

20. SUBCONTRACTING

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

21. GRIEVANCE PROCEDURE

Procedure to resolve disputes, problems or misunderstandings associated with the interpretation or application of the collective bargaining agreement.

22. ARBITRATION PROCEDURE

Binding hearing process through a third-party neutral.

23. HEALTH AND SAFETY

Procedures for when health and safety issues arise.

24. JOINT HEALTH AND SAFETY COMMITTEE

Process for health and safety issues.

25. PROTECTIVE CLOTHING

No Change

26. UNIFORMS

No Change

27. PARKING

Procedures for parking.

28. MILEAGE REIMBURSEMENT

No Change

29. MEDICAL SEPARATION

Update notification process

30. WORK INCURRED INJURY OR ILLNESS

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

31. REASONABLE ACCOMMODATION/REHABILITATION

Procedures for reasonable accommodations.

32. UNION STEWARDS

Processes and inclusion of additional stewards.

33. LABOR-MANAGEMENT RELATIONS

No Change

34. UNION ACCESS AND RIGHTS

Procedures of union access and rights.

35. DUES DEDUCTIONS - UNION SECURITY

Procedures for deducting dues for union members.

36. PERSONNEL FILES

No Change

37. TRAINING AND DEVELOPMENT

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

38. NO STRIKE/NO LOCKOUTS

Union proposal forth coming

39. DEATH PAYMENTS

Death Benefits Enhancements

40. INSURANCE AND RETIREMENT BENEFITS

Pension and retirement benefits.

41. SHIFT DIFFERENTIAL

Process and policies for compensation and scheduling.

42. APPRENTICESHIP PROGRAM

No Change except to incorporate FM side letter agreement

43. WAGES AND PAY DIFFERENTIAL

Description of pay structure and pay increases.

44. SEVERABILITY

No change

45. 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.

46. DURATION

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

APPENDIX A - EXECUTION OF AGREEMENT

Update Names and Dates

APPENDIX B - MEMORANDUM OF NEGOTIATORS

Update Names and Dates

APPENDIX C - SIDE LETTER AGREEMENT – FM APPRENTICESHIP PROGRAM
Update and incorporate into Article 42

APPENDIX D
Summary of University of California Benefits