



OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR  
LABOR RELATIONS

OFFICE OF THE PRESIDENT  
1111 Franklin Street  
Oakland, California 94607

May 14, 2021

Neal Sweeney  
President  
UAW 5810  
2030 Addison Street, Suite 640B  
Berkeley, CA 94704

*sent via email*

**Re: UC's initial proposals to UAW for the Postdoctoral Scholar unit**

Dear Neal:

In accordance with Article 36 – Duration, the University is notifying the UAW of its intent to negotiate a successor Agreement. The University plans to present proposals as outlined in this letter.

**Article 1 – Recognition**

*The University is proposing current contract language.*

**Article 2 – Appointments**

*The University is proposing changes related to the maximum service duration and modifications of the length of appointment.*

**Article 3 – Benefits**

*The University is proposing modifications to the Benefits article to comport to the Group Insurance Regulations. The University is also proposing modifications to the benefits plan structure, including, but not limited to, rate and contribution amounts.*

**Article 4 – Compensation**

*The University is proposing to change the compensation methodology including, but not limited to, the implementation timing, disconnection from the Kirschstein experience-based salary/stipend scale, anniversary effective dates, and the allowance of awards.*

**Article 5 – Discipline and Dismissal**

*The University is proposing current contract language.*

**Article 6 – Grievance and Arbitration**

*The University is proposing language to include electronic filing, exclusions for grievant(s) who have resigned, and adding an additional formal campus level step. The University is also proposing to narrow the arbitrator's authority regarding certain subjects. Additionally, the University is proposing language to hold a separate arbitration hearing for arbitrability.*

*Further, the University is proposing to eliminate having two arbitration panels (one for Northern California and one for Southern California) in favor of a single, statewide panel.*

**Article 7 – Health and Safety**

*The University is proposing current contract language.*

**Article 8 –Holidays**

*The University is proposing current contract language.*

**Article 9 – Individual Development Plans and Progress Assessments**

*The University is proposing to require Individual Development Plans (IDPs) for all postdoctoral scholars.*

**Article 10 – Labor Management Meetings**

*The University is proposing current contract language.*

**Article 11 – Layoff**

*The University is proposing to revise layoff language to broaden the reasons for layoffs.*

**Article 12 – Leaves of Absence**

*The University is proposing revisions regarding the methodology of how leave time is counted for maximum service duration. The University is further proposing changes to ensure legal compliance.*

**Article 13 – Management and Academic Rights**

*The University is proposing language to broaden management and academic rights.*

**Article 14 – No Strikes**

*The University is proposing current contract language.*

**Article 15 – Nondiscrimination**

*The University is proposing to bring the language of the Agreement in line with the Sexual Violence and Sexual Harassment Policy. The University is further proposing changes to ensure legal compliance.*

**Article 16 – Parking and Transit**

*The University is proposing modifications regarding its parking and transportation programs.*

**Article 17 – Personal Time Off**

*The University is proposing changes to the current method of use including adding a provision for hourly use of time for non-exempt employees, proration for appointments that are shorter in duration and less than 100%, and to the methodology for recording of personal time off for payroll purposes.*

**Article 18 – Personnel Files**

*The University is proposing current contract language.*

**Article 19 – Posting**

*The University is proposing current contract language.*

**Article 20 – Professional Development & Career Counseling**

*The University is proposing current contract language.*

**Article 21 – Reasonable Accommodation**

*The University is proposing changes to ensure legal compliance.*

**Article 22 – Severability**

*The University is proposing current contract language.*

**Article 23 – Sick Leave**

*The University is proposing changes to the current method of use including adding a provision for hourly use of time for non-exempt employees, proration for appointments that are shorter in duration and less than 100%, and to the methodology for recording of personal time off for payroll purposes.*

**Article 24 – Successorship**

*The University is proposing current contract language.*

**Article 25 – Time and Effort Commitment**

*The University is proposing modifications to the experience calculations for reduced time appointments for purposes of determining maximum service duration.*

**Article 26 – Titles and Classifications**

*The University is proposing minor modifications to comport with benefits.*

**Article 27 – Training**

*The University is proposing current contract language.*

**Article 28 – Travel Reimbursement**

*The University is proposing current contract language.*

**Article 29 – Union Access and Rights**

*The University is proposing to further define restrictions to lab access.*

**Article 30 – Union Security**

*The University is proposing to discontinue the distribution of the Membership Election Form/Deduction Authorization Form. The University is also proposing to eliminate the agency fee language to ensure legal compliance.*

**Article 31 – University Facilities and Services**

*The University is proposing current contract language.*

**Article 32 – Waiver**

*The University is proposing current contract language.*

**Article 33 – Work Authorization**

*The University is proposing to remove language where liability transfers to the University.*

**Article 34 – Work Incurred Injury or Illness**

*The University is proposing current contract language.*

**Article 35 – Workspace and Materials**

*The University is proposing current contract language.*

**Article 36 – Duration**

*The University is proposing a duration of no less than five (5) years.*

**New Articles**

*The University is proposing to add articles on **Probationary Periods, Resignation/Job Abandonment, Medical Separation**, and on **Non-Exempt Status provisions**.*

**Lawrence Berkeley Laboratory Side Letter**

*The University is proposing to eliminate the transition side letter and modify certain articles to ensure Department of Energy and LBNL Lab Policy compliance.*

**Appendices**

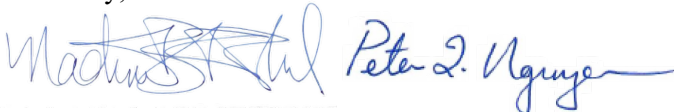
*The University is proposing that they be deleted, amended, and updated accordingly.*

The University reserves the right to add, delete, and/or modify its proposals.

The sunshine process shall begin no later than May 17, 2021, with notice to the public and the posting of the proposals, followed by the first meeting on May 19, 2021 from 9:00 – 11:00 a.m., with the second meeting on June 2, 2021 from 9:00 – 11:00 a.m.

The parties shall discuss commencing bargaining over the Zoom platform in mid-June.

Sincerely,



Nadine Baron Fishel and Peter Q. Nguyen  
Co-Chief Negotiators  
Office of the President  
University of California

Copy: UAW International Representative Miller  
Executive Director Silas  
Manager Garcia  
UC Bargaining Team