

UNIVERSITY OF CALIFORNIA

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SANTA BARBARA • SANTA CRUZ



SANTA BARBARA

Human Resources
Santa Barbara, CA 93106-3160

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

Re: HEERA Initial Proposal Posting Process Teamsters Local 2010 (Skilled Trades K8) and University of California at Santa Barbara

Dear Teamsters:

In accordance with Higher Education Employer-Employee Relations Act (“HEERA”) this serves as the University of California at Santa Barbara’s notice to open up the following articles for a successor bargaining agreement.

Article 2. Duration - The University will propose revisions regarding duration to provide for stability and that is conducive to positive labor-management relations.

Article 7. Hours of Work - The University will propose revisions to the workweek to coincide with UCPath workweek The University will propose to incorporate side letters into the article.

Article 9. Performance Evaluation - The University will propose revisions to the performance appraisal process to include e-performance.

Article 11. Holidays - The University will propose revisions to include Juneteenth in the Holidays Observed.

Article 12. Sick Leave - The University will propose revisions consistent with the language of state and federal law.

Article 14. Work-Incurred Injury or Illness- The University will propose revisions consistent with the language of state and federal law.

Article 15. Military Leave - The University will propose revisions consistent with the language of state and federal law.

Article 16. Leaves of Absence - The University will propose revisions consistent with the language of state and federal law. Specifically, on CFRA amendments that went into effect January 1, 2021 and FML.

Article 27. Protective Clothing and Equipment – The University will propose to include more specific language regarding reimbursement for shoes to reflect the departments operations. The University will also propose language consistent with state and federal law, specifically federal tax compliance.

Article 30. Medical Separation - The University will propose revisions consistent with the language of state and federal law.

Article 31. Reasonable Accommodation - The University will propose revisions consistent with the language of state and federal law.

Article 40 Payroll Deduction – The University will propose revisions consistent with the language of state and federal law and University processes.

Article 44. Benefits - The University will propose revisions consistent with the language of state and federal law.

Article 46. Wages and Awards – The University will propose language designed to attract and retain a qualified workforce which also reflect its department’s budgetary circumstances and operations.

Appendices - The University is proposing they be deleted, amended and/or updated accordingly. The University reserves the right to add, delete, and/or modify its proposals.

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.

The sunshine process meetings will be publicly noticed to take place from 10:00 a.m. to 11:00a.m. on Monday, September 13, 2021 and from 1:00 p.m. to 2:00 p.m. on Monday September 20, 2021. The first bargaining session is may take place as soon as September 23, 2021.

Sincerely,

DocuSigned by:
Jessica Graham
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Jessica M. Graham and UCSB Labor Negotiations Team

cc: Office of the President, Labor Relations