

David Dashefsky
CIR-SEIU

February 28, 2022
sent via email

Re: UCLA Initial Proposal to CIR-SEIU (Sunshine)

Dear Mr. Dashefsky:

In accordance with Article 5 – Duration and the Higher Education Employer-Employee Relations Act (HEERA), UCLA intends to initiate negotiations on a successor agreement for the M4 bargaining unit. This notice serves as the public notice document that will be posted on the University of California Office of the President website.

In sum, UCLA will propose the following:

All Articles

- Update language to reflect gender inclusive pronouns

Article 2 – Arbitration

- Update language to reflect recent changes in California State Law
- Enhance current arbitration procedure

Article 3 – Childcare

- Update language based on implemented terms

Article 4 – Dues Deduction

- Modify language to ensure compliance with University practice
- Clarify process for correction of errors

Article 5 – Duration

- Define the length of the successor agreement

Article 6 – Educational Fund & Scholarly Pursuit

- Provide more efficient means of supporting discretionary endeavors
- Clarify process for attending required events

Article 7 – Employee Lists & Orientation

- Ensure regular and consistent production of necessary information
- Modify for consistency

Article 8 – Grievance

- Update language to reflect recent changes in California State Law
- Enhance current grievance procedure

Article 12 – Housing Allowance

- Incorporate the housing allowance into Article 28 - Salary

Article 13 – Labor Management Meeting

- Clarify process for holding Labor Management Meetings

Article 15 – Leaves of Absence

- Modify to ensure compliance and consistency

Article 17 – License Reimbursement and Required Training

- Add distinctions for School of Dentistry residents
- Update language to reflect licensing and training requirements for various programs

Article 18 – Meals

- Refine meal entitlements at rotational sites
- Pro-rate meal allowance for partial year appointments

Article 19 – Nondiscrimination

- Ensure compliance with federal, state, and local laws

Article 20 – PAC Checkoff

- Combine with Dues Deduction article

Article 27 – Resident Wellbeing

- Update current provisions

Article 28 – Salary

- Propose wage adjustment to be developed during bargaining

Article 29 – Severability

- Modify for consistency

Article 30 – Sick Leave

- Clarify sick leave usage while on medical leave

Article 33 – Uniforms

- Clarify current practice

Article 35 – Vacation

- Clarify vacation entitlement and process for utilizing annual vacation allotment

Article 38 – Work Stoppage No Strikes

- Modify for consistency

New Article – Management & Academic Rights

- Formalize the University's management and academic rights

If you have any questions or want to discuss this matter further, please contact me at (424) 440-3890 or aoconnor@mednet.ucla.edu.

Sincerely,

Alexis O'Connor

Alexis O'Connor
Labor Relations Manager