



OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR
LABOR RELATIONS

February 1, 2022

Rafael Jaime
President
UAW 2865

OFFICE OF THE PRESIDENT
1111 Franklin Street
Oakland, California 94607

Re: UC's initial proposals to UAW for the Academic Student Employee unit

Dear Mr. Jaime:

In accordance with Article 34 - Duration, the University is notifying the UAW of its intent to negotiate a successor Agreement. The University's proposals are attached unless otherwise noted below.

Article 1 – Recognition

The University is proposing current contract language.

Article 2 - Appointment Notification

The University is proposing current contract language.

Article 3 - Appointment Security

The University is proposing modifications of the appointment security obligations.

Article 4 – Childcare

The University is proposing current contract language.

Article 5 – Classifications

The University is proposing current contract language.

Article 6 - Defined Contribution Plan

The University is proposing current contract language.

Article 7 – Definitions

The University is proposing current contract language.

Article 8 -Discipline and Dismissal

The University is proposing language to strengthen its obligations under investigatory leave.

Article 9 -Emergency Layoff

The University is proposing current contract language.

Article 10 -Employment Files(s) and Evaluations

The University is proposing current contract language.

Article 11 - Fee Remissions

The University is proposing current contract language.

Article 12 - Grievance and Arbitration

The University is proposing changes to clarify and refine the grievance and arbitration procedures including but not limited to a mandatory step one, changes to step three, two separate hearings for bifurcation at the arbitration level, and two separate articles for grievance and arbitration.

Article 13 -Health and Safety

The University is proposing current contract language.

Article 14-Health Benefits

The University is proposing current contract language.

Article 15 - Holidays

The University is proposing current contract language.

Article 16 - Labor Management Meetings

The University is proposing current contract language.

Article 17 - Leaves

The University may be proposing changes in order to ensure legal compliance and appropriate policy compliance.

Article 18 - Management and Academic Rights

The University is proposing additional provisions to strengthen the article.

Article 19 - No Strikes

The University is proposing revisions to the union's obligations to include the use of email as a method of notification and to limit the rights of individual academic student employees.

Article 20 - Non-Discrimination in Employment

The University is proposing current contract language, with potential updates regarding legal compliance and appropriate policy compliance.

Article 21 - Parking and Transit

The University is proposing to modify current contract language for clarification purposes.

Article 22 - Posting

The University is proposing to delete this article from the collective bargaining agreement.

Article 23 – Reasonable Accommodations

The University is proposing current contract language.

Article 24 - Severability

The University is proposing current contract language.

Article 25 - Summer Session

The University's proposal will reflect other proposals contemplated which affect summer session including but not limited to the Leaves article.

Article 26 - Training and Orientation

The University is proposing current contract language.

Article 27 - Travel

The University is proposing current contract language.

Article 28 - Union Access and Rights

The University is proposing modifications to eliminate the University's obligations to distribute and collect membership election forms (MEFs).

Article 29 - Union Security

The University is proposing clarifying language regarding release time for union bargaining as well as potential updates regarding legal and policy compliance.

Article 30 - Wages

The University's proposal is forthcoming.

Article 31- Waiver

The University is proposing current contract language.

Article 32 - Workload

The University is proposing changes including but not limited to increased ASE obligations and the deletion of the expedited arbitration process.

Article 33 - Workplace and Instructional Support

The University is proposing current contract language.

Article 34 - Duration

The University's proposal is forthcoming.

Appendices

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

The University reserves the right to submit proposals on additional bargaining topics not specifically listed and to modify, add to or delete any proposal.

The sunshine process shall begin no later than February 4, 2022 with posting of the proposals, followed by the first meeting on February 7, 2022 from 2:00 p.m. - 4:00 p.m. and the second meeting on February 23, 2022 from 2:00 p.m. - 4:00 p.m. Both sunshine meetings will be held over zoom.

The University will provide demand explanation for all proposals following UAW's demand explanations of its proposals at the initial bargaining session, tentatively scheduled for March 2nd.

Sincerely,



Nadine B. Fishel
Chief Negotiator
University of California