



UNIVERSITY OF CALIFORNIA SANTA CRUZ

SANTA CRUZ, CALIFORNIA 95066

*Sent via Electronic Mail*

June 1, 2023

Liz Perlman  
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**Re: UCSC Initial Proposals to AFSCME Local 3299 for the Skilled Crafts Unit, K7**

Dear Ms. Perlman;

The University formally confirms receipt of your May 1, 2023 request to seek modifications to the Collective Bargaining Agreement (CBA). In accordance with Article 8.B. Duration of Agreement of the current CBA between the University of California Santa Cruz and American Federation of State, County and Municipal Employees (AFSCME), Local 3299, Skilled Crafts Unit (K7), the University is notifying the AFSCME 3299 of its intent to negotiate a successor Agreement. The University plans to present proposals consistent with the Public Notice requirements of HEERA.

**Article 4 – Contracting Out**

*The University is proposing to continue with the practices covered by the current contract language, which provide reasonable flexibility for the University to operate including the use of contracts with third parties.*

## **Article 6 - Development**

*The University is proposing current contract language.*

## **Article 8 - Duration**

*The University is proposing to increase the duration of the agreement.*

## **Article 10 - Health and Safety**

*The University is proposing current contract language.*

## **Article 11 - Hiring**

*The University is proposing current contract language.*

## **Article 12 - Holidays**

*The University is proposing modifications to the current contract language to reflect updated University policy.*

## **Article 13 - Hours of work**

*The University is proposing a new sub-article creating a voluntary On-Call provision.*

## **Article 16 - Layoff Reduction in Time Recall**

*The University is proposing current contract language.*

## **Article 17 - Leaves of Absence**

*The University is proposing current contract language.*

## **Article 25 - Overtime**

*The University is proposing current contract language.*

## **Article 26 - Parking**

*The University is proposing current contract language.*

## **Article 37 - Shift Differential**

*The University is proposing current contract language.*

## **Article 38 - Sick Leave**

*The University is proposing current contract language.*

**Article 41 - University Benefits**

*The University is proposing current contract language.*

**Article 42 - Vacation**

*The University is proposing current contract language.*

**Article 43 - Wages**

*The University is proposing a correction of §43.D to reflect the actual negotiated contract language.*

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

The sunshine process shall begin no later than June 2, 2023 with notice to the public and the posting of the proposals, followed by the first sunshine meeting on June 9, 2023 from 9:00 a.m. to 11:00 a.m. and the second sunshine meeting on June 13, 2023 from 9:00 a.m. to 11:00 a.m.

The University proposes to begin the bargaining process the week of July 10, 2023.

You are welcome to contact me if you have any questions or wish to arrange bargaining dates/times.

Thank you,

*Patricia L Hardaway*

Patricia L. Hardaway, JD  
Interim Associate Vice Chancellor, Staff Human Resources  
University of California Santa Cruz

cc: UCSC Management Bargaining Team