

April 14, 2021

**VIA U.S. MAIL AND E-MAIL**

Judith Serlin  
Chief Negotiator  
Teamsters Local 2010  
9900 Flower St.  
Bellflower, CA 90706

**RE: University of California, Irvine's Initial Proposals to Teamsters Local 2010 for the Skilled Craft Unit (K9)**

Dear Ms. Serlin:

In accordance with Article 2 - Duration, the University of California, Irvine ("UCI" or "University") is notifying Teamsters Local 2010 of its intent to negotiate a successor Collective Bargaining Agreement for the Skilled Craft Unit K9. UCI's proposals are as follows:

**Article 1 - Recognition**

*The University is reviewing classifications and will propose amendments as appropriate.*

**Article 2 - Duration**

*The University will make proposals on the duration of any successor Agreement.*

**Article 3 - Management Rights**

*The University is proposing current contract language.*

**Article 4 - Nondiscrimination in Employment**

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

**Article 5 - Probationary Period**

*The University is proposing current contract language.*

**Article 6 – Limited Appointment**

*The University is proposing current contract language.*

**Article 7 – Hours of Work**

*The University is proposing current contract language.*

**Article 8 – Overtime**

*The University is proposing changes including but not limited to revisions to the on-call provisions to provide further clarification on the on-call process.*

**Article 9 – Performance Evaluations**

*The University is proposing revisions to the performance evaluation form for consistency across the Campus and UCI Medical Center.*

**Article 10 – Promotions**

*The University is proposing current contract language.*

**Article 11 – Out-of-Class Assignments**

*The University is proposing current contract language.*

**Article 12 – Training & Development**

*The University is proposing current contract language.*

**Article 13 – Holidays**

*The University is proposing to modify and revise language related to Holiday pay preceding an employee's start date.*

**Article 14 – Sick Leave**

*The University is proposing current contract language.*

**Article 15 – Vacation**

*The University is proposing current contract language.*

**Article 16 – Work-Related Injury or Illness**

*The University is proposing current contract language.*

**Article 17 – Military Leave**

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

**Article 18 – Leaves of Absence**

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

**Article 19 – Discipline & Dismissal**

*The University is proposing current contract language.*

**Article 20 – Layoff & Reduction in Time**

*The University is proposing current contract language.*

**Article 21 – Subcontracting**

*The University is proposing current contract language.*

**Article 22 – Unit Work**

*The University is proposing current contract language.*

**Article 23 – Grievance Procedure**

*The University will make proposals to amend the grievance procedure including but not limited to a modification of the step procedure in order increase consistency, efficiency and effectiveness of the grievance process.*

**Article 24 – Arbitration Procedure**

*The University is proposing current contract language.*

**Article 25 – Safety**

*The University is proposing current contract language.*

**Article 26 – Safety Committee**

*The University is proposing current contract language.*

**Article 27 – Protective Clothing & Safety Equipment**

*The University is proposing current contract language.*

**Article 28 – Parking**

*The University is proposing current contract language.*

**Article 29 – Mileage Reimbursement**

*The University is proposing current contract language.*

**Article 30 – Medical Separation**

*The University is proposing current contract language.*

**Article 31 – Rehabilitation**

*The University is proposing current contract language.*

**Article 32 – Death Payments**

*The University is proposing current contract language.*

**Article 33 – Labor-Management Relations**

*The University is proposing current contract language.*

**Article 34 – Union Rights**

*The University is proposing current contract language.*

**Article 35 – Dues Deductions**

*The University is proposing current contract language.*

**Article 36 – Severability**

*The University is proposing current contract language.*

**Article 37 – No Strike**

*The University is proposing current contract language.*

**Article 38 – Waiver**

*The University is proposing current contract language.*

**Article 39 – University Benefits**

*The University is proposing current contract language.*

**Article 40 – Shift Differential**

*The University is proposing current contract language.*

**Article 41 – Wages**

*The University may propose wage adjustments to be developed during bargaining.*

**Article 42 – Personnel Files**

*The University is proposing current contract language.*

**Article 43 – Reasonable Accommodation**

*The University is proposing current contract language.*

**Article 44 – Resignation and Job Abandonment**

*The University is proposing current contract language.*

**Appendices and Side Letters**

*The University is proposing that Appendices and Side Letters be deleted, amended and updated accordingly.*

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The University reserves the right to submit proposals on additional bargaining topics not specifically listed and to modify, add to or delete any proposals during the course of negotiations, in accordance with applicable laws.

Sincerely,



Erin Eckelman-Ray  
Chief Negotiator/Workforce Relations Consultant

cc: Leslie Kleiman, Senior Director of Enterprise Workforce Relations, UCI  
Letitia Silas, Executive Director, Labor Relations, UCOP  
Alice Martinez, Workforce Relations Coordinator, UCI  
Jason Rabinowitz, Secretary, Teamsters Local 2010