

ARTICLE I.
RECOGNITION AND DEFINITIONS

Section A: RECOGNITION

This Agreement is made and entered into by and between The Regents of the University of California, a corporation, hereinafter called the "University," and the San Francisco Building and Construction Trades Council, hereinafter called "Union." Pursuant to and in conformity with the certification issued by the Public Employment Relations Board on June 25, 1983, case SF-HR-5, the University recognizes the San Francisco Building and Construction Trades Council as exclusive bargaining agent for matters within the scope of representation for all employees holding the following job titles employed by the University of California San Francisco, excluding supervisory employees, managerial employees, and confidential employees:

<u>Title Code</u>	<u>Job Title</u>
8150-S	Senior Inspector-Planner-Estimator
8151-S	Inspector-Planner-Estimator
8152-S	Assistant Inspector-Planner-Estimator
8155-S	Material Planner
8156-S	Material Coordinator
8157-S	Physical Plant Scheduler
8171-S	Assistant Physical Plant Mechanic Supervisor
8172-S	Senior Physical Plant Mechanic
8173-S	Lead Physical Plant Mechanic
8174-S	Physical Plant Mechanic
8175	Physical Plant Specialist
8188-S	Elevator Mechanic
8202	Assistant Chief Medical Center Stationary Engineer
8203	Medical Center Stationary Engineer
8204	Medical Center Incinerator Operator
8205	Apprentice Medical Center Stationary Engineer

Section B: DEFINITIONS

1. Employee- The term Employee(s) as used in this Agreement, except where the Agreement, clearly indicates otherwise, shall mean only an employee(s) within the bargaining unit described in Section A. above.

2. Career Position - A career position is one that is established at a fixed or variable percentage of time of at least fifty percent (50%) or more and is expected to continue for one year or longer.

3. Career Employee -A career employee is one appointed to a career position. For purposes of this Agreement, a full-time career employee is one who is regularly scheduled to work forty (40) hours a week.

4. Full Time Equivalent (FTE) -An FTE is a measurement of time equal to one hundred (100%) percent of one (1) full-time career position of forty (40) hours a week. Less than full-time career positions are a portion of one (1) FTE, based upon the number of regularly scheduled hours of work per week.

5. Probationary Employee - A career employee who has not completed the probationary period as defined in this Agreement.

6. Pay Status - Pay status includes any period of time for which an employee receives pay for time worked, including compensatory time off or for time on paid leave. Paid leave includes vacation (except terminal vacations), holidays or leave of absence with pay.

7. Seniority- Unless otherwise defined in this Agreement, seniority is the number of months of continuous service on pay status beginning with the latest date of hire. For employees hired on April 1, 2000, who previously worked for UCSF Stanford Health Care without a break in service through March 31, 2000, and were hired by UCSF on April 1, 2000, their pre-October 31, 1997 hire date is recognized for the determination of seniority.

8. Break in Service -A break in service is any separation from University employment.

9. Reduction in Time - Reduction in time is any involuntary decrease in the number of hours in an employee's regular weekly schedule of work for duration longer than thirty (30) continuous calendar days.

10. Non-Work Day- A non-work day is any day in which the Administrative Offices of the University are closed. For purposes of this Agreement, a non-business, non-work day will include the following:

Monday through Friday, before 8:00a.m. and after 5:00p.m.;;
Saturday and Sunday, all day; and,
Thirteen (13) holidays as defined in this Agreement.