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September 10, 2021

Via U.S. Mail & Electronic Mail

Letitia Silas, Executive Director – Labor Relations
University of California, Office of the President
1111 Franklin St.
Oakland, CA 94607
Letitia.Silas@ucop.edu

RE: FUPOA NEGOTIATIONS

Dear Ms. Silas,

Pursuant to Article 31 of the Collective Bargaining Agreement (“Agreement”) between the Federated University Police Officers Association (“FUPOA”) and the University of California (“University”), FUPOA presents the enclosed list of initial proposals to commence bargaining for a successor Agreement. The current Agreement is set to expire on May 7, 2022. FUPOA reserves the right to add to, modify, and/or delete these proposals as well as introduce new proposals during the course of negotiations.

FUPOA is looking forward to working with your team and is hopeful that we will be able to agree upon a successor Agreement with the University well before the May 7, 2022 expiration date. It is our understanding that the University is required to have two “Sunshine” (public notice) meetings prior to bargaining. FUPOA requests that they be scheduled at the University’s earliest convenience so that we may commence bargaining as soon as possible. We have set aside the following dates for bargaining, so please let us know at your earliest convenience which dates, if any, work for your team:

November 8, 2021
November 9, 2021
November 22, 2021
November 23, 2021

December 7, 2021
December 8, 2021
December 9, 2021
December 14, 2021
December 15, 2021
December 16, 2021

Letitia Silas, Executive Director – Labor Relations
University of California, Office of the President
September 10, 2021
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As always, please feel free to contact me at (909) 801-9395 or JBakhit@Mastagni.com.
Thank you.

Sincerely,

MASTAGNI HOLSTEDT, APC

John H. Bakhit

John H. Bakhit
Attorney at Law

Encl.: FUPOA Initial Proposals

Cc: Wade Stern, FUPOA President (wade@fupoa.org)
E. Kevin Young, Esq. - Associate Director – Chief Negotiator, UCOP
(EKevin.Young@ucop.edu)

FUPOA INITIAL PROPOSALS

Article 1: Agreement

- To propose clean up language.

Article 2: Access

- To propose clean up language.

Article 3: Payroll Deduction

- To propose clean up language.

Article 5: Management Rights

- To propose clean up language.

Article 6: Grievance Procedure

- To propose clean-up language.

Article 7: Arbitration

- To propose clean up language.

Article 8: Discipline and Dismissal

- To propose clean up language.

Article 10: Performance Evaluation

- To propose clean up language

Article 11: Hours of Work

- To propose changes to sick time, work schedule, CTO, mutual aid assignments, etc., and clean up language.

Article 12: Job Vacancy

- To propose changes to the application and hiring process for current University Police Officers and other clean up language.

Article 13: Layoff

- To propose clean up language.

Article 15: Personnel Files

- To propose clean up language.

Article 16: University Benefits

- To propose change to the benefits and other clean up language.

Article 17: Holidays

- Propose changes to holiday time/pay and other clean up language

Article 18: Vacation

- To propose changes to curtailment, vacation approval and other clean up language.

Article 19: Sick Leave

- To propose clean up language.

Article 25: Parking

- To propose changes to parking rates and other clean up language.

Article 26: Uniforms

- To propose changes to uniform allowance and to add section regarding equipment and other clean up language.

Article 28: Seniority

- To propose changes pertaining to all seniority-based issues and other clean up language.

Article 29: Wages

- To propose increases in wages.
- To propose changes to the list of Specialty Assignments, eligibility for Specialty Assignments and Specialty Pay.
- To propose additional clean-up language.

Article 30: Miscellaneous

- To propose changes to release time and other clean up language.

Article 31: Duration

- To propose a multi-year agreement, changes to release time and other clean up language.

Article 32: Release Time For Negotiations

- To propose changes to release time and other clean-up language.

Appendix D: List of Arbitrators

- Review list and update.

FUPOA is also proposing to further clarify language concerning items with Chief's discretion and University needs.

FUPOA reserves the right to add to, modify, and/or delete these proposals as well as introduce new proposals during the course of negotiations.