

Teamsters Local 2010 CX Agreement Bargaining Proposals (Sunshine)

The following proposals represent a preliminary list of those articles of the CX-Unit's contract that Local 2010 will propose to change, modify or amend. The Union maintains the ability to modify, amend, substitute or withdraw any or all of these proposals depending upon the course of bargaining. Additionally, the Union reserves the right to submit additional proposals or possibly, to propose to open additional articles of the contract, as negotiations progress. Also remove all references to CUE (Article 3, Article 6, Article 10, Appendix K, Appendix L, Appendix N, and Appendix T).

Article	Title	Proposal
Article 1	Access/Union Rights	Remove nondisclosure to Union language and improve bargaining representative, union business leave, and steward language.
Article 2	Agreement	Improve notice to the Union when classifying bargaining unit work, and the staffing of new University operations.
Article 3	Arbitration Procedure	Negotiate streamlined process for arbitration proceedings and update panel members.
Article 4	Catastrophic Leave	Improve leave options for workers in need.
Article 5	Corrective Action, Discipline and Dismissal	Improve notice language to the Union.
Article 6	Duration	Negotiate duration of agreement.
Article 7	Grievance Procedure	Negotiate streamlined grievance procedure.
Article 8	Health and Safety	Negotiate improvements to ensure overall worker health and safety.
Article 9	Holidays	Update observed holidays and negotiate time for religious/special observance.
Article 10	Hours of Work	Negotiate improved language for work shifts and break & prep coverage; telecommuting, flexible work schedules and assignments, meal and rest period, and overtime language; include administrative leave for natural disasters and catastrophic events; negotiate on-call rates.
Article 12	Labor Management Meetings	Negotiate improved paid release time for bargaining unit employees.
Article 13	Layoff and Reduction in Time	Negotiate improved determination, layoff unit, seniority, alternatives, and re-hire language.
Article 14	Leaves of Absence	Include Paid Family Care and Bonding agreement language; allow choices for employee when using paid leaves.
Article 15	Management Rights	Negotiate policy coverage and grievability.
Article 19	Multiple Appointments	Negotiate benefit coverage for all appointment types.
Article 22	Out-of-Classification Assignment	Negotiate fair compensation for additional duties and out-of-unit work.
Article 23 Appendix G	Parking Parking Rates	Negotiate affordable and accessible parking and transportation programs.
Article 25	Payroll Deduction	Negotiate changes to order of dues deduction and membership conversion process. Set minimum deduction amounts for per diem, temporary, and floater appointments.

Article	Title	Proposal
Article 26	Performance Evaluation	Negotiate changes to the evaluation process to ensure fairness, objectivity, and consistency.
Article 27	Personnel Files	Negotiate updates to what is stored in personnel files.
Article 28	Positions & Appointments	Negotiate changes to qualifying service for limited and per diem appointments.
Article 29	Probationary Period	Negotiate improvements to probationary period credit.
Article 32	Resignation and Job Abandonment	Improve the issuance of final paychecks and notice to the Union for resignation or job abandonment.
Article 33	Respectful, Fair Treatment	Negotiate improvements to the investigation process and timelines.
Article 35	Shift Differential	Negotiate improved pay differentials and rates.
Article 36	Sick Leave	Negotiate improvements to sick leave and use.
Article 37	Subcontracting	Negotiate restrictions on the contracting-out of bargaining unit work.
Article 38	Training and Development	Negotiate improvements to training and development leave.
Article 39	Transfer/Promotion/Reclassification	Negotiate improvements to the reclassification process and address the equity review process.
Article 40	Travel Reimbursement	Negotiate improvements for workers reporting to multiple job locations.
Article 42	University Benefits	Negotiate improved healthcare and retiree benefits.
Article 43	University Policies	Negotiate improvements to worker information that is disclosed to the public.
Article 44	Vacation	Negotiate improvements to vacation usage and maximum accruals for all appointment types; allow for use of vacation when sick leave is exhausted.
Article 45	Wages	Negotiate wage and compensation increases; establish equity review and increase process; negotiate parameters and amounts for incentive and award programs.
Appendices		Review all Appendices and Side Letters; update and negotiate where necessary.
NEW	Training Pay	Negotiate stipend for trainers.