



OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR
LABOR RELATIONS

OFFICE OF THE PRESIDENT
1111 Franklin Street
Oakland, California 94607

October 13, 2021

Jason Rabinowitz
Secretary Treasure and Principal Officer
Teamsters Local 2010
7730 Pardee Lane, Suite 2010
Oakland, CA 94621
Sent Via E-mail and U.S. Mail

Dear Jason:

In accordance with Article 6 – Duration of the current collective bargaining agreement (“CBA or Agreement”) the following proposals represents a preliminary list of those articles in the Teamsters Local 2010 (“CX”) unit CBA that the University will propose to change, modify or amend. The University maintains the ability to modify, amend, substitute or withdraw any or all of these proposals depending on the course of bargaining. Additionally, the University reserves the right to submit additional proposals or possibly, to propose to open additional articles of the contract, as negotiations progress.

Article 1 – Access/Union Rights

The University shall propose clarifying language to the provisions providing for release time. In addition, the University shall submit language to recognize the distinction between release time to prepare for successor bargaining versus that which shall be provided for accretion bargaining or other negotiations sessions.

Article 2 – Agreement

The University shall propose modifications to this article in part to reflect the dates of the successor agreement. The University shall also propose language to address reclassification and unit modification.

Article 3 – Arbitration Procedure

The University shall propose modification to the language to eliminate the ability to file grievances and arbitration notices by mail. Negotiate discretion for the University to consolidate certain types of grievances and appeals. In addition, propose a process by which determination of arbitrability will be done in a separate hearing and elimination of the two arbitration panels (one from Northern California one from Southern California).

Article 4 – Catastrophic Leave

The University is proposing current contract language.

Article 5 – Corrective Action/Discipline and Dismissal

The University shall propose language addressing the methodologies by which notice must be submitted to the Teamsters.

Article 6 – Duration

The University shall propose language to accurately reflect the duration of the CBA as well as requirements for successor bargaining.

Article 7 – Grievance Procedure

The University proposes modification of the language in the article to require all filings be done electronically. In addition, the University is proposing modification of the article to allow the University the discretion to consolidate two or more grievances which relate to the same employee or grievances which relate to the same issue or course of action.

Article 8 – Health and Safety

The University is proposing current contract language.

Article 9 – Holidays

The University is proposing to edit the list of administrative holidays to include Juneteenth.

Article 10 – Hours Worked

The University is proposing current contract language.

Article 11 - Indemnification

The University is proposing current contract language.

Article 12 – Labor Management Meetings

The University is proposing current contract language

Article 13 – Layoff and Reduction in Time

The University is proposing to revise the layoff language to broaden the reasons for layoffs.

Article 14 – Leaves of Absence

The University shall propose revisions to ensure legal compliance.

Article 15 – Management Rights

The University is proposing language to broaden management rights.

Article 16 – Medical Separation

The University is proposing current contract language.

Article 17 – Military Leave

The University is proposing current contract language.

Article 18 – Moving Expenses

The University is proposing current contract language.

Article 19 – Multiple Appointments

The University is proposing current contract language.

Article 20 – No Strikes

The University is proposing modification of the language to address any “wild cat strike”.

Article 21- Nondiscrimination

The University is proposing to bring the language of the Agreement in line with the University’s Sexual Violence and Sexual Harassment Policy. The University is further proposing changes to ensure legal compliance.

Article 22 – Out-Of-Classification Assignment

The University is proposing current contract language.

Article 23 - Parking

The University shall propose modifications to its parking programs.

Article 24 – Past Practice Not Covered by the Agreement

The University is proposing current contract language.

Article 25 – Payroll Deductions

The University is proposing current contract language.

Article 26 – Performance Evaluation

The University is proposing current contract language.

Article 27 – Personnel Files

The University is proposing current contract language.

Article 28 – Positions/Appointments

The University is proposing current contract language.

Article 29 – Probationary Period

The University is proposing current contract language.

Article 30 – Reduced Fee Enrollments

The University is proposing current contract language.

Article 31 – Reasonable Accommodation

The University will request review of the current language by the Office of General Counsel to ensure it is compliant with current law.

Article 32 – Resignation/Job Abandonment

The University is proposing current contract language.

Article 33 – Respectful Fair Treatment

The University is proposing current contract language.

Article 34 – Severability

The University is proposing current contract language.

Article 35 – Shift Differential

The University shall propose modification to the language to clarify when employees are eligible for shift differentials.

Article 36 – Sick Leave

The University shall propose language modifications to provide the University discretion in requesting documentation for sick leave.

Article 37 – Subcontracting (currently performed work)

The University is proposing current contract language.

Article 38 – Training and Development

The University shall propose language to clarify when an employee is entitled to participate in training and development programs.

Article 39 – Transfer/Promotion/Reclassification

The University is proposing current contract language.

Article 40 – Travel Reimbursement

The University is proposing current contract language.

Article 41 – Uniforms

The University is proposing current contract language.

Article 42 – University Benefits

The University is proposing current contract language.

Article 43 – University Policies

The University is proposing current contract language.

Article 44 – Vacation

The University shall propose language to modify the curtailment process.

Article 45 – Wages

The University will propose an economic package for the campus and medical centers and a separate economic package for Lawrence Berkeley National Laboratory.

Article 46 – Waiver

The University is proposing current contract language.

Article 47 – Work-Incurred Injury or Illness

The University is proposing current contract language.

Article 48 – Work Rules

The University is proposing current contract language.

Appendices

The University is proposing that they be deleted, amended and updated accordingly.

Lawrence Berkeley National Laboratory (LBNL)

Provide modifications to the articles and compensation package for applicability to the LBNB

The sunshine process shall begin no later than October 15, 2021 with notice to the public and the posting of the proposals, followed by the first sunshine meeting on October 20, 2021 from 9:00 a.m. to 11:00 a.m. and the second sunshine meeting on November 3, 2021 from 9:00 a.m. to 11:00 a.m.

Bargaining is scheduled to begin on November 5, 2021.

Please do not hesitate to contact me should you need further information.

Sincerely,

E Kevin Young

E. Kevin Young
Associate Director Labor Relations
University of California

cc Letitia Silas, Executive Director, UCOP Labor Relations
Melissa Munio, Chief of Staff, Teamsters Local 2010