Dear Dan,

In accordance with Article 47 – Duration of the current collective bargaining agreement (“CBA or Agreement”) between The Regents of the University of California (“University”) and University Professional and Technical Employees - Communications Workers of America Local 9119 (“UPTE”), the following proposals represent a preliminary list of articles in the Health Care Professionals (“HX”) 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 CBA, as negotiations progress.

**Article 1 – Agreement**

**Article 2 – Access**

**Article 3 – Arbitration**

**Article 5 – Compensation**

**Article 6 – Corrective Action Discipline**

**Article 7 – Union Dues Deduction**

**Article 8 – Grievance Procedure**

**Article 10 – Holidays**

**Article 11 – Hours of Work**

**Article 12 – Job Posting**

**Article 13 – Layoff and Reduction in Time**
Article 14 – Leaves of Absence
Article 15 – Leave for Union Business
Article 16 – Management Rights
Article 17 – Medical Separation
Article 18 – Military Leave
Article 19 – Moving Expenses
Article 20 – Multiple Appointments
Article 21 – No Strikes
Article 22 – Nondiscrimination in Employment
Article 23 – Out of Classification Assignments
Article 24 – Parking
Article 25 – Performance Evaluation
Article 26 – Personnel Files
Article 27 – Positions
Article 29 – Professional Development and Educational Leave
Article 30 – Reasonable Accommodation
Article 31 – Reclassification Review
Article 32 – Release Time for Bargaining
Article 33 – Resignation Job Abandonment
Article 35 – Shift Differential
Article 36 – Sick Leave
Article 39 – Uniforms
Article 40 – UC Health and Welfare Benefits
Article 41 – UC Retirement Savings Plan
Article 47 – Duration
Article 48 – Respectful and Fair Treatment

Lawrence Berkeley National Laboratory (LBNL)
Provide modifications to the articles and compensation package for applicability to the LBNL.
Appendices
The University is proposing that they be deleted, amended, and updated accordingly.

Side letter
The University shall submit language to incorporate, edit, delete, or revise side letters.

Miscellaneous.
Remove articles that have expired or are no longer applicable.

The first public comment meeting will be held on May 29, 2024. Please do not hesitate to contact me should you need further information.

Sincerely,

Kevin Young

E. Kevin Young
Associate Director, Labor Relations
University of California