



OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR
LABOR RELATIONS

OFFICE OF THE PRESIDENT
1111 Franklin Street
Oakland, California 94607

May 24, 2024

Dan Russell
UPTE-CWA 9119
Research Support Professionals Unit
dan@upte.org

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