<table>
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<tr>
<th>Article</th>
<th>Title</th>
<th>Contemplated Changes</th>
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| Article 1 | Access | - Increased employee representatives, release time, and rights  
- Strengthen rights related to New Employee Orientations  
- Strengthen rights related to Union access |
| Article 2 | Agreement | - Improved procedures for handling newly created and modified classifications  
- Expand reclass definition to include “replacing a substantial portion of a unit position” and replacement with a machine or AI technology  
- Update agreement date  
- The University shall not undermine the bargaining unit by compensating any student employees less than the Unit minimum wage (beginning at $25 per hour) |
| Article 3 | Arbitration | - Remove unilateral right to a separate arbitrability hearing  
- Update arbitrator list |
| Article 4 | University Benefits | - Maintenance/protection of all health care benefits, including:  
no premium, co-pay or co-insurance increases  
- Increase life insurance and disability benefits  
- Pension buy-back for accredited workers  
- Guaranteed treatments under all health plans |
| Article 6 | Compensation | - Establish minimum step placement  
- Expand step scales to all locations  
- Standardize movement through step scales at all locations  
- Improve step scales  
- Provide an immediate market/inflation adjustment to make up for the increase in cost of living, and set a new minimum wage ($25/5%)  
- Provide significant annual across-the-board increases  
- Provide annual, guaranteed step increases  
- Provide additional longevity steps for employees at the top step  
- Ensure that higher titles in series’ and career pathways have higher step structures  
- Provide increases to address regional, job title, and market pay inequities  
- Increase shift and weekend differentials  
- Increase on call pay rates  
- Provide specialty/certification differentials |
| Article 7 | Corrective Action / Discipline and Dismissal | - Strengthen rights related to discipline and dismissal |
| Article 8 | Development and Training | - Improve paid education and development leave provisions  
- Provide reimbursement for licensure/certification costs  
- Improved tuition discount, which shall also apply to an employee's dependents |
| Article 9 | Duration of Agreement | - Update duration for a new, multi-year agreement |
| Article 10 | Grievance Procedure | - Strengthen grievance rights |
| Article 11 | Health and Safety | - Employees shall have right to refuse dangerous assignments while the University investigates  
- Employees not completing scheduled shifts due to unhealthy air quality, excessive heat, flooding or other climate-based health hazards shall be in a without loss of straight-time pay status  
- Add funeral benefit for employees who have died while still employed  
- Provide greater shoe/boot reimbursement |
| Article 12 | Holidays | - Add Juneteenth holiday  
- Clarify exempt employee eligibility for holiday pay  
- Additional floating holidays  
- Add MLK Day, Cesar Chavez Day, and Dec. 24th to list of holidays for which employees receive time-and-a-half  
- Provide holiday pay for all hours of regular shifts |
| Article 13 | Hours of Work | - Reduce workweek  
- Strengthen notice requirements for schedule changes  
- Eliminate variable shifts and variable work locations  
- Strengthen seniority language  
- Strengthen right to breaks and right to pay for missed breaks  
- Strengthen right to comp time  
- Employees may elect to use sick time when excused based on rest between shifts provision  
- Premium pay shall be earned based on time on pay status  
- Improved overtime standards  
- Provide extra shift bonuses  
- Strengthen remote work provisions  
- Strengthen exempt employee rights  
- Strengthen on-call compensation  
- Establish right to hybrid/remote work  
- Establish provision for voluntary reduction in time  
- Improve rest between shifts |
| Article 16 | Layoffs and Reduction in Time | - As an alternative to layoff, UC must offer another career position for which the targeted employee is, or can become qualified, to perform  
- UC must make every effort to arrange and offer redeployment to furloughed employees  
- A laid off employee has the right to both recall rights and severance  
- Broaden layoff units |
| Article 17 | Leaves for Union Business | - Strengthen rights related to Union business leave |
| Article 18 | Leaves of Absence | - Update consistent with new laws and benefits  
- Incorporate paid family care and bonding benefit |
| Article 25 | Non Discrimination in Employment | - Strengthen non-discrimination rights |
| Article 26 | Out of Class Pay / Temporary Assignment | - Strengthen out-of-class pay provisions  
- Increase charge differential |
| Article 27 | Parking | - Decrease employee parking rates  
- Dismiss parking citations for those working overtime  
- Improve local parking meeting terms  
- Subsidize public transit and bicycle costs  
- Maintain free EV charging |
| Article 29 | Performance Evaluation | - Employees shall have the ability to evaluate their managers/supervisor |
| Article 31 | Positions / Appointments | - Follow staffing standards, ratios, guidelines established for Unit titles  
- Strengthen recruitment and hiring efforts by making positions more attractive, providing referral bonuses, expanding outreach and hiring efforts for underrepresented communities, and streamlining hiring and onboarding  
- Eliminate any English proficiency requirements from titles not requiring proficiency  
- Ensure that appointment percentages are not less than hours of regular schedules  
- Strengthen limited and per diem conversion rights  
- Eliminate term position  
- Additional holiday compensation for per diem positions |
| Article 38 | Shift Differential | - Establish minimum shift differential |
| Article 39 | Sick Leave | - Reasonable use of sick leave shall not count against employees, or be considered occurrences under attendance policies  
- Employees shall have the right to use any sick leave for baby bonding  
- Paid bereavement leave shall not be deducted from sick leave banks  
- All employees shall be eligible for sick leave |
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| Article 40 | Subcontracting | - Strengthen prohibitions on subcontracting of bargaining unit work  
- Insourse positions that are currently subcontracted |
| Article 41 | Transfer / Promotion / Reclassification | - Strengthen rights to vacant positions based on seniority  
- Strengthen rights for reclassification and progression through title series |
| Article 43 | Vacation | - Increase vacation leave accrual rates  
- Establish vacation schedules using seniority  
- Strengthen right to use vacation leave  
- Strengthen response time to vacation requests  
- Establish ability to cash out vacation leave  
- Clarify that the University may not deny vacation due based on the purpose of the leave or because leave was unplanned |
| NEW | Staffing | - Establish staffing committee  
- Establish patient/caseload ratios |
| NEW | Affordable Housing | - Provide employees with housing assistance funds (for rent or utility assistance; health, building code, and climate-related upgrades; and assistance to avoid eviction)  
- Provide employees with a down payment assistance fund  
- Provide employees with low-interest home loans similar to those provided to executives, with terms that remove barriers to employee home ownership  
- Divest UCRP from Blackstone and other housing corporations failing to commit to responsible landlord standards of: freezing of rental rates, no ‘no fault’ evictions, and safe and health properties  
- Invest the billions currently in Blackstone in truly affordable, social housing for students, workers, and community, including housing on UC land  
- Commit UC to responsible landlord standards of: freezing of rental rates, no ‘no fault’ evictions, and safe and health properties |
| NEW | Seniority | - Define seniority for various instances |
| Side letters | - Update consistent with the above proposals  
- Add new side letters reached during the term of the previous agreement  
- All side letters not amended or struck shall be extended for the duration of the agreement  
- Add list of titles to add to bargaining unit  
- Improve Scene Tech Hours of Work Sideletter |