

| UPTE TX Unit Successor Bargaining Proposals, May 1, 2024 | | |
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| | Title | Contemplated Changes |
| Article 1 | Access | <ul style="list-style-type: none"> - Increased employee representatives, release time, and rights - Strengthen rights related to New Employee Orientations - Strengthen rights related to Union access |
| Article 2 | Agreement | <ul style="list-style-type: none"> - 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 | <ul style="list-style-type: none"> - Remove unilateral right to a separate arbitrability hearing - Update arbitrator list |
| Article 4 | University Benefits | <ul style="list-style-type: none"> - 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 accreted workers - Guaranteed treatments under all health plans |
| Article 6 | Compensation Salary Rates | <ul style="list-style-type: none"> - 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 | <ul style="list-style-type: none"> - Strengthen rights related to discipline and dismissal |

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| Article 8 | Development and Training | <ul style="list-style-type: none"> - 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 | <ul style="list-style-type: none"> - Update duration for a new, multi-year agreement |
| Article 10 | Grievance Procedure | <ul style="list-style-type: none"> - Strengthen grievance rights |
| Article 11 | Health and Safety | <ul style="list-style-type: none"> - 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 | <ul style="list-style-type: none"> - 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 | <ul style="list-style-type: none"> - 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 |

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| Article 16 | Layoffs and Reduction in Time | <ul style="list-style-type: none"> - 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 | <ul style="list-style-type: none"> - Strengthen rights related to Union business leave |
| Article 18 | Leaves of Absence | <ul style="list-style-type: none"> - Update consistent with new laws and benefits - Incorporate paid family care and bonding benefit |
| Article 25 | Non Discrimination in Employment | <ul style="list-style-type: none"> - Strengthen non-discrimination rights |
| Article 26 | Out of Class Pay / Temporary Assignment | <ul style="list-style-type: none"> - Strengthen out-of-class pay provisions - Increase charge differential |
| Article 27 | Parking | <ul style="list-style-type: none"> - 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 | <ul style="list-style-type: none"> - Employees shall have the ability to evaluate their managers/supervisor |
| Article 31 | Positions / Appointments | <ul style="list-style-type: none"> - 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 | <ul style="list-style-type: none"> - Establish minimum shift differential |

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| Article 39 | Sick Leave | <ul style="list-style-type: none"> - 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 |
| Article 40 | Subcontracting | <ul style="list-style-type: none"> - Strengthen prohibitions on subcontracting of bargaining unit work - Insource positions that are currently subcontracted |
| Article 41 | Transfer / Promotion / Reclassification | <ul style="list-style-type: none"> - Strengthen rights to vacant positions based on seniority - Strengthen rights for reclassification and progression through title series |
| Article 43 | Vacation | <ul style="list-style-type: none"> - 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 | <ul style="list-style-type: none"> - Establish staffing committee - Establish patient/caseload ratios |
| NEW | Affordable Housing | <ul style="list-style-type: none"> - 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 | <ul style="list-style-type: none"> - Define seniority for various instances |

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| Side letters | <ul style="list-style-type: none">- 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 |
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