

September 9, 2024

Alessandro Powell
Union Representative
Alameda County Building and Construction Trades Council
7750 Pardee Lane, Suite 100
Oakland, CA 94621
alessandro@btcalameda.org

Dear Alessandro,

Pursuant to the Higher Education Employer-Employee Relations Act ("HEERA"), Article 10, § 3695, and Article 33 – Duration, of the collective bargaining agreement ("CBA") between the University of California and the Alameda County Building and Construction Trades Council ("KB"), the University hereby notifies KB of its desire to extend the CBA, which expires on September 30, 2025, for a period of one year, with limited re-openers.

The University reserves the right 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 to propose to open additional articles of the CBA as negotiations progress.

The following represents an initial list of articles in the CBA in which the University proposes to retain current contract language:

- Article 1 - Recognition**
- Article 2 - Scope of Agreement**
- Article 4 - Stewards**
- Article 5 - Access to the Workplace**
- Article 6 - Non-Discrimination**
- Article 7 - Hiring**
- Article 8 - Probationary Period**
- Article 9 - Health and Safety**
- Article 10 - Hours of Work**
- Article 11 - Overtime/On-Call/Fatigue Time**
- Article 12 - Shift Differentials**
- Article 13 - Out of Class Assignment**
- Article 14 - Vacation**
- Article 15 - Holidays**
- Article 16 - Sick Leave**
- Article 17 - Administrative Leave**
- Article 18 - Layoff/Reduction of Time**
- Article 19 - Discipline and Dismissal**
- Article 20 - Medical Separation**
- Article 21 - Labor-Management Committee**
- Article 22 - Grievance Procedure**
- Article 23 - Arbitration Procedure**
- Article 24 - Hand Tools**
- Article 26 - Severance Payments**
- Article 27 - Fringe Benefit Coverage**
- Article 28 - Severability**

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Article 29 - Waiver
Article 30 - No Strike/Lockouts
Article 31 - Work Process and Procedures
Article 32 - Management Rights
Article 34 - Educational Stipends

Further, the University proposes to maintain the following Letters of Understanding in the CBA in their existing form:

Letter of Understanding - Article 18: Use of Three Digit Classification Code
Letter of Understanding - Article 32: Hiring Procedures
Letter of Understanding - Article 10: Alternate Schedules for Richmond Field Station
Letter of Understanding - Article 10: Alternate Schedules for Intercollegiate Athletics/Recreational Sports
Letter of Understanding - Article 11 : Fatigue Time

The following represents an initial list of articles that the University proposes to modify:

Article 3 - Dues Deductions

The University proposes modifying the language to reflect current legal requirements, as well as current University practices.

Article 25 - Salary

The University and LBL will submit appropriate wage proposals for their respective locations.

Article 33 - Duration

The University proposes to extend the term of the CBA for a period of one year, expiring on Sept. 20, 2026.

As previously communicated, the two public comment periods have been scheduled for Sept. 17, 2024 from 11 a.m. - 1p.m. at 1170 The Alameda, Berkeley, CA 94707 and Sept. 30, 2024 from 10 a.m. - noon at 1125 University Ave., Berkeley, CA 94702.

Also, invites were sent for the first session of in-person bargaining to take place on Oct. 7 from 9 a.m. - 2 p.m. at the Teamsters' Hall at 7750 Pardee Ln., Oakland, CA 94621.

Please contact me at bgreening@berkeley.edu and Christy Sherman at csheherman@lbl.gov should you have questions or concerns in the meantime.

Sincerely,



Barbara Greening, J.D.
Employee & Labor Relations Consultant
UC Berkeley

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cc: Jo Mackness, AVC/COO, Student Affairs, UCB
Sally McGarrahan, AVC, Facilities Services, UCB
Karen Lobo, Director, Maintenance Operations, UCB
Mako Ushihara, Executive Direction, RSSP, UCB
Francisco Armenta-Gutierrez, Director, RSSP, UCB
Carrie Ann Colton, ELR Director, UCB
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