

UC Berkeley People & Culture

June 27, 2025

Sent via Email

Andreas Cluver
Alameda County Building and Construction Trades Council
Secretary-Treasurer
andreas@btcalameda.org
btca@btcalameda.org

Re: University of California, Berkeley and Lawrence Berkeley National Laboratory's Initial Proposals to Alameda County Building and Construction Trades Council for the Skilled Trades Unit (KB) Successor Bargaining

Dear Andreas,

In accordance with Article 33 - Duration, the University of California, Berkeley ("Campus") and Lawrence Berkeley National Laboratory ("Laboratory") (collectively "University") is notifying the Alameda County Building and Construction Trades Council ("Union") of its intent to negotiate a successor collective bargaining agreement for the University Skilled Trades Unit ("KB").

The University's proposals are as follows:

Article 1 - Recognition

The University will make proposals to add, modify, and/or remove language.

Article 2 - Scope of Agreement

The University will make proposals to add, modify, and/or remove language.

Article 3 - Dues Deductions

The University will make proposals to add, modify, and/or remove language.

Article 4 - Stewards

The University will make proposals to add, modify, and/or remove language.

Article 5 - Access to the Workplace

The University is proposing current contract language.

Article 6 - Non-Discrimination

The University is proposing current contract language.

Article 7 - Hiring

The University will make proposals to add, modify, and/or remove language.

Article 8 - Probationary Period

The University is proposing current contract language.

Article 9 - Health and Safety

The University is proposing current contract language.

Article 10 - Hours of Work

The University will make proposals to add, modify, and/or remove language.

Article 11 - Overtime/On-Call/Fatigue Time

The University will make proposals to add, modify, and/or remove language.

Article 12 - Shift Differentials

The University is proposing current contract language.

Article 13 - Out of Classification Assignment

The University will make proposals to add, modify, and/or remove language.

Article 14 - Vacation

The University is proposing current contract language.

Article 15 - Holidays

The University is proposing current contract language.

Article 16 - Sick Leave

The University is proposing current contract language.

Article 17 - Administrative Leave

The University is proposing current contract language.

Article 18 - Layoff/Reduction in Time

The University will make proposals to add, modify, and/or remove language.

Article 19 - Discipline and Dismissal

The University will make proposals to add, modify, and/or remove language.

Article 20 - Medical Separation

The University is proposing current contract language.

Article 21 - Labor-Management Committee

The University is proposing current contract language.

Article 22 - Grievance Procedure

The University will make proposals to add, modify, and/or remove language.

Article 23 - Arbitration Procedure

The University is proposing current contract language.

Article 24 - Hand Tools

The University is proposing current contract language.

Article 25 - Salary

The University will make proposals on wage increases.

Article 26 - Severance Payments

The University will make proposals to add, modify, and/or remove language.

Article 27 - Fringe Benefit Coverage

The University is proposing current contract language.

Article 28 - Severability

The University is proposing current contract language.

Article 29 - Waiver

The University is proposing current contract language.

Article 30 - No Strike/Lockouts

The University is proposing current contract language.

Article 31 - Work Process and Procedures

The University will make proposals to add, modify, and/or remove language.

Article 32 - Management Rights

The University is proposing current contract language.

Article 33 - Duration

The University will make proposals on the duration of any successor Agreement.

Article 34 - Educational Stipends

The University is proposing current contract language.

Appendices, Letters of Understanding, and Side Letter Agreements

The University is proposing that Appendices and Side Letter Agreements be deleted, amended, and updated accordingly.

The University reserves the right to submit proposals on additional bargaining topics not specifically listed and to modify, add to, or delete any proposals during the course of negotiations, in accordance with applicable law.

Consistent with the parties' agreement, the University looks forward to beginning negotiations the week of August 4, 2025.

Please do not hesitate to contact us should you need further information.

Sincerely,



Jacquie Mosely-Pastrana
Employee and Labor Relations Consultant
People & Culture



Ryker Hittner
Employee and Labor Relations Consultant
People & Culture

cc: Kelly MacDonald, Alameda County Building and Construction Trades Council
Nam Van, Lawrence Berkeley National Laboratory
Ariana Banuelos, Lawrence Berkeley National Laboratory
Madelyn Bello, Lawrence Berkeley National Laboratory