



TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

Jason Rabinowitz

Secretary Treasurer and Principal Officer

June 27, 2025

Jennifer Henry, Labor Relations Advocate
UC San Diego Labor Relations
9500 Gilman Drive #0922
La Jolla, CA 92093-0922
j1henry@ucsd.edu

RE: Initial Proposal for Collective Bargaining Agreement K6

Dear Ms. Henry:

This letter serves as Teamsters Local 2010 notice of articles that we intend to propose in a new contract for the K6 bargaining unit. Teamsters reserves the right to add to, subtract from or modify these proposals at any time during negotiations.

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

Thank you,

Michael Sherritt
Union Representative
Teamsters Local 2010
9900 Flower Street
Bellflower, CA 90706
Email: msherritt@teamsters2010.org
Mobile: (619) 455-5881
Website: teamsters2010.org

NORTHERN CALIFORNIA

400 Roland Way, Suite 2010
Oakland, CA 94621

(510) 845-2221 | (510) 845-7444 Fax

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www.teamsters2010.org

SOUTHERN CALIFORNIA

9900 Flower Street
Bellflower, CA 90706

(562) 376-4710 | (562) 376-4709 Fax

1. RECOGNITION

Update to bargaining unit classifications

2. OUT OF CLASSIFICATION ASSIGNMENT/CLASSIFICATION REVIEW

Provisions for changes to classifications and out of classification compensation

3. DEFINITIONS

Current contract language, unless other bargaining requires updating existing definitions

4. MANAGEMENT RIGHTS

Provisions for Management rights

5. NONDISCRIMINATION IN EMPLOYMENT

Legal updates, if necessary

6. PROBATIONARY PERIOD

Change to procedure during probationary period

7. POSITIONS AND APPOINTMENTS

Change to language regarding appointments

8. HOURS OF WORK

Changes to procedures and compensation

9. OVERTIME

Changes to procedures and compensation

10. PERFORMANCE EVALUATION

Process and criteria for job performance review.

11. PROMOTIONS/TRANSFERS

Standards and policies for promotions and transfers.

12. HOLIDAYS

Changes to procedures and compensation

13. SICK LEAVE

Changes to procedures

14. VACATION

Changes to procedures and compensation

15. MILITARY LEAVE

Changes to procedure and potential legal updates

16. LEAVES OF ABSENCE

Changes to procedure and potential legal updates

17.DISCIPLINE AND DISMISSAL

Current contract language

18.LAYOFF AND REDUCTION IN TIME

Changes to procedures regarding layoffs and reduction in time

19.UNIT WORK

Current contract language

20.SUBCONTRACTING

Update to language and procedures regarding subcontracting

21.GRIEVANCE PROCEDURE

Update to language and procedures

22.ARBITRATION PROCEDURE

Update to language, procedures, and list of arbitrators

23.HEALTH AND SAFETY

Update to language and procedures on protection for members

24.JOINT HEALTH AND SAFETY COMMITTEE

Current contract language

25.PROTECTIVE CLOTHING

Add language regarding protective clothing

26.UNIFORMS

Current contract language

27.PARKING

Change to procedure and compensation

28.MILEAGE REIMBURSEMENT

Current contract language

29.MEDICAL SEPARATION

Changes according to potential legal updates

30.WORK INCURRED INJURY OR ILLNESS

Changes according to potential legal updates

31.REASONABLE ACCOMMODATION/REHABILITATION

Changes according to potential legal updates

32.UNION STEWARDS

Change in procedures for Stewards

33. LABOR-MANAGEMENT RELATIONS

Current contract language

34. UNION ACCESS AND RIGHTS

Changes according to potential legal updates

35. PAYROLL DEDUCTIONS

Changes according to potential legal updates

36. PERSONNEL FILES

Changes to fees and records process

37. TRAINING AND DEVELOPMENT

Current contract language

38. NO STRIKE/NO LOCKOUTS

Changes to procedure

39. DEATH PAYMENTS

Current contract language

40. INSURANCE AND RETIREMENT BENEFITS

Changes to procedure and compensation

41. SHIFT DIFFERENTIAL

Changes to procedure and compensation

42. APPRENTICESHIP PROGRAM

Changes to procedure on the apprenticeship program

43. WAGES AND PAY DIFFERENTIAL

Changes to procedure and compensation

44. SEVERABILITY

Current contract language

45. WAIVER

Changes to procedure

46. DURATION

Change to the duration of the agreement and update dates based on negotiations

47. RESPECTFUL, FAIR TREATMENT

Current contract language

APPENDIX A – SIDE LETTER AGREEMENT ON TRADE-UP APPRENTICESHIP

Changes to and expansion of the apprenticeship program

APPENDIX B – SIDE LETTER ON PAY FOR FAMILY CARE AND BONDING

Incorporate into existing contract language