

PROPOSED AMENDMENTS TO THE MEMORANDUM OF UNDERSTANDING

Between the University of California, San Diego and Teamsters Local 2010 Skilled Crafts Unit (“K6”).

Please find this notice to serve as the initial “Sunshine” proposals regarding upcoming contract negotiations between the University of California, San Diego (“University”) and the Teamsters Local 2010 Skilled Crafts Unit (“K6”).

PROPOSED ARTICLES

The University proposes the following modifications:

- **Article 1: Recognition** – update language to add any new titles;
- **Article 2: Out of Classification Assignment/Classification Review** – update language to clarify procedures;
- **Article 5: Nondiscrimination in Employment** – legal and procedural updates;
- **Article 7: Positions and Appointments** – clarify process and provisions;
- **Article 8: Hours of Work** – update and clarify language;
- **Article 9: Overtime** – clarify process and policies for compensation and scheduling;
- **Article 11: Promotions/Transfers** – modify standards and procedures for promotions and transfers;
- **Article 13: Sick Leave** – legal and procedural updates;
- **Article 14: Vacation** – update and clarify vacation leave procedures;
- **Article 15: Military Leave** – legal and procedural updates;
- **Article 16: Leaves of Absence** – legal and procedural compliance updates, clarify standards and eligibility for leaves of absence;
- **Article 18: Layoff and Reduction in Time** – update and modify procedures;
- **Article 21: Grievance Procedures** – update and clarify procedures;
- **Article 22: Arbitration Procedure** – update and clarify procedures;
- **Article 23: Health and Safety** – update and clarify language;
- **Article 24: Joint Health and Safety Committee** – update and clarify provisions;
- **Article 27: Parking** – update and clarify provisions;
- **Article 31: Reasonable Accommodation / Rehabilitation** – legal and procedural updates;
- **Article 32: Union Stewards** – update and clarify provisions;
- **Article 37: Training and Development** – update and clarify language;
- **Article 41: Shift Differential** – updating provisions;
- **Article 43: Wages and Pay Differential** – updating provisions;
- **Article 35: Dues Deductions - Union Security** - update procedures;
- **Article 46: Duration** – update the length of the agreement and specific terms regarding opening the agreement for successor negotiations;
- **Article 47: Respectful, Fair Treatment** – update and clarify procedures;
- **Appendix B:** incorporate current contract language into body of contract.

The University proposes current contract language for the following articles:

- **Article 3: Definitions**
- **Article 4: Management Rights**
- **Article 6: Probationary Period**
- **Article 7: Positions and Appointments**
- **Article 10: Performance Evaluations**
- **Article 12: Holidays**
- **Article 17: Discipline and Dismissal**
- **Article 19: Unit Work**
- **Article 20: Subcontracting**
- **Article 25: Protective Clothing**
- **Article 26: Uniforms**
- **Article 28: Mileage Reimbursement**
- **Article 29: Medical Separation**
- **Article 30: Work Incurred Injury or Illness**
- **Article 33: Labor-Management Relations**
- **Article 34: Union Access and Rights**
- **Article 36: Personnel Files**
- **Article 38: No Strike / No Lockouts**
- **Article 39: Death Payments**
- **Article 40: Insurance and Retirement Benefits**
- **Article 42: Apprenticeship Program**
- **Article 42: Apprenticeship Program Addendum**
- **Article 44: Severability**
- **Article 45: Waiver**
- **Appendix A**

The University reserves the right to add, delete, or modify its proposals, or bargain over additional topics as bargaining progresses.

The sunshine process meetings will be publicly noticed to take place starting a week after we have mutually exchanged proposals, the first meeting will take place on Wednesday, July 23, 2025 from 1:00 p.m.-3:00 p.m., and the second meeting will take place on Friday, July 25, 2025 from 9:30 a.m. – 11:30 a.m. Both meetings will be held via open Zoom meetings (details to be provided in the public notice).

The first bargaining session is yet to be agreed-upon, but may take place as soon as August 18, 2025.