

UNIVERSITY OF CALIFORNIA

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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR
LABOR RELATIONS

OFFICE OF THE PRESIDENT
1111 Franklin Street
Oakland, California 94607

June 30, 2025

Sent via email

Ben Elliott
Public Sector Director
CNA

RE: University Sunshine Notice for the California Nurses Association (CNA) Systemwide Collective Bargaining Agreement

Dear Ben,

Pursuant to the public-notice provisions of the Higher Education Employer-Employee Relations Act (HEERA), Government Code sections 3595 et seq., the University of California (“University”) hereby presents its preliminary (“sunshine”) proposals for negotiations on the successor agreement for the CNA bargaining unit.

The following proposals represent a preliminary list of initial concepts the University anticipates proposing in successor negotiations. The University expressly reserves the right to withdraw, amend, substitute, or add to any or all of these proposals depending upon the course of bargaining. Additionally, the University reserves the right to submit additional proposals as negotiations progress.

- Article 1 Recognition:** Amend New Classifications and Classifications Covered by this Agreement sections.
- Article 2 Bargaining Unit Classification:** Amend Classification Descriptions section.
- Article 4 Per Diem Nurses:** Amend definitions.
- Article 6 Educational/Professional Development:** Amend Professional Development and Educational Time section.
- Article 7 Professional Practice Committee:** Amend Professional development and Education Time section.
- Article 8 Staffing:** Amend provisions regarding “Floating.”
- Article 9 Probationary Period:** Amend general conditions.
- Article 11 Work Rules:** Amend and clarify the article.
- Article 13 Job Posting:** Amend Posting section and Filling Vacant Positions provisions as well as a new section on Applications.
- Article 14 Hours of Work:** Amend and Clarify Work Schedule, Rest Periods, On-Call, Overtime, Rotation between Day/Evening/Night Shifts sections.
- Article 15 Benefits:** Amend and clarify Health Benefits section.
- Article 16 Health and Safety:** Clarify and amend general conditions.

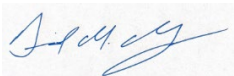
- Article 19 Sick Leave:** Amend article to account for SB 616 changes and UC policy compliance.
- Article 20 Leaves of Absence:** Amend provisions to include Paid Protected Sick Leave. Amend and clarify Pregnancy Disability Leave and Childcaring Leave provision.
- Article 23 Layoff and Reduction in Time:** Amend and clarify Definitions and Emergency Layoff sections.
- Article 25 Resignation:** Amend and clarify Notice and Automatic Resignation sections.
- Article 26 Corrective Action, Discipline and Discharge:** Amend and clarify Personnel Records and Representation sections.
- Article 27 Grievance Procedure:** Amend and clarify General Conditions and Pay Status and include a new section on Retroactivity.
- Article 28 Arbitration:** Amend and clarify General Conditions.
- Article 29 Association Rights:** Correct grammatical error under Nurse Representatives section.
- Article 30 Association Payroll Deduction:** Amend and clarify article.
- Article 33 Management Rights:** Amend and clarify management rights provisions.
- Article 35 No Strikes:** Amend and clarify article.
- Article 38 Duration:** Update with new duration.
- Article 40 Compensation:** Amend and clarify compensation provisions, including but not limited to, General Provisions, Recognition Lump Sum Payment, Within-Range Step Increases, ATB/Range Increases, Additional Increases, On-Call Rate Increase, Differential Pay, and Specialty Certification Differentials.
- Article 41 Parking:** Amend Parking and Transportation Rates section with updated dates.
- Article 42 New Technology:** Amend and clarify Nurse Input into New Technology section.
- Side letter UCD/CNA – Exempt Nurse Anesthetists:** Amend listed classifications.
- Side letter UCD/UCI Shift Differential Payments:** Cleanup 1988 side letter.
- Side letter Gender-Neutral Language:** New side letter changing he/she pronouns to gender neutral terminology.

Appendices Review and update all appendices

Nothing in this notice limits the University's ability to introduce additional proposals, counterproposals, or side-letter concepts after bargaining begins, consistent with HEERA and University policy.

Please let me know if you have any questions.

Sincerely,



David G. Guzman
Associate Director – Chief Negotiator
Systemwide Labor Relations
University of California, Office of the President

Cc: Matt Teaford, Executive Director, Systemwide Labor Relations