

# 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, CA 94607

August 1, 2025

Jason Rabinowitz  
Secretary-Treasurer  
TEAMSTERS LOCAL 2010  
[jrabinowitz@teamsters2010.org](mailto:jrabinowitz@teamsters2010.org)

*Sent Via E-mail*

Dear Jason,

In accordance with Article 6 - Duration of the current collective bargaining agreement ("CBA or Agreement") between The Regents of the University of California ("University") and Teamsters Local 2010 ("Teamsters"), the following represents an initial list of proposals in the Clerical and Allied Services ("CX") unit CBA that the University will propose to change, modify, or amend. The University maintains the ability 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 possibly, to propose to open additional articles of the CBA, as negotiations progress.

**Article 1 – Access/Union Rights**

Propose clarifying language regarding the designation of Union Stewards

**Article 2 – Agreement**

Revise language regarding reclass from unit to non-unit positions

**Article 6 – Duration**

Update article to align with agreed upon duration of the contract

**Article 14 – Leaves of Absence**

Update article in accordance with current state, federal law and University policies

**Article 15 – Management Rights**

Modify language to provide a process for remote work requests, approvals and termination.

**Article 16 – Medical Separation**

Update article in accordance with current law and University policies

**Article 17 – Military Leave**

Update article in accordance with current law and University policies

**Article 23 – Parking**

Propose modifications to parking programs

**Article 26 – Performance Evaluation**

Update language to reflect current processes

**Article 28 – Positions/Appointments**

Revise language regarding Temporary Employment Pools and Floater Appointments

**Article 31 – Reasonable Accommodation**

Update article in accordance with current law and University policies

**Article 36 – Sick Leave**

Incorporate language regarding per diem sick leave as well as revisions for current policies

**Article 38 – Training And Development**

The University shall propose language to clarify when an employee is entitled to participate in training and development programs

**Article 42 – University Benefits**

Revise language regarding benefit offerings and contributions

**Article 45 – Wages**

The University will propose an economic package for the campus and medical centers

**Lawrence Berkeley National Laboratory (LBNL)**

Provide modifications to the articles and compensation package for applicability to the LBNL

**Appendices**

The University is proposing that they be deleted, incorporated into the contract and updated accordingly.

The first public comment meeting will be held on August 14, 2025. Please do not hesitate to contact me should you need further information.

Sincerely,

*Kevin Young*

E. Kevin Young  
Associate Director, Labor Relations  
University of California

c: C. Cobb  
P. Garza  
M. Matella  
M. Munio  
M. Teaford