



# TEAMSTERS LOCAL 2010

*An Affiliate of the International Brotherhood of Teamsters*

**Jason Rabinowitz**

Secretary Treasurer and Principal Officer

August 1, 2025

Matt Teaford, Executive Director of Labor Relations  
University of California  
Office of the President  
1111 Franklin Street, 12th Floor  
Oakland, CA 94607

Dear Mr. Teaford:

This letter serves as Teamsters Local 2010's notice of articles that we intend to propose in a successor agreement for the CX 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.

Sincerely,

Jason Rabinowitz  
Secretary-Treasurer  
Teamsters Local 2010

JR:MM

Enclosure

cc: Kevin Young, Associate Director/Chief Negotiator Labor Relations

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### Teamsters Local 2010's "Sunshine" Document

The following proposals represent a preliminary list of CX-Unit contract articles that Local 2010 will propose to change, modify or amend. The Union maintains the ability to modify, amend, substitute or withdraw any or all of these proposals depending upon the course of bargaining. Additionally, the Union reserves the right to submit additional proposals or propose to open additional articles of the contract as negotiations progress.

<b>Article</b>	<b>Title</b>	<b>Proposal</b>
Article 1	Access/Union Rights	Improve NEO process and steward representation
Article 2	Agreement	Improve process when adding new classifications
Article 3	Arbitration Procedure	Improve arbitration procedure
Article 4	Catastrophic Leave	Improve leave donation process
Article 5	Corrective Action, Discipline and Dismissal	Improve notification process
Article 6	Duration	Negotiate new term of agreement
Article 7	Grievance Procedure	CCL
Article 8	Health and Safety	CCL
Article 9	Holidays	Improve language for observance and compensation
Article 10	Hours of Work	Improve scheduling and call-back process
Article 12	Labor-Management Meetings	Improve employee participation in meetings
Article 13	Layoff and Reduction in Time	Improve preferential rehire process and use of technology
Article 14	Leaves of Absence	Improve leave of absence language

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Article 15	Management Rights	CCL
Article 19	Multiple Appointments	CCL
Article 20	No Strikes	Improve employee right to engage in protected activity
Article 21	Nondiscrimination in Employment	Improve the timeline process
Article 22	Out-of-Classification Assignment	Improve the process for the performance of temporary, additional, and higher-level work
Article 23	Parking	Provide transparency and cost containment for parking and related services
Article 25	Payroll Deduction	Improve deduction and correction methods
Article 26	Performance Evaluation	CCL
Article 27	Personnel Files	CCL
Article 28	Positions & Appointments	Improve appointment language for added positions and titles
Article 29	Probationary Period	CCL
Article 32	Resignation and Job Abandonment	Improve final compensation language and employee rights
Article 33	Respectful, Fair Treatment	CCL
Article 35	Shift Differential	Improve compensation and eligibility
Article 36	Sick Leave	Improve bereavement leave
Article 37	Subcontracting	Improve protections to bargaining unit work

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Article 38	Training and Development	Improve employee access and hours
Article 39	Transfer/Promotion/Reclassification	Improve process for transfer and promotions including compensation
Article 40	Travel Reimbursement	CCL
Article 42	University Benefits	Improve benefit availability, options, and costs to employees
Article 43	University Policies	CCL
Article 44	Vacation	Improve Vacation use and maximum leave options
Article 45	Wages	Improved compensation
Appendix F	Arbitration Panel	Update panel names
Appendix G	Parking	Improve parking costs