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*San Francisco Building and*

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*Construction Trades Council*

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Secretary - Treasurer

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September 30, 2025

Ms. Gina L. Abrams (via email: [gina.abrams@ucsf.edu](mailto:gina.abrams@ucsf.edu))  
UCSF Labor & Employee Relations  
654 Minnesota Street  
San Francisco, CA 94107

**Re: K2 Successor Negotiations with San Francisco Building & Construction Trades Council**

Dear Ms. Abrams,

I write to you on behalf of the members of the K-2 bargaining unit at UCSF pursuant to Article 25 of the collective bargaining agreement. With this letter we notify UCSF of our intent to negotiate a successor Agreement. We intend to propose changes to the following sections:

Article 1 Recognition and Definitions: We seek to expand our jurisdiction at more campuses and intend to propose options for doing so.

Article 3 No Strike/No Lockout: The University has experienced several strikes that have impacted jobsites, and we intend to modify this section to provide more clarity to bargaining unit members.

Article 6 Union Security: We intend to propose clean-up language.

Article 18 Benefits Coverage: We intend to propose maintenance of benefits language.

Article 19 Wages: We intend to propose increases to the salary range and differentials.

Article 27 Safety Shoes: We intend to expand this section to address costs and eligible use.

New Section: We are considering expanding access to the training centers of our respective local unions and there may be a fiscal impact to this proposal.

We look forward to engaging in collaborative conversations that lead to a successful round of negotiations for both parties. Thanks in advance for your consideration and response.

Sincerely,

Rudy Gonzalez