

# 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

February 5, 2026

*Sent via email*

Rick Wurts  
Labor Relations Consultant  
MASTAGNI HOLSTEDT  
[rwurts@mastagni.com](mailto:rwurts@mastagni.com)

Dear Rick:

In accordance with Article 31 - Duration of the current collective bargaining agreement ("CBA or Agreement") between The Regents of the University of California ("University") and the Federated University Police Officers Association ("FUPOA"), the following represents an initial list of proposals in the Police Officers ("PA") 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 2 – Access

Update article to align with current practices

Article 4 – Nondiscrimination in Employment

Update article in accordance with current law and University policies

Article 7 – Arbitration

Update article to align with current practices

Article 15 – Personnel Files

Update article to align with current practices

Article 19 – Sick Leave

Update article in accordance with current law and University policies

Article 20 – Leaves of Absence

Update article in accordance with current law and University policies

Article 22 – Reasonable Accommodation

Update article in accordance with current law and University policies

Article 23 – Medical Separation

Update article in accordance with current law and University policies

Article 29 – Wages

The University will propose a wage package consistent with the market

Article 31 – Duration

Update article to align with agreed upon duration of the contract

Appendix D – List of Arbitrators

Propose updates to list of arbitrators

The first public comment meeting will be held on February 9, 2026. Please do not hesitate to contact me should you need further information.

Sincerely,

*Kevin Young*

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

c:     A. Rodriguez  
       D. Menezes  
       M. Matella  
       P. Garza  
       W. Stern