



OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR
LABOR RELATIONS

OFFICE OF THE PRESIDENT
1111 Franklin Street
Oakland, California 94607

May 2, 2022
Via Email

Anke Schennink
UAW Representative
anke@uaw510.org

RE: University's Initial Proposals to UAW for Academic Researchers Successor Negotiations

Dear Anke:

In accordance with Article 35, Duration of the contract entered into between The Regents of the University of California (the University) and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), AFL-CIO and its Local Union 5810, the University is notifying the UAW of its intent to negotiate a successor Agreement. The University plans to present proposals as outlined in this letter.

Article 1 – Recognition

The University is proposing current contract language.

Article 2 – Appointments

The University is proposing current contract language.

Article 3 - Benefits and Retirement Programs

The University is proposing current contract language.

Article 4 – Compensation

The University is proposing general range adjustments for each year of the agreement.

Article 5 - Coordinator of Public Programs Series

The University is proposing current contract language.

Article 6 - Corrective Action and Dismissal

The University is proposing language to clarify definitions and revise notice requirements.

Article 7 - Grievance and Arbitration Procedures

The University is proposing language to clarify and refine the grievance and arbitration procedures.

Article 8 - Health and Safety

The University is proposing current contract language.

Article 9 – Holidays

The University is proposing to add Juneteenth as a University holiday.

Article 10 - Labor Management Meetings

The University is proposing current contract language.

Article 11 - Layoff and Reduction in Time

The University is proposing to revise layoff language regarding determination and process for the layoff or reduction in time.

Article 12 - Leaves of Absence

The University is proposing legal and policy compliance updates.

Article 13 - Management and Academic Rights

The University is proposing current contract language.

Article 14 - Medical Separation

The University is proposing legal compliance updates and changes to clarify notice obligations.

Article 15 - No Strikes

The University is proposing current contract language.

Article 16 - Non-Discrimination in Employment

The University is proposing changes to ensure legal and policy updates.

Article 17 - Out of Unit Movement

The University is proposing current contract language.

Article 18 - Parking and Transportation

The University is proposing modifications regarding its parking and transportation programs.

Article 19 - Past Practice Not Covered by Agreement

The University is proposing current contract language.

Article 20 - Personnel Files

The University is proposing current contract language.

Article 21 - Professional Research Series

The University is proposing current contract language.

Article 22 - Project Scientist Series

The University is proposing current contract language.

Article 23 - Reasonable Accommodation

The University is proposing legal compliance updates.

Article 24 – Severability

The University is proposing current contract language.

Article 25 - Sick Leave

The University is proposing changes to the accrual provisions.

Article 26 - Specialist Series

The University is proposing changes to the promotional process.

Article 27 - Time and Effort Commitment

The University is proposing current contract language.

Article 28 – Training

The University is proposing current contract language.

Article 29 - Travel Reimbursement

The University is proposing current contract language.

Article 30 - Union Access and Rights

The University is proposing to clarify language regarding the use of University facilities and update language on New Employee Orientations.

Article 31 - Union Security

The University is proposing updates to dues deduction information.

Article 32 – Vacation

The University is proposing changes to the accrual provisions.

Article 33 – Waiver

The University is proposing current contract language.

Article 34 - Work-Incurred Injury or Illness

The University is proposing legal compliance updates.

Article 35 - Duration of Agreement

The University is proposing a duration of no less than five (5) years.

Anke Schennink
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New Article – Job Abandonment/Resignation

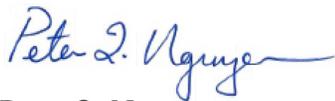
The University is proposing a new article covering job abandonment and resignation.

Appendices & Sideletters

The University is proposing that they be deleted, amended, and updated accordingly.

The University reserves the right to add, delete, and/or modify its proposals.

The sunshine process shall begin no later than May 4, 2022, with notice to the public and the posting of the proposals, followed by the first meeting on May 6, 2022 from 10:00 a.m. to 12:00 p.m., with the second meeting on May 20, 2022, from 10:00 a.m. to 12:00 p.m.



Peter Q. Nguyen
Associate Director / Chief Negotiator
UCOP – Labor Relations

Cc: Executive Director Silas
UC Bargaining Team
Mike Miller, UAW International Representative