



# TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

**Jason Rabinowitz**

Secretary Treasurer and Principal Officer

September 8, 2021

Jessica Graham, Employee & Labor Relations Specialist  
Human Resources UC Santa Barbara 3101 SAASB  
Santa Barbara, CA 93106-3160  
[Jessica.Graham@hr.ucsb.edu](mailto:Jessica.Graham@hr.ucsb.edu)

**RE: Initial Proposal for Successor Agreement for Skilled Crafts K8 Bargaining Unit**

Dear Ms. Graham:

This letter serves as Teamsters Local 2020 notice of articles that we intend to propose modifications to in the K8 bargaining unit contract during successor negotiations. Teamsters reserves the right to add to, subtract from or modify these proposals at any time during the course of negotiations.

Please do not hesitate to contact me should you need further information.

Sincerely,

*Tanya Marie Akel*

Tanya Marie Akel Teamsters Local 2010 Field Director

C. Jason Rabinowitz, Secretary-Treasurer  
K8 Bargaining team

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General Updates: Replace all References to State Employees' Trade Council and SETC with Teamsters Local 2010

**Article 1 Recognition**

Update Effective Date

**Article 2 Duration**

The Union proposal will be forthcoming

**Article 3 Management Rights**

No change to current language

**Article 4 Nondiscrimination in Employment**

No change to current language

**Article 5 Probationary Period**

No change to current language

**Article 6 Limited Appointment**

No change to current language

**Article 7 Hours of Work**

Add Alternate Work Schedule

Improve, and clarify and ensure fairness in hours of work, rest periods, clean-up time, work schedules

Add language relating to emergency assignments

**Article 8 Overtime**

Update definition of overtime and improve fairness

Improve and Clarify Scheduling of Compensatory Time Off. End FM Comp Time Side Letter. End

Unfair limitations of comp time accruals for FM

Improve, clarify, and improve fairness in scheduling, posting, cancellation, notification and distribution of overtime

Increase overtime meal allowance

**Article 9 Performance Evaluation**

No change to current language

**Article 10 Promotion & Temporary Assignments**

Improve notice provisions and fairness in promotions and selections

**Article 11      Holidays**

Improve fairness for compensation for holiday work. Update holidays to include Juneteenth

**Article 12      Sick Leave**

Improve fairness of use of sick leave

**Article 13      Vacation**

No change to current language

**Article 14      Work-Incurred Injury or Illness**

No change to current language

**Article 15      Military Leave**

No change to current language

**Article 16      Leaves of Absence**

Expand and update leaves including parental leave, Pay for Family Care and Bonding, and School Activities

**Article 17      Classifications**

Improve and clarify language on classification, job description, and reviews

**Article 18      Discipline and Dismissal**

Improve and clarify language. Improve notice requirements to the Union

**Article 19      Layoff and Reduction in Time**

No change to current language

**Article 20      Subcontracting**

Improve, clarify, and expand protections of bargaining unit work and protection of bargaining unit positions threatened by “public private partnerships,” subcontracting, and privatization; ensure quality, health and safety, and efficiency

**Article 21      Unit Work**

Improve and update protections of bargaining unit work threatened by “public private partnerships,” subcontracting, privatization, students, non-bargaining unit employees, etc; ensure quality, health and safety, and efficiency

**Article 22      Complaint Procedure**

No change to current language

**Article 23      Grievance Procedure**

Improve grievance procedure. (Update Appendix Grievance Form)

**Article 24 Arbitration**

No change to current language

**Article 25 Safety**

No change to current language

**Article 26 Safety Committee**

No change to current language

**Article 27 Protective Clothing & Equipment**

remove side letter Uniforms FM. End Unfair uniform requirements for FM  
Improve and clarify language on clothing allowance

**Article 28 Parking**

Limit parking increases and expand reduced parking rates

**Article 29 Mileage Reimbursement**

No change to current language

**Article 30 Medical Separation**

No change to current language

**Article 31 Reasonable Accommodation**

Improve and clarify language and update to comply with state and federal law

**Article 32 Death Payments**

No change to current language

**Article 33 Union Stewards**

No change to current language

**Article 34 Labor/Management Relations**

No change to current language

**Article 35 Union Access**

No change to December 8, 2021 Article 35 Side letter

**Article 36 Use of University Facilities**

No Change to current language

**Article 37 Bulletin Boards**

No change to current language

**Article 38 Released Time for Meet & Confer**

No change to current language

**Article 39 Leaves of Absence for Union Functions**

Improve, clarify, and expand leave of absence for union business

**Article 40 Payroll Deductions**

Update payroll deductions to comport with state legislation

Add DRIVE deductions

**Article 41 Severability**

No change to current language

**Article 42 No Strike**

The Union proposal may be forthcoming

**Article 43 Waiver**

No change to current language

**Article 44 University Benefits**

Protect guaranteed pension benefits, and defend the health of the defined benefit plan.

Reduce or freeze employee retirement contributions.

Reduce or Freeze healthcare contributions

**Article 45 Training & Apprenticeships**

No change to current language

**Article 46 Wages and Awards**

Improve and increase wages and compensation

**Article 47 Staff Personnel Records**

No change to current language

**Article 48 Professional Development**

Improve and expand access, quality, quantity, time-off, and cost for training, development, education, and certifications.

**Article 49 Reduced Fee Enrollment**

Improve and expand access to reduced fee enrollment

**Article 50 Past Practice**

Improve and clarify language on notice and obligation to negotiate

**Article 51      Resignation**

No change to current language

**Article 52      Work Rules**

Improve and clarify language on notice and obligation to negotiate

**Article 53      New Article Pay For Family Care and Bonding**

Pay for Family Care and Bonding Benefits

**Article 54      New Article Paycheck Errors**

Process and timeline for resolving pay errors.

**Side Letter- Overtime Assignment FM**

No change to current language

**Side Letter- UCSB FM On-Call duty Expectations**

No change to current language

**Side Letter- Access NEO**

Incorporate into Union Access Article 35

**Side Letter- Compensatory Time FM**

Delete. End Unfair limitations of comp time accruals for FM

**Side Letter – Uniforms FM**

Delete. End Unfair uniform requirements for FM

**Appendix A- Wage Schedule 2015-2020**

Update

**Appendix B- Grievance Form**

Update