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March 25, 2024

Leslie Kleiman, Sr. Director Workforce Relations
UC Irvine
111 Theory, Suite 200
Irvine, CA 92617
Leslie.kleiman@uci.edu

RE: Initial Proposal UC Irvine K9

Dear Ms. Kleiman:

This letter serves as Teamsters Local 2020 notice of articles that we intend to propose modifications to in the K9 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.

I can be reached at 213-407-2331 and takel@teamsters2010.org should you need further information and to schedule the first meeting.

Sincerely,

Tanya Marie Akel

Tanya Marie Akel Teamsters
Local 2010 Field Director

C. Jason Rabinowitz
John Viera
K9 Bargaining Team
Jeff Hughes, UCI

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Article

1. Recognition

Update Effective Date

Add a. Lead Fire Sprinkler Technician

b. Lead Fire and Security Technician

c. Assistant Supervisor Fire Sprinkler

d. Assistant Supervisor High Voltage Electrician

2. Duration

Update Duration the Union proposal will be forthcoming

3. Management Rights

No change to current language

4. Nondiscrimination in Employment

No change to current language

5. Probationary Period

No change to current language

6. Limited Appointments

No change to current language

7. Hours of Work

Update Shifts to include Medical Center Maintenance Mechanics Shifts 7:00AM to 7:30AM and 7:00PM to 7:30AM

8. Overtime

Change the definition of overtime and improve fairness.

Improve compensation of overtime and improve fairness.

Increase overtime meal allowance

Enhance, clarify, and improve fairness in On-Call assignments and pay

9. Performance Evaluation

No change to current language

10. Promotions, Transfers

No change to current language

11. Out-Of-Class Assignment

No change to current language

12. Training and Development

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No change to current language

13. Holidays

No change to current language

14. Sick Leave-Factored Leave Accruals

No change to current language

15. Vacation-Factored Leave Accruals

No change to current language

16. Work-Incurred Injury or Illness

No change to current language

17. Military Leave

No change to current language

18. Leaves of Absence

No change to current language

19. Discipline and Dismissal

No change to current language

20. Layoff and Reduction in Time

No change to current language

21. 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

22. Unit Work

No change to current language

23. Grievance Procedure

No change to current language

24. Arbitration Procedure

No change to current language

25. Safety

No change to current language

26. Safety Committee

No change to current language

27. Protective Clothing and Safety Equipment

Improve and clarify language on safety shoes

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28. Parking

Limit parking increases and expand reduced parking rates and reduce EV parking costs

29. Mileage Reimbursement

No change to current language

30. Medical Separation

No change to current language

31. Rehabilitation

No change to current language

32. Death Payments

No change to current language

33. Labor-Management Relations

No change to current language

34. Union Rights

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

Increase the number of stewards as the bargaining unit and work locations increase

35. Payroll Deductions

No change to current language

36. Severability

No change to current language

37. No Strike

No change to current language

38. Waiver

No change to current language

39. 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.

40. Shift Differential

Improve fairness and compensation for scheduling of evening, graveyard, and weekend shifts.

Improve fairness and compensation for asbestos and hazardous materials duties

41. Wages

Improve fairness and increase wages and compensation

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42. Personnel Files

No change to current language

43. Reasonable Accommodation

No change to current language

44. Resignation & Job Abandonment

No change to current language

45. Pay for Family Care and Bonding

Update language to incorporate side letter agreement and University Policy

46. New Employee Orientation Meetings

No change to current language

Appendices

A. Execution of Agreement

Update Names and Dates

C. Enumeration of University Benefits

No Change

D. Salary Schedule

Update

E. Salary Schedule – New Classifications

Update

F. Agreement Regarding Placement of Covered Employees

Update

G. UCRP Retroactive Contributions

No change

H. Agreement Regarding JAC and Workforce Development Planning

No Change

I. Health Benefits Rates

Update

J. Equity Adjustments

Update

K. Index

Update

Side Letter Agreement Pay for Family Care and Bonding

Incorporate and update into Article 45

Teamsters 2010 "Sunshine" Initial Proposal for Successor Negotiations UC Irvine K9 Bargaining Unit
March 25, 2024

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Side Letter Agreement Employee Election of CTO

No Change

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