

PEOPLE & CULTURE
EMPLOYEE AND LABOR RELATIONS
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February 7, 2023

Sent Via Email at: [\[randojr@gmail.com\]](mailto:randojr@gmail.com)

Joseph Rando
Teamsters District Council #2
710 E. Commonwealth Ave.
Fullerton, CA 92831

RE: UC's initial proposals to Teamsters District Council #2 for the GS Library Bindery Unit (GS)

Dear Mr. Rando:

In accordance with Article 2 - Duration, the University is notifying the Teamsters District Council #2 (Teamsters) of its intent to negotiate a successor Agreement.

Article 1 – Preamble and Recognition

The University is proposing current contract language.

Article 2 – Duration

UCB proposes a new four year term, effective October 1, 2022 through September 30, 2026.

Article 3 – Definitions

The University is proposing current contract language.

Article 4 – New Equipment

The University is proposing current contract language.

Article 5 – Nondiscrimination in Employment

The University is proposing an updated nondiscrimination language clause.

Article 6 – Probationary Period

The University is proposing current contract language.

Article 7 – Positions/Appointments

The University is proposing current contract language.

Article 8 – Promotion and Transfer

The University is proposing current contract language.

Article 9 – Leaves of Absence

UCB Proposes modification of Article 9, Leaves of Absence to bring leaves in alignment with policy.

Article 10 – Layoff, Reduction In Time, And Recall

The University is proposing current contract language.

Article 11 – Seniority

The University is proposing current contract language.

Article 12 – Resignation

The University is proposing current contract language.

Article 13 – Reasonable Accommodation

The University is proposing current contract language.

Article 14 – Medical Separation or Leave

The University is proposing current contract language.

Article 15 – Hours of Work

The University is proposing current contract language.

Article 16 – Overtime

The University is proposing current contract language.

Article 17 – Vacation

The University is proposing current contract language.

Article 18 – Holidays

UCB proposes adding Juneteenth Day Holiday in alignment with holidays recognized by the University.

Article 19 – Sick Leave

The University is proposing current contract language.

Article 20 – University Benefits

The University is proposing current contract language.

Article 21 – Parking

The University is proposing current contract language.

Article 22 – Complaint Resolution Procedure

The University is proposing current contract language.

Article 23 – Discipline and Discharge

The University is proposing current contract language.

Article 24 – Grievance Procedure

The University is proposing current contract language.

Article 25 – Arbitration

The University is proposing current contract language.

Article 26 – Management Rights

The University is proposing current contract language.

Article 27 – Union Rights

The University is proposing current contract language.

Article 28 – Union Security

The University is proposing current contract language.

Article 29 – Waiver

The University is proposing current contract language.

Article 30 – No Strikes

The University is proposing current contract language.

Article 31 – Severability

The University is proposing current contract language.

Article 32 – Training and Advancement in a Series

The University is proposing current contract language.

Article 33 – Wages

The University is proposing wage increases for all bargaining unit classifications.

Article 34 – Shift Differential

The University is proposing current contract language.

Article 35 – Military Leave

The University is proposing current contract language.

Article 36 – Work-Incurred Injury or Illness

The University is proposing current contract language.

Article 37 – Catastrophic/Compassionate Leave

The University is proposing current contract language.

The University reserves the right to submit proposals on additional bargaining topics not specifically listed and to modify, add to or delete any proposal.

The sunshine process shall begin no later than February 8, 2023, with posting of the proposals, followed by the first meeting on February 16, 2023, from 2:00pm to 3:30pm and February 23, 2023, from 9:00am to 10:30am in Evans Hall Room 1011 (Jerzy Neyman). Evans Hall is located on campus in Berkeley, California 94720. Interested members of the public may secure copies of the initial bargaining proposals of both parties during the meetings.

The University will provide explanation for all proposals at the initial bargaining session, to be scheduled jointly with Teamsters District Council No. 2.

Sincerely,



Kyle Tomlinson
Employee and Labor Relations Consultant, Chief Negotiator
UC Berkeley, People & Culture

Attachments: GS - Library Bindery Unit Collective Bargaining Agreement

cc: Carrie Ann Colton, ELR Director - People & Culture
Ryker Hittner, ELR – People & Culture
Michael Allan Foley, Director - UC Library Bindery
Eric Anglim, Director - Property Management and Library Bindery