



# Teamsters Local 2010 Skilled Trades

## *Tentative Agreement Reached at UCLA*

<b>Opened Articles</b>	<b>Summary of Changes</b>
<b>Article 1: Recognition</b>	No change to current language.
<b>Article 2: Classifications &amp; Reclassifications</b>	Incorporates imposed 2009 classification specifications. The Union has the right to meet and confer regarding any proposed new or changed class specifications.
<b>Article 3: Definitions</b>	No change to current language.
<b>Article 4: Nondiscrimination in Employment</b>	No change to current language.
<b>Article 5: Positions and Appointments</b>	No change to current language.
<b>Article 6: Probationary Period</b>	No change to current language.
<b>Article 7: Performance Evaluation</b>	No change to current language.
<b>Article 8: Personnel Files</b>	No change to current language.
<b>Article 9: Apprentices</b>	Adds Section D. - to meet and confer within 180 of ratification, regarding this article.
<b>Article 10: Training and Development</b>	No change to current language.
<b>Article 11: Promotion and Transfer</b>	Adds language in Section F: Temporary Promotions - automatically converts a temporarily-promoted employee, who attains 2080 hours in the same classification within a twelve-month period, to career status.
<b>Article 12: Hours of Work</b>	No change to current language.
<b>Article 13: Uniforms, Tools, and Equipment</b>	No change to current language.
<b>Article 16: Holidays</b>	No change to current language, but moved Section G. Winter Holiday Closure to Vacation Article.
<b>Article 17: Vacation</b>	No change to current language, but adds Section K: Campus Winter Closure (from Holidays).
<b>Article 18: Sick Leave</b>	No change to current language.
<b>Article 19: Work-Incurred Injury or Illness</b>	Added language in Section B. Pre-Designation of Personal Physician - clarifying the process and timing around pre-designated physicians, through a workers compensation claim. Additionally, includes language about a pre-designated chiropractor or acupuncturist.
<b>Article 20: Medical Separation</b>	No change to current language.

Opened Articles	Summary of Changes
<b>Article 21: Reasonable Accommodation</b>	No change to current language.
<b>Article 22: Leaves of Absence with Pay</b>	Changed Section B: Witness Leave - to reflect the fact that Teamsters Local 2010 has full-time Union representatives, so if necessary, a non-subpoenaed bargaining unit member would attend a PERB proceeding on Union-reimbursed paid release time.
<b>Article 23: Leaves of Absence without Pay</b>	Changes Section C: Types of Leave - updating the Parental Leave For School Activities to comply with state law. Changes Section E: Definitions - clarifies the definition of spouse.
<b>Article 24: Military Leave</b>	No change to current language.
<b>Article 25: Discipline and Dismissal</b>	Adds clarifying language to Section B: Types of Discipline - acknowledges the University's to utilize progressive discipline. Adds clarifying language throughout remaining article enhancing employee protections and enabling a fair process.
<b>Article 26: Grievance Procedure</b>	<p>Cleans up language throughout article.</p> <p>Clarifies timeline (30 days), when either party may request mediation, after a step 3 decision.</p> <p>Parties may mutually agree to select a mediator, not on the panel.</p> <p>Maintains 10 hours preparation time for Union stewards, per month.</p> <p>Exhibits to a mediator must be submitted no later than 7 days in advance of a mediation.</p> <p>Settlement offers may not be submitted into evidence, nor are they precedent setting.</p>
<b>Article 27: Arbitration Procedure</b>	Divides the arbitration process, so that a separate arbitrator will determine the arbitrability and the merits independantly. Maintains 10 hours preparation time for Union stewards per month.
<b>Article 28: Layoff and Reduction in Time</b>	No change to current language.
<b>Article 29: Safety Committee</b>	No change to current language.
<b>Article 30: Health &amp; Safety</b>	No change to current language.
<b>Article 31: Safety Lockout Program</b>	No change to current language.
<b>Article 32: Miscellaneous Provisions</b>	No change to current language, but removed redundant definition of "Seniority" (Section E.), found in the Definitions Article.
<b>Article 33: Parking</b>	Limits annual increases, depending on permit type, to small increases in monthly parking rates, ranging from: \$0.25 - \$8.

Opened Articles	Summary of Changes
<b>Article 34: Insurance and Retirement Benefits</b>	<p><b>HEALTH</b></p> <p>Maintains current Medical plan options and benefit levels.</p> <p><b>RETIREMENT</b></p> <p>Maintains guaranteed defined benefit pension plan for all current and future employees.</p> <p>Safeguards against increases in employee contributions requiring the UC to bargain with the Union over any proposed changes.</p> <p>New employees will have a choice between a defined benefit pension or a defined contribution retirement plan.</p>
<b>Article 35: Death Payments</b>	No change to current language.
<b>Article 36: Dues Deduction</b>	Requires the University to honor the Teamsters Member Power form. Adds Section C: Other Designated Funds - allowing for voluntary deductions for D.R.I.V.E., the Teamsters political contribution program to support pro-worker candidates.
<b>Article 37: Labor-Management Relations</b>	No change to current language.
<b>Article 38: Bargaining Unit Work</b>	No change to current language.
<b>Article 39: Subcontracting Unit Work</b>	Language previously agreed to by SETC on 10/14/2014.
<b>Article 40: Union Rights</b>	<p>Honors our Member Power Form.</p> <p>Protects worker and Union rights by updating the article to confirm existing state and federal law.</p> <p>Maintains forty (40) days of paid release time, per calendar year to conduct steward training.</p> <p>Expands Union Access to Workers upon Hire - 30 minutes of paid time meeting at New Employee Orientations to discuss union matters.</p>
<b>Article 41: Management Rights</b>	Includes a few updated, boilerplate management rights clauses - language previously agreed to by SETC on 11/14/2014.
<b>Article 42: No Strike/No Lockout</b>	Protects our rights to take collective action, such as informational pickets, to express our First Amendment rights during our time off the clock.
<b>Article 43: Waiver</b>	No change to current language. Existing policies and work rules in effect at the time the tentative agreement is executed will remain in effect. Any new or modified policies or work rules are subject to meet and confer.
<b>Article 44: Severability</b>	No change to current language.

<p><b>Article 45: Wages</b></p>	<p>Provides \$2,500 Lump Sum on Ratification for employees hired on or before 10/16/12 (Includes settlement payment to resolve ULP No. 1215-H and related SETC Grievance No. 14-12).</p> <p>\$1,000 Lump Sum on Ratification for all other non-probationary career employees hired after 10/16/12.</p> <p>Guarantees a 15.9% compounded increase for all unit employees by July 2017 (12.5% on ratification &amp; 3% on 7/1).</p> <p>Guarantees a 30.4% compounded increase over Agreement.</p> <table border="1" data-bbox="613 468 1459 905"> <thead> <tr> <th>Effective Date</th> <th>Guaranteed Increase</th> <th>Compounded Increase</th> </tr> </thead> <tbody> <tr> <td><b>Ratification</b></td> <td>12.5%</td> <td>12.5%</td> </tr> <tr> <td><b>July 1, 2017</b></td> <td>3%</td> <td>15.9%</td> </tr> <tr> <td><b>July 1, 2018</b></td> <td>3%</td> <td>19.4%</td> </tr> <tr> <td><b>July 1, 2019</b></td> <td>3%</td> <td>22.9%</td> </tr> <tr> <td><b>July 1, 2020</b></td> <td>3%</td> <td>26.6%</td> </tr> <tr> <td><b>July 1, 2021</b></td> <td>3%</td> <td>30.4%</td> </tr> </tbody> </table>	Effective Date	Guaranteed Increase	Compounded Increase	<b>Ratification</b>	12.5%	12.5%	<b>July 1, 2017</b>	3%	15.9%	<b>July 1, 2018</b>	3%	19.4%	<b>July 1, 2019</b>	3%	22.9%	<b>July 1, 2020</b>	3%	26.6%	<b>July 1, 2021</b>	3%	30.4%
Effective Date	Guaranteed Increase	Compounded Increase																				
<b>Ratification</b>	12.5%	12.5%																				
<b>July 1, 2017</b>	3%	15.9%																				
<b>July 1, 2018</b>	3%	19.4%																				
<b>July 1, 2019</b>	3%	22.9%																				
<b>July 1, 2020</b>	3%	26.6%																				
<b>July 1, 2021</b>	3%	30.4%																				
<p><b>Article 46: Duration</b></p>	<p>5-Years: Expires June 30, 2022.</p>																					
<p><b>Appendix A: Skilled Craft Wage Schedule</b></p>	<p>Incorporates imposed 2009 classification specifications. Parties will meet and confer regarding any proposed future new or changed class specifications.</p>																					
<p><b>Appendix B: Classification Specifications</b></p>	<p>Updated to reflect wage increases as described in Article 45.</p>																					
<p><b>Appendix C: Location of Personnel Files</b></p>	<p>Adds the Luskin Conference Center and Arrowhead Conference Center to update work locations.</p>																					
<p><b>Appendix D: Crafts Apprenticeship Standards</b></p>	<p>No change to current language.</p>																					
<p><b>Appendix E: Bulletin Boards</b></p>	<p>Adds the Wes Med Plant and Luskin Conference Center to update work locations.</p>																					
<p><b>Appendix F: Alternate/ Service Engineer Selection Procedure</b></p>	<p>Adds Section C. - to meet and confer within 180 days of ratification, regarding this appendix. Changes reference of "General Services Personnel Office" to "HR &amp; Payroll Center Administration South."</p>																					
<p><b>Appendix G: Family and Medical Leave - Military Caregiver Leave</b></p>	<p>Changes references of "PTO" to "CTO," to conform with proper terminology.</p>																					
<p><b>Appendix H: Side Letter (Health &amp; Welfare Benefits)</b></p>	<p>No change to current language</p>																					
<p><b>Appendix I: University Policies</b></p>	<p>UCLA agrees to meet and confer with Teamsters regarding the current "Master Key Ring" Work Rule within thirty days after ratification.</p>																					
<p><b>Value of Safety Shoes</b></p>	<p>Adds an appendix increasing the value of safety shoes by \$10 per year, through the duration of the agreement, reaching \$210 in 2021.</p>																					