



Administrative Officer 2

Contract Benefits (CX)

Below are excerpts from the Teamsters CX contract and are not intended to be a replacement of contractual language. Please refer to the full contract language or contact your Union Representative for more information.

- **Collective Bargaining Rights**
You now have rights to collectively bargain around wages, benefits and working conditions under the law and collectively bargain the effects of any changes UC makes to your terms and conditions of employment. This includes the negotiation of a new pay step structure and ancillary pay. You also have the right to participate in concerted action and political activity without threat or fear of discrimination or reprisal
- **Rights to Representation (Weingarten Rights)**
You now have the right to be represented by the Union in any meeting with managers or supervisors that may lead to discipline or termination
- **Guaranteed Wage Increases**
Under the current contract Teamsters have successfully negotiated over 19% in raises, a \$1,200 lump sum bonus, and caps to medical insurance and parking rate increases. You are scheduled to receive the 3% raise July 2021, compared to unrepresented pay which is currently frozen (Article 45)
- **Grievance Procedure with Binding Arbitration**
You now have the right to resolve problems informally and through the grievance process with enforceable deadlines including binding arbitration with a third-party impartial hearing officer. Unrepresented workers do not have a procedure with these options to resolve disputes, nor deadlines for responses (Article 3 & 7)
- **Just Cause and Progressive Discipline**
The UC may only discipline you for just cause, including giving you prior notice of the issue. Discipline has to be fair utilizing progressive steps. Guidance must be given so you have the opportunity to improve (Article 5)
- **Layoff, Preferential Rehire, and Recall Rights**
You now have seniority rights based on your years of service and/or special skills and knowledge, instead of just performance evaluations. Duties of other jobs can no longer be used to deny seniority placement rights. If laid off, you have preferential rehire and recall rights for your current job or future vacancies for up to 3 years depending on your years of service. There will be no break in service if recalled or rehired during this time (Article 13)
- **Nondiscrimination and Harassment Protections**
You shall not be discriminated against or harassed on the basis of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, gender identity, gender expression, pregnancy, physical or mental disability, medical condition (cancer – related or genetic characteristics), age, citizenship, political affiliation, union activity or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1997 (USERRA)), which includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services. Any of these abuses are subject to the grievance and arbitration process. (Article 21)

- **Extended Sick Leave and Payments for Work Related Injury or Illness**
 You now have the right to receive extended leave payments from the University up to 80% for up to 26 weeks even if your leave balances have been exhausted. You can also supplement your leave with your sick & vacation leave for up to 26 weeks (Article 47)
- **Paid Leaves and Requests**
 You can now accrue an unlimited amount of sick leave and requests for sick or vacation leave cannot be unreasonably denied. Sick leave use on its own, attendance monitoring policies, or work rules cannot be used for discipline (Article 36 & 44)
- **Reasonable Accommodation for Disabilities**
 If you are or become disabled the UC must make reasonable accommodations so you can perform the essential duties of your job. You are also entitled to Union representation during the interactive process in effort to negotiate an accommodation. If an accommodation cannot be reached in your department, the UC is required to find you another job in a department that can accommodate you (Article 31)
- **Work Schedules and Telecommuting**
 You must be notified of changes to your work schedule and requests for alternate schedules for family or dependent needs have to be considered and not unreasonably denied. You can request the ability to telecommute during the COVID-19 pandemic (Article 10)
- **Training and Development Leave**
 You can use up to 40 hours per year of paid release time to participate in training and development programs including Union steward trainings, on work time up to 40 hours per year. You can also use T&D leave during curtailment (Article 38)
- **Protections from Contracting Out**
 You now have protections through the Request for Proposal (RFP) and notice process requirements if your job is considered for contracting out. If laid off due to contracting out, the UC has to offer you another bargaining unit job with the same pay (Article 37)
- **Medical Separation and Re-employment**
 If you have to separate from service due to a disability or medical condition you will be placed on a re-employment list for consideration of other jobs for up to one year. Medically separated workers can be considered and hired for open positions prior to the external posting of job vacancies (Article 16)
- **Parking Rates**
 Monthly parking rates may not be increased by more than \$10 or 10% (depending on the campus or medical center) during the life of the contract (Appendix G)
- **Health and Welfare Benefits**
 You will be protected from annual health plan premium increases by negotiated rate increase caps of \$25 per month for Kaiser and Health Net Blue & Gold for pay bands 1 and 2. Retirement employee contribution rates of 8% for the 1976 tier and 7% for the 2013 tier. Healthcare coverage is protected during reduction in time, temporary layoff or furlough is maintained by the UC (Article 42)
- **Respectful Fair Treatment at Work**
 You must be treated fairly during your UC employment by your manager/supervisor. Any concerns of mistreatment or bully behavior can be investigated and subject to the grievance procedure (Article 33)