

April 14, 2021

VIA U.S. MAIL AND E-MAIL

Judith Serlin
Chief Negotiator
Teamsters Local 2010
9900 Flower St.
Bellflower, CA 90706

RE: University of California, Irvine's Initial Proposals to Teamsters Local 2010 for the Skilled Craft Unit (K9)

Dear Ms. Serlin:

In accordance with Article 2 - Duration, the University of California, Irvine ("UCI" or "University") is notifying Teamsters Local 2010 of its intent to negotiate a successor Collective Bargaining Agreement for the Skilled Craft Unit K9. UCI's proposals are as follows:

Article 1 - Recognition

The University is reviewing classifications and will propose amendments as appropriate.

Article 2 - Duration

The University will make proposals on the duration of any successor Agreement.

Article 3 - Management Rights

The University is proposing current contract language.

Article 4 - Nondiscrimination in Employment

The University may be proposing changes in order to ensure legal and appropriate compliance.

Article 5 - Probationary Period

The University is proposing current contract language.

Article 6 – Limited Appointment

The University is proposing current contract language.

Article 7 – Hours of Work

The University is proposing current contract language.

Article 8 – Overtime

The University is proposing changes including but not limited to revisions to the on-call provisions to provide further clarification on the on-call process.

Article 9 – Performance Evaluations

The University is proposing revisions to the performance evaluation form for consistency across the Campus and UCI Medical Center.

Article 10 – Promotions

The University is proposing current contract language.

Article 11 – Out-of-Class Assignments

The University is proposing current contract language.

Article 12 – Training & Development

The University is proposing current contract language.

Article 13 – Holidays

The University is proposing to modify and revise language related to Holiday pay preceding an employee's start date.

Article 14 – Sick Leave

The University is proposing current contract language.

Article 15 – Vacation

The University is proposing current contract language.

Article 16 – Work-Related Injury or Illness

The University is proposing current contract language.

Article 17 – Military Leave

The University may be proposing changes in order to ensure legal and appropriate compliance.

Article 18 – Leaves of Absence

The University may be proposing changes in order to ensure legal and appropriate compliance.

Article 19 – Discipline & Dismissal

The University is proposing current contract language.

Article 20 – Layoff & Reduction in Time

The University is proposing current contract language.

Article 21 – Subcontracting

The University is proposing current contract language.

Article 22 – Unit Work

The University is proposing current contract language.

Article 23 – Grievance Procedure

The University will make proposals to amend the grievance procedure including but not limited to a modification of the step procedure in order increase consistency, efficiency and effectiveness of the grievance process.

Article 24 – Arbitration Procedure

The University is proposing current contract language.

Article 25 – Safety

The University is proposing current contract language.

Article 26 – Safety Committee

The University is proposing current contract language.

Article 27 – Protective Clothing & Safety Equipment

The University is proposing current contract language.

Article 28 – Parking

The University is proposing current contract language.

Article 29 – Mileage Reimbursement

The University is proposing current contract language.

Article 30 – Medical Separation

The University is proposing current contract language.

Article 31 – Rehabilitation

The University is proposing current contract language.

Article 32 – Death Payments

The University is proposing current contract language.

Article 33 – Labor-Management Relations

The University is proposing current contract language.

Article 34 – Union Rights

The University is proposing current contract language.

Article 35 – Dues Deductions

The University is proposing current contract language.

Article 36 – Severability

The University is proposing current contract language.

Article 37 – No Strike

The University is proposing current contract language.

Article 38 – Waiver

The University is proposing current contract language.

Article 39 – University Benefits

The University is proposing current contract language.

Article 40 – Shift Differential

The University is proposing current contract language.

Article 41 – Wages

The University may propose wage adjustments to be developed during bargaining.

Article 42 – Personnel Files

The University is proposing current contract language.

Article 43 – Reasonable Accommodation

The University is proposing current contract language.

Article 44 – Resignation and Job Abandonment

The University is proposing current contract language.

Appendices and Side Letters

The University is proposing that Appendices and Side Letters be deleted, amended and updated accordingly.

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The University reserves the right to submit proposals on additional bargaining topics not specifically listed and to modify, add to or delete any proposals during the course of negotiations, in accordance with applicable laws.

Sincerely,



Erin Eckelman-Ray
Chief Negotiator/Workforce Relations Consultant

cc: Leslie Kleiman, Senior Director of Enterprise Workforce Relations, UCI
Letitia Silas, Executive Director, Labor Relations, UCOP
Alice Martinez, Workforce Relations Coordinator, UCI
Jason Rabinowitz, Secretary, Teamsters Local 2010