



UCI SKILLED TRADES TEAMSTERS Tentative Agreement: 16%+ raises over 3 years, 2% recognition bonus on ratification!



Congratulations UCI Skilled Trades Teamsters on our Tentative Agreement!

Over the course of fighting for this contract, we stood together and took action like never before! Our strength and determination paid off! During the months that UCI stuck to its low-ball offers, we marched on the Chancellor, and picketed at the campus, the medical center and a construction site. We showed UCI that we are united and ready do whatever it takes to win a fair contract. Our show of strength and solidarity made the difference.

After months of bargaining, UCI FINALLY came back to the table and agreed to substantial across-the-board increases, equity wage adjustments, language improvements and a significant recognition bonus. Our Bargaining Team reached a tentative agreement we are proud to recommend to the membership for ratification.

Our determination and courage made the difference. This is why we won this tentative agreement!

Highlights of the agreement:

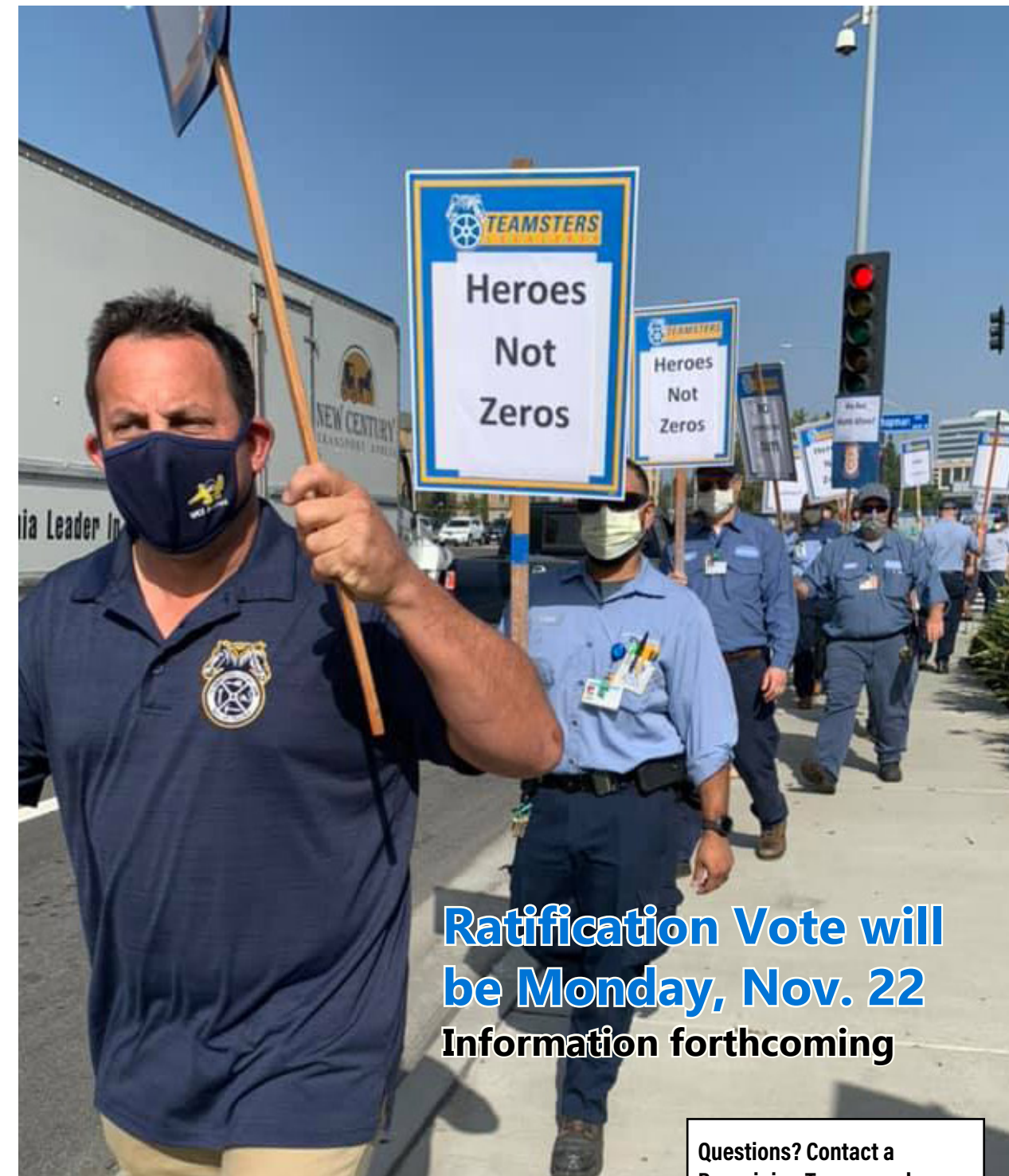
Across-the-board wage increases

- 6% July 1, 2021 (retroactive)
- 5% July 1, 2022
- 5% July 1, 2023
- 16.9% Total (compounded)

- 2% recognition bonus upon ratification
- 2-3% Equity adjustment for certain classifications

Increased differential pay

- \$2 per hour for Swing Shift
- \$2.50 per hour for Graveyard Shift
- \$2.50/hour for asbestos work
- Improved language to protect against subcontracting our work
- 40 hours paid Training & Development time
- Required safety training



Ratification Vote will be Monday, Nov. 22
Information forthcoming



Special thanks to the Bargaining Team members who negotiated on their off days. Steve Huerta, Martin Hernandez, Brian Maloney, Eric Kuder and Gabriel Zamora.

Questions? Contact a Bargaining Team member:
Brian Maloney (Campus, Chief Steward)
Eric Kuder (Campus)
Gabriel Zamora (Campus)
Martin Hernandez (Campus)
Steve Huerta (Medical)

Or Teamsters 2010 Union Representative Judith Serlin
jserlin@teamsters2010.org
(310) 508-2105

SUMMARY OF THE TENTATIVE AGREEMENT WITH UCI



Wages

July 1, 2021: 6% base-building wage increase
1% of payroll will go toward equity adjustments for hard-to-fill and below-market positions as identified by UCI
2% non-base-building Recognition Bonus

July 1, 2022: 5% base-building wage increase
July 1, 2023: 5% base-building wage increase

Employees who complete workforce development training shall be reimbursed for the cost of registration and required course materials and receive a one-time non-base-building bonus of \$500. This will address certification costs for licenses that UCI requires for the job.

Differentials

Swing Shift: \$2 per hour (four hours 3 – 11 pm)

NEW Graveyard Shift: \$2.50 per hour (four hours 11 pm – 7 am).

Asbestos Pay Differential: \$2.50 per hour for the time spent performing that work

Recognition

Added new job titles including Fire Sprinkler Technician, Lead Building Automation Technician, System Operator, and a Lead System Operator. UCI agreed to meet within 60 days to negotiate over requested positions.

Duration – Contract to remain in effect until 2024.

Non-Discrimination – adds political affiliation.

Probation – Shortened probation for limited-term employees who convert to career positions.

Hours of Work – Shop seniority to rebid for vacancies. New hires occupy open position.

On Call – Failure to respond to on-call may result in discipline and forfeiture of pay.

Promotions / Transfers – UCI to assist employees who transfer to UCI with the transfer of their vacation, sick leave and UCRP benefits.

Training and Development – Employees are eligible for up to 40 hours of paid release time per calendar year for job or career related training.

Holidays – Alternate shift employees may work additional hours during the holiday week to make up the difference between holiday compensation hours and normally scheduled hours of the day so that employees don't have to use vacation or comp time.

Leaves of Absence – UCI agreed to offer leaves that comply with federal and state leave not currently written into the contract. Example: Family illness categories have been expanded to include grandparents, siblings, grandchildren, and adult children.



Accrued sick leave may be substituted for Family illness Leave

Discipline and Dismissal – Weingarten Rights added to the contract. These rights allow a steward/Union representative to be present when a manager calls a worker into an investigatory meeting.

Layoff & Reduction in Time

Layoff and recall rights exercised by department.

Sub-Contracting – Foot-in-the-door to stop sub-contracting. The University shall make reasonable efforts to perform bargaining unit work in-house. Chief Steward or designee shall attend meetings with University and/or Hospital representatives and have discussions prior to contracting out work.

Grievance Procedure - Tightened up the grievance procedure so that the University doesn't waste our time with grievances.

Arbitration Procedure – Updated arbitration list.

Safety – UCI to provide safety training as required by law and operational needs and will provide n95 fit-tests as required by law.

Protective Clothing and Safety Equipment – \$225 allocated for shoes and/or insoles.

Parking – Employees included in the UCI Pump2Plug program

Medical Separation, Rehabilitation – Language changes which don't impact practice. Employees who are unable to perform their job (with or without reasonable accommodation) may be medically separated. If an employee is released to return to work, the employee must provide documentation. If an employee needs reasonable accommodation, they must submit documentation to the University.

Payroll Deduction – Language updated to reflect current practice.

University Benefits and Appendix C

Language updated to reflect 2016 Retirement Choice Program
Appendix C lists all programs offered by the UC

Personnel Files

No fees for providing employees with copies of their personnel files.
Employee receives copies of anything that goes in the file and now can request a file correction.

Pay for Family Care and Bonding and New Employee Orientation incorporated into the contract.

