



## Tentative Agreement Summary UC Santa Barbara Skilled Trades K 8 Bargaining Unit

Updated March 21, 2022

Tentative Agreement Summary UC Santa Barbara Skilled Trades K 8 Bargaining Unit Outcome of Opened Articles	
OPEN ARTICLES	SUMMARY OF CHANGES
<b>Article 1: Recognition</b>	Updated the exclusive representative to Teamsters Local 2010.
<b>Article 2: Duration</b>	5-Year Term Expires March 31, 2026
<b>Article 7: Hours of Work</b>	<p>Codifies the number of calendar days that management must give prior notice of any change to existing work schedules to thirty days.</p> <p>Expands alternate work schedules to include the 4/10 work schedule.</p> <p>Strengthens the right to rest periods and allows rest periods to be added to the meal period with supervisor approval.</p> <p>Strengthens the right to an appropriate amount of clean-up time.</p> <p>Specifies that Call-Back Time be paid when an employee is ordered back to work after completing a shift and 15 minutes has lapsed between clocking out and clocking back in regardless of whether they have left work or not.</p> <p>Specifies that employees be paid in increments of a minimum of one hour of their hourly rate when contacted off work hours to provide telephone or virtual remote support for the initial call. The employee shall be paid for actual time worked in one hour increments for subsequent calls.</p>
<b>Article 8: Overtime</b>	Increases the rate of pay for overtime meals to \$20.00 from \$7.50 for dinner and to \$19.75 from \$7.25 for lunch.
<b>Article 9: Performance Evaluation</b>	Specifies that the University must provide Teamsters at least 60 days advance notice if the University plans to change the performance evaluation form and meet with the union if requested.



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	<p>Specifies that completion of a self-evaluation is voluntary, and that the employee's supervisor will meet with the employee prior to finalizing the performance evaluation.</p> <p>Codifies the right to provide a written rebuttal to their evaluation and to have the rebuttal attached and placed in the performance evaluation.</p>
<b>Article 10: Promotion &amp; Temporary Assignments</b>	<p>Requires vacancies and promotional opportunities for the K8 bargaining unit to be emailed to each union steward for distribution and posting.</p> <p>Promotions will be done by bargaining unit seniority in those cases when qualifications are essentially equal.</p> <p>The University shall seek the input of bargaining unit employees from the trade being recruited and include bargaining unit employees on the interview panel.</p> <p>Provides for paid time off for job interviews at UC Santa Barbara.</p>
<b>Article 11: Holidays</b>	<p>Adds Juneteenth to Holidays Observed.</p>
<b>Article 12: Sick Leave</b>	<p>Clarifies that sick leave can also be used for parental bonding, family illness, or bereavement leave.</p>
<b>Article 14: Work-Incurred Injury and Illness</b>	<p>Clarifies the use of accrued sick leave, vacation, and extended sick leave for the injured worker.</p>
<b>Article 15: Military Leave</b>	<p>Adds Civil Air Patrol Leave</p>
<b>Article 16: Leaves of Absence</b>	<p>Adds Pay for Family Care and Bonding which is a 70% income replacement option for up to eight workweeks per calendar year for employees taking FML for parental bonding or to care for a family member.</p> <p>Adds grandparent, grandchild, or sibling to the entitlement to protected time off to care for a family member with a Serious Health Condition.</p> <p>Adds School Suspensions leave, School Activities Leave, Victims of Domestic Violence, Sexual Assault, or Stalking Leave, and Victims of Serious or Violent Felonies Leave.</p>



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<b>Article 17: Classifications</b>	<p>Clarifies that employees should be assigned work consistent with their job description. Defines series concepts and classifications.</p> <p>Clarifies that employees who perform lead work shall be classified appropriately as Leads.</p> <p>Provides a 90 days deadline for classification reviews conducted by HR Compensation.</p>
<b>Article 18: Discipline and Dismissal</b>	<p>Removes salary decrease as a form of discipline.</p> <p>Requires Union Notification for discipline that exceeds a written warning, notice of intent to separate due to job abandonment, and for employees placed on investigatory leave.</p>
<b>Article 20: Subcontracting</b>	<p>Provides that the University will make reasonable efforts to perform unit work in-house.</p> <p>Provides that the University will provide a summary of subcontracted unit work which is not required to be contracted out.</p> <p>Allows Union stewards to attend pre-bid conference planning meetings.</p> <p>Ensures that bargaining unit employees shall not be demoted or laid off because of contracted out work.</p>
<b>Article 21: Unit Work</b>	<p>Strengthens language that protects bargaining unit work from being performed by non-unit employees.</p>
<b>Article 23: Grievance Procedure</b>	<p>Adds a Third Step Appeal to the Divisional Vice Chancellor or designee in the grievance procedure.</p>
<b>Article 27: Protective Clothing and Equipment</b>	<p>Increases reimbursement for protective shoes from \$225 to \$300 per year.</p> <p>Increases the clothing allowance for purchase, replacement and laundering costs from \$150 per year to \$200.</p>
<b>Article 27 Facilities Management Amendment and Side Letter</b>	<p>Permits facilities management employees to wear shorts with supervisor approval.</p>



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<b>Article 28: Parking</b>	Ensures a \$10 dollar cap per month on the University's ability to increase rates should the University increase rates for other employees at a higher rate.
<b>Article 30: Medical Separation</b>	Requires Union Notification for an intent to medically separate and for a medical separation.
<b>Article 31: Reasonable Accommodation</b>	Codifies the right to have an employee representative to participate in the interactive process. Defines the interactive process.
<b>Article 39: Leaves of Absence for Union Functions</b>	Provides for reasonable leaves of absence for Union functions without a maximum amount of days.
<b>Article 40: Payroll Deductions</b>	Updates language in the article to comply with changes in state and federal laws.
<b>Article 44: University Benefits</b>	<p>Maintains guaranteed defined benefit pension plan for all current and future employees.</p> <p>Maintains that new employees will have a choice between a defined benefit pension or a defined contribution retirement plan.</p> <p>Maintains current medical plan options and benefit levels.</p> <p>Summarizes all health and welfare Programs including; behavioral health and substance abuse benefits, supplemental health plans, pet insurance, adoption assistance, and family care resources.</p> <p>Updates Disability Insurance Programs Offered.</p>
<b>Article 45: Skilled Trades Training &amp; Apprenticeships</b>	Moves language regarding Training and Development to Article 48 Professional Development.
<b>Article 46: Wages and Awards</b>	<p>Guarantees a 26.4% compounded increase for all unit employees by July 1, 2025 and \$1,500 signing bonus:</p> <p>March 1, 2022 6% ATB July 1, 2022 5% ATB July 1, 2023, 5% ATB July 1, 2024, 4% ATB July 1, 2025, 4% ATB</p> <p>Ensures that bargaining unit members are eligible for campus staff recognition awards.</p>



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<b>Article 48: Professional Development</b>	<p>Increases the amount of professional development hours to 40 that the University will permit paid time off to attend on site or offsite education/training. Expands professional development release time to include any University career related professional development.</p> <p>Ensures that Professional and Continuing Education Discount Programs that apply to other University employees and dependents apply to bargaining unit employees and their dependents.</p>
<b>Article 49: Reduced Fee Enrollment</b>	<p>Ensures that educational fee waivers that apply to other University employees and dependents apply to bargaining unit employees and their dependents.</p>
<b>Article 50: Past Practice</b>	<p>Requires the University to provide at least a 45-calendar day written notice prior to change in policy or practice.</p>