



UCSD Skilled Trades (K6) Successor Contract Tentative Agreement (TA) Summary

Contract Article	Articles with TA Changes
<p>Article 43 – Wages and Pay Differentials</p>	<p>A total of 20.4% in compounded across-the-board (ATB) raises resulting from the following:</p> <ul style="list-style-type: none"> • 6% ATB increase effective July 1, 2022. • 5% ATB increase effective July 1, 2023. • 4% ATB increase effective July 1, 2024. • 4% ATB increase effective July 1, 2025. <p>The above increases will be effective on the first full biweekly payroll period nearest the first day of the month in which the increase occurs.</p> <p>\$3,000 one-time, non-base building lump sum payment for all unit employees upon ratification of the tentative agreement.</p> <p>For all increases and the \$3,000 lump sum payment, eligible employees must be in the bargaining unit on the effective date and the date of the payout or on an approved leave of absence.</p> <p>6% Retro pay back to July 1, 2022.</p> <p>Employee working in the UCSD System Facilities who obtain and maintain a Steam Engineer Stationary License; and who maintains current certification will receive seventy-five dollars (\$75.00) per month differential.</p>
<p>Article 1 – Recognition/New Classifications</p>	<p>6 new titles added to the bargaining unit.</p> <ul style="list-style-type: none"> • Plumber Pipefitter, Title Code 8191 • Plumber Pipefitter Title Code 8190 • Central Utilities Plant Operator/Co-Gen, Title Code 8094 • Central Utilities Plant Operator/Co-Gen Lead, Title Code 7784 • Co/Gen Instrument Control Technician, Title Code 7785 • Apprentice Co-Gen Operator, Title Code 8093
<p>Article 2 – Out of Classifications and Assignment/Classification Review</p>	<p>Allows the Union to provide input at any time regarding a re-classification request.</p>



<p>Article 5 – Nondiscrimination in Employment</p>	<p>Adds HIV status, union activity, political affiliation as categories of prohibited discrimination. Clarified sex discrimination as including gender, pregnancy, childbirth, medical conditions related to pregnancy and childbirth, breastfeeding, and medical conditions related to breastfeeding. Allows for sexual harassment related grievances to be held in abeyance with Union agreement while being investigated.</p>
<p>Article 6 – Probationary</p>	<p>No mandatory probationary time for a preferential rehire upon return within one year.</p>
<p>Article 7 – Positions and Appointments</p>	<p>Employees who have been serving in a limited appointment who then convert to a career appointment, shall receive ninety (90) calendar days toward the completion of the probationary period instead of 3 months</p>
<p>Article 8 – Hours of Work</p>	<p>Increases call-back pay to one and one-half (1 ½) times the regular hourly rate of pay instead of straight time pay.</p>
<p>Article 9 – Overtime</p>	<p>Watch Standers may, upon the employee’s request, accumulate up to forty (40) hours of compensatory time off.</p> <p>Overtime Meals reimbursement increased to \$15.00.</p>
<p>Article 11 – Promotion and Transfers</p>	<p>Strengthens language that promotions shall be based on departmental bargaining unit seniority in those cases where qualifications are essentially and will be the deciding factor for selection. Clarifies that Intra-Departmental transfers will be effected after an assessment of skills and qualifications.</p>
<p>Article 12 – Holidays</p>	<p>Additional holiday Juneteenth (June 19th or announced equivalent)</p>
<p>Article 13 – Sick Leave</p>	<p>Increases bereavement leave to ten days instead of five days. Clarifies and expands the definition of family members for whom an employee can use sick leave to care for. Expands the ability of an employee to convert vacation time to sick time when a parent, spouse, or child becomes ill while the employee is on vacation.</p>
<p>Article 14 – Vacation</p>	<p>For occasional unscheduled/unplanned vacation days, additional language was added “If the request is made fifteen (15) calendar days or more in advance, the University has ten (10) calendar days to approve or deny the request”.</p> <p>Clarifies that Vacation schedules for requests submitted during the months of March and September shall be established on the basis of seniority in an employee's classification and in a shop or work location. Vacation requests</p>



	submitted after September 30 during this period shall be reviewed on a "first-come, first-served" basis.
Article 15 – Military Leave	Expands Military Leave to include “Civil Air Patrol” Leave.
Article 16 – Leaves of Absence	Article incorporates existing agreement on pay for family care and bonding (PFCB) and requires the University provide notice of systemwide changes to PFCB during term of contract with ability to meet and confer over proposed changes to PFCB if requested within 30 business days of notice.
Article 17 – Discipline and Dismissal	<p>Provides the University an additional 30 days from the date of the alleged violation to issue discipline for a total of 120 days instead of 90 days. The 90-day requirement and 30-day extension may be held in abeyance during sexual harassment investigations.</p> <p>Guarantees paid investigatory leave for all employees for the entire period of the investigation.</p> <p>Gives employees the right to remove any and all types of disciplinary letters from the personnel file two (2) years from the date of the disciplinary letter during which time there has been no further discipline.</p> <p>Improves notification process to union and employee.</p>
Article 18 – Layoff and Reduction in Time	Clarifies that management cannot go out of seniority order during a layoff if a senior employee can learn a new position within 6 months.
Article 20 – Subcontracting	Subcontracting will be a standing agenda item at labor /management meetings.
Article 21 – Grievance Procedure	Adds language that grievants who voluntarily resign or retire their employment with the University shall have their pending grievances immediately withdrawn unless the grievance is related to compensation and if it has been appealed to Step 2 before the date of resignation.
Article 22 – Arbitration Procedure	Updated list of arbitrators.



Article 27 – Parking	Rate increases during the life of this agreement will not increase more than 10% in one year.
Article 29 – Medical Separation	Updates and clarifies the process for reemployment of a medically separated employee who has been medically cleared to return to work.
Article 30 – Work Incurred Injury or Illness	Removes outdated language, “Effective July 1, 1997, extended sick leave constitutes an advance against disability payments.”
Article 31 – Reasonable Accommodations/Rehabilitation	Language clarification. The University will provide reasonable accommodations for employees with a disability or who become disabled.
Article 32 – Union Stewards	Paid Steward release time is subject to advance request and University approval. Updated notification and communication language.
Article 34 – Union Access and Rights	<p>Incorporates current side letter language on the University requirement to provide employee information.</p> <p>Incorporates current side letter language on the University requirement to provide mandatory new hire orientations and allow the Union 30 minutes to meet with new employees.</p>
Article 35 – Payroll Deductions	<p>Language updated to remove obsolete provisions (such as around agency fees) and reflect current practices throughout.</p> <p>New language on correction of payroll deduction errors and procedure for handling when deductions are higher or lower than they should be.</p>
Article 37 – Training and Development	Employees are now eligible for up to 40 hours of paid release time per calendar year for job-related or University career-related training they are interested in.
Article 41 – Shift Differential	Adds pay differential for asbestos related work. If an employee is assigned to perform <i>the removal or repair of asbestos lagging, asbestos abatement, or cleaning up asbestos</i> , they shall be paid an asbestos pay differential of <i>two dollars, fifty cents (\$2.50)</i> per hour for the amount of time spent performing such work.



Article 42 – Apprenticeship Program	Incorporates Apprenticeship Program Addendum language into the article. Includes “Trade UP Program” description.
Article 45 - Waiver	Removes outdated language regarding the prior contract.
Article 46 - Duration	Updates the contract duration to September 29, 2022, to March 31, 2026.
New Article - Respectful, Fair Treatment	Allows the Union and Union members to file a grievance when they experience bullying or hostile work environment.