



CX Unit Successor Contract Tentative Agreement (TA) Summary

Contract Article	TA Changes
<p>Article 45 – Wages</p>	<p>An average of 23.4% in compounded, base-building raises resulting from the following across-the-board (ATB) and step increases (does not include LBNL, whose raises will be bargained separately):</p> <ul style="list-style-type: none"> • 6% ATB retroactive to July 1, 2022 • 3% ATB + 1 step effective July 1, 2023 • 3% ATB + 1 step effective July 1, 2024 • 3% ATB + 1 step effective July 1, 2025 <p>Steps are for non-probationary, career employees and are NOT merit/performance based, meaning eligible employees not at the top of their salary range will receive them. Non-probationary career employees who are or will be topped out of their salary range will receive a non-base-building lump sum equivalent to the difference between the top two steps of their salary range.</p> <p>Step increases for titles in the Public Safety Dispatcher series will continue to be provided in accordance with the prior agreement reached with the University, pursuant to Appendix U, which would now be incorporated into the contract.</p> <p>Titles that are in the process of being accreted into the CX bargaining unit now can receive a 2% wage adjustment in lieu of a negotiated step increase if they are unable to receive one they are otherwise eligible for since the title is still in the process of being bargained into the CX unit.</p> <p>For ATBs, new language states that in the event the annual percent increase that non-represented staff receive in 2023, 2024, or 2025 is greater than the CX ATB for that year, the CX unit will receive the same percent raise as an ATB. Additional language that non-probationary employees whose pay exceeds the top of their salary range following an ATB are eligible for a non-base building lump sum equal to the ATB.</p> <p>\$3,000 one-time, non-base building ratification lump sum payment for non-probationary, career CX unit employees who are full-time. For part-time employees, the lump sum will be pro-rated based on either appointment percentage or average hours worked in the two pay periods preceding ratification, whichever is greater.</p> <p>\$1,000 one-time longevity lump sum payment for any career CX unit employee who has or will attain 20 years of full-time University service during the term of the agreement. This includes time worked at the UC prior to being in the CX bargaining unit.</p>



	<p>New language making clear that a CX employee or the Union can request equity adjustments to be reviewed by the University and lists examples of what information can be submitted that could be relevant to the review.</p> <p>Meet and Confers/Reopeners:</p> <ul style="list-style-type: none"> • Reopener on bargaining raises for LBNL to start no later than October 31. • Meet and confer language on bargaining additional steps for the Library Assistant series by location. • Meet and confer language on bargaining additional steps for the Blank Assistant 4s at UC Davis. <p>Local bargaining to take place regarding pay ranges and steps for CX employees at the UCSF Fresno satellite location.</p>
<p>NEW Bilingual Pay</p>	<p>University designated and certified CX employees at medical centers now eligible for bilingual/multilingual pay of \$50 per biweekly period (\$100 per month if paid monthly, pro-rated if less than full-time). CX employees will not perform medical interpretation/transcription and will instead be compensated for using these skills for conversational and other immediate needs related to their job duties.</p> <p>CX employees who are not designated/certified by the University to use these skills or who do not have bilingual skills required in their job descriptions cannot be required to use them without compensation.</p>
<p>Article 1 – Recognition</p>	<p>Updated list of information provided by the University to the Union on CX unit employees and revised disclosure provisions in line with current law.</p> <p>New one-day leave language for shop stewards and Union officers along with an increase in the contract bargaining team size from 11 to 14 with no more than two from any one location.</p> <p>Executive board members could be released two days per month to attend board meetings.</p> <p>Incorporated arbitration side letter language for new employee orientations (NEOs), which requires the University to allow the Union 30 minutes to meet with new members.</p>
<p>Article 2 – Agreement</p>	<p>Updated contract expiration date.</p>
<p>Article 3 – Arbitration Procedure</p>	<p>Time limit for grievances placed in abeyance can now be extended by mutual agreement. Arbitration panel language replaced with language establishing a minimum of 25 on the panel with a new procedure to address a vacancy.</p>
<p>Article 4 – Compassionate-Catastrophic Leave</p>	<p>New language allowing locations to enhance existing catastrophic leave programs for workers in need.</p>



<p>Article 5 – Corrective Action-Discipline and Dismissal</p>	<p>Notices of intent to suspend for more than five days, demote, or dismiss a CX employee will now be emailed instead of mailed to the Union.</p> <p>Reduced from 7 to 5 working days the time limit for a copy of notice of final action to be sent to the Union by the University.</p>
<p>Article 6 – Duration</p>	<p>New contract would expire after March 31, 2026 and initial proposals for successor bargaining would be exchanged in October 2025 with successor bargaining beginning no later than November 1, 2025.</p>
<p>Article 7 – Grievance Procedure</p>	<p>Removed requirement that mutual agreements to time limit extensions and waiving steps of grievance procedure be signed by the parties.</p> <p>Step 3 appeal “day of filing” can be up to 11:59pm on the day the appeal is received by the University rather than the end of business hours.</p> <p>Language allowing for electronic delivery of grievances and appeals.</p>
<p>Article 9 – Holidays</p>	<p>Juneteenth Holiday added to list of holidays.</p>
<p>Article 10 – Hours of Work</p>	<p>New telecommuting/hybrid work language for all locations. These programs can be a subject of labor-management meetings.</p> <p>Daily overtime pay added for those who work more than their regularly scheduled 8 hours in a day, does not apply to those working more than 8 hours in a day as part of an alternate schedule (e.g. a 4/10 schedule). Double time (2X) pay now provided for hours worked in excess of 12 hours in a day.</p> <p>Travel between University worksites will now be considered time worked.</p> <p>Added preparation time to list in 10.H.</p> <p>In the event current state legislation is signed, parties will meet and confer on the impact of changes to meal and rest period compensation.</p>
<p>Article 12 – Labor-Management Meetings</p>	<p>Increased number of member representatives for systemwide labor-management meetings from 10 to 11.</p>
<p>Article 13 – Layoff and Reduction in Time</p>	<p>Replaced casual/restricted appointments with floater appointments in language requiring the University to consider the necessity of these appointments to avoid indefinite layoffs for career employees.</p> <p>New language that allows for the University to offer another career position at the same or greater appointment and rate of pay as an employee’s current position as an alternative to layoff.</p> <p>Under preferential rehire, removed “fully” from requirement that someone be fully qualified for a preferential rehire position.</p> <p>Language changed to limit departments laying off five or more workers with different effective dates to avoid notice and meeting requirements.</p>



<p>Article 14 – Leaves of Absence</p>	<p>Compensatory time off (CTO) can now be used to provide pay while on Family and Medical Leave (FML).</p> <p>Expanded FML to care for an employee’s family member with a serious health condition to align with current law.</p> <p>Existing agreement on Pay for Family Care and Bonding (PFCB) incorporated into article with “me too” language that if the University increases the PFCB payment percentage from the current 70% of eligible earnings for the non-represented staff or another bargaining unit going forward, the CX unit will receive that same payment percentage.</p> <p>Under Military Caregiver Leave, definition of a serious injury or illness elaborated upon for covered veterans.</p> <p>New language providing for up to 40 hours per year of school activities leave.</p>
<p>Article 17 – Military Leave</p>	<p>CTO can now be substituted for unpaid leave.</p> <p>CX employees would be entitled to supplement military pay in line with UC policy.</p>
<p>Article 22 – Out-of-Classification Assignment</p>	<p>Out-of-class pay begins after 15 days for performance of substantial duties of a higher classification instead of 20. New language that allows pay for performance of partial out-of-class duties.</p>
<p>Article 23 – Parking</p>	<p>New language that the University will make reasonable efforts to provide temporary replacement parking or parking services when construction, special events, or operational needs restrict access to regular parking spaces.</p> <p>Future parking taxes, fees, or surcharges imposed by governmental and other external authorities excluded from UC rate caps in accordance with laws/regulations.</p> <p>Security and safety issues regarding parking would now be items able to be discussed in labor-management meetings.</p>
<p>Article 25 – Payroll Deductions</p>	<p>Dues and other deductions language updated to align with current law and practice. Dues deducted specifically from in-unit retirement gross pay and must be either a minimum of \$10 or 1.44% of such gross pay, whichever is greater. New procedure for certification and remittance of Union dues.</p> <p>Union can now change the percentage rate for dues deduction once per year at no cost to the Union.</p>
<p>Article 26 – Performance Evaluation</p>	<p>Language added that performance evaluations should be fair and objective.</p>



Article 27 – Personnel Files	CX unit employees would now have the right to remove performance evaluations that are more than five years old.
Article 28 – Positions - Appointments	Language commits University to not replace career employees with per diem employees.
Article 29 – Probationary Period	<p>CX unit employees would now receive up to three months of credit towards completion of the probationary period for a career position from working per diem appointments.</p> <p>Supervisor added to list of what must be the same for a temporary/per diem appointment to count as the “same job” as a career position.</p>
Article 32 – Resignation - Job Abandonment	New notification provision requiring the University to provide the Union with notification of the final decision regarding separation or reinstatement for an employee deemed to have abandoned their job.
Article 33 – Respectful, Fair Treatment	Adds the content of abusive conduct/workplace bullying training as an item that can be discussed in local labor-management meetings.
Article 35 – Shift Differential	Evening/night shift differential for medical center employees increased to \$1.25/hr for those with established shift rates. Evening/night shift differential increased to \$1.00/hr for campus employees with established shift rates. The University must negotiate with the Union to establish a shift differential rate before assigning one to a title that does not have an established shift rate.
Article 36 – Sick Leave	<p>CX employees can now use up to seven days of sick leave, increased from five, for bereavement leave per occurrence.</p> <p>Elaborated on what justifies the University requesting documentation for a sick leave absence beyond it appearing to be justified. Employees shall provide requested documentation as soon as reasonably possible.</p>
Article 37 – Subcontracting	<p>Language that the University would be required to meet and confer upon request on the impact of subcontracting work that would result in layoff of unit employees.</p> <p>Disputes regarding the University’s adherence to Article 37.B now subject to the grievance/arbitration procedure instead of the prior language where complaints would be submitted to and decided by the University Office of the President.</p>
Article 39 – Transfer - Promotion - Reclassification	Deadline of 90 days at the department level to provide notice to the employee who submitted a reclass request and submit a recommendation on the request to the designated University office.
Article 42 – University Benefits	<p>Maintained cap on annual employee contribution rate increases at \$25 per month for Kaiser and Health Net Blue & Gold health care plans. Income pay bands for 2022 and 2023 health plans now listed in contract.</p> <p>Language added on Second Choice window for workers in the 2016 Tier for retirement to convert from Savings Choice (401k-style plan) to the UC Retirement Plan (UCRP) defined benefit pension plan starting at the 5th year anniversary of their Savings Choice election. If converting to UCRP,</p>



	Savings Choice service credit counts toward vesting in UCRP and retiree health benefits but not toward calculation of pension.
Article 44 – Vacation	Removed language stating that vacation is to be used for “rest.” Floating holidays would now be able to be used to during University curtailment days subject to conditions in Article 9 – Holidays.
Appendix C – Grievance Form	Formatting realigned for grievance form.
Appendix F – CX - Unit Arbitration Panel	Updated list of agreed-upon arbitrators to hear arbitrations pursuant to Article 3 – Arbitration Procedure.
Appendix G – Parking	All monthly parking increase caps apply annually for each year of the agreement. UC Department of Agriculture and Natural Resources (ANR) made clear to have no parking charges. 10% monthly parking rate increase maximum set for the UC Office of the President. UC Riverside monthly increase cap set at 10%. UC Davis Health monthly parking increase rate cap set at \$10 instead of pointing to a chart. UC Santa Cruz monthly parking increase rate cap set at 10% instead of pointing to a chart. Parking rate charts added for UCLA Campus and Health, other parking rate caps maintained from prior agreement.
Appendix U – Public Safety Dispatchers and Records Personnel Side Letter	Prior agreement reached between the University and Union pursuant to this side letter will now be incorporated into the relevant articles of the contract.