

Tentative Agreement Summary UC Irvine Skilled Trades K9 Bargaining Unit Changed Articles	
ARTICLES	SUMMARY
ARTICLE 40 - SHIFT DIFFERENTIAL	<ul style="list-style-type: none"> • Shift pay differentials improved \$2.50/hr. Swing Shift; \$3.00/hr. Graveyard. • Added \$1.50 Weekend Differential • Asbestos Pay Differential Increased to \$3.00/hr. for time spent performing such work.
ARTICLE 41 - WAGES	<p>18.5% in average raises compounded over a 3-year agreement. 6.5% increase July 2024 plus additional equity increases of .5% to 2.5% for most classifications.</p> <p>July 1, 2024 6.5% across-the-board raise</p> <p>July 1, 2025 5% across-the-board raise</p> <p>July 1, 2026 5% across-the-board raise</p>
ARTICLE 1 - RECOGNITION	Adds the following new positions to Skilled Trades K9 bargaining unit: Asst. Supervisor – Fire Sprinkler; Asst. Supervisor – Systems Operator; Lead Fire and Security Technician; Lead Maintenance Engineer; Facilities Test Technician; Maintenance Engineer.
ARTICLE 2 - DURATION	3-Year Contract Term Expires June 30, 2027
ARTICLE 4 - NON-DISCRIMINATION	Adds pregnancy, lactation and predisposing genetic information (including family medical history) to protected classifications.
ARTICLE 7 - HOURS OF WORK	<p>Adds Medical Center evening shift of 6:00 p.m. to 6:00 a.m. and removes night shift of 10:00 p.m. to 6:00 a.m.</p> <p>Medical Center Maintenance Mechanic shifts added: Day: 7:00 a.m. to 3:30 p.m. Evening: 3:00 p.m. to 11:30 p.m. Night: 11:00 p.m. to 7:30 a.m. Day: 7:00 a.m. to 7:30 p.m. Evening: 7:00 p.m. to 7:30 a.m.</p>
ARTICLE 8 - OVERTIME	<ul style="list-style-type: none"> • Adds overtime for hours worked in excess of regular schedule in a day. Overtime shall be paid at the rate of 1 ½ times the regular rate of pay for hours worked in excess of 8 hours in one day or 40 hours in one week. For those with an alternate work schedule, for example, 4/10 shall be paid overtime after 10 hours in one day or 40 hours in one week.

	<ul style="list-style-type: none"> Increases On-Call compensation to five (5) hours of compensatory time off or pay for each weekend day (Saturday or Sunday) or a holiday. Codifies that failure to respond to on-call may result in elimination from further on-call opportunities. Increases meal reimbursement to \$30.00 when an employee is required to work unscheduled overtime in excess of three hours.
ARTICLE 15 - VACATION	Removes the requirement for the University to notify the employee 30 calendar days before reaching the maximum vacation credit for Campus employees.
ARTICLE 21 SUBCONTRACTING	Strengthens language for Union stewards or designee to attend regularly scheduled meetings with FM to discuss the status of subcontracting on campus or health.
ARTICLE 23 - GRIEVANCE PROCEDURE	Adds heading Informal Review to Section C.
ARTICLE 27 - PROTECTIVE CLOTHING & SAFETY EQUIPMENT	Increases reimbursement for protective shoes to \$300 per fiscal year (July 1-June 30).
ARTICLE 28 - PARKING	Ensures a \$10 dollar cap per month (\$120 per year) on the University's ability to increase rates should the University increase rates for other employees at a higher rate.
ARTICLE 34 - UNION RIGHTS	<p>Increases the number of stewards to seven (7). Allows for 7 Union Stewards and no more than one steward per shop. the following number of union stewards for each of the following locations:</p> <ul style="list-style-type: none"> UCI campus: 4 (no more than one steward per shop/trade) UCI Health, Irvine: 1 UCI Health, Orange: 1 UCI Health, Fountain Valley: 1 UCI Health, Lakewood: 1 UCI Health, Los Alamitos: 1 UCI Health, Placentia Linda: 1
ARTICLE 39 - UNIVERSITY BENEFITS	<ul style="list-style-type: none"> Provides that either party may reopen negotiations on the limited issue of cap amounts on increases to employee contribution rates for the kaiser and

	<p>HealthNet Blue and Gold HMO plans upon the completion of systemwide AFSCME bargaining.</p> <ul style="list-style-type: none">• Maintains and summarizes all health and welfare programs including other insurance, vision, dental, behavioral health and substance abuse benefits, supplemental health plans, pet insurance, adoption assistance, and family care resources.• Outlines disability insurance programs offered.
ARTICLE 45 - PAY FOR FAMILY CARE AND BONDING	<p>Maintains Pay for Family Care and Bonding which is a 100% 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. Incorporates language into the contract.</p>