TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

Jason Rabinowitz
Secretary Treasurer and Principal Officer

June 27, 2025

Jennifer Henry, Labor Relations Advocate
UC San Diego Labor Relations
9500 Gilman Drive #0922
La Jolla, CA 92093-0922
j1henry@ucsd.edu

RE: **Initial Proposal for Collective Bargaining Agreement K6**

Dear Ms. Henry:

This letter serves as Teamsters Local 2010 notice of articles that we intend to propose in a new contract for the K6 bargaining unit. Teamsters reserves the right to add to, subtract from or modify these proposals at any time during negotiations.

Please do not hesitate to contact me should you need further information.

Thank you,

Michael Sherritt
Union Representative
Teamsters Local 2010
9900 Flower Street
Bellflower, CA 90706
Email: msherritt@teamsters2010.org
Mobile: (619) 455-5881
Website: teamsters2010.org

1. **RECOGNITION**
   Update to bargaining unit classifications

2. **OUT OF CLASSIFICATION ASSIGNMENT/CLASSIFICATION REVIEW**
   Provisions for changes to classifications and out of classification compensation

3. **DEFINITIONS**
   Current contract language, unless other bargaining requires updating existing definitions

4. **MANAGEMENT RIGHTS**
   Provisions for Management rights

5. **NONDISCRIMINATION IN EMPLOYMENT**
   Legal updates, if necessary

6. **PROBATIONARY PERIOD**
   Change to procedure during probationary period

7. **POSITIONS AND APPOINTMENTS**
   Change to language regarding appointments

8. **HOURS OF WORK**
   Changes to procedures and compensation

9. **OVERTIME**
   Changes to procedures and compensation

10. **PERFORMANCE EVALUATION**
    Process and criteria for job performance review.

11. **PROMOTIONS/TRANSFERS**
    Standards and polices for promotions and transfers.

12. **HOLIDAYS**
    Changes to procedures and compensation

13. **SICK LEAVE**
    Changes to procedures

14. **VACATION**
    Changes to procedures and compensation

15. **MILITARY LEAVE**
    Changes to procedure and potential legal updates

16. **LEAVES OF ABSENCE**

Changes to procedure and potential legal updates

17. DISCIPLINE AND DISMISSAL
Current contract language

18. LAYOFF AND REDUCTION IN TIME
Changes to procedures regarding layoffs and reduction in time

19. UNIT WORK
Current contract language

20. SUBCONTRACTING
Update to language and procedures regarding subcontracting

21. GRIEVANCE PROCEDURE
Update to language and procedures

22. ARBITRATION PROCEDURE
Update to language, procedures, and list of arbitrators

23. HEALTH AND SAFETY
Update to language and procedures on protection for members

24. JOINT HEALTH AND SAFETY COMMITTEE
Current contract language

25. PROTECTIVE CLOTHING
Add language regarding protective clothing

26. UNIFORMS
Current contract language

27. PARKING
Change to procedure and compensation

28. MILEAGE REIMBURSEMENT
Current contract language

29. MEDICAL SEPARATION
Changes according to potential legal updates

30. WORK INCURRED INJURY OR ILLNESS
Changes according to potential legal updates

31. REASONABLE ACCOMMODATION/REHABILITATION
Changes according to potential legal updates

32. UNION STEWARDS
Change in procedures for Stewards

33. LABOR-MANAGEMENT RELATIONS
Current contract language

34. UNION ACCESS AND RIGHTS
Changes according to potential legal updates

35. PAYROLL DEDUCTIONS
Changes according to potential legal updates

36. PERSONNEL FILES
Changes to fees and records process

37. TRAINING AND DEVELOPMENT
Current contract language

38. NO STRIKE/NO LOCKOUTS
Changes to procedure

39. DEATH PAYMENTS
Current contract language

40. INSURANCE AND RETIREMENT BENEFITS
Changes to procedure and compensation

41. SHIFT DIFFERENTIAL
Changes to procedure and compensation

42. APPRENTICESHIP PROGRAM
Changes to procedure on the apprenticeship program

43. WAGES AND PAY DIFFERENTIAL
Changes to procedure and compensation

44. SEVERABILITY
Current contract language

45. WAIVER
Changes to procedure

46. DURATION
Change to the duration of the agreement and update dates based on negotiations

47. RESPECTFUL, FAIR TREATMENT
Current contract language

APPENDIX A – SIDE LETTER AGREEMENT ON TRADE-UP APPRENTICESHIP
Changes to and expansion of the apprenticeship program

APPENDIX B – SIDE LETTER ON PAY FOR FAMILY CARE AND BONDING

Incorporate into existing contract language