

TENTATIVE AGREEMENT
CX UNIT
MARCH 18, 2026

ARTICLE 1

ACCESS/UNION RIGHTS

A. GENERAL PROVISIONS

1. The parties acknowledge that it is in the union's interest that it be granted access to University facilities for the purposes of ascertaining whether the terms of this Agreement are being met; engaging in the investigation, preparation, and adjustment of grievances; conducting union meetings; explaining to bargaining unit members their rights and responsibilities under the Agreement; and informing Teamsters Local 2010 employees of union activities. In the interest of facilitating these purposes, and in accordance with local campus/hospital/Laboratory procedures and applicable law, the parties agree to this Article.

The University has the right to enforce reasonable access rules and regulations as promulgated at each campus/hospital/Laboratory.

B. ACCESS BY THE UNION/UNION REPRESENTATIVES - GENERAL PROVISIONS

1. Designated union representatives who are not University employees, or who are not employed at the facility visited, may visit the facility at reasonable times and upon notice to discuss with the University or bargaining unit member's matters pertaining to this Agreement. The union representative shall give advance notice prior to arrival in accordance with local campus/hospital/Laboratory procedures.
2. Teamsters Local 2010 will furnish the University with a written list of all Teamsters Local 2010 Union representatives, ~~and~~ Union Stewards, ~~Teamsters Local 2010~~ and designated Union representatives and officers who are authorized by the union to conduct union business. Teamsters Local 2010 shall provide the University with any changes to its steward designations in writing as required by Article 1 B.2. The Union will identify which designated stewards are designated for paid steward time under Article 1, (C)(2). Past practice has been to provide changes no more than once a month. The parties agree to continue such past practice unless otherwise agreed upon. The number of designated Union Stewards shall not exceed the maximum allowed for each location, as specified in section C.2 of this article. This list shall be maintained in a timely manner by Teamsters Local 2010 and any changes, additions or deletions to the list shall be made in writing to the University.
3. Such internal union business as membership recruitment, campaigning for union office, handbilling or other distribution of literature, and all other union activities shall take place during non-work time. Employee rest and meal periods are non work time for the purposes of this Article.

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4. When accessing the workplace, Teamsters Local 2010 shall comply with reasonable local campus/hospital/laboratory procedures and applicable law and shall not impede, interfere with, or obstruct patient care delivery, or business operations, or compromise private health information.

C. UNION STEWARDS

1. The University shall recognize Teamsters Local 2010 designated union stewards who are members of the bargaining unit. The function of the Teamsters Local 2010 designated union stewards shall be to inform employees of their rights under this Agreement, to ascertain that the terms and conditions of this Agreement are being observed, and to investigate and assist in the processing of grievances.
2. For the purposes of receiving paid release time as provided in this section, Teamsters Local 2010 may designate four University employees as Teamsters Local 2010 designated union stewards at each campus/hospital/Laboratory. Additionally, in the event the campus/hospital/Laboratory has more than 200 employees, Teamsters Local 2010 may designate one additional Teamsters Local 2010 designated union steward for each additional 100 bargaining unit members thereafter, up to a maximum of ~~thirty (30)~~ thirty-five (35) Teamsters Local 2010 designated union stewards. Teamsters Local 2010 shall not designate more than one Teamsters Local 2010 designated union stewards per department unless the department has more than 200 employees in which case there can be up to 1 per 100 CX employees. The department Teamsters Local 2010 stewards may not be from the same smaller unit (4 or less CX employees) of such a large department.
 - a. The total cumulative use of paid release time for the Teamsters Local 2010 designated union steward shall be limited to 10 hours in any one month. University convened meetings pursuant to Article 7 – Grievance Procedure, shall not be deducted from this block of time.
 - b. Such paid release time shall be for grievance related activities such as:
 1. The initial hand-delivered filing of a grievance and the retrieval of University documents provided pursuant to a written request for information related to a grievance;
 2. One-on-one meetings with a grievant concerning a filed grievance, or an alleged violation of this Agreement which is at the Informal Review stage of Article 7 – Grievance Procedure;
 3. Meetings with the University representative to whom written grievances are presented or to whom documents related to filed

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grievances are presented/signed or with whom time limit agreements are achieved;

4. Informal Review meetings held pursuant to Section E. of Article 7 – Grievance Procedure.
- c. Any request for release time shall be made to the Teamsters Local 2010 designated union steward’s supervisor prior to the activity for which release time is requested. Such approval shall be granted solely on the basis of operational needs and shall not be denied unreasonably.
- d. At its sole discretion, the University may authorize use of release time in excess of the 10 hours per month limitation. The exercise of this discretion and/or the enforcement by the University of the 10-hour maximum shall under no circumstances establish a precedent for the Teamsters Local 2010 designated union steward or department involved nor shall the allowance of greater than 10 hours in a month for a Teamsters Local 2010 designated union steward have any effect or bearing on the ability of the University to enforce the 10-hour maximum on any other Teamsters Local 2010 designated union steward.
- e. Should a question of possible abuse of these release time provisions arise, the University will so notify Teamsters Local 2010, and the parties will attempt to resolve the matter. If a question remains, the University may take corrective action when warranted.

D. MEETING ROOMS AND BULLETIN BOARDS

1. Teamsters Local 2010 shall be granted use of general purpose meeting rooms. Such use shall be arranged in advance with the designated campus/hospital/Laboratory office and will not be unreasonably denied. Room reservations shall not be canceled by the University except where unforeseen circumstances require the room to be used for purposes such as teaching, or patient care related purposes or staff conferences. If a reserved room is canceled, the University will attempt to provide a comparable alternative space.
2. Teamsters Local 2010 shall have access to general-purpose bulletin boards and shall have the use of those bulletin boards (including electronic bulletin boards, where available, in accordance with local procedures.) Any materials posted must be dated and initialed by the union representative responsible for the posting and a copy of all materials posted must be provided to the appropriate University representative at the location at the time of posting. At those locations where the University is

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responsible for posting material on bulletin boards, the University will post copies of the Teamsters Local 2010 provided material within one business day.

E. MAIL DELIVERY

United States mail which is received by the University bearing an employee lived name and accurate address will be placed in the employee mailboxes in the normal manner and in accordance with University procedures and policies with regard to the U.S. mail. In departments where employee mailboxes exist, the union shall have reasonable use of them consistent with the access provisions of this Agreement. In departments where individual mailboxes are in a restricted work area, Teamsters Local 2010 may make arrangements with the responsible University official in the restricted work area to have the Teamsters Local 2010 mail placed in the employee mailboxes. Where mailboxes do not exist for employees, the University will distribute Teamsters Local 2010 mail to employees by the normal method.

F. ACCESS TO EMPLOYEE HOME ADDRESS AND TELEPHONE NUMBERS

1. On a monthly basis, the University shall provide Teamsters Local 2010 with an electronic list via electronic file of all employees in the bargaining unit. The list will include the following data fields: lived name, job title, physical work location, title code, date of hire, annual salary rate, percentage appointment, appointment type, hiring unit, work email address, personal email address, work phone number, campus mailing address, home address, home phone number, personal cellular phone number, mailing address and hiring unit, email address, separation date and reason, leave of absence date and reason, and dues indicator. When additional fields are added, this new information will be made available to the Teamsters as soon as possible. Requests to opt out of Union communications shall be made directly to the Union by the employee. The University will provide Teamsters Local 2010 a weekly list of changes (e.g. new hire, corrections, transfers, salary changes) via electronic file that have occurred within the bargaining unit. The data fields provided via electronic file are subject to change upon agreement of the parties.
2. The Union will inform bargaining unit employees of their right to designate their home address and telephone number as confidential.
3. The University will delete from bargaining-unit employees' employment forms the option of withholding home addresses and phone numbers from the Union.
4. Upon written request by Teamsters Local 2010, the University will provide the undisclosed home addresses to a mutually agreed-upon mailing service firm through which Teamsters Local 2010 can correspond with said individuals. The mailing service shall keep confidential the home address of the employees who

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have requested that the home information not be released. Teamsters Local 2010 will bear all costs associated with this service.

5. Employee work and home addresses and telephone numbers shall be maintained as confidential by the Union. The Union shall take all reasonable steps to ensure the confidentiality of all information provided to it under this Article.
6. The Union agrees to defend, indemnify and hold harmless the University of California (including its subdivisions and employees) from any claim, suit or liability of any nature arising from (a) a challenge to this Section F; or (b) any action of the Union taken pursuant to, or in violation of, this Section F. The Regents will give the Union prompt written notice of any claim, suit or liability which it contends is subject to this provision.

7. LBNL

The Laboratory shall continue to provide its monthly list and change list on a monthly basis. The monthly list will include the following data fields: lived name, title, title code, date of hire, annual salary rate, percentage appointment, appointment type, campus mailing address and hiring unit, email address, separation date and reason, leave of absence date and reason, and dues indicator. In addition, the list will include the home address and telephone number of bargaining unit members unless the employee has specifically requested that the home information not be released. The Laboratory will provide Teamsters Local 2010 a monthly change list in its current form, which includes the following data fields: union codes, job codes, employee ID, lived name, effective date, action, reason, dept ID, and ethnic group. The information provided in the lists is subject to change upon agreement of the parties.

G. POSTING OF THE AGREEMENT

1. Within fourteen (14) calendar days after reaching tentative agreement, the University shall provide the union with an electronic copy of the tentative agreement.
2. The University may post the Tentative Agreement on the UC website at the time it provides the copy to Teamsters Local 2010. The posting shall be marked "Draft – Pending Final Approval of Teamsters Local 2010 and UC."
3. Following ratification, the University will post the final ratified agreement on its website.

H. TELEPHONE

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Union stewards may use University telephones for the purpose of conducting union business which is specifically authorized by Article 7 – Grievance Procedure. Employees are responsible for paying any costs associated with such telephone usage in accordance with the departmental procedures in effect at the time. The frequency and duration of permitted phone calls shall not be such as to interfere with or disrupt the employee's completion of work assignments, nor impair the efficiency of University operations. The University may audit union stewards' use of the telephone system to the same extent as it may audit other employee's use of such equipment.

I. E-MAIL USE

Teamsters Local 2010 designated union stewards may use their University e-mail account for the purpose of conducting union business which is specifically authorized by Article 7- Grievance Procedure. The frequency and duration of email use shall not interfere with or disrupt the employee's completion of work assignments, nor impair the efficiency of University operations. Such use shall also conform to and be in accordance with applicable University policy regarding electronic mail/electronic communications.

J. NEW EMPLOYEE ORIENTATIONS

1. The Teamsters shall receive from UC, not less than ten (10) days' notice in advance of a New Employee Orientation ("NEO"), including time and location, except that a shorter notice may be provided in a specific instance where there is an urgent need critical to UC's operations that was not reasonably foreseeable. Where no NEO is held, the University will provide the Union with a list of employee information as defined in Section 1.F not less than ten (10) days prior to their start date in their new position.

The University shall provide the Union with a list including the name, title, and department/division of employees who are scheduled to attend orientations no less than 3 days prior to the orientation. If available a A copy of the completed attendee sign-in sheet shall also be provided to the Union within five business after completion of the NEO

2. At the University's in-person NEO, if any, packets of information supplied by Teamsters Local 2010 during the NEO shall be made available to employees at the NEO. When the NEO is held via electronic methods the Teamsters must provide the UC with an electronic version of the materials to be distributed at the NEO no less than forty-eight (48) hours prior to the commencement of the NEO. Where materials are not provided at the NEO, Teamsters will be responsible for distribution of packets.

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3. UC shall provide the Teamsters mandatory access to its New Employee Orientations, in accordance with this Article. UC shall include on the agenda thirty (30) minutes of time for CX unit employees to meet with the Teamsters and shall notify employees of said paid time. The structure, time and manner of the Teamsters access to a new employee orientation shall be mutually agreed to by the location and the Teamsters.
4. Teamsters Local 2010 shall be permitted to meet with the new CX-Unit employees according to campus/hospital/Laboratory timetables and practices for thirty-minutes on paid time, at new employee orientation sessions, if any, for the purpose of sharing information with new CX-Unit employees. If the Teamsters do not meet with a new employee at the New Employee Orientation, within the first thirty (30) days of employment, then the Union shall have the right to meet with the employee at the worksite for thirty (30) minutes on paid time, within fifteen (15) days of the Union's request. In addition to a Union representative, one (1) union steward may be present and/or conduct the Union presentation on a without-loss-of-straight-time pay status. This time will be deducted from the steward ten (10) hour month bank provided in Article 1.C. and shall comply with the procedures stated in Article 1.C.
5. UC Management shall not participate in the meeting between the Teamsters and the new CX employee. The University will advise new employees of the scheduled time of the meeting and will remain neutral on issues of unionization and direct any questions regarding unionization to the Union. The Teamsters agree they shall not disrupt, interrupt or interfere with the New Employee Orientation.

K. LEAVE OF ABSENCE FOR UNION BUSINESS

1. General Conditions
 - a. Long-Term Paid Reimbursed Leave
 - i. Upon at least thirty (30) calendar days advance written request from Teamsters Local 2010 and the employee, the University shall grant one (1) Teamsters Local 2010 represented employee at a time per campus/hospital/Laboratory an extended paid reimbursed leave to engage in union business. The union/employee shall specify the duration of the extended leave of absence at the time the employee requests the leave. No such leave shall be granted unless the written request specifies the duration of the leave.
 - ii. Long-term leaves of absence shall be for a period of not less than one (1) year. In no situations shall the University grant a long-term leave of absence for a period of more than three (3) years.

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iii. The University, due to operational requirements, may postpone the date a paid reimbursed leave is scheduled to begin.

b. Short-Term Paid Reimbursed Leave

i. Subject to operational considerations, upon at least thirty (30) calendar days written request from Teamsters Local 2010 and the employee, the University will grant short-term paid reimbursed leaves for union business to one (1) employee at a time per campus/hospital/Laboratory. Such paid reimbursed leave shall be granted for a fixed period of time not less than one day and not longer than 364 days. The duration of the leave shall be specified at the time the employee requests the leave. No leave shall be granted unless the written request specifies the duration of the leave. Local Union Executive Board members shall be released two (2) days per month to attend board meetings. Requests for short-term leave shall not be unreasonably denied.

ii. The University shall not be required to return an employee on paid reimbursed leave to active employment status prior to the completion of the stated duration.

c. One-Day Leave

Upon ten (10) calendar days' advance written notice to her/his supervisor, with a copy to the LR office, local Union officers and local Union stewards shall be granted one (1) day of paid reimbursed leave for union business. Leave shall not be granted for a period of less than one (1) day, and shall not be granted to any individual employee more than once per month, except for executive board members and bargaining team members who may be granted up to two (2) one day leaves per month, based on operational needs of the University. The granting of such leave to local stewards and officers shall be subject to the operational needs of the University and may be granted to one or more, but not necessarily all, such employees on the same shift in the same operational area. If proper ten (10) calendar day notice is provided such leave shall not be unreasonably denied.

d. Pay Status

i. During paid reimbursed leave, the employee shall be paid by the University, and shall continue to accrue service credit; and shall retain all benefits to which the employee was entitled prior to the

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start of the leave. Employee benefit contributions will continue to be deducted during the leave.

- ii. During the paid reimbursed leave the employee shall be eligible for increases in accordance with campus practices.
- iii. Any leave granted in accordance with this section shall not constitute a break in service.
- iv. During the paid reimbursed leave, the employee shall not be eligible for Workers Compensation benefits arising out of an injury occurring during the leave from the University. While on Union leave, University employees shall be covered by Teamsters Local 2010 Workers Compensation carrier.

e. Union Reimbursement

- i. The Union shall reimburse the University for all costs of employee compensation, including but not limited to, wages plus all benefits provided to the employee for the time the employee is on leave without loss of compensation. The Union shall submit payment to the University within 30 days of receipt of confirmation of payment to the employee. The University has the right to terminate the leave if the Union fails to provide timely payment. The University, on a location-by-location basis, and in its sole discretion, may calculate the cost of benefits on an actual cost basis, or on a percentage estimate of the actual cost of benefits.

2. Return From Leave

- a. The University shall not be required to return an employee on a leave of absence for union business prior to the return date specified at the start of the leave.
- b. At least forty five (45) calendar days prior to the completion of the long-term leave of absence, Teamsters Local 2010 shall notify the University of the employee's intent to return to the University's employ and the employee shall likewise so advise the University.
- c. Upon return, the employee shall be placed in the same position from which s/he took the leave of absence and at the rate of pay which would place the employee at the same relative position in the range for the position as that range exists when the employee returns. Placement of the employee in her/his previous position shall be consistent with staffing reductions and/or

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layoffs, which may have occurred during the period of the paid reimbursed leave.

3. Attendance At Local Meetings

Upon fourteen (14) calendar days' advance written notice to Local Labor Relations, local union officers and local union stewards included on the list provided to the University by Teamsters Local 2010, as set forth in Section B.2. of Article 1 - Access, shall be granted time off without pay or, at the employee's option, such time would be charged to accrued compensatory time off or accrued vacation time, to attend local union meetings. Approval for such leave shall not be granted for a period to exceed four (4) hours and such approval shall not be granted to any individual employee more than once per month. The granting of such approval to local union stewards and officers shall be subject to the operational needs of the University and may be granted to one (1) or more but not necessarily all such employees on the same shift in the same operational area. Such approval shall not be unreasonably denied.

L. RELEASE TIME FOR BARGAINING

1. The University shall provide release time in a without-loss-of-straight-time-pay status for not more than one (1) active status University CX-Unit employee per location (including LBNL), as well as three (3) additional representatives as designated by the Union, for a total of fourteen (14) bargaining team members from the CX-Unit. There shall be no more than two representatives from any location. Teamsters Local 2010 is expected to designate in writing permanent and alternate team members who are members of the bargaining unit and in active employment status at least 30 calendar days prior to the first bargaining session. Nothing in this section shall preclude Teamsters Local 2010's appointment of a permanent bargaining team member during the course of negotiations from a location where a permanent team member had not been selected previously. Substitution of alternate members for permanent members is permitted only upon Teamsters Local 2010's provision, in writing, of the name and work location of the employee team member alternate, seven (7) calendar days in advance of the scheduled bargaining session unless the parties agree otherwise.
2. The University will provide release time for designated team members, no more than one per location, in a without-loss-of-straight-time-pay status to attend scheduled bargaining sessions for negotiations.
3. Such release time in without-loss-of-straight-time-pay status shall be provided only for scheduled negotiation sessions and only for days on which the team member would have been scheduled to work. Such hours shall not exceed the bargaining

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March 2, 2026

ARTICLE 2

AGREEMENT

A. This Agreement is made and entered into on _____, 2026, at Oakland, California, pursuant to the provisions of Articles 1 through 11 of the Higher Education Employer- Employee Relations Act (HEERA) by and between The Regents of the University of California, a corporation (hereinafter referred to as the “University” or “management” or “employer”) represented by the Office of the President of the University of California system, and the TEAMSTERS LOCAL 2010 (hereinafter referred to as “Teamsters Local 2010” or “Union”).

B. PURPOSE OF AGREEMENT

1. It is the intent and purpose of the parties hereto that this Agreement constitutes an implementation of the provisions of HEERA and provides for orderly and constructive employment relations in the public interest, in the interests of the University, and the interests of the employees represented by Teamsters Local 2010.
2. The parties hereby acknowledge that this Agreement represents an amicable understanding reached by the parties as a result of the unlimited right and opportunity of the parties to make any and all demands with respect to the employer-employee relationship which exists between them relative to the scope of bargaining.
3. This Agreement recognizes one certified bargaining unit. Each provision of this Agreement applies to that bargaining unit unless specified otherwise.

C. RECOGNITION

1. Pursuant to and in conformity with the certifications issued by the Public Employment Relations Board (PERB) of the State of California in case number SF-HR-12, the University recognizes Teamsters Local 2010 as the sole and exclusive representative for the purposes of collective bargaining with respect to wages, hours, and terms and conditions of employment for all employees, excluding employees designated as managerial, supervisory and/or confidential by the University as of November 21, 1997 and all student employees whose employment is contingent upon their status as students, in the following described bargaining unit:
 - a. Unit #12 - Clerical and Allied Services (SF-HR-12)
2. The term “employee” as used in this Agreement shall refer to employees of the University of California including the Lawrence Berkeley Laboratory

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(“Laboratory”) in the above-mentioned unit except for those excluded pursuant to above.

3. Throughout this agreement, where a specific gender pronoun is referenced, it is intended to include any non-referenced gender identity or gender expression.
4. The classes and title codes included in Unit 12 are listed in Appendices A and B.

D. WAIVER OF UNIT MODIFICATION AND RECLASSIFICATION OF EXCLUDED POSITIONS

The job titles and positions excluded from the unit by the parties’ stipulations of July 22, 1997 and by PERB’s Consent Election Order of May 20, 1997 shall be conclusively deemed to be managerial, supervisory, or confidential, or any indicated combination thereof, as shown on the list appended to said stipulation, and Teamsters Local 2010 expressly waives for the duration of this Agreement any right it may have to seek to include any such title or stipulation by unit modification, unless job duties have changed such that the job title or position should properly be included in the Unit. Teamsters Local 2010 recognizes that the University has the exclusive right to establish new title codes and titles for any such excluded position or title. The University shall advise Teamsters Local 2010 of any such new title. In the event the University elects not to establish a new title for some or all excluded positions currently classified in included titles, the University shall, during the term of this Agreement, provide the Union with a list, by bargaining unit and by campus/hospital/Laboratory location, of the excluded positions which remain within included titles and the incumbents at that time, if any. The failure to include an excluded position on any such list shall not be evidence that the position should be included in any unit.

E. RECLASSIFICATION ~~OF TITLES~~ FROM UNIT TO NON-UNIT POSITIONS

1. In the event the University determines that a position or title should be reclassified or designated for exclusion from the unit, or the University intends to replace a major portion of a bargaining unit position with a position in a classification outside of the unit, the University shall notify Teamsters Local 2010 in writing at least thirty (30) calendar days prior to the proposed implementation. If Teamsters Local 2010 determines to challenge the University’s proposed action, it shall notify the University in writing within thirty (30) calendar days from the date on which the University’s notice was mailed, and the proposed effective date will be extended by thirty (30) calendar days. During such an extension, the parties will meet and discuss the University’s proposed action.

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2. If the parties are unable to reach agreement regarding the University's proposed action, the University may commence, PERB unit modification procedures, as outlined under PERB regulations. Until the bargaining unit assignment is either agreed to by the parties or finally resolved through the PERB unit modification procedures, (1) the affected position(s) or title(s) shall remain in the unit and shall remain covered by all provisions of this agreement, (2) the University may, in compliance with Article 45 - Wages, Section A.6.d., Order of Increases and Section 7., Other Increases, of this Agreement, increase compensation for the affected position(s) or title(s), and (3) the duties associated with the proposed reclassification may be assigned to the affected employee(s).

F. RECLASSIFICATION OF INDIVIDUAL POSITIONS

The parties have been advised by PERB that it will not apply the contents of this article to the reclassification of individual positions. The parties therefore agree as follows:

1. The University shall comply with Article 2.E. 1 and 2 except that instead of the University commencing unit modification procedures with PERB, it shall have the option of initiating arbitration under Article 3 within 30 calendar days of receipt of the Teamsters written challenge to the reclassification.

F.G. NEW CLASSES

1. When the University creates a new class and title within the occupational subgroups (OSG) included in the bargaining unit, the University shall mail a notice to the Union of the bargaining unit assignment, if any, of such class at least 60 calendar days before the proposed date of implementation. The notice to the Union shall include a statement or reason(s) for the creation of the new class. The Union shall have 45 calendar days from the date of such notice to contest the University's assignment. If the Union contests the assignment, the University and the Union shall meet and confer in an effort to reach agreement on the bargaining unit assignment for the class. If the parties are unable to reach agreement, the dispute shall be submitted to PERB pursuant to Regulation 32781(a)(2) for resolution. If the Union does not contest the bargaining unit assignment within the 45 calendar day notice period, the unit assignment of the new class shall be deemed agreeable to the parties and PERB shall be so advised. Bargaining unit assignments made by the University which are contested by the Union shall remain as originally assigned by the University until such time as the parties are in mutual agreement as to a different assignment or, if such assignment is referred to PERB within the appeal period stated above, until resolution of the matter by the PERB process.

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- 2. If the inclusion of a new class within the bargaining unit covered by this Agreement is agreed to by the parties or found appropriate by PERB, the University shall assign a pay rate to the class.
- 3. Assignment by the University of the pay rate to a new class as indicated above shall be consistent with the existing compensation and classification methodologies utilized by the University at the time of the assignment.
- 4. If the new classification is in the bargaining unit in accordance with the provisions of Section F.1-3 above, the University shall notify Teamsters Local 2010 of the proposed range and ancillary pay practice to be implemented. If Teamsters Local 2010 notifies UC within 15 days of receipt of the notice it wishes to bargain the change(s), the parties shall meet and confer regarding the salary range and ancillary pay practices for the classification. Meet and confer shall commence no later than 30 calendar days following the Union’s request, unless the parties agree otherwise.

G.H. ABOLITION OF CLASSES

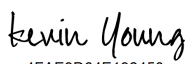
The University will provide Teamsters Local 2010 with 60 calendar day’s notice of its intent to abolish a classification. The notice to the Union shall include a statement of the reason(s) for the abolition. Upon written request from Teamsters Local 2010, the parties will meet and confer over the effects at least 30 days before the intended date of implementation unless the parties agree otherwise. The University shall not abolish the class unless the parties have reached agreement through the meet and confer process over effects of the decision, or conclusion of the impasse process.

~~H. Non-unit employees shall not regularly perform the work of unit employees except as in exigent circumstances.~~


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FOR THE UNIVERSITY:

FOR THE UNION:

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 3/12/2026
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 Kevin Young Date
 University of California

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 Melissa Munio Date
 Teamsters Local 2010

UC-TEAMSTERS
CX UNIT
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10/28/25

ARTICLE 3

ARBITRATION PROCEDURE

A. GENERAL CONDITIONS

1. An appeal to arbitration may be made only by the union and only after the timely exhaustion of Article 7 - Grievance Procedure. The appeal to arbitration must be signed by the President of Teamsters Local 2010, or designee, and filed with the Office of Labor Relations, Office of the President.
 - a. When hand delivered, proof of service must accompany the appeal to arbitration. The date of receipt will be used to determine the date of the appeal for hand-delivered appeals.
 - b. When mailed, the appeal must arrive in an envelope with a U.S. Postal Service Postmark. The U.S. Postal Service Postmark will be used to determine the date of the appeal for mailed appeals.
 - c. When electronically transmitted, the appeal must be transmitted to AppealAGrievance@ucop.edu. The date of email receipt as indicated by the date and time indicated on the University's receipt shall be considered the date of receipt. Electronic appeals received by the University after 5 pm shall be processed and deemed received the following business day. All requisite information, forms, and signatures shall be included in any one of the following file formats only: PDF, Word, and/or Excel.
2. For the purposes of this Article, time limits are calculated in calendar days, unless otherwise stated and deadlines which fall on a day which is not a location business day will automatically be extended to the next business day. All time limits may be extended by written agreement of the parties in advance of the expiration of the time limit. The union's failure to meet any time limit, or extension to a time limit, will render the Appeal to Arbitration ineligible for further processing and the University's preceding written answer will be considered the University's final response.
3. If the appeal to arbitration is withdrawn, the last preceding University written response will be considered final.
4. The decision of the arbitrator on any issue properly before him or her shall be final and binding.

5. An appeal to arbitration shall not prohibit efforts by the University and Teamsters Local 2010 to resolve the grievance during the time the appeal is pending and until such time that an arbitrator has rendered his or her decision.
6. Teamsters Local 2010 shall have full authority to settle, withdraw or otherwise dispose of any grievance brought on behalf of the union and/or on the behalf of employees. An agreement by the parties to settle, withdraw, or otherwise dispose of a grievance appealed to arbitration shall be binding upon the grievant(s).
7. Where two or more grievances are appealed to arbitration, all grievances by or related to the same employee(s), or grievances which relate to the same incident, issue or course of action, may be consolidated by agreement of the parties.
8. An appeal of an expedited grievance to arbitration may be made only by Teamsters Local 2010 in accordance with this section. Requests for arbitration under the expedited grievance, Section F.2.e. of Article 7 – Grievance Procedure must include a copy of the completed grievance form.
9. Time Limits
 - a. Initial filing - An appeal to arbitration must be filed within 30 calendar days of the issuance of the University's Step 3 decision to the union or Step 2 decision in the case of an expedited grievance appealed to arbitration.
 - b. University Acknowledgment of Receipt - Within 15 calendar days of the postmark or, in the case of hand delivery the date of receipt of the union's appeal to arbitration, the University shall mail to the union an acknowledgment of the receipt of the appeal and the identity of the location to which all relevant correspondence should be directed.
 - c. Selecting the Arbitrator and Scheduling the Hearing Date
 1. Within 45 calendar days from the date the grievance was originally appealed to arbitration, Teamsters Local 2010 shall contact the University to select an arbitrator according to Section C of this Article. The scheduling of the arbitration hearing date must be accomplished no later than 90 calendar days from the date the grievance was originally appealed to arbitration, except as provided below in c.3. Should the parties be unable to agree to a hearing date, the authority to schedule the hearing rests with the arbitrator. The parties may extend the 90-day limit for scheduling the arbitration by mutual written agreement in advance of the expiration of the time limit.
 2. In such cases the arbitrator shall be provided with a copy of the written agreement. Failure to select the arbitrator and schedule the hearing according to this section will render the grievance ineligible for arbitration and the last preceding University written answer shall become final.

3. If Teamsters Local 2010 initiates the selection process in writing to the University with a preferred arbitrator from the arbitration panel and there is no written University response by the deadline for selection of the arbitrator (45 days from Teamsters Local 2010's appeal to arbitration), then the Teamsters Local 2010 choice shall be final unless Teamsters Local 2010 initiates the selection process within 15 business days of the deadline for selection of the arbitrator. In such case, the University shall have 15 business days to respond to Teamsters Local 2010's choice of an arbitrator and the period for scheduling the arbitration hearing shall be extended by 10 business days.

4. On a case-by-case basis, the parties may agree to the selection of any qualified and available person to serve as an arbitrator. Absent such agreement, the parties may agree to the selection of an arbitrator from the arbitrator's panel as set forth in Appendix F.

- d. Should the Union make a request that the grievance which has been appealed to arbitration be placed in abeyance for any reason, the period of abeyance shall not exceed 90 days unless the parties mutually agree in writing to a longer ~~abeyance~~ abeyance period. The Union further agrees that grievances placed in abeyance shall have the time limits tolled during this period. Unless agreed in writing by the parties, failure by the Union to reactivate the grievance within the 90-day limit following request that it be held in abeyance will render the grievance ineligible for arbitration and the last preceding University written answer shall become final. If Teamsters Local 2010 requests selection of the arbitrator, it shall be according to the arbitration selection process in this section, including A.9.c.

B. EMPLOYEE REPRESENTATION

Union representation at the arbitration hearing may consist of two representatives, with only one representative eligible for without-loss-of-straight-time-pay status. Released time shall not be unreasonably denied. If a second representative requests released time for the hearing, it shall not be unreasonably denied and it shall be without pay. Only one representative may be designated as the employee advocate for the course of the hearing.

C. SELECTION OF ARBITRATOR

Within 45 calendar days of the date of the appeal to arbitration, the arbitrator shall be selected using the following procedures:

1. The parties may mutually agree to an arbitrator. In the event the parties cannot agree to an arbitrator, the parties shall then alternately strike one name each from the list of arbitrators. The first strike will be determined by a flip of a coin, and the last name remaining shall be the arbitrator. Nothing in this article prevents the parties from mutually agreeing to select an arbitrator not listed in Appendix F.

2. A separate arbitrator shall be selected for each grievance appealed to arbitration, unless the parties agree otherwise in writing.
3. Except as provided in Section A.9.c.3. of this Article, the parties may agree in writing to extend the 45-day limit for selecting the arbitrator. Failure to select the arbitrator within 45 calendar days, or to mutually agree to a written extension of the time period, will render the appeal to arbitration ineligible for further processing and the University's preceding written answer will be considered the University's final response.

D. SCOPE OF ARBITRATION

1. Unless there is an agreement by both parties to modify the scope of the hearing, the issue(s) to be heard by the arbitrator shall solely and in its entirety be restricted to the issue(s) stated by Step 3. Issues or allegations which were known or should have been known to either party but not introduced by the Step 3 process shall not be introduced by either party at the arbitration hearing, except as provided in Section D.2., below.
2. When practicable, the University shall inform Teamsters Local 2010 in writing of its intent to assert the issue of arbitrability prior to the selection of the arbitrator according to Section A.9.b. above. The issue(s) of arbitrability shall be resolved in a hearing prior to and separate from the hearing (if any) about the substantive facts and/or allegations in dispute, except as provided in Section D.3., below. In such a case, the parties shall use the selection process described in Sections A.9 and C above to select two arbitrators. The first arbitrator will be selected to hear the issues of arbitrability and the second arbitrator will be selected to decide the merits of the case if the issues are determined to be arbitrable. Unless either party requests a full and complete arbitration proceeding on the arbitrability issue, the first arbitrator shall issue either a bench decision, or upon either party's request, a written decision within 7 calendar days of the completion of the arbitrability hearing. In the event that the first arbitrator, as a result of the arbitrability hearing referenced above determines a matter to be arbitrable, the first arbitrator shall have no authority to decide the issues pursuant to the merits of the case. A hearing on the merits of the case will be scheduled with the second arbitrator, unless the parties agree otherwise.
3. If, following the selection of the arbitrator, the University raises for the first time issue(s) of arbitrability, a single hearing on the issue of arbitrability and the substantive facts will be held, unless the parties agree otherwise. If the arbitrator finds the grievance ineligible for arbitration, the substantive facts of the case need not be heard and the grievance shall be denied. If the arbitrator finds in favor of arbitrability, the hearing shall proceed to the substantive issues raised.
4. Section D.1. and Section D.2. above, shall not prevent the parties from agreeing in writing to combine the arbitrability hearing with the hearing on the merits of the case or from agreeing to separate hearings on arbitrability and the merits of the case before a single arbitrator.

E. ARBITRATION PROCEEDING

1. The parties will attempt to agree on a location for the arbitration hearing.
2. The arbitration hearing shall be closed to anyone other than the participants in the arbitration hearing, unless the parties otherwise agree in writing.
3. The arbitration hearing shall provide an opportunity for Teamsters Local 2010 and the University to examine and cross-examine witnesses under oath or affirmation, and to submit relevant evidence.
4. Settlement offers made any time during the Grievance and/or Arbitration Procedures shall not be introduced as evidence in the arbitration hearing.
5. Either or both parties may, at their discretion, file briefs with the arbitrator. The order and time limits of briefing shall, on a case-by-case basis, be as agreed upon by the parties or as specified by the arbitrator. Briefing time limits shall be extended by the Arbitrator upon the agreement of both parties.
6. The arbitrator shall consider the evidence presented and render a written decision within 30 calendar days of the close of the record of the hearing.
7. In all cases appealed to arbitration pursuant to the terms of this Article and this Agreement, Teamsters Local 2010 has the burden of initiating the steps in the procedure. With the exception of those cases in which the issue is that of actions taken by the University pursuant to Article 5 – Corrective Action/Discipline and Dismissal, Teamsters Local 2010 shall have the burden of proof. The burden of proof in cases in which the issue is that of actions taken by the University pursuant to Article 5 – Corrective Action/Discipline and Dismissal, shall be the University's.
8. At least 5 calendar days prior to the hearing, the parties shall exchange the names of all known witnesses and relevant materials to be introduced at the hearing.

F. AUTHORITY OF THE ARBITRATOR

1. The arbitrator's authority shall be limited to determining whether the University has violated the provision(s) of this Agreement as set forth in the Union's Step 3 appeal or Step 2 appeal if expedited. If such a violation is found, the arbitrator shall specify the remedy in accordance with the terms of this Agreement.
2. The arbitrator shall not have jurisdiction or authority to add to, amend, modify, nullify or ignore in any way the provisions of this Agreement and shall not make any award that would, in effect, grant Teamsters Local 2010 or the employee(s) any terms which were not obtained in the negotiation process.
3. The arbitrator shall have the authority to subpoena documents and to require the attendance of witnesses upon the reasonable request of either party but not upon his or her own motion.

4. The expense of service and appearance fees, if any, shall be borne entirely by the party requesting the subpoena of witnesses and each party shall, in advance of the hearing date, inform the other party of the identity of witnesses it subpoenaed.
5. The arbitrator shall be the sole judge of the relevancy and materiality of the evidence and testimony offered. The arbitrator may receive and consider evidence but shall give appropriate weight to any objections made. All documents to be considered by the arbitrator shall be filed at the hearing, or within the post-hearing time lines agreed to by the parties during the hearing.

G. ARBITRATION REMEDIES

1. No remedy by an arbitrator shall be made retroactive to a date earlier than 30 calendar days prior to the filing of the Step 1 grievance, except for the correction of an error in implementation in payment of wages or the correction of mathematical, calculation, recording or accounting errors relating to the payment of wages. For grievances involving the correction of an error in implementation of payment of wages or the correction of mathematical, calculation, recording or accounting errors relating to the payment of wages, an award of an arbitrator shall not in any case be made retroactive to a date earlier than three years prior to the initiation of the written grievance in Step 1 of the Grievance Procedure. Additionally, no remedy shall be provided for any period of time during the grievance and/or arbitration procedure for which an extension of time limits has been granted at the request of Teamsters Local 2010 or any time an employee was on strike.
2. In any decision of a grievance appealed to arbitration involving retroactive payments, the appropriate University and Teamsters Local 2010 representatives shall expeditiously determine the identity of the payees and the specific amount owed each payee. Such amount of payment shall be final and no employee or group of employees may subsequently grieve the amounts owed.
3. Remedies involving monetary payment and/or benefits shall be limited in their calculation to the utilization of the employee's actual and appropriate wage or benefit amount at the time of the violation and shall not include the awarding of interest or any other payment/credit unrelated to a University benefit amount or the employee's hourly wage.
4. Upon the motion of either party, or at his or her own discretion, an arbitrator may retain jurisdiction in cases involving an award of retroactive monetary payment (and/or benefits).
5. If the grievance is sustained in whole or in part, the remedy shall not exceed restoring to the employee the pay, benefits or rights lost less any compensation from any source, including but not limited to Workers' Compensation, Unemployment Compensation or other employment.

H. COST OF ARBITRATION

1. The cost of the arbitrator's fees and expenses of the hearing will be shared equally by the University and Teamsters Local 2010. If either party requests that a stenographic record of the hearing be made and/or transcripts of the stenographic record or a taped record be provided, the parties shall equally share the entire cost of such service and the cost of the provision of a transcript to each party and the arbitrator.
2. In the event either party requests the cancellation or postponement of a scheduled arbitration proceeding which causes an arbitrator to impose a cancellation or postponement fee, the party requesting such cancellation or postponement shall bear the full cost of the cancellation/postponement fee. In the event the parties agree to settle or postpone the arbitration during the period of time in which the arbitrator will charge a cancellation/postponement fee, the parties will equally bear the cost of the fee, unless the parties agree otherwise.

I. PAY STATUS

1. The grievant (one grievant in a group grievance) shall be in a without-loss-of-straight-time-pay status at the arbitration hearing.
2. The University and Teamsters Local 2010 shall establish a reasonable schedule for witness(es)' testimony at the arbitration proceeding. Employee witnesses who appear at the arbitration hearing at the request of Teamsters Local 2010 shall be in a without-loss-of-straight-time-pay status for reasonable travel time, the time spent actually giving testimony and/or waiting to testify in accordance with the established schedule. Every effort shall be made by the University and Teamsters Local 2010 to avoid the presentation of repetitive witnesses.
3. Total release time for the grievant, employee representative and witness(es) for travel to/from the hearing and for participation in the hearing shall not exceed either their normally scheduled hours of work for the day(s) of the hearing or their actual participation in the hearing. Participants shall travel to/from the hearing via the most expeditious method of transportation available.
4. Not more than one employee representative will be released in without-loss-of-straight-time-pay status for attendance at any one arbitration hearing.
5. The University shall not be responsible for any lodging, travel expenses or other expenses incurred by grievants, witnesses, employee or Teamsters Local 2010 representatives with regard to the union's presentation in the arbitration hearing.

J. EXPEDITED ARBITRATION

The parties may agree to use an expedited form of arbitration to be agreed to by the parties and the arbitrator. Expedited arbitrations may be used in discipline cases involving suspensions of five (5) days or less, written warnings, minor pay claims or in any other

case the parties stipulate to do so, provided it is by mutual agreement in advance of the scheduling of the arbitration.

K. ARBITRATION PANEL (APPENDIX PENDING BARGAINING)

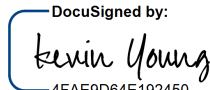
1. The parties have reached an agreement on an arbitration panel as listed in Appendix F. The parties will attempt to maintain the panel of twenty-five (25) arbitrators. The list of Arbitrators is attached hereto as Appendix F.
2. Upon either party discovering that there is a vacancy on the panel, the party shall provide a written request to meet and consider a replacement. Within thirty (30) calendar days of providing said notice, the notifying party shall provide a name for consideration. If the parties are unable to agree upon a replacement, the parties shall each propose a replacement, until there is a consensus on a replacement.

The Lists of Arbitrators is attached as Appendix F

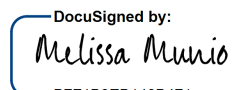
TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

FOR THE UNION:

DocuSigned by:

 4FAE9D64E192450... 10/28/2025

 Kevin Young Date
 University of California

DocuSigned by:

 B7F1B3EB140B471... 10/28/2025

 Melissa Munio Date
 Teamsters Local 2010

ARTICLE 4

CATASTROPHIC/COMPASSIONATE LEAVE

- A. The University will maintain local catastrophic leave programs for members of the CX-Unit.
- B. At every campus/hospital/Laboratory where a catastrophic leave sharing plan is currently in effect, the plan shall remain in effect for employees eligible under established campus/hospital/Laboratory guidelines. CX-Unit employees shall be eligible to participate fully in these plans as recipients and donors, consistent with local campus guidelines.
- C. Eligibility for purposes of this article shall mean employees eligible to accrue or use vacation time. When a location proposes to implement or to change the local catastrophic leave program with respect to clericals, it shall provide notice and upon written request from Teamsters Local 2010, meet and discuss the proposal.
- D. Nothing in this article shall preclude locations from enhancing existing programs to provide catastrophic leave for workers in need.

UC-TEAMSTERS
CX UNIT
TENTATIVE AGREEMENT
9/24/25

ARTICLE 5

CORRECTIVE ACTION/DISCIPLINE AND DISMISSAL

A. GENERAL PROVISIONS

1. The University shall have the authority to discipline or to dismiss a non-probationary career employee for just cause. For purposes of illustration but not limitation, such actions may be taken for misconduct or failure to perform satisfactorily.
2. A non-probationary career employee who alleges that discipline and/or dismissal are not based on just cause may appeal such action pursuant to the provisions of Article 7 – Grievance Procedure.

B. TYPE OF DISCIPLINE

1. The University may discipline an employee by written warning, suspension without pay, disciplinary demotion, temporary wage decrease, or dismissal.
2. At least one written warning, and where appropriate additional progressive discipline, shall precede any other discipline except when discipline is the result of performance or conduct that an employee knows or reasonably should have known, was unsatisfactory. Such performance or conduct may include but is not limited to dishonesty, theft or misappropriation of University property, fighting on the job, insubordination, acts endangering others, or other serious misconduct.
3. A performance evaluation or a counseling memo is not in and of itself discipline.

C. INVESTIGATORY LEAVE

1. The University may place an employee on paid investigatory leave without prior notice in order to review or investigate allegations of employee misconduct which warrant relieving the employee immediately from all work duties and removing the employee from the premises.
2. The investigatory leave must be confirmed in writing to the employee normally not later than three working days after the leave is effective. The University shall provide a copy to Teamsters Local 2010. The confirmation must include the reasons for and the expected duration of the leave.
3. On conclusion of the investigation, the employee shall be informed in writing of the disciplinary action, if any, to be taken. If the University offers and the employee agrees (and if represented by Teamsters Local 2010 and Teamsters Local 2010 also

agrees), up to 10 work days of the investigatory leave may be converted to an unpaid disciplinary suspension provided the notice and employee responses provision of this Article have been followed before the final decision is made.

4. If the University fails to include the expected duration of the leave, per C.1. above, an employee on investigatory leave shall have at least one business day within which to respond to any University communications.

D. NOTICE OF INTENT

1. Written notice of intent to suspend for more than five days, demote, or dismiss shall be given to the employee, either by delivery of the notice to the employee in person or by placing the notice of intent in the U.S. mail, first class postage paid, in an envelope addressed to the employee at the employee's last known home address. It shall be the responsibility of the employee to inform the University in writing of any change in their address. The notice of intent shall be accompanied by Proof of Service indicating the date on which the notice of intent was personally delivered or mailed, and this shall constitute the "date of issuance" of the notice of intent. A copy of the Notice of Intent shall be emailed to Teamsters Local 2010.
2. The notice of intent shall:
 - a. Inform the employee of the disciplinary action which the University intends to take, the reason for the disciplinary action, and the effective date of the disciplinary action;
 - b. Inform the employee that he or she has a right to respond either orally or in writing, within 10 calendar days of the date of the issuance of the notice of intent in accordance with Section E. below; and to whom to respond;
 - c. Include a copy of the charge and known material upon which the charge is based.

E. EMPLOYEE RESPONSE

The employee shall be entitled to respond, orally or in writing, to the notice of intent described above. The response must be received within 10 calendar days from the date of issuance of such notice of intent in accordance with instructions given by the University in the written notice of intent sent to the employee. If the employee chooses to respond orally, the employee may have present a Union representative, provided the representative is not a University employee who has been designated as supervisory, managerial, or confidential.

F. UNIVERSITY RESPONSE

After review of the employee's timely response, if any, the University shall notify the employee of any action to be taken. The action may not include discipline more severe

than that described in the notice of intent; however, the University may reduce the discipline without the issuance of a further notice of intent.

G. COPIES OF DISCIPLINE TAKEN PROVIDED TO TEAMSTERS LOCAL 2010

When discipline exceeds a letter of warning, a copy of the notice of the final action taken will be sent to Teamsters Local 2010 ~~within five (5) working days~~ within three (3) working days of issuance to the employee. Failure to provide such notice to Teamsters Local 2010 shall not delay the imposition of discipline upon the employee. Nothing in this section shall preclude the University from providing notice to the Union on letters of warning as a courtesy.

FOR THE UNIVERSITY:

DocuSigned by:
Kevin Young 9/24/2025
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Kevin Young Date
University of California

FOR THE UNION:

DocuSigned by:
Melissa Munio 9/24/2025
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Melissa Munio Date
Teamsters Local 2010



ARTICLE 7

GRIEVANCE PROCEDURE

The University and Teamsters Local 2010 agree the purpose of this Article is to encourage and facilitate the resolution of alleged violations, misinterpretations or misapplications of this Agreement as defined in A.1 below at the lowest level possible. This preamble is not grievable or arbitrable.

A. GENERAL CONDITIONS

1. A grievance is a written complaint by an individual employee, a group of employees, or Teamsters Local 2010 that the University has violated a specific provision of this Agreement. The University shall not have the right to use the grievance procedure.
2. No employee shall be subject to reprisal for using or participating in the grievance procedure of this Agreement.
3. Filing
 - a. All grievances must be filed with the campus/hospital/Laboratory Labor Relations office at the campus that employs the grievant and within the time frames specified in this Article. Additionally, locations may provide for the electronic filing of grievances and responses, in accordance with local procedures. Grievances must be filed on the form agreed to by the parties as set forth in Appendix C.
 - b. The grievance form must be signed and dated by the employee(s) or the employee's representative upon submission to the University. Union grievances must be signed by the Teamsters Local 2010 Secretary-Treasurer or his/her designee(s).
 - c. The grievance form (see Appendix C) shall be furnished to the employee by Teamsters Local 2010 and may be furnished by the University. The University may provide employees with access to the form or direct the employee(s) to Teamsters Local 2010.
 1. Only one incident shall be covered in any one grievance. A formal grievance must identify the specific Article(s) and section(s) of this Agreement alleged to have been violated; describe the action(s) which allegedly violated the identified Article(s) and Section(s),

together with the date(s) of the action(s); and describe the remedy requested. The grievance shall state whether a Step 1 meeting is requested.

2. Receipt of the grievance shall be acknowledged in writing by the University as soon as practicable following receipt, and shall be sent to the non-work address listed on the grievance form.
 3. For the initial filing of a grievance, the date filed shall be the date received. However, if the grievance is mailed, the date of the US Postal Service postmark shall be considered the date filed. For grievance appeals and responses, the date of issuance shall be the date hand-delivered, or the date of the US Postal Service postmark, if mailed, provided the address used is the non-work address on the grievance form. If an address other than what is provided on the grievance form is used, then an additional 10 calendar days shall be granted for the grievance appeal. In order to obtain this extension, the grievant, or his/her representative, must provide the envelope bearing the incorrect address at the time the appeal is filed. The date of hand delivery shall be the date of the stamp or handwritten acknowledgement of receipt as noted by the Labor Relations office. The University shall acknowledge receipt by dating the form, and providing a copy of the dated form to the grievant or his/her representative. Appeals to Step 3 may be filed electronically in accordance with Section F.3.b.3. below.
 4. If a grievance form is used for the initial filing of the grievance procedure, the grievance form, or a copy thereof, shall be completed and provided to each party unless the parties agree otherwise.
- d. No remedy shall exceed restoring to the grievant the pay, benefits or rights lost as a result of the violation of the contract, less any income earned from any other source including, but not limited to, workers' compensation, or any other employment.
4. Resolution of the grievance at any step, although final, shall not be precedent setting.

B. EMPLOYEE REPRESENTATION

A grievant shall have the right to be represented at all steps of the grievance procedure by a Teamsters Local 2010 representative or a Teamsters Local 2010 designated employee representative, or any other one person of the grievant's choice other than a University employee who has been designated as supervisory, managerial, or confidential. Teamsters Local 2010 may have an additional advisor who shall not be a spokesperson and who shall not be on paid release time.

C. TIME LIMITS

1. Other than the time limits for the initial Step 1 filing of a grievance, the time limits as specified in this Article may be extended by mutual agreement in advance of any due date by the parties. Extensions must be in writing. The parties may mutually agree to skip any steps of the grievance procedure. Such an agreement must be in writing.
2. Deadlines that fall on a day that is not a regular business day will automatically be extended to the next business day.
3. If a grievance is not appealed to the next step of the procedure within applicable time limits, and an extension has not been agreed to in advance, the grievance will be considered resolved on the basis of the last University response to the grievance and shall be considered ineligible for further appeal.
4. If the University has not responded by the designated time limit in this Article, the grievance will be advanced to the next step in the grievance process if it is confirmed by Teamsters Local 2010 in writing by the deadline date for appeal to that step. If Teamsters Local 2010 does not confirm the advance to the next step, the grievance shall be considered withdrawn and ineligible for further processing.

D. GRIEVANTS WHO HAVE RESIGNED

Grievants who voluntarily resign their employment with the University, unless they retire, shall have their pending grievances immediately withdrawn and will not benefit by any subsequent settlement or disposition of any individual, union, or group grievance. However, if the grievance is related to compensation negotiated in a UC/ Teamsters Local 2010 Agreement, the grievance may be continued if it has been appealed to Step 2 before the date of resignation.

E. GRIEVANCE PROCEDURE - INFORMAL REVIEW

Before commencing the formal grievance procedure, an individual employee, or group of employees, with or without their representative, may first attempt to resolve the alleged grievance informally. When an employee or representative requests such a meeting, an Informal Review meeting shall be held with the immediate supervisor within 15 calendar days of the request. Informal resolution of grievances at the lowest possible level is an objective shared by the University and Teamsters Local 2010. Informal attempts of settlement to resolve the grievance shall not extend time limits including the initial 30- day filing deadline.

F. GRIEVANCE PROCEDURE - FORMAL REVIEW

1. **Step 1:**
 - a. All grievances (individual, group, or union) must be filed either by U.S. mail, electronically or hand delivery, and received by the Labor Relations

Office at the campus/hospital/Laboratory which employs the grievant(s) within 30 calendar days after the date on which the employee or Teamsters Local 2010 knew or could be expected to know of the event or action giving rise to the grievance. If hand delivered after business hours, the date of receipt shall be the next business day.

- b. Grievances received after the filing deadline will be processed solely for the purposes of determining whether the grievance was untimely.
- c. Resolution of grievances at the lowest possible level is an objective shared by the University and Teamsters Local 2010. If no Informal Review meeting took place, and either party requests it, there shall be a meeting held at Step 1 that includes the supervisor and the grievant, unless both parties agree otherwise.
- d. University Review:

The University's written response will be issued to the grievant and the representative, if any, within 15 calendar days after the meeting is held or, if no meeting is held, 15 days after the formal grievance is filed. If the response is not issued within this time limit, the grievance shall be processed in accordance with C.4 above. If the grievance is not resolved at Step 1, the grievance may be appealed to Step 2.

- e. Sexual Harassment Complaint Resolution Procedures:

- 1. An employee alleging sexual harassment may elect to substitute a campus/hospital/Laboratory Sexual Harassment Complaint Resolution Procedure for Step 1 of the Grievance Procedure. An employee who elects to use the Sexual Harassment Complaint Resolution Procedure may return to the grievance procedure only if ~~he/shethey~~ filed a grievance within the 30-day time limit for filing.

An employee who elects to resume the regular grievance procedure in place of the Sexual Harassment Complaint Resolution Procedure shall do so by sending written notice to the University. The University's Step 1 Grievance response will be issued within 15 calendar days after the notice is received by the designated University official.

- 2. Grievances that allege a violation involving sexual harassment may, at the grievant's option, enter the grievance procedure at Step 2.

- 3. If no report issues from the sexual harassment complaint resolution process or the employee elects to use the sexual harassment complaint resolution process and for any reason the grievance remains in abeyance for one hundred eighty (180) days or more, the case will be considered withdrawn by the grievant, unless the

grievant requests in writing that the grievance should remain in abeyance for a mutually agreeable time.

2. Step 2:

- a. If the grievance is not resolved at Step 1, the grievant or the Union may proceed to Step 2 by filing a written appeal with the Labor Relations Office within 15 calendar days of the date the written response is issued.
- b. Unless the parties agree otherwise, the designated University local official shall convene a meeting with the grievant(s) and the grievant's representative, if any, to attempt to resolve the grievance. The meeting shall be convened no later than 15 calendar days following receipt of the appeal to Step 2. During the Step 2 meeting, the parties shall discuss information and contentions relative to the grievance.
- c. During the Step 2 process, the parties may agree in writing to amend the alleged violations stated in the original grievance.
- d. If requested by the grievant, a second Teamsters Local 2010 representative may participate in the Step 2 meeting. In the event a second Teamsters Local 2010 representative attends, only one representative may actively participate in the grievance meeting, and the University shall pay release time for only one representative.
- e. If a grievance that alleges a violation of Article 5 – Corrective Action/Discipline and Dismissal only is not satisfactorily resolved at Step 2, Teamsters Local 2010 may appeal directly to arbitration in accordance with Article 3 – Arbitration Procedure.
- f. A written decision shall be issued within 15 calendar days following the Step 2 meeting, or receipt of the Step 2 appeal if it is agreed that no meeting will be held. If the University does not respond within the time limit, the procedures in C.4 will apply.
- g. A grievance appealed by the Union to the next step in the Grievance Procedure upon expiration of the time limits within which the University was to conduct a meeting and/or provide an answer shall not be remanded to the parties for completion of the meeting/provision of answer process unless there is mutual agreement of the parties to so remand.

3. Step 3:

- a. All grievances that are not satisfactorily resolved at Step 2 may be appealed to Step 3. The appeal must be filed with the Director of Labor Relations in the Office of the President within 15 calendar days of the date the University's Step 2 written answer was issued. If the University has not issued its written decision to the Step 2 appeal by the deadline, the grievance

shall be advanced to Step 3 if it is confirmed by Teamsters Local 2010 in writing by the deadline to appeal to Step 3. If Teamsters Local 2010 does not confirm the advance to the next step, the grievance shall be considered withdrawn and ineligible for further processing.

- b. An appeal to Step 3 shall be accomplished as follows:
 1. Electronically;
 2. Personal presentation with mutual acknowledgment from the person delivering the document(s) and the person accepting delivery of document(s) by signing and dating the document(s) and each of them retaining one of the signed and dated documents; or
 3. Email to AppealAGrievance@ucop.edu
 - a) Email submissions must include PDFs of all documents, information and signatures necessary to be in compliance with the Grievance Procedure provisions of this Agreement.
 - b) The 'date of filing' for emailed Appeals to Step 3 shall be the date received prior to 11:59 p.m. on the University server. If a Step 3 appeal is received outside of normal business hours, the first following business day will be deemed the filing date of the Appeal to Step 3.
 - c) The University shall acknowledge the Union's Appeal to Step 3 through a computer-generated, automatic email response.
 4. The Step 3 appeal shall identify all unresolved issues, alleged violations, proposed remedies, and shall be signed and dated by the grievant(s) or their representative. The subject of the grievance as stated at Step 2 shall constitute the sole and entire subject matter of the appeal to Step 3.
 5. The Director of Labor Relations or designee shall issue the University's written answer to a Step 3 appeal within 30 calendar days of the receipt of the appeal. The answer will be issued to the grievant when self-represented, or to the employee's representative, and a copy shall be sent to the statewide Teamsters Local 2010 office at GRIEVANCE@TEAMSTERS2010.ORG.

G. UNION GRIEVANCES

Teamsters Local 2010 shall have the right to present grievances under this procedure on behalf of an individual employee, on behalf of a group of employees, or on behalf of itself. It shall be the Union's responsibility to inform an employee that it is bringing a grievance.

H. GROUP GRIEVANCE

A group grievance is defined as a grievance that covers more than one employee, and that involves like circumstances and facts. A group grievance must be so identified on the grievance form at Step 1.

If an employee wishes to withdraw from a group grievance represented by Teamsters Local 2010, the employee shall notify Teamsters Local 2010. Teamsters Local 2010 shall in turn notify the University in writing if the employee is to be withdrawn.

I. CONSOLIDATION OF GRIEVANCES

Grievances of two or more employees, as well as multiple grievances by or related to the same employee, or which relate to the same incident, issue, alleged violation, facts, or course of conduct, may be consolidated. Consolidation or severance of grievances shall occur by mutual, written agreement of the parties.

J. SYSTEMWIDE GRIEVANCES

In the event that the Union alleges a contract violation at three (3) or more than one locations (campus and medical center combined constitute one location), and upon mutual agreement of the parties, a systemwide grievance shall be submitted to the Systemwide Director of Labor Relations. A systemwide grievance is when the Teamsters alleges the same violation(s) of a specific provision of the agreement. The Director of Labor Relations or designee shall issue the University's written answer to the systemwide grievance within 30 calendar days of the receipt of the grievance.

1. Such grievance must be filed within thirty (30) days of when the employee or Teamsters knew or could be expected to know of the event or action giving rise to the grievance.
2. Systemwide grievances filed on behalf of the Union shall be filed by the Secretary-Treasurer or designee. Individual employees, even if they believe that their claim fits within the definition of systemwide grievance, must follow all of the steps in the grievance procedures detailed in this Article.
3. If the violation is arbitrable, it shall be subject to the terms and conditions of Article 3 – Arbitration.

J.K. OFFERS OF SETTLEMENT

Settlement offers made during attempts at informal resolution or during the steps of the Grievance Procedure shall not be introduced as evidence in subsequent steps of the Procedure.

K.L. RETROACTIVITY

Settlement of grievances may or may not be retroactive as equities of a particular case may demand. In any case where it is determined that the settlement shall be applied retroactively, except for the correction of an error in implementation in payment of wages, or the correction of mathematical, calculation, recording or accounting errors relating to the payment of wages, the maximum period of retroactivity allowed shall not in any case be made retroactive to a date earlier than 30 calendar days prior to the initiation of the written grievance in Step 1. For grievances involving the correction of an error in implementation in payment of wages, or the correction of mathematical calculation, recording or accounting errors relating to the payment of wages shall not be made retroactive to a date earlier than three years prior to the initiation of the written grievance in Step 1 of the Grievance Procedure.

L.M. EXCLUSIVE PROCEDURE

The Grievance Procedure set out in this Article shall be exclusive and shall replace any other grievance procedure for adjustment of any disputes arising from the alleged violation of this Agreement. Unless otherwise indicated within this Agreement, any previous grievance procedure or other procedure in existence or adopted by the University shall not apply to employees covered by this Agreement for any purposes whatsoever.

M.N. RELEASE TIME AND PAY STATUS FOR GRIEVANTS, EMPLOYEE REPRESENTATIVES AND/OR WITNESSES

1. University-Convended Meetings
 - a. If the University convenes a meeting involving the parties to a grievance for the purposes of resolving the grievance and/or completing the steps of the Grievance Procedure, the grievant(s), witness(es), if any, and Teamsters Local 2010 designated employee representative(s) eligible to attend such meeting pursuant to this Article and Article 1 – Access/Union Rights, Section C. shall be in without-loss-of-straight-time-pay status during the meeting, provided:
 1. Such meeting occurs during the regularly scheduled hours of work of the grievant(s), Teamsters Local 2010 designated employee representative, and/or witness(es); and
 2. Advance request is made and approval is received from the supervisor of the grievant(s), the witness(es), and/or the Teamsters Local 2010 designated employee representative. Approval to attend shall be made on an operational needs basis and shall not be unreasonably denied.
 3. A grievant or the representative may request the availability of bargaining unit employee witnesses for University-convened grievance meetings. The availability of bargaining unit employee

witnesses shall be determined by their immediate supervisor(s) on the basis of operational needs, and such requests shall not be denied unreasonably. Witnesses shall be in a without-loss-of- straight-time-pay status only for time spent at the campus/hospital/Laboratory meetings as a witness and reasonable travel time spent at the witness' respective campus/hospital/Laboratory location. In instances where the witness' testimony is valuable and relevant to a grievant's case, paid release time for travel and testimony will not be unreasonably denied.

Grievants and Teamsters Local 2010 agree that every effort shall be made to provide witnesses that pertain solely to the subject matter and to avoid the presentation of repetitive witnesses and that the absence of any or all witnesses shall not require the meeting to be recessed or postponed.

- b. The University is not responsible for any travel or lodging expenses or any other expenses incurred by the representative, grievant or union witnesses.
- c. Paid release time for Teamsters Local 2010 designated employee representatives for purposes other than University convened meetings shall be provided in accordance with Article 1 – Access/Union Rights.

N.O. EXCLUSION OF FLOATER EMPLOYEES AND PROBATIONARY EMPLOYEES

The retention or release of floater employees and probationary employees (or temporary employees at LBNL) is at the sole discretion of the University, and shall not be subject to Article 7 – Grievance Procedure or Article 3 – Arbitration Procedure of this Agreement.

When an action is taken by the University with respect to a floater employee which effectively terminates the floater employee during the term of his/her floater appointment and there are unique or unusual circumstances involved, the designated campus or Laboratory official, upon the specific request of the Teamsters Local 2010 Secretary-Treasurer or designee will discuss the action taken. It is understood that such requests for discussion will occur on a very limited basis and will not be made with respect to actions including but not limited to those resulting from the expiration of appointment, programs or grant funds, or the decision not to continue, rehire or extend the employment of a floater employee. It is further understood that the opportunity for such discussion in very limited circumstances does not in any way confer upon a floater employee any property or process right and does not in any way obligate or commit a designated campus/Laboratory official to any specific course of action or procedure.

O.P. OTHER REPRESENTATION

Grievants may choose a representative other than a Teamsters Local 2010 representative for purposes of grievance representation and adjustment. In the event the University is

involved in the resolution of a grievance from a grievant or group of grievants who are self-represented or represented by someone other than a Teamsters Local 2010 representative:

1. The University shall provide Teamsters Local 2010 with a copy of the grievance and the proposed resolution, indicating the grievant or grievants have chosen a representative other than Teamsters Local 2010.
2. Teamsters Local 2010 shall have 10 calendar days from the date the University provides the material referenced above in which to comment in writing on the proposed resolution.
3. The University shall not implement the proposed settlement or resolution of the grievance until timely receipt and review of Teamsters Local 2010 written comments, if any.
4. The resolution of grievances presented by someone other than a Teamsters Local 2010 representative shall be consistent with the terms of this Agreement.

P-Q. GRIEVANCE FILE

Records involving the processing of an employee's grievance, such as the grievance form, step appeals/responses, and settlement documents, will be kept in a file separate from the employee's personnel file. It is not the intent of this section to exclude from the employee's personnel file final disciplinary action documents, including those that result from a settlement agreement. The University will keep grievance files confidential to the extent required by applicable law and will not disseminate their contents unless solicited for a legitimate University business purpose or obligated to provide for a pertinent regulation or law.

ARTICLE 8

HEALTH AND SAFETY

A. GENERAL CONDITIONS

1. The University shall maintain a safe and healthful workplace by furnishing equipment and adopting methods and operations which are reasonably necessary to enable employees to carry out assigned duties in a safe and healthful manner. The University shall manage its operations in compliance with established campus/hospital/Laboratory health and safety policies and procedures.
2. Within the first fifteen business days of employment on a job, employees working with hazardous materials or in a hazardous environment, such as laboratories using hazardous chemicals, will receive information and training pertaining to the health and safety protocols in ~~her/his~~-their department, an explanation of the health and safety protocols, rights and responsibilities of both the employer and the employee, instructions concerning known specific hazards of the employee's job, and the procedures available to employees to abate or report any unsafe or unhealthy working conditions. Where current employees are assigned duties which create hazardous conditions unique to the job assignment, as determined by a University health official responsible for such assessments, the University shall provide training and information to the employee prior to the employee assuming such duties.
3. In the event an employee believes s/he is performing a hazardous job with insufficient training, the employee shall immediately inform the department Health and Safety Officer, if any. After consultation, if any, the employee may contact the Environmental Health and Safety Department. In such instances, a staff member from the EH&S department shall respond to the employee within 30 calendar days.
4. Specific and/or general campus/hospital/Laboratory health and safety concerns may be raised in the labor/management meetings defined in Article 12 - Labor-Management Meetings. When the union identifies Health & Safety as an agenda item, a Health & Safety professional will attend the Labor/Management meeting.
5. This Article does not cover mental, emotional or physical reactions to or perceptions of the work environment.

B. ASSIGNMENT

1. Abnormally hazardous or dangerous tasks shall be defined as those tasks having dangers or hazards which are objectively identifiable as constituting a clear and imminent life-threatening danger, and/or dangers or hazards substantially greater than the dangers or hazards inherent in the usual scope of a given job and for which the employee has not been trained and equipped.

2. An employee shall not be assigned to any abnormally dangerous or hazardous task.
3. In the event an employee regards an assigned task as abnormally hazardous or dangerous, s/he shall notify ~~her/his~~their immediate supervisor of ~~her/his~~their claim. The employee shall identify the components of the assignment that are objectively identifiable as abnormally hazardous or dangerous.
 - a. In attempting to resolve the employee's claim, the supervisor, at ~~her/his~~their sole discretion, may attempt to make workplace task performance and/or task assignment changes consistent with health and safety considerations and/or the availability of additional or alternate personnel.
 - b. If the supervisor does not make the assignment changes specified in Section B.3.a., above, s/he shall have the employee's claim assessed by a health and safety professional person responsible, in accordance with campus/hospital/Laboratory procedures, for the assessment of abnormally hazardous or dangerous conditions.
 1. If, in the assessment of the University, the assignment is abnormally hazardous or dangerous, the supervisor shall follow campus/hospital/Laboratory procedures to remedy the abnormally hazardous or dangerous situation prior to assigning the work to the employee. Once the modifications which remedy the abnormally hazardous or dangerous situation are made, the employee may be required to perform the work.
 2. If, in the assessment of the University, the assignment is not abnormally hazardous or dangerous, the supervisor may order the employee to perform the assignment or, at the supervisor's sole non-grievable discretion, assign the affected employee to other available work consistent with the work usually performed by the employee or may assign another qualified employee to perform the assignment.
4. If the employee refuses to perform tasks assigned in accordance with Section B.3.a. and b., above, s/he may be subject to discipline.
5. An employee who works more than 60% of ~~his/her~~their normal work schedule at a video display terminal shall normally be reassigned to other duties for a period of fifteen minutes during each four hours worked. It is understood that operational requirements, work station coverage requirements, workloads, staffing levels, leave schedules, vacation schedules and/or the provision of services to patients, clients, public or University employees may require the uninterrupted presence of the employee(s). In such situations, reassigned time will not be granted.
6. Within the first 90 calendar days of employment on the job or workstation reassignment, the University shall provide an ergonomic review of an employee's workstation for those new or reassigned employees who work more than 60% of

~~his/her~~ their normal work schedule at a video display terminal. Such review shall be performed in accordance with local policies and procedures. The department shall provide a copy of the review to the employee, upon request, and issue a response to the employee within 60 calendar days following the ergonomic review, advising the employee of the results of the review, and which actions, if any, or alternative measures the department will implement, including expected dates of completion. If the department requires additional time to review the workstation, it shall have sixty days to perform the review. It shall advise the employee of the expected date of the additional review results and the proposed date of the subsequent department response, including the proposed date of any proposed resolution action, if any. If any action by the University is grieved or arbitrated with respect to this Section 6, the remedy shall be limited to the provision of the ergonomic review and the department's required response pursuant to this section.

7. A current employee can request and receive an ergonomic review according to local procedures and request and receive a copy of the written review, if any.
8. If any action by the University is grieved or arbitrated with respect to Section 6, the remedy shall be limited to the provision of the ergonomic review, as provided in Section 6 above for new or reassigned employees, provision of a copy of the review to the employee and the departments' required response.

C. INFORMATION AND TESTS

1. The University, upon contracting to purchase any chemical or substance containing hazardous material, will obtain the material safety data sheet (MSDS) from the vendor, unless the latest version of the MSDS is already on hand and available. These sheets relative to chemicals and substances used at the work area of an employee shall be made available to the employee or Teamsters Local 2010 on request. Such information shall be maintained in the workplace by the University.
2. When an MSDS provides that certain safety equipment (for example, but not limited to, rubber gloves, face masks, etc.) is required for safe handling of a hazardous substance, the required safety equipment shall be reasonably accessible to the employees who are required, as part of their job duties, to use that hazardous substance. The University shall make reasonable efforts to insure that employees who come in contact with hazardous substances (within the current definitions under applicable law) are provided with adequate information or training regarding the proper handling of said substances, to the extent appropriate and related to their jobs.
3. In compliance with state and federal law, the University shall provide to affected employee(s) access to data regarding toxic chemicals, seismic safety and asbestos reports. Such data shall be readily available and provided to the union or employee within a reasonable time following a request.

4. In the case of a suspected outbreak of a communicable disease and when the University requires testing for such communicable disease of patients and/or employees the University shall offer such tests for bargaining unit employees within the appropriate affected work areas at no cost to the employees.
5. The University shall make reasonable attempts to notify affected employees of major remodeling, construction, or facilities maintenance. An employee may request to be assigned to an alternate work location or otherwise to be accommodated.

D. DISPUTES

1. Except as provided in Section B.8. above, only disputes regarding the assignment of any abnormally hazardous or dangerous tasks are subject to Article 3 - Arbitration Procedure, of this Agreement.
2. If, as a result of a grievance or arbitration decision or as the result of an agreement between the University and Teamsters Local 2010, it is determined that an abnormally hazardous and dangerous assignment was made, the University shall attempt to correct such situation within a reasonable time and utilizing such funds as may be specifically budgeted for the particular efforts with either administrative or engineering controls. If, as a result of the filing of a grievance relative to the provision of information and training prior to the assumption of duties which include an imminent risk to life and health, the University and Teamsters Local 2010 agree as to the failure to provide such information and training, the University shall attempt to correct such situation by providing the appropriate information and training.

E. COMPLIANCE

The University and Teamsters Local 2010 agree that the University's compliance with this article and/or any arbitrator's award shall be contingent upon the availability of specifically budgeted and available funds. Nothing in this section shall relieve the University of its obligation to comply with the law, subject to Section D. above.

CX UNIT
Tentative Agreement Package
June 9, 2026

From: Ambrocine Rodriguez <Ambrocine.Rodriguez@ucop.edu>
Date: Tuesday, June 9, 2026 at 4:45 PM
To: Melissa Munio <mmunio@teamsters2010.org>; Jason Rabinowitz <jrabinowitz@teamsters2010.org>; E Kevin Young <EKevin.Young@ucop.edu>; Paul Garza <Paul.Garza@ucop.edu>
Cc: E Kevin Young <EKevin.Young@ucop.edu>; Paul Garza <Paul.Garza@ucop.edu> Subject: 6.9.26 Article 45 Wages UC Proposal #10 and Article 39 Transfer/Reclassification/Promotion

Melissa and Jason

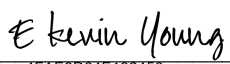
Please find attached and enclosed a package proposal for finalization of the bargaining process between the University and Teamsters. Acceptance is dependent on agreement on all provisions and articles. I am attaching for your review the proposed UC Wage Proposal #10 and Transfer/Reclassification/Promotion Proposal #1 passed June 9th, 2026. The parties also agreed to extend the duration until **June 30, 2031** as well as TA's the Tech Proposal submitted by the Teamsters; identified as the Workforce Technology Article 49.


Additionally, as part of the agreement the parties agree to CCL for the article on subcontracting and strikes.

Moreover, the University agrees to provide a day off for CX employees which will be designated as a personal day with the following provisions.

- 1. Use it or lose it within a calendar year;**
- 2. 8 paid hours total time;**
- 3. Subject to approval from the University.**
- 4. Request must be made at least two weeks prior to date requested for usage;**
and
- 5. The University will not unreasonably deny any request.**

Finally, the parties have agreed to continue bargaining on Article 14 - Leave of absences and the University shall provide a proposal no later than June 18, 2026. The parties agree that this completes all outstanding articles.

For The University:
Docusigned by:
 6/15/2026
4FAE9D64E192450...
 Kevin Young Date
 University of California

For the Union:
Docusigned by:
 6/11/2026
B7F1B3EB140B471...
 Melissa Munio Date
 Teamsters Local 2010

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May 28, 2026

ARTICLE 10

HOURS OF WORK

A. EXEMPT EMPLOYEES

The normal workweek for a full-time exempt employee is considered to be 40 hours, and for part-time exempt employees the proportion of 40 hours equivalent to the appointment percentage. However, greater emphasis is placed on meeting the responsibilities assigned to the position rather than on working a specified number of hours. Exempt employees do not receive overtime compensation or compensatory time off, or additional compensation beyond the established salary for the position. After extended periods of additional time worked or unusually heavy workload, supervisors may approve an employee's request for a temporary reduction in work schedule with no loss of pay.;

Accounting For Time Not Worked

1. For full-time exempt employees, leaves with and without pay shall be used in one-day increments only except if an employee is taking Family Medical Leave on an intermittent or reduced schedule basis.
2. Part-time exempt employees shall account for time off work in increments not less than that portion of a day during which an employee on less than full-time pay status is normally scheduled to work; absences of less than an employee's regularly scheduled work day shall not be charged against accrued leave time.
3. The salary of exempt employees shall not be reduced for absences of less than a full day or less than that portion of a day during which an employee on less than full-time pay status is normally scheduled to work.

B. NON-EXEMPT EMPLOYEES

1. Standard Workweek

A workweek is a period of time consisting of seven (7) consecutive days. A standard workweek is from Monday morning (12:01 a.m.) to midnight the following Sunday. Workweeks beginning and ending on a day other than the above may be established by the University.

2. Work Schedules

- a. A work schedule is the normal hours of work for an employee within a workweek.

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- b. A standard full time work schedule shall be eight (8) hours per day, excluding meal periods, on five (5) consecutive days. An alternate (flexible) full-time work schedule may consist of forty (40) hours in one workweek or eighty (80) hours within two consecutive workweeks.
- c. Work schedules are established by the University. Employee work schedules will be made known to the employees in accordance with the provisions of Section B.3 of this Article.

3. Schedule/Shift Assignments

- a. Employees will be made aware of their work schedule/shift assignment in the following manner:
 - 1) The University will provide an employee with at least five (5) work days' notice prior to changing ~~their her/his~~ work schedule for a period of less than four (4) workweeks in duration, except for 24-hour operations.
 - 2) The University will provide an employee with at least twenty (20) work days' notice prior to changing ~~their her/his~~ work schedule/shift for a period of at least four (4) workweeks duration, except for 24-hour operations.
 - 3) Employees who do not have fixed work schedules and shift assignments will be made aware of their work schedule/shift assignment in advance.
 - 4) If the employee's supervisor fails to provide notice of a shift change pursuant to Sections B.3.a.1 and B.3.a.2 of this Article on three (3) or more occasions, failure to provide such notice on the third or subsequent occasion shall be grievable and arbitrable.
- b. An employee may file a written indication of preference for a particular shift (i.e., day, evening, night) with ~~their her/his~~ immediate supervisor. When assigning work schedules and shifts to employees, the University will also consider the skills, knowledge, and abilities of the employees who normally perform the work involved prior to deciding upon the shift assignment. In the event two (2) department career employees with substantially equal qualifications have expressed a preference, the University ~~shall~~ ~~may~~ use departmental seniority to make the shift assignment.

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- c. The University may at its discretion grant employee requests for flexible working hours, or shift assignments. Such requests shall not be unreasonably denied. Allegations of unreasonable denial are grievable only through Step 2 of Article 7 - Grievance Procedure.

4. Alternate Work Schedules

- a. Employees may request alternate work schedules. The University will review the feasibility of implementing alternate work schedules in those work units for which the employee(s) indicate(s) there is an interest in such schedules. The University may at its discretion grant such requests. Such requests shall not be unreasonably denied. Allegations of unreasonable denial are grievable only through Step 2 of Article 7 - Grievance Procedure.
- b. Where practicable, the parties will, at the local campus/hospital/Laboratory labor- management meetings, identify problems and concerns related to existing alternate work schedules.
- c. In the event the University decides to abolish, establish or change alternate work schedules in work areas, the University shall inform Teamsters Local 2010 at least thirty (30) calendar days prior to taking such action.
- d. Nothing in this section shall infringe upon, interfere with or diminish in any way the University's right to ensure adequate staffing and coverage to meet operational requirements and necessities in an efficient and orderly manner.

5. Meal Periods

A meal period of at least one-half (½) hour is provided for any work period of six (6) continuous hours or more. Meal periods are neither time worked nor time on pay status. If the total work period of the shift is no more than six continuous hours, the meal period may be waived by an agreement between the employee and the supervisor. A second meal period of at least one-half (1/2) hour is provided for a work period of more than ten (10) continuous hours. The second meal period may be waived by a written agreement between the employee and supervisor so long as the first meal period was not waived. Whenever an employee is required to perform work or is not substantially relieved of work-related duties during a meal period, the meal period shall be considered time worked. The University may reschedule an employee's meal period during the work day when operational needs preclude relieving the employee of work related duties during the originally scheduled meal period, however, regularly scheduled meal periods shall normally be provided.

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6. Rest Periods

- a. Two rest periods of fifteen (15) minutes shall normally be granted during an eight (8) or ten (10) hour shift. Three rest periods of fifteen (15) minutes shall normally be granted during a twelve (12) hour shift. A part time employee shall normally be granted one fifteen (15) minute rest period for each work period of three (3) continuous hours or more, not to exceed two (2) rest periods per day.
- b. Operational requirements may restrict the granting of rest breaks.
- c. Rest periods shall not be taken at the beginning or end of a work period or accumulated for use at a later time. The combining of rest periods with meal periods for some, any or all employees of a department/division shall be at the discretion of the University.

[SECTION C. MOVED BELOW]

~~E. CALL BACK~~

- ~~1. When an employee resumes work following a non-work period of one (1) hour or more, the resumption of work shall be treated as a new shift for purposes of meal period qualification.~~**
- ~~2. When an employee resumes work following a non-work period of less than one (1) hour, the resumption of work shall be treated as a continuation of the previous shift for purposes of meal period qualification.~~**

~~3.~~ 7. Changing, Preparation and Cleanup Time

- a. The University shall determine when clean-up time, preparation time or uniform changing time is necessary for employees. When the University requires that the employee must change into or out of uniform, or must engage in special washing or cleaning procedures, the time spent in such activities shall be considered as time worked.

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- b. For Dispatchers only; in the event the University implements a policy requiring employees to change at work, the Teamsters may reopen Section B.7.b of this article.

4. 8. Travel Time

- a. Travel time between home and the work place is not time worked.
- b. Assigned travel during an employee's regular working hours on work days is time worked. Time spent by an employee traveling from University designated work site to University designated work site counts as time worked.
- c. Assigned travel that keeps an employee away from home overnight and that occurs outside the employee's normal working hours is not considered as hours of work. However, assigned travel that does not keep an employee away from home overnight is considered as hours worked, as is travel that occurs during the hours an employee normally works when the travel occurs on the employee's days off.
- d. The department head may designate other travel as time worked.

5. 9. Call-Back

- a. Call-back applies to an employee who is not in on-call status and is called back to the campus to work in her/his department after completing a shift and leaving the campus but before her/his next scheduled shift.
- b. An employee called back to the work site may be assigned by the University to perform available work, and shall be paid for the time actually worked upon return to the campus/hospital/Laboratory, or a minimum of four (4) hours, whichever is greater. Call-back time, whether worked or not, is considered time worked for the purpose of calculating hours of overtime.

6. 10. On-Call

- a. The University retains the right to determine the need for, and the assignment of, on-call time. An employee is not considered to be in on-call status unless s/he has previously been scheduled by the University for the assignment. Employees in on-call status are required to inform the employer how they can be reached or to carry a pager in order to receive a call to work. An employee in on-call status is not eligible for minimum call-back payments. An employee in on-call status who is called to perform work or to return to the work site will be paid at her/his regular rate of pay for the time worked. Payment for on-call time paid at the on-call rate is included

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as part of compensation in calculating the regular rate when determining premium overtime pay.

- 1) Unrestricted on-call is time during which an employee is free to engage in activities for their own purposes but is required to be available for work or timely return to the work site when called to work. Time in unrestricted on-call status is not counted as hours worked or time on regular pay status when employees are not required to be at the work location or to actually perform work from a location other than the work location. Unrestricted on-call will be compensated at the on- call rate, as listed in Appendix A.
- 2) Restricted on-call is time during which the employee is required to restrict personal activities so that time cannot be effectively used for their own purposes. Restricted on-call will be considered hours worked and will be paid at the employee's normal pay rate (or overtime if appropriate).

7. 11. Overtime
a. Definition

Overtime is time worked which exceeds the hours of a full-time employee's regular daily schedule on pay status or exceeds forty (40) hours on pay status in a workweek

- 1) Pay status includes time worked and paid leave such as sick leave, vacation leave, holidays, military leave, compensatory time off and administrative leave with pay.
- 2) Overtime hours are compensated at one and one-half times (1½X) the straight-time rate for hours actually worked which exceeds the hours of a regular scheduled shift of eight (8) hour or more a day, or in excess of forty hours in a workweek.
- 3) Overtime hours are compensated at two times (2X) the straight-time for hours worked in excess of twelve (12) hours in a day.

~~4) The daily overtime provision of this section shall become effective for employees paid on a monthly basis the pay period beginning on December 1, 2022 and for those~~

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~~employees paid bi-weekly the pay period beginning November 27, 2022.~~

- 5) Overtime hours do not count toward accumulation of sick leave, vacation, holiday, or retirement service credit.
- 6) Actual time worked for the purpose of computing overtime does not include hours paid in non-work status, such as sick leave pay, vacation pay, holiday pay, compensatory time, and paid leave of absence pursuant to Article 14 - Leaves of Absence, except as provided in Article 9 - Holidays, Section C.2.

b. Assignment of Overtime

- 1) The University shall decide when overtime is needed. Overtime must be approved in advance by the University. As soon as practicable after the need for overtime is determined, the University shall notify the employee that overtime must be worked. Employees are expected to work overtime when such work is assigned. If brought to the attention of the supervisor, the supervisor shall consider individual circumstances when assigning overtime.
- 2) The University will assign overtime work by rotation based on departmental seniority of those employees on the same shift who normally perform the work involved. For purposes of this Article, rotation means that the last employee to work overtime will be the last considered for new overtime assignments. For the purposes of this Article, departmental seniority may be defined by each department at the campus/hospital/Laboratory. Such seniority is applied in the following manner:
 - a) When there are employees volunteering to work the overtime, assignment of that overtime shall be based on greatest seniority, provided the employee(s) have the required skills, knowledge and ability to do the job.
 - b) When no employee volunteers to work the overtime, assignment of that overtime shall be based on inverse

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order of seniority, provided the least senior employee has the skills, knowledge and ability necessary to perform the job.

- 3) The University shall assign overtime to employees irrespective of their place on the seniority or rotation list(s) when the necessary skills, knowledge or abilities are not possessed by the employee who would otherwise be assigned in accordance with the above provisions.

c. Compensation of Overtime

In accordance with the following paragraphs, overtime shall be compensated at the appropriate rate either by pay or compensatory time off, if the department offers compensatory time off.

- 1) Unless the employee and the University agree otherwise, overtime will be paid. An employee may, upon hire and thereafter during the month of June file a written indication of preference for either compensatory time off or pay with ~~her/his~~ their immediate supervisor. The University shall grant the preference indicated.
- 2) Dispatchers – Each location at its sole non-grievable, non-arbitrable discretion may choose to offer compensatory time off (CTO) for their dispatchers. At UCLA, Appendix K, UCLA Dispatchers CTO Side Letter remains in effect. Where CTO is offered for Dispatchers, it will be in accordance with the below paragraph.
 - a) The University may offer to compensate premium overtime with compensatory time off for any employee or group of employees. Such overtime will be compensated at the rate of one and one-half (1 ½) hours of compensatory time off for each hour of overtime earned at the time and one-half rate of pay.
 - b) Each campus choosing to offer CTO will offer a minimum Fiscal Year (July 1, - June 30) accrual of sixty (60) hours of compensatory time off. On a campus-by-campus basis, and at the sole discretion of the Chief of Police, departments may increase

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May 28, 2026

their fiscal year accrual. Once the maximum Fiscal Year accrual is reached, compensatory time will no longer accumulate, and overtime will be paid in accordance with Article 10, Section L.

c) At the discretion of each campus, locations may, with thirty (30) days' notice, pay out accumulated compensatory time, except for time that has been previously approved, but no more than twice per fiscal year. Employees that have approved compensatory time off request shall not have their compensatory time paid out.

d) Upon separation from employment, employees shall be paid for all accumulated compensatory time. Accumulated compensatory time earned at the time and one-half rate shall be paid at the employee's current straight time rate of pay. Compensatory time off is scheduled by the University. The University may require the employees to take compensatory time off. Employees may also request uses of compensatory time subject to prior approval in accordance with departmental policy. Unless otherwise approved by the Chief, requests for compensatory time off will not be approved where the time off would result in overtime or backfilling. Requests shall be granted subject to the operational needs of the University and shall not be unreasonably denied.

e) CTO arrangements shall remain in full force and effect following expiration of the contract until a new successor contract is ratified or some other arrangements is agreed upon. At any time during the term of this agreement, individual locations, may upon reasonable notice, make changes to their minimum fiscal year accrual subject to the minimums set forth in this agreement.

3) Compensatory time shall be paid or scheduled by the University in accordance with departmental needs.

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Accumulation of compensatory time is limited to a maximum of two-hundred forty (240) hours. An employee shall be paid for hours of overtime which exceed this limit. An employee may request to schedule the use of banked compensatory time. An employee's request for the scheduling of banked compensatory time shall be granted subject to the needs of the University and shall not be unreasonably denied.

- 4) Overtime shall be reported and paid on the basis of the nearest quarter ($\frac{1}{4}$) hour.
- 5) Designated hospital-based eight (8) hour employees who are assigned to a fourteen (14) consecutive day work period,
 - a) Shall be compensated at one and one-half times ($1\frac{1}{2}X$) the regular-straight time rate for hours worked which exceed eight (8) hours of actual work in any workday within the fourteen (14) day work period; and
 - b) Shall receive the time and one-half ($1\frac{1}{2}X$) overtime rate after eighty (80) hours of actual work in the fourteen (14) day period. Any payment at the time and one-half ($1\frac{1}{2}X$) rate for daily overtime hours worked within the fourteen (14) day work period shall be credited toward any time and one-half ($1\frac{1}{2}X$) compensation due for hours worked in excess of eighty (80) hours of actual work in the work period.

8.3. Consecutive Days Work

- a. Employees will be paid one and one-half times ($1\frac{1}{2}X$) their straight-time rate in the following circumstances, until a day off is granted:
 - 1) When employees regularly scheduled to work eight (8) hours per day work more than six (6) continuous full shifts for more than six (6) consecutive days; and
 - 2) When employees regularly scheduled to work ten (10) hours per day work more than five (5) continuous full shifts for more than five (5) consecutive days; and

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- 3) When employees regularly scheduled to work twelve (12) hours per day work more than four (4) continuous full shifts for more than four (4) consecutive days.
 - b. The consecutive days of work provisions may be waived by the employee, either at her/his request or as the result of a scheduling change requested by the employee that results in such consecutive days of work
 - c. This section does not apply to Dispatchers at a campus during a state of emergency declared by the University Chancellor for that campus.

9.4. **General Provisions**

- a. There shall be no duplication, pyramiding, or compounding of any premium wage payments.
- b. This Article shall not be construed as a guarantee of or limitation on the number of hours per work day or workweek.

C MEAL PERIOD PROVISIONS SOLELY FOR THOSE EMPLOYEES WHO PROVIDE DIRECT PATIENT CARE OR SUPPORT DIRECT PATIENT CARE AT A GENERAL ACUTE CARE HOSPITAL, CLINIC OR PUBLIC HEALTH SETTING

1. For shifts consisting of greater than five and less than or equal to six (6) hours of worked time, an employee may execute the Waiver of Meal Period to waive their one (1) unpaid thirty (30) minute meal period. If an employee who works shifts of greater than five and less than or equal to six (6) hours of worked time does not execute the Waiver of Meal Period, the shift(s) will be extended by thirty (30) minutes and they will be scheduled for one (1) unpaid thirty (30) minute meal period during those shifts. To elect the Waiver of Meal Period, the employee must have a completed form, and the Form must be on file at the work location by submitting it to the employee's supervisor/manager.
2. For shifts consisting of greater than six (6) hours and less than or equal to ten (10) hours of worked time, the employee will be provided, and cannot waive, one (1) unpaid thirty (30) minute meal period. This meal period will be scheduled before the end of the fifth (5th) hour of their shift.
3. For shifts consisting of greater than ten (10) hours, an employee may choose to execute a Waiver of One of Two Meal Periods to waive one of the unpaid thirty (30) minute meal periods. An employee who signs the Waiver of a Meal Period will be

TENTATIVE AGREEMENT

CX Unit

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scheduled for their first unpaid thirty (30) minute meal period before the end of the eighth (8th) hour of their shift. If an employee working shifts of greater than ten (10) hours of worked time chooses not to waive a meal period, the shift(s) will be extended by thirty (30) minutes and that employee will be scheduled for two (2) unpaid thirty (30) minute meal periods during those shifts. To elect the Waiver of a Meal Period, the employee must complete the form and the Form must be on file at the work location by submitting it to the employee's supervisor/manager.

4. The Parties agree that when an employee has chosen to waive an unpaid thirty (30) minute meal period under the conditions described in section 3 above, the first unpaid (30) minute meal period must be scheduled and available before the end of the eighth (8th) hour of the shift. If the employee waived a meal period under this paragraph, the employee will be paid for all time worked, but so long as their first meal period is scheduled and available before the end of the eighth (8th) hour, the employee will not be paid for the thirty (30) minute waived meal period nor be entitled to a missed meal period penalty under California law.
5. If a shift is longer than fifteen (15) hours, the employee is entitled to an additional unpaid thirty (30) minute meal period after the 8th hour of their shift.

6. Missed Meal and Rest Periods – Notice and Penalties

- a. Meal periods are neither time worked nor time on pay status unless the University requires an employee to remain on the job at a workstation. Whenever the University authorizes an employee to perform work during a meal period, the meal period shall be considered time worked.
- b. The University will make every effort to ensure that the employee has the opportunity to take a meal period in accordance with section B.5 above. When an employee determines that they are unable to take a meal period due to urgent patient care needs, the employee shall notify their supervisor (or designee) in advance and as soon as practicable during that shift, in which case the University will make every effort to ensure that the employee is offered the opportunity to take an alternate meal period during their shift.
- c. Rest periods shall not be taken at the beginning or end of a work period or accumulated for use at a later time. The combining of rest periods with meal periods for some, any or all employees of a department/division shall be at the discretion of the University.
- d. The Parties agree that an employee may request to defer a rest break and may request to combine rest breaks and may request to combine rest breaks with meal periods. Authorization to do so is at the sole discretion of the University. An employee shall not be entitled to a Missed Rest Break

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Penalty when they are permitted to combine rest break(s), and an employee shall not be entitled to a Missed Rest Break Penalty or Missed Meal Period Penalty when they are permitted to combine rest break(s) with their meal periods unless the employee is not provided all rest breaks as required under SB 1334/ California Labor Code section 512.1, regardless of when such rest breaks are taken during the shift.

- e. If the University fails to provide any meal period during a workday the employee shall be paid for all time worked, and the University shall provide one (1) hour of additional pay per work day at the employee's base rate of pay for the missed meal period.
- f. If the University fails to provide any rest period during a work day the employee shall be paid for all time worked and the University shall provide one (1) hour of additional pay per work day at the employee's base rate of pay for the missed rest period.
- g. If the University fails to provide any meal period and a rest period on any given workday and they cannot offer BOTH the meal period AND rest period for the employee at a later time during the work day, then the employee shall be paid for all time worked, and the University shall provide two (2) hours of additional pay per work day at the employee's base rate of pay for the missed rest period.

7. Missed Meal and/or Rest Break Reporting

- a. Missed Meal Period/ Rest Break Forms or Logs shall be reasonably and conveniently available to all employees on all shifts.
- b. Employees are encouraged to submit Missed Meal Period/ Rest Break Forms or Logs at the end of their shift and must submit the Forms or Logs no later than end of the pay period in which the missed meal period or rest break occurred.
- c. Each unit/clinic/department shall maintain a log of all missed meal periods and rest breaks that occur in that unit/clinic/department.

8. Meal Period for Call Back

- a. When an employee resumes work following a non-work period of one (1) hour or more, the resumption of work shall be treated as a new shift for purposes of meal period qualification.

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b. When an employee resumes work following a non-work period of less than one (1) hour, the resumption of work shall be treated as a continuation of the previous shift for purposes of meal period qualification.

D.F HYBRID/TELECOMMUTING WORK

1. LBNL’s Telecommuting policy (applicable RPM) will apply to CX employees. CX employees are eligible to request Telecommuting. Approval will be made on the same basis as requests from employees currently eligible to participate in LBNL’s Telecommuting program. Teamsters Local 2010 will meet with management to jointly develop a waiver form regarding overtime for CX employees who participate in the program.
2. CX employees other than LBNL Employees may be eligible to participate in Hybrid Work programs. Arrangements under such programs may include telecommuting or remote work, subject to the requirement of the locations Hybrid/Telecommuting Work policies, procedures and guidelines as set for the Management. Hybrid Work programs may be a subject of Labor Management meetings upon request of either party. The terms of this Section are not subject to grievance or arbitration provisions of this Agreement.


E.G. LAWRENCE BERKELEY NATIONAL LABORATORY

LBNL current policy on hours of work shall be in effect for employees at Lawrence Berkeley National Laboratory and shall supersede the provisions of this Article when in conflict with the Agreement.


TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

FOR THE UNION:

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 Kevin Young Date
 University of California

DocuSigned by:

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 Melissa Munio Date
 Teamsters Local 2010

CX ARTICLE 11 INDEMNIFICATION

CCL

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ARTICLE 11

INDEMNIFICATION

Pursuant to and as regulated by the terms, limitations and qualifications of California Government Code Section 995 et seq., the University of California shall provide the defense and indemnification for University employees within the unit covered by this Agreement who are sued on account of acts or omissions arising from the course and scope of their employment with the University. The provisions of and applications of the Indemnification provision are not subject to Article 7 - Grievance Procedure or Article 3 - Arbitration Procedure of this Agreement.

UC-TEAMSTERS
CX UNIT
TENTATIVE AGREEMENT
9/25/25

ARTICLE 12

LABOR-MANAGEMENT MEETINGS

A. LOCAL LABOR-MANAGEMENT MEETINGS

The University and Teamsters Local 2010 agree to meet, following Teamsters Local 2010's written request, up to four (4) times per year unless the parties mutually agree otherwise. Each party shall designate a chair, who shall have responsibility to make arrangements for scheduling the labor-management meeting and for drawing up the agenda. Non-employee Teamsters Local 2010 representative(s) may attend the meetings.

1. Up to two (2) bargaining unit employees shall be released in a without-loss-of-straight-time pay status to attend each scheduled meeting, provided Teamsters Local 2010 has given the University at least seven (7) calendar days' notice of her/his selection. The parties may agree to allow additional unit employees to attend the meetings and may, by mutual agreement, agree to place those attendees in a without-loss-of-straight-time status while in attendance at the meeting(s).
2. Items to be included and discussed at the meetings are to be submitted at least seven (7) calendar days prior to the scheduled date of the meeting. Items not so submitted need not be responded to at the meeting. Appropriate agenda items for such meetings include:
 - a. Administration of the Agreement;
 - b. Dissemination of general information of interest to the parties;
 - c. Health and safety matters regarding bargaining unit employees;
 - d. General nondiscrimination-related issues, not pertaining to the facts of an individual employee's complaint(s);
 - e. Information regarding personnel transactions and vacancies;
 - f. Giving representatives an opportunity to express their views, or to make suggestions on subjects of interest to employees of the bargaining unit;
 - g. Subcontracting issues; and
 - h. Additional items mutually agreed to by the parties for placement on the agenda.

B. UNIVERSITY-WIDE LABOR-MANAGEMENT MEETINGS

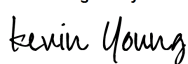
1. The University (Office of the President Office of Employee & Labor Relations) and Teamsters Local 2010 agree to meet, following Teamsters Local 2010’s written request, once per year to discuss items such as the administration of this Agreement. Additionally, the University and Teamsters Local 2010 agree to meet once per year, following Teamsters Local 2010’s written request, to discuss the fringe benefit plans, coverages, benefit schedules, carriers, providers, premium rates, eligibility criteria and the amounts, if any, of University and/or employee contributions. The agenda of the meeting(s) shall be determined by mutual agreement of the parties at least seven (7) calendar days prior to the scheduled meeting date.
2. Teamsters Local 2010 may request release time for up to a total of ~~eleven~~ fourteen (14) bargaining unit employees (but no more than one from each campus/medical center/Laboratory). Such representatives will be released from work in a without-loss-of-straight-time status to attend the scheduled meeting(s), provided Teamsters Local 2010 has given the University at least seven (7) calendar days written notice of her/his designation. In the event that the designated Teamsters Local 2010 representative cannot attend such a meeting due to exigent circumstances, an alternate representative shall not unreasonably be denied from attending such a meeting. The parties may mutually agree to allow additional unit employees to attend the meetings and may, by mutual agreement, agree to place those attendees in a without-loss-of-straight-time status while in attendance at the meeting(s).

C. RELEASE TIME

1. Release time provided shall be in accordance with the provisions of Section A.1., Section B.2., and Section C.2., of this Article.
2. Without-loss-of-pay-status release time will be provided for the duration of the meeting, and for reasonable travel time to and from the meeting. Up to a total of eight (8) hours in one day release time may be provided for attendance at a university-wide labor/management meeting. Any travel and subsistence incurred by the employee(s) attending the meeting(s) shall be the responsibility of the employee or Teamsters Local 2010.


TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

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 9/25/2025
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 Kevin Young Date
 University of California

FOR THE UNION:

DocuSigned by:

 9/25/2025
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 Melissa Munio Date
 Teamsters Local 2010

TENTATIVE AGREEMENT
CX UNIT
APRIL 8, 2026

ARTICLE 13

LAYOFF AND REDUCTION IN TIME

A. DETERMINATION

The University shall determine when temporary or indefinite layoffs or reductions in time are necessary. This determination is non-grievable and non-arbitrable.

B. DEFINITIONS

1. A layoff is an involuntary separation from employment or an involuntary transfer to a limited appointment of a career employee. For the purposes of this Article, layoff shall include involuntary reductions in regularly scheduled hours of work. Layoffs may be temporary or indefinite.
2. A temporary layoff is a layoff in which the University specifies a date for return to work of not more than four months.
3. An indefinite layoff is a layoff for which no date for return to work is specified, or no date of restoration to the former appointment rate is specified.
4. For the purposes of this Article, seniority shall be calculated by full time- equivalent months (or hours) of University service. Employment prior to a break in service shall not be counted. When employees have the same number of full- time equivalent months (or hours), the employee with the most recent date of appointment is the “junior” employee.

C. SELECTION FOR LAYOFF

1. If, in the judgment of the University, budgetary or operational considerations make it necessary to curtail operations, reorganize, reduce the hours of the workforce and/or reduce the workforce, staffing levels will be reduced in accordance with this Article. The selection of classes for layoff shall be at the determination of the University.
2. With regard to indefinite layoff only, the order of indefinite layoff of employees in the same class within a layoff unit shall be in inverse order of seniority except that:
 - a. The University may retain, at its discretion, employees irrespective of seniority who possess special knowledge or abilities which are not possessed by other employees in the same class, which cannot be learned in less than 6 months, and which are necessary to perform the ongoing functions of the department/division.

TENTATIVE AGREEMENT

CX UNIT

APRIL 8, 2026

- b. Regardless of seniority, the department may elect to invite all clerical unit employees in the same class within a layoff unit to volunteer for layoff. In that case, the union shall be notified of the invitation at the same time the invitation is transmitted to employees. The union shall also be informed of the identities of volunteers before the layoff occurs.
 - c. Upon notification to the more senior employee of reassignment to the least senior employee's position (or equivalent) he/she will be provided a copy of the job description, if the employee's duties will change. The employee may request to be laid off out of inverse seniority order. The University shall not solicit volunteers to be laid off out of seniority order. If the University proposes to grant the request, it shall provide notice to Teamsters Local 2010. Teamsters Local 2010 will have (15) calendar days to object in writing. Absent written objection within (15) calendar days, the University will proceed with out of seniority layoff.
3. The department head shall select employees for layoff, but shall minimize indefinite layoffs from career positions by first reviewing the necessity for existing [per diem](#), limited appointments and floater appointments, within the department.

D. ALTERNATIVES TO LAYOFF

The University may offer an employee another career position for which the employee is qualified at the same or greater percentage of time and at the same or higher rate of pay.

E. NOTICE

1. When the University selects particular members of the unit for layoff, it shall give individual notice to each employee of the effective date of the layoff and whether the layoff is temporary or indefinite. A copy of the notice provided to the employee shall be sent to Teamsters Local 2010 by facsimile or U.S. mail on the same or next business day. Teamsters Local 2010 will be responsible for providing the University with the fax numbers/addresses that apply to each campus/hospital/Laboratory. Except in cases of emergencies (including, but not limited to natural disasters and acts of war), advance notice of a layoff will be provided as follows:
 - a. For temporary layoff expected to last 120 calendar days or less, the University shall give 15 calendar days' notice of the expected beginning and ending dates of the layoff.
 - b. For indefinite layoff, the University shall give 60 calendar days notice, if feasible. The University may provide pay in lieu of notice. In no event shall an employee receive less than 45 days' notice of indefinite layoff. For conversion from temporary layoff to indefinite layoff, the University shall give 30 calendar days' notice.

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APRIL 8, 2026

- c. In the event of an anticipated indefinite layoff of five (5) or more full-time equivalent (FTE) employees on the same effective date in the same layoff unit, the University will give 45 calendar days' notice to Teamsters Local 2010. When such notice is provided regarding the layoff of five (5) or more FTE, the campus/hospital/Laboratory will, upon receipt of a timely written request from Teamsters Local 2010, meet with Teamsters Local 2010 to discuss the layoff. During the meeting the parties may discuss alternatives to layoff. Departments shall not intentionally propose layoffs of five (5) or more employees with different effective dates to avoid the notice and meeting requirements of this section.
2. When the University determines that there is to be a change in a layoff unit within the bargaining unit, it shall give Teamsters Local 2010 advance notice of at least 30 days and upon request shall meet and discuss such proposed changes. Changes to a layoff unit shall not occur more frequently than each 120-calendar days.

F. PREFERENTIAL REHIRE

1. A non-probationary career employee who is indefinitely laid off shall have preferential rehire status for an active vacant career position. An active career position is a position which the University, in its sole discretion, determines to fill. First consideration for preferential rehire shall be given to employees who are on layoff status (not currently employed by the University) and who were laid off from the same department where the vacant position exists. In order to be placed in such a position, the employee must, as determined at the sole, non-grievable discretion of the University, be qualified to perform the duties of the position. Such employees are rehired provided:
 - a. The active, vacant career position is in the same bargaining unit and at the same campus/hospital/Laboratory as the position from which the employee was laid off; and
 - b. The active, vacant career position is in a class with the same or lower salary range maximum as the class from which the employee was laid off; and
 - c. The active, vacant career position is at the same or lesser percentage of time as the position from which the employee was laid off.
2. Employees who are eligible for preferential rehire status with less than five years of seniority at the time the layoff occurs shall retain preferential rehire status eligibility for one year. Employees who are eligible for preferential rehire status with five years, but less than 10 years seniority at the time the layoff occurs shall retain preferential rehire status eligibility for two years. Employees who are eligible for preferential rehire status with 10 years or more seniority shall retain preferential rehire status eligibility for three years. An employee who accepts a

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APRIL 8, 2026

limited or floater appointment shall remain eligible for preferential rehire rights during the period of preferential rehire.

3. An employee may exercise his or her rights to preferential rehire immediately after the employee receives written notification of layoff and meets with the campus representative designated in the layoff notice. An employee who exercises preferential rehire rights and is not selected for the position will, upon request by the employee or Union, be informed in writing within ten (10) calendar business days of the reasons for the non-selection.
4. Employees preferentially rehired from layoff status who fail to perform satisfactorily may, at any time during the six months following such return, be returned to layoff status with restoration of full preferential rehire status. In addition, an employee, at his or her option, may request to be returned to layoff status within 60 calendar days of rehire. The time on job status will not be counted as part of preferential rehire eligibility time.
5. Preferential Rehire Termination - The preferential consideration described above shall terminate at the end of the period of eligibility described in Section F.2. above, or if an employee:
 - a. Refuses an offer to return, at the same or greater percentage of time, to that department/division and class from which laid off; or
 - b. Accepts any career position; or
 - c. Refuses two offers of employment for a career position at the same or higher salary level and the same percentage of time as the position held by the employee at the time of layoff; or
 - d. Fails to respond to a written notice of a career employment opportunity within 15 calendar days. The 15-calendar day response period shall begin immediately upon personal notice of the career employment opportunity or 10 calendar days from the date written notice is postmarked.
6. If an employee voluntarily reduces his or her time for a reason listed in Section C.1. above, within one year prior to a layoff, the employee is entitled to recall/rehire rights at a percentage of time equal to that from which the employee voluntarily reduced his or her time. The request for the voluntary reduction must be submitted by the employee in writing and approved by the supervisor and must state the effective date and the percentage of the reduction in time.

G. RECALL

1. A non-probationary career employee who is indefinitely laid off shall be recalled in order of seniority to an active, vacant career position, provided:

TENTATIVE AGREEMENT

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- a. The active, vacant career position is in the same class and department at the same or lesser percentage of time as the position from which the employee was laid off.
 - b. The employee is qualified to perform the duties of the active, vacant career position.
2. Employees who are eligible for recall shall retain recall eligibility for three years from the date of layoff. An employee who accepts a limited appointment or a position in a lower class or at a lesser percentage of time shall remain eligible for recall rights during the period of recall.
3. Employees recalled from layoff status to a new position who fail to perform satisfactorily may, at any time during the six months following such return, be returned to layoff status with restoration of full recall rights. The time on job status will not be counted as part of recall eligibility time.
4. Recall Termination - The right to recall terminates at the end of the period of eligibility or if an employee:
 - a. Refuses a recall to work; or
 - b. Refuses two offers of reemployment in career positions at the same or greater percentage of time and at the same or higher salary level; or
 - c. Accepts a career position at the same or higher salary level within the University.

H. SEVERANCE

1. A career employee with at least one full year of service who has received a notice of indefinite layoff may elect in writing, severance pay in lieu of preferential rehire and recall rights within fourteen (14) calendar days of receipt of the notice of layoff. Election is irrevocable. Each campus department shall, in each instance of layoff, including reduction in time, offer severance in lieu of preferential rehire and recall rights to all employees in the department affected by the layoff. Severance pay shall be in accordance with the following:
 - a. An employee who elects severance pay in lieu of preference for reemployment and the right to recall shall be paid a lump sum amount of one week (5 workdays) of salary for each full year of service from the most recent break in service, up to a maximum of 16 weeks of base pay.
 - b. An employee whose time has been reduced indefinitely and who elects severance pay in lieu of preference for reemployment and the right to recall shall receive severance pay for the percent of time reduced in accordance with the payment schedule above.

TENTATIVE AGREEMENT

CX UNIT

APRIL 8, 2026

- c. Employees who are laid off following a reduction in time that occurred within 60 calendar days of the layoff notice shall be eligible for severance on the basis of their percentage of appointment just prior to their reduction in time.
 - d. This section shall not apply to temporary layoff or reduction in time except as provided in Section H.1.c. above.
2. An employee who has received severance pay under this provision and who returns to work in a career position with the University at the same or higher salary and same percentage of time as the position held at the time of the layoff shall repay to the University the portion of severance pay received that exceeds the time the employee was laid off. Before returning to work, the employee must make repayment in full or sign a repayment agreement.
3. Should an employee be returned to work as a result of a grievance, arbitration, or settlement agreement related to the layoff, any severance pay received will be deducted from the back pay award. An employee cannot be returned to work without first repaying the severance or signing a severance repayment agreement.

I. CONTINUITY OF SERVICE UPON REEMPLOYMENT

1. A temporary layoff does not create a break in service. Reemployment in a career position within the period of right to recall provides continuity of service and continuation of previously accrued seniority and, therefore, no break in service. However, seniority and benefits accrue only when an employee is on pay status.
2. An employee who has been laid off and is rehired at another University location within the employee's period of recall will be eligible for the following as a result of no break in service:
 - a. Reinstatement of all sick leave accumulated from prior service,
 - b. Reinstatement of vacation accrual rate,
 - c. Calculation of University service based on full-time equivalent months (or hours) of University service, and
 - d. Buy-back of UCRP service credit according to the University Benefit Regulations.

J. EFFECT ON BENEFIT COVERAGE

See Article 42 – University Benefits, Section C.1.

TENTATIVE AGREEMENT
CX UNIT
APRIL 8, 2026

K. LAWRENCE BERKELEY NATIONAL LABORATORY

For employees at Lawrence Berkeley National Laboratory, the Requirements and Policies Manual (RPM), Severance, shall supersede the provisions above, when in conflict with the agreement. Upon the written request of Teamsters Local 2010, the Parties shall meet and confer, regarding any proposed changes to the RPM that alter the referenced provision.

TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

FOR THE UNION:

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Kevin Young 4/8/2026
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Kevin Young Date
University of California

DocuSigned by:
Melissa Munio 4/8/2026
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Melissa Munio Date
Teamsters Local 2010

CX UNIT
Tentative Agreement Package
June 9, 2026

From: Ambrocine Rodriguez <Ambrocine.Rodriguez@ucop.edu>
Date: Tuesday, June 9, 2026 at 4:45 PM
To: Melissa Munio <mmunio@teamsters2010.org>; Jason Rabinowitz <jrabinowitz@teamsters2010.org>; E Kevin Young <EKevin.Young@ucop.edu>; Paul Garza <Paul.Garza@ucop.edu>
Cc: E Kevin Young <EKevin.Young@ucop.edu>; Paul Garza <Paul.Garza@ucop.edu> Subject: 6.9.26 Article 45 Wages UC Proposal #10 and Article 39 Transfer/Reclassification/Promotion

Melissa and Jason

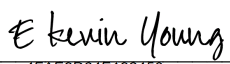
Please find attached and enclosed a package proposal for finalization of the bargaining process between the University and Teamsters. Acceptance is dependent on agreement on all provisions and articles. I am attaching for your review the proposed UC Wage Proposal #10 and Transfer/Reclassification/Promotion Proposal #1 passed June 9th, 2026. The parties also agreed to extend the duration until **June 30, 2031** as well as TA's the Tech Proposal submitted by the Teamsters; identified as the Workforce Technology Article 49.


Additionally, as part of the agreement the parties agree to CCL for the article on subcontracting and strikes.

Moreover, the University agrees to provide a day off for CX employees which will be designated as a personal day with the following provisions.

1. Use it or lose it within a calendar year;
2. 8 **paid** hours total time;
3. Subject to approval from the University.
4. Request must be made at least two weeks prior to date requested for usage; and
5. The University will not unreasonably deny any request.

Finally, the parties have agreed to continue bargaining on **Article 14 - Leave of absences** and the University shall provide a proposal no later than **June 18, 2026**. The parties agree that this completes all outstanding articles.

For The University:
DocuSigned by:

 4FAE9D64E192450... 6/15/2026
 Kevin Young Date
 University of California

For the Union:
DocuSigned by:

 B7F1B3EB140B471... 6/11/2026
 Melissa Munio Date
 Teamsters Local 2010

ARTICLE 15

MANAGEMENT RIGHTS

A. Management of the University is vested exclusively in the University. The parties agree that all rights not specifically granted in this Agreement are reserved solely to the University. Except as otherwise provided in this Agreement, Teamsters Local 2010 agrees that the University has the right to make and implement decisions relating to areas including but not limited to those enumerated below. Although the University may upon request consult with Teamsters Local 2010 concerning the following areas, the University is not obligated to bargain with Teamsters Local 2010 as to such areas during the term of this Agreement.

B. Examples of the rights reserved solely to the University administration and its agents and officials include, but are not limited to, the right:

1. To establish the University's missions, programs, objectives, activities, and priorities;
2. To plan, supervise, direct and control the use of resources to achieve the University's missions, programs, objectives, activities, and priorities;
3. To develop, implement and administer affirmative action programs;
4. To establish and administer procedures, rules and regulations and determine the methods and means by which operations are to be carried on;
5. To introduce new or improved methods, programs, equipment, or facilities or change or eliminate existing methods, equipment, or facilities;
6. To determine the location or relocation, reorganization, or discontinuance of operations; to determine where employees shall work; or subcontract all or any portion of any operation;
7. To assign, reassign and schedule work; to determine the need for overtime;
8. To establish the size, composition, and qualifications of the work force;
1. To recruit, hire, develop, train, evaluate, promote, transfer, demote, or layoff limited appointment, career or probationary employees;
2. To determine the basis for, and to determine the amount granted for merit increases;
3. To establish, modify, and enforce standards of performance, conduct, and safety for employees; and to determine the process by which employee performance is evaluated;

4. To reprimand, suspend, release, or otherwise discipline or discharge employees for misconduct or failure to perform satisfactorily;
5. To maintain safety standards and programs;
6. To determine and modify job classifications and job descriptions.

C. The above enumerations of management rights are not inclusive and do not exclude other management rights not specified, nor shall the exercise or non-exercise of rights retained by the University be construed to mean that any right is waived.

D. No action taken by the University with respect to a management right shall be subject to the grievance or arbitration procedure or collateral suit, unless the exercise thereof violates an express written provision of this Agreement.

ARTICLE 16

MEDICAL SEPARATION

A. GENERAL CONDITIONS

1. When the University determines that a non-probationary career employee is unable to satisfactorily perform the essential assigned functions of her/his position **with or without reasonable accommodation** due to any disability or other medical condition **and reassignment is not an option**, that employee may be medically separated. Prior to medical separation, the University will determine what accommodation, if any, may be reasonably provided **including the option to explore reassignment if appropriate**. Such accommodation, if any, shall be provided in accordance with the provisions of Article 31 - Reasonable Accommodation. An employee who is medically separated is eligible for special reemployment procedures as set forth in Section E., below.

2. Except as provided in Section A.3., below, a medical separation shall be based on:

a. **University written statement describing the essential functions the employee is unable to perform and a written review prepared by a Disability Manager or other appropriate University representative documenting that the interactive process was exhausted; ~~University statement describing the essential functions the employee is not able to perform satisfactorily; and and~~**

b. Any pertinent information, including medical information provided by **health care providers for the employee's licensed health practitioner and/or the University's physician**, and/or work-related information provided by appropriate University officials.

3. A medical separation may also be based on the employee's receipt of **long-term** disability payments from a retirement system to which the University contributes, such as UCRS or PERS.

4. ***[A]n employee will not be medically separated under this policy:***

___(a) while the employee is actively using sick leave;

___(b) while using Extended Sick Leave;

(c) while using the extended illness and bereavement leave bank provided under a Paid Time Off (PTO) program at a location that offers such a program; or

(d) prior to the exhaustion of all leave to which the employee may be entitled under the Family and Medical Leave Act, the California Family Rights Act, and/or the California Pregnancy Disability Leave Law

TENTATIVE AGREEMENT

CX UNIT

5/13/26

~~An employee who is on an approved leave of absence of 180 days or less shall not be medically separated provided:~~

- ~~a. The leave is related to a medical condition, and~~
- ~~b. The employee's health care provider ~~medical health practitioner~~ (who is licensed by the state in which she/he practices) has established a specific return to work date within one hundred eighty (180) days of the beginning of the leave of absence.~~

B. PROOF OF DISABILITY OR OTHER MEDICAL CONDITION

Proof of the employee's disability is required and is subject to verification by the University. When the University requests a second medical opinion as verification of disability, the University shall pay the costs of the medical examination(s) requested.

C. NOTICE OF INTENT TO MEDICALLY SEPARATE

1. The University shall give the employee a written notice of intent to medically separate. Such notice shall be provided either by delivery of the notice to the employee in person, or by placing the notice of intent in the U.S. mail, first class postage paid, in an envelope addressed to the employee at the employee's last known home address. Proof of service shall accompany the notice of intent. The notice shall:
2. Inform the employee of the action intended, the reason for the action and the effective date of the action;
3. Inform the employee of the right to respond and to whom to respond within ten (10) calendar days from the date of issuance of such notice of intent, in accordance with the instructions given by the University in the written notice provided to the employee.
4. A copy of the notice of intent shall be provided to Teamsters Local 2010.

D. EMPLOYEE NOTICE

After review of the employee's timely response, if any, the University shall notify the employee of any action to be taken. An effective date of separation ~~if any, may shall~~ follow the employee's timely response or, if no response is provided, shall be at least ten (10) calendar days from the date of issuance of the notice of intention to separate, pursuant to Section C., above.

E. RE-EMPLOYMENT

1. To be considered for re-employment under this Section E. For a period of one (1) year following the date of a medical separation, a medically separated former non-probationary career employee must notify the University of their interest and provide documentation from a licensed health care provider that establishes that the former employee has been medically released to return to work with or without accommodation. After such notice and documentation are provided for a period of

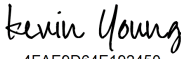
TENTATIVE AGREEMENT
CX UNIT
5/13/26

~~one (1) year following the date of separation, t~~The University will assist the former employee in identifying appropriate positions for which the former employee may apply at the same location. ~~may be selected for a position without the requirement that the position be publicized.~~

2. ~~However, i~~f the former employee is receiving disability benefits from a retirement system to which the University contributes the employment period under Section E shall be three (3) years from the date benefits commenced. ~~In order to be eligible for rehire under this Article, the medically separated employee must provide a medical certification from a University-approved medical physician describing in detail the medically separated employee's ability to return to work.~~
3. If a non-probationary career employee separated under this Article is re- employed within one-hundred eighty (180) calendar days, a break in service does not occur. If a non-probationary career employee is receiving disability payments from a retirement system to which the University contributes and is re- employed within three (3) years, a break in service does not occur.

TENTATIVE AGREEMENT


FOR THE UNIVERSITY:

DocuSigned by:

 4FAE9D64E192450...
 Kevin Young
 University of California

5/13/2026

 Date

FOR THE UNION:

DocuSigned by:

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 Melissa Munio
 Teamsters Local 2010

5/13/2026

 Date



[TEAMSTERS LOCAL 2010](#)
[CX Agreement - Article 17 – Military Leave](#)
[Union Proposal No. #1](#)
[Passed November 19, 2025](#)

ARTICLE 17

MILITARY LEAVE

A. TEMPORARY MILITARY LEAVE FOR ACTIVE-DUTY TRAINING

- ~~1.~~ 1. Temporary military leave for active-duty training shall be granted to any employee who as a member of a reserve component of the Armed Forces of the United States (the federally recognized National Guard, the federally recognized Air National Guard, the Officer’s Reserve Corps, the Regular Army Reserve, the Air Force Reserve, the Enlisted Reserve Corps, the Naval Reserve, the Marine Corps Reserve, the Coast Guard Reserve, and the Public Health Reserve when serving with the Armed Forces) is ordered to full-time active military duty for training for a period not to exceed 180 calendar days per training order, including time spent traveling to and from such duty. ~~Such leave is not granted for inactive duty such as regular weekly or monthly meetings or drills required to maintain reserve status.~~ Temporary military leave shall also be granted for inactive-duty training, such as weekly or monthly meetings or weekend drills. ~~However, unpaid leave may be granted for such meetings and drills or the employee may elect to use vacation leave or compensatory time.~~
- ~~1.~~ 2. **Eligibility For Pay** – An employee granted leave for military reserve training is entitled to receive regular University pay for up to 30 calendar days, but not to exceed the actual period of reserve active duty ~~for~~ training, provided:
 - a. The employee has at least 12 months of continuous University service immediately prior to granting of the leave (any prior full-time military service shall be included in calculating this University service requirement); and
 - b. Such payment, in addition to University payment for extended military leave and for military leave for physical examinations, does not exceed 30 calendar days’ pay in any one fiscal year.
2. The University may require verification of an employee’s military orders.
3. **Part-Time Employee** - An eligible part-time employee shall receive pay in proportion to the average percent of full-time worked during the three completed monthly pay periods immediately preceding the leave.
4. **Ineligible Employee** – An employee not eligible for military leave pay may have such absence charged to accrued vacation, accrued compensatory time off, or the military leave may be without pay.

5. **Benefits** – An employee on leave for military reserve training who is not on pay status shall receive length of service credit, provided that the employee returns to University service at the expiration of the leave in accordance with applicable State and Federal laws. Such employee may receive retirement benefits and service credit only in accord with the provisions of the applicable retirement system; may continue health plan coverage at the employee’s request and expense for a limited period of time as described in the University Group Insurance Regulations; and may receive vacation and sick leave accruals and holiday pay only in accordance with those articles of this Agreement.

B. If on pay status, provided that the employee returns to University service at the expiration of the leave in accordance with applicable State and Federal Laws, the employee shall receive regular benefits.

C. EXTENDED MILITARY LEAVE

1. Extended military leave shall be granted to an employee who enlists or is ordered into active duty in the United States Armed Forces or a reserve component or who is ordered into active Federal military duty as a member of the National Guard or Naval Militia. Such leave shall be granted for active-duty service of any length or for active-duty training in excess of 180 days.
2. **Period of Leave** - An employee shall be granted extended military leave for the initial period of enlistment, service, or tour of duty for a period not to exceed five (5) years. In addition to the initial period of the leave and any extensions thereof in accordance with Section B, leave shall be granted for a period up to six (6) months from the date of release from duty.
3. **Eligibility for Pay** - An employee granted extended military leave is entitled to receive regular University pay for the first 30 calendar days of leave provided:
 - a. The employee has at least 12 months of continuous University service immediately prior to the leave (any prior full-time military service shall be included in calculating this University service requirement);
 - b. Such payment, in addition to University payment for military reserve training leave and for military leave for physical examinations, does not exceed 30 calendar days’ pay in any one fiscal year.
 - c. The University may require verification of an employee’s military orders.

D. BENEFITS

1. An employee granted extended military leave shall at the time the leave commences receive a lump-sum payment for earned salary, accrued vacation, and accrued overtime or compensatory time. Upon written request, an employee may elect to retain accrued vacation on the records for a period not to exceed 180 days. At the end of the 180-day period, vacation credits retained on the records shall be paid out

at the pay rate in effect at the time of payment, taking into account any salary increases that may have occurred during the 180 day period.

2. Sick leave credit shall be retained on the records.
3. Retirement benefits and service credit shall be in accord with the provisions of the applicable retirement system.
4. An employee may continue health plan coverage at the employee's request and expense for a limited period of time as described in the University Group Insurance Regulations.
5. An employee shall receive length-of-service benefits related to employment that would have been granted had the employee not been absent, except that the employee shall not receive credit toward completion of a probationary period (see Section E). Vacation and sick leave accruals and holiday pay shall be granted only in accordance with those articles of this Agreement.

E. PROBATIONARY EMPLOYEE

1. An employee who was serving a probationary period at the time extended military leave became effective shall be required to complete the probationary period upon reinstatement.
2. If the probationary employee served in active military service for a period of thirty (30) days or less, ~~he/she~~ they shall not be separated from employment by management action except for cause for six (6) months from the date of reinstatement.
3. If the probationary employee served in active military service for a period in excess of one hundred eighty (180) days, ~~he/she~~ they shall not be separated from employment by management except for cause for one (1) year from the date of reinstatement.

F. REINSTATEMENT

1. Following release from active duty, an employee granted extended military leave shall have such right to return, ~~and only such right,~~ as may be required by state and federal law in effect at the time the employee applies for reinstatement.
2. Upon reinstatement, an employee shall receive salary range adjustments applicable to the employee's position during the military leave.

G. EMERGENCY NATIONAL GUARD LEAVE

1. Leave shall be granted to an employee who as a member of the National Guard is called to active duty by proclamation of the Governor during a state of emergency. An employee who as a member of the National Guard is called to active federal

military duty at the request of the President of the United States is not eligible for emergency National Guard leave, but shall be granted extended military leave as set forth in Section B.

2. **Eligibility for Pay** - An employee granted military leave for emergency National Guard duty is entitled to receive regular University pay for a period not to exceed thirty (30) calendar days in any one (1) fiscal year. An employee is eligible for pay regardless of the length of University service, and such pay is in addition to any University payment for military reserve training leave, extended military leave, and military leave for physical examinations.
3. **Benefits** - An employee on military leave with pay for emergency National Guard duty shall receive all benefits related to employment which are granted when an employee is on pay status. If not on pay status, the employee shall receive length of service credit, provided that the employee returns to University service immediately after the emergency is over. Such employee may receive retirement benefits and service credit only in accord with the provisions of the applicable retirement system; may continue health plan coverage at the employee's request and expense for a limited period of time as described in the University Group Insurance Regulations; and may receive vacation and sick leave accruals and holiday pay only in accordance with those articles of this Agreement.

H. REINSTATEMENT

1. Following release from active duty, an employee granted leave for emergency National Guard duty shall have such right to return, and only such right, as may be required by state and federal law in effect at the time the employee applies for reinstatement.
2. Upon reinstatement, an employee shall receive salary range adjustments applicable to the employee's position granted during military leave.

I. PHYSICAL EXAMINATION

1. Military leave with pay shall be granted to an employee in accordance with Sections A.2.b. and BC.3.b., regardless of length of service, when the employee is required to take a pre-induction or pre-enlistment physical examination to fulfill a commitment under a Selective Service or comparable law, or during a period of war or comparable national emergency. The University may require verification of an employee's military orders to report for a physical examination.
2. The University may grant leave without pay for further physical examinations required for military service or the employee may charge such time off to accrued sick leave, accrued vacation or accrued compensatory time off.

J. CIVIL AIR PATROL LEAVE

Military leave with pay shall be granted when an employee who as a volunteer member of the Civil Air Patrol is directed and authorized to respond to an emergency operational mission of the California Wing of the Civil Air Patrol. Provided that an employee has been employed by the University for the 90 days immediately preceding the commencement of leave, such leave will be granted for a period not to exceed 10 days per year.

J.K. DEFENSE WORK

Military leave without pay may be granted to an employee who is called or volunteers to serve in scientific research and development under the auspices of the federal government during a war or comparable period of national emergency. An employee granted such leave shall be eligible for the benefits set forth in Section D of this Article and shall have the right to return to University service within six (6) months following termination of such defense work or the cessation of the war or period of national emergency, whichever occurs first. However, such an employee shall not be eligible for 30 calendar days' pay for military leave.

K.L. SUPPLEMENTAL TO MILITARY PAY

All members of Teamsters Local 2010 are eligible to receive supplemental pay as provided by the policy of the University of California

FOR THE UNIVERSITY:

FOR THE UNION:

DocuSigned by:
Kevin Young 11/19/2025
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Kevin Young Date
University of California

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Melissa Munio 11/19/2025
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Melissa Munio Date
Teamsters Local 2010

ARTICLE 18
MOVING EXPENSES

A. LIMITATIONS

Payment for moving expenses may be granted by the University when an employee moves from one University work location to another University work location at the University's request. No expenses shall be paid to an employee if the University determines that the new work location is within reasonable commuting distance of the previous location.

B. EXPENSES TO BE PAID

Expenses approved in advance by the University and supported by invoices and receipts may be paid for costs incurred for packing, insurance, transportation, storage in transit (not to exceed thirty (30) calendar days), unpacking, and installation of the employee's household effects at a new location. Actual travel expenses for the employee and the employee's immediate family may be paid by the University, not to exceed air coach transportation cost and/or the University allowance for individuals for the cost of meals en route for the employee and the employee's immediate family.

C. Policies, procedures, definitions, qualifications, calculations and rates relative to moving expenses at the Lawrence Berkeley National Laboratory shall be in accordance with Laboratory policy for other staff employees at the Laboratory.

D. The terms of this Article are not subject to grievance and arbitration provisions of this Agreement.

ARTICLE 19

MULTIPLE APPOINTMENTS

A. GENERAL PROVISIONS

Employees with multiple appointments will be covered by the provisions of this Agreement only for the time in which the employees are working in any appointment(s) which would place him or her in the unit.

B. BENEFITS

In the event an individual has multiple appointments, the employee shall be eligible to participate in the benefits provided in Article 42 – University Benefits, according to the UCRS Regulations. The total of appointment time shall not include calculations which have any component of per diem appointment time.

UNIVERSITY OF CALIFORNIA
TEAMSTERS LOCAL 2010
JUNE 12, 2026

The University of California and Teamsters Local 2010 agree to current contract language for the following articles:

CX ARTICLES PROPOSED CCL

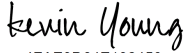
Article 20 – No Strikes
Article 37 - Subcontracting

The parties agree that minor non-substantive changes may be made to the listed articles during successor negotiations.

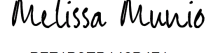
TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

FOR THE UNION:

DocuSigned by:

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Kevin Young Date
University of California

DocuSigned by:

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Melissa Munio Date
Teamsters Local 2010

Tentative Agreement
CX Unit
December 11, 2025

ARTICLE 21

NONDISCRIMINATION IN EMPLOYMENT

A. GENERAL PROVISIONS

1. Within the limits imposed by law or University policy, the University shall not discriminate against or harass any CX-Unit employee on the basis of race, color, religion, marital status, national or ethnic origin, ancestry, sex, sexual orientation, gender identity, gender expression, gender transition, pregnancy or childbirth, physical or mental disability, medical condition (cancer-related or genetic characteristics), age, citizenship, political affiliation, union activity or service in the uniformed services (as defined by the Uniformed Services Employment and Reemployment Rights Act of 1997 (USERRA)), which includes membership, application for membership, performance of service, application for service, or obligation for service in the uniformed services.
2. Neither the University nor Teamsters Local 2010 shall discriminate in the application of the provisions of this Agreement based on Union or non-Union affiliation.
3. If the Union appeals a grievance to arbitration which contains allegations of a violation of this article which are not made in conjunction with the provision of another article that is arbitrable, the Union's notice must include an Acknowledgement and Waiver Form signed by the affected CX-Unit employee. The Acknowledgement and Waiver Form will reflect that the CX-Unit employee has elected to pursue arbitration as the exclusive dispute mechanism for such claim and that the CX-Unit employee understands the procedural and substantive differences between arbitration and the other remedial forum or forums in which the dispute might have been resolved, including the differences in the scope of remedies available in arbitration as compared to other forums. The timeline to appeal to Arbitration set forth in Article 3 - Arbitration Procedure, will be extended by 30 days for said grievances in order for the employee to make an informed choice. ~~Requests for abeyance must be mutually agreed to by the University and the Union.~~

B. SEXUAL HARASSMENT

1. Sexual Harassment includes Sexual Violence as defined in the University of California Policy on Sexual Harassment and Sexual Violence (SHSV) effective 1/1/2016. Nothing in this Article is intended to conflict with University Policy on Sexual Harassment/Sexual Violence.

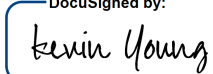
2. Nothing in this Article is intended to alter Article 5 – Corrective Action, Discipline, and Dismissal.

3. Resolution Procedure

See Section F.1.e in Article 7 - Grievance Procedure.

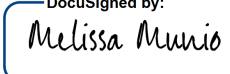
TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

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Kevin Young
University of California

12/11/2025
Date

FOR THE UNION:

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Melissa Munio
Teamsters Local 2010

12/11/2025
Date

UNIVERSITY OF CALIFORNIA
TEAMSTERS LOCAL 2010
February 11, 2026

The University of California and Teamsters Local 2010 agree to current contract language for the following articles:


CX ARTICLES PROPOSED CCL

Article 22 – Out of Classification Assignment
Article 33 – Respectful, Fair Treatment

Mutually agreed upon minor non-substantive changes may be made to the listed articles during successor negotiations.


TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

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Kevin Young Date
University of California

FOR THE UNION:

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Melissa Munio Date
Teamsters Local 2010

TENTATIVE AGREEMENT
CX Bargaining Unit
Passed 05/28/26

The University proposes current contract language for the following articles:

Article 23 – Parking

TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

FOR THE UNION:

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Kevin Young 6/2/2026
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Kevin Young Date
University of California

DocuSigned by:
Melissa Munio 5/28/2026
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Melissa Munio Date
Teamsters Local 2010

ARTICLE 24

PAST PRACTICE NOT COVERED BY AGREEMENT

A. Systemwide or campus-wide practices and policies relating to wages, hours, and terms and conditions of employment now existing, not raised in the bargaining process and not in conflict with this Agreement may remain in effect.

B. The University shall provide Teamsters Local 2010 with at least 45 calendar days notice of any proposed change and meet and discuss, upon request, with Teamsters Local 2010 regarding the elimination or modification of these practices and policies. Notwithstanding the foregoing, Teamsters Local 2010 shall have the right to meet and confer over any proposed changes that would have a disproportionate effect upon employees in the bargaining unit. Application, elimination, or modification of these practices and policies is not grievable.

TENTATIVE AGREEMENT
CX UNIT
MARCH 18, 2026

ARTICLE 25

PAYROLL DEDUCTIONS

A. GENERAL CONDITIONS

The University will calculate and deduct monthly amounts as certified by the Teamsters Local 2010 from dues payment members CX in-unit retirement gross pay. Such individual union authorization of union payroll deductions shall be submitted by the Teamsters Local 2010 on the completed template (Appendix B) to initiate, change and/or stop union payroll deductions. The amount deducted from payment of such union dues shall be a minimum of ten dollars (\$10.00) per month or 1.44% of an individual employee's CX in-unit retirement gross pay, whichever is greater. Any change in the percentage rate used to calculate dues amount and/or minimum flat dollar amount of dues shall be in accordance with Section B. below. Such deduction, unless there are insufficient in-unit retirement gross earnings to cover said deduction, shall be made bi-weekly or on a monthly pay cycle, as applicable to employees' frequency of pay.

B. DUES AMOUNT OR STRUCTURE CHANGE

Teamsters Local 2010 may change the certified percentage rate to deduct the dues amount from CX in-unit retirement gross earnings once in a twelve (12) month period at no cost. If Teamsters Local 2010 requests changes more than once in a twelve (12) month time period to the dues structure, the University shall provide Teamsters Local 2010 with a statement detailing the costs and effort to make programming changes in the University's system. Teamsters Local 2010 shall pay the cost for the system programming before the University makes the programming change(s). Any annual changes in the percentage rate amount to be deducted from Teamsters Local 2010 dues shall be certified to the University, in writing, at least forty five (45) calendar days prior to the effective date of the percentage rate amount change. Teamsters Local 2010 shall be responsible to notify any and all employees affected by deduction changes.

C. ELECTRONIC TRANSMISSION OF UNION PAYROLL DEDUCTION INFORMATION

1. Certification and Maintenance of Deduction Information
 - a. Teamsters Local 2010 will certify to the University to begin, stop, or change union payroll deductions by providing a completed Excel (*.xls) file – refer to Appendix B. For bargaining unit members that volunteer to pay represented pay dues and political action (DRIVE) union payroll deductions will be made from available CX in-unit retirement gross earnings.
 - b. Teamsters Local 2010 will currently deliver the electronic file in Excel (*.xls) format to the University's campus/medical center/ laboratory

appropriate officer or upload said file to the platform designated by the University in the future, in accordance with Section 2 below. The University and the Union agree that improvements to the process may be requested by either party and shall provide notice of the changes to the administrative process including a platform designation at least thirty (30) calendar days in advance of the change.

- c. For employees who are paid bi-weekly, the Teamsters Local 2010 completed Excel file containing the unions payroll deduction transactions shall be transmitted no later than Friday before the end of the current bi-weekly pay period. For employees who are paid monthly, the dues file shall be transmitted electronically no later than the 15th of each month.
 - d. The University agrees the changes will be made in time to affect the next payroll with a pay begin date that falls on or after the date of the deduction certification received.
 - e. Teamsters Local 2010 will solely maintain the dues deduction authorization and DRIVE deduction authorization, as applicable, signed by the employee whose salary or wages the union payroll deduction is to be made. Teamsters Local 2010 shall not be required to provide a copy of an individual authorization to the University unless a dispute arises about the existence or terms of the authorization.
 - f. Consistent with Government Code sections 1157.3 and 1157.2, authorizations for payroll deductions are revocable only as provided by the written authorization received by the Teamsters Local 2010. The University shall not resolve disputes between Teamsters Local 2010 and represented employees concerning union membership or deductions. The University will direct employee questions or concerns including requests to change or cancel deduction to Teamsters Local 2010.
2. Teamsters Local 2010's list to be submitted information provided in Appendix B shall include the following:
- a. Location/Business Union Code.
 - b. Location Name (Campus/Medical Center/Laboratory)
 - c. Bargaining unit.
 - d. Employee Identification Number.
 - e. Employee Name (Last, First)
 - f. Action Codes: "A" = Add, "S" = Stop, "C" = Change

- g. Deduction Codes: “D” = Dues, “PAC = Political Action Contribution (DRIVE)
- h. Political Action Contribution (DRIVE) Amount.

D. FEES FOR PROVIDING PAYROLL DEDUCTIONS.

Administrative Service Fees For Providing Union Payroll Deduction; Each monthly remittance report provided to Teamsters Local 2010 representing union payroll deduction monies shall reflect administrative service fees charged to Teamsters Local 2010 representing \$.07 per each employee’s union payroll deduction(s) and \$10.00 for each monthly electronic remittance of monies to Teamsters Local 2010 designated bank account. These costs shall continue to be charged to Teamsters Local 2010 for electronic remittance of monies unless the parties agree otherwise.

E. INFORMATION TO ACCOMPANY REMITTANCE OF UNION PAYROLL DEDUCTION MONIES

The University shall electronically remit at least monthly to Teamsters Local 2010’s designated bank account an amount representing the authorized union payroll deductions covering dues and DRIVE deductions minus the administrative fees. Accompanying the remittance monies shall be standard deduction report delivered to a designated Teamsters Local 2010 email address which shall contain by campus/hospital/Laboratory, an alphabetical listing of the Teamsters Local 2010 members for whom payroll deductions were processed by the University. The report shall include the employee identification number, employee lived name, amount withheld and the retirement in-unit gross pay in which the dues deduction was calculated. The report shall be provided electronically or on paper if not available electronically. Any costs associated with Teamsters Local 2010 requested change in the deduction report referenced above shall be fully paid by Teamsters Local 2010. If changes are requested by the Teamsters Local 2010, the University will provide a cost and effort statement to cover programming change(s) to the Teamsters Local 2010. Programming changes will begin upon receipt of payment from Teamsters Local 2010.

F. CORRECTION OF ERRORS

If the University fails to make authorized deductions of union dues or other authorized deductions or any part thereof, to Teamsters Local 2010 such authorized deductions or any portion thereof, or erroneously withholds deductions or any part thereof, the University shall correct and pay for the errors. The University shall refund to Teamsters Local 2010 any deductions it has erroneously failed to remit. From the time Teamsters Local 2010 notifies the University in writing of any such errors, the University shall have forty-five (45) calendar days to make the correction. If after forty-five (45) calendar days the University does not make the agreed-upon corrections and Teamsters Local 2010 incurs direct costs, the University will reimburse Teamsters Local 2010 for reasonable, documented costs incurred to make corrections for only University errors. If there is not agreement on the correction or the costs, Teamsters Local 2010 may grieve the matter only

as a union grievance. It is expressly understood and agreed that Teamsters Local 2010 shall refund to the employee and deductions erroneously withheld from the employee’s wages by the University and paid to Teamsters Local 2010

Where the University makes an error on ~~other~~ deductions elected by the employee per Section C of this article, the location shall make reasonable efforts to ~~meet with the employee and~~ coordinate a re-payment plan prior to making corrected deductions.

G. OTHER DESIGNATED FUNDS

1. Payroll deductions shall be made for Teamsters Local 2010-sponsored insurance program pursuant to the provisions of the University’s Accounting Manual requirements as set forth in “Special regulations for Non-University Insured Benefit Programs.”

H. INDEMNIFICATION

Teamsters Local 2010 specifically agrees that the University shall assume no obligation other than that specified in this article, or any financial liability, including the payment of retroactive union payroll deductions arising out of the provisions of this Article. Further, Teamsters Local 2010 agrees that it will reimburse the University for any reasonable costs and indemnify and hold the University harmless from any claims, actions, or proceedings by any person or entity arising from any union payroll deductions made in accordance with this Article.

I. MINIMUM DUES AMOUNT STRUCTURE CHANGE

Teamsters Local 2010 is requesting a change to the union dues structures, a new minimum dues amount of \$10.00 per month if the percentage rate yields less than \$10.00 a month to cover union dues, if there are sufficient funds available. The University will provide the Teamsters Local 2010 a cost statement for adding this new minimum amount to the dues structure. The Teamsters Local 2010 will pay for the initial system programming. Once full payment is received from the Teamsters Local 2010, system programming will begin. As referenced in this Section 25.B, the introduction of this minimum dues amount of \$10.00 per month becomes part of the overall dues structure. Once the new \$10.00 minimum dues deductions are programmed in the system as part of the dues structure, the provisions in Section 25.B are applicable, covering notification time period and costs applicable if changes are requested more than once in twelve (12) month time period.

TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

DocuSigned by:
Kevin Young 3/19/2026
4FAE9D64E192450
Kevin Young Date
University of California

FOR THE UNION:

DocuSigned by:
Melissa Munio 3/19/2026
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Melissa Munio Date
Teamsters Local 2010

UC-TEAMSTERS
CX UNIT
TENTATIVE AGREEMENT
9/24/25

ARTICLE 26

PERFORMANCE EVALUATION

A. EVALUATION

1. Performance Evaluation is a constructive process to acknowledge the performance of an employee. An employee's evaluation shall be sufficiently specific to inform and guide the employee in the performance of her/his duties. Performance evaluations should be fair and objective. Performance standards are guidelines for performing the duties of a specific job. Performance standards and guidelines for performing the duties of a specific job shall be reasonable. The evaluation of each employee shall be based on the individual employee's performance.
2. The purposes of the performance evaluation include, but are not limited to, the following:
 - a. to accurately assess the individual employee's performance during the period under review.
 - b. to identify and acknowledge positive elements of job performance;
 - c. to identify deficiencies in performance;
 - d. to provide or identify measures to correct such deficiencies; and
 - e. to identify potential career development objectives and to provide strategies for achieving those objectives.
3. Except in the case of minor and non-substantive changes, the University will, 60 calendar days prior to implementing a new performance evaluation form or written performance standard, provide a copy of the proposed form or written standard to Teamsters Local 2010. If Teamsters Local 2010 provides a written request to meet and discuss within 30 days of the notice date, the University shall meet and discuss with Teamsters Local 2010 regarding the change. In addition, if Teamsters Local 2010 requests in writing to meet about any alleged significant change in performance standards or performance evaluation form, the University shall meet and discuss within 30 days of Teamsters Local 2010's request regarding the change, if any.
4. Performance evaluation is not in and of itself a disciplinary procedure.

5. CX-Unit employees who receive an overall rating of “needs improvement” (or equivalent) shall have been informed of any such deficiencies, including information about how to correct such deficiencies, prior to receiving the annual written evaluation.
6. The performance of each non-probationary career employee shall be evaluated at least annually, in accordance with a process established by each location. In the event a non-probationary career employee does not receive a performance evaluation within 45 calendar days of the date the performance evaluation was due, the employee’s overall evaluation shall be “meets expectations” (or equivalent). The location will inform each new, non-probationary, career employee or each employee transferred or rehired to a different department, when they should expect a performance evaluation. In the event a non- probationary career employee does not receive the written evaluation, the employee may take the following action:
 - a. Within 15 calendar days of the date the written evaluation was due but not received, the employee shall make a written request for the evaluation to the employee’s immediate supervisor. When an employee makes such a request, an evaluation shall be completed within 30 calendar days of the request, unless the parties mutually agree otherwise.

B. EMPLOYEE RESPONSE TO AN EVALUATION

1. Acknowledgment or Affirmation of Evaluation

- a. An employee may acknowledge that ~~they have s/he has~~ received the performance evaluation by physical signature or through the online system signing the evaluation and returning it to ~~her/his-their~~ supervisor. The employee’s signature or digital acknowledgment does not reflect either agreement or disagreement with the evaluation.
- b. If the employee does not sign or digitally acknowledge the performance evaluation, the supervisor shall state on the evaluation form that the employee did not sign or digitally acknowledge the evaluation. The supervisor’s statement shall identify the day on which ~~s/he~~ they provided the performance evaluation to the employee.

2. Employee Rebuttal of or Comments about the Evaluation

- a. Rebuttal - An employee shall be provided one (1) week to attach rebuttal information and/or documentation to the evaluation. The department head shall review timely-submitted rebuttal information prior to finalizing the evaluation and sending it to the employee’s Personnel File. For those locations which utilize an online performance evaluation system, rebuttal filings shall be filed in accordance with the system.

b. Comments – Within thirty (30) calendar days after receiving a University performance evaluation, an employee may write comments pertaining to ~~her/his~~their evaluation or add relevant materials, which may supplement, or enhance the evaluation. When the University receives such written comments or materials from the employee, they shall be attached to the performance evaluation and placed in the employee’s personnel file or the online system in which performance evaluations are maintained.

3. Placement of the Evaluation in the Employee’s Personnel File

Employees are provided one (1) week to submit rebuttal information before the University forwards the evaluation to the employee’s personnel file or finalizes it in the online system. The performance evaluation shall be placed in the employee’s personnel file or the online system after receiving either the employee’s signature or digital acknowledgement, or the supervisor’s statement, in accordance with Section B.1. above, or after completion of the rebuttal process in accordance with Section B.2.a. above.

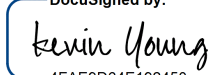
C. GRIEVABILITY

1. A non-probationary career employee who receives a written performance evaluation with an overall rating of less than satisfactory, may file a grievance pursuant to the provisions of Article 7 – Grievance Procedure of this Agreement. Such grievance concerning the content of a performance evaluation rating the employee as less than satisfactory shall be eligible to be processed through Steps 1 and 2 of the Grievance Procedure but shall not be eligible for review at Step 3 of the Grievance Procedure. The remedy for such a grievance shall be limited to revision of the section(s) being grieved and revision of the rating(s) in question.
2. Disputes arising regarding the performance evaluation of employees, including but not limited to the form, timing, procedure, impact and effects, shall not be subject to Article 7 - Grievance Procedure or Article 3 - Arbitration Procedure of this Agreement, with the exception of Section C.1, above.

TENTATIVE AGREEMENT

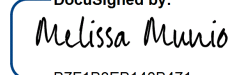
FOR THE UNIVERSITY:

FOR THE UNION:

DocuSigned by:

 4FAE9B64E102450...
 Kevin Young
 University of California

9/24/2025

 Date

DocuSigned by:

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 Melissa Munio
 Teamsters Local 2010

9/24/2025

 Date

UC-TEAMSTERS
CX UNIT
TENTATIVE AGREEMENT
10/28/25

ARTICLE 27

PERSONNEL FILES

A. GENERAL PROVISIONS

1. **Location of Personnel Files** – Personnel files (electronic or otherwise) may be located in an employee’s employing department and/or the campus/medical center/Laboratory Human Resources Department.
2. **Access to Personnel Files** – Access to personnel files shall be limited to those who need to access information in the personnel file in the performance of their University duties or as provided by law, or University policy. Nothing in this paragraph A.2., is intended to limit or to augment Teamsters Local 2010 rights to information under HEERA.
3. **Information in the Files**
 - a. An employee’s personnel file(s) contain information pertaining, but not limited to: employment, such as the application for employment, tests and letters or statements of reference; pay and benefits; training; conduct; education, honors and awards; duties and job classification; performance; discipline, release, and dismissal actions; attendance; and other relevant or necessary information specified by the University.
 - b. Copies of letters of disciplinary action, along with copies of proofs of service that accompany the letters, upon being provided to an employee, shall be placed in the employee’s personnel file(s). The employee’s written comment, if any, regarding such letters shall be placed in ~~her/his~~ their personnel file(s). Such comments shall not require the University to change or alter the letters or the actions indicated by the letters.
 - a. Copies of documents related to performance shall be provided to the employee when placed in the personnel file.
 1. The parties agree that transactional items need not be provided to employees in advance of being placed in the personnel file.
 2. Examples of transactional documents include but are not limited to payroll processing, employee-initiated personnel data changes, and leave records.

- b. With the exception of performance evaluations, documents such as letters of disciplinary action or other documents concerning conduct or work performance, counseling memoranda and/or written records of discussions shall, upon the written request of the employee, be removed from the employee's personnel file(s) if there have been no other disciplinary actions of the same or similar kind or if there have been no other letters or memoranda relating to the same or similar issues for a period of two (2) years unless otherwise required by law, or University Policies named in Article 43. Materials which would be removed upon an employee's request, or retained pursuant to a legal requirement or University policy which are more than two (2) years old will not be used or relied upon to take or support disciplinary action. Where documents are removed pursuant to employee request, the employee shall receive the written request and the documents back. Where electronic records are used, the employee will receive confirmation of the deletion. Counseling memoranda and/or written records of discussion, in and of themselves, are not discipline nor are they grievable/arbitrable.
- c. Upon the written request of the employee, performance evaluations older than five (5) years shall be removed from the employee's personnel file whether in written form or electronic or online system where electronic records are kept.

A. EMPLOYEE AND/OR REPRESENTATIVE REVIEW OF PERSONNEL FILE(S)

An employee shall upon advanced notice, have the opportunity to review her/his their personnel file(s), as described in Section A., above, within a reasonable time in the presence of a representative of the University.

An individual of the employee's choice may accompany the employee when the employee is reviewing her/his their personnel file(s).

Alternatively, an individual employee may authorize a designated representative to review the employee's personnel file(s) on the employee's behalf. Such written authorization shall be valid for a period of thirty (30) calendar days from the date of the signature of the authorization or within a written time limit specified by the employee.

When the employee has chosen a member of the CX bargaining unit to assist in the review of the file(s), that person's release time shall be in accordance with the provisions of this Agreement.

An employee shall be granted a reasonable amount of time in without-loss-of-straight-time pay status to review her/his their personnel file(s) within the operational needs of the department.

C. PROTECTED INFORMATION

Records protected by recognized legal privilege and records excepted from disclosure by law may be withheld from the employee and/or the employee's representative.

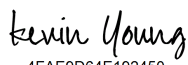
D. GRIEVANCE-RELATED FILES

Records involving the processing of an employee's grievance, such as the grievance form, step appeals/responses, and settlement documents, will be kept in a file separate from the employee's personnel file. It is not the intent of this section to exclude from the employee's personnel file final disciplinary action documents, including those that result from a settlement agreement.

E. DUPLICATION COSTS


Employees shall receive, without cost, a first copy of documents (electronic or otherwise), or extracts thereof, that are located in her/his-their personnel file. However, employees in the CX bargaining unit may be charged the same fees as are customarily charged other staff employees for additional copies of documents in the employee's personnel file.

FOR THE UNIVERSITY:

DocuSigned by:

4FAE9D64E192450... 10/29/2025

Kevin Young Date
University of California

FOR THE UNION:

DocuSigned by:

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Melissa Munio Date
Teamsters Local 2010

UC-TEAMSTERS
CX UNIT
TENTATIVE AGREEMENT
11/19/25

ARTICLE 28

POSITIONS/APPOINTMENTS

A. CAREER APPOINTMENTS

1. Career appointments are established for a fixed or variable percentage of time at 50% or more of full-time and are expected to continue for one year or longer.
2. Beginning on January 1, 2001, a career appointment may also be established by conversion from a limited appointment pursuant to Section B.2. of this Article.

B. LIMITED APPOINTMENTS

1. A limited appointment is established at any percentage of time, fixed or variable, during which the appointee is expected to be on pay status for less than one thousand (1000) hours in a rolling 12-month period.
2. In the event that a limited appointment employee attains 1,000 hours of qualifying service within a rolling 12-month period, without a break in service of at least 120 consecutive calendar days, the incumbent's appointment shall convert to career.
 - a. Qualifying service includes all time on pay status in one or more limited appointments at the campus/hospital/Laboratory. Pay status shall not include on-call or overtime hours.
 - b. Such career conversion shall be effective on the first day of the month following attainment of 1000 hours of qualifying service.
 - c. Any break in service of 120 consecutive calendar days or longer shall result in a new 12-month period for purposes of calculating the 1000-hour requirement.
3. Employees in limited appointments may be released or have their time reduced at the sole discretion of the University and without recourse to the grievance and arbitration procedures of this Agreement. An employee in a limited appointment will be automatically released as of the last day of the appointment unless there is an earlier separation or formal extension of the appointment.
4. Employees in limited appointments are at will, except that the University will not terminate limited appointment employees for the sole purpose of denying them career status, except that an allegation that a limited appointment employee is

terminated for the sole purpose of denying career status is grievable and arbitrable. Teamsters Local 2010 shall have the burden of proof when raising any allegation that a limited employee's termination is for the sole purpose of avoiding career status.

5. The automatic conversion to career status, as provided in Section B.2. above will not occur when one or more of the following occur:
 - a. A limited appointee is hired to replace an employee on leave that exceeds 1000 hours. If the employee on leave does not return from leave, the limited appointee shall be converted to career retroactive to the first of the month following attainment of 1000 hours; except that nothing in this subparagraph precludes the University from releasing the limited appointee prior to the anticipated return date of the employee on leave.
 - b. The position into which the employee is hired is not an "ongoing" position, in that the position is established and funded for 18 months or less at any percent of time. In the event the position is funded beyond 18 months, the limited appointee shall be converted to career retroactive to the first of the month following attainment of 1000 hours; except that nothing in this subparagraph precludes the University from releasing the limited appointee prior to the effective date of the funding extension.

C. PARTIAL-YEAR APPOINTMENTS

Partial-year career appointments are established with regularly scheduled periods during which the incumbents remain employees but are not at work. These scheduled periods during which employees are not at work are designated as furloughs and are without pay. Such scheduled periods need not be consecutive in time. Furloughs are not to exceed a total of three months in each calendar year.

D. PER DIEM APPOINTMENTS

1. Per diem appointments are established at any percentage of time regardless of the duration of the appointment. These appointments are established to complement career and limited appointments when necessary to maintain appropriate staffing of the University teaching hospitals and other healthcare facilities. The University does not generally intend to replace career employees with Per Diem employees.
2. Employees who are appointed to per diem titles are covered by per diem salary rates, the overtime provisions and the Work Rules Article of this Agreement.
3. Employees in per diem appointments may be disciplined, terminated, released or have their time reduced at the sole discretion of the University and without recourse to Article 7 - Grievance Procedure of this Agreement, except as provided in Section D.5. of this Article.

4. Use of Article 7 - Grievance Procedure of this Agreement by employees in the per diem appointments is limited to alleged violations of the Wages, Overtime and Work Rules provisions of this Agreement, except as set forth in Section D.5. of this Article.
5. **Special Per Diem Rights** – Effective January 1, 2001, Per Diem employees who work 1,000 hours exclusive of overtime and on-call hours, within the following 12-month period, and who provide the University with a commitment to work in the future at least fifty percent (50%) time, will be eligible for coverage Article 5 - Corrective Action, Discipline, and Dismissal, and the related portions of Article 3 - Arbitration Procedure, and Article 7 – Grievance Procedure.
 - a. Failure to comply with minimum scheduling requirements may result in release from employment at any time at the sole discretion of the University and without access to Article 7 - Grievance Procedure, and Article 3 - Arbitration Procedure.
 - b. In the event a per diem employee rescinds her/his fifty percent (50%) work commitment or fails to work fifty percent (50%) time or one thousand (1,000) hours as scheduled within a 12-month period, s/he waives her/his right to Articles 5 - Corrective Action, Discipline, and Dismissal; 7 - Grievance Procedure, and 3 - Arbitration Procedure.
6. **Dispatchers** – The University may hire per diem public safety dispatchers in accordance with Article 28. Per Diem appointments are established to complement career and limited appointments when necessary to maintain appropriate staffing.

E. TEMPORARY EMPLOYMENT POOLS & FLOATER APPOINTMENTS

1. **Definition** – Temporary employment pools or programs (TEP) are operated by Human Resource Departments to serve campus/hospital/Laboratory staffing needs.
 - a. The primary goal of the Temporary Employment Program (TEP) is to provide immediate administrative and technical support services to the University departments. Departments utilize TEP employees to complete special projects, to respond to workload fluctuations that are unusual or episodic in nature, to fill in for employees who are on leave, or to fill in during a recruitment period.
 - b. A second goal is to provide the campus/hospital/Laboratory with a viable source of candidates for its career and limited appointments.
2. Individuals employed in temporary employment pools shall be appointed to a floater appointment.
 - a. A “Floater Appointment” is an appointment reserved for use in temporary employment pools, established at any percent of full time up to thirty-six (36) months in duration.

- b. A Floater Appointee is not a Career, Casual-Restricted, Academic, Limited Appointment, or Per Diem employee.
- c. A Floater Appointee is “at will” and may be released from a Temporary Employment Pool for any reason and without just cause. Receiving a Floater Appointment is not a guarantee of work. Floater Appointees may be scheduled or not scheduled or released from any assignment at the University’s non-grievable discretion.
- d. Upon the commencement of a Floater Appointment, the Floater Appointee will receive a letter advising him/her that, although a Floater Appointment may be terminated at any time, floater appointments may not be extended beyond thirty-six (36) months. The letter will further inform the Floater Appointee that if he/she chooses not to be available for work for a period of 120 days or more, he/she can notify the University in advance, ending his/her appointment and taking a break in service. The letter also will inform the Floater Appointee that he/she must reapply in order to be readmitted to the TEP.
- e. The parties agree that the utilization of Floater Appointees in accordance with Section E.1.a above is a permissible use of TEP employees. The parties further agree that it is a misuse of the TEP program to utilize a Floater Appointee in the same assignment in the same department doing the same work for more than 1,500 hours in twenty-four months. Further, the use of successive floaters in the same assignment in the same department doing the same work shall create an inference that the University’s use of floaters is not consistent with Section E.1.a. The following exclusions apply:
 - 1. Exclusion One: Floater Appointees may serve for more than 1,500 hours in one floater assignment if the Floater Appointee is assigned to replace an employee on leave that exceeds 1,500 hours. If the employee on leave does not return from leave, the Floater Appointee be converted to career retroactive to the first of the month following attainment of 1,500 hours, except that nothing in this subparagraph precludes the University from releasing the Floater Appointee from the assignment prior to the anticipated return date of the employee on leave.
 - 2. Exclusion Two: Floater Appointees may serve for more than 1,500 hours in one floater assignment if the position into which the Floater Appointee is assigned is not an “ongoing” position, in that the position is established and funded for eighteen months or less at any percent of time. In the event the position is funded beyond eighteen months, the Floater Appointee shall be converted to career retroactive to the first of the month following attainment of 1,500 hours; except that nothing in this subparagraph precludes the

University from releasing the Floater Appointee from the assignment prior to the effective date of the funding extension.

3. A Floater Appointee does not work 1,500 hours or more in any one assignment within the meaning of this Article (even if the Floater Appointee accrues a total of 1,500 or more hours during his/her Floater Appointment), if the 1,500 hours is accrued as a result of working in several short-term assignments.

3. **Conversion to Career**

- a. If a Floater Appointee is allowed to serve in his/her Floater Appointment for a period of more than thirty-six (36) months without a break in University service of one hundred twenty (120) consecutive calendar days, the Floater Appointee shall be converted to a career appointment on the first day of the month following completion of the 36-month Floater Appointment.
 - b. If a Floater Appointee has a break in University service for a period of 120 consecutive calendar days, that individual may be re-hired into a new Floater Appointment.
 - c. If during his/her 36-month Floater Appointment, a Floater Appointee serves in one floater assignment in the same department doing the same work for more than 1,500 hours, s/he shall be converted to a career appointment on the first day of the month following completion of 1,500 hours in one assignment, unless one or both of the exclusions enumerated in Sections E.2.e.1) or E.2.e.2) of this Article are applicable.
 - d. A floater appointee who automatically converts to a career appointment because s/he has worked at least 1500 hours in the same position in the same department shall receive 3 months credit applied against the probationary period of the new career appointment.
 - e. Nothing in this Article shall otherwise prevent a Floater Appointee from attaining a career, limited appointment or other position through the recruitment process or other processes.
4. **Benefits** – Employees in floater appointments will receive Health and Welfare benefits in accordance with University Benefit Eligibility rules. DCP contributions shall be required.
 5. **Contract Coverage** – Floater Appointees are assigned to title codes covered by this contract, they are covered by the following Articles of this Agreement: Access, Agreement, Duration of Agreement, Health and Safety, Holidays, Hours of Work, Management Rights, Military Leave, Nondiscrimination in Employment, No Strikes, Parking, Payroll Deduction, Personnel Files, Positions, Rehabilitation, Severability, Shift Differential, Sick Leave, Uniforms, Vacation, appropriate

sections of Wages, Waiver, Work-Incurred Injury or Illness, and Work Rules. With regard to the above-referenced Articles (with the exception of the Positions Article), Floater Appointees may use the grievance and arbitration procedures of this Agreement only to the extent provided in the applicable portions of the Articles identified in this section. An allegation that a Floater Appointee has been utilized in a manner inconsistent with Section E.1.a, Section E.2.e and/or Section 3 of this Positions Article shall be grievable and arbitrable. Teamsters Local 2010 shall have the burden of proof to show floater use that is inconsistent with Section E.1.a., Section E.2.e, and/or Section 3.

6. The University shall notify Teamsters Local 2010 at least 45 calendar days prior to establishing a Temporary Employment Pool (TEP) operated by the Human Resources Department at a campus/laboratories/hospital that does not have an existing TEP as of January 1, 2001. Upon receipt of a timely written request from Teamsters Local 2010, the campus/Laboratory shall meet and discuss the establishment of the Temporary Employment Pool prior to implementation.

7. Employment Information Lists:

a. The University shall continue to post on its FTP site, information for all Floater Appointees. The information shall include, but not be limited to, the type of information posted as of the date of the execution of this Agreement.

b. In addition to the information posted on the FTP site, within 90 days following the effective date of this Agreement, locations with Floater Appointees shall provide Teamsters Local 2010 with the following information for all individuals in Floater Appointments: lived name, assignments held within preceding six (6) month period and number of hours worked in each assignment. Thereafter, the locations with Floater Appointees shall provide this information to Teamsters Local 2010 on a quarterly basis.

F. REHIRED RETIREES

Rehired Retirees working in positions covered by this unit will be eligible to elect to waive future retirement accruals to the same extent that other rehired retirees in staff positions are eligible.

G. LAWRENCE BERKELEY LABORATORY

The definitions of temporary and indeterminate positions which currently are in effect at the Laboratory shall remain in effect.

H. SERVICE CREDIT AND BENEFITS

Non-industrial disability and short-term disability insurance are not provided when employees are on furlough. Time on furlough is not qualifying time for vacation leave,

sick leave, holiday pay, or service computation for seniority or retirement. For health benefits, see Article 42 - University Benefits, Section M.1.

I. REASSIGNMENT

The reassignment of an employee in a full-time career appointment to a partial-year appointment or to a part-time appointment at a fixed or variable percentage of time shall be considered a reduction in time and must be carried out in accordance with the provisions of Article 13 - Layoff and Reduction in Time.

J. Neither this Article nor any other Articles or provisions of this Agreement shall be construed as a guarantee of or limitation on the number of hours per workday or workweek.

K. CONVERSION OF ADDED TITLES

i) When titles are added to the unit through a unit modification order, the University shall convert previously non-represented contract employees within ninety (90) days of the date of addition to the unit to appointment types defined in this Article.

ii) Hours for determination of eligibility for conversion to career from non-represented contract appointments are based upon 1000 hours of qualifying service within a rolling 12-month period immediately preceding the date of the unit modification order.

iii) The effective date for conversion to limited or career shall be the date of the unit modification order.

TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

FOR THE UNION:

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Kevin Young 11/19/2025
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Kevin Young Date
University of California

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Melissa Munio 11/19/2025
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Melissa Munio Date
Teamsters Local 2010

UC-TEAMSTERS
CX UNIT
TENTATIVE AGREEMENT
11/19/25

ARTICLE 29

PROBATIONARY PERIOD

A. CAREER APPOINTMENTS

Employees in career appointments shall serve a probationary period of six (6) calendar months, at 50% time or more, without a break in service. Time on leave, with or without pay, is not qualifying service for completion of the probationary period. Employees who are rehired following a break in service shall serve a new probationary period, whether or not they previously completed a probationary period. Prior to the completion of the probationary period, an employee may be released at the discretion of the University, and without recourse to the Grievance or Arbitration Procedure(s) of this Agreement.

1. Employees who were added to the bargaining unit through unit modification and were designated as unrepresented employees immediately prior to being admitted to the unit, who have worked in the same appointment in which they were converted will have such time in that appointment applied against the probationary period for the new career appointment. For purposes of this provision, "same appointment" means an appointment in the same department/unit with same job description, with the same supervisor for at least 3 months as the appointment that the individual was assigned immediately prior to the conversion.

B. LIMITED APPOINTMENT

A limited appointment employee appointed, transferred, or promoted, to a career appointment within the unit shall serve, at the discretion of the University, a probationary period commencing with the career appointment.

1. An employee in a limited appointment who has met the criteria in Article 28 - Positions/Appointments - Section B.2 for conversion to a career appointment and who has worked in the same appointment in which ~~he/she~~ they are directly converted will have such time in that appointment applied against the probationary period for the new career appointment. For purposes of this provision, "same appointment" means an appointment in the same department/unit with same job description, with the same supervisor for at least 3 months as the appointment that the individual was assigned immediately prior to the conversion.
2. A non-career employee in a limited appointment who has at least six (6) months of continuous service at 50% time or more in a non-career appointment and who is appointed or is converted in accordance with Article 28 - Positions/Appointments, Section B.2. to a career position with substantially similar job duties shall have

three (3) months service credit toward completion of ~~his/her~~ their probationary period in the new career position.

C. TEMPORARY APPOINTMENTS AND PER DIEMS

A temporary appointment employee appointed, transferred, or promoted, to a career appointment within the unit shall serve, at the discretion of the University, a probationary period commencing with the career appointment. Up to three (3) months of time served as a temporary or per diem will be credited to the probationary period when the unit member has worked at least five hundred hours during the six-month period prior to the effective date of the career appointment. The calculation of the five hundred hours will be based upon a look back from the date of the career appointment to determine if the criteria is met. (as defined in Article 28 D & E) In order to receive the three-month credit towards the probationary period the employee must have worked in the in the same job immediately prior to hire as a career employee. For the purposes of this provision, "same job" means a job in the same department/unit, supervisor and job description.

D. At the discretion of the University, an employee's probationary period may be extended. Such an extension shall be for a specific period of time not to exceed three months. At least seven (7) calendar days prior to the effective date of the extension, the employee shall be informed in writing of the reason(s) for and the period of the extension.

E. A probationary employee shall be evaluated in writing at least once during a full probationary period at approximately the mid-point.

F. Public Safety Dispatchers shall serve a 12-month probationary period beginning on the first date of hire into the series in accordance with POST regulations.

TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

FOR THE UNION:

DocuSigned by:
Kevin Young 11/19/2025
4FAE9D64E192450...
Kevin Young Date
University of California

DocuSigned by:
Melissa Munio 11/19/2025
B7E1B3EB140B471...
Melissa Munio Date
Teamsters Local 2010

ARTICLE 30

REDUCED FEE ENROLLMENTS

A. REDUCED FEE ENROLLMENTS

An employee who has retired within four months of the date of separation from University service and who is an annuitant of a retirement system to which the University contributes, and who meets the admission requirements of the University, is eligible for two-thirds reduction of both the University registration fee and the University educational fee when enrolled in regular session courses of up to nine units or three courses per quarter or semester, whichever provides the greater benefit to the employee. Full fees will be assessed when an eligible employee's enrollment exceeds both nine units and three courses. An individual so registered is ineligible for the services and facilities provided through the University Registration Fee, which includes but is not limited to the counseling centers, gymnasias, or student health services, other than those to which the retired employee may be otherwise entitled.

B. EDUCATIONAL FEE WAIVER FOR STAFF AND DEPENDENTS

If the University determines to provide educational fee waivers to University staff and for dependents, it will apply to members of the clerical unit to the same extent as for any other staff employees.

TENTATIVE AGREEMENT
CX UNIT
03/18/26

The University proposes current contract language for the following articles:

Article 31 – Reasonable Accommodation

TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

DocuSigned by:
Kevin Young 3/19/2026
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Kevin Young Date
University of California

FOR THE UNION:

DocuSigned by:
Melissa Munio 3/19/2026
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Melissa Munio Date
Teamsters Local 2010

Tentative Agreement
CX Bargaining Unit
December 11, 2025

ARTICLE 32

RESIGNATION/JOB ABANDONMENT

A. RESIGNATION

1. Employees who voluntarily separate from employment with the University, other than retirement, are considered to have resigned their employment with the University.
2. Upon the employee's submission of a written notice of resignation there shall be no withdrawal or rescinding of the resignation except by the written mutual agreement of the University and the employee.
3. In the event an employee provides an oral notice of resignation, s/he may rescind such notice within two scheduled workdays following the oral notice. If such oral notice is not rescinded within the two (2) work-day limit, there shall be no withdrawal or rescission of her/his resignation except by the written mutual agreement of the University and the employee.
4. With the exception of retirement, the final paycheck (including earnings to date, overtime, compensatory time and vacation hours) shall be paid to the employee in a timely manner, not to exceed ~~six (6) ten (10)~~ six (6) calendar days.
5. Retirement compensation shall be provided pursuant to retirement plan regulations.

B. JOB ABANDONMENT

Failure to report to work as scheduled for five (5) consecutive workdays may be treated by the University as an employee's job abandonment resulting in her/his resignation:

1. In the case of job abandonment, the University shall provide the employee and the Union with written notification of its intent to separate her/him. This notification shall include the reasons for the separation, the employee's right to respond to the University within fourteen (14) calendar days, and a Proof of Service. The notification shall be sent to the employee's last known mailing address.
2. The employee shall have fourteen (14) calendar days from the mailing of such notice to respond to the University prior to her/his separation. The response may, at the option of the employee, be in writing or may be a meeting with a designated University official. The official must have the authority to effectively recommend reinstatement of the employee. The University shall provide the Union with written

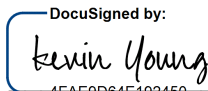
Tentative Agreement
CX Bargaining Unit
December 11, 2025

notification via email of the final decision and effective date of separation or reinstatement.


3. Following the employee's timely response, or if no response was provided within fourteen (14) calendar days, the decision of the designated University official is not subject to the grievance and/or arbitration provision of this Agreement.

TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

DocuSigned by:

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12/11/2025
Date
Kevin Young
University of California

FOR THE UNION:

DocuSigned by:

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12/11/2025
Date
Melissa Munio
Teamsters Local 2010

UNIVERSITY OF CALIFORNIA
TEAMSTERS LOCAL 2010
February 11, 2026

The University of California and Teamsters Local 2010 agree to current contract language for the following articles:


CX ARTICLES PROPOSED CCL

Article 22 – Out of Classification Assignment
Article 33 – Respectful, Fair Treatment

Mutually agreed upon minor non-substantive changes may be made to the listed articles during successor negotiations.


TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

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 2/12/2026
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Kevin Young Date
University of California

FOR THE UNION:

DocuSigned by:
 2/12/2026
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Melissa Munio Date
Teamsters Local 2010

ARTICLE 34

SEVERABILITY

In the event that any provision of this Agreement is declared invalid or void by statute or judicial decision, such action shall not invalidate the entire Agreement. It is the express intention of the parties that all other provisions not declared invalid, or void shall remain in full force and effect. In the event that any provision of this Agreement is declared invalid or void, the parties agree to meet promptly upon request of the other party in an attempt to reach an agreement on a substitute provision.

TENTATIVE AGREEMENT

CX Unit

5/14/26

ARTICLE 35

SHIFT DIFFERENTIAL

- A. ~~Eligible employees assigned to an evening or night shift shall be paid a shift differential for all hours including overtime which are worked. Classes eligible for a shift differential and shift differential rates by location are listed in Appendix A.~~ **Employees who are regularly assigned to an evening or night shift shall be eligible for a differential and shall receive the differential in the amount provided by this Agreement. Specifically, those rates listed in is Sections 35.A.1 or 2 of this Article. Shift differential shall be paid for all hours, including overtime, which are worked.**

Increased shift differential rates shall become effective July 1, 2026, with new rates being updated for all bargaining unit titles on Appendix A within sixty (60) days of ratification.

Work which is scheduled during the evening or night hours on the basis of convenience to the employee shall not be considered an assigned evening or night shift for the purpose of this provision.

1. For medical center locations Appendix, A shall be revised to provide for a total amount of \$1.25 for each medical center CX title based at the University medical center which currently receives an evening or night shift differential This increase solely applies to those titles who are designated as being based at the medical center. This does not apply to campus facilities.
 2. For non-medical center locations Appendix A shall be revised to provide for a total of ~~\$1.00~~ **\$1.25** for each campus CX title where a shift differential is currently established for an evening or shift differential.
- B. Shift differential shall be paid for all hours of a shift when four hours or more of a shift are worked after 5:00 p.m. and before 8:00 a.m.
- C. An employee in an eligible class regularly assigned to a day shift of eight hours or longer shall be paid a shift differential for overtime hours when the overtime hours are worked after 5:00 p.m. and before 8:00 a.m., the total overtime hours in one 24-hour day are equal to at least one- half of the number of regular hours in the employee's day shift, and the overtime is not compensated at a premium rate.
- D. When an employee who usually works on an evening or night shift is temporarily assigned to a day shift for a period of four working days or less, the employee shall continue to

TENTATIVE AGREEMENT

CX Unit

5/14/26

receive any shift differential. A temporary change of four working days or less in shift assignment initiated by the employee is not covered by this provision.

E. The shift differential shall be included in payments for all types of paid leave, provided that the employee would have been expected to work that shift or shifts if the employee were not on paid leave.

F. ~~Prior to assigning a shift differential rate to a classification that does not have an established rate, the University and Teamsters Local 2010 must negotiate the shift differential rate to be assigned to that classification.~~ **Employees who are regularly assigned to a shift eligible for a differential shall receive the differential in the amount provided by this Agreement. Specifically, those is Sections 35.A.1 or 2 of this Article.**

G.F. SHIFT DIFFERENTIAL -- LAWRENCE BERKELEY LABORATORY

Policies, procedures, definitions, qualifications, calculations, covered hours and rates relative to Shift Differential at the Laboratory shall remain in effect for employees at the Laboratory and shall supersede the provisions of this Article in Sections A. through ~~F.F.~~ E. above. Shift differential rates for employees at the Laboratory can be found in the Requirements and Policies Manual.

TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

FOR THE UNION:

DocuSigned by:
Kevin Young 5/15/2026
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Kevin Young Date
University of California

DocuSigned by:
Melissa Munio 5/14/2026
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Melissa Munio Date
Teamsters Local 2010

TA - CX Unit
Passed 05/29/26

ARTICLE 36

SICK LEAVE

A. ACCUMULATION OF SICK LEAVE CREDIT

1. An eligible employee shall earn sick leave credit at the rate of .046154 hours per hour on pay status, including paid holiday hours but excluding all paid overtime hours.
2. An employee must be on pay status for at least one-half of the working hours of a month or quadri-weekly cycle to earn sick leave credit for that month or quadri-weekly cycle. Time on pay status in excess of a full-time work schedule does not earn sick leave credit. Sick leave is earned during leave with pay. For the purposes of this Agreement, a quadri-weekly cycle is defined as two bi-weekly pay periods designated by the University to be considered as one unit for the purpose of leave accrual.
3. Earned sick leave for each month or quadri-weekly cycle is credited on the first day of the following month or quadri-weekly cycle, except that proportionate sick leave credit for an eligible employee who is separating from employment shall be credited at the completion of the last day on pay status.
4. The number of sick leave hours which may be accumulated is unlimited.

B. ELIGIBILITY AND USE OF ACCUMULATED SICK LEAVE

1. General Provisions

- a. Requests for the use of sick leave shall be made in accordance with campus or departmental procedures.
- b. An eligible employee may use available sick leave (1) for the diagnosis, care, or treatment of an existing health condition of, or preventive care for, the employee or (2) for the employee's personal illness, personal disability (including pregnancy disability), or medical appointments or for an employee who is a victim of domestic violence, sexual assault or stalking for the purposes described in subdivision (c) of Section 230 of the Labor Code and subdivision (a) of Section 230.1 of the Labor Code. For use of available sick leave when an employee is taking Family and Medical Leave for their own serious health condition or as Pregnancy Disability Leave, refer to Article ____ – Leaves of Absence, Sections _____
- c. Sick leave is to be used for medical appointments with advance approval, personal illness or personal disability; and for the death or serious illness of others as provided in Section B.3. and Section B.4., below. In the case of medical appointments, a request for sick leave shall not be unreasonably denied.
- d. Sick leave shall not be used prior to the time it is credited. Sick leave shall

TA - CX Unit
Passed 05/29/26

not be used in excess of the employee's normally scheduled hours of work for the day or days for which the sick leave is claimed. Sick leave shall not be used beyond a predetermined date of separation, including retirement or layoff, or beyond a predetermined date beginning a leave of absence without pay.

2. **Pregnancy** – A pregnant employee on approved leave without pay on the date certified by her doctor as the date on which she is no longer able to work or the date of delivery, whichever is earlier, can use sick leave beginning with that day and

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continuing through the period that she is physically unable to perform the normal duties of her job. A pregnant employee may also be eligible for Pregnancy Disability Leave as provided in Article 14 – Leaves of Absence, Section D.

3. Care of Others

- a. Up to 30 days of accumulated sick leave per year may be used when the employee is required to be in attendance or to provide care of either:
 1. The serious illness of the employee’s parent, spouse, same or opposite-sex domestic partner, child(ren) (including the child of a same or opposite-sex domestic partner), brother, sister, grandparent, grandchildren, father-in-law, mother-in-law, son-in-law, daughter-in-law, or step-relatives; or any other person for whom the employee has a personal obligation who is residing in the employee’s household; or
 2. The employee’s spouse, same or opposite-sex domestic partner, parent(s) or child(ren), suffering from a “serious health condition” as defined in Article 14 – Leaves of Absence, Section B.1.d.
- b. Sick leave granted under this section may be used to offset unpaid Family Care and Medical Leave granted pursuant to Article 14 – Leaves of Absence.
- c. Bereavement – Sick leave for bereavement purposes may be used as follows:
 1. **Up to ten (10) ~~seven (7)~~** days of accumulated sick leave per occurrence may be used when attendance is required due to the death of the employee’s parent, spouse, same- or opposite-sex domestic partner, children (including the child of a same- or opposite-sex domestic partner), brother, sister, grandparent, grandchildren, father-in-law, mother-in-law, son-in-law, daughter-in-law, brother-in-law, sister-in-law, or step-relatives; or any other person for whom the employee has a personal obligation who is residing in the employee’s household.
 2. In the event an employee has a personal obligation for a person other than someone in Section c.1. above, the employee shall be permitted to use up to five (5) days of accrued sick leave per calendar year for funeral attendance/bereavement.
4. **Illness While on Vacation** – If, while on vacation, an employee becomes ill and is under the care of a physician and submits a physician’s statement, the employee may use accumulated sick leave for that personal illness. Sick leave may not be used for illness of a family member during the employees’ vacation.

TA - CX Unit
Passed 05/29/26

C. SICK LEAVE PAY

Sick leave is paid at the employee's straight-time rate of pay including any shift differential, provided that the employee would have been expected to work that shift or shifts if not on sick leave.

D. SICK LEAVE NOTIFICATION AND VERIFICATION

1. No sick leave pay shall be payable to an employee unless the employee's immediate supervisor or designee is notified of the illness/disability and the probable duration thereof as soon as possible, but in no event later than the beginning of the employee's work day except when the University determines that the employee's failure to notify is due to extreme circumstances beyond the control of the employee.

2. Subsequent to an employee's notice of illness/disability, no time for which the employee has requested and/or received sick leave authorization may be charged to accumulated/anticipated compensatory time, leave with pay, vacation, or holiday time, except as provided in Article 14 – Leaves of Absence or Article 44 – Vacation

3. Any employee who anticipates a series of three or more medical appointments which will require a repeated use of sick leave, or who knows in advance the date and/or time of scheduled appointments, shall inform his or her immediate supervisor of the anticipated or known schedule of treatment.

4. The University may require reasonable documentation of an employee's sick leave absence when an absence exceeds three (3) consecutive scheduled days of work, or for shorter periods when:

- a. It appears to be justified by a pattern of absences or other evidence suggesting abuse of sick leave, and,
- b. Notice has been provided to the employee prior to his or her return to work, that documentation will be required, or
- c. The employee has been given advance written notice that documentation will be required. Employees shall provide documentation to the department as soon as reasonably possible.

5. Employees who have unscheduled absences due to illness on a scheduled workday preceding or following a holiday may be required to bring a medical verification of illness to the employee's supervisor on the employee's return to work in order for the absence to be authorized.

6. When medical documentation is required by the University, it shall be from a health practitioner licensed by the state in which he or she practices to diagnose and certify illness or disability or from an authorized representative of a recognized treatment program.

TA - CX Unit
Passed 05/29/26

7. The University may have an employee claiming disability examined by a physician or physicians of its choosing, in accordance with Article 14 – Leaves of Absence. The University shall pay the reasonable costs of any such medical examination and, when practical, shall send the employee to a physician of its choosing on the employee’s work time.

8. When the University has determined that an employee’s repeated use of sick leave is abusive and has given the employee prior written notice that accrued sick leave use may be denied on future instances of illness, such employee may be denied the ability to use his or her accrued sick leave when absent due to illness.

E. TRANSFER AND REINSTATEMENT OF SICK LEAVE

1. Transfer/Promotion/Demotion to positions covered by this Agreement

a. An employee transferred, promoted, or demoted without a break in service to a position that does accumulate sick leave shall have any accumulated sick leave transferred.

b. An employee transferred, promoted, or demoted to a position that does not accumulate sick leave shall have his or her accumulated sick leave held in abeyance. If the employee subsequently moves without a break in service to a position which does accumulate sick leave, the previously accumulated sick leave shall be restored.

c. An employee who has been laid off and is recalled or preferentially rehired within the employee’s period of recall or preferential rehire eligibility shall have all sick leave accumulated from prior service reinstated.

2. Reemployment in positions covered by this Agreement

a. An employee reemployed from University service or State of California service into the bargaining unit after a break in service of less than 15 calendar days shall have all sick leave accumulated from prior service reinstated if the new position is one which accumulates sick leave.

b. An employee reemployed in this bargaining unit after a break in service of more than 15 calendar days, but less than six months shall have sick leave accumulated from prior service up to a maximum of 80 hours reinstated. For purposes of this Section E.2. only, “sick leave accumulated from prior service” includes sick leave accumulated in State of California service.

3. Transfer/Promotion/Demotion to positions not covered by this Agreement

a. An employee who is transferred, promoted, or demoted into a position not covered by this Agreement shall have the accumulation, use, and transfer of sick leave governed by the policies and/or contract covering employees in that unit or personnel program.

TA - CX Unit
Passed 05/29/26

b. This article shall apply to employees with split/multiple appointments in accordance with the provisions of Article 19 – Multiple Appointments.

F. CONVERSION OF SICK LEAVE ON RETIREMENT

Upon retirement, members of the University of California Retirement System shall have their accumulated sick leave converted to retirement service credit at the rate authorized by the University of California Retirement System for each day of unused accumulated sick leave.

G. SICK LEAVE CREDIT FOR ELIGIBLE EMPLOYEES WITH PER DIEM APPOINTMENTS

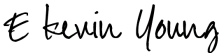
a. Eligible employees with Per Diem appointments receive sixteen ~~eight~~ (16) hours of sick leave per calendar year and do not accrue sick leave. This sick leave will be credited and available for use on the next working day following the employee’s first monthly or quadriweekly pay cycle. A new allotment of eight hours of sick leave is subsequently provided each January 1 thereafter. Eligible employees with Per Diem appointments will carry over any unused sick leave from one year to the next except that the maximum amount of sick leave that an eligible employee with a Per Diem appointment can have at any time is ~~sixteen~~ twenty four (24) hours. Eligible employees with Per Diem appointments may use up to a maximum of ~~sixteen~~ twenty-four (24) hours of sick leave in a calendar year.

H. CATASTROPHIC LEAVE

Any CX-Unit employee may participate in a campus, hospital/ Laboratory’s Catastrophic Illness/Injury Leave Program in accordance with the provisions of that location’s program and Article 4 - Compassion/Catastrophic Leave/14 - Leaves of Absence.


I. CURTAILMENT PERIOD

Employees who do not wish to use vacation or compensatory time off may elect to take a leave without pay during a closure or curtailment. If an employee is in leave-without- pay-status due to a location closure which is 3 consecutive days or less in duration, such employee shall not lose hourly sick leave accrual.

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 6/1/2026
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Kevin Young Date

UCOP

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 5/29/2026
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Melissa Munio Date

Teamsters

UNIVERSITY OF CALIFORNIA
TEAMSTERS LOCAL 2010
JUNE 12, 2026

The University of California and Teamsters Local 2010 agree to current contract language for the following articles:

CX ARTICLES PROPOSED CCL

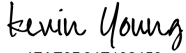
Article 20 – No Strikes
Article 37 - Subcontracting

The parties agree that minor non-substantive changes may be made to the listed articles during successor negotiations.

TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

FOR THE UNION:

DocuSigned by:

4FAE9D64E192450... 6/12/2026

Kevin Young Date
University of California

DocuSigned by:

B7F1B3EB140B471... 6/13/2026

Melissa Munio Date
Teamsters Local 2010

UNIVERSITY OF CALIFORNIA
TEAMSTERS LOCAL 2010
January 14, 2026

The University of California and Teamsters Local 2010 agree to current contract language for the following articles:

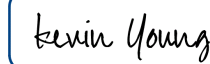
CX ARTICLES PROPOSED CCL

Article 38 – Training and Development

Mutually agreed upon minor non-substantive changes may be made to the listed articles during successor negotiations.

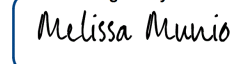
TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

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 1/14/2026
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Kevin Young Date
University of California

FOR THE UNION:

DocuSigned by:
 1/14/2026
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Melissa Munio Date
Teamsters Local 2010

CX UNIT
Article 39 – Transfer Promotion Reclassification
Tentative Agreement
June 9, 2026

ARTICLE 39

TRANSFER/PROMOTION/RECLASSIFICATION

A. DEFINITIONS

1. A transfer is the change of an employee from one position to another position which is in a class having the same salary range maximum.
2. A promotion is the change of an employee from one position to another position which is in a class having a higher salary range maximum.

B. TRANSFER/PROMOTION OF EMPLOYEES

1. Whenever it is determined by the University that a vacancy in a career position within the bargaining unit is to be filled at a campus/hospital/Laboratory, the following procedure will apply:
 - a. Notice will be posted according to local campus/hospital/Laboratory procedures, either in writing or electronically. If all posting is accomplished through the computer system, at least one printed posting will be available at the local personnel office or where application information is available. Unless the vacancy is restricted to internal candidates, it will be posted for at least 10 working days. Where there are varying posting periods these varying posting practices shall remain and continue.
 - b. A vacant bargaining unit career position shall be filled in the following order:
 1. By recall of an indefinitely laid off non-probationary career employee in accordance with Article 13 - Layoff and Reduction in Time, Section F. of this Agreement;
 2. By preferential rehire of an indefinitely laid off non-probationary career employee in accordance with Article 13 - Layoff and Reduction in Time, Section E. of this Agreement;=
 3. By any other qualified applicant.
 - c. If, in the evaluation of the department head, two or more applicants are substantially equally qualified, the department head shall make the determination taking into consideration Article 21 - Nondiscrimination, Sections B.1. and B.3. and the University will maintain its Federal contractor status. The University shall give consideration to providing transfer and promotion opportunities for career employees. In considering

an employee for transfer and promotion, the University shall consider the employee's University work performance and experience.

- d. In those cases where the department head determines that qualifications of an applicant who is currently a University employee and qualifications of an external candidate are essentially equal, the department head shall reconsider the credentials (including but not limited to, the resume, application, a written recommendation from the employee's supervisor, and/or interview responses, if any) of the University employee applicant(s).
 - e. In addition, the University shall consider qualified employees who are eligible for reemployment in accordance with Article 31 – Rehabilitation/Reasonable Accommodation, Section C. and Article 16 - Medical Separation, Section E. of this Agreement.
 - f. The University at its sole discretion, on a location-by-location basis and on a vacancy-by-vacancy basis may, in the posting for vacancies to be filled, restrict the eligible applicants for the vacancy to current University employees.
2. Employees who are scheduled for a job interview at the same location as the employee's current position shall be granted reasonable time off with pay, as determined by the University, if the interview has been scheduled during the employee's normal work hours. An employee scheduled for an interview on another campus/hospital/Laboratory shall be granted reasonable time off with pay, for an amount of time normally equal to the time that would be required for an interview on the employee's own campus/hospital/Laboratory.
 3. Upon promotion, an employee maybe granted a salary increase to the minimum of the salary range pay for the new class, two (2) step(s) in amount, whichever is greater provided that the new rate does not exceed the maximum of the new class. The effective date for step placement shall not be delayed to avoid other wage or step increases under the agreement. The University at its sole discretion may, upon the promotion of an employee, determine that the employee should receive an increase of greater than two steps in amount. The University may exercise this sole discretion on a location-by-location basis and on a promotion-by-promotion basis and on a non- precedential basis. In those instances where such discretion is exercised the resultant individual rate of pay shall not exceed the maximum of the position salary range.
 4. The University shall provide Teamsters Local 2010 with information concerning the number and classifications of bargaining unit positions posted which were restricted to current University employees, and the number and classification of bargaining unit positions where an employee was promoted and received more than a two - step increase. This information shall be made available annually for the period of April 1st through March 30th and provided to Teamsters Local 2010 during the month of May.

5. In accordance with campus/hospital/Laboratory practice, the University shall inform employees of career development and/or training programs that might assist them with transfers and/or promotions.
6. An employee who has been laid off and is rehired at another University location within the employee's period of recall will be eligible for the following as result of no break in service:
 - a. Reinstatement of all sick leave accumulated from prior service,
 - b. Reinstatement of vacation accrual rate,
 - c. Calculation of University service based on full-time equivalent months (or hours) of University service, and
 - d. Buy-back of UCRP service credit according to the University Benefit Regulations

C. MOVEMENT BETWEEN POSITIONS/REASSIGNMENT AND REQUEST FOR RECLASSIFICATION

1. At each campus/hospital/Laboratory the University will make reasonable attempts to inform members of the CX unit of the process for requesting a reclassification . Such information shall include, but not be limited to, a list of the materials required in a complete packet, the office to which the packet should be submitted, and how to request a review according to Section C.3 of this Article.
2. Once a reclassification request has been initiated by an employee, the department shall confirm receipt and shall submit their recommendation to the designated University office with ninety (90) days of receipt. The designated University office will acknowledge to the employee receipt of a request for reclassification.
3. As soon as possible, but no later than 120 days from the date of receipt of the completed request for reclassification review in the designated University office, the University shall issue the results of the review in writing to the employee and the department.
4. An employee may request a review of a decision denying a reclassification. The request for a review shall be made in writing to the personnel department within 30 calendar days of the date on which the reclassification decision was issued. The request shall state the basis upon which the employee is requesting a review. The result of the review shall be issued in writing by a representative of the classification unit (personnel department at the Laboratory) other than the representative who issued the initial decision.
5. An employee whose position has been reclassified upward shall be granted a salary increase in accordance with B.3 of this Article. .

D. Decisions or actions taken or not taken with regard to transfer, promotion and reclassification are at the University's sole, non-grievable discretion and not subject to Article 7 - Grievance Procedure of this Agreement.

For The University:

DocuSigned by:
Kevin Young 6/15/2026
4FAE9D64E192450...

Kevin Young Date
University of California

For the Union:

DocuSigned by:
Melissa Munio 6/11/2026
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Melissa Munio Date
Teamsters Local 2010

ARTICLE 40

TRAVEL REIMBURSEMENT

A. GENERAL PROVISIONS

Employees are eligible to receive travel reimbursement in accordance with applicable University or Laboratory policies and/or procedures.

B. REIMBURSEMENTS

1. The policies, procedures, definitions, qualifications, calculations, covered hours and rates relative to travel reimbursement(s) shall be applied, changed, or implemented for employees in the Clerical & Allied Services unit in the same manner as for other staff employees in the University except as provided in Section C below.
2. The University may determine, on a department-by-department basis and consistent with the Business and Finance Bulletin, the requirements for reporting travel expenses.
3. Reimbursement rates reflect the maximum daily reimbursement provided for specific subsistence expenses, including meals. Only actual reasonable expenses may be reimbursed, including but not limited to mileage, transportation, toll fees, and parking fees.
4. When subsistence expense(s) are paid directly by the University, the employee's per diem reimbursement eligibility will be reduced accordingly.
5. University-approved out-of-state lodging expenses will be reimbursed based on the expenses actually incurred as supported by receipts, provided the University gave prior approval for or requires actual-expense reimbursements.

C. LAWRENCE BERKELEY NATIONAL LABORATORY

Policies, procedures, definitions, qualifications, calculations, covered hours and rates relative to per diem rates at the Laboratory shall be applied, changed, or implemented for employees in the Clerical & Allied Services unit in the same manner as for other staff employees at the Laboratory.

ARTICLE 41

UNIFORMS

A. GENERAL PROVISIONS

1. Definition

Uniforms are specific, distinctive, conforming articles of attire required by the University for particular groups of employees in the performance of assigned job duties.

2. Uniform Requirements

The University shall have the sole discretion to determine if a uniform shall be worn, who shall wear a uniform and the conditions under which it must be worn. Employees shall wear the uniform and maintain a proper appearance as specified by the University.

3. Purchasing, Reimbursement, and Replacement Allowance

a. Where uniform programs exist, the University shall have the sole discretion to maintain such programs.

b. Where the University currently provides either uniforms, reimbursement for uniforms, or replacement allowance and, for as long as the University continues its requirement that the uniform be worn, it will provide either the uniform, or the reimbursement for the uniform, or the replacement allowance, at the current rate.

c. When a new uniform requirement is implemented by the University, the University shall either provide the uniform or provide a uniform allowance where the employee is required to purchase the uniform him/herself.

d. At least thirty (30) days prior to implementing a new uniform requirement, the University shall notify the local Teamsters Local 2010 office in writing with respect to the details of the requirement it seeks to implement. Upon written request from Teamsters Local 2010, the University shall assemble a committee within the department seeking to implement the uniform requirement. The purpose of the committee shall be to advise the University with respect to elements of the requirement such as the number of articles to be provided, laundering and replacement. Following written notice from the University, Teamsters Local 2010 shall select a CX employee from the department to serve on the committee, although service shall be voluntary. In addition, the committee shall include a campus CX representative selected by Teamsters Local 2010.

4. Laundering

Where laundering of uniforms is currently provided by the University, such laundering shall continue while the requirement for uniforms continues.



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ARTICLE 42

UNIVERSITY BENEFITS

A. HEALTH AND WELFARE BENEFITS

1. Eligible employees may participate in a number of benefit programs generally available to other eligible staff employees of the University.
2. The University health and welfare plans provide an annual open enrollment period during which eligible employees may elect to change specific plan or coverage options. Open enrollment provides an opportunity for employees to choose among plans due to changes in circumstances of the employees, changes in the coverage and costs of each plan, and changes in plan availability which may change from year to year.
3. The University may, at its option, alter its health and welfare programs, including the retiree health benefit program. Such alterations include, but are not limited to altering eligibility criteria, establishing new coverage, altering or deleting current coverage, adjusting pay bands, altering rates of contribution, changing the carrier for established plans or programs, or changing the administrator of such plans. In the event the University makes such alterations, the changes will apply to employees eligible for benefits within the unit in the same manner as they apply to other eligible staff employees at the University.
 - a. The sole exception to Section A.3. **is any alterations proposed by the University which affect only bargaining unit employees.**
 - b. Employee costs for healthcare premiums and costs for plans to which the University does not contribute, are to be paid by unit employees, normally through payroll deduction.
4. **Baseline rates: Beginning in the calendar year 2027, the initial baseline will be the 2026 employee rates provided across the workforce. Every year thereafter, published health care premium rate increases will be applied to the previous year's baseline and will service as the baseline rate for that year. The baseline rate calculation does not take into account health care subsidies.**
5. **Beginning in calendar year 2027, and using the 2026 employee rates provided across the workforce as the initial baseline, the University will impose a five percent (5%) annual cap on the UC Blue and Gold HMO (Health Net) and a seven and a half percent (7.5%) annual cap on the Kaiser HMO (Kaiser Permanente) employee premium increases to published premium rates through the life of the contract**
6. **Subsidies: Starting on January 1, 2027, and through the life of the contract, Employees enrolled**



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in Kaiser and Blue & Gold health care plans will receive the monthly subsidies listed in below table which will reduce the employee premiums. If after the above premium reduction applied, the resulting amount of the employee contribution is below \$0.00, the employee will not owe any contribution for the month but will also not receive any surplus compensation nor any rollover credit to offset any future month's contribution.

		Pay Band 1			
		U	UC	UA	UAC
<i>Stipend B&G</i>		\$26	\$48	\$128	\$156
<i>Stipend Kaiser</i>		\$20	\$37	\$114	\$156

		Pay Band 2			
		U	UC	UA	UAC
		\$15	\$35	\$119	\$146
		\$12	\$27	\$128	\$178

		Pay Band 3			
		U	UC	UA	UAC
<i>Stipend B&G</i>		\$9	\$37	\$119	\$182
<i>Stipend Kaiser</i>		\$7	\$28	\$92	\$140

		Pay Band 4			
		U	UC	UA	UAC
		\$19	\$58	\$154	\$244
		\$14	\$45	\$119	\$188

~~7. The percentage increase caps described in A.5 and the subsidies described in A.6 may lead to lower employer premium rates than what is described in Appendix D, but in no case shall employee premium rates for Kaiser and Blue & Gold in Pay Bands One and Two exceed the rates in Appendix D. The maximum rates contained in Appendix D shall be reduced by the amount of the subsidies above, where applicable.~~

8. The Parties agree to form a system-wide working group, utilizing the process spelled out in Article 12.B .1 to address health care costs. This working group will have ten members (five from each side) and will meet via Zoom or other electronic means no less than two times a year with the goal of identifying strategies to address rising health care costs. The Parties agree that this working group will not be a forum to bargain medical plans offered by UC, contributions made by UC employee contribution rates or limits or to bargain plan design changes.
9. With regard to the changes in Section A.3.a., above, the University agrees to meet and confer with respect to the proposed changes in accordance with the provisions of Article 6, Duration, Section D, Reopener Negotiations.
10. In each calendar year when gross rates increase, the University may increase the monthly employee contribution rates to the amounts listed above without meeting and conferring.



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B. RETIREMENT BENEFITS

1. The University maintains several retirement and savings plans for eligible University employees. Currently, such plans include the UC Retirement Plan (UCRP), Tax-Deferred 403(b) Plan, Defined Contribution Plan (DC Plan), and 457(b) Deferred Compensation Plan, which collectively constitute the University of California Retirement System (UCRS). Eligible employees may participate in a number of retirement plans generally available to other eligible staff employees of the University.
2. The University may, at its option, alter the existing UCRS plans and establish new retirement and/or savings plans for the UCRS. Such alterations include but are not limited to altering the eligibility criteria; altering or deleting current benefits; changing rate of employee contribution subject to b.2 (below); or changing the carrier or administrator for established plans or programs.
 - a. In the event the University makes such alterations, the changes will apply to employees eligible for retirement benefits in the same manner as they apply to other eligible non-represented staff employees at the University.
 - b. The sole exception to Section B.2, above, shall be:
 - 1) Any alterations proposed by the University which affect only bargaining unit employees.
 - 2) Any proposed increases to the rate of employee contribution will be subject to meeting and conferring with the Union. The Union, within 30 days of notice of any proposed increase to employee contribution rates, shall have the option of re-opening Article 45 – wages.
3. The 2016 Retirement Choice Program (Pension Choice and Savings Choice) will apply to all eligible employees in the CX Unit hired, rehired following a break in service, or who become UCRP eligible on or after the June 1, 2017, on the same terms as applied to non-represented staff employees.
4. Second Choice Window for Savings Choice Participants.
 - a. Active participants in Savings Choice are eligible to make a “second choice” of primary retirement benefits and may switch prospectively from Savings Choice (defined contribution “401k style”) to Pension Choice (defined benefit pension), and become members of the UC Retirement Plan (UCRP) coinciding with the start of the new plan year.
 - b. The Second Choice window shall open on January 1st of the fifth anniversary of the calendar year in which the Savings Choice election was made and



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extends through May 31st five years later.

- c. The window shall open regardless of employment status, however, election to switch from Savings Choice to Pension Choice during a Second Choice Window may only be made by active Savings Choice participants which shall include employees on an unpaid or paid leave of absence.
- d. Second Choice election may be submitted by active Saving Choice participants at any time during their Second Choice Window.
- e. The effective date of the active participant's Second Choice election to switch to Pension Choice shall depend on the timing of the election submission.
- f. Elections submitted June 1st through May 31st the next following year shall be effective July 1st immediately following the May 31st annual submission deadline.
- g. Once the Second Choice election is made, the decision to enroll in Pension Choice cannot be revoked. Savings Choice account balances belong to the employee. On the date the change takes effect, contributions from the employee and UC to Savings Choice account will stop, and contributions to UCRP will begin. Service credit earned as a participant in Savings Choice will count towards vesting in UCRP and toward retiree health benefits. Service credit earned as a participant in Savings Choice will not count as UCRP service credit towards the calculation of pension.

C. EFFECT OF ABSENCES FROM WORK ON BENEFITS

1. Temporary Layoff/Temporary Reduction in Time/Furlough

Health plan contributions by the University will be provided for the Clerical & Allied Services unit employees, in accordance with Section A.2., above, when the employee is affected by: temporary layoff; temporary reduction in time below the hours required to be eligible for health benefits; or furlough. For health plans to remain in force, employees on temporary layoff or furlough must comply with the terms of the applicable plan documents, rules and/or regulations.

2. Military Leave

An employee on military leave with pay for emergency National Guard duty or Military Reserve Training Leave shall receive all benefits related to employment which are granted when an employee is on pay status.

3. Leaves of Absence Without Pay

- a. Approved leave without pay shall not be considered a break in service and,



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except as provided in Section C.3.c., below, shall not determine eligibility for benefits except that the regulations of the retirement systems determine the effects of such leave without pay on retirement benefits.

- b. Except as provided in Section C.3.c, below, an eligible employee on approved leave without pay may, in accordance with the plan documents, rules and regulations, elect to continue University-sponsored benefit plans for the period of the leave.
- c. An employee on an approved Family and Medical Leave (FML) shall be, if eligible, to continue participation in health plan coverage (medical, dental, and optical) as if on pay status as follows:
 - 1) When the employee is on an FML leave that runs concurrently under the Family and Medical Leave Act (FMLA) and the California Family Rights Act (CFRA): Continued coverage for up to twelve (12) workweeks in a calendar year.
 - 2) When the employee is on a Military Caregiver Leave under the FMLA: Continued coverage for up to twenty-six (26) workweeks in a single twelve-month period. For purposes of Military Caregiver Leave, the “single twelve-month period” is the period beginning on the first day the employee takes the leave and ending twelve (12) months after that date.
 - 3) When the employee is on Qualifying Exigency Leave under the FMLA: Continued coverage for up to twelve (12) workweeks in a calendar year.
 - 4) When the employee is on a Pregnancy Disability Leave under the California Pregnancy Leave Law, regardless of whether any of the leave runs concurrently with the FMLA: Continued coverage for up to four (4) months in a twelve-month period. If any of the Pregnancy Disability Leave runs concurrently under the FMLA, the continued coverage provided for that portion of the leave will count towards the employee’s FMLA entitlement for up to twelve (12) workweeks of such coverage in a calendar year.
 - 5) When the employee is on an FML leave under the CFRA that does not run concurrently under the FMLA (e.g., Parental Leave after the employee’s FMLA entitlement is exhausted): Continued coverage for up to twelve (12) workweeks in a calendar year.
 - 6) continue to be deducted from the employee’s paycheck. Failure of the employee to pay his/her share of the health insurance premium may result in loss of coverage.

ARTICLE 43

UNIVERSITY POLICIES

A. University policies identified below are applicable to members of this unit. When the University proposes and implements changes to these policies, the employees of this unit will be covered on the same date and to the same extent.

1. Electronic Communications Policy. As revised August 18, 2005.
2. Policy for Reporting Improper Governmental Activities and Protection Against Retaliation for Reporting Improper Activities. As issued January 1, 2012.
3. PPSM Staff Personnel Records Policy 80# III.B.2 (re: access to records by the public.) As issued July 28, 2015.

B. Violence in the Workplace Policies at each location as of the date of the Tentative Agreement between the parties shall remain and continue. The University of California prohibits and has zero tolerance for violence at any UC workplace. Any proposed change to terms and conditions of employment related to Violence in the Workplace Policies shall be noticed to Teamsters Local 2010 and, upon written request, the University will meet and confer with Teamsters Local 2010 about any changes in terms and conditions of employment that will apply to members of this unit.

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 5-13-26

ARTICLE 44

VACATION

A. The University provides vacation for rest, relaxation, and renewal to employees, who hold career, limited and floater appointments and who are appointed at 50 percent or more of full time for six or more months. A supervisor may grant an employee’s request to use vacation for illness, disability, and or personal reasons. Disputes arising from this paragraph shall not be subject to Article 7 - Grievance Procedure or Article 3 - Arbitration Procedure.

B. VACATION ACCRUALS/CREDIT

1. An eligible employee shall earn vacation credit each month or quadri-weekly cycle based on the number of hours on pay status for that month or quadri-weekly cycle at the following rates:

Years of Qualifying Service	Per Hour on Pay Status*	Approximate Yearly Earning**	Maximum Accumulated Balance
Less than 10	.057692	15 days	240 hours
10 but less than 15	.069231	18 days	288 hours
15 but less than 20	.080769	21 days	336 hours
20 or more	.092308	24 days	384 hours

*Hours on pay status, including paid holidays, but excluding all paid overtime hours.

**Full time rate.

2. Earned vacation for each month or quadri-weekly cycle is credited on the first day of the following month or quadri-weekly cycle, except that proportionate vacation credit for an eligible employee who is separating from employment shall be credited at the completion of the last day on pay status.

C. ELIGIBILITY

1. An employee is eligible to earn vacation credit from the date of hire, prorated in accordance with Section A., above, if appointed at 50 percent or more of full-time for a period of six months or more. An employee who is not eligible to earn vacation because of a part-time or short-term appointment becomes eligible to earn vacation after six continuous months or quadri-weekly cycles on pay status at 50 percent time or more. For the purposes of this Article, a month of qualifying service is a month of service at one-half time or more and a quadri-weekly cycle is defined as two bi-weekly pay periods designated by the University.
2. An employee does not earn vacation credit for time on pay status in excess of a full-time work schedule.

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D. VACATION SCHEDULING

1. An employee may request vacation.
2. The University has the sole discretion to approve or disapprove vacation requests. Vacation requests shall not be unreasonably denied. An approved vacation request shall not be unreasonably canceled.
3. Vacation leave requested by an employee will be scheduled in accordance with the University's operational needs and departmental procedures. Departmental procedures which restrict an employee's ability to schedule vacation shall be based on operational needs. The University will endeavor to respond to an employee's additional vacation request(s) within 10 calendar days of his/her request for use of vacation.
4. When during the review of simultaneous requests for vacation submitted by more than one employee, operational needs do not permit the granting of requests for vacation at the same time for the employees who have requested that specific time period, preference in granting the request shall be based on the respective seniority of the employees. Where a practice of rotation of vacation periods exists, such practices shall continue, and only operational needs will be used in assigning such vacation.

E. VACATION CREDIT USE

Vacation credit is accumulated from the date of hire. An employee may use vacation from the date of accrual; however, no vacation shall be used prior to the time it has accrued.

F. VACATION MAXIMUMS

1. A full-time employee shall not accrue vacation in excess of the maximum of two times the employee's annual accumulation. A part-time employee shall accrue vacation to a pro-rated maximum number of hours as a full-time employee with comparable years of service.
2. Sixty days prior to an employee accruing the maximum amount of vacation, the employee shall be given notice that the maximum accrual will be reached. The employee must request the scheduling of vacation prior to the employee reaching the maximum accrual. If the employee's request to use such accrued vacation is denied due to operational considerations, that employee shall have an additional four months within which the employee must take the vacation to bring his or her vacation accruals below the maximum. Normal vacation shall continue to accrue during the additional four-month period.

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G. VACATION PAY

1. Pay for accumulated vacation shall be at the employee's straight-time rate, including any shift differential paid to employees permanently assigned to a shift which provides a differential.
2. An employee who separates from employment or who is granted extended military leave shall be paid for any accumulated vacation through the employee's last day of work, except that an employee who is retiring may use accumulated vacation up to the effective date of retirement.
3. An employee released during his or her probationary period shall be paid for accrued vacation time.

H. TRANSFER OF VACATION CREDIT

An employee who is transferred, promoted, or demoted to another position at a University campus in which vacation credit can be accumulated shall have any accumulated vacation credit transferred, unless such transfer is in conflict with the terms covering the new position. An employee who is transferred, promoted, or demoted to a position at a campus in which vacation credit does not accumulate shall be paid for any accumulated vacation at the time of transfer. An employee who is transferred, promoted, or demoted to or from a Lawrence Berkeley National Laboratory position shall be paid for any accumulated vacation at the time of transfer.

I. DONATIONS FOR CATASTROPHIC LEAVE

Any CX-Unit employee may participate in a campus/hospital/ Laboratory's Catastrophic Illness/Injury Leave program, in accordance with the provisions of that location's program and Article 4 - Compassionate/Catastrophic Leave/14 - Leaves of Absence.

J. CURTAILMENT PERIOD

1. Consistent with the University's management rights, including its right to determine the orderly, effective and efficient operation of the University, the University may elect at one or more of its locations including the Laboratory, to curtail or shut down some or all of its activities, on a location-by-location basis, for periods of specific duration. By way of example and not limitation, such periods may represent opportunities for energy/cost savings and/or adjustments to reduce levels of work activity due to transition periods in the academic calendar and/or "seasonal" or "holiday" influences on scheduled work activities and/or the occurrence at or on University facilities of major public events and/or the occurrence of emergency or "forces of nature" situations adversely affecting normal University operations.
2. In the event of such total or partial closure or curtailment of operations, whether or not the University is able to anticipate such event, employees affected shall select

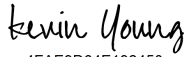
TENTATIVE AGREEMENT
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one or a combination of the following options to cover their status during such period of time:

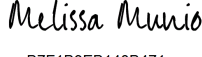
- a. Employees may use accumulated vacation leave during the period. Newly employed unit members would be allowed to use accrued vacation even if the required six continuous months or quadri-weekly cycles on pay status have not been completed. Employees without sufficient accumulated vacation would be allowed to use up to three days' vacation leave prior to actual accrual.
- b. Employees with accrued compensatory time or floating holiday(s), subject to the terms and conditions of Article 9 Holidays, may elect to use it to cover the scheduled time off or to offset the use of vacation time.
- c. Employees who do not wish to use vacation or compensatory time off may elect to take a leave without pay during the closure. Notwithstanding the provisions of B. above, if an employee is in leave-without-pay status due to a location closure which is three consecutive days or less in duration, such a full-time or part-time employee shall not lose hourly vacation accruals nor eligibility for Holiday pay.
- d. Employees who do not select from a., b. or c. above or who do not qualify for a., b. or c. above shall, for the period of time necessary, be placed in a leave-without-pay status. The hourly accrual provisions in Section J.2.c. above related to location closure(s) shall also apply to employees who are placed in leave-without-pay status.

TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

DocuSigned by:

 5/13/2026
4FAE9D64E192450...
 Kevin Young Date
 University of California

FOR THE UNION:

DocuSigned by:

 5/13/2026
B7F1B3EB140B471...
 Melissa Munio Date
 Teamsters Local 2010

CX UNIT
Article 45 – Wages
Tentative Agreement
June 9, 2026

ARTICLE 45

WAGES

A. GENERAL PROVISIONS (except LBNL)

1. **Effective date of wage increases** – Wage increases shall be effective on the first day of the first full payroll period nearest the first day of the month in which the increase occurs. In the event the first day of the first full payroll periods are equidistant from the first day of a month, the earlier payroll period shall be used.
2. The parties recognize that the actual salary rates paid to employees may slightly vary from those reflected in The Corporate Title Code System Lookup (TCS) due to rounding. The applicable wage rates are reflected on the TCS at: <https://tcs.ucop.edu/tcs/jsp/homePage.htm>. In the event this web page expires and is replaced by a new title code system and corresponding web page, the University will provide 30 calendar days' notice to union advising where such title code and wage information can be found online. The University will provide a copy of the "payscale" file for wage increases.
3. Unless otherwise specified, pay increases (regardless of type) shall be base-building only up to the maximum of the applicable pay range. The campus or Medical Center's normal pay practices shall be followed in implementing pay increases.
4. **Range Adjustment**
 - a. When applying a range adjustment, the adjustment shall apply equally to all steps within the range. The resultant adjustment shall apply to all employees on the step.
 - b. Employees whose pay exceeded the pay range maximum before the rate increase was applied to the range are eligible for an increase only up to the new pay range maximum. In the case where the employee did not receive the value of the full range adjustment, they shall receive a retirement eligible lump non-base building sum for the difference owed.
 - c. Non-probationary employees whose pay exceeds the pay range maximum after the range adjustment is applied are not eligible for a base- building wage increase but shall be eligible for a non-base building retirement eligible lump sum payment equal to the value of the range adjustment.
 - d. Non- probationary career employees who are no longer eligible for a step increase shall receive a retirement eligible non-base building lump sum equal to the value of the difference between the highest two steps, based on

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the effective date of the range adjustment.

e. No employee shall be paid less than the pay range minimum

5. Order Of Increases – If more than one wage adjustment takes place on the same date, actions occur in the following order:

- a. Across the board pay range adjustment
- b. Individual step increase
- c. Individual equity increase
- d. Increase resulting from promotion or reclassification
- e. Increase to the minimum of the pay range

6. Other Increases – The University may increase, during the term of this Agreement, individual wage rates (including step increases), or pay ranges for selected classes at selected locations. The University may also increase, for selected classes at selected locations, during the term of this Agreement, shift differentials, on-call rates, and/or extend the coverage of such rates. At least thirty (30) days prior to implementing the increase referenced in this section, the University shall inform Teamsters Local 2010 in writing of any such increases.

7. Award Program (except LBNL) – The University retains the right to continue, create, modify or abolish campus/hospital and system-wide award programs. Award Programs, if any, may be implemented according to local procedures. All award programs shall be available, if any, to employees in the unit, if available to other represented employees at that location.

B. NEGOTIATED INCREASES (except LBNL)

1. Following the University's receipt of written notification from Teamsters Local 2010 of its ratification of the Agreement with the University of California, the University will implement compensation increases, within 60 days, in accordance with the provisions of this Article 45. The below increases will apply to all University locations, except for LBNL

2. Across the Board Increases:

- a. Effective July 1, 2026, the University will provide a 5.0% pay range increase.
- b. Effective July 1, 2027, the University will provide a 4.0 % pay

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~~range increase, or the annual percentage amount to be provided to non-represented employees, whichever is greater.~~

- c. Effective July 1, 2028, the University will provide a 4.0% pay range increase, ~~or the annual percentage amount to be provided to non-represented employees, whichever is greater.~~
- d. Effective July 1, 2029, the University will provide a 4.0% pay range increase. ~~,-If non-represented employees receive a general across the board increase in excess of the aggregate Teamsters' increase (combination of the ATB and Step increase for that contract year) the Teamsters shall receive the difference between the general across the board increase received by non-represented employees and the aggregate increase received by Teamsters for said contract year.~~
- e. Effective July 1, 2030, the University will provide a 4.0% pay range increase, ~~If non-represented employees receive a general across the board increase in excess of the aggregate Teamsters' increase (combination of the ATB and Step increase for that contract year) the Teamsters shall receive the difference between the general across the board increase received by non-represented employees and the aggregate increase received by Teamsters for said contract year.. or the annual percentage amount to be provided to non-represented employees, whichever is greater.~~

3. Lump Sum – Except at LBNL

Ratification Lump Sum – Except **at** LBNL, effective within sixty (60) days following ratification, all non-probationary career employees will receive a one-time, non-base building wage payment of One Thousand and Five Hundred Dollars (\$1,500.00) This wage payment shall be subject to dues deductions and retirement eligible. All appropriate taxes and UCRP contributions shall be deducted from the wage payment. Employees eligible for this payment shall be those employees who are on the payroll as of the date the University received notice of ratification and who remain on the payroll when the payment is issued. Lump sum shall be prorated based on employees' appointment percentage. Less than full-time employees shall receive a lump sum amount based on their average hours worked in the quadri-weekly cycle prior to Ratification, if it is greater than their appointment percentage.

C. STEP INCREASE (EXCEPT LBNL)

- 1. Effective July 1, 2026, the University shall provide a one-step within range increase to non-probationary career employees.
- 2. Effective July 1, 2027, the University shall provide a one-step within range

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- increase to non-probationary career employees.
3. Effective July 1, 2028, the University shall provide a one-step within range increase to non-probationary career employees.
 4. ~~Effective July 1, 2029, the University shall provide a one-step within range increase to non-probationary career employees.~~
 5. ~~Effective July 1, 2030, the University shall provide a one-step within range increase to non-probationary career employees.~~
 6. The step process and increases do not apply to those CX unit members at the LBNL.
 7. When a classification is accreted and a step increase is due while the parties are negotiating the accretion of the classification into the title. Those employees who are eligible for a step increase as provided under this section, shall receive a 2% wage adjustment as a proxy to the step increase.

~~c. Steps where the implementation of the \$25.00 increase did not result in the removal of all steps shall have a minimum of ten (10) steps.~~

D. MINIMUM WAGE ADJUSTMENT

1. In accordance with Article 45.A.5.e all pay ranges shall be adjusted to adhere to minimum wage rates set forth below. Existing pay ranges with steps falling below negotiated minimum wage amounts shall be removed from the range.
2. Effective April 1, 2026, employees with an hourly rate less than \$25.00 per hour shall be placed on the negotiated step closest to, but not less than, \$25.00 per hour of their current pay range.
3. All steps below \$25/hr will be removed from scales within 120 days after ratification of the contract. At which time will each employee be placed on a step equal to, but not less than their rate of pay at the time of placement retroactive to April 1., 2026. Wage increases shall be effective on the first day of the first full payroll period nearest the first day of the month in which the increase occurs.
4. If the removal of all steps below \$25.00 results in the complete removal of the salary steps. The University shall implement a new scale with a minimum of ten (10) steps or the existing amount, whichever is less with a starting point of no lower than \$25.00. The value between the steps should be approximately two percent (2%)
5. Where the implementation of the \$25.00 minimum wage increase did not result in the removal of all steps shall maintain a minimum of ten (10) steps ~~whichever is greater~~. The value between the steps should be approximately two percent (2%)

CX UNIT
Article 45 – Wages
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June 9, 2026

6. Dispatchers and Per Diem shall maintain steps as indicated in the contract.

E. DISPATCHERS

~~1. Steps for Dispatchers~~

~~a. Step 1 75% of top step~~

~~b. Step 2 80% of top step~~

~~c. Step 3 85% of top step~~

~~d. Step 4 90% of top step~~

~~e. Step 5 95% of top step~~

~~f. Step 6 100% of top step~~

1. Pay Plan Progression

- a. A career employee shall receive a one-step increase annually when the dispatcher receives an overall performance evaluation rating of satisfactory (or equivalent) or above
- b. For current employees, annual step movement will be on the first full pay period following the anniversary of the initial step placement.
- c. All steps will be adjusted annually based on the negotiated increases in Article 45.B.2.
- d. Dispatchers are eligible to receive higher placement or additional step increases at the discretion of the University.
- e. On a location-by-location basis pay structures may be developed for assistant dispatchers.

F. LONGEVITY

~~1. Employees who reached the twenty year service mark as defined in Article 13.B.4 with the University as of July 1, 2026, will receive a one time longevity lump sum payment of one thousand \$1,000.00 effective the first full bi-weekly pay period that includes July 1, 2026~~

~~2. Effective with the first full bi-weekly pay period on or about July 1, 202, all career employees with at least twenty (20) years, as defined in Article 13.B.4 of full time service to the University shall receive a one time longevity \$1,000.00 lump sum payment. Such payment shall be considered retirement eligible earnings. Employees must have achieved at least twenty (20) years of service as of July 1, 2022, and be in~~

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~~the bargaining unit on the date of payout.~~

1. **Effective with the first full bi-weekly pay period on or about July 1st, 2026, 2027, 2028, 2029, and 2030 career employees who have achieved twenty (20) years within the preceding twelve (12) months, as defined in Article 13.B.4 of full time service to the University who have not previously received a one-time longevity payment, shall receive a one-time longevity \$1,000.00 lump sum payment. Such payment shall be considered retirement eligible earnings. Employees must be in the bargaining unit on the date of payout.**

2. EQUITY ADJUSTMENTS

- a. Equity Adjustment – The Union or an employee may request an equity review or propose an equity increase, subject to local procedures. At the sole discretion of the University, the University may engage in equity reviews and upwards adjustments of employee pay where the University determines such reviews and adjustments to be warranted, and which determination is at the University’s sole non-grievable discretion. An employee who requests an equity review shall be notified of the outcome of the request. The Union or an employee may submit information they believe to be relevant to the review, which may include, but is not limited to:
 - 1) Internal salary inequity between employees in the same job title or with comparable job responsibilities at their department/unit.
 - 2) Internal salary inequity between new hires and current employees in the same job title at their department/unit.
 - 3) Difficulty retaining or recruiting staff with special skills, knowledge or abilities or that serve a specific function, or due to competitive market salaries, or immediate retention concerns such as external job offer(s) made to employees.
 - 4) Decisions with regard to equity adjustments are at the University’s sole non- grievable discretion and not subject to Article 7 grievance procedure of this agreement.

G. BILINGUAL PAY (CCL 6.8.2026)

University Medical centers have the sole non-grievable discretion to designate CX employees determined as a necessity for patient health and safety and who are certified by the University as Multi-lingual or Bi-lingual to receive specialty pay of \$50.00 to be paid bi-weekly, in accordance with the University’s compensation practice, or \$100.00 per month if the employee is paid monthly for the use of their communication skills. Employees with less than a full-time appointment shall have the specialty pay prorated

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June 9, 2026

according to their appointment percentage. Employees on leave of absence or unpaid status shall not be eligible to receive the specialty pay during the term of their leave of absence or unpaid status. Employees are only eligible for one bilingual specialty pay regardless of the number of languages designated.

1. **Employees certified and designated by the University as Multi-lingual or Bi-lingual shall not perform “medical interpretation” or “medical transcription”, but may only use their skills to address conversational and other immediate needs related to the employee’s job duties. The selection, designation, certification and all other processes and procedures not specifically addressed in this section shall be at the sole non-grievable discretion of the University. Medical Center locations shall have the discretion to continue or not continue current local practices regarding designation and certification.**
2. **Employees who do not have Multi-lingual or Bi-lingual as a required skill in their job description or who are not designated as Multi-lingual or Bi- lingual shall not be required to use these skills without compensation.**

H. NEGOTIATED INCREASES AT LAWRENCE BERKELEY NATIONAL LABORATORY

1. Wage Increases

- a. Effective October 1, 2026, or the first full bi-weekly pay date after October 1st, LBNL will provide a 7.0 % across the board increase to all CX employees at LBNL. In the event the first day of the first full payroll periods are equidistant from the first day of a month, the earlier payroll period shall be used.
- b. Effective October 1, 2027, or the first full bi-weekly pay date after October 1st, LBNL will provide a 6.0% across the board increase to all CX employees at LBNL. In the event the first day of the first full payroll periods are equidistant from the first day of a month, the earlier payroll period shall be used.
- c. Effective October 1, 2028, or the first full bi-weekly pay date after October 1st, LBNL will provide a 5.0% across the board increase to all CX employees at LBNL. In the event the first day of the first full payroll periods are equidistant from the first day of a month, the earlier payroll period shall be used.
- d. Effective October 1, 2029, or first full bi-weekly pay date after October 1st, LBNL will provide a 5.0% across the board increase to all CX employees at LBNL. In the event the first day of the first full payroll periods are equidistant from the first day of a month, the earlier payroll period shall be used.
- e. Effective October 1, 2030, or first full bi-weekly pay date after October 1st,

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LBNL will provide a 5.0% across the board increase to all CX employees at LBNL. In the event the first day of the first full payroll periods are equidistant from the first day of a month, the earlier payroll period shall be used.

~~f. — Future annual increases (FY 2026-2027 and thereafter) will be bargained at the CX table Statewide, with the understanding that the fiscal year for LBNL commences in October of each year and all increases are subjective to Department of Energy oversight and must be approved.~~

2. Wage increases shall be effective on the first day of the first full payroll period nearest the first day of the month in which the increase occurs. In the event the first day of the first full payroll periods are equidistant from the first day of a month, the earlier payroll period shall be used.
3. The applicable wage rates are reflected on the LBNL Site (<https://hr.lbl.gov/resource/compensation-pdf-resource/>) In the event this web page expires or is replaced by a new title code system and corresponding web page, the University will provide 30 calendar days' notice to union advising where such title code and wage information can be found online. The University will provide a copy of the "payscale" file for wage increases
4. Unless otherwise specified, pay increases (shall be basebuilding only up to the maximum of the applicable pay range. The Laboratory's normal pay practices shall be followed in implementing pay increases.
5. No employee shall be paid less than the pay range minimum.
6. Other Increases – LBNL may increase, during the term of this Agreement, individual wage rates, or across the board salary increases for selected classes. LBNL may also increase, for selected classes at selected locations, during the term of this Agreement. In the event that the location wishes to establish, shift differentials, on-call rates, and/or extend coverage they shall notice the union at least thirty (30) days prior to implement to bargain the effects.
7. Employees whose pay exceeded the pay range maximum before the rate increase was applied to the range are eligible for an increase only to the pay range maximum.
8. **Order of Increases**
 - a. Across the board wage increase
 - b. Individual equity increase
 - c. Increase resulting from promotion or reclassification.
 - d. Increase to the minimum of the pay range

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9. Non- Probationary Employees whose pay exceeds the pay range maximum after across the board increase are applied are not eligible for a base building wage increases, but shall be eligible for non-base building lump sum payments equal to the value of the across the board increase. The lump sum is pensionable and subject to dues deductions and state and federal withholdings.

10. **Award Program**

a. The Lab retains the right to continue, create, modify or abolish award programs. Award Programs, if any, shall,-be implemented according to LBNL procedures.

11. **Salary Range Adjustments**

a. Salary ranges may be adjusted periodically. Adjustments of salary ranges do not increase the salary paid to an employee, but provide increased potential for within-range salary adjustments.

12. Retroactive pay increases will be implemented within ninety (90) days of wage agreement ratification, excluding the annual holiday shutdown period. To be eligible for the retroactive pay increases, an employee must be in the CX bargaining unit on the date of ratification and continue to be in the CX bargaining unit on the date the increases are processed in HRIS.

13. **Ratification Lump Sum**

Ratification Lump Sum – Effective within sixty (60) days following ratification, all non-probationary career employees will receive a one-time, non-base building wages payment of Two Thousand Dollars (\$2,000.00) The wage payment shall be subject to dues deductions and retirement eligible. All appropriate taxes and UCRP contributions shall be deducted from the wage payment. Employees eligible for this payment shall be those employees who are on the payroll as of the date the University received notice of ratification and who remain on the payroll when the payment is issued. Lump sum shall be pro-rated based on employees' appointment percentage. Less than full-time employees shall receive a lump sum amount based on their average hours worked in the quadri-weekly cycle prior to Ratification, if it is greater than their appointment percentage.

For the University:
DocuSigned by:
Kevin Young 6/15/2026
4FAE9D64E192430...
Kevin Young Date
University of California

For the Union:
DocuSigned by:
Melissa Munio 6/11/2026
B7F1B3EB140B471...
Melissa Munio Date
Teamsters Local 2010

ARTICLE 46

WAIVER

The parties acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and the understandings and agreements arrived at by the parties after the exercise of the right and opportunity are set forth in this Agreement. The rights and procedures granted and set forth under Staff Personnel Policy will no longer apply to employees covered by this Agreement. The University and Teamsters Local 2010, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of either or both of the parties at the time they negotiated or signed this Agreement.

ARTICLE 47

WORK-INCURRED INJURY OR ILLNESS

A GENERAL PROVISIONS

This Article defines the application of sick leave and vacation for employees who are unable to work due to a work-incurred injury or illness compensable under the California Workers' Compensation Act, and provides extended sick leave benefits for such employees when sick leave is exhausted and employees are still unable to work because of such injury or illness.

1. An employee unable to perform the normal duties of his or her job due to a work-incurred illness or injury compensable under the California Workers' Compensation Act shall be granted leave for the duration of a verified disability but not to exceed six months or a predetermined date of separation, whichever comes earlier. The employee may request, in writing, an extension of the leave up to six months according to Article 14 - Leaves of Absence, Section ~~FD~~.
2. Work-Incurred Injury or Illness Leave runs concurrently with Family Medical Leave.
3. An approved leave of absence for work-incurred illnesses or injuries shall not be considered a break in service.
4. Employees who are unable to work due to a work-incurred injury or illness compensable under the California Workers' Compensation Act are eligible to use accrued sick leave and vacation as provided below. When sick leave is exhausted and when employees are still unable to work because of such illness or injury, employees may use extended sick leave or leave without pay as provided below.
5. An employee shall notify his or her supervisor of the need for leave for a work-incurred injury or illness, or any extension of such leave, as soon as practicable after the need for such leave or extension is known. This notification shall include written medical certification of the need for such leave or extension, and the anticipated return to work date.

B. EXTENSIONS OF WORK-INCURRED INJURY OR ILLNESS LEAVE

In the event an employee requires an extension to his or her work-incurred injury or illness leave, the employee shall provide the University with a statement from his or her licensed health care practitioner of the need for the extension and the anticipated return to work date.

1. Such a statement must be provided 10 calendar days prior to the date the employee was previously scheduled to return to work.

2. In the event prior notice is not provided, the University will not pay extended sick leave to the employee for the period between the previously scheduled return date and the date the statement is received.

C. RETURN FROM WORK-INCURRED INJURY OR ILLNESS LEAVE

1. Prior to returning to work, an employee granted a work-incurred injury or illness leave must provide the University with a statement from his or her licensed health care practitioner of the employee's ability to return to work. When possible, an employee granted a work-incurred injury or illness leave must provide the University with 10 calendar days notice of his or her ability to return to work. If a return to work specifies restrictions, the University will consider what accommodation, if any, will reasonably be made.
2. If the position held has been abolished during the leave, the employee shall be afforded the same considerations which would have been afforded had that employee been on pay status when the position was abolished.

D. SUPPLEMENTAL SICK LEAVE AND VACATION

1. An employee who accrues sick leave and vacation shall be permitted to use accrued sick leave and vacation to supplement temporary disability payments received under the California Workers' Compensation Act.
2. Sick leave and vacation payments shall be the difference between the amount payable to the employee under the Workers' Compensation Act and the employee's regular salary. The additional payment made to an employee to provide the employee with full salary prior to receipt of disability payments shall be deemed an advance temporary disability payment within the Workers' Compensation Act.
3. An employee who receives advance temporary disability payment shall reimburse the University for such payment. The reimbursement is used to restore proportionate sick leave and vacation credit as appropriate.

E. EXTENDED SICK LEAVE

1. An employee who is receiving temporary disability payments and who has exhausted all accrued sick leave shall receive extended sick leave payments from the University in an amount equal to the difference between the payments from Workers' Compensation and 80% of the basic salary plus any shift differential which the employee would have received. If such an employee returns to part-time University duties, the earnings plus any temporary disability payments, if less than 80% of basic salary plus shift differential, shall be supplemented to 80% by extended sick leave payments, provided the employee continues to be medically authorized for Worker's Compensation temporary disability. Total extended sick leave payments shall not exceed 26 weeks for any one injury or illness.

2. An eligible employee who does not have sufficient accrued sick leave to cover the three calendar days' waiting period for receiving Workers' Compensation payments shall receive extended sick leave payments to cover any part of the waiting period not covered by sick leave. Payment shall be made only after determination that the injury or illness is compensable under Workers' Compensation.
3. An employee who elects not to use all sick leave is not eligible for extended sick leave benefits.

F EFFECT ON PAY STATUS

1. Supplemental Leave

An employee who is receiving temporary disability payments and supplemental sick leave or vacation as described in Section D. above is considered on regular pay status for purposes of application of provisions of this Agreement, except completion of the probationary period. Sick leave and vacation accrued during this period may be used as soon as they accrue.

2. Extended Sick Leave

- a. An employee who is receiving temporary disability payments and extended sick leave benefits as described in Section E. above is considered to be on regular pay status for purposes of application of provisions of this Agreement, except completion of the probationary period.
- b. Sick leave and vacation accrued during this period is credited to the employee only upon return to work. However, if an employee separates without returning to work, the employee shall be paid for vacation accrued during the period the employee received extended sick leave payment.

3. Leave Without Pay

An employee on leave without pay and receiving temporary disability payments accrues sick leave and vacation on the same basis as if regularly employed, but such accrual is credited to the employee only upon return to work. If an employee separates without returning to work, no payment shall be made for such vacation credit.

G. SEPARATION

An employee shall not use vacation, sick leave, or extended sick leave to supplement Workers' Compensation payments beyond a predetermined date of separation or leave without pay. Any vacation credit remaining on the date of separation shall be paid on a lump-sum basis.

H. LIGHT DUTY

Subject to operational considerations and budgetary constraints, the University may, on a case-by-case basis, place an employee in a temporary assignment consistent with documented medical restrictions when the employee has experienced work related injuries. This section shall not be construed as a guarantee of a specific form of accommodation nor shall accommodation in one case establish a precedent for similar or dissimilar circumstances.

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10/28/25

ARTICLE 48

WORK RULES

A. GENERAL PROVISIONS

For the purpose of general definition under this article, work rules shall be understood to mean rules governing work determined by the University to be required for the purpose of ensuring the orderly and efficient operation of the University and for ensuring the health and safety of employees and others. Work rules promulgated by the University shall be consistent with the provisions of the Agreement. Work rules may be implemented only for reasons of bona fide business and/or health and safety necessity.

B. BACKGROUND CHECKS

Background checks shall be subject to the provisions of this Article. In addition:

1. No incumbent employee shall be required to disclose nor shall any University Background check investigate an arrest, detention or report of abuse that did not result in a conviction as part of a background check unless such information is permitted or required by law.
2. Appointment to a critical position is contingent upon the University's determination that a background check is complete and sufficient.
3. With the exception of employees who have contact with children under 18 or dependent adults or have direct responsibility for care, safety or security of patients in medical facilities, no background check shall be conducted on information pre-dating the report by more than seven years.
4. An incumbent in a position shall not be subject to a background check unless:
 - a. The University changes the duties of the position such that the position is designated critical or
 - b. Applicable laws or regulations require a background check (including, but not limited to Joint Commission Standards, California Department of Public Health regulations, Cal-OSHA).
5. Background checks are limited to:
 - a. Criminal conviction records, if any,
 - b. Credit checks for positions that require POST certification, bonding or equivalent for self-insurance purposes, or where required by law or external regulations. Absence of a credit history shall not be taken into consideration as evidence of an unsatisfactory credit check.

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- c. Motor vehicle checks for positions that require, in the employee's job description, operation of a vehicle(s), and
- d. Verification of license, certificate or degree required for position.

C. CONFIDENTIALITY AND ACCESS TO BACKGROUND CHECK INFORMATION

1. Information obtained as a result of any background check shall be kept in a separate file from the employee's personnel file. Such files, both paper and electronic, shall be maintained in a confidential manner by the Campus Police Department and/or the Human Resources Department. Once the position has been filled the University agrees to destroy all such background records within one year except the record relied upon to deny appointment to the position; the record relied upon to deny appointment is to be kept for two years or until the conclusion of any related grievance/litigation.
2. With regard to promotions and transfers, if any employee is selected as a final candidate for a critical position, and the University determines that the background check information prevents the employee's selection, the employee may request and receive a copy of his/her background check results and a copy of this section of the contract. The campus/hospital/Laboratory shall provide the employee prior to making the final decision, a free copy of the report relied upon for the initial non-selection and a written description of the employee rights to challenge the veracity of the report. The employee shall have 10 days to respond in writing before the final University decision is made and the employee's response is to be attached to the confidential file.

D. POSTING OF OPEN CRITICAL POSITIONS FOR PROMOTION AND/OR TRANSFER

1. Posting of an open critical position shall identify that a background check is required to successfully complete the application process.
2. A separate disclosure form with a summary of the employee rights shall be issued to the employee at the time he or she is asked to sign the disclosure form. The form shall contain the purpose for requesting the information, the consequences, if any, of not providing the information, and the employee's right of access to the records.

E. RECLASSIFICATION OF EMPLOYEES TO CRITICAL POSITIONS

If a campus/hospital/Laboratory determines any incumbent employee position(s) is to be designated as critical, or that an incumbent employee is proposed to be reclassified to a critical bargaining unit position, the employee(s) and Teamsters Local 2010 shall be notified. Such determination shall be considered a change in work rules.

F. NOTICE

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CX UNIT
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At least forty-five (45) calendar days prior to the implementation of new or changed work rules, the University shall inform Teamsters Local 2010. Upon receipt of a written request from Teamsters Local 2010 received within thirty (30) calendar days of notice, the campus/hospital/Laboratory shall meet and discuss the proposed work rules with Teamsters Local 2010 prior to the proposed implementation date. The University shall provide responses to alternatives suggested by Teamsters Local 2010. Such responses shall be in writing if requested by Teamsters Local 2010.


G. APPLICATION AND GRIEVABILITY


1. The University will reasonably enforce its work rules as to employees who are on pay status.
2. In the event the University's enforcement/application of its work rules is inconsistent with any portion of this Article, a grievance may be filed in accordance with the provisions of Article 7 - Grievance Procedure, and appealed to Arbitration in accordance with the provisions of Article 3 - Arbitration Procedure of this Agreement.
3. In the event the application of a work rule is appealed to arbitration, the Arbitrator shall have no authority to newly fashion or to modify the work rule. Nothing shall limit the arbitrator's authority to consider or comment on any issue relevant to the case when rendering decision and related remedy.

TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

FOR THE UNION:

DocuSigned by:

 4FAE9D64E192460...
 Kevin Young Date
 University of California

DocuSigned by:

 B7F1B3EB140B471...
 Melissa Munio Date
 Teamsters Local 2010

CX UNIT
Article 49 - Workforce Technology
Tentative Agreement
June 8, 2026

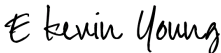
ARTICLE #49 WORKFORCE TECHNOLOGY


Joint Labor-Management Committee – WORKFORCE Technology

The use of technology may assist in the performance of duties but shall not be a substitute for an employee’s exercise of professional judgment in the execution of job duties.

There shall be a joint Union/Management systemwide committee to discuss issues related to technology in the workforce. The committee shall meet up to FOUR (4) times per year. The purpose of the committee shall be to discuss topics related to technology in the workforce, including the emergence of new technology, training, support, and other areas of interest. The meetings shall be convened according to the provisions of Article 12 – Labor-Management Meetings, Section B.

- ~~1. When the University plans to implement new technology for which HEERA would require notice or makes a change with regard to technology that falls within the scope of representation, the University shall provide thirty (30) day calendar notice to the Union prior to implementing new technology. Upon request by the Union after such notice, the parties shall meet and confer over the impacts of these technologies on terms and conditions of employees.~~
 - ~~a. When such a request is made, the University will meet with the Union within fifteen (15) calendar days when practicable.~~

For The University:
DocuSigned by:

 6/15/2026
4FAE9D64E192450...
 Kevin Young Date
 University of California

For the Union:
DocuSigned by:

 6/10/2026
B7F1B3EB140B471...
 Melissa Munio Date
 Teamsters Local 2010

TENTATIVE AGREEMENT

CX UNIT

5/28/26

APPENDIX A

The University maintains information on applicable wages on the [Corporate Title Job Code System Lookup System \(TCS\)](https://tcs.ucop.edu/tcs/jsp/homePage.htm) at: <https://tcs.ucop.edu/tcs/jsp/homePage.htm>.

<https://tcs.ucop.edu/home>

In the event this web page expires and is replaced by a new title code system and corresponding web page, the University will provide 30 days notice to union advising where such title code and wage information can be found online.

TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

FOR THE UNION:

DocuSigned by:
Kevin Young 6/3/2026
4FAE9D64E192450

Kevin Young Date
University of California

DocuSigned by:
Melissa Munio 5/29/2026
B7E1B3EB140B471

Melissa Munio Date
Teamsters Local 2010

APPENDIX C

 <p>TEAMSTERS LOCAL 2010</p>	<p>CX-UNIT GRIEVANCE FORM</p> <p>NOTICE TO CLERICAL AND ALLIED SERVICES UNIT EMPLOYEES: - A grievance is a written employee complaint that the University has violated a specific provision of the CX-Unit's TEAMSTERS LOCAL 2010 collective bargaining contract. --- <u>Grievances must be filed on this form.</u> - A grievance must be filed within 30 days of the date of the alleged violation -- or the date you became aware of the alleged violation. -If you wish to file a grievance, you are advised to contact your Local 2010 representative. www.teamsters2010.org</p>		
<p>Allegations of a violation of the CX-Unit Agreement in effect between the University and TEAMSTERS 2010 must be filed on this form. See your Agreement for details regarding the filing of a grievance. PLEASE PROVIDE THE INFORMATION REQUESTED IN ACCORDANCE WITH ARTICLE 7, GRIEVANCE PROCEDURE OF THE CX-UNIT AGREEMENT.</p>			
<p>GRIEVANT'S NAME _____ NAME OF GRIEVANT'S IMMEDIATE SUPERVISOR _____</p>			
<p>CAMPUS/MEDICAL CENTER/ LABORATORY _____</p>	<p>DEPARTMENT/DIVISION _____</p>	<p>WORK TELEPHONE _____</p>	
<p>EMPLOYEE CLASSIFICATION TITLE _____</p>		<p>NON-WORK ADDRESS TO WHICH CORRESPONDENCE MAY BE SENT TO GRIEVANT _____</p>	
<p>EMPLOYEE EMPLOYMENT STATUS</p> <p> <input type="checkbox"/> Career/Regular <input type="checkbox"/> Probationary <input type="checkbox"/> Full-Time <input type="checkbox"/> Casual/Temporary <input type="checkbox"/> Per Diem <input type="checkbox"/> Part-Time </p>		<p>GRIEVANT'S NORMAL HOURS OF WORK _____</p>	
<p>IF REPRESENTED IN THIS GRIEVANCE, PROVIDE THE FOLLOWING:</p>			
<p>REPRESENTATIVE'S NAME _____</p>	<p>REPRESENTATIVE'S ORGANIZATION TEAMSTERS LOCAL 2010</p>	<p>REPRESENTATIVE'S TELEPHONE NUMBER _____</p>	
<p>REPRESENTATIVE'S MAILING ADDRESS _____</p>			
<p>TYPE OF GRIEVANCE:</p> <p> <input type="checkbox"/> Individual <input type="checkbox"/> Group (List All Grievants) <input type="checkbox"/> Union (Must Be Signed by The Secretary-Treasurer or Designee) </p>		<p>SPECIFIC ARTICLE(S) & SECTION(S) OF THE CONTRACT ALLEGED TO BE VIOLATED: _____</p>	
<p>DATE OF ACTION CAUSING GRIEVANCE ____/____/____</p>	<p>DATE OF INFORMAL DISCUSSION WITH SUPERVISOR ____/____/____</p>	<p>STEP 1 MEETING REQUESTED <input type="checkbox"/> YES <input type="checkbox"/> NO</p>	<p>DATE OF INFORMAL RESPONSE ____/____/____</p>
<p>ALLEGED VIOLATION(S) OF AGREEMENT</p> <p>_____</p>			
<p>REMEDY REQUESTED</p> <p>_____</p>			
<p>GRIEVANT AND/OR REPRESENTATIVE'S SIGNATURE _____</p>			<p>DATE _____</p>

GRIEVANCE REVIEW -- STEP 1

DATE STEP 1 GRIEVANCE RECEIVED BY UC:		DATE OF UC RESPONSE:		
STEP 1 DECISION				
SIGNATURE OF STEP 1 REVIEWER		PRINTED NAME AND TITLE OF STEP 1 REVIEWER		TELEPHONE NUMBER
<input type="checkbox"/> I DO NOT ACCEPT AND APPEAL THIS GRIEVANCE TO THE SECOND STEP (STATE SUBJECT BELOW)		GRIEVANT'S AND/OR REPRESENTATIVES SIGNATURE		DATE
SUBJECT OF GRIEVANCE AT STEP 2, IF DIFFERENT THAN SUBJECT OF GRIEVANCE AT STEP 1.				

GRIEVANCE REVIEW -- STEP 2

DATE STEP 2 APPEAL POSTMARKED/ HAND-DELIVERED		DATE STEP 2 APPEAL RECEIVED BY UC:		DATE OF UC RESPONSE:		DECISION ATTACHED <input type="checkbox"/> YES <input type="checkbox"/> NO	
SIGNATURE OF STEP 2 REVIEWER				PRINTED NAME AND TITLE OF STEP 2 REVIEWER			
<input type="checkbox"/> I DO NOT ACCEPT AND APPEAL THIS GRIEVANCE TO THE THIRD STEP (STATE SUBJECT BELOW)			GRIEVANT'S AND/OR REPRESENTATIVE'S SIGNATURE			DATE	
SUBJECT OF GRIEVANCE AT STEP 3, IF ANY ISSUE(S) OF GRIEVANCE AT STEP 2 HAVE BEEN RESOLVED.							

GRIEVANCE REVIEW -- STEP 3

DATE STEP 3 APPEAL POSTMARKED/HAND-DELIVERED		DATE STEP 3 APPEAL RECEIVED BY UC:		DATE OF UC RESPONSE:		DECISION ATTACHED <input type="checkbox"/> YES <input type="checkbox"/> NO	
SIGNATURE OF STEP 3 REVIEWER				PRINTED NAME AND TITLE OF STEP 3 REVIEWER			



TEAMSTERS LOCAL 2010
 CX Agreement – Article 42 University Benefits Not to Exceed Rates
 Union Proposal No. #1
 Passed June 8, 2026

APPENDIX D

2027

	Pay Band 1				Pay Band 2			
	U	UC	UA	UAC	U	UC	UA	UAC
<i>Blue & Gold</i>	\$123	\$201	\$326	\$369	\$181	\$306	\$413	\$487
<i>Kaiser</i>	\$90	\$122	\$163	\$186	\$142	\$216	\$250	\$304

2028

	Pay Band 1				Pay Band 2			
	U	UC	UA	UAC	U	UC	UA	UAC
<i>Blue & Gold</i>	\$148	\$226	\$351	\$394	\$206	\$331	\$438	\$512
<i>Kaiser</i>	\$115	\$147	\$188	\$211	\$167	\$241	\$275	\$329

2029

	Pay Band 1				Pay Band 2			
	U	UC	UA	UAC	U	UC	UA	UAC
<i>Blue & Gold</i>	\$173	\$251	\$376	\$419	\$231	\$356	\$463	\$537
<i>Kaiser</i>	\$140	\$172	\$213	\$236	\$192	\$266	\$300	\$354

2030

	Pay Band 1				Pay Band 2			
	U	UC	UA	UAC	U	UC	UA	UAC
<i>Blue & Gold</i>	\$198	\$276	\$401	\$444	\$256	\$381	\$488	\$562
<i>Kaiser</i>	\$165	\$197	\$238	\$261	\$217	\$291	\$325	\$379

2031

	Pay Band 1				Pay Band 2			
	U	UC	UA	UAC	U	UC	UA	UAC
<i>Blue & Gold</i>	\$223	\$301	\$426	\$469	\$281	\$406	\$513	\$587
<i>Kaiser</i>	\$190	\$222	\$263	\$286	\$242	\$316	\$350	\$404

The rates above only apply to pay bands 1 and 2 in Kaiser and Blue and Gold.

DocuSigned by:

 6/9/2026
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 Melissa Munio Date
 Teamsters

DocuSigned by:

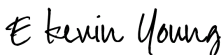
 6/10/2026
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 Kevin Young Date
 University of California



TEAMSTERS LOCAL 2010
 CX Agreement – Appendix F
 Union Proposal No. #2
 Passed May 29, 2026

APPENDIX F
 CX ARBITRATION PANEL


David Weinberg	Joseph W. Duffy
John B. Larocco	Michael Rappaport
Robert Hoffman	Jan Stiglitz
Kenneth Cloke	Mark Burstein
Robert Hirsch	Fred Horowitz
Cheryl A. Stevens	Catherine Harris
Carol Vendrillo	Robert Bergeson
Guy Prihar	Juan Carlos Gonzalez
Matthew Goldberg	Sara Adler
Catherine Fisk	Kathy Fragnoli
Douglas Collins	Yuval Miller
Carl Bosland	Christopher Cameron
Paul Staudohar	Homer La Rue

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6/2/2026

Kevin Young

Date

DocuSigned by:

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6/2/2026

Melissa Munio

Date

TENTATIVE AGREEMENT (REVISED)

CX Unit

Passed 06/9/26

APPENDIX G

PARKING

Each location may increase monthly parking rates annually for the life of the Agreement in accordance with the chart below:

Agricultural and Natural Resources	No Charge
Berkeley Campus	10% maximum
Davis Campus	\$10 maximum
Davis Health	\$10 maximum
Irvine Campus	\$10 maximum
Irvine Health	\$12 maximum
Los Angeles Campus	See attached chart
Los Angeles Health	See attached chart
Merced Campus	\$10 maximum
Office of the President	10% maximum
Riverside Campus & UC PATH Center	10% maximum
San Diego Campus	10% maximum
San Diego Health	10% maximum
San Francisco Campus	10% maximum
San Francisco Health	10% maximum
Santa Barbara Campus	Please see attached
Santa Cruz Campus	10% maximum
Lawrence Berkeley National Laboratory	A maximum of \$50/month over life of agreement if parking rates established. Parking increases, if any, will be limited to \$10/month per year.

TENTATIVE AGREEMENT (REVISED)

CX Unit

Passed 06/9/26

SANTA BARBARA CAMPUS

Permit Name	Permit Description	Cap Level
“B” Annual or “B” Multi-Year (Monthly Rate)	Annual or Multi-Year Staff Permit	+\$10
“B” Quarterly (Fall/Winter/Spring/Summer)	Quarterly Staff Permit	+\$32
“B” One-Month	One-Month Only Staff Permit	+\$10
“M” Motorcycle (Monthly Rate)	Annual Motorcycle Permit	+\$10
“B” Carpool (Monthly Rate)	Annual Carpool Permit	+\$10
“N/WE” Annual or Monthly (Monthly Rate)	Annual or One-Month Night & Weekend Permit	+\$10

*Permit requirement for motorcycles currently suspended during pilot period. Campus may reinstate the rate of \$18.75 per month, plus annual increases within agreed cap level. Campus will provide 30-day notice to union before reinstating the rate.

**Carpool permit is at a reduced rate during pilot period. Campus may reinstate the rate to the same amount as the Annual and Multi-Year Rate, plus annual increases within agreed cap level. Campus will provide 30-day notice to union prior to reinstating the rate.

TENTATIVE AGREEMENT (REVISED)

CX Unit

Passed 06/9/26

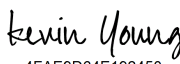
UC LOS ANGELES							
Permit Name	Permit Description	2025-26 Current Rates	2026-27 (Cap Level)	2027-28 (Cap Level)	2028-29 (Cap Level)	2029-30 (Cap Level)	2030-31 (Cap Level)
Yellow (Commuter)	General Use Permit for Staff, Faculty and Student	\$98.19	+\$10	+\$10	+\$10	+\$10	+\$10
Blue	Mobility Permit for Staff, Faculty and Students	\$122.74	+\$10	+\$10	+\$10	+\$10	+\$10
X	Reserved Permit for Staff, Faculty and Students	\$179.20	+\$10	+\$10	+\$10	+\$10	+\$10
2Person Carpool (per permit)	2Person Carpool Permit for Staff, Faculty and Students. Requires carpool 3 days/week	\$82.48	+\$10	+\$10	+\$10	+\$10	+\$10
3Person Carpool (per permit)	3Person Carpool Permit for Staff, Faculty and Students. Requires carpool 3 days/week	\$51.06	+\$10	+\$10	+\$10	+\$10	+\$10
4Person Carpool (per permit)	4Person Carpool Permit for Staff, Faculty and Students. Requires carpool 3 days/week	\$30.44	+\$10	+\$10	+\$10	+\$10	+\$10
Night	Night Permit for Staff, Faculty and Students (from 4:00P to 8:00A, Mon - Fri, all day on weekends)	\$56.95	+\$10	+\$10	+\$10	+\$10	+\$10


Parking rates and cap level increases do not include City of Los Angeles taxes.

TENTATIVE AGREEMENT

FOR THE UNIVERSITY:

FOR THE UNION:

DocuSigned by:

 6/9/2026
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 Kevin Young Date
 University of California

DocuSigned by:

 6/9/2026
B7F1B3EB140B471...
 Melissa Munio Date
 Teamsters Local 2010

Appendix K
UCLA Dispatchers CTO

**Side Letter of Agreement
Hours of Work, compensation of Overtime
CUE/University of California, Los Angeles**

In accordance with the Side Letter of Agreement signed by the Statewide CUE and UC Office of the President regarding the election of CTO, the Los Angeles campus will offer Public Safety Dispatchers an election period for CTO upon hire. Further, the Los Angeles CUE Local and the Los Angeles campus agree that effective December 2002, the Los Angeles campus will offer all Public Safety Dispatchers the choice of electing either CTO, to a **maximum of forty (40) hours**, or pay for each separate occasion where overtime hours are worked



Tracy Smith 11/19/02 Date
CUE Grievance Handler



Lynne Thompson 11/25/02 Date
Manager, UCLA Labor Relations



Sara Faulds Ben Thomas Date
CUE Local 4 President



Karl Ross 11-25-02 Date
Assist. Chief of Police/UCLA

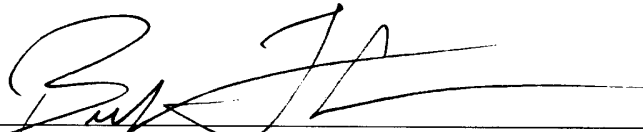
**APPENDIX L
UCLA Dispatchers On-Call**

SIDE LETTER OF AGREEMENT

The University of California, Los Angeles (UCLA) and the Coalition of University Employees (CUE) agree to the stated On-Call rates for the classifications listed below at the UCLA campus.

Classification	Title Code	On-Call Rate
Assistant Public Safety Dispatcher	5215	25% of Base Hourly Rate
Public Safety Dispatcher	5216	25% of Base Hourly Rate
Lead Public Safety Dispatcher	5217	25% of Base Hourly Rate

On behalf of the Coalition of University Employees:



Bert Thomas, President Local 4

4/15/03
Date

On behalf of the University of California, Los Angeles:



Lynne Thompson, Manager
Employee/Labor Relations, Personnel Services

4/16/03
Date