



TEAMSTERS LOCAL 2010

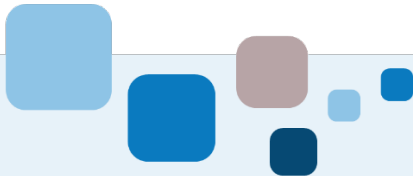
CX Unit Successor Contract, 2026-2031

Tentative Agreement Summary

Contract Article	TA Changes
<p>Article 45 – Wages</p>	<p>An average of 37% in compounded, base-building raises resulting from the following across-the-board (ATB) and step increases (does not include LBNL, LBNL-specific raises included below):</p> <ul style="list-style-type: none"> • 5% ATB + one step, effective July 1, 2026 • 4% ATB + one step, effective July 1, 2027 • 4% ATB + one step, effective July 1, 2028 • 4% ATB + one step, effective July 1, 2029 • 4% ATB + one step, effective July 1, 2030 <p>Steps are approximately 2.2% on average for non-probationary career employees and are NOT merit/performance based, meaning eligible employees not at the top of their salary range will receive them. For each step increase, employees on the top step of their salary range will now receive a retirement eligible lump sum equivalent to the difference between the top two steps of their salary range. Non-probationary employees whose pay exceeds the top of their salary range following an ATB receive a retirement eligible lump sum equal to the ATB.</p> <p>\$1,500 one-time, non-base building ratification lump sum payment for non-probationary career CX unit employees (except at LBNL, see below) who are full-time. For part-time employees, the lump sum will be pro-rated based on either appointment percentage or average hours worked in the two pay periods preceding ratification, whichever is greater. The lump sum is retirement eligible.</p> <p>\$1,000 one-time longevity lump sum payment for any career CX unit employee who has or will attain 20 years of full-time University service during the term of the agreement. This includes time worked at the UC prior to being in the CX bargaining unit. The lump sum would be considered retirement eligible earnings.</p> <p>For ATB's, 'me too' language states that in the event the ATB increase the non-represented staff receive in 2029 or 2030 is greater than the CX ATB + step increase for that year, the CX unit raise will be increased to match the difference.</p> <p>Minimum wage increased to \$25 per hour retroactive to April 1, 2026 for all titles. Any salary steps below \$25 per hour would be removed and any impacted CX employees would be placed on the step closest to, but not less than, \$25 per hour in their salary range. Any title where steps are removed would maintain a minimum of ten salary steps.</p>

Note: This table excludes articles where current contract language was maintained.

	<p>When all current steps for a title are under \$25 per hour, the existing step structure is shifted so that step one is at least \$25 per hour.</p> <p>Public Safety Dispatcher titles would continue to receive step increases in line with existing procedure.</p> <p>Accreted titles will continue to receive a 2% step proxy while bargaining for their initial wage range and step structure.</p> <p>Maintained bilingual pay and equity adjustments language.</p> <p>For LBNL CX employees:</p> <ul style="list-style-type: none"> • \$2,000 ratification lump sum subject to same conditions as CX ratification lump sum above • 7% ATB effective October 1, 2026 • 6% ATB effective October 1, 2027 • 5% ATB effective October 1, 2028 • 5% ATB effective October 1, 2029 • 5% ATB effective October 1, 2030
<p>Article 42 – University Benefits & Appendix D – University Benefits Not to Exceed Rates</p>	<p>The new Appendix D maintains caps on annual employee health care contributions that increase by no more than \$25 per month for pay bands 1 and 2 for each year of the agreement, starting in 2027. Current 2026 CX contribution rates that are lower than the published systemwide rates will continue for the remainder of the year and are used as the starting point. Actual employee health care contributions will be lower than the rates listed in Appendix D for most if not all coverage levels subject to the provisions of Article 42.</p> <p>New procedure for determining CX employee health care contribution rates starting in 2027:</p> <p><u>Step 1: Baseline Rate Calculation</u></p> <ul style="list-style-type: none"> • Starting in 2027 and for each year of the agreement, using the monthly 2026 published systemwide employee health care contribution rates as initial baseline, apply a 5% annual increase cap for UC Blue & Gold HMO and a 7.5% annual increase cap for Kaiser HMO rates. • If systemwide health care contribution rates increase by a percentage less than these 5%/7.5% caps for Blue & Gold/Kaiser during any year of the agreement, the baseline rates would only increase by that same (lower) percentage. <p><u>Step 2: Subtract Monthly Health Care Subsidies</u></p> <ul style="list-style-type: none"> • Following the Baseline Rate Calculation, subtract the following monthly subsidies from each corresponding contribution rate:



	<table border="1" style="margin-bottom: 10px;"> <thead> <tr> <th colspan="4">Pay Band 1</th> </tr> <tr> <th>Self</th> <th>Self + Child</th> <th>Self + Adult</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td><i>Blue & Gold Subsidy</i></td> <td>\$26</td> <td>\$48</td> <td>\$128</td> <td>\$156</td> </tr> <tr> <td><i>Kaiser Subsidy</i></td> <td>\$20</td> <td>\$37</td> <td>\$114</td> <td>\$156</td> </tr> </tbody> </table> <table border="1" style="margin-bottom: 10px;"> <thead> <tr> <th colspan="4">Pay Band 2</th> </tr> <tr> <th>Self</th> <th>Self + Child</th> <th>Self + Adult</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td><i>Blue & Gold Subsidy</i></td> <td>\$15</td> <td>\$35</td> <td>\$119</td> <td>\$146</td> </tr> <tr> <td><i>Kaiser Subsidy</i></td> <td>\$12</td> <td>\$27</td> <td>\$128</td> <td>\$178</td> </tr> </tbody> </table> <table border="1" style="margin-bottom: 10px;"> <thead> <tr> <th colspan="4">Pay Band 3</th> </tr> <tr> <th>Self</th> <th>Self + Child</th> <th>Self + Adult</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td><i>Blue & Gold Subsidy</i></td> <td>\$9</td> <td>\$37</td> <td>\$119</td> <td>\$182</td> </tr> <tr> <td><i>Kaiser Subsidy</i></td> <td>\$7</td> <td>\$28</td> <td>\$92</td> <td>\$140</td> </tr> </tbody> </table> <table border="1"> <thead> <tr> <th colspan="4">Pay Band 4</th> </tr> <tr> <th>Self</th> <th>Self + Child</th> <th>Self + Adult</th> <th>Family</th> </tr> </thead> <tbody> <tr> <td><i>Blue & Gold Subsidy</i></td> <td>\$19</td> <td>\$58</td> <td>\$154</td> <td>\$244</td> </tr> <tr> <td><i>Kaiser Subsidy</i></td> <td>\$14</td> <td>\$45</td> <td>\$119</td> <td>\$188</td> </tr> </tbody> </table> <p>Step 3: Compare to Appendix D</p> <ul style="list-style-type: none"> The CX employee health care contribution rate is either the amount resulting from Steps 1 and 2 above, or the amount listed in Appendix D for the corresponding year (\$25 per year), whichever is lower. <p>New language establishing a systemwide labor-management working group that will meet no less than twice a year to develop and discuss ways to address rising health care costs.</p>	Pay Band 1				Self	Self + Child	Self + Adult	Family	<i>Blue & Gold Subsidy</i>	\$26	\$48	\$128	\$156	<i>Kaiser Subsidy</i>	\$20	\$37	\$114	\$156	Pay Band 2				Self	Self + Child	Self + Adult	Family	<i>Blue & Gold Subsidy</i>	\$15	\$35	\$119	\$146	<i>Kaiser Subsidy</i>	\$12	\$27	\$128	\$178	Pay Band 3				Self	Self + Child	Self + Adult	Family	<i>Blue & Gold Subsidy</i>	\$9	\$37	\$119	\$182	<i>Kaiser Subsidy</i>	\$7	\$28	\$92	\$140	Pay Band 4				Self	Self + Child	Self + Adult	Family	<i>Blue & Gold Subsidy</i>	\$19	\$58	\$154	\$244	<i>Kaiser Subsidy</i>	\$14	\$45	\$119	\$188
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Article 1 – Access/Union Rights	Updated language around paid release time for stewards, increased maximum number of stewards, and enhanced language regarding attendance at new hire orientations. Added bargaining team language for accretion bargaining tables.																																																																								
Article 2 – Agreement	Updated contract expiration date and added improved process to address disputes over the reclassification of bargaining unit work.																																																																								
Article 3 – Arbitration Procedure	Corrected spelling error.																																																																								
Article 5 – Corrective Action/Discipline and Dismissal	Reduced the time limit for a copy of notice of final action on discipline to be sent to the Union by the University from five to three working days.																																																																								
Article 6 – Duration	New contract shall expire after June 30, 2031.																																																																								
Article 7 – Grievance Procedure	Language added allowing and creating a process for the filing of systemwide grievances.																																																																								
Article 9 – Holidays	Personal day off added subject to University approval but cannot be unreasonably denied. Must be requested at least two weeks prior to usage. One personal day available per calendar year, expires if not used in the calendar year.																																																																								

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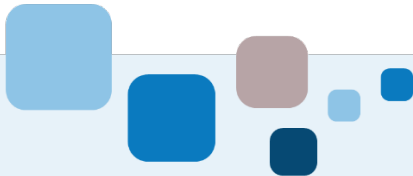
<p>Article 10 – Hours of Work</p>	<p>Departmental seniority will be used to determine who should receive a preferred shift assignment between two employees with equal qualifications.</p> <p>Added language clarifying that a second 30-minute meal period will be provided when more than ten continuous hours are worked in a shift.</p> <p>Incorporated language regarding required minimum rest and meal periods at UC medical facilities, the process for any waivers, and penalty pay to the employee when rest and meal periods are missed.</p> <p>Successfully preserved the existing hybrid and telecommuting language, protecting members’ remote-work flexibility.</p>
<p>Article 12 – Labor-Management Meetings</p>	<p>Increased number of member representatives for systemwide labor-management meetings from 11 to 14.</p>
<p>Article 13 – Layoff and Reduction in Time</p>	<p>Included per diem appointments in the order of layoff.</p> <p>Created a deadline of ten business days for the UC to provide the reason a preferential rehire candidate was not selected for a position.</p>
<p>Article 14 – Leaves of Absence</p>	<p>Changes and updates to leaves language to comply with new federal/state laws will be addressed in a separate negotiating table.</p>
<p>Article 16 – Medical Separation</p>	<p>Language updated to make clear that reassignment is an alternative to medical separation.</p> <p>Added that a University Disability Manager or other designated representative must perform a written review to document that the University exhausted the interactive process before moving to medically separate an employee.</p> <p>New language that expands protections against being medically separated while on sick and other related leaves of absence.</p> <p>Re-employment language for medically separated employees expanded.</p>
<p>Article 17 – Military Leave</p>	<p>Temporary military leave for active-duty training is now provided per training order. Such leave now granted for inactive duty training.</p> <p>Up to ten days of Civil Air Patrol leave added per year.</p>
<p>Article 21 – Nondiscrimination in Employment</p>	<p>Added nondiscrimination protections for ethnic origin, gender transition, and childbirth.</p>
<p>Article 23 – Parking</p>	<p>Maintained current contract language on University parking.</p>

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Article 25 – Payroll Deductions	Language added for locations to make reasonable efforts to coordinate payment plans for missed payments of deductions elected by the employee prior to making deductions.
Article 26 – Performance Evaluation	Language added that performance evaluations can now be digitally signed or acknowledged.
Article 27 – Personnel Files	Performance evaluations more than five years old that can be removed by an employee’s request can include both written or electronic files.
Article 28 – Positions -Appointments	Language added that allows conversion from contract to career or limited appointments for employees in accreted titles.
Article 29 – Probationary Period	Employees shall now receive credit towards completion of the probationary period when added to the bargaining unit from unrepresented titles. Employees must be in the same appointment as they were in for at least three months prior to conversion.
Article 32 – Resignation/Job Abandonment	The University is now required to issue final paychecks within six calendar days, down from 10 calendar days previously.
Article 35 – Shift Differential	Shift differential rate for non-medical center CX employees increased from \$1.00 to \$1.25 per hour to match rate for medical center CX employees. New rates are effective July 1, 2026, for all unit titles. Removed language in 35.F to make clear that Article 35 language establishes the shift differential rates for all titles working in established shifts for all University locations.
Article 36 – Sick Leave	Expanded list of potential uses of sick leave in accordance with federal/state laws. CX employees can now use up to ten days of sick leave, increased from seven, for bereavement leave per occurrence. Per Diem appointments now receive 16 hours of sick leave per calendar year. Unused hours may be carried over to a subsequent year but a Per Diem appointment can have at most 24 hours of sick leave available at any time. A maximum of 24 hours of sick leave can be used per calendar year.
Article 37 – Subcontracting	Existing protections against the University contracting out CX bargaining unit work maintained.

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Article 39 – Transfer - Promotion - Reclassification	Upon promotion/upward reclassification, a CX employee shall now receive either the minimum pay of the new title or a two-step salary increase, whichever is greater. Prior language only provided for a potential one-step increase.
Article 44 – Vacation	An employee on leave without pay during University curtailment periods shall now retain eligibility for Holiday pay.
New Article 49 – Workforce Technology	New language establishes that while technology (including artificial intelligence) may assist in performing work duties it will not be a substitute for a CX employee’s professional judgement. Joint systemwide Union-management committee shall meet up to four times per year to discuss technology in the workforce. Meetings will be convened in line with Article 12 labor-management meeting provisions.
Appendix A – Job Code Lookup System	Updated website link and name of University’s salary schedule resource.
Appendix F – CX Arbitration Panel	Updated list of agreed upon arbitrators to hear arbitrations pursuant to Article 3 – Arbitration Procedure.
Appendix G – Parking	UCLA annual parking caps can increase up to \$10 each year, in alignment with other locations. Maintained all other existing location parking caps.



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