

University of California and Teamsters Local 2010

Pursuant to PERB Unit Modification orders of June 10, 2025, the below listed class(es) are added through accretion to the Teamsters Local 2010 (“CX”) unit. Accretion of the titles is governed by PERB Unit Modifications Orders SF-UM-931-H and SF-UM-928-H.

ADMIN OFCR 3 (7377)

ADMIN OFCR 3 GF (6550)

ADMIN OFCR 4 (7378)

ADMIN OFCR 4 GF (5882)

FAC MGT SPEC 4 (5196)

A. Sick and Vacation Leave Accruals and Conversion of Paid Time Off (PTO)

1. Employees in any of the above-listed titles who currently have PTO and are employed at the time of this agreement shall have their eligible PTO time converted to sick as prescribed by the locations’ current policy.
2. Employees in any of the above listed titles who currently have PTO and are employed at the time of this agreement shall have their eligible PTO time converted to vacation leave and shall continue to accrue leave as follows.
3. Any employee whose accrual balance is equal to, or in excess of the maximum amount allowed under Article 44 – Vacation, Section B.1 on the date of ratification, shall receive a lump sum payout to reduce their balance to 80% of the allowable accrual maximum. Employees shall receive the lump sum payout within (90) ninety days of the University receiving written notification the agreement has been ratified.
4. Employees in the ADMIN OFCR 3 GF, ADMIN OFCR 4 GF and FAC MGT SPEC 4 titles with MSP designations shall maintain their MSP vacation maximums and vacation accrual rates provided they remain in their current title. This agreement is limited to incumbents of these titles as of the date of ratification.

B. Awards and Incentive Programs

1. Any employee in any of the title listed above shall be subject to the same criteria for any Employee Award Program as their union brethren under the terms and conditions provided under the current CX collective bargaining agreement. Specifically, but not limited to the provisions of Article 45.A.7. This includes any award program created at LBNL.

C. UNIVERSITY SALARY STEPS

1. The salary steps agreed upon by the parties are attached hereto as Appendix "A."
 - a. The University will implement the step structures within ninety (90) days of receiving written notification from the Teamsters that the accretion agreement has been ratified. The University will also process the lump sum payments within ninety (90) days of receiving written notification the agreement has been ratified.
 - b. Employees shall receive a one-time lump sum for the difference, if any, between their current rate of pay and that to which they are scheduled to receive after-step placement for the period between the dates listed below in sections c and d, and the date the University places the employees on the step structure. The parties understand and agree that this lump sum is pensionable (retirement eligible) by the University.
 - c. The Administrative Officer 3 and 4 whose accreted date is June 10, 2025, shall be placed on the negotiated step closest to, but not less than, their current rate of pay with an effective date of July 1, 2025.
 - d. The Facilities Mgt Spec 4 whose accreted date is June 10, 2025, shall be placed on the negotiated step closest to, but not less than, their current rate of pay with an effective date of July 1, 2025.
2. Agricultural and Natural Resources (ANR) employees will be paid in accordance with the current salary admin plan.

D. ULPS, RFIs or GRIEVANCES RELATED TO THE ACCRETION OF THE TITLES

1. Any ULP, RFI or grievances filed regarding the accretion of any of the above-listed titles except as identified below will be withdrawn and dismissed with prejudice within sixty (60) days after the ratification of the parties' accretion agreement. No additional steps need to be taken by the University.

This grievance is excluded: UC San Diego Campus; Sally Magdi Morgan Grievance; Systemwide No. SD-CX-4522-25; Location No. 072925-01 CX

E. Conversion For Contract Employees

1. 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 Article 28.
2. 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.
3. The effective date for conversion to limited or career shall be the date of the unit modification order.

F. ARTICLE 10 – HOURS OF WORK

1. The FLSA designation of accreted employees shall not be changed as a condition of accretion. This does not impact the University from exercising management rights under the terms and conditions of the contract or applicable state and federal laws.

G. LICENSE AND CERTIFICATION PAY


Article 38 of the current CX contract addresses license and certification pay.

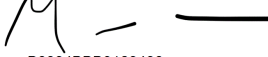
1. This section applies only to post-hire required materials, training licenses and/or certificates that the University specifically requires an Fac Mgmt Spec 4 to obtain and maintain as a condition of employment. This section specifically excludes any license or certificate that is required for eligibility for employment or continued employment in a title. The section applies only to those employees in the Facilities Management Specialist title.
2. When the University requires maintenance of a post-hire certificate or license the University shall pay the fees, related costs for materials, travel, per-diem and employees' attendance at an educational or training program to maintain said license or certificate. Employees must obtain written permission prior to buying materials or participating in any training and/or educational program. This section solely applies to materials, training and/or educational programs which are specifically required by the University.

3. The University reserves the sole discretion to determine what, if any, educational or training program, or materials are required to maintain or obtain a post-employment license or certificate. The University further reserves the right to determine that a post-employment license or certificate is no longer required for a position. The University's decisions are non-grievable.

University of California
E. Kevin Young

Teamsters Local 2010
Michael Erazo

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Date: 2/12/2026

Date: 2/26/2026