



Tentative Agreement Summary: UC Davis K3 Bargaining Unit Articles With Changes	
ARTICLES	SUMMARY OF CHANGES
Article 1: Apprenticeship Program	Updated language to include make-up of the Joint Apprenticeship committee and to include the Medical Center, who are interested in participating in the program.
Article 2: Arbitration Procedures	Updated the selection of the Arbitrator list.
Article 5: Classifications and Reclassifications / Out of Class assignment	Added language that helps members know what to include if they are requesting a reclassification. Added language stating that if a reclassification review is not done correctly, the Union is able to grieve the process and ask for a second review.
Article 9: Duration	5-year contract.
Article 10: Grievance Procedure	Added language that will help expedite moving grievances to the next level.
Article 11: Health and Safety	New reimbursement for protective shoes, inserts and laces for members. • Starting July 1, 2027: \$270 • Starting July 1, 2028: \$280 • Starting July 1, 2029: \$290 • Starting July 1, 2030: \$300 • Starting July 1, 2031: \$310
Article 12: Holidays	Added two premium pay holidays: Christmas Eve and MLK day.
Article 13: Hours of Work	Added permanent shift for Cogen Plant Operators at the Medical Center. Included language to satisfy bill SB 1334 that provides penalties for health care workers that miss breaks and meal periods along with the form to waive meals and breaks.
Article 14: Joint Health and Safety Committee	Updates on when agendas for committee meetings need to be submitted and more detailed description on the make-up of the committee.
Article 16: Layoff and Reduction in Time	Added language that points to the new seniority article that defines seniority for layoff purposes.



Article 17: Leave of Absence	If an employee learns of an event that may require them to request a leave of absence in less than 30 days, the employee may request the leave of absence as soon as practicable, replacing old language that stated five working days. Added language that states that if an employee is forced to take administrative leave by the University, that it counts towards the accrual hours for FMLA. Added language allowing the Union to grieve discriminatory practices when granting leave of absence without pay.
Article 22: Overtime	Added language that mirrors the on-call language that states that when there are no volunteers for overtime, management will assign the overtime using a rotational inverse seniority list. Added language that gives members more control of comp time accrual and cash out.
Article 23: Parking	Maintained \$10 dollar cap.
Article 25: Paycheck Errors	Added clarifying language on overpayments and how to pay overpayments back.
Article 28: Positions and Appointments	Added language to clarify that Leads do mostly Lead work.
Article 29: Probationary Period	Added language that requires the University to have mutual agreement with the Union before extending a probationary period for any probationary employee.
Article 30: Promotions and Transfers	Updated language to give more details on how promotions and transfers function.
Article 31: Reasonable Accommodations	Added safety language that allows the University to pay for a medical exam if a worker has a potential impairment that does not allow the worker to do their job safely. Added language that allows for mutual agreement between the Union and the University to agree to extend a trial employment for an individual needing reasonable accommodations.



Article 32 with Side Letter 1: Recognition	Added the following new titles: Lead Line Worker, Line Worker, Line Worker Apprentice. Extended titles that are used in other UC campuses in the contract. List of the extended titles: 1. Physical Plant Mechanic Lead 2. Fire and Security Lead 3. Fire and Security System Technician 4. Maintenance Mechanic Lead 5. Maintenance Mechanic 6. Facility Mechanic 7. HVAC Mechanic Side Letter 1: Within 90 days the University and the Union will sit down to review the titles above for implementation and use, not including Physical Plant Lead title because we have bargained the scope of that classification already.
Article 36: Shift Differential	Increased Swing shift differential from \$2.50 to \$2.75
Article 44 and Appendix H: University Benefits	Improves affordability of health care starting January 2027 by providing subsidies and an annual cap to Kaiser and UC Blue and Gold HMO. Effective January 1, 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. Subsidies: Effective January 1, 2027, and through the life of the contract, employees enrolled in Kaiser and Blue & Gold health care plans will receive monthly subsidies which will reduce the employee premiums. In the life of contract, premium rates for Kaiser and Blue and Gold HMO will not exceed \$25 dollars a year. PPO plans no longer have a \$25 cap.



Article 46: Wages And Awards	Effective July 1, 2027: 7% raise (3% across-the-board raise and two step increases, average 4%). Step 1 and Step 2 of each classification shall be eliminated, and the steps shall be renumbered Effective July 1, 2028: 6% raise (2% across-the-board raise and two step increases, average 4%). Step 1 and Step 2 of each classification shall be eliminated, and the steps shall be renumbered Effective July 1, 2029: 6% raise (2% across-the-board raise and two step increases, average 4%). Step 1 and Step 2 of each classification shall be eliminated, and the steps shall be renumbered Effective July 1, 2030: 5% raise (3% across-the-board raise and one step increase, average 2%). Step 1 and Step 2 of each classification shall be eliminated, and the steps shall be renumbered Effective July 1, 2031: 5% across-the-board raise For the raises taking effect in the first four years of the contract, 2027-2030, 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 will be eligible for a non-base building, retirement eligible lump sum payment equal to the value of the range adjustment. Non-probationary career employees who are no longer eligible for a step increase will receive a retirement eligible non-base building, retirement eligible lump sum payment to the value of the step increase above. These increases compound to a 33.1% total average wage increase over the five-year life of the contract.
Article XX: Seniority	Added language providing seniority definitions for layoffs, hours of work, overtime and vacation requests, promotions and transfers all in article.
Article XX: Workforce Technology	Introduced language to protect from AI replacing K3 work.