



Tentative Agreement Summary - UC Santa Barbara Skilled Trades K8 Bargaining Unit
Updated September 17, 2026

Tentative Agreement Summary - UC Santa Barbara Skilled Trades K8 Bargaining Unit - Articles with Changes	
OPEN ARTICLES	SUMMARY OF CHANGES
Article 1: Recognition	Added new titles to the bargaining unit; Lead Welder, Roofer, Lead Roofer, Lead Skilled Trades Mechanic, Food Service Mechanic, and Lead Food Service Mechanic.
Article 2: Duration	5-Year Term Effective July 1, 2026, and Expires January 1, 2031.
Article 6: Limited Appointment	Clarifies that the automatic conversion to career status will not occur when: 1. 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; or 2. The position into which the employee is hired is not an "ongoing" position, in that the position is established and funded for less than a year at any percent of time, or 3. The funding for the position is "one time" funding, of eighteen (18) months or less, or 4. The employee was hired specifically to work on a short-term project lasting no more than one year.
Article 8: Overtime	Adds sick leave to be considered time worked for the purpose of overtime pay eligibility. Increases the rate of pay for overtime meals to \$38.00 from \$20.00 for dinner and to \$26.00 from \$19.75 for lunch. Employees shall be paid double time for hours worked in excess of (12) consecutive hours.
Article 11: Holidays	Renames Cesar Chavez Holiday to Farmworkers Day.



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Article 14: Work-Incurred Injury and Illness	Clarifies that employees receiving benefits under workers compensation shall have the time counted as Family and Medical Leave when appropriate.
Article 15: Military Leave	Adds temporary military leave for active-duty training.
Article 16: Leaves of Absence	Updates Pay for Family Care and Bonding which is a 100% income replacement option for up to eight workweeks per calendar year for employees taking FML for parental bonding or to care for a family member. Expands the definition of family member and includes designated person to the entitlement to protected time off to care for a family member with a Serious Health Condition. Updates rights under pregnancy disability leave. Clarifies leave benefits for witness duty. Adds local and national elections to the right to paid time off to vote. Updates rights under victim leave. Adds reproductive loss leave. Updates bereavement leave to allow for ten days of sick or vacation time for a family member.
Article 17: Classifications	Updates the classification review process conducted by HR Compensation to include a classification review meeting and defines classification review process.
Article 20: Subcontracting	Ensures that bargaining unit employees shall not be demoted, suffer loss of pay or benefits or promotional opportunities, or laid off because of contracted out work.
Article 24: Arbitration Procedure	Updates process for selection of the arbitrator. Increases the duration and clarifies the ability of the arbitrator to award back pay.
Article 27: Protective Clothing and Equipment	Increases reimbursement for protective shoes and insoles from \$300 to \$325 per year.



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	Increases the clothing allowance for purchase, replacement and laundering costs from \$200 per year to \$275. Codifies that employees will be reimbursed up to \$250 for safety glasses and will increase in accordance with University Policy.
Article 28: Parking	Ensures a \$10 dollar cap per month on the University's ability to increase rates should the University increase rates for other employees at a higher rate. Provides for 72-hour notice prior to parking lots reassignment during special events. Codifies that employees are eligible to participate in alternative transportation programs under the same terms and conditions as other employees.
Article 44: 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.
Article 46: Wages and Awards	A total of 30.07% in compounded across-the-board (ATB) raises resulting from the following: • 5% ATB increase effective July 1, 2026. 1% Bargaining Unit Equity increase effective July 1, 2026 (Total 6% effective July 1, 2026). • 5% ATB increase effective July 1, 2027. 1% Bargaining Unit Equity increase effective July 1, 2027 (Total 6% effective July 1, 2027). • 5% ATB increase effective July 1, 2028.



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	• 5% ATB increase effective July 1, 2029. • 5% ATB increase effective July 1, 2030. • For biweekly paid unit employees, each of the above increases will be effective at the beginning of the pay period closest to the July 1st effective date for monthly paid employees. Ensures that bargaining unit members are eligible for campus staff recognition awards.
Article 50: Past Practice	Requires the University to provide at least a 60-calendar day written notice prior to change in policy or practice.
Side Letter Compensatory Time-FM	Updates side letter to allow employees to elect compensatory time for unscheduled and campus event overtime, only.