



UCLA Skilled Trades (K4) Successor Contract Tentative Agreement (TA) Summary
of Changes to Current Contract

Contract Article	TA Changes
Article 45 – Wages/New Appendix on Equity Increases	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. • 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.
Side Letter – Equity Review Committee	Establishes Equity Review Committee to meet within 30 business days of ratification which will review identified job classifications that may require market – based equity increases in addition to those listed above. Committee shall meet twice within 60 business days of ratification and comprised of Union bargaining team and University. Disputes under side letters are not subject to contract’s grievance or arbitration procedures.
Article 3 – Definitions	Clarified that seniority, as used in the Vacation, Promotions & Transfers, Hours of Work and Overtime Articles, is determined by the date of appointment of the employee to the classification in the shop or work location.
Article 8 – Personnel Files	• Added new Section G to allow for removal of performance evaluations older than five (5) years if requested by the employee. • Increased time within which counseling memoranda are destroyed if no other memoranda or discipline has been taken against the employee for the same conduct to 2 years from 18 months from the date of issuance if requested by the employee and not required by law. Codified that counseling memorandum older than two years shall not be used or relied upon for any personnel action provided that there has been no further counseling or discipline within the two year period. • Added new Section J to allow for employee to request removal of written warnings or suspensions older than two (2) years after the date of issuance if, during that time, there has been no further



	disciplinary action taken against the employee for the same or similar conduct, unless otherwise required by law. A disciplinary notice cannot be used to support subsequent discipline if there has been no further disciplinary action within two (2) years after the date of issuance of the written warning or suspension.
Article 10 – Training and Development	Section C Optional Training increased reimbursements from \$500 to \$750 per fiscal year for participation in educational/training programs if approved. Requests above \$750 will be considered on a case by case basis.
Article 11 – Promotion and Transfer/Side Letter	Updated side letter Promotion & Transfer Labor Management Meetings to provide that the Union and University will meet, if requested by either party (instead of within 45 days of ratification), to discuss (instead of negotiate) a pilot program to address internal promotions subject to general conditions.
Article 12 – Hours of Work	G. On-Call increased the on-call rate to twenty-five percent (25%) of base rate pay for each hour on-call instead of 20% or the federal minimum wage of \$7.25. Codifies requirement to be on-call. To be eligible for on-call compensation, the employee must meet all of the following conditions while assigned to on-call status: 1) to be reachable by telephone, pager, radio, or other University-designated communication method; 2) to remain within a distance that allows the employee to report to UCLA within sixty (60) minutes when directed to report to work; and 3) to refrain from activities which might impair his or her ability to safely and effectively perform assigned duties if called to work.
Article 16 - Holidays	Changed the name of Cesar Chavez holiday to Farmworkers Day
Article 20 – Medical Separation	In section A, new language that codifies that prior to medical separation, the University must first determine that a reasonable accommodation does not exist, prior to a medical separation. Employee Disability Management Services (“EDMS”) must review, agree, to a medical separation prior to issuance. Prior to medical separation, the University will engage in the interactive process in accordance with the provisions of Article 21 (Reasonable Accommodation).
Article 25 – Discipline and Dismissal	• Codifies that investigatory leave will be paid regardless of the outcome. • Removes Disciplinary Review Conference, Alternate Skelly Hearing while preserving the grievance procedure and Skelly hearing process for disputes regarding discipline. • Moves Section H. Removal of Written Warnings to Article 8 Personnel Files. See Article 8 Personnel Files for other changes.
Article 33 – Parking	Bargaining unit employees will be responsible for the City of Los Angeles Parking Occupancy Tax (10%), in addition to UCLA Parking rates. Parking rates may increase up to a maximum of \$6 more per month.



Article 34 – University Benefits	• Links to University websites with further information about various benefit options updated throughout the article. • 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 – Duration	Duration updated to reflect agreement being effective July 1, 2026 and being in effect until 11:59pm on June 30, 2031.
Article 48 -Licenses and Certifications	A. Licenses and Certifications updated names of certifications and licenses eligible for UC payment to Backflow Prevention Assembly Tester instead of Backflow Preventer and Medical Gas Installer (ASSE 6010 Installer) instead of and Medical Gas Piping and Medical Brazing. AADM Audit training which does not result in certification will also be paid for by the UC. Added new Section B. Certification Incentive Award which provides \$75 per month per eligible certification, as determined by the University. Eligible certifications: Backflow Prevention Assembly Tester Certification, Medical Gas Installer Certification (ASSE 6010 Installer), Brazer Certificate (ASME IX Brazer), Unlimited Steam Operator License, Designated Underground Storage Tank (UST) Operator, Cal Fire Automatic Extinguishing Systems (AES) Weekly Fire Pump Test Certificate, American Welding Society (AWS) Welding Certificate, National Institute for Certification in Engineering Technologies (NICET) Fire Alarm Systems Level II Certification and Mechanic Education and Certification for Health Care (MECH) at the senior level or equivalent.
Article 52 Pay For Family Care And Bonding	Updated and incorporated agreement to provide notice of any systemwide changes to PFCB and to pay 100% of employee's eligible earnings and accruals while on PFCB.
Appendix A – List of Arbitrators	Five arbitrators removed from prior list while adding John LaRocco, Mark Burnstein, David Weinberg, and Juan Carlos Gonzalez
Appendix B	Equity Review Committee Establishes Equity Review Committee to meet within 30 business days of ratification which will review identified job classifications that may require market – based equity increases in



	addition to those listed above. Committee shall meet twice within 60 business days of ratification and comprised of Union bargaining team and University. Disputes under side letter not subject to contract's grievance or arbitration procedures.
Appendix C – Location of Personnel Files	Removed Lusk and Lake Arrowhead and Santa Monica Hospital as locations.
Appendix E – Bulletin Boards	Under UCLA Health, added West Valley Break Room and Mid-Wilshire Hospital to list of locations with bulletin boards.
Appendix G – Maintenance Mechanic Classifications	Added UCLA Athletics, UNEX, ASUCLA to departments/shops that may fill Maintenance Mechanic positions.
Appendix J – Value of Safety Shoes	Effective March 1, 2027, the amount provided for safety shoes will increase to \$300 in accordance with Article 30.B and that this amount will be increased by \$10.00 each March 1 st for the duration of the contract.
Appendix K – UCLA Parking Rates	• Previous parking rates replaced with newly negotiated parking caps for each fiscal year of the contract. • Bargaining unit employees will be responsible for the City of Los Angeles Parking Occupancy Tax (10%), in addition to UCLA Parking rates.
Appendix L New Classifications Wages	Deleted. No new classifications created
Appendix M Pay for Family Care and Bonding	Deleted. Language incorporated into Article 52 Pay for Family Care and Bonding
Appendix N Promotion and Transfer Labor Management Meetings	Updated side letter Promotion & Transfer Labor Management Meetings to provide that the Union and University will meet, if requested by either party (instead of within 45 days of ratification), to discuss (instead of negotiate) a pilot program to address internal promotions subject to general conditions.
Appendix O Equity Increases	Deleted. Equity increases, will be established by the Equity Review Committee outlined in Appendix B.