



Updated 09/28/2026

UCSD Skilled Trades (K6) Successor Contract Tentative Agreement (TA) Summary of Changes to Current Contract

Contract Article	TA Changes
Article 43 – Wages/New Side Letter on Equity	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 1 effective date for monthly paid employees. Side Letter - Added equity increase of 1.5% for Systems Ops, Systems Ops Lead, and Irrigation Mechanic job titles, retroactive to July 1, 2026.
Article 1 – Recognition	Added the Irrigation Mechanic Lead, Apprentice Irrigation Mechanic, and Maintenance Mechanic Apprentice titles to the bargaining unit.
Article 5 – Nondiscrimination in Employment	In addition to the listed protected classes, the Union added that the University shall not discriminate against or harass employees on the basis of a status or characteristic protected by applicable federal, state or local law.
Article 6 – Probationary Period	Added language that states a probationary employee shall be evaluated in writing at least once during a full probationary period at approximately the mid-point.
Article 7 – Positions and Appointments	Added language stating qualifying service in a limited appointment must be in the K6 Unit.
Article 8 – Hours of Work	Eliminated language that stated an employee who is required to return to work and whose meal period is not rescheduled shall not be paid for the meal period. Increased the number of days of notice Management must provide when changing a member's work schedule to 21 days (from 10 days).



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	Improved Call-Back Time language by having call-back time start any time after the completion of the regular work schedule instead of three hours after the shift Improved language regarding Time Off Between Shifts. Expanded the 12-hour minimum between shifts to all employees in the bargaining unit. Added language stating that employees will be paid at one and a half (1 ½) times the regular hourly rate for all hours worked within the 12 hours between shifts.
Article 9 – Overtime	Added language in Overtime Meals stating Management will post how to redeem the overtime meal compensation of \$15.
Article 10 – Performance Evaluation	Added language that an employee may write comments pertaining to their performance prior to the finalization of a performance evaluation.
Article 12 – Holidays	Changed the name of Cesar Chavez Day to Farmworkers Day and reordered the holidays in order of the calendar year.
Article 13 – Sick Leave	Made updates to align with law changes or University policy. Added language that states if an employee is laid off and returns to University service due to recall or preferential rehire, all unused sick leave will be reinstated.
Article 14 – Vacation	Removed the six-month waiting period to use vacation for new employees.
Article 15 – Military Leave	Made updates to language to align with law changes.
Article 16 – Leaves of Absence	Made updates to language to align with law changes.
Article 18 – Layoff and Reduction in Time	Changed language to guarantee 45 calendar days' notice for layoff, removing the possibility of as low as 20 calendar days' notice of layoff.
Article 20 – Subcontracting	Added language that states if the maximum dollar thresholds for subcontracted work are modified, the article will be amended.
Article 22 – Arbitration Procedure	Updated the list of arbitrators.
Article 24 – Joint Health and Safety Committee	Increased the number of committee members on the Joint Health and Safety Committee to seven members from four members. Outlined that four shall be in the Health System (Thornton, East Campus, Construction Planning and Development, Hillcrest), one in Facilities Management, one from Utilities and Sustainability, and one from Housing.



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Article 25 – Protective Clothing	Added language that guarantees all K6 employees will receive up to \$250 every other year for safety glasses and \$225 per year for protective footwear.
Article 27 – Parking	Current contract language maintained.
Article 31 – Reasonable Accommodation/Rehabilitation	Updated general language about the University’s reasonable accommodation obligations and other accommodations regarding pregnancy, childbirth, and related medical conditions.
Article 32 – Union Stewards	Changed the structure of one Chief Union Steward and a Co-Chief Steward into two Chief Stewards — one Chief Union Steward for Campus and one Chief Union Steward for Health. Added two additional stewards.
Article 36 – Personnel Files	Eliminated language that stated UCSD may charge fees for making copies of personnel file information
Article 40 – Insurance and Retirement 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 41 – Shift Differential	Added weekend differential of \$2.00/hr for those working a regular weekend shift Shifted the hours of eligibility for third shift to 3 P.M. to 6 A.M.
Article 42 – Apprenticeship Program	Added the Irrigation Mechanic title to the Apprenticeship Program. Added language stating there will be a JATC for UCSD Health and a JATC for UCSD Campus.
Article 46 – Duration	Updated the effective dates of the contract from the date of ratification to June 30, 2031



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	Updated dates for initial bargaining proposals for the successor contract in 2030,
Appendix A – Side Letter – Apprenticeship	Deleted language limiting the Skilled Crafts Bargaining Unit to the Facilities Management program.
Side Letter – Irrigation Mechanic Lead	The Union agreed to create the Irrigation Mechanic Lead position with the wage rate of \$41.54/hour.