



TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

Jason Rabinowitz
Secretary Treasurer and Principal Officer

March 14, 2016

Anthony DiGrazia, Associate Director -Labor Relations
University of California, Office of the President

Sent via electronic mail.

Dear Anthony,

A great public university should be a force for good jobs and a fair economy, not part of our national crisis of income inequality and declining middle class pay. Unfortunately, the University of California has driven down real income of its essential clerical support worker titles by nearly 24% over the past 18 years. More than 93% are now paid too little to afford the basic necessities of life.

As set forth below, Teamsters Local 2010 proposes to provide across-the-board, longevity and equity increases sufficient to provide fair compensation to CX employees. Teamsters Local 2010 further proposes to protect employee medical and retirement benefits, and to improve workplace conditions through amendment to the Contract articles set forth below.

The following proposals represent a preliminary list of those articles of the CX-Unit’s contract that Local 2010 will propose to change, modify or amend. The Union maintains the ability to modify, amend, substitute or withdraw any or all of these proposals depending upon the course of bargaining. Additionally, the Union reserves the right to submit additional proposals or possibly, to propose to open additional articles of the contract, as negotiations progress.

Article 1	Access/Union Rights	<ul style="list-style-type: none"> Provide adequate union access to meeting rooms and bulletin boards.
Article 3	Arbitration Procedure	<ul style="list-style-type: none"> Update procedure and Arbitrator panel to improve efficiency and fairness.
Article 5	Corrective Action, Discipline and Dismissal	<ul style="list-style-type: none"> Review and modify language. Adjust levels of discipline to further the purposes of just cause.
Article 6	Duration	<ul style="list-style-type: none"> Update with new duration.
Article 7	Grievance Procedure	<ul style="list-style-type: none"> Update and modernize procedure to improve efficiency and fairness.
Article 9	Holiday Pay	<ul style="list-style-type: none"> Review and modify language, ensuring fair and flexible compensation with respect to holiday pay.
Article 10	Hours of Work	<ul style="list-style-type: none"> Review and modify overtime language to ensure fair compensation for extra work. Provide adequate prep-time. Seniority-based system for choosing shift assignments.



Article 13	Layoff and Reduction in Time	<ul style="list-style-type: none"> Review and modify preferential rehire language.
Article 20	No Strikes	<ul style="list-style-type: none"> Amend and modify language.
Article 21	Non-Discrimination	<ul style="list-style-type: none"> Provide clarity of requirements to take grievances to arbitration.
Article 22	Out-of-Classification Assignment	<ul style="list-style-type: none"> Fairly compensate out of title work, including additional workload due to unfilled vacancies or other reductions in staffing levels.
Article 23	Parking	<ul style="list-style-type: none"> Review and modify language. Address burdensome cost of parking, and lack of availability.
Article 25	Payroll Deduction	<ul style="list-style-type: none"> Review and modify language.
Article 26	Performance Evaluation	<ul style="list-style-type: none"> Amend and clarify evaluation process to ensure fairness, objectivity, and consistency.
Article 29	Probationary Period	<ul style="list-style-type: none"> Review and modify language to promote fairness and due process.
Article 33	Respectful, Fair Treatment	<ul style="list-style-type: none"> Require bullying training at new employee orientation, as well as a required periodic review.
Article 35	Shift Differential	<ul style="list-style-type: none"> Review and modify differential pay.
Article 37	Subcontracting	<ul style="list-style-type: none"> Alter rules covering outsourcing CX bargaining unit work, to ensure quality of service, and optimal efficiency.
Article 38	Training and Development	<ul style="list-style-type: none"> Modify, and enhance access to Training and Development Time.
Article 39	Transfer / Promotion / Reclassification	<ul style="list-style-type: none"> Adjust classification system, to accurately define, periodically review, and fairly compensate CX-Unit work system wide. Review and modify hiring and promotion process, establishing system wide uniformity.
Article 40	Travel Reimbursement	<ul style="list-style-type: none"> Review and modify travel reimbursement policy to ensure fair and timely repayment of expenses incurred due to work.
Article 42	University Benefits	<ul style="list-style-type: none"> Protect guaranteed pension benefits, and defend the health of the defined benefit plan. Reduce or freeze employee retirement contributions. Freeze healthcare contributions over term of contract, or reduce if cost decreases. Adjust health care pay bands to ensure fairness, affordability and access. Make per diem workers eligible for healthcare, per Affordable Care Act requirements. Establish a student loan repayment program. Institute a program to provide discounted UC tuition.
Article 44	Vacation	<ul style="list-style-type: none"> Review and modify vacation usage policy. Address unfairness of outdated campus closure policy.
Article 45	Wages	<ul style="list-style-type: none"> Provide across-the-board wage increases sufficient to provide fair compensation in light of past and anticipated cost of living, compensation provided to employees working in comparable employment in the region, and other relevant factors.

<i>Article 45 cont'd</i>	<i>Wages cont'd</i>	<ul style="list-style-type: none"> • Provide sufficient steps to ensure adequate compensation, and recognition of experience and longevity. • Remedy issues of wage and step inequity that exist within titles, and between geographic location. • Amend and clarify equity step process. • Include eligibility for CX-unit for various incentive pay, including certificate pay and CEMREP.
Appendices		<ul style="list-style-type: none"> • Review all Appendices and Side Letters.

Globally, Local 2010 proposes to change all references to the Coalition of University Employees – Teamsters Local 2010 (or CUE Teamsters, or any other derivative thereof,) found in the outgoing agreement, to “Teamsters Local 2010.” We will not call out each such change.

Please don’t hesitate to reach out with any questions or concerns. Teamsters Local 2010’s CX-Unit Bargaining Team looks forward to a productive and honest negotiation.

Sincerely,



Jason Rabinowitz, Secretary-Treasurer and Principal Officer
Teamsters Local 2010

Cc: Teamsters Local 2010 CX-Unit Bargaining Team