

UNIVERSITY OF CALIFORNIA

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SANTA BARBARA • SANTA CRUZ

LABOR RELATIONS

OFFICE OF THE PRESIDENT
300 Lakeside Drive, 12th Floor
Oakland, CA 94612-3550

Sent via USPS and Electronic Mail

February 06, 2015

Ben Harder
Chief Negotiator/UC-AFT

Re: **UC 2015 Successor Proposals**

Dear Ben:

I am pleased to provide you with a list of the University's bargaining objectives for 2015 successor bargaining. The objectives are provided to you in a conceptual format so that the parties can work collaboratively together and ultimately succeed in producing a successor contract that addresses our mutual concerns and interests. The University reserves the right to bargain over additional topics throughout the negotiation process. I look forward to seeing you at our March 3rd, 2015 bargaining session.

Sincerely,


Athena Buenconsejo

Article 1: Recognition	Including but not limited to: Deleting Title Codes: 1600; 1602; 1605; 1606; 1610; and 1615. Add titles: 1646; 1647; and 1654.
Article 3: Academic Responsibility	Including but not limited to: Add additional categories of discrimination that are unacceptable conduct at the University.
Article 4: Nondiscrimination in Employment	Including but not limited to: Add additional categories of discrimination that are unacceptable conduct at the University.
Article 6: Academic Year Appointments	Including but not limited to: Clean up article so that it only speaks to the type of appointments available to NSFs, namely, Annual Appointments; Term-by-Term Appointments; or Summer Session Appointments.
Article 7a: NSF Appointments	Including but not limited to: Clean up the article so that its provisions specifically address Pre-Six Appointments and Reappointments. Redefine eligibility for the tenth quarter bump.
Article 7b: Process for Initial Continuing Appointments	Including but not limited to: Clean up article so that its provisions specifically address a determination of Instructional Need and Excellence for Continuing Appointment status.
Article 7c: Continuing Appointments	Including but not limited to: Clean up article so that

	its provisions specially address Continuing Appointments.
Article 11: Benefits	Including but not limited to: Maintain current contract language insofar as it provides for waivers both with respect to Health and Retirement Benefits. Delete trigger for reopener negotiations and dated provisions.
Article 12: Leaves	Including but not limited to: Updates to language. Additional amendments to be determined.
Article 14: Holidays	Including but not limited to: Cleaning up the article.
Article 17: Layoff, Reduction in Time, and Reemployment	Including but not limited to: Restructuring and clarifying. Additional amendments to be determined.
Article 18: Resignation	Including but not limited to: Adding language that allows for a process in handling a job abandonment. Amend language that explains when a letter of resignation effective.
Article 20: Rehabilitation	Including but not limited to: Legal updates, if any.
Article 21: Salary	Including but not limited to: Provide compensation package that reflects the budgetary circumstances at the University.
Article 22: Merit Review Process	Including but not limited to: Delete language that requires each campus to provide the Union with a list of NSF who were reviewed for merit during the previous academic year.
Article 23: Summer Session	Including but not limited to: Delete language that requires UC to provide the UC-AFT with operating budgets for the immediately preceding summer session for each campus.
Article 24 – Instructional Workload	Including but not limited to: Language clarifications.
Article 25: Union Rights	Including but not limited to: Amend article to reflect that there will be no obligation to print the agreement just that the official copy will be on the University’s website.
Article 30: Discipline and Dismissal	Including but not limited to: Shorten the period in which an NSF has to respond to a Notice of Intent.
Article 31: Sexual Harassment	Including but not limited to: TBD.
Article 32: Grievance Procedure	Including but not limited to: Requiring that appealed grievances specifically state what the unresolved issues are. Build in language that allows for electronic filing of Step 3 appeals and allows for electronic mailing of Step 3 responses.
Article 33: Arbitration	Including but not limited to: Requiring that appealed grievances specifically state what the unresolved issues are. Build in language that allows for electronic filing of appeals to arbitration.
Article 34: Immigration Reform and Control Act	Including but not limited: Legal updates, if any.
Article 37: Waiver	Including but not limited to: Updating and amending the list of APMs that apply.
Article 40: Duration	Including but not limited to: Amending to reflect a multi-year agreement.
Article 42: Online Instruction	Including but not limited to: Delete article.
Side Letters and Appendices	Including but not limited to: Amend, Delete, or Incorporate it’s substance into the appropriate article.
Miscellaneous	Renumber articles.