

**CONCEPTUAL PACKAGE PROPOSAL**  
CONTINGENT UPON THE PARTIES REACHING TENTATIVE AGREEMENT ON ALL  
OUTSTANDING ISSUES

**I. Duration** - multi-year w/limited reopeners on benefits and wages

**II. Wages**

**A. Minimum Rate**

1. Increase current minimum rate to \$11.50/hr at UCD, UCD MC, UCI, UCI MC, UCLA, UCLA MC, UCR, UCM, UCSD, UCSD MC.
2. Increase current minimum rate to \$12.00/hr at UCSF, UCB, UCSC, UCSF MC, OP and UCSB.

**B. Transition to Steps**

1. Transition to step salary structure
2. Approximately 12 steps at 2% intervals
3. Step placement based on current salary to matching or nearest higher step
4. Ranges modeled after current range

**C. Equity Increases** effective on the start of the first pay period following ratification

1. **UCR** 4% increase to ranges and incumbents in the following titles:
  - a. Auto Equipment Operators (Title Codes 8485, 8486, 8487)
  - b. Custodians (Title Codes 5113, 5116, 5117)
  - c. Food Service (Title Codes 5503, 5505, 5522, 5523, 5524, 5651)
  - d. Groundskeeper (Title Codes 8132, 8133, 8134)
  - e. Storekeeper (Title Codes 5061, 5062, 5063, 5064, 5065)
  - f. Reprographics Technician (Title Codes 4762, 4764, 4765, 4766)
  - g. Laborer (Title Code 8076)
2. **UCSC** 2% increase to ranges and incumbents in the following titles:
  - a. Food Service (5652, 5651, 5650, and 5452)
  - b. Groundskeeper (8133)
  - c. Groundskeeper, Lead (8132)
  - d. Groundskeeper Gardner (8153)
  - e. Tree Trimmer (8083)
  - f. Grounds Equipment Operator (8134)
  - g. Irrigation Specialist (8090)
  - h. Irrigation Specialist, Lead (8091)

3. **UCD** 4% increase to ranges and incumbents and \$1.00 increase to night shift differential for the following titles:

- a. Custodian (5117)
- b. Sr. Custodian (5116)

#### 4. UCD MC

2% within range increase to incumbents plus additional 2% equity pool to be distributed to employees in the following titles:

- a. Environ Svcs Worker I MC (5073)
- b. Environ Svcs Worker II MC (5074)
- c. Custodian Sr MC (5086)
- d. Custodian MC (5087)
- e. Cook MC (5126)
- f. Food Service Worker Pr MC (5129)
- g. Food Service Worker Sr MC (5130)
- h. Food Service Worker Lead MC (5093)
- i. Cook Sr MC (5125)

2% increase to the following Per Diem titles:

- j. Per Diem Cook MC (5124)
- k. Per Diem Sr Custodian MC (5081)

2% within range increase to employees reclassified from campus titles for Storekeeper MC series (5080, 5079, 5078, 5077, 5076) + shift differentials: Evening \$1.15; Night \$1.90; Weekend \$1.05

#### 5. UCB

Increase to ranges and incumbents as follows:

- a. Auto Equipment Operators (8486 and 8487): 5%
- b. Parking Representatives (5333 and 5332): 5%
- c. Security Guards (5326 and 5327): 3%
- d. Mail Processors (4823 and 4822): 3%

Increase range maximums by 3.5% for the following titles:

- a. Building Maintenance Worker, Lead (8211)
- b. Building Maintenance Worker, Sr (8212)
- c. Building Maintenance Worker (8213)

6. OP 3% increase to range and incumbents in the following title codes:

- a. Mail Processor (4823)
- b. Sr. Mail Processor (4822)

#### 7. UCSB – effective June 1, 2008

Title Code	Title	Proposed Increase
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5503	BAKER	12.0%
5502	BAKER, SR	8.0%
8213	BUILDING MAINTENANCE WORKER	6.7%
5523	Cook	10.0%
5524	COOK, ASST	13.5%
5522	COOK, SR	7.0%
5445	FOOD SERVICE MGR, ASST	8.0%
5452	FOOD SERVICE WORKER, LEAD	12.0%
5650	FOOD SERVICE WORKER, PRIN	13.0%
5651	FOOD SERVICE WORKER, SR	5.0%
5652	GROUNDS EQUIPMENT OPERATOR	9.0%
8133	GROUNDSKEEPER	4.0%
8132	GROUNDSKEEPER, LEAD	3.0%
8145	GROUNDSKEEPER, SR LEAD	5.0%
8090	IRRIGATION SPECIALIST	8.0%
9606	LABORATORY HELPER	2.0%
4823	MAIL PROCESSOR	12.5%
4822	MAIL PROCESSOR, SR	3.0%
5335	PARKING ASST	4.0%
5334	PARKING REPRESENTATIVE	2.0%
5333	PARKING REPRESENTATIVE, SR	7.0%
5064	STOREKEEPER	12.0%
5063	STORES WORKER	12.0%
8473	TECHNICIAN, AUTOMOTIVE	2.0%
8474	TECHNICIAN, AUTOMOTIVE ASSIST	13.0%

**8. UCLA**

Title	Description	% Inc to Min	% Inc to Max
5336	Parking Enforcement Specialist	12.0%	4.1%
8472	Lead Automotive Technician	10.0%	11.1%
8474	Assistant Automotive Technician	12.1%	11%
5116	Sr Custodian	7.8%	1.6%

7.5% within range increase for Parking Enforcement Specialists (5336) that are not at range minimum.

#### 10. UCSD

\$300,000 to be used for salary increases and/or equity adjustments; the allocation of this money will be determined by a local joint/labor management committee. Said salary increases and/or equity adjustments will be effective June 1, 2008.

#### D. Order of Increases

1. Local equity Increases
2. Transition to step salary structure with new minimum

#### E. Reopener

1. 2008-09 wages and steps once state budget is passed
2. 2009 reopen negotiations on
  - a. Wages
  - b. Step movement subject to satisfactory performance.
3. 2010 reopen negotiations on
  - a. Wages
  - b. Step movement subject to satisfactory performance.

F. The provisions of this Wage Article do not apply to Lawrence Berkeley National Laboratory (LBNL). The parties agree to negotiate Wages at LBNL locally.

### III. Benefits

- Reopen H & W in any year if employee premiums increase more than 10%
- Reopen pension in any year employee contributions will be required

### IV Development

- Increase release time to 40 hours

### V Hours of Work

- Discuss issues with mandatory OT or missed breaks at L/M meeting
- F.2. When practicable, the University will assign overtime work by rotation based on seniority among those employees on the same shift who normally perform the work involved. For purposes of this Article, rotation based on seniority shall mean that when there are employees requesting to work the overtime, assignment of that overtime shall be based on greatest seniority; when no employee requests to work the overtime, assignment of that overtime shall be based on inverse order of seniority. When assigning overtime by inverse seniority, the supervisor will consider the special needs of employees who have documented medical problems or substantiated childcare problems or other extraordinarily compelling circumstances. However, the University may, at its discretion, assign overtime work to employees irrespective of seniority who possess skills,

knowledge, or abilities which are not possessed to the same degree by other employees in the department/division and which are necessary to perform the required work.

#### VI Layoff

- 60 days advance notice of changes to layoff units with meet and discuss

#### VII Nondiscrimination – side letter

- requiring copy of notice to employee be sent to union
- Identify process UC takes in correcting SSN discrepancies

#### VIII Transfer and Promotion

- Grievability to step 2

#### IX Parking

- Caps on increases as proposed; see revised Parking Appendix 2

#### X Personnel Files

- CCL, except
- Maintain records of certain types of discipline indefinitely related to HIPAA, substance abuse, child endangerment, or unlawful harassment

#### XI Labor Management Meetings

- Consolidate

#### XII Reasonable Accommodation

- Clarify current interactive process

#### CCL

- Agreement
- Arbitration Procedure
- Contracting Out
- Discipline and Dismissal
- Grievance Procedure
- Health & Safety (except move L/M meeting language to new article)
- Holidays

- Management Rights
- Medical Separation
- Moving Expenses
- No Strikes
- Out of Classification Assignments
- Past Practice
- Performance Evaluation
- Perquisites
- Positions/Appointments
- Release Time for Negotiations
- Shift Differential
- Sick Leave
- Staffing Committee (except move L/M meeting language to new article)
- Uniforms
- Vacation Leave
- Work Rules

**XIII.** Where current contract language excludes LBNL from provisions of the article, those exclusions will remain in effect.