



OFFICE OF THE ASSOCIATE VICE PRESIDENT
HUMAN RESOURCES AND BENEFITS

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

March 10, 2008

Mr. Dieter Dammeier
Lackie & Dammeier
367 North Second Avenue
Upland, CA 91786

RE: Notice of UC's Proposals for Police Officer Successor Negotiations

Dear Dieter:

Pursuant to Article 32 – Duration of Agreement, of the current Police Officer contract between the University and FUPOA, this letter shall serve as the University's conceptual proposal for the upcoming round of successor negotiations. As we agreed, FUPOA's initial proposals were due to the University on March 3. Described below are the University's initial proposals due to FUPOA today, March 10, 2008. Negotiations will commence on April 9 in Irvine.

Article 1 – Agreement

- Update effective date
- Eliminate printed copy of contract; maintain online version only

Article 4 – Nondiscrimination in Employment

- Update language to reflect proposed changes to University Policy

Articles 6 & 7 – Grievance and Arbitration

- Clarify language regarding grievances that have been closed for procedural defects

Article 11 – Hours of Work

- Explore changes to CTO programs
- Clarify when call back time applies
- Explore changes to treatment of holiday time

Article 16 – University Benefits

- Integrate sideletters into University Benefits article
- Modify to make language consistent throughout the article
- Consider separation of Health & Welfare Benefits and Retirement into two articles

Article 20 – Leaves of Absence

- Update language to reflect expansion of FMLA benefits

Articles 21 – Work-Incurred Injury/Illness

- Explore different methods of treating sick leave balances for officers who are permanently disabled due to a work-related injury

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Article 22 – Reasonable Accommodation

- Update language to reflect current law

Article 23 – Medical Separation & Medical Separation Side Letter

- Update contract language to reflect current University options for medical separation

Article 24 – Development

- Clarify reduced fee enrollment language

Article 30 – Wages

- Provide salary increases in accordance with State Budget funding for staff salaries and in consideration of local labor markets

Article 32 – Duration

- Multi year agreement

Appendices and Side Letters

- Update appendices/side letters as appropriate.

The University does not have any initial proposed changes in the remaining articles (not listed above) and therefore proposes that they articles remain as current contract language. However, the University reserves its right to make additional proposals during the normal course of bargaining in response to proposals made by FUPOA or in response to changed circumstances.

Should you wish to further discuss the above or other matters please do not hesitate to give me a call.

Sincerely,



Peter Chester
Assistant Director - Labor Relations

cc: Executive Director Pripas
University Labor Relations Consultant Donnelly
Police Chiefs
UC Resource Bargaining Team