

**POST – FACTFINDING 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

- Increase current minimum rate by 4% to \$10.74 as of 10/1/08 or nearest bi-weekly pay period, except at UCSF, UCB, UCSC, UCD MC, UCSF MC, OP and UCSB, the minimum rate will be no less than \$11.50/hr.
- Reopen wages
 - when 2008-09 State budget is passed
 - 2009 reopen wages
 - 2010 reopen wages
- Local wage negotiations for LBNL
- Local market equity increases as identified below effective at the start of pay period at least 60 days after ratification.
- Order of increases: local increases, then new minimum

UCIMC

- Equity pool as listed below to be used for within range increases to incumbents in the following medical center titles:
 - Cooks MC and Assistant Cooks MC – 3.9% equity pool
 - Food Service Worker MC, Sr. Food Service Worker MC and Prin Food Service Worker MC –5% equity pool
 - Storekeeper MC, Asst Storekeeper MC, Lead Storekeeper MC and Sr Lead Storekeeper MC –5% equity pool

New Title Code	New UCI Medical Center Title Name	Current Range for Campus Titles			Range for New MC Classifications		
		Min	Mid	Max	Min	Mid	Max
5075	Storekeeper, Lead, Senior, MC	\$19.16	\$22.35	\$25.55	\$20.71	\$23.24	\$25.77
5076	Storekeeper, Lead, MC	\$17.83	\$20.78	\$23.72	\$19.13	\$21.46	\$23.79
5077	Storekeeper, Senior, MC	\$14.91	\$17.21	\$19.52	\$15.69	\$17.60	\$19.51
5078	Stores Worker, MC	\$13.62	\$15.75	\$17.90	\$14.49	\$16.26	\$18.02
5079	Storekeeper, MC	\$12.68	\$14.61	\$16.53	\$13.93	\$15.63	\$17.32
5080	Storekeeper, Assistant, MC	\$11.36	\$12.95	\$14.55	\$12.87	\$14.44	\$16.00
5081	Custodian, Senior, Per Diem, MC				\$14.35		
5082	Custodian, Per Diem, MC	\$13.53			\$13.80		
5085	Custodian, Lead, MC	\$12.39	\$14.15	\$15.90	\$12.87	\$14.44	\$16.00
5086	Custodian, Senior, MC	\$11.55	\$13.12	\$14.68	\$11.89	\$13.34	\$14.78

5087	Custodian, MC	\$10.61	\$12.02	\$13.44	\$11.00	\$12.34	\$13.67
5093	Food Service Worker, Lead, MC	\$11.74	\$13.48	\$15.21	\$12.87	\$14.44	\$16.00
5094	Food Service Worker, PD, MC	\$12.35			\$13.00		
5095	Food Service Worker, Senior, PD, MC	\$13.27			\$13.80		
5096	Food Service Worker, Principal, PD, MC	\$14.30			\$14.35		
5125	Cook, Assistant, MC	\$11.70	\$13.34	\$14.98	\$12.37	\$13.88	\$15.38
5126	Cook, MC	\$12.59	\$14.40	\$16.18	\$13.13	\$14.73	\$16.32
5127	Cook, Senior, MC	\$13.53	\$15.60	\$17.66	\$14.21	\$15.94	\$17.67
5129	Food Service Worker, Principal, MC	\$11.29	\$12.86	\$14.44	\$11.89	\$13.34	\$14.78
5130	Food Service Worker, Senior, MC	\$10.47	\$11.94	\$13.41	\$11.44	\$12.83	\$14.22
5131	Food Service Worker, MC	\$10.28	\$11.20	\$12.11	\$11.00	\$12.34	\$13.67
5292	Security Guard, MC	\$13.45	\$15.49	\$17.53	\$14.78	\$16.58	\$18.38
5294	Security Guard, Senior, MC	\$14.14	\$16.27	\$18.39	\$15.69	\$17.60	\$19.51
8305	Building Maintenance Worker, Lead MC	\$17.63	\$20.00	\$22.37	\$18.38	\$20.62	\$22.86
8306	Building Maintenance Worker, Senior MC	\$15.48	\$17.49	\$19.52	\$16.00	\$17.95	\$19.90
8307	Building Maintenance Worker MC	\$13.29	\$14.98	\$16.68	\$13.66	\$15.32	\$16.98

UCR

- 4% increase to ranges and incumbents in the following titles:
 - Auto Equipment Operators (Title Codes 8485, 8486, 8487)
 - Custodians (Title Codes 5113, 5116, 5117)
 - Food Service (Title Codes 5503, 5505, 5522, 5523, 5524, 5651)
 - Groundskeeper (Title Codes 8132, 8133, 8134)
 - Storekeeper (Title Codes 5061, 5062, 5063, 5064, 5065)
 - Reprographics Technician (Title Codes 4762, 4764, 4765, 4766)
 - Laborer (Title Code 8076)

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.

UCSC

- 2% increase to ranges and incumbents in the following titles:
 - Food Service (5652, 5651, 5650, and 5452)
 - Groundskeeper (8133)
 - Groundskeeper, Lead (8132)
 - Groundskeeper Gardner (8153)
 - Tree Trimmer (8083)
 - Grounds Equipment Operator (8134)
 - Irrigation Specialist (8090)
 - Irrigation Specialist, Lead (8091)

UCD

- 4% increase to ranges and incumbents and \$1.00 increase to night shift differential for the following titles:
 - Custodian (5117)
 - Sr. Custodian (5116)

Title Code	Title	Current Min	New Min
5335	PARKING ASST	\$10.76	\$12
6773	BOOKMENDER, LIBRARY	\$10.91	\$12
4021	SPORTS ASSISTANT	\$10.94	\$12
8483	DRIVER	\$11.00	\$12
4765	TECHNICIAN, REPROGRAPHICS	\$11.02	\$12
5833	LINEN SERVICE WORKER	\$11.13	\$12
9526	TECHNICIAN, ANIMAL, ASST	\$11.13	\$12

UCD MC

- 2% within range increase to incumbents plus additional 2% equity pool to be distributed to employees in the following titles:
 - Environ Srvcs Worker I MC (5073)
 - Environ Srvcs Worker II MC (5074)
 - Custodian Sr MC (5086)
 - Custodian MC (5087)
 - Cook MC (5126)
 - Food Service Worker Pr MC (5129)
 - Food Service Worker Sr MC (5130)
 - Food Service Worker Lead MC (5093)
 - Cook Sr MC (5125)
- 2% increase to the following Per Diem titles:

- Per Diem Cook MC (5124)
- Per Diem Sr Custodian MC (5081)
- New ranges for Storekeeper MC series and 2% within range increase to employees reclassified from campus titles:

JC	Job Title	Min	Mid	Max
5080	Storekeeper, Assistant, MC	\$13.03	\$14.48	\$16.29
5079	Storekeeper, MC	\$14.55	\$16.36	\$18.18
5078	Stores Worker, MC	\$15.02	\$16.90	\$18.78
5077	Storekeeper, Senior MC	\$16.40	\$18.59	\$20.50
5076	Storekeeper, Lead, MC	\$19.37	\$21.79	\$24.21

Shift Differentials: Evening \$1.15; Night \$1.90; Weekend \$1.05

UCB

- Increase to ranges and incumbents as follows:
 - Auto Equipment Operators (8486 and 8487): 5%
 - Parking Representatives (5333 and 5332): 5%
 - Security Guards (5326 and 5327): 3%
 - Mail Processors (4823 and 4822): 3%
- Increase range maximums by 3.5% for the following titles:
 - Building Maintenance Worker, Lead (8211)
 - Building Maintenance Worker, Sr (8212)
 - Building Maintenance Worker (8213)

OP

- 3% increase to range and incumbents in the following title codes:
 - Mail Processor (4823)
 - Sr. Mail Processor (4822)

UCSB – effective June 1, 2008

Title Code	Title	Proposed Increase
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%

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.

III. Benefits

- Reopen H & W in any year if ee 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