

CUE Proposals

Article 1: Access

- Bargaining parties should collaborate in good faith to ensure that new University employees are aware of all of their rights, benefits and obligations
- To protect and defend the legitimate jurisdictional claims of the bargaining unit.

Article 2: Agreement

- Protect and defend the legitimate jurisdictional claims of the bargaining unit.

Article 3: Arbitration

- Improve the arbitration provision to enhance the prompt and fair disposition of grievances arising under the contract.

Article 5: Corrective Action/Discipline and Dismissal

- Improve Corrective Action/Discipline and Dismissal procedures to ensure CX unit employees are not subject to unfair arbitration or capricious corrective action/discipline and dismissal
- Enhance the prompt and fair disposition of the investigatory leave process
- Provide for improved communications with CUE of the University's actions in response to Skelly hearings.

Article 7: Grievance Procedure

- Simplify the grievance process and create a more uniform dispute resolution procedure
- Improve the grievance procedure to enhance prompt and fair disposition of disputes arising under the contract (MOU-Memorandum of Understanding).
- Create clear and easily understood time limits for filing and processing the grievances under the contract.

Article 8: Health and Safety

- It is in the mutual interests of CUE and the University for Health and Safety policies to address the total wellness of CX unit employees.

Article 9: Holidays

- How do we guarantee that all CX unit employees receive fair and adequate compensation and staffing assignments for holidays?

Article 10: Hours of Work

- Develop already defined work hours to meet the operational needs of the University that can be agreed upon by both parties.

Article 13: Layoff and Reduction in Time

- How can we protect and defend CX unit positions in periods of restructuring, transitions and layoffs during the length of this contract?

Article 14: Leaves of Absence

- Notify CX unit employees of all applicable Federal and State laws and post such notices as required by law
- Provide equitable paid release time for all CX unit employees in attendance at administrative or legal proceedings
- Provide adequate bereavement leave for CX unit employees without requiring utilization of other accrued paid leave; and assure CX unit employees have adequate notice (knowledge) of this benefit.

Article 16: Medical Separation

- How can we develop a high quality program that protects the rights and benefits of medically separated CX unit employees?

Article 36: Sick Leave

- Provide fair and reasonable opportunities for all CX unit employees to utilize, at the employees' discretion, accrued sick leave, while fulfilling the legitimate operational goals and needs of the University.

Article 39: Transfers, Reclass and Promotions

- To protect and defend the legitimate jurisdictional claims of the bargaining unit.

Article 42: University Benefits

- **MEDICAL:** Provide for high quality medical benefits for all CX unit employees and *future* retirees at the least cost to the employees for the life of the contract.
- **DENTAL:** Provide for high quality dental benefits for all CX unit employees and *future* retirees at the least cost to the employees for the life of the contract.
- **VISION:** Provide for high quality vision benefits for all CX unit employees and *future* retirees at the least cost to the employees for the life of the contract.
- **DISABILITY:** Provide for high quality disability benefits for all CX unit employees and *future* retirees at the least cost to the employees for the life of the contract.
- **WORKERS COMP:** Provide for high quality workers compensation benefits for all CX unit employees and *future* retirees at the least cost to the employees for the life of the contract.
- **RETIREMENT:** CX unit employees continue to participate in UCRP relative to terms and conditions.
 - Maintain retirement plan for CX employees fully funded by employer contributions
 - Provide for high quality retirement benefits for all CX unit employees and *future* retirees at the least cost to the employees for the life of the contract.

Article 44: Vacation

- Provide fair and reasonable opportunities for all CX unit employees to utilize, at the employees' discretion, accrued vacation while fulfilling the legitimate operational goals and needs of the University.

Article 45: Wages

- Equitable compensation for CX unit employees throughout the UC system at market rate and/or a living wage, whichever is higher, is essential for the retention of CX unit employees
- It is in the mutual interest of both parties for CX unit employees to advance through the steps of their job classification to keep pace with increasing costs.

New Article*: Workload

- Adequate staffing is required to meet the work load and operational needs of the University and is in the mutual interests of both parties during the length of this agreement.