



**Employee & Labor Relations
Human Resources**
1201 University Ave., Suite 208
Riverside, CA 92521

May 10, 2023

Mark Fragoso, Local 501, Business Representative
International Union of Operating Engineers
2405 W. 3rd Street, Los Angeles, CA 90057

Sent Via E-mail and U.S. Mail

RE: Successor Bargaining – University’s Initial Bargaining Proposals

Dear Mark Fragoso:

This letter will serve as the University of California Riverside’s notice of articles that we intend to open for successor bargaining with IUOE Local 501. In accordance with Article 2 – Duration of the current collective bargaining agreement (“CBA or Agreement”) the following proposals represents a preliminary list of those articles in the International Union of Operating Engineers (“IUOE”) unit CBA that the University will propose to change, modify, or amend. The University maintains the ability to modify, amend, substitute, or withdraw any or all of these proposals depending on the course of bargaining. Additionally, the University reserves the right to submit additional proposals or possibly, to propose to open additional articles of the contract, as negotiations progress.

Article 1. Recognition

The University shall propose clarifying language to the provisions providing for classifications update. In addition, the University shall submit language to recognize the distinction between classifications to address the recent reorganization of departments.

Article 2. Duration of Agreement

University will propose a new agreement with an extended duration of five years.

Article 3. Management Rights

The University proposes Current Contract Language (CCL)

Article 4. Nondiscrimination in Employment

University will propose changes to ensure compliance with current law and to update the terminology used in order to be consistent with current University practice.

Article 5. Probationary Period

The University proposes Current Contract Language (CCL)

Article 6. Positions/Appointments

University will propose changes to update the article to reflect campus organizational restructuring and the operational realities related to the organizational change.

Article 7. Hours of Work

University will propose changes to update the article to reflect campus organizational restructuring and the operational realities related to the organizational change.

Article 8. Overtime

University will propose language to clarify changes related to implementation of new personnel/payroll system.

Article 9. Performance Management

University will propose changes to clarify and update the performance management timing, terminology and methodology used.

Article 10. Promotions, Transfers

University will propose changes to update the article to reflect campus organizational restructuring, the operational realities related to the organizational change and campus terminology and methodology used.

Article 11. Out Of Class Assignment

The University proposes Current Contract Language (CCL)

Article 12. Holidays

The University will propose changes to include the Juneteenth Holiday.

Article 13. Sick Leave

University will propose changes to ensure compliance with current law and to update the terminology used in order to be consistent with current University practice.

Article 14. Vacation

The University proposes Current Contract Language (CCL)

Article 15. Work Incurred Injury or Illness

The University proposes changes to ensure compliance with current law and to update the terminology used in order to be consistent with current the new department handbook and policies.

Article 16. Military Leave

The University proposes Current Contract Language (CCL)

Article 17. Leaves of Absence

University will be proposing changes to ensure compliance with current law and to update the terminology used in order to be consistent with current University practice.

Article 18. Jury/ Duty Witness Pay

The University proposes Current Contract Language (CCL)

Article 19. Discipline and Dismissal

The University proposes Current Contract Language (CCL)

Article 20. Layoff and Reduction in Time

The University proposes Current Contract Language (CCL)

Article 21. Subcontracting

The University proposes Current Contract Language (CCL)

Article 22. Unit Work

The University proposes Current Contract Language (CCL)

Article 23. Compliant Procedure

The University proposes Current Contract Language (CCL)

Article 24. Grievances

University will propose changes to update mailing information, the terminology used in current University policy and practice, and to update grievance procedures.

Article 25. Arbitration Procedure

The University shall propose modification to the language to eliminate the ability to file grievances and arbitration notices by mail. Negotiate discretion for the University to consolidate certain types of grievances and appeals. In addition, propose a process by which determination of arbitrability will be done in a separate hearing. In addition, proposal to update the terminology used in current University policy and practice, and to update arbitration procedures.

Article 26. Safety

The University proposes Current Contract Language (CCL)

Article 27. Safety Committee

The University proposes Current Contract Language (CCL)

Article 28. Protecting Clothing and Equipment

University will propose changes to update the article to reflect campus organizational restructuring, the operational realities related to the organizational change and campus terminology and methodology used.

Article 29. Training

The University proposes Current Contract Language (CCL)

Article 30. Parking

The University proposes Current Contract Language (CCL)

Article 31. Mileage Reimbursement

The University proposes Current Contract Language (CCL)

Article 32. Medical Separation

University will be proposing changes to ensure compliance with current law and to update the terminology used in order to be consistent with current University practice.

Article 33. Reasonable Accommodation

University will propose changes to ensure compliance with current law and to update the terminology used in order to be consistent with current University practice.

Article 34. Death Payments

The University proposes Current Contract Language (CCL)

Article 35. Union Stewards

The University proposes Current Contract Language (CCL)

Article 36. Labor-Management Relations

The University proposes Current Contract Language (CCL)

Article 37. Union Access

The University proposes Current Contract Language (CCL)

Article 38. Use of University Facilities

University will propose changes to update the article to reflect campus organizational restructuring, the operational realities related to the organizational change and campus terminology and methodology used.

Article 39. Bulletin Boards

The University proposes Current Contract Language (CCL)

Article 40. Release Time For Meet And Confer

The University is proposing current contract language (CCL)

Article 41. Leave of Absence – Union Business

The University proposes Current Contract Language (CCL)

Article 42. Dues Deductions

The University is proposing current contract language (CCL)

Article 43. Severability

The University proposes Current Contract Language (CCL)

Article 44. No Strike

The University proposes Current Contract Language (CCL)

Article 45. Waiver

The University proposes Current Contract Language (CCL)

Article 46. Insurance and Retirement Benefits

The University proposes Current Contract Language (CCL)

Article 47. Shift Differential

University will propose changes to update the article to reflect campus organizational restructuring, the operational realities related to the organizational change and campus terminology and methodology used.

Article 48. Wages

University will propose changes to eliminate redundancies within other proposed contract changes, and to remain consistent with current University terminology and practices.

Appendix A: Wage Schedules

University will propose changes to eliminate redundancies within other proposed contract changes, and to remain consistent with current University terminology and practices.

Appendix B: Working Titles:

University will propose changes to the language and working titles, to remain consistent with current University terminology, procedures and practices.

Please be advised that the University of California Riverside reserves the right to add, modify and/or delete proposals identified herein, to add proposals from articles and appendices other than those contained herein, and to make proposals and/or counter proposals to any article opened by IUOE Local 501.

Sincerely,



Daphne A. Hawkins

Chief Negotiator, University of California, Riverside