



American Federation of State, County,  
and Municipal Employees, AFL-CIO

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March 22, 2024

Via E-mail ([scottandrewf@uclawsf.edu](mailto:scottandrewf@uclawsf.edu))

Andrew Scott  
Chief Human Resources Officer  
UC Law San Francisco  
200 McAllister Street  
San Francisco, CA 94102

**Re: AFSCME 3299/UC Law SF Sunshine Notice**

Dear Mr. Scott:

This will serve as notice of AFSCME Local 3299's opening proposals for a College Services Unit successor agreement. The article and appendices we intend to open are attached. AFSCME reserves the right to modify or delete any proposal, as well as to add additional proposals.

Sincerely,

*Nicolas Monteiro*

Nicolas Monteiro

cc: AFSCME Bargaining Team  
Michael Avant, AFSCME  
Liz Perlman, AFSCME  
Seth Newton Patel, AFSCME  
Janeth Vasquez, AFSCME  
Elizabeth Hinckle, AFSCME

**UC'S LARGEST EMPLOYEE UNION**

<b>AFSCME Local 3299—UC College of Law San Francisco College Services Unit Opening Proposals</b>		
Article 3	Recognition	Update Job Titles and Job Codes
Article 5	Duration	Duration proposal to follow
Article 6	Union Rights	Update and clarify payroll deduction language Update bulletin board locations
Article 11	Reclassification	Strengthen reclassification rights Strengthen protections against unilateral reclassification
Article 12	Temporary Out of Classification Assignments	Strengthen out-of-class assignments and pay provisions
Article 14	Layoff, Reduction in Time, and Recall	Strengthen meet and confer provisions Strengthen notice provisions Revise provisions regarding recall termination Provide laid off employees with the right to both recall rights and severance pay Provide extended health insurance coverage to laid off employees
Article 15	Seniority	Ensure full-time work by seniority for those who want it Update to conform to previous changes to Article 14
Article 16	[Job Descriptions,] Staffing Levels and Workload	Require accurate and updated job descriptions Provide for an appropriate wage increase when there is an increase in job duties
Article 19	Subcontracting	No subcontracting of work of the type performed by the unit Insource currently contracted-out work
Article 20	Wages	Implement guaranteed longevity-based step increases Implement additional wage increases based on inflation/market conditions Annual General Salary Adjustment proposal to follow

AFSCME 3299 – College Service Unit Proposals

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Article 21	Hours of Work	New language regarding telecommuting/remote work
Article 24	Transit and Parking	Expand public transportation programs and subsidies Provide employees with discounted parking rates
Article 28	Holidays	Add holidays
Article 29	Leaves	Increase vacation leave accrual rates Increase vacation credit maximums Create a paid family leave benefit Update to conform to changes to State law
Article 35	Discipline	Strengthen rights related to discipline and dismissal
Article 38	Grievance and Arbitration Procedure	Clarify Union's right to file grievances
Side Letters		Review all side letters
Appendix A		Update
Other		Update "UC Hastings" to "UC College of Law San Francisco"  Update gendered pronouns he/she to gender-neutral they/them