



Andrew Scott
Chief Human Resources Officer

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March 22, 2024

Via email [ehinckle@afscme3299.org]

Ms. Elizabeth Hinckle
Union Counsel
AFSCME Local 3299

Dear Ms. Hinckle:

This will serve as UC College of the Law, San Francisco's notice of opening proposals for successor bargaining with AFSCME 3299 for the College Services Unit. The following proposals represent a preliminary list of those articles that UC Law SF will propose to change, modify, or amend. The College reserves the right to modify, amend, substitute, or withdraw any proposal, as well as to submit additional proposals and open additional articles of the contract, as negotiations progress. The College will convene an initial public notice meeting on April 4, 2024. Details of the meeting will be posted on the College's website in advance of the meeting.

All Articles

Update the name 'UC Hastings' and all its various iterations to 'UC Law SF', consistent with our recent name change. The College will also propose eliminating gender-based pronouns throughout.

Article 3 – Recognition

The College will propose edits to the job code list.

Article 5 – Duration

The College will propose updates to reflect a new multi-year agreement.

Article 6 – Union Rights

The College will propose updates to notice requirements and updates to reflect changes to our physical campus.

Article 8 – Job Postings, Transfers, and Promotions

The College will propose language to support timely and efficient recruitment efforts.

Article 9 – Probationary Period

The College will propose language clarifying who must serve a probationary period and under what

circumstances a probationary period may be extended.

Article 10 – Position Appointments

The College will propose language clarifying the definition of each appointment type

Article 11 – Reclassifications

The College will propose language to align with the college-wide reclassification process and update the appeal process.

Article 12 – Out of Classification Assignments

The College will propose language to simplify the determination of when an employee should receive out of classification pay.

Article 13 – Resignations

The College will propose language updating the procedures for oral resignations.

Article 14 – Layoff, Reduction in Time and Recall

The College will propose modifications to the timelines within the layoff process as well as the eligibility requirements for recall into vacant positions.

Article 18 – Employment Records

The College will propose updates to the process for requesting access to the employment file.

Article 20 – Wages

The College will propose language that provides reasonable wage increases, allows for equitable pay based on experience, and includes AFSCME employees in the one-time merit award program.

Article 21 – Hours of Work

The College will propose language that allows for flexible scheduling when desired or necessary due to operations.

Article 22 – Jury Duty

The College will propose language clarifying eligibility for jury duty leave for part-time employees.

Article 26 – Healthcare

The College will propose language updating the premium costs for healthcare to reflect changing health costs.

Article 27 – Pension and Other Post Employment Benefits

The College will propose language giving employees flexibility in choosing the retirement plan that fits

their needs.

Article 28 – Holidays

The College will propose updates to the holiday list and propose language clarifying eligibility for holiday pay.

Article 29 – Leave

The College will propose updates to leave eligibility requirements and will propose incorporating the Paid Family Care and Bonding program into the Leave Article.

Article 34 – Probationary Evaluations

The College will propose language to modify the time limits for various evaluations.

Article 35 – Discipline

The College will propose language to modify the time limits associated with issuing and retaining disciplinary actions.

Article 38 – Grievance and Arbitration Procedure

In an effort to streamline the resolution of grievances, the College will propose to eliminate Step 2 from the grievance procedure.

I am sending this notice to you as Chief Negotiator for our upcoming successor bargaining. However, if you are not the correct person to provide this notice to, please forward this notice to the appropriate person and provide me with their contact information.

Sincerely,

A handwritten signature in black ink, appearing to read "Andrew Scott", written in a cursive style.

Andrew Scott
Chief Human Resources Officer
UC College of the Law, San Francisco

Cc: John Dipaolo, General Counsel