



SANTA BARBARA Human Resources  
Santa Barbara, CA 93106-3160

December 2, 2025  
Tanya Akel  
Teamsters Local 2010  
9900 Flower Street Bellflower, CA 90706

Re: HEERA Initial Proposal Posting Process Teamsters Local 2010 (Skilled Trades K8) and  
University of California at Santa Barbara

Dear Teamsters:

In accordance with Higher Education Employer-Employee Relations Act ("HEERA") this serves as the University of California at Santa Barbara's notice to open up the following articles for a successor bargaining agreement.

Article 2. Duration - The University will propose revisions regarding duration to provide for stability and that is conducive to positive labor-management relations.

Article 7. Hours of Work - The University will propose revisions consistent with the language of state and federal law.

Article 9. Performance Evaluation - The University will propose revisions to the performance appraisal process to include e-performance.

Article 12. Sick Leave - The University will propose revisions consistent with the language of state and federal law.

Article 14. Work-Incurred Injury or Illness- The University will propose revisions consistent with the language of state and federal law.

Article 15. Military Leave - The University will propose revisions consistent with the language of state and federal law.

Article 16. Leaves of Absence - The University will propose revisions consistent with the language of state and federal law.

Article 27. Protective Clothing and Equipment – The University will also propose language consistent with state and federal law, specifically federal tax compliance.

Article 30. Medical Separation - The University will propose revisions consistent with the language of state and federal law.

Article 31. Reasonable Accommodation - The University will propose revisions consistent with the language of state and federal law.

Article 40 Payroll Deduction – The University will propose revisions consistent with the language of state and federal law and University processes.

Article 44. Benefits - The University will propose revisions consistent with the language of state and federal law.

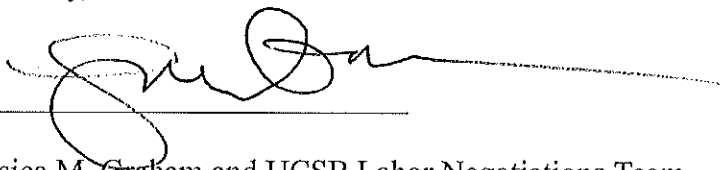
Article 46. Wages and Awards – The University will propose language designed to attract and retain a qualified workforce which also reflect its department's budgetary circumstances and operations.

Appendices - The University is proposing they be deleted, amended and/or updated accordingly. The University reserves the right to add, delete, and/or modify its proposals.

Please be advised that the University reserves the right to add, modify, and/or delete proposals identified herein, to add proposals from articles and appendices other than those contained herein, to expand or change the explicit intentions set forth in this document and to make proposals and counter proposals to any Teamsters Local 2010 proposal.

The sunshine meeting will be publicly noticed to take place from 11:00 a.m. to 11:00a.m. on Monday, September 13, 2021 and from 1:00 p.m. to 2:00 p.m. on Monday September 20, 2021. The first bargaining session may take place as soon as January 7th and 8th, 2026.

Sincerely,

A handwritten signature in black ink, appearing to read 'Jessica M. Graham', written over a horizontal line.

Jessica M. Graham and UCSB Labor Negotiations Team

cc: Office of the President, Labor Relations