



TEAMSTERS LOCAL 2010

An Affiliate of the International Brotherhood of Teamsters

Jason Rabinowitz

Secretary Treasurer and Principal Officer

December 2, 2025

Jessica Graham, Employee & Labor Relations Specialist
Human Resources UC Santa Barbara 3101 SAASB
Santa Barbara, CA 93106-3160
Jessica.Graham@hr.ucsb.edu

RE: Initial Proposal for Successor Agreement for Skilled Crafts K8 Bargaining Unit

Dear Ms. Graham:

This letter serves as Teamsters Local 2020 notice of articles that we intend to propose modifications to in the K8 bargaining unit contract during successor negotiations. Teamsters reserves the right to add to, subtract from or modify these proposals at any time during the course of negotiations.

Please do not hesitate to contact me should you need further information.

Sincerely,

Tanya Marie Akel

Tanya Marie Akel Teamsters Local 2010 Field Director

C. Jason Rabinowitz, Secretary-Treasurer
Larry Young, Union Representative
K8 Bargaining team

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Article 1 Recognition

Update Effective Date and Job Titles

Article 2 Duration

The Union proposal will be forthcoming

Article 3 Management Rights

No change to current language

Article 4 Nondiscrimination in Employment

No change to current language

Article 5 Probationary Period

No change to current language

Article 6 Limited Appointment

No change to current language

Article 7 Hours of Work

No change to current language

Article 8 Overtime

Update definition of overtime and improve fairness

Improve and Clarify Scheduling of Compensatory Time Off and unfair limitations.

Improve, clarify, and improve fairness in scheduling, posting, cancellation, notification and distribution of overtime

Increase overtime meal allowance

Article 9 Performance Evaluation

No change to current language

Article 10 Promotion & Temporary Assignments

No change to current language

Article 11 Holidays

Add Floating Holidays

Article 12 Sick Leave

No change to current language

Article 13 Vacation

No change to current language

Article 14 Work-Incurred Injury or Illness

No change to current language

Article 15 Military Leave

No change to current language

Article 16 Leaves of Absence

Expand and update leaves. Update Pay for Family Care and Bonding

Article 17 Classifications

Improve and clarify language on classification, job description, and reviews

Article 18 Discipline and Dismissal

No change to current language

Article 19 Layoff and Reduction in Time

No change to current language

Article 20 Subcontracting

Improve, clarify, and expand protections of bargaining unit work and protection of bargaining unit positions threatened by “public private partnerships,” subcontracting, and privatization; ensure quality, health and safety, and efficiency

Article 21 Unit Work

No change to current language

Article 22 Complaint Procedure

No change to current language

Article 23 Grievance Procedure

No change to current language

Article 24 Arbitration

Improve arbitration process

Article 25 Safety

No change to current language

Article 26 Safety Committee

No change to current language

Article 27 Protective Clothing & Equipment

Improve and clarify language on clothing allowance

Article 28 Parking

Limit parking increases and expand reduced parking rates

Article 29 Mileage Reimbursement

No change to current language

Article 30 Medical Separation

No change to current language

Article 31 Reasonable Accommodation

No change to current language

Article 32 Death Payments

No change to current language

Article 33 Union Stewards

No change to current language

Article 34 Labor/Management Relations

No change to current language

Article 35 Union Access

No change to current language

Article 36 Use of University Facilities

No Change to current language

Article 37 Bulletin Boards

No change to current language

Article 38 Released Time for Meet & Confer

No change to current language

Article 39 Leaves of Absence for Union Functions

No change to current language

Article 40 Payroll Deductions

No change to current language

Article 41 Severability

No change to current language

Article 42 No Strike

Improve and protect rights

Article 43 Waiver

No change to current language

Article 44 University Benefits

Protect guaranteed pension benefits, and defend the health of the defined benefit plan

Reduce or freeze employee retirement contributions.

Improve health benefits and reduce healthcare contributions

Improve other benefits

Article 45 Training & Apprenticeships

No change to current language

Article 46 Wages and Awards

Improve and increase wages and compensation

Article 47 Staff Personnel Records

No change to current language

Article 48 Training and Professional Development

No change to current language

Article 49 Reduced Fee Enrollment

No change to current language

Article 50 Past Practice

Improve and clarify language on notice and obligation to negotiate

Article 51 Resignation

No change to current language

Article 52 Work Rules

Improve and clarify language on notice and obligation to negotiate

Article 53 New Article Paycheck Errors

Process and timeline for resolving pay errors.

Side Letter- Overtime Assignment FM

No change to current language

Side Letter- UCSB FM On-Call duty Expectations

No change to current language

Side Letter- Compensatory Time FM

Delete. End Unfair limitations of comp time accruals for FM

Side Letter – Uniforms FM

Update and improve

Appendix A- Wage Schedule

Update

Appendix B- Grievance Form

No change to current grievance form