



OFFICE OF THE SYSTEMWIDE EXECUTIVE DIRECTOR  
LABOR RELATIONS

OFFICE OF THE PRESIDENT  
1111 Franklin Street  
Oakland, CA 94607

September 1, 2023

Kendra Levine  
Unit17vp@ucaft.org  
*Sent Via E-mail*

Dear Kendra,

In accordance with Article 33 – Duration of the current collective bargaining agreement (“CBA or Agreement”) the following proposals represents a preliminary list of those articles in the Professional Librarians Contract – American Federation of Teachers (“LX”) 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 intends to propose inclusion of job codes and other pertinent portions of the FLSA side letter regarding non-exempt Librarians to this Article.

**Article 2 – Non-Discrimination**

The University intends to propose modifications to this article to mirror the University’s policies on Abusive Conduct in the Workplace, Non-Discrimination, and Sexual Violence and Sexual Harassment and ensure compliance with applicable laws.

**Article 4 – Definition, Criteria, Terms of Service for Appointment, Merit, Increase, Promotion, and Career Status.**

The University intends to propose revisions to the definition, criteria, terms of appointment, and career status for Librarians. Moreover, the University shall propose language to clean up vague terms of the article.

**Article 5 – Personnel Review Action Procedure**

The University intends to propose revisions to the procedure for career status and to otherwise align it with changes in Article 4. Moreover, the University intends to propose language to clean up vague terms of the article.

### **Article 8 – Layoff**

The University intends to propose language to clarify definitions contained within this article.

### **Article 10 – AFT Rights**

The University intends to propose revisions to allow electronic posting of the agreement and remove the requirement for paper copies. In addition, the University intends to propose to update this Article to ensure continuity with University processes and with legal compliance. Moreover, the university intends to propose language to clean up vague terms of the article.

### **Article 12 – Dues Deductions**

The University intends to propose language to ensure continuity with University processes for dues deductions, and with legal compliance. Moreover, the University intends to propose language to clean up vague terms of the article.

### **Article 13 – Salary**

The University intends to propose increases to the Librarian salary scales.

**Article 14 – University Benefits** The University intends to propose language to update references to University benefits.

### **Article 15 – Tuition/Fee Waiver**

The University intends to propose language related to the tuition/fee reductions programs for librarians. Moreover, the University intends to propose language to clean up vague terms of the article.

### **Article 17 – Management Rights**

The University intends to propose language to enhance Article 17. Moreover, the University intends to propose language to clean up vague terms of the article.

### **Article 19 – Leave of Absence**

The University intends to review and propose revisions to leave provisions to ensure legal compliance as well as compliance with university policies. The University intends to also propose language to clean up vague terms of the article.

### **Article 20 – Sick Leave**

The University intends to propose revisions to this article to ensure legal compliance as well as compliance with University policies. Moreover, the University intends to propose language to clean up vague terms of the article.

### **Article 22 – Holidays**

The University intends to propose language to include Juneteenth to the list of observed University holidays.

### **Article 24 – Grievance Procedure**

The University intends to propose language for clarification of topics which are subject to grievance as well as subjects of arbitration. Moreover, the University intends to propose language to update filing procedures and to clean up vague terms of the article.

### **Article 25 – Arbitration**

The University intends to propose language to clarify the topics which are eligible for arbitration as well as to allow appeals to be filed solely through electronic methods. The University intends to also propose language to update filing processes and to clean up vague terms of the article.

### **Article 29 – Waivers**

The University intends to propose revisions to incorporate the Side Letter into this Article.

### **Article 30 – Reasonable Accommodation**

The University intends to review and propose revisions to ensure continuity with University policies and legal compliance.

### **Article 31 – Medical Separation**

The University intends to review and propose revisions to ensure continuity with University policies and legal compliance.

### **Article 32 Flexible Work Arrangements**

The University intends to propose language to clarify processes related to flexible work arrangements.

### **Article 33 – Duration**

The University is proposing current contract language for a term of up to six years. Moreover, the University intends to propose language to clean up vague terms of the article.

### **Appendix A – Salary Scale**

The University intends to propose updates to this appendix, consistent with Article 13, Salary.

### **Appendix B – Salary Scale Examples**

The University intends to propose updates or deletions to this appendix, as necessary.

### **Appendix C – Represented Librarian Series – Non-exempt**

The University intends to propose updates to this appendix, as necessary.

### **Appendix D – Family and Medical Leave and Pregnancy Disability/Childbearing Leaves**

The University intends to review and propose revisions to ensure continuity with University policies and legal compliance.

### **PFCB Side Letter Agreement**

The University intends to review and propose revisions to ensure continuity with University policies and legal compliance, and for consideration of incorporation into Article 19, Leaves of Absence.

### **Appendix E**

The University intends to propose e revisions to the list of arbitrators as well as to remove the designation of southern and northern arbitrators.

**Side Letter – Waivers**

The University intends to propose revisions to incorporate APM 011, APM 015, the Copyright Ownership Policy, and any other applicable University policies, into Article 29 - Waiver.

**Side Letter – Academic Reviews**

The University intends to propose to eliminate this Side Letter.

**Miscellaneous –** The University intends to propose language to clean-up vague or ambiguous contract language in various articles to ensure clarity and understanding between the Parties.

The sunshine process shall begin no later than September 1, 2023, with notice to the public and the posting of the proposals, followed by the scheduling of the start date for negotiations no later than September 15, 2023.

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

Sincerely,

*E. Kevin Young*

E. Kevin Young  
Associate Director Labor Relations  
University of California

Attachment

c: J. Dicaprio  
P. Donnelly  
P. Garza  
A. Lee  
M. Matella  
M. Teafor

UNIVERSITY OF CALIFORNIA BARGAINING TEAM MEMBERS  
Professional Librarians Unit (LX)

Andrew Slobodien, UC Santa Cruz  
Blanca Trenado, UC Merced  
Alan Grosenheider, UC Santa Barbara  
Amy Lee, UC Office of the President  
Carly Bobek, UC Santa Barbara  
Chinemerem “Chi Chi” Chukwu, UC Berkeley  
Flavia Coles, UC Los Angeles  
E. Kevin Young (Chief Negotiator), UC Office of the President  
Eric Scott, UC Merced  
Esperanza Steward, UC Riverside  
James Dicaprio, UC Office of the President  
Jennifer Henry, UC San Diego  
John Bono, UC Santa Cruz  
Joyce Harlan, UC San Francisco  
Kevin Ruminson, UC Irvine  
Kristin Beattie, UC Irvine  
Lilia Sandoval, UC Los Angeles  
Loriann Ayon, UC San Diego  
Michael Li, UC San Diego  
Nicole Capdarest-Arest, UC Davis  
Paul Garza, UC Office of the President  
Patty Donnelly, UC Office of the President  
Robert May, UC Davis  
Veronica Garcia, UC Berkeley