

SETC/UCSB 2016-2020

Summary of Changes to Collective Bargaining Agreement

(Note: “CCL” means “current contract language,” i.e., no change from the contract between UCSB and Local 501)

ARTICLE	SUBJECT	SUMMARY
1	RECOGNITION	Added new classifications to the bargaining unit – High Voltage Electrician, Lead High Voltage Electrician, Elevator Mechanic and Lead Elevator Mechanic.
2	DURATION	4-year agreement, expires June 30, 2020
3	MANAGEMENT RIGHTS	CCL
4	NONDISCRIMINATION	Added additional grounds of prohibited discrimination; clarified that, instead of or in addition to file a grievance, employees may report allegations of discrimination or harassment to the Office of Equal Opportunity & Sexual Harassment/Title IX Compliance.
5	PROBATIONARY PERIOD	CCL
6	LIMITED APPOINTMENT	CCL
7	HOURS OF WORK	Increased shift differential by 50%, to \$1.50 per hour.
8	OVERTIME	CCL; Resisted UCSB’s stated desire to change CTO provisions.
9	EVALUATION	CCL
10	PROMOTIONS & TEMPORARY ASSIGNMENTS	Allowed the University to make temporary assignments to higher level classifications for less than four weeks without a stipend.
11	HOLIDAYS	CCL
12	SICK LEAVE	CCL
13	VACATION	CCL
14	WORK-INCURRED INJURY OR ILLNESS	CCL
15	MILITARY LEAVE	Required the University to comply with any state or federal law that is more generous than the contract.
16	LEAVES OF ABSENCE	Required the University to comply with any state or federal law that is more generous than the contract.
17	CLASSIFICATIONS	CCL
18	DISCIPLINE AND DISMISSAL	Clarified the procedure for issuing notices of intent to discipline; clarified that any period of investigative leave shall be on paid status.
19	LAYOFF AND REDUCTION IN TIME	CCL
20	SUBCONTRACTING	Improved subcontracting language substantially by requiring the University to consider several enumerated factors prior to subcontracting work normally performed by bargaining unit members and making subcontracting a standing agenda item at Labor-Management meetings.

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21	UNIT WORK	CCL
22	COMPLAINT PROCEDURE	Clarified the procedures.
23	GRIEVANCE PROCEDURE	Clarified the procedures.
24	ARBITRATION PROCEDURE	Provided paid release time to prepare for arbitration; clarified the procedures.
25	SAFETY	CCL
26	SAFETY COMMITTEE	CCL
27	PROTECTIVE CLOTHING	CCL
28	PARKING	CCL
29	MILEAGE REIMBURSEMENT	CCL
30	MEDICAL SEPARATION	CCL
31	REASONABLE ACCOMMODATION	CCL
32	DEATH PAYMENTS	CCL
33	UNION STEWARDS	Provided paid release time for stewards for representing employees in investigatory meetings, investigating and preparing grievances and attending meetings called by management.
34	LABOR/MANAGEMENT RELATIONS	Established a procedure for regularly scheduled Labor Management meetings with release time for up to four bargaining unit employees.
35	UNION ACCESS	CCL
36	USE OF UNIVERSITY FACILITIES	CCL
37	BULLETIN BOARDS	CCL
38	RELEASE TIME FOR MEET AND CONFER	Clarified the procedures.
39	LEAVE OF ABSENCE FOR UNION FUNCTIONS	Provided for release time for Union functions, to be reimbursed by the Union, to make it easier for UCSB employees to participate on the Executive Board and perform other important Union-related functions.
40	PAYROLL DEDUCTIONS	Clarified process for dues collection and withdrawing authorization.
41	SEVERABILITY	CCL
42	NO STRIKE	CCL
43	WAIVER	CCL
44	UNIVERSITY BENEFITS	CCL
45	TRAINING & APPRENTICESHIP	Removed provisions regarding obsolete programs and agreed to meet and confer over training and/or apprenticeship programs.

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46	WAGES AND AWARDS	16% wage increase over the 4-year life of the agreement (4% effective the first full pay period following ratification; 3% effective the first full pay period following March 1, 2017; 3% effective the first full pay period following March 1, 2018; 3% effective the first full pay period following March 1, 2019; and 3% effective the first full pay period following March 1, 2020); \$450 signing bonus; resisted the University’s efforts to implement steps.
47	STAFF PERSONNEL RECORDS	Clarified the process for reviewing personnel files.
48	PROFESSIONAL DEVELOPMENT	CCL
49	REDUCED FEE ENROLLMENT	CCL
50	PAST PRACTICE	Made this provision permanent, requiring the University to provide written notice of any proposed changes in practices and/or policies.
New	RESIGNATION	Added provision providing for payment of paycheck on day of separation when employee provides two weeks’ notice.
New	WORK RULES	Provided for at least 45 days’ notice of intended changes to work rules and opportunity to meet and discuss.
Appendix A	SALARY SCHEDULE	Still being finalized, to implement negotiated wage increases.
Appendix B	GRIEVANCE FORM	New SETC grievance form.
Side Letter	FM ON-CALL DUTY EXPECTATIONS	Clarified expectations for FM employees carrying pager.
Side Letter	FM OVERTIME ASSIGNMENT	Clarified procedures for overtime scheduling for FM.