

A F S C M E

American Federation of State, County and Municipal Employees, AFL-CIO

LOCAL 3299

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May 15, 2013

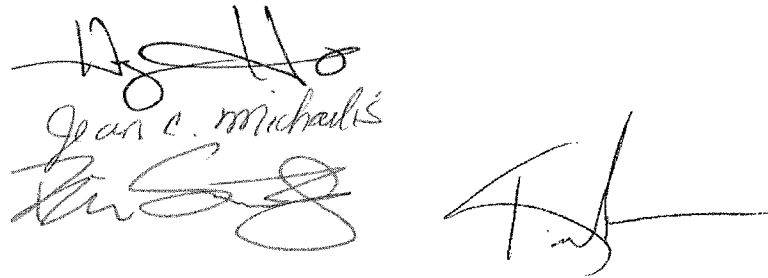
VIA ELECTRONIC MAIL, FAX & HAND DELIVERY

Marie Hairston
Executive Director of Human Resources
UC Hastings College of the Law
200 McAllister St.
San Francisco, Ca. 94102

Dear Ms. Hairston:

This will serve as notice of AFSCME Local 3299's intent to open negotiations on a College Services Unit Successor Agreement. The articles and appendices we intend to open are attached. AFSCME reserves the right to modify or delete any proposal, as well as to add additional proposals.

Sincerely,



The AFSCME Bargaining Team

cc: Kathryn Lybarger
Liz Perlman
Seth Patel

Encl.

AFSCME Local 3299—UC Hastings College Services Unit

Article 5	Duration	Proposal will follow
Article 6	Union Rights	Notification of New Employee Orientation Provide additional notice for layoffs
Article 14	Layoff, Reduction in Time and Recall	Make Language subject to Grievance and Arbitration Improve meet and confer language Provide additional notice for layoffs
Article 15	Seniority	Make Seniority rights for layoffs explicit
Article 16	Staffing Levels and Workload	Improve meet and confer language
Article 19	Subcontracting	Simplify subcontracting language Additional contracting out protection Add in-sourcing language
Article 20	Wages	Implement guaranteed longevity-based steps Annual General Salary Adjustments
Article 26	Healthcare	Cap healthcare premium increases Protect healthcare benefits
Article 27	Pension and Other Post Employment Benefits	Protect retiree healthcare benefits Cap retiree healthcare premium increases Protect pension benefits
Article 29	Leaves	Add bargaining release language Review family leave provisions
Article 38	Grievance and Arbitration Procedure	Improve Step II Panel
Side letter 45	Additional Severance Package and Release of All Claims for Layoffs	No sunset on additional severance package
Sideletters		Review all sideletters
Appendix A		Update appendix