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March 3, 2017

Leslie Freeman
Manager Labor Relations
California State University
401 Golden Shore, 4th Floor
Long Beach, CA 90802

Re: Demand to Bargain and Proposals for Negotiations

Leslie,

Per Article 28 of the CBA, UAPD is requesting to resume bargaining in April of 2017. UAPD and CSU are currently engaged in a JLM regarding three (3) new classifications and a salary survey that will impact the starting point of negotiations around salary.

UAPD cannot accurately request monetary proposals that are tied to salary until the information from CSU is presented to UAPD. That will happen on March 9, 2017 and UAPD will file its monetary proposals on March 10, 2017.

UAPD reserves the right to submit additional non-monetary proposals that may be necessary due to the new classifications that may be implemented during negotiations. Any such proposals shall be submitted prior to any planned negotiation session.

Attached separately are the sunshine proposals and the information requests and proposals that can be submitted without the data from the JLM salary survey.

UAPD looks forward to the upcoming negotiations and is hopeful to reach agreement prior to the expiration of the current CBA on June 1, 2017.

Best,

Jake Baxter
Lead Negotiator
UAPD Los Angeles

CC: Rene Castro – CSU Assistant Vice Chancellor HR & ER
John Murillo – UAPD Regional Administrator
Zegory Williams – UAPD Executive Director

March 3, 2017

Sunshine Proposals
Leslie Freeman
Labor Relations
CSU BU 1

Re: Sunshine Proposals

Dear Leslie,

UAPD wishes to sunshine the following articles for upcoming negotiations in the spring of 2017:

Article 1: Recognition
Article 2: Definitions
Article 6: Union Rights
Article 8: Grievance Procedure
Article 11: Employee Status
Article 12: Assignment/Reassignment
Article 14: Sick Leave
Article 15: Leaves of Absence with Pay
Article 16: Leaves of Absence without Pay
Article 18: Hours of Work
Article 19: Salary
Article 20: Benefits
Article 21: Holidays
Article 22: Vacation
Article 23: Professional Development
Article 24: Health and Safety
Article 25: Layoff
Article 26: General Provisions
Article 28: Duration and Implementation

UAPD will also be introducing new proposals regarding Equity Pay based on Gender Discrimination & Compensation for employees where a Holiday falls on their regular day off.

Lastly, UAPD will be requesting a side letter in which there will be transparency around the new classifications and the pay codes and abbreviated titles. 1, 2, 6, and 8 or A, B, C, and D all refer to time base and not a different salary range and that should be reflected in a side letter to minimize confusion of bargaining unit members.