

SUMMARY: SKILLED TRADES CONTRACT

Following is a summary of the changes to the terms of the collective bargaining agreement between the University of California and the Alameda County Building and Construction Trades Council. Following is a summary of the change in the contract terms:

1. Article 33 – Duration. The contract period will be June 4, 2014 through October 1, 2018. Wages are subject to reopener bargaining in FY 2016-17 and FY 2017-18.
2. Article 25 – Wages. The contract provides for wage increases for the following years: FY 13-14, FY 14-15, and FY 15-16. The contract provides for reopener negotiations for wages only for FY 16-17 and FY 17-18. In lieu of retroactivity for FY 13-14, employees who were on pay status as of May 1, 2014, were granted a \$1,000 lump sum payment prorated based upon length of service and percentage time of appointment. Following are the implementation dates for the wage increases:

FY 13-14	May 1, 2014
FY 14-15	October 1, 2014
FY 15-16	October 1, 2015

The wage provisions will be implemented centrally. The specific rates are attached.

3. Article 13 – Leads. When a Lead is absent for four or more hours from a shift a temporary lead shall be assigned. Temporary leads shall not hold a position continuously for a period exceeding six months.

The language was clarified to specify that going forward the assignment of a Lead “of one” is at the University’s sole discretion. If a department has a single employee for a particular craft, that employee can be assigned to a lead from another craft. Current employees Leads “of one” will be grandfathered at the current 7.5% differential rate. Leads of 2 to 3 bargaining unit members (including the lead in FTE) will be compensated at a 9% differential. Leads of 4 or more FTE will receive a 10% differential. In Year 3 of the contract, this differential will be increased to 12%.

4. Article 11 – On Call. The on-call rate will be increased as follows:

- a. June 4, 2014 \$4.05/hour
- b. October 1, 2014 \$4.30/hour
- c. October 2015 \$4.55/hour

Employees in on-call status will be expected to respond within 30 minutes of being called and return to the University within one hour or as agreed upon by the division/department/unit.

5. New Article – Educational Stipends. When the University requires and approves attendance at a professional or technical educational or training program, the University will pay the fees and related materials and travel in accordance with campus policy.
6. Leaves. An appendix will be added to include information about legally mandate leave requirements.

The pay provisions of the collective bargaining agreement are being processed centrally. Please contact Labor Relations by telephone (643-6001) or by email (labrel@berkeley.edu) if you have any questions.

Attachment