

March 8, 2022

As a follow-up to the bargaining update that the University of California, Berkeley (“UCB”) and the Lawrence Berkeley National Laboratory (“LBNL”) sent out to all trades employees in February 2022 ([Bargaining Update - February 2022](#)), we would like to provide you with another update on the progress of our negotiations with the Alameda County Building and Construction Trades Council (“KB”) specific to the three early financial package options that UCB and LBNL jointly proposed to KB union negotiators on December 17, 2021. These options were recently amended for clarification purposes on February 22, 2022 (please see attached), in response to a request from KB negotiators. The UCB and LBNL bargaining teams have asked KB negotiators to take the following three options to the bargaining unit for a vote:

Option #1

1. **5% across-the-board salary increase for contract year 2021-2022** retroactive to October 1, 2021.
2. **5% across-the-board salary increase for contract year 2022-2023** effective upon agreement and ratification of this proposal by the parties.
 - a. This does not preclude UCB/LBNL or KB from opening Article 25 Wages during successor bargaining to negotiate future years, including but not limited to, beginning October 1, 2022 – September 30, 2023 and forward.

Option #2

1. **5% across-the-board salary increase for contract year 2021-2022** retroactive to October 1, 2021.
2. **4% across-the-board salary increase for contract year 2022-2023** effective upon agreement and ratification of this proposal by the parties.
 - a. This does not preclude UCB/LBNL or KB from opening Article 25 Wages during successor bargaining to negotiate future years, including but not limited to, beginning October 1, 2022 – September 30, 2023 and forward.
3. **One-time bonus (off schedule): \$1,250**

Option #3

1. **6% across-the-board salary increase for contract year 2021-2022** retroactive to October 1, 2021.
2. **4% across-the-board salary increase for contract year 2022-2023** effective upon agreement and ratification of this proposal by the parties.
 - a. This does not preclude UCB/LBNL or KB from opening Article 25 Wages during successor bargaining to negotiate future years, including but not limited to, beginning October 1, 2022 – September 30, 2023 and forward.

These options consist of substantial across-the-board salary increases, and the following non-monetary components:

- Contract Extension until June 30, 2022
- Status Quo on Article 2: revert back to current contract language

- Status Quo on Article 8: revert back to current contract language
- Adoption of UCB/LBNL Proposal for Article 13 presented on 11/4/21
 - Insert Jeff Light Settlement, as an attached side letter, to the back of the contract.
- Adoption of UCB/LBNL Proposal for Article 15 presented on 11/4/21

On March 4, 2022, the UCB and LBNL bargaining teams met with KB negotiators to further discuss the specific cross crafting contract language in the Article 13 proposal as referenced above. The proposal for Article 13 as presented on November 4, 2021, specifies the following in relation to cross craft work:

Cross-Craft Work. Except as provided for in Article 1, employees may be required to perform cross-craft work that is incidental to the work being performed due to lack of sufficient coverage despite reasonable recruiting efforts, or during exceptionally heavy workload periods for one occupational group for which the employee is qualified. This includes supervisors performing bargaining unit work for instructional purposes or during emergencies.

During the March 4th bargaining session, the UCB and LBNL bargaining teams clarified to KB negotiators that the intent of the aforementioned language was not to transfer bargaining unit work to supervisors. The UCB and LBNL bargaining teams also clarified that employees may be required to perform cross-craft work that is incidental to the work being performed only for specific reasons as specified in the article proposal.

We hope through continued good faith negotiation to reach an agreement with KB so that trades employees can soon see the monetary increases realized.

**FINANCIAL PACKAGE PROPOSAL
(AMENDED FOR CLARIFICATION AT THE REQUEST OF KB)**

A. GENERAL PROVISIONS

The elements of this proposal are offered as a package, whereby acceptance of all components is necessary for a tentative agreement on the package as a whole. Absent such agreement, the University (UC Berkeley and the Lawrence Berkeley National Lab) and the Alameda County Building and Construction Trades Council (hereinafter collectively referred to as “the parties”) are allowed to revert to the status quo ante on all matters covered by this proposal.

B. COMPONENTS OF THE PACKAGE

1. UCB/LBNL Compensation Proposal as follows:
(Fiscal Years: UCB - 7/1 through 6/30 & LBNL - 10/1 through 9/30)
 - a. 5% Across the Board Increase ~~for Fiscal Year 2021~~ for contract year 2021-2022 retroactive to October 1, 2021.
 - b. 5% Across the Board Increase ~~for Fiscal Year 2022.~~ for contract year 2022-2023 effective upon agreement and ratification of this proposal by the parties.
 - i) This does not preclude UCB/LBNL or KB from opening Article 25 Wages during successor bargaining to negotiate future years, including but not limited to, beginning October 1, 2022 – September 30, 2023 and forward. ~~fiscal years 2023 and 2024.~~
2. Contract Extension until June 30, 2022 (Attachment A)
3. Status Quo on Article 2: revert back to current contract language
4. Status Quo on Article 8: revert back to current contract language
5. UCB/LBNL Proposal for Article 13 presented on 11/4/21
 - a. Insert Jeff Light Settlement, as an attached side letter, to the back of the contract. (Note: Provision 6(a) was proposed as a counter by KB on 11/18/21; this note will not be included in the agreement; it is just a note for reference purposes.)

6. UCB/LBNL Proposal for Article 15 presented on 11/4/21

C. IMPLEMENTATION OF AGREEMENT

1. The terms and conditions of this proposal shall become effective upon agreement and ratification by the parties. It is further agreed that Provision B.1 (a & b) of this proposal shall be paid out no later than twelve (12) weeks from the date of ratification.

Accepted and agreed to on _____ by:

Berkeley

LBNL

For the Union (KB)

Edward Alvarez

Union Representative

Alameda County Building and Construction Trades Council

Bridget Hall

Chief Steward

Berkeley Campus

Joey Mossor

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