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Human Resources, Labor & Employee Relations
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William (Bill) Elkins, Manager

June 17, 2005

Amatullah Alaji-Sabrie
Chief Negotiator
Coalition of University Employees
2855 Telegraph Ave, Suite 302
Berkeley, CA 94705

Dear Amatullah:

Re: **Letter of Understanding -Local Labor-Management Committee
FY2005-07 Wage Agreement-Pay Equity**

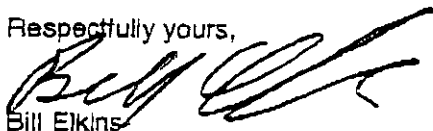
This letter formally codifies a mutual understanding that was reached during local negotiations leading to the above-referenced agreement between Berkeley Lab and CUE which comprises an attachment to this Letter of Understanding.

Specifically, it is mutually understood and agreed that in accordance with Article 12A.2(h) of the Labor Agreement, a labor management committee (comprised of 3 members from labor and 3 members from Lab management, and one additional member mutually selected by the parties) will be established at the Lab that will, among other agenda items beyond the scope of this Letter of Understanding, evaluate and make recommendations to management relative to employee concerns regarding individual internal pay equity. Such individual employee concerns regarding their pay equity shall be limited to a six (6) month period immediately prior to the date of the joint committee meeting in which the employee's concern was initially presented.

This local labor-management committee, which shall be comprised of Lab employees, will convene on a semi-annual basis commencing in October, 2005 throughout the remainder of this Wage Agreement with respect to concerns regarding internal pay equity. Should this committee determine that an individual pay inequity exists and recommend that a wage adjustment of some magnitude be considered, Lab management will give such a recommendation careful consideration and make a reasonable effort to secure additional funding to remedy the pay inequity. The focus of this committee shall be to address individual CX employee concerns about the internal equitableness of their pay, not union concerns relative to internal pay equity for a particular classification or the local CX unit as a whole.

It is mutually understood and agreed that the subject of funding to remedy any pay inequity covered by this Letter of Understanding shall not be subject to the contractual grievance and arbitration provisions of the Labor Agreement.

Respectfully yours,


Bill Elkins


Amatullah Alaji-Sabrie 6/17/05
CUE's Concurrence/Date

