

## APPENDIX H

### SIDE LETTER – Equity Discussions

Upon the written request of the Union to the Office of the President Labor Relations office, the University and UPTC agree to meet, following the transition to steps in August 2007. The purpose of this meeting is to discuss potential, individual, internal equity concerns.

Two (2) HX employees may be released for these discussions pursuant to Article 45 – Workplace Committees.

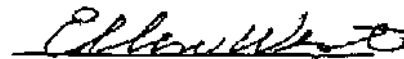
The parties understand that the University is under no obligation to adjust an individual's salary as a result of these discussions.

For the University of California:



Shelley L. Nielsen  
Assistant Director, Labor Relations

For UPTC-CWA:



Ellen West  
Staff Representative, CWA