

## APPENDIX M

### Article 41 – University Retirement & Savings Plans (Effective through June 30, 2009)

UPTE and the University are bargaining for the Research Support Professionals Unit (RX) and Technical Unit (TX) bargaining units regarding employee contributions to the UCRP. The parties will also engage in successor negotiations for the RX and TX Units in 2008, which may include the topic of employee contributions to pension. Therefore, the parties agree to the following:


1. For purposes of negotiating employee contributions to the UCRP, one (1) HX-Unit employee shall be provided release time for bargaining for purposes of joining RX/TX in negotiations on this subject.
2. The amount and timing of employee contributions to the UCRP that become applicable to RX and TX employees as a result of the above referenced negotiations (whether the outcome is negotiated to agreement or imposed by the University as a final result of the HEERA process) will apply to HX employees in the same manner through June 30, 2009.
3. If the RX and TX Units have different outcomes on the issue in any of the above referenced negotiation sessions, (i.e. RX begins on July 1, 2007 and TX on August 1, 2007) the HX unit will follow the outcome (i.e. amount and timing) of the bargaining unit that first concludes negotiations over the terms at issue (whether the terms are reached as the result of a negotiated agreement or an imposition by the University as a final result of the HEERA process.)
4. In the event the outcome for RX and TX includes more than a reinstatement of the redirect and includes additional across the board increases for RX/TX employees in exchange for additional employee contributions to the pension plan, then HX employees will receive those same increases.
5. This Side Letter does not constitute a re-opener of Article 41 – University Retirement and Savings Plans; however, it does recognize the understanding of the parties that UPTE-HX employees have the right to engage in a strike should RX/TX also obtain the legal right to strike over the issue of employee contributions to the pension plan.
6. The University retains the sole discretion to withhold step increases for year 3's July 1, 2008 step compensation increases should the parties have no resolution on the issue of the employee contribution to the pension plan bargaining by July 1, 2008.

For the University of California:



Shelley L. Nielsen  
Assistant Director, Labor Relations

For UPTE- CWA:



Ellen West  
Staff Representative, CWA