SIDELETTER
University Benefits

If the University and UPTE engage in the meet and confer process outlined in the last two sentences of Article 4 – University Benefits, Section A., with regard to 1) alterations which affect only bargaining unit employees and/or 2) alterations proposed by the University which reduce the UCRS retirement benefits of bargaining unit employees, the parties understand that the meet and confer process is pursuant to HEERA.

In order to effectuate this meet and confer process the University will provide written notice to UPTE as soon as is practicable but in no event later than ninety (90) calendar days prior to the effective date of the proposed changes. Both parties agree to commence the meet and confer process within thirty (30) calendar days of the written notice.

The parties further understand that upon the conclusion of the HEERA required impasse procedures for the meet and confer process the University may impose its changes and that the contractual prohibition against strikes and concerted activities provided for in the No Strikes article shall be waived.

For the University:

S Nielsen 1/13/06

Shelley Nielsen Date
Chief Negotiator
University of California

For UPTE:

1-10-2006

Rodney Orr Date
UPTE