

SIDELETTER AGREEMENT ON EQUITY DISTRIBUTION

This Agreement ("Agreement") is made and entered into by Coalition of University Employees ("CUE") and The Regents of the University of California ("University").

The parties do hereby agree as follows:

1. Purpose. The purpose of this Agreement is to resolve the ongoing negotiations over the distribution of the equity allocation for fiscal years 05-6 and 06-7 established during the 2004 Successor Negotiations and specifically addressed in a Side-letter dated December 15, 2005 as amended on December 27, 2005.

2. Across the Board Increase. The University will increase the hourly salary ranges for CX employees at each location (effective 10/1/06) in accordance with the following table:

Location	Amount of Hourly Across the Board Increase
Berkeley	\$.02
Davis	\$.05
Davis Medical Center	\$.05
Irvine	\$.05
Irvine Medical Center	\$.05
Los Angeles ^o	\$.02
Los Angeles Medical Center	\$.02
Merced	\$.06
Office of the President	\$.13
Riverside ^o	\$.02
Santa Barbara	\$.02
Santa Cruz	\$.03
San Diego	\$.06
San Diego Medical Center	\$.06
San Francisco	\$.13
San Francisco Medical Center	\$.13

^o Library Assistant Ranges at these locations shall not be increased.

3. Because DANR employees are paid on a campus or OP salary scale and not a separate DANR salary scale, each DANR employee will receive a range adjustment in accordance with the table above depending upon which salary scale the DANR employee is paid from.
4. Equity Increases at Medical Centers and DANR. The University will provide ½ step within range equity increases to career CX employees at those Medical Center locations and DANR (effective 10/1/06) with funds remaining after the across the board per the table set forth below. The total dollar amount of individual equity increases provided at any Medical Center and DANR shall not exceed the amount set forth in the Table which corresponds to that Medical Center and DANR.

Location	Amount available for ½ step within range equity increases
Davis Medical Center	\$112,327
Irvine Medical Center	\$22,761
Los Angeles Medical Center	\$355,636
San Diego Medical Center	\$44,018
San Francisco Medical Center	\$60,181
DANR	\$11,440

The criteria for determining which employees shall receive equity increases in accordance with this paragraph are set forth in attachment A. If there is a remainder in the amount available at any Medical Center or DANR following the application of the criteria, the Medical Center or DANR shall provide one additional equity increase according to the appropriate criteria.

5. No later than November 15, 2006, the University shall provide CUE with an electronic roster for each of the Medical Centers and DANR containing the following information for each employee who received a half step equity increase pursuant to this Sideletter Agreement: 1) name; 2) title; previous salary; new salary; former step on salary range; and new step on salary range.
6. Dismissal of Unfair. In consideration for this Agreement, CUE agrees to withdraw with prejudice the 2006 Open Enrollment ULP (SF-CE- 776-H) within 10 calendar days of this Agreement. CUE

shall provide the University with a copy of the withdrawal letter submitted to PERB.

7. This Sideletter Agreement is non-precedential and may not be introduced as evidence in any forum except where a dispute has arisen regarding enforcement with the terms of this Agreement. By entering into this agreement, the parties recognize that CUE has not conceded its position that 1) funding at one campus or medical center may be utilized to provide salary increases at another campus or medical center and/or 2) employees paid from one type of fund source may receive salary increases funded from a different type of fund source.

For CUE: *Amatullah Alaji-Sabrie*

Date: *September 11, 2006*

For the University: *[Signature]*

Date: *9-11-06*

Methodology for Distribution of ½ Step Increases at Med Centers and DANR

I. UCI MC

Based on seniority across all classifications with minimum one year of service

II. UCLA MC and UCSD MC

- (1) First criterion: Only employees hired 12/31/04 or earlier
- (2) Second criterion: Start with classification that has the lowest range maximum
- (3) Third criterion: Lowest step
- (4) Fourth criterion: Earliest hire date
- (5) Fifth criterion: Next higher step
- (6) Sixth criterion: Earliest hire date
- (7) Then continue through all the steps to next classification with lowest range maximum
- (8) Then continue #2-5 above
- (9) Next classification with lowest range
- (10) Then continue #2-5 above

III. UCD MC

- (1) First criterion: Only employees hired 12/31/04 or earlier
- (2) Second criterion: Start with classification that has the lowest range maximum (irrespective of step)
- (3) Third criterion: Earliest hire date

IV. UCSF MC

- (1) First criterion: At least 5 years of service as of 7/31/06
- (2) Second criterion: Start with classification that has the lowest range maximum (irrespective of step)
- (3) Third criterion: Earliest Hire Date (check for original hire date)

V. DANR

- (1) First criterion: UCR Clerks TC 4673, start with lowest step, then continue up the steps
- (2) Second criterion: UCR Sr. Clerk/Secy TC 4672, start with lowest step, then continue up the steps
- (3) Third criterion: UCLA Clerks TC 4673, start with lowest step, then continue up the steps

- (4) Fourth criterion: UCLA Sr. Clerk/Secy TC 4672, start with lowest step, then continue up the steps
- (5) Fifth criterion: UCB Clerks TC 4673, start with lowest step, then continue up the steps
- (6) Sixth criterion: UCB Sr. Clerk/Secy TC 4672, start with lowest step, then continue up the steps
- (7) Seventh criterion: UCD Clerks TC 4673, start with lowest step, then continue up the steps
- (8) Eighth criterion: UCD Sr. Clerk/Secy TC 4672, start with lowest step, then continue up the steps
- (9) Ninth criterion: Repeat order of locations above with Survey Worker TC 7233, start with lowest step, then continue up the steps
- (10) Tenth criterion: Repeat order of locations above with Sr. Survey Worker TC 7232, start with lowest step, then continue up the steps
- (11) Eleventh criterion:
 - a. By location (UCR, UCLA, UCB, UCD)
 - b. AAI by earliest date of hire