

APPENDIX E
(Successor Contract Reference: Article 41 – Wages)

SX04 Side Letter Agreement to Article 42 - Wages
Salary Step Structure
April 4, 2005
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SIDE LETTER
Salary Steps

AFSCME and the University of California agree to cooperate during the term of this Agreement in studying the feasibility of a transition from the current Open-Range salary system to a Step Salary system. The results of the study shall be provided to the parties no later than six (6) months prior to the opening of negotiations for a successor agreement. The issues to be studied include, but are not limited to:

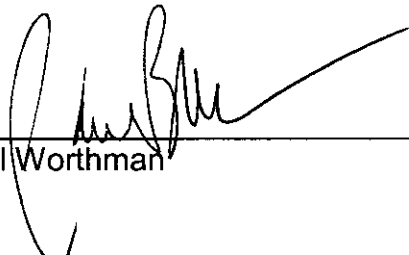
1. number of employees above the top of existing ranges for their campus and classification;
2. distribution of employees' salaries within each salary range;
3. potential number of steps for each salary range;
4. annual initial costs of converting employees to steps;
5. criteria for transferring employees to steps;
6. criteria for annual movement from one step to a higher step;
7. modification of existing ranges in conjunction with a step system

For the University of California:

For AFSCME:



Freya A. Foley 4/06/05 Date



Paul Worthman 4/06/05 Date