

Side Letter - Salary and Professional Development

Mediated Agreement to Resolve Librarian Deferred Successor Negotiations and 2009-10; 2010-11 Salary Negotiations

I. WAGES

A. 2008-09

Librarians will receive no general range adjustment for 2008-9 fiscal year, the same general range adjustment provided to non-represented academic employees for fiscal year 2008-09. Librarians participated in the regular academic merit program which resulted in increases effective 7-1-08.

B. 2009-10

Librarians will receive no general range adjustment for 2009-10 fiscal year, the same general range adjustment provided to non-represented academic employees for fiscal year 2009-10. Librarians participated in the regular academic merit program which resulted in increases effective 7-1-09.

C. 2010-11

Librarians will receive the same general range adjustment provided to non-represented academic employees for fiscal year 2010-11. Librarians shall participate in the regular academic merit program.

II. Professional Development Funds

Article 3.D shall be modified as follows:

The campus professional development funds shall be increased in accordance with the table below:

	2008	1-1-10 (2% inc)	7-1-10 (1% inc)
Berkeley	\$55,876	\$ 56,994	\$ 57,564
Davis	27,170	27,713	27,990
Irvine	23,930	24,409	24,653
Los Angeles	69,263	70,648	71,354
Merced	5,000	5,100	5,151
Riverside	21,330	21,757	21,975
San Diego	24,557	25,048	25,298
San Francisco	6,750	6,885	6,954
Santa Barbara	18,740	19,115	19,306
Santa Cruz	16,440	16,759	16,937

III. Temporary Provisions Regarding Severance Option at Certain UC Locations

The provisions of this section III shall remain in effect through October 31, 2010 and only apply to librarian in the unit with career status at the following locations: Berkeley, Davis, Irvine, Los Angeles, Riverside, and San Francisco.

A librarian in the unit with career status who is permanently laid off at the campuses identified shall be eligible for severance as follows:

A librarian in the unit with career status who has been laid off indefinitely shall have the option of severance pay in lieu of contractual recall and preferential rehire rights under Article 7 Layoff (Section F).

When a librarian in the unit with career status elects severance pay in lieu of preference for reemployment and the right to recall the following provisions shall apply:

1. **Payment Schedule:** A librarian in the unit with career status who elects severance pay in lieu of preference for reemployment and the right to recall shall be paid a lump sum amount of one week of salary (1/52 of the annual salary) for each full year of service as a librarian in the unit with career status at the campus from the most recent break in service, up to a maximum of 10 weeks of base pay. Librarians who have achieved career status and elect severance pay in lieu of preference for reemployment and the right to recall, shall have time spent as a potential career librarian counted in the calculation of severance pay.
2. **Repayment:** A librarian in the unit with career status who has received severance pay under this agreement and who is reemployed at any University location in any position during the paid severance period is required to repay to the University a pro rata portion of severance pay based on the amount of days worked during the severance pay period. A repayment plan is to be agreed upon between the employee and the University before the commencement of work.

IV. Duration

A. The terms and conditions of this Agreement shall remain in full force and effect until September 30, 2012.

B. This Agreement satisfies each party's obligation with respect to the 2009-2010 and 2010-2011 reopener negotiations.

Agreed to by the UC-AFT:

T.A. 12/16/09 M. Z. [Signature] - UC-AFT

Agreed to by the University:

T.A. 12/16/09 [Signature]

Date: