

PKG offer
2/14/03
Passed to AFT 2/14/03

Side Letter #1—Tentative Agreements
UC/AFT Negotiations
March 15, 2002

The parties agree that the language contained in the following articles (as reflected by the listed numbers and titles), shall be continued in a successor agreement upon conclusion of the negotiation process. Any article included in this list may be reconsidered if the article is affected by changes to other articles currently open and under negotiation. This has the effect of reaching tentative agreement on these articles.

This is a reaffirmation of a similar agreement reached in June 2001. Neither party shall utilize this agreement as evidence of progress, or lack thereof, in negotiations or for public comment about the negotiations.

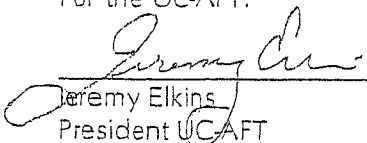
- Article 2 – Academic Freedom
- Article 6 – Academic Year – Appointment (as modified by the deletion of "Nine-Month" in the title and on condition that the parties agree to a side letter specifying that change is non-substantive and that change does not affect any obligation to meet and confer on changes to summer session.
- Article 14 – Per Diem
- Article 15 – Holidays (as modified by the addition of Veterans Day).
- Article 16 – Moving Expenses
- Article 17 – Medical Separation
- Article 20 – Reassignment
- Article 21 – Rehabilitation (as modified by the deletion of section E.)
- Article 30 – Academic Calendars (according to the language in the Memorandum of Understanding that expired on June 30, 2000.)
- Article 32 – Sexual Harassment
- Article 35 – Immigration Reform and Control Act
- Article 39 – Severability
- Article 40 – Successors

Notwithstanding the above, if the parties agree to a non-substantive change in the contractual term used to refer to members of the unit, that change shall be incorporated in the above articles.

In addition, the parties agree that any additional tentative agreements reached shall continue through the conclusion of the full negotiation process and, in the event of impasse, shall become part of each party's last, best and final offer. Any tentative agreement may be reconsidered if the article is affected by changes to other articles currently open and under negotiation.

Agreed:

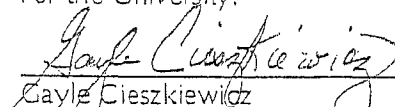
For the UC-AFT:



Jeremy Elkins
President UC-AFT

3/15/02
Date

For the University:



Gayle Cieszkiewicz

3.15.02
Date

