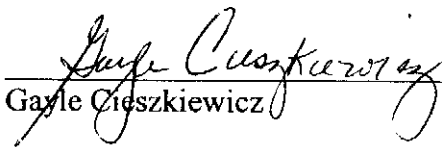


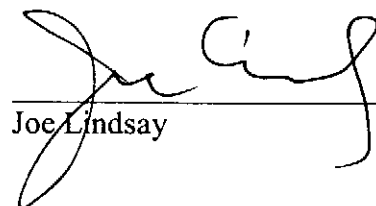
**CNA/UC Negotiations**  
**Side Letter on Reopener Negotiations**  
December 9, 2005  
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This side letter supplements the provisions of Article 39, Duration, Section B. Reopener Negotiations in the agreement commencing December 31, 2006 and terminating on June 30, 2007.

The University and CNA agree as follows:

1. In the event that the agreement is reopened by either party, negotiations shall have commenced no later than April 17, 2006. The parties agree that in the event that they fail to reach an agreement on the Article(s) designated for amendment by June 1, 2006, either party may declare an impasse.
2. The party which does not declare impasse shall not oppose the notification to the Public Employment Relations Board (PERB) that the parties are at impasse, i.e., they have reached a point in meeting and conferring at which their differences in position are such that further meetings would be futile. This notice is to be given the same day that impasse is declared, requesting the immediate appointment of a mediator.
3. In the event that mediation is unsuccessful, the parties agree that John Kagel shall serve as the chair of the factfinding panel. This panel shall issue its report within the period required by HEERA, unless the parties agree to waive the statutory timelines.
4. In the event that despite the parties' consideration of the factfinding panel's report in good faith, they are unable to use it as a basis for a settlement, the parties agree that as to disputes arising from the reopener negotiations pursuant to Article 39.B and this side letter, Article 36 is suspended with regard to this dispute as of the expiration of the ten-day period following the issuance of the report of the factfinding panel.

  
Gayle Cieszkiewicz

  
Joe Lindsay

Signed, December 9, 2005