

**ARTICLE 1
RECOGNITION**

- A.** This Memorandum of Understanding, hereinafter referred to as the "Agreement", is entered into by and between The Regents of the University of California, a corporation hereinafter referred to as the "University", or "UC", or "management", and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), AFL-CIO, hereinafter referred to as the "UAW" or the "union".
- B.** The University recognizes the UAW, as the exclusive representative for the purposes of collective bargaining with respect to wages, hours and terms and conditions of employment for all Postdoctoral Scholars in the classifications listed below. This recognition is in accordance with the Settlement Agreement made between the parties on October 27, 2008, the Public Employment Relations Board's (PERB's) October 30, 2008 certification that UAW evidenced majority support sufficient to meet the requirements of PERB regulation 51030(b), and the University's Recognition Letter of November 3, 2008, in PERB case SF-RR-914-H. This recognition excludes Postdoctoral Scholars in the titles listed below who are defined by HEERA as managerial, supervisory and/or confidential.

Title	Title Code
Postdoctoral Scholar – Employee	3252
Postdoctoral Scholar – Fellow	3253
Postdoctoral Scholar – Paid Direct	3254

- C.** The parties may agree to modify the recognized unit pursuant to the rules and regulations of the Public Employment Relations Board (PERB).
- D.** The parties acknowledge that the University intends to retire title codes 3240, 3243, 3245, and 3370 by January 1, 2010. The University will provide written verification when all such title codes are retired.