



Ernest Orlando Lawrence Berkeley National Laboratory
Human Resources, Labor & Employee Relations
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William (Bill) Elkins, Manager

August 10, 2007

Mary Helen Morman
Building and Construction Trades Council
Of Alameda County, AFL-CIO
8400 Enterprise Way
Room 205
Oakland, CA

RE: Initial Wage Proposal for Berkeley Lab, FY 2008-2010

Dear Mary Helen:

In the interests of achieving a fair and equitable local wage increase for FY 2008-2010, specifically commencing on October 1, 2007 and concluding September 30, 2010, the Laboratory hereby proposes the across the board wage increases specified below for all eligible employees employed at Berkeley Lab. It is my hope that the Union will provide its tentative agreement in a timely fashion as specified below and recommend that it be ratified by the membership. Wages for UC Berkeley employees are not addressed herein. The basic elements of this initial wage offer are as follows:

General wage increases for FY 2008 -2010:

- A. FY 2008:** 2.00% across-the-board wage adjustment for all eligible Laboratory employees in the KB unit effective October 1, 2007, to be paid within ninety (90) days from ratification of this wage agreement. No separate paychecks will be issued. The new wage rates resulting will be implemented within the first two full pay periods following the ratification date of this wage agreement.
- B. FY 2009:** 2.00% across-the-board wage adjustment for all eligible Laboratory employees in the KB unit effective October 1, 2008.
- C. FY 2010:** 2.00% across-the-board wage adjustment for all eligible Laboratory employees in the KB unit effective October 1, 2009.

“Eligible employees” as used in this Agreement, means those Laboratory employees who were in the KB unit on October 1 of the respective fiscal year and continue to be in said unit on the date when the wage increases are processed.

In addition to wages, the Laboratory wishes to discuss the issue of personal protective equipment as the parties agreed in a PERB settlement agreement that will close this matter out.

Respectfully yours,

/s/

Bill Elkins

cc: Julius Katz
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