

Side Letter – Addendum to Furlough/Salary Reduction Program

Sideletter on Furlough/Salary Reduction Program for Unit 17 Librarians

Temporary Adjustments to Recompment Time Frames in Layoff Article

For the period that the University Furlough/Salary Reduction Program will be in effect for Librarians covered by the Memorandum of Understanding, the parties agree to the following adjustments to the time frames cited in Article 7 (Layoff). Upon expiration of the University Furlough/Salary Reduction Program, the time frames will revert to those identified in the current contract language (expiring Sept. 30, 2011).

Article (7) Layoff Adjustment to Time Frames for Furlough Period

1. The parties agree that the time frames for recall and re-employment shall be adjusted as follows.
2. 7.F.1.a: the time frame for recall will be extended from one (1) year to two (2) years from the date of being placed on layoff.
3. 7.F.2.a: the time frame for reemployment shall be extended from one (1) to two (2) years of being placed on layoff
4. 7.F.4: the time frame for maintaining the name of a Librarian who has been laid off on the roster will be from twelve (12) months to twenty-four (24) months from the date of layoff

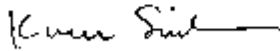
All other terms of Article 7, shall remain in full force and effect as provided for in current contract language (expiring Sept. 30, 2011)

Other Provisions

- 1) Subject to normal procedures, earned furlough days may be used in lieu of paid time including sick leave.
- 2) ~~For the duration of the Program,~~ performance reviews and expectations shall take into account the actual reduction in work time associated with the Program.

- 3) During campus closures when employees are expected to use furlough days, librarians who have work commitments (as agreed to by the librarian and a campus library representative) may make alternate arrangements subject to local campus procedures. Librarians who have made alternate arrangements during campus closures must take equivalent furlough days at another time.

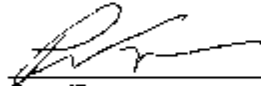
On behalf of UC-AFT:



9-9-09

Karen Sawislak
UC-AFT Executive Director

On behalf of UC:



9-09-09

Peter Chester
Chief Negotiator
University of California

Date