

**Side Letter**  
UC – UPTe/CWA  
Research Support Professionals Unit (RX)  
Technical Unit (TX)  
**Process to Begin PEB Negotiations**

University Professional and Technical Employees (UPTe), Research Support Professionals (RX), CWA Local 9119 and University Professional and Technical Employees (UPTe), Technical Unit (TX), CWA Local 9119 and the University of California enter into the following Side Agreement.

- A. The parties acknowledge that the University intends to propose a new benefit tier and employee contribution level in UCRP along with changes to the retiree health care benefits effective July 2013. UPTe and the University agree to address these issues in the context of successor negotiations in the RX and TX bargaining units. However, in recognition of the complex nature of the issues(s), the parties shall meet no later than July 2012, to develop a mutually agreeable process to facilitate the negotiation of these matters; with the objective that the parties reach an understanding of the PEB framework that would be acceptable to the parties by January 1, 2013. In the event such an understanding is not reached by the onset of successor negotiations for each unit, all negotiable Post Employment Benefit (PEB) issues will then be subject to the successor negotiations, only. UPTe agrees to begin the bargaining process for both the RX unit and the TX unit three (3) months earlier than the dates established in Article 9, Duration, § C., Successor Negotiations.
- B. In support of the objective outlined in §A., above, the parties agree to the following initial timeline:
1. UPTe will make every effort to provide the University with its PEB information request by March 1, 2012.
  2. The University shall respond to the PEB information requests as soon as practicable.
  3. Meet and confer sessions shall occur with sufficient frequency as to enable the parties to understand each other's issues and have a firm sense of PEB-related priorities by January 1, 2013, at which time the PEB matter will be folded into the successor negotiations for each unit.

**For the University**

**For UPTe**

*Linda Ashcraft*

Linda Ashcraft

*12-27-11*

date

*Wendi Felson*

Wendi Felson

*12/27/2011*

date