

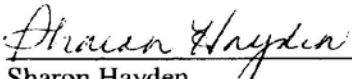
SIDE LETTER


Removal of Term "non-Grievable, non-Arbitrable" from Contract Language

The University and UPTE agree that the removal of the terms "non-grievable, non-arbitrable" in Section A.2., of the Layoff and Reduction in Time article, Section B.1. in the Probationary Period Article and *B.2.b.2 in the Health and Safety Article, and Transfer/Promotion/Reclassification Section D.2., does not change or reduce the University's exclusive right to make the determinations specified in these Articles. Therefore, there is no right to grieve or arbitrate the University's determinations in those referenced sections of the named Articles.

For the University:

For UPTE:

 5/30/03
Sharon Hayden
Chief Negotiator
University of California

 5/30/03
Jelger Kalmijn
Chief Negotiator
UPTE

* The reference to the Health and Safety Article above is currently B.3.b.2