

# UNIVERSITY OF CALIFORNIA

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SANTA BARBARA • SANTA CRUZ

OFFICE OF THE ASSOCIATE VICE PRESIDENT  
HUMAN RESOURCES AND BENEFITS

OFFICE OF THE PRESIDENT  
300 Lakeside Drive  
Oakland, CA 94612-3550

July 15, 2008

Ms. Beth Kean  
California Nurses Association  
2000 Franklin Street, Suite 300  
Oakland, CA 94612

Dear Beth,

This letter will serve as the University of California's notice of intent to re-open negotiations as required in the UC-CNA Agreement, Article 38, Duration, §B.2. The University reserves the right to modify or delete any article identified herein, and to make proposals and counter proposals in any article opened by CNA on July 1, 2008. The University intends to make proposals in:

Article 15	Benefits	The University will make proposals regarding medical plan coverage and costs.
		The University will make proposals regarding UCRP coverage and costs.
Article 40	Compensation	The University will make proposals regarding market-based changes to the salary ranges.
Article 29	Association Rights	The University will propose changes to provisions of this article.

Please contact me if you have any questions or require further information. We look forward to demand explanations on July 29 and 30, 2008, in Sacramento, and to a positive set of negotiations.

Regards,

A handwritten signature in cursive script that reads "Gayle Saxton".

Gayle Saxton  
University Negotiator

cc: Management Negotiation Team (NX)  
CHROs  
LRMs  
Compensation Managers