

## Attachment A

This Agreement is between Teamsters Local 2010 and the University of California to settle all disputes arising from (1) the July 2014 increase in UCRP contributions (see attachment B), and (2) the University's transition to a standardized method of determining holiday pay eligibility and calculating holiday pay for part-time employees.

### **Holiday Pay Eligibility and Calculation**

The University is consolidating and standardizing its payroll system. As part of that process, the University is standardizing the qualifying period to determine holiday pay eligibility and holiday pay calculation. Ultimately and over time, each location will move to the following definition:

#### Article 9.B.1

An employee is eligible for holiday pay if the employee is on pay status at least fifty percent (50%) of the working hours in the month or the two (2) bi-weekly pay periods immediately preceding the bi-weekly pay period in which the holiday occurs, excluding any holiday hours in these periods.

#### Article 9.C.1.b.

An eligible part-time employee shall receive proportionate holiday pay, up to the maximum of eight (8) hours per holiday, as provided in Section B.2., above. Such holiday pay is calculated on the number of hours in pay status in the month or the two (2) bi-weekly pay periods immediately preceding the bi-weekly pay period in which the holiday occurs, excluding any holiday hours in these periods.

Going forward as locations transition to this standardized definition, the Parties hereby agree that this Agreement fully replaces and supersedes any conflicting language contained in the MOU, and shall control when determining holiday pay eligibility and when making holiday pay calculations. The Union further agrees that it will waive and dismiss with prejudice any existing claims or grievances that it may have relying on conflicting language in the MOU.

This Agreement settles all grievances, both local and systemwide (copies of which are attached hereto), regarding these two issues. This Agreement is without precedent and shall not be cited or used as evidence in any arbitration or other legal proceeding except as to enforce the terms and conditions contained herein.



**University of California**

10-10-14

**Date**



**Teamsters Local 2010**

10/7/14

**Date**