

**Appendix S**  
**Side Letter Expedited Arbitration Agreement**

- 14. The decision of the Arbitrator shall be final and binding but shall not be used as precedent in any other case, however arbitral decisions may be submitted for reference.**
- 15. Parties may request or agree to an Arbitrator's Bench decision.**

**The Arbitrator will use the following standards/criteria when determining the appropriateness of reclassifying clerical unit positions to a position that is outside of the bargaining unit:**

- **Majority of the work**
- **Nature or type of work**
- **Level of responsibility**
- **Campus standards**
- **Impact of the position on the work unit**
- **Department and location**
- **Reporting relationships**
- **Scope of duties**
- **Complexity of work**
- **Independence of judgment**
- **License & certifications required for the position(s)**
- **Position, not person, for bona fide business reasons**

**The arbitrator shall not utilize the following criteria to determine the appropriateness of a reclassification appeal.**

- **Volume of work / workload**
- **Position, not person so not personality, financial need**
- **Longevity**
- **Performance**
- **Salary increase**
- **Retention (currently seeking promotional opportunities elsewhere on campus)**
- **Non applicable skill set**
- **Future projects**