Docusign Envelope ID: DD438EFF-8F2D-8274-8009-1B57D79A7211

University of California and Teamsters Local 2010

Pursuant to PERB Unit Modification order of October 7, 2025, the following titles are added through the accretion process to the Teamsters Local 2010 ("CX") bargaining unit: Financial Analyst III and IV; Financial Services Analyst III and IV. These accreted titles are governed by PERB Unit Modifications orders SF-UM-943-H and SF-UM-944-H respectively.

A. PAID TIME OFF (PTO) POLICY CONVERSION TO SICK LEAVE AND VACATION

1. Any employee in any of the above-listed titles who currently has PTO and is employed at the time of this agreement shall be subject to the following:

a. Receive vacation and sick leave in the same manner as similarly situated CX employees pursuant to Article 36 (Sick Leave) and Article 44 (Vacation).

b. Employee(s) will have their PTO converted to sick leave and vacation as prescribed by the locations' current policy.

c. Any employee whose accrual is equal to, or in excess of the maximum amount allowed under Article 44 – Vacation, Section B.1 on the date of ratification, shall receive a lump sum payout to reduce their balance to 80% of the allowable accrual maximum. Employees shall receive the lump sum payout within (90) ninety days of the University receiving written notification that the agreement has been ratified.

d. On a non-precedent basis, employees in the FINANCIAL SVC ANL 4 GF, FINANCIAL ANL 3 GF, and FINANCIAL ANL 4 titles with MSP designations shall maintain their MSP vacation maximums and vacation accrual rates provided they remain in their current title. This agreement is limited to incumbents of these titles as of the date of ratification.

B. Awards and Incentive Programs

1. Any employee in any of the titles listed above shall be subject to the same criteria for any Employee Award Program as their union brethren under the terms and conditions provided under the current CX collective bargaining agreement. Specifically, but not limited to the provisions of Article 45.A.7. This includes any award program created at LBNL.

C. UNIVERSITY SALARY STEPS

1. The parties agree to exchange and bargain over salary steps.

Docusign Envelope ID: DD438EFF-8F2D-8274-8009-1B57D79A7211

a. The University will implement the step structures within ninety (90) days of receiving written notification from the Teamsters that the accretion agreement has been ratified. The University will also process the lump sum payments within ninety (90) days of receiving written notification the agreement has been ratified.

b. Employees shall receive a one-time lump sum for the difference, if any, between their current rate of pay and that to which they are scheduled to receive after-step placement for the period between the dates listed below in section c, and the date the University places the employees on the step structure. To receive the lump sum, the employee must be in the CX bargaining unit on the day of ratification as well as the day of the payout. The parties understand and agree that this lump sum is pensionable by the University.

c. All employees that worked in the above titles between the date of accretion and the date of payout, or any portion of time thereof, shall be placed on the negotiated step closest to, but not less than their current rate of pay effective with a date of October 1, 2025 for monthly paid employees, or October 12, 2025 for bi-weekly paid employees.

2. Agricultural and Natural Resources (ANR) employees will be paid in accordance with the current salary admin plan.

D. **ULPS, RFIs or GRIEVANCES RELATED TO THE ACCRETION OF THE TITLES**

1. Any ULP, RFI or grievances filed regarding the accretion of any of the above-listed titles except as identified below will be withdrawn and dismissed with prejudice within sixty (60) days after the ratification of the parties' accretion agreement. No additional steps need to be taken by the University.

To be excluded:

- Information requests related to positions designated as supervisory, managerial, or confidential.

E. **ARTICLE 28 - CONVERSION FROM CONTRACT TO LIMITED OR CAREER**

1. Conversion For Contract Employees

a. The provisions below are subject to the terms and conditions of Article 28 in all aspects.

Docusign Envelope ID: DD438EFF-8F2D-8274-8009-1B57D79A7211

i. Within ninety days of the date of accretion the University will designate accreted contract employees as career or limited.

ii. Hours for determination of eligibility for conversion to career from limited appointment are based upon one thousand (1,000) hours of qualifying service within a rolling 12-month period immediately preceding the date of accretion.

iii. The effective date of conversion to limited or career shall be the accretion date for their respective title.

F. **ARTICLE 10 – HOURS OF WORK**

1. The FLSA designation of accreted employees shall not be changed as a condition of accretion. This does not impact the University from exercising management rights under the terms and conditions of the contract or applicable state and federal laws regarding FLSA determination.

G. **SHIFT DIFFERENTIAL**

1. When employees from the above accreted titles are designated as non-exempt, they shall receive shift differential in accordance with the terms from Article 35 Shift Differential.

H. **ARTICLE 29 - PROBATIONARY PERIOD**

Employees who were added to the bargaining unit through unit modification and were designated as unrepresented employees immediately prior to being admitted to the unit, who have worked in the same appointment in which they were converted will have such time in that appointment applied against the probationary period for the new career appointment. For purposes of this provision, “same appointment” means an appointment in the same department/unit with same job description, with the same supervisor for at least 3 months as the appointment that the individual was assigned immediately prior to the accretion date.

University of California
E. Kevin Young

DocuSigned by:
Kevin Young
4FAE9D64E192450...

Date:

11/18/2026

Teamsters Local 2010
Michael Erazo

Signed by:
B8334BBB9123438...

Date:

11/18/2026