

**Appendix B  
Side Letter  
Equity Review Committee**

TA-UCLA  
5/4/2024  
[Signature]

TA Teamsters  
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5-4-2024  
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- A. Within 30 University business days after contract ratification, UCLA and Teamsters Local 2010's representatives shall establish an Equity Review Committee, the purpose of which is to review specific job classifications identified by either party that may require market-based equity increases in addition to the wage increases included in Article 45 (Wages).
- B. The Equity Review Committee will hold two (2) meetings on dates mutually agreed upon by the parties, during which the Committee will discuss recruitment and retention issues and market data. The meetings shall be held no later than sixty (60) University business days after contract ratification. The Committee shall be comprised of ~~five (5) individuals per party~~ the UCLA K4 bargaining team and the management appointed committee members.
- C. All requests for a market-based equity review shall be submitted in writing to UCLA at least seven (7) University business days prior to the meeting and shall include:
  - 1. The classifications to be reviewed; and
  - 2. The market data upon which the equity review is being requested.
- D. In accordance with Article 45, Section E (Wages - Other Increases), UCLA may propose equity increases for selected classifications after the Equity Review Committee discussions have been completed.

Article 45, Section E states:

The University may increase, during the term of this Agreement, salary rates for selected classifications. The University may also increase, for selected classifications during the term of this Agreement, shift differentials, on-call rates, and/or extend the coverage of such rates. At least thirty (30) days prior to implementing the increase referenced in this section, the University shall inform Teamsters Local 2010 in writing of any such increases. Upon written request from Teamsters Local 2010, the parties will meet and confer over the proposed increase.

- E. Disputes arising from this Side Letter are not subject to the Grievance Procedure (Article 26) or Arbitration Procedure (Article 27).