

Appendix P
University Benefits



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June 17, 2005

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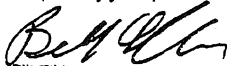
Re: **Letter of Understanding Regarding Transition to PRD Process**

Dear Amatullah:

This Letter of Understanding was reached during FY2005-07 Local Wage negotiations, during which the parties discussed the effects of management's decision to transition CX unit employees here at the Laboratory from the P2R five (5) rating performance appraisal process to the PRD seven (7) rating performance process for the performance year commencing on July 1, 2005 and continuing to June 30, 2006. The PRD process would subsequently be applied to CX unit Laboratory employees for subsequent performance years. The merit increase effective October 1, 2006 will be the first increase based upon the employees' PRD performance rating and position in range.

Moreover, the parties agreed that to better effectuate this transition and to ensure that fair and equitable performance appraisals ensue for CX employees under the PRD process, an advisory local joint review committee composed of three (3) members of the local union and three (3) members from management and one person mutually selected by the parties, shall meet as necessary to discuss CX employee concerns concerning the application of the PRD process with respect to their performance rating. For the purposes of this Letter of Understanding only, this joint committee will hear employee concerns regardless of whether the PRD rating was acceptable or not. The parties agree that this LOA does not affect the provision in the systemwide Agreement regarding the non-grievable status of acceptable employee performance ratings. The Laboratory agrees that the recommendations of this advisory joint committee will be given serious consideration.

Respectfully yours,


Bill Elkins


Amatullah Alaji-Sabrie 6/17/05
CUE's Concurrence/Date

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