

Training & Development Sideletter
October 28, 2008
CUE Counterproposal #2

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10-28-08
[Signature]

TRAINING & DEVELOPMENT

Sideletter

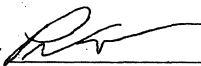
The University recognizes that it is critical to cultivate the talents and skills of employees to ensure the success of individuals and the University. It is the purpose of this Article to encourage employees to participate in training and development activities. It is further intended to provide guidance for CX employees and supervisors in order to clarify questions posed as to the scope and/or intent of the article.

The University acknowledges and supports training that will enhance the skills necessary to successfully perform one's job. It further acknowledges and supports career development training which goes beyond the scope of the employee's job duties. The University supports such training and acknowledges that such training opportunities are included within the scope of this Article.

Although this Side Letter illustrates the intent of the parties in enacting Article 38, the Side Letter shall not be subject to the grievance and arbitration provisions of the Agreement.

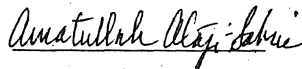
For the University:

For CUE:



Peter Chester
Chief Negotiator
University of California

Date 10-28-08



Amatullah Alaji-Sabrie
Chief Negotiator
Coalition of University Employees

Date 10/28/08