

**ARTICLE 1  
RECOGNITION**

- A.** This Memorandum of Understanding, hereinafter referred to as the “Agreement”, is entered into by and between The Regents of the University of California, a corporation hereinafter referred to as the “University”, or “UC”, or “management”, and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and its Local Union 5810, AFL-CIO, hereinafter referred to as the “UAW” or the “union”.
- B.** The University recognizes the UAW, as the exclusive representative for the purposes of collective bargaining with respect to wages, hours and terms and conditions of employment for all Postdoctoral Scholars in the classifications listed below. This recognition is in accordance with the Settlement Agreement made between the parties on October 27, 2008, the Public Employment Relations Board’s (PERB’s) October 30, 2008 certification that UAW evidenced majority support sufficient to meet the requirements of PERB regulation 50130(b), and the University’s Recognition Letter of November 3, 2008, in PERB case SF-RR-914-H.
- C.** Further, on August 1, 2016, the UAW filed a unit modification petition and proof of support with Public Employment Relations Board to add the Lawrence Berkeley Laboratory Postdoctoral Scholars to the established Postdoctoral Scholar bargaining unit (Case No SF-UM-769-H). On August 26, 2016, the University notified PERB that it did not object to the unit modification petition. On September 9, 2016, the parties signed a stipulation and on September 12, 2016, PERB issued a unit modification order.
- D.** These recognitions exclude Postdoctoral Scholars in the titles listed below who are defined by HEERA as managerial, supervisory and/or confidential or whose principal place of employment is outside of the State of California at a worksite with 100 or fewer employees.

Title	Title Code
Postdoctoral Scholar – Employee	3252
Postdoctoral Scholar – Fellow	3253
Postdoctoral Scholar – Paid Direct	3254
Postdoctoral Scholar – Employee NEX	3255
Interim Postdoctoral Scholar - Employee	3256
Employee Postdoctoral Fellow (LBL)	
Employee Special Postdoctoral Fellow (LBL)	
Employee Interim Postdoctoral Fellow (LBL)	
Affiliate Postdoctoral Fellow – Stipend (LBL)	
Affiliate Postdoctoral Fellow – Paid Direct (LBL)	

- E.** The parties may agree to modify the recognized unit pursuant to the rules and regulations of the Public Employment Relations Board (PERB).