

**SIDE LETTER
ARTICLE 1**

1. The time limits in Article 1, Sections D. and E. will be reduced from 45 days to 14 days.
2. If the University assigns a represented librarian to a vacant non-represented management position in the library, without a search or advertisement/posting of the position, on a temporary basis for a period of two (2) years or less, the University shall provide notice to the union and may immediately proceed with the temporary out-of-unit assignment.

This agreement between the parties is not intended to change the definition of what is or is not considered in or out of unit work.

3. The union will re-evaluate all outstanding Article 1 cases on an individual basis and in good faith work with the respective campuses to resolve each case, before proceeding to process through PERB, by no later than November 30, 2013.
4. After 12 months from date of ratification the parties will convene a meeting to discuss any outstanding issues related to Article 1 and the removal of positions from the bargaining unit. Annual reviews of Article 1 and any problems arising out of this Article will occur throughout the life of this contract. The parties commit to work in good faith to resolve any outstanding issues in dispute related to Article 1.
5. The term of the contract will be for five (5) years with an expiration date of September 30, 2018. In years four (4) or five (5) of this agreement either party has a right to reopen two (2) articles of the contract, excluding the benefits articles.