SIDE LETTER
MATH FELLOWS

A. UNIT MODIFICATION

1. The University of California ("University") and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America, Local 4811 ("UAW" or "Union") agree to the following terms and conditions for the accretion of the petitioned-for positions within the Mathematics Departments at all University campuses into the existing Postdoctoral Scholar ("PX") collective bargaining unit, in accordance with PERB's Order No. Ad-525-H - SF-UM-890-H.

2. Pursuant to PERB's Order No. Ad-525-H - SF-UM-890-H, all petitioned-for positions shall be placed into a new "Math Fellow" title, within 120 days of ratification of this Side Letter.

3. This recognition excludes all other Visiting Professors and Adjunct Professors of any rank not included in the petition; any employees 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.

B. GENERAL CONDITIONS

1. This Side Letter is only applicable for the accretion of the petitioned-for positions in the Mathematics Departments, pertains only to the classification and title code named in this Side Letter, and shall not be precedent setting on any other matter, waive, or modify any other provisions of the current collective bargaining agreement ("CBA").

2. All relevant terms of the PX CBA, not modified by this Side Letter, shall apply to the petitioned-for positions effective on the date of ratification of this Side Letter and to future Math Fellow appointees.

3. "Math Fellow (Mathematics Departments only)" with the title/job code of 003235 shall be added to Article 1 – Recognition, Section D. The corresponding new title and title code will be created in UCPath within 120 days of ratification of this Side Letter.

4. The term "incumbent" in this Side Letter is specific to the employees who are employed in the Mathematics Departments who will transition to the new "Math Fellow" title code, pursuant to Section A.2 above.

C. <u>**COMPENSATION RATES**</u>

Article 4 – Compensation shall apply to Math Fellows, modified as follows:

1. Effective 2/1/2026, incumbent Math Fellows at UCI and UCSD who did not receive a wage increase in 2025 will receive an increase of 3.5% in consideration of not receiving a wage increase in 2025.

2. Then, effective 2/1/2026, the experience level for all incumbent Math Fellows will be assessed and they shall be moved to the appropriate salary level on the PX Salary Scale - Table 23 as follows:
   a. If an incumbent's current salary rate is at or above the salary rate of their experience level on Table 23, they shall remain at their salary rate at ratification.
   b. If an incumbent's current salary rate is below the salary rate of their experience level on Table 23, they shall be moved up to the appropriate salary level commensurate with their experience level.

3. For purposes of determining timing of individual increases for incumbents under Article 4 Section C, the initial appointment date shall be 7/1/2025.
   a. On 2/1/2026, incumbents shall move to the next experience minimum salary rate level or receive an increase of at least 3%, whichever is greater, per Article 4, Section C. These increases shall, for the 2026 calendar year only, supersede the April 1, 2026 individual increases specified in Article 4, Section C.

4. Effective 7/1/2026, incumbent Math Fellows at UCB will receive an increase on a one-time, non-precedent setting basis to an annual salary of $95,000.

5. All new (non-incumbent) Math Fellow appointments shall be appointed in accordance with the appropriate minimum salary levels on Table 23 and subject to the provisions of Article 4. Nothing prohibits the University at its sole discretion from appointing a Math Fellow above the established minimum salary levels.
   a. New (non-incumbent) Math Fellows shall not have an annual salary rate less than the lowest paid incumbent from their location as of October 1, 2025. This provision shall sunset at the expiration of the PX CBA on September 30, 2027, unless the parties mutually agree to extend this provision.

6. Prior experience as a Postdoctoral Scholar shall be considered for experience-based salary placement upon initial appointment as a Math Fellow, in accordance with Article 4, Section B.1.

7. Experience as a Math Fellow at the University of California shall count towards Postdoctoral Scholar experience pursuant to Article 2 and Article 4.

D. BENEFITS

1. Math Fellows are eligible for the benefits under Article 3 – Benefits and in accordance with existing University policies and procedures.

2. Incumbents will be eligible for benefits under Article 3 – Benefits effective 2/1/2026. They shall have thirty-one (31) days to elect benefits under the Postdoc Health Benefit Plans under Article 3 after they are moved into a bargaining unit title code.

E. IMPLEMENTATION TRANSITION PERIOD

1. Effective 2/1/2026, all petitioned-for positions will temporarily be assigned a Postdoctoral Scholar title (Title Code: 003252) at 100% FTE, with a concurrent, non-represented "Educator (WOS)" title (Title Code: 001675) at 0% FTE until the new "Math Fellow" title code is fully operational (in accordance with A.2 and B.3 above).

2. During this transition period, a working title of "Math Fellow" shall be used for all petitioned-for positions and the terms of this Side Letter shall apply to them.

F. TEACHING CONSIDERATIONS

1. Time and Effort Commitment - For Math Fellows, the provisions of Article 25 – Time and Effort Commitment shall apply, modified as follows, with the understanding that Math Fellows will be assigned teaching as a core part of their expected duties.

   a. When a Math Fellow has any teaching assignment(s), they shall have their research responsibilities commensurately reduced during that period of time.

   b. The University shall specify the teaching load for Math Fellow positions in the job posting and appointment notification letter. The University may appoint the teaching load for a position below the amount in the posting and notification, but not above. Job postings and appointment notifications are posted/issued as per the CBA.

   c. Math Fellows will not be required to teach during the Summer Session.

For the University:

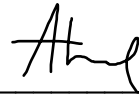For the Union:

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Mara M. Otero

Date: 12/19/2025

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Aarthi Sekar

Date: 1/9/2026

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Rafael Jaime

Date: 1/07/2026

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Ahmed Allibhoy

Date: 1/08/2026

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Emma Dolan

Date: 1/9/2026