

The California State University  
Office of the Chancellor  
401 Golden Shore  
Long Beach, CA 90802-4210  
(562) 951-4412

**Date:** July 19, 2000

**Code:** TECHNICAL LETTER  
HR/SA 2000-15

**To:** Human Resources Directors  
Payroll Managers

**From:** Cathy Robinson, Senior Director  
Human Resources Administration

**Subject:** Salary Program for Unit 6 Employees for Fiscal Year 2000/2001

The CSU has reached agreement with the State Employees' Trades Council (SETC) regarding changes in compensation for Fiscal Year (FY) 2000/2001. Highlights of the salary program are noted as follows:

- √ Effective July 1, 2000, equity increases ranging from two (2%) to six (6%) percent shall be applied to the minimums and maximums of the salary ranges of specified classifications listed in Attachment A and to the individual salary rates of affected employees.
- √ Effective July 1, 2000, pursuant to the Settlement Agreement and Addendum to the ULP No. SA-CE-136-H (Attachment B) and Side Letter of Agreement regarding Implementation of the SETC Classification and Structure Revision (Attachment C), classification and salary structure changes will be implemented to incorporate new classifications and classification title changes to the salary schedule. Equity increases ranging from one-half of one (.5%) to three (3%) percent will be applied to the salary range minimums and some maximums of specified classifications listed in Attachment A, and to the individual salary rates (up to the new salary range maximum) of affected employees.
- √ For FY 2000/2001, a Performance-based Salary Increase pool of \$217,800, excluding associated benefit costs, is available for base pay increases (not to exceed the maximum of the salary range) effective July 1, 2000. The campus may provide additional funds for the program.
- √ For FY 2000/2001, a pool of \$188,100, excluding associated benefits costs, shall be dedicated for one-time, lump-sum bonuses under the Performance-based Bonus Award Program. The one time bonus award shall be a percentage of gross pay not to exceed five

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**Distribution:** CSU Presidents  
Vice Chancellor, Human Resources  
Vice Presidents, Academic Affairs  
Vice Presidents, Administration  
Associate Vice Presidents/Deans of Faculty  
Employee Relations Designees  
Director, SOSS

percent (5%) for the period of time of performance for which the bonus is awarded.

- √ Effective July 1, 2000, an Extended Performance Increase (EPI) of up to 1% of base salary (not to exceed the maximum of the salary range), is available to permanent employees whose overall performance has been satisfactory for the previous five years and who have completed twelve years of qualifying pay periods and qualifying months of service at the CSU as of June 30, 2000. Refer to provision 24.22 for additional criteria.
- √ For meritorious performance, campuses may award base salary increases from campus funds at any time (separate from the Performance-based Salary Increase procedures) not to exceed the maximum of the range on the salary schedule for the respective employee's classification and range.
- √ Effective October 1, 2000, a 2% General Salary Increase (GSI) shall be applied to the individual salary rates of all bargaining unit members and to the minimum and maximum salary range of all bargaining unit classifications on the salary schedule.

**Implementation Guidelines:**

Implementation of the contract salary provisions will be accomplished by manual processes by the State Controller's Office (SCO), Personnel/Payroll Services Division (PPSD) as follows:

- Employment History Processing Items:
  - ⇒ Effective July 1, 2000, equity increase adjustments ranging from 2% to 6% will be manually posted by SCO via GEN transaction to the individual salary rates of employees in designated classifications. Item 215 Employment History Remarks will indicate "Equity" for all affected employees. Note that equity increase adjustments applied to individual salary rates and classification structures are parallel and will not affect individual employee salary rates with respect to salary range maximums.
  - ⇒ Effective July 1, 2000, pursuant to a settlement agreement, salary increase adjustments ranging from .5% to 3% will be combined with the equity increase adjustments noted above and posted by SCO in the same GEN transaction to the individual salary rates of employees (up to the new salary range maximum) in the designated classifications. However, if an employee's anniversary date (Item 330) would no longer be at "MAX" after the adjustment, the SCO will post a "CRO" transaction in lieu of the GEN transaction to process the salary increase and Item 330 concurrently.
  - ⇒ Performance-based salary increases (PSIs) paid from the systemwide pool (including campus augmentation) shall be effective July 1, 2000 and paid in the form of a permanent increase to the base salary of an employee, posted by the campus via "SCR" transaction, with a Detail Transaction Code (Item 719) of "50". Employees on an unpaid leave of absence as of July 1, 2000, may receive a PSI from the systemwide

compensation pool effective upon their return from leave via A57/A58 transaction.

- ⇒ Salary increases paid from campus funds for meritorious performance (separate from the Performance-based Salary Increase procedure) are awarded at the sole discretion of the President and shall be in the form of a permanent increase to the base salary of an employee (not to exceed the maximum of the salary range), posted by the campus via “SCR” transaction, with a Detail Transaction Code (Item 719) of “50”.

Salary increases for meritorious performance may be awarded at any time, and may also coincide with the July 1, 2000 effective date for PSIs. In instances where the PSI and meritorious performance increases have the same effective date but are key entered on differing dates, post a “correct” (e.g., SCRC) to the previously keyed SCR transaction. In instances where the meritorious performance increase is effective at the beginning of another pay period, process the SCR transaction and in Item 215 indicate “Article 24.18”.

- ⇒ Pursuant to provision 24.21, EPIs shall be effective July 1, 2000, and processed by the campus via “CRO” transaction. In Item 215, indicate “Ext Perf Incr”. Employees authorized to receive an EPI whose salary rate is near the maximum of the salary range will receive up to 1%, but shall not exceed the maximum of the salary range. Employees authorized to receive an EPI who are on an unpaid leave of absence as of July 1, 2000, may receive the EPI upon return from leave (via A57/A58).
- ⇒ Effective October 1, 2000, a 2% GSI will be manually posted by the SCO via GEN transaction to the individual salary rates of all bargaining unit members and to the salary range minimums and maximums of all bargaining unit classifications on the salary schedule. The SCO will issue a forthcoming Personnel Letter with specific instructions.
- ⇒ Pursuant to HR 2000-11, the new and revised Skill Trades classifications are effective July 1, 2000. With the exception of the Fusion Welder classification<sup>1</sup>, campuses may process classification changes in accordance with the implementation road map via 122 Transaction subsequent to the SCO processing the equity adjustments (effective July 1, 2000) noted above. In Item 215, indicate “HR 2000-11”. Detailed

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<sup>1</sup> Campuses with employees in the Fusion Welder classification (code 6596) must convert the employee to the Metal Worker II classification (code 6281) and process a salary adjustment effective July 1, 2000. Campuses must process a 122 Transaction and then post a “CRO” transaction to bring the employee’s salary rate at or above the minimum of the new range. Fusion Welders must receive a minimum 5% increase, or an increase to the minimum of the new range, whichever is higher, upon conversion to the Metal Worker II classification. If the employee also receives an EPI, post a correct (CROC) to the previously keyed CRO transaction.

implementation instructions for the Skill Trades classifications will be provided in a forthcoming technical letter.

- Performance-based Bonus Award Program:
  - ⇒ For FY 2000/2001, a pool of funds shall be dedicated for one-time lump-sum bonuses. Pursuant to provision 24.15, these bonuses may be awarded in recognition of above average performance on a project, in recognition of one time or special project performance for members of a team in recognition of their performance as a team based on criteria established by the campus, and for above average performance in general, or other significant contributions to the campus and/or CSU community.
  - ⇒ The one-time bonus award shall be a percentage of gross pay for the period of time of performance for which the bonus is awarded, and shall not exceed five percent (5%) of an employee’s gross salary for the period for which the award is given.
  - ⇒ Bonuses will be paid via the PIP system, and the payment may be requested using the Miscellaneous Payroll/Leave Action Form (STD. 671) or the Time and Attendance Report Form 672. The appropriate Earnings ID and the gross amount of the bonus must be denoted on the form to request payment (refer to PPM section G904 for instructions). All bonuses are taxable/reportable income, subject to Social Security and Medicare taxation. Bonuses should not be included in NDI or IDL calculations. The following table distinguishes bonus categories subject to PERS withholding from bonus categories excluded from PERS withholding<sup>2</sup>:

<b>Earnings ID Subject to PERS Withholding</b>		<b>Earnings ID Excluded From PERS Withholding</b>	
Bonus Category:	ID:	Bonus Category:	ID:
For above average performance in general (e.g., over an annual review period.)	<b>SF</b>	Project and special project-related; team performance; significant campus contributions and/or CSU community-related.	<b>GL</b>

- Welding Certification and Allowance:
  - ⇒ Pursuant to provisions 24.47 and 24.48, employees who are required by the CSU to obtain a Welding certification or who are required to renew their welding license or certificate shall be paid an allowance of \$165.00. Payment shall be payable via PIP and shall be paid within thirty days after the employee has obtained or renewed the license or certificate. Earnings ID “SD” has been established for the Welding Certification and Allowance. The allowance is taxable/reportable income, subject to

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<sup>2</sup> Designated bonus categories are subject to change pending PERS confirmation.

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Social Security and Medicare taxation and PERS retirement contributions. There is no proration of the allowance, no timebase or duration of appointment eligibility requirements, and the payment is not included in the calculation of overtime, lump sum, NDI or IDL payments.

- Salary Structure Changes:

- ⇒ Effective July 1, 2000, classification and salary structure changes that incorporate new classifications, classification title changes and salary range equity adjustments are highlighted in Attachment A pursuant to HR 2000-11, the Settlement Agreement and Addendum between SETC and CSU Trustees (Attachment B) and a Side Letter of Agreement regarding Implementation of the SETC classification and Structure Revision (Attachment C).
  
- ⇒ Revised Unit 6 payscales for FY 2000/01 will be available via CIRS on July 20, 2000. This report may be accessed from Report Code G20, Cycle 9999.

**General Information:**

- Refer to provisions 24.6 – 24.12 for information regarding Performance-based Salary Increase Program criteria as it pertains to performance evaluations, ratings and percentage awards.
  
- Pursuant to agreement item #3 of the Settlement Agreement between SETC and the CSU, Refrigeration Mechanics (class code 6699) are not eligible for the payment of a differential as provided by provision 24.42 unless the employee is handling asbestos-related material. Refer to Attachment B for additional information on the settlement agreement.
  
- Each campus will receive a joint memo from Employee Relations and Business and Finance identifying the campus share of the performance pool systemwide funds available.

If you have any questions regarding administrative information provided in this technical letter, please contact Theresa Hines in Human Resources Administration at (562) 951-4412 or via e-mail at [thines@calstate.edu](mailto:thines@calstate.edu). For Employee Relations issues, please contact Sharyn Abernatha at (562) 951-4405 or via e-mail at [sabernatha@calstate.edu](mailto:sabernatha@calstate.edu). This technical letter is also available on Human Resources Administration's web site at: <http://www.calstate.edu/tier3/HR-Adm/memos.html>. Thank you.

CR/dth  
Attachment

ATTACHMENT A

Unit 6 Classification, Salary Structure, and Employee Salary Rate Changes  
Effective July 1, 2000

CLASS CODE	CLASSIFICATION TITLE	CONTRACT <sup>1</sup>	STLMENT <sup>2</sup>	ADNDM <sup>3</sup>	TOTAL
<b>SALARY GROUP I</b>					
6212	Skilled Laborer		1.0		1.0
6215	Building Maintenance Worker		1.0		1.0
6837	Mechanic's Helper		1.0		1.0
6250	Facilities Worker I		<b>NEW CLASSIFICATION</b>		
<b>SALARY GROUP II</b>					
6251	Facilities Worker II		<b>NEW CLASSIFICATION</b>		
<b>SALARY GROUP III</b>					
6476	Carpenter	4.0	.5		4.5
6526	Painter	4.0	.5		4.5
6575	Blacksmith		1.5		1.5
6616	Mason	4.0	.5		4.5
6642	Locksmith	4.0	.5		4.5
6685	Power Plant Operator		1.5		1.5
6703	Operating Engineer		1.5		1.5
6834	Heavy Equipment Mechanic	4.0	.5		4.5
6851	Automobile Mechanic	4.0	.5		4.5
6940	Facilities Maintenance Mechanic		1.5	1.0	2.5
6270	Automotive/Equipment Mechanic		<b>NEW CLASSIFICATION</b>		
<b>SALARY GROUP IV</b>					
6475	Lead Carpenter	4.0	.5		4.5
6525	Lead Painter	4.0	.5		4.5
6533	Electrician	6.0	.5		6.5
6549	Plumber	6.0	.5		6.5
6584	Sheet Metal Worker	6.0	.5		6.5
6596	Fusion Welder				
6643	Lead Locksmith	4.0	.5		4.5
6702	Building Service Engineer	4.0	.5	.5	5.0
6805	Machinist	4.0	.5		4.5
6852	Lead Automotive/Equipment Mech.	4.0	.5		4.5
6941	Farm Maintenance Mechanic		1.5	3.0	4.5
6280	Metal Worker I		<b>NEW CLASSIFICATION</b>		

<sup>1</sup> Refers to equity increases pursuant to Article 24.19(a) of the MOU.

<sup>2</sup> Refers to equity increases pursuant to the Settlement Agreement and Release signed in behalf of CSU in May, 2000.

<sup>3</sup> Refers to equity increases pursuant to the Addendum to the Settlement Agreement signed in behalf of CSU in July, 2000.

(Over)

ATTACHMENT A, continued

CLASS CODE	CLASSIFICATION TITLE	CONTRACT <sup>1</sup>	STLMNT <sup>2</sup>	ADNDM <sup>3</sup>	TOTAL
<b>SALARY GROUP V</b>					
6474	Supervising Carpenter	2.0		1.0	3.0
6524	Supervising Painter	2.0		1.0	3.0
6532	Lead Electrician	2.0		1.0	3.0
6548	Lead Plumber	2.0		1.0	3.0
6583	Materials Fabrication Specialist	2.0		1.0	3.0
6699	Air Conditioning/Refrig. Mechanic	2.0		1.0	3.0
6260	Facilities Control Specialist	<b>NEW CLASSIFICATION</b>			
6281	Metal Worker II	<b>NEW CLASSIFICATION</b>			
<b>SALARY GROUP VI</b>					
6534	Supervising Electrician	2.0		2.0	4.0
6547	Supervising Plumber	2.0		2.0	4.0
6587	Supervising Metal Worker	2.0		2.0	4.0
6700	Supervising Bldg. Service Engr.	2.0		2.0	4.0
6265	Facilities Project Supervisor	<b>NEW CLASSIFICATION</b>			

SPECIAL NOTE: The schedule of wages for approved and registered apprenticeships shall be in accordance with Article 24.3 of the MOU.

<sup>1</sup> Refers to equity increases pursuant to Article 24.19(a) of the MOU.

<sup>2</sup> Refers to equity increases pursuant to the Settlement Agreement and Release signed in behalf of CSU in May, 2000.

<sup>3</sup> Refers to equity increases pursuant to the Addendum to the Settlement Agreement signed in behalf of CSU in July, 2000.

**SETTLEMENT AGREEMENT AND RELEASE**

This Settlement Agreement and Release ("Agreement") is made and entered into by and between the State Employees Trades Council, Local 1268, LIUNA, AFL-CIO ("SETC") and the Trustees of the California State University ("CSU"), collectively referred to as "Parties," effective this as of the date of the last signature affixed to this Agreement.

**Recitals**

WHEREAS, SETC filed Unfair Labor Practice Charge No. SA-CE-136-H (the "Charge"), with the California Public Employment Relations Board ("PERB") against the CSU; and

WHEREAS, on February 1, 2000, PERB issued a Complaint based on the Charge; and

WHEREAS, the Complaint alleges that the CSU failed and refused to meet and confer in good faith with SETC and that it interfered with the rights of bargaining unit employees to be represented by SETC; and

WHEREAS, the CSU denies the essential allegations of the Complaint; and

WHEREAS, the Parties mutually desire to resolve this matter;

NOW, THEREFORE, the Parties mutually agree as follows:

**Agreement**

1. SETC shall immediately withdraw the grievance filed at CSU Channel Islands concerning the denial of years of service credit to four employees who were hired at CSU Channel Islands from state employment. Within a reasonable time after the grievance is withdrawn, CSU shall grant credit to the four employees for their years of State service and, accordingly, the four employees shall receive their Extended Pay Increase (EPI) retroactive to July 1, 1999.

2. SETC shall immediately withdraw the grievances filed at CSU Northridge, Cal Poly Pomona, and San Diego State University by thirteen intermittent employees who did not receive a "Signing Bonus" in conjunction with the July 1999 contract reopener. Within a reasonable time after the grievance is withdrawn, all thirteen of the employees involved in

these grievances shall receive the Four Hundred Dollar (\$400) signing bonus.

3. SETC hereby withdraws Grievance No. 6-99-004, filed at Cal Poly San Luis Obispo, regarding the payment of a differential for "hazardous material handling duties" pursuant to provision 24.42 of the Collective Bargaining Agreement Between the CSU and SETC. The Parties hereby agree that Refrigeration Mechanics are not eligible for the differential provided by provision 24.42 unless the employee is handling asbestos-related material. In recognition of this Agreement, the Refrigeration Mechanics will receive an equity adjustment in accordance with provision 20.19 of the 2000/2001 Reopener Agreement.

4. The CSU shall pay an allowance of One Hundred Sixty-Five Dollars (\$165) to employees who are required to obtain a Welding Certification within thirty days after the employee receives such certification.

5. The CSU shall pay a one percent (1%) equity increase to employees in the following classifications:

Skilled Laborer  
Building Maintenance Worker  
Mechanics Helper  
Blacksmith  
Operating Engineer  
Power Plant Operator  
Maintenance Mechanic  
Farm Maintenance Mechanic

This one percent equity increase shall be paid effective July 1, 2000, and shall be applied to the minimum and maximum rate on the salary schedule for the specified classifications.

6. All bargaining unit employees in classifications within Salary Groups 3 and 4, except for Fusion Welders, shall receive an additional one-half percent (0.5%) equity increase, effective July 1, 2000.

6. SETC shall withdraw the Charge without prejudice and shall request that PERB dismiss the Complaint by mailing notice of such withdrawal and request for dismissal to:

Fred D'Orazio, Administrative Law Judge  
Public Employment Relations Board  
San Francisco Regional Office  
177 Post Street, 9th Floor  
San Francisco, CA 94108

with a proof of service attached showing that a copy was served on the CSU, addressed as follows:

Janette Redd Williams  
California State University, Office of the Chancellor  
401 Golden Shore, 4th Floor  
Long Beach, CA 90802-4210

SETC shall transmit its withdrawal of the Charge on or before May \_\_\_\_, 2000.

6. This Agreement is the compromise of disputed claims, and shall not be construed as an admission by either Party of any liability or responsibility at any time for any purpose.

7. This Agreement shall not serve as a precedent of any kind.

8. SETC and the CSU enter into this Agreement freely and voluntarily, and after full opportunity for deliberation and consultation with their respective representatives about the matters contained in this Agreement.

9. This Agreement represents the complete and full agreement and understanding between the Parties with respect to the matters addressed herein. Any agreements or promises alleged to have been made which are not reflected in the written terms of this Agreement are and shall be superseded by the terms of this Agreement and shall be of no effect.

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By signing below, the parties witness their agreement to all of the terms and conditions of this Agreement.

STATE EMPLOYEES TRADES COUNCIL:

Patrick Hallahan  
Name  
Title

Dated: 4/27, 2000

TRUSTEES OF THE CALIFORNIA STATE UNIVERSITY

Sharyn Abernatha  
Sharyn Abernatha  
Labor Relations Manager

Dated: May 9, 2000

APPROVED AS TO FORM AND CONTENT:

LAW OFFICES OF JAMES E. EGGLESTON

James E. Eggleston  
James E. Eggleston  
SETC Counsel

Dated: 4/29, 2000

TRUSTEES OF THE CALIFORNIA STATE UNIVERSITY  
OFFICE OF GENERAL COUNSEL

Janette Redd Williams  
Janette Redd Williams  
University Counsel

Dated: 4/27, 2000

ADDENDUM TO SETTLEMENT AGREEMENT

This Addendum to the Settlement Agreement to the Unfair Labor Practice Charge No. SA-CE-196-H (the "Charge") filed with the California Public Employment Relations Board ("PERB") against the CSU, which was signed April 27 and May 9, 2000 by the Parties is made and entered into by and between the State Employees Trades Council, Local 1268, LIUNA, AFL-CIO ("SETC") and the Trustees of the California State University ("CSU") collectively referred to as "Parties."

The Parties mutually desire to resolve pending issues and, therefore, mutually agree as follows:

Agreement

Provided the final state budget general fund appropriation and allocation to the CSU is no less than the level of the general fund appropriation to the CSU in the Governor's May Budget for fiscal year 2000/01, the Parties agreed to the following increases in salary to be effective July 1, 2000 and to be in addition to the increases negotiated as part of the Settlement Agreement and the 2000 - 2001 Contract Reopener.

The increases to the salary range minimums and maximums and the salaries of all incumbents negotiated to be effective July 1, 2000 in the following classifications will be increased by 1%:

Facilities Maintenance Mechanics (no increase to maximum)  
Supervising Carpenters  
Supervising Painters  
Lead Electricians  
Lead Plumbers  
Material Fabrication Specialists  
Air Conditioning/Refrigeration Mechanics

The increases to the salary range minimum and the salaries of all incumbents negotiated to be effective July 1, 2000 in the following classification will be increased by 3%:

Farm Maintenance Mechanics

The increases to the salary range minimums and maximums and the salaries of all incumbents negotiated to be effective as of July 1, 2000 in the following classifications will be increased by 2%:

Supervising Electricians  
Supervising Plumbers  
Supervising Material Fabrication Specialists/Metal Workers  
Supervising Building Services Engineers

The salary range for the Facilities Project Supervisor will be the same as the range for the Supervising Electricians.

The increases to the salary range minimums and the salaries of all incumbents negotiated to be effective as of July 1, 2000 in the following classification will be increased by .5%:  
Building Services Engineers

The additional one-time funds, made available due to the application of the 2% GSI on 10/1/2000 to the higher salary base resulting from this agreement, shall be added to the one-time, lump sum bonus pool (provision 24.15 of the 2000-20001 reopener negotiations).

Increases in the salary steps of the apprentice classifications corresponding to the contractually required percentage of the increased minimum rate of the journey level position (provision 24.3 of the contract).

By signing below, the parties witness their agreement to all of the terms and conditions of this Agreement.

For the CSU:

For the SETC:

Sharyn Abernethy 7/3/00  
Sharyn Abernethy Date

Patrick Hallahan 6/28/00  
Pat Hallahan Date

Side Letter of Agreement  
July 1, 2000 Implementation  
SETC Classification and Structure Revision

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ATTACHMENT C

The Parties hereby agree that effective July 1, 2000, Attachment 1 replaces Article 2, Recognition, of the 1998-2001 Agreement regarding the list of classifications for employees represented by the SETC. Further, the parties agree that effective July 1, 2000 Attachment 2 shall be the salary schedule for these classifications, and it shall be incorporated as Appendix C of the Agreement.

This Agreement does not require any campus to use all of the classifications.

The intent of most revisions to classifications and/or Classification and Qualification Standards is not to change their scope but to update for changes in technology, equipment, etc. and to clarify responsibilities. However, where prior classifications have been combined, the new classification reflects a broader range of responsibilities. Revisions do not modify existing CSU policies and procedures.

The Parties agree to establish a Labor/Management Committee to discuss the implementation of new and revised classifications and classification standards, *WHICH WILL MEET ON A QUARTERLY BASIS, OR AS AGREED.*

SETC-TA  
PCB  
7/9/00

It is understood that Facilities Maintenance Mechanic is a generalist classification and is not intended to replace specific trade classifications.

JG  
5-9/00

In addition to the description of the typical duties and activities provided in the Classification Standard, the Parties understand that the Facilities Project Supervisor may be used in:

- Temporary positions over temporary work crews made up of different classifications;
- Permanent positions over permanent work crews made up of different classifications; i.e., classroom renovation crew; or
- Permanent positions on small campus over multiple trades.

Facilities Project Supervisors are expected to coordinate with other specific trade supervisor on technical/skill issues. Technical skill questions and problems are to be referred to the technical expert.

It is understood that Facilities Control Specialists spend the majority of their time performing complex diagnosis and programming control work. However, they should have journey level trade experience in a related classification (e.g., A/C Refrigeration Mechanic, BSE, Electrician) and be able to actually perform repairs on the control units. It is understood that campuses are not required to use the Facilities Control Specialist classification and, in such cases, will continue to use those classifications that currently perform the work.

Welding related to a classification can be performed by that related classification. Certified welding, however, can only be performed by persons with the required certification.

The new and revised classifications and their titles will be effective July 1, 2000. It is understood that such changes may be processed after July 1, 2000 but will be retroactive to July 1, 2000.

Fusion Welders will be reclassified to Metal Worker II effective July 1, 2000 but may be implemented retroactively.

Reclassifications of the current Building Maintenance Workers and Skilled Laborers to the Facility Worker II classification will be effective 10/1/00. Campuses will be encouraged to complete their review of the Facility Worker Is (Building Maintenance Workers and Skilled Laborers) in order to make the appropriate reclassification determinations to Facility Worker II by the October 1, 2000 effective date. If a campus is unable to complete the classification review by October 1, 2000, the reclassification will be retroactive to October 1, 2000.

The campuses on an as needed basis will implement reclassifications, other than those noted above, to new classifications.

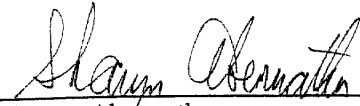
SETC agrees to work with individual campuses to develop training plans for existing Facilities Maintenance Mechanics who do not meet the minimum qualifications for their positions. Where possible employees will be provided training opportunities during working hours (classes or on-the-job training). Employees will also be expected to attend training classes on their own time.

The Parties agree to establish subcommittees to:

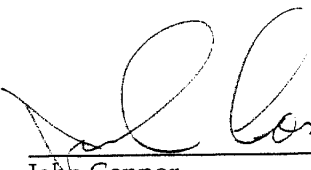
- Review apprentice classifications and revise as necessary;
- Review Occupational Groupings and revise as necessary; and
- Review the proposed pay differential for high voltage electrical work; however, it is understood that any agreement to establish such a differential would not be implemented until negotiated in conjunction with a contract reopener or full contract negotiations.

For the CSU:

For SETC:

  
\_\_\_\_\_  
Sharyn Abernatha  
Manager, Employee Relations

5/900  
Date

  
\_\_\_\_\_  
John Connor  
Business Manager

5-9-00  
Date