


## Side Letter of Agreement

### Labor Management Committee on Long-Term Compensation Strategy

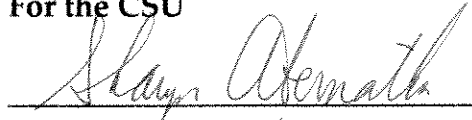
May 5, 2009

1. Within ninety (90) days of the execution of this Agreement, the parties agree to form a Labor Management Committee (LMC). The LMC shall develop recommendations towards a long-term compensation strategy that meets the goals and objectives of both the CSUEU and the CSU. The goals shall be both clear and transparent.
2. Pursuant to Provision 27.5, the LMC shall be composed of twelve (12) voting members, six (6) selected by the CSUEU and six (6) selected by the CSU. Each party may select up to four (4) alternates. In addition, each party may assign a staff person to work with the LMC.
3. The LMC shall have two co-chairs, one selected by each party, who shall serve as Facilitators to assist the parties with their communication. If the two Facilitators mutually agree, they may request facilitation by State Mediation and Conciliation Services (SMCS) or Federal Mediation and Conciliation Services (FMCS). In the event there is no agreement regarding the need for facilitation, one of the co-chairs can also request facilitation by either SMCS or FMCS.
4. The LMC shall meet two consecutive days per month, every other month, unless extended by mutual agreement. Release time shall be provided to members of the LMC for the purpose of participating on the committee, pursuant to Provision 27.7.
5. The location of each meeting shall be mutually agreed upon by the parties.
6. The initial report of the LMC shall be prepared no later than June 15, 2010. The final report of the LMC shall be prepared by December 15, 2010, and shall be presented to the CSU Board of Trustees at their January 2011 meeting.

For the CSUEU

  
Date: 5 May 2009

For the CSU

  
Date: 5/5/09