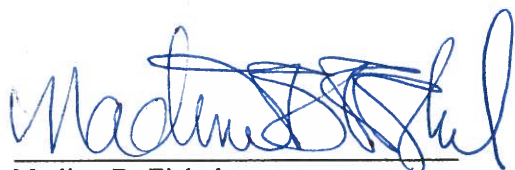


SIDE LETTER
Initial Deduction Implementation

1. In accordance with Union Security, the University agrees to begin payroll deductions for initiation fees, union dues, and VCAP as established in this side letter.
2. The UAW agrees to pay to the Regents of the University of California \$60,000 in order for the University to begin programming for the initial deductions.
3. The University shall implement initial deductions no later than on the first full pay period subsequent to the union's notice of ratification, as described below:
 - a. Provided the notice is received between the 1st and the 15th of the month, the University shall implement the initial deductions with the first full pay period no more than forty-five (45) calendar days from the date of ratification notice.
 - b. Provided the notice is received between the 16th and the 31st of the month, the University shall implement the initial deductions with the first full pay period no more than sixty (60) calendar days from the date of ratification notice.
 - c. If there are UC PATH blackout dates, the time line could be extended by the number of calendar days of the blackout.
 - d. The monthly initial deductions shall occur on the first of the effective month.
 - e. The bi-weekly initial deductions shall occur on the first full bi-weekly pay period in the effective month.

FOR THE UNIVERSITY



Nadine B. Fishel
UCOP Associate Director

FOR THE UNION



Neal Sweeney
UAW 5810 Vice President

9-25-19