

# TENTATIVE AGREEMENT

UC and UAW Successor Bargaining  
Postdoctoral Scholars (PX)  
New Article ~~XYZ~~<sup>40</sup> - Lawrence Berkeley National Laboratory  
UC Proposal 2  
November 22, 2022  
Page 1 of 3

## ARTICLE ~~XYZ~~<sup>40</sup>

### LAWRENCE BERKELEY NATIONAL LABORATORY

Unless otherwise specified in this Article, all provisions of the Postdoctoral Scholar Collective Bargaining Agreement shall apply to Postdoctoral Scholars at Lawrence Berkeley National Laboratory (hereinafter "Lab" or "LBNL").

#### **A. APPOINTMENTS**

The provisions of Article 2 – Appointments shall apply to Lab Postdoctoral Scholars. Additionally, if a Postdoctoral Scholar is on an approved paid or unpaid leave of absence for one (1) month or longer, their appointment may be extended by the length of the leave up to one (1) additional year beyond the five (5) year maximum.

#### **B. COMPENSATION**

The provisions of Article 4 - Compensation shall apply to LBNL as specified below: LBNL shall adopt the UC scale for the Life and Physical Sciences Experience Scale. The Lab will continue to have a Computational Sciences Experience Scale. The Computational Sciences scale will increase by the same percentage, and on the same schedule, as the UC Life and Physical Sciences Scale.

#### **C. HOLIDAYS**

The provisions of Article 8 – Holidays shall apply except that the Lab does not recognize Veterans Day (November 11<sup>th</sup>) and Cesar Chavez Day (last Friday in March or announced equivalent).

The Laboratory will continue to have one administrative holiday that can be used for Veterans Day, Cesar Chavez Day or the winter shutdown.

#### **D. ~~Personal Time Off~~ **PERSONAL TIME OFF** (PTO)**

~~1) Effective October 1, 2023, the Lab would administer PTO in accordance with the provisions of Article 17 of the CBA.~~

~~2) From now until Sept 30, 2023, the The Lab would will continue to administer Personal Time Off as it currently does, as referenced below:~~

Lab Postdoctoral Scholars shall receive 24 days of PTO per fiscal year in accordance with Article 17- Personal Time Off. Lab Postdocs who are hired after October 1st, shall have PTO pro-rated by the number of months less than one year to September 30.

##### Month Hired Pro-rated PTO

Nov 22 days

Dec 20 days

Jan 18 days

Feb 16 days

Mar 14 days

April 12 days

May 10 days

June 8 days

July 6 days

Aug 4 days

Sept 2 days

Personal time off not used within the fiscal year is not carried over into a subsequent appointment year. Personal time off not used when the Postdoctoral Scholar's appointment concludes, including when a Postdoctoral Scholar leaves the appointment prior to the established appointment end date, remains with the University.

**E. RELOCATION**

LBL shall continue to provide relocation benefits to eligible Postdoctoral Scholars in accordance with LBNL's Relocation Assistance policy.

**B.**

**~~F.~~ Sick-Leave SICK LEAVE**

1) ~~Effective October 1, 2023, the Lab would administer Sick Leave in accordance with the provisions of Article 23 of the CBA.~~

2) ~~From now until September 30, 2023, the The Lab would will continue to administer Sick Leave as it currently does, as referenced below:~~

Upon initial appointment, a Lab Postdoctoral Scholar shall receive 12 sick days prorated to September 30 of the fiscal year in which they are appointed.

On October 1st of each year, every Lab Postdoctoral Scholar shall receive 12 sick days. The University shall carry forward any unused sick leave on this date.

Month Hired Days

Nov 11 days

Dec 10 days

Jan 9 days

Feb 8 days

Mar 7 days

April 6 days

May 5 days

June 4 days

July 3 days  
Aug 2 days  
Sept 1 day

**G. TELECOMMUTING**

Postdoctoral Scholars shall have the ability to telecommute in accordance with LBNL's Flexible Work Options Policy.


**H. UNION SECURITY**

The provisions of Article 30 - Union Security shall apply except that LBNL will not deduct or remit Union dues from non-base salary, including relocation allowances, SPOT awards, and other lump sum 'bonuses' paid to bargaining unit members.

I. \_\_\_\_\_

**J. \_\_\_\_\_ TRANSITIONAL ISSUES**

FOR THE UNIVERSITY

  
NADINE B. FISHEL



11-22-2022

FOR THE UNION  
11/22/2022

  
  
Michael J. Miller  
(Signature)  
  
  
Bradford De Zarkov  
  
Siem Dahan  
  
Epanapathy  
  
Mr.  
