

*Building Const
& Trades
AFL-CIO*

AGREEMENT

This Agreement is entered into by and between The Regents of the University of California, a corporation, (hereinafter referred to as the "UNIVERSITY" or "MANAGEMENT") and the Alameda County Building and Construction Trades Council, AFL-CIO (hereinafter referred to as the "UNION").

ARTICLE 1 RECOGNITION

The UNIVERSITY recognizes the UNION as the exclusive bargaining agent for matters within the scope of representation for all employees classified as:

(At Lawrence Berkeley National Laboratory):

902.3 SHEET METAL WORKER
906.3 WELDER
910.3 PRINCIPAL PLANT MAINTENANCE TECHNICIAN
910.4 SPECIALIST PLANT MAINTENANCE TECHNICIAN
910.5 LEAD PLANT MAINTENANCE TECHNICIAN
920.5 LABORER SPECIALIST
925.3 RIGGER
925.5 LEAD RIGGER
930.3 CARPENTER/LOCKSMITH
930.5 LEAD CARPENTER/LOCKSMITH
930.6 PLANNER/ESTIMATOR
940.3 ELECTRICIAN
940.5 LEAD ELECTRICIAN
942.3 ELEVATOR MECHANIC
942.5 LEAD ELEVATOR MECHANIC
950.3 PLUMBER/FITTER
950.5 LEAD PLUMBER/FITTER
952.3 AIR CONDITIONING/REFRIGERATION MECHANIC
952.5 LEAD AIR CONDITIONING/REFRIGERATION MECHANIC
960.3 PAINTER
960.5 LEAD PAINTER
970.5 LEAD LIGHTING SPECIALIST
980.5 GARDENER SPECIALIST
906.5 LEAD WELDER
902.3 LEAD SHEET METAL WORKER
970.3 LIGHTING TECHNICIAN

APPENDIX II

Effective April 1, 1999, the following hourly salary rates will be in effect at the LABORATORY:

Principal Plant Maintenance Technician	\$23.44
Lead Plant Maintenance Technician.....	\$26.88
Electrician	\$27.16
Lead Electrician	\$29.20
Lead Lighting Technician.....	\$14.67
Lighting Technician.....	\$13.64
Plumber/Fitter	\$27.16
Lead Plumber/Fitter	\$29.20
Sheet Metal Worker	\$27.43
Lead Sheet Metal Worker	\$29.48
Elevator Mechanic	\$28.51
Lead Elevator Mechanic	\$30.65
Air Conditioning/Refrigeration Mechanic.....	\$27.72
Lead Air Conditioning/Refrigeration Mechanic.....	\$29.69
Carpenter.....	\$24.99
Lead Carpenter.....	\$26.86
Planner Estimator.....	\$28.52
Painter	\$24.25
Lead Painter	\$26.07
Welder.....	\$25.51
Lead Welder	\$27.42
Laborer Specialist	\$24.31
Gardener Specialist.....	\$19.60
Rigger.....	\$23.93
Lead Rigger.....	\$25.72

CUE

LBNL Salary Ranges

REPRESENTED RATE RANGES
FY 03 Unit CX Classifications
(Effective October 1, 2002 - Updated 10-03)

Job Code	FLSA Status*	Effective Date	Job Title	Grade	Min Hourly	2 nd Quartile	Mid Hourly	3 rd Quartile	Hourly
70.1	NE	10/1/2002	Clerical Assistant I	L02	\$11.71	\$12.54	\$13.37	\$14.19	\$
70.2	NE	10/1/2002	Clerical Assistant II	L03	\$12.89	\$13.83	\$14.78	\$15.72	\$
72.1	NE	10/1/2002	Administrative Assistant I	L04	\$15.21	\$16.59	\$17.98	\$19.36	\$
72.2	NE	10/1/2002	Administrative Assistant II	L05	\$17.28	\$18.49	\$19.70	\$20.91	\$
72.3	NE	10/1/2002	Administrative Assistant III	L06	\$18.32	\$19.88	\$21.43	\$22.99	\$
74.1	NE	10/1/2002	Finance/Budget Asst I	L04	\$15.21	\$16.59	\$17.98	\$19.36	\$
74.2	NE	10/1/2002	Finance/Budget Asst II	L05	\$17.28	\$18.49	\$19.70	\$20.91	\$
74.3	NE	10/1/2002	Finance/Budget Asst III	L06	\$18.32	\$19.88	\$21.43	\$22.99	\$
78.1	NE	10/1/2002	Travel Assistant I	L04	\$15.21	\$16.59	\$17.98	\$19.36	\$
78.2	NE	10/1/2002	Travel Assistant II	L05	\$17.28	\$18.49	\$19.70	\$20.91	\$
78.3	NE	10/1/2002	Travel Assistant III	L06	\$18.32	\$19.88	\$21.43	\$22.99	\$
80.2	NE	10/1/2002	Payroll Assistant II	L05	\$17.28	\$18.49	\$19.70	\$20.91	\$
80.3	NE	10/1/2002	Payroll Assistant III	L06	\$18.32	\$19.88	\$21.43	\$22.99	\$
82.1	NE	10/1/2002	Purchasing Assistant I	L04	\$15.21	\$16.59	\$17.98	\$19.36	\$
82.2	NE	10/1/2002	Purchasing Assistant II	L05	\$17.28	\$18.49	\$19.70	\$20.91	\$
82.3	NE	10/1/2002	Purchasing Assistant III	L06	\$18.32	\$19.88	\$21.43	\$22.99	\$
83.1	NE	10/23/2003	Requisitions Assistant	L06	\$18.32	\$19.88	\$21.43	\$22.99	\$
84.1	NE	10/15/2003	Human Resources Assistant I	L04	\$15.21	\$16.59	\$17.98	\$19.36	\$
84.2	NE	10/15/2003	Human Resources Assistant II	L05	\$17.28	\$18.49	\$19.70	\$20.91	\$

LBNL Salary Ranges

**REPRESENTED RATE RANGES
FY 03 Unit CX Classifications
(Effective October 1, 2002 - Updated 10-03)**

84.3	NE	10/15/2003	Human Resources Assistant III	L06	\$18.32	\$19.88	\$21.43	\$22.99	\$
89.1	NE	9/18/2003	Distributed Purchasing Assistant	L09	\$19.24	\$20.87	\$22.50	\$24.14	\$
90.1	NE	10/1/2002	Executive Assistant	L08	\$20.68	\$22.95	\$25.22	\$27.49	\$
42.0	NE	10/1/2002	Dispatcher Emergency Communications	L04	\$15.21	\$16.59	\$17.98	\$19.36	\$

NE - Nonexempt

~~APSCMB~~ SERVICE
APSCMB RECORD

Appendix B – Service Unit

UNIVERSITY OF CALIFORNIA
LAWRENCE BERKELEY NATIONAL LABORATORY

Unit SX Classifications Salary Ranges - Effective December 20, 2002

Job Code	Job Description	Minimum	Midpoint	Maximum
		Hourly	Hourly	Hourly
566.1	Material Handler 1	\$11.96	\$14.65	\$17.34
566.2	Material Handler 2	\$13.25	\$16.05	\$18.87
566.3	Material Handler 3	\$15.00	\$18.21	\$21.43
630.1	Custodian	\$11.73	\$14.37	\$17.01
630.2	Custodian, Senior	\$12.69	\$15.50	\$18.31
631.1	Duplication/Bindery Equipment Operator 1	\$13.71	\$16.43	\$19.14
631.2	Duplication/Bindery Equipment Operator 2	\$14.66	\$17.66	\$20.66
631.3	Duplication/Bindery Equipment Operator 3	\$15.63	\$18.99	\$22.34
632.1	Document Control Coordinator 1	\$12.82	\$15.36	\$17.90
632.2	Document Control Coordinator 2	\$13.71	\$16.51	\$19.32
632.3	Document Control Coordinator 3	\$14.73	\$17.75	\$20.77
724.1	Technical Assistant 1	\$10.94	\$13.40	\$15.86
724.2	Technical Assistant 2	\$11.96	\$14.65	\$17.34
737.1	Garage Attendant	\$12.69	\$15.50	\$18.31
738.1	Bus Driver	\$15.17	\$18.65	\$22.13
738.2	Bus Driver, Lead	\$16.91	\$20.80	\$24.67
745.1	Truck Driver, Light	\$15.17	\$18.65	\$22.13
745.2	Truck Driver	\$18.18	\$22.20	\$26.22
789.1	Laborer	\$12.69	\$15.50	\$18.31
789.2	Laborer, Intermediate	\$13.87	\$16.85	\$19.83
789.3	Laborer, Senior	\$15.17	\$18.65	\$22.13
789.4	Laborer, Crew Leader	\$16.91	\$20.80	\$24.67
791.1	Plant Assistant I	\$12.69	\$15.50	\$18.31
791.2	Plant Assistant II	\$15.17	\$18.65	\$22.13

APPENDIX B
LBNL COMPENSATION RATES

Effective October 1, 2002

FY 2003 COMPENSATION RATES - UPTe (TX)

Job Code	Job Title	Minimum Hourly	Midpoint Hourly	Maximum Hourly	SHIFT DIFFERENTIALS	
					EVENING/SWING SHIFT	OWL SHIFT
650.1	Accelerator Operator	\$20.20	\$24.79	\$29.37	7.5%	15%
650.2	Accelerator Oper Principal	\$23.52	\$29.43	\$35.35	7.5%	15%
700.1	Drafter I	\$17.53	\$21.51	\$25.48	7.5%	15%
700.2	Design/Drafter II	\$19.91	\$24.43	\$28.95	7.5%	15%
700.3	Designer III	\$23.98	\$29.43	\$34.87	7.5%	15%
702.1	Electronic Engr Technologist I	\$17.53	\$21.51	\$25.48	7.5%	15%
702.2	Electronic Egr Technologist II	\$19.91	\$24.43	\$28.95	7.5%	15%
702.3	Electronic Eg Technologist III	\$22.66	\$27.92	\$33.19	7.5%	15%
706.1	Mechanical Engr Tech I	\$17.53	\$21.51	\$25.48	7.5%	15%
706.2	Mechanical Engr Tech II	\$19.91	\$24.43	\$28.95	7.5%	15%
706.3	Mechanical Engr Tech III	\$22.66	\$27.92	\$33.19	7.5%	15%
707.1	Mech Engr Machinist Asst I	\$17.53	\$21.51	\$25.48	7.5%	15%
707.2	Mechanical Engr Machinist II	\$19.91	\$24.43	\$28.95	7.5%	15%
707.3	Mechanical Engr Machinist III	\$23.98	\$29.43	\$34.87	7.5%	15%
720.0	Lead Technologist	\$25.55	\$31.36	\$37.16	7.5%	15%
730.0	Engineering Assistant	\$14.81	\$18.17	\$21.54	7.5%	15%
730.1	Engineering Assistant Sr	\$17.53	\$21.51	\$25.48	7.5%	15%
730.2	Technical Coordinator Asst	\$19.91	\$24.43	\$28.95	7.5%	15%
730.3	Tech Coordinator Sr Asst	\$22.66	\$27.92	\$33.19	7.5%	15%
740.1	Radiation Safety Tech	\$18.99	\$23.31	\$27.62	7.5%	15%
740.3	Radiation Safety Tech Prin	\$20.71	\$25.42	\$30.13	7.5%	15%
740.4	Radiation Safety Tech, Spec	\$22.87	\$28.20	\$33.53	7.5%	15%
741.1	Health/Safety Tech	\$14.81	\$18.17	\$21.54	7.5%	15%
741.2	Health/Safety Tech Sr	\$17.53	\$21.51	\$25.48	7.5%	15%
741.3	Health/Safety Tech Principal	\$19.91	\$24.43	\$28.95	7.5%	15%
741.4	Health/Safety Tech Specialist	\$22.66	\$27.92	\$33.19	7.5%	15%
744.1	Animal Technician 1	\$12.89	\$16.04	\$19.19	7.5%	15%
744.2	Animal Technician 2	\$15.15	\$18.86	\$22.57	7.5%	15%
744.3	Animal Technician 3	\$17.53	\$21.51	\$25.48	7.5%	15%
757.1	Digital Computer Oper	\$14.81	\$18.17	\$21.54	7.5%	15%
757.2	Digital Computer Oper Sr	\$17.53	\$21.51	\$25.48	7.5%	15%
757.3	Digital Computer Oper Princ	\$19.91	\$24.43	\$28.95	7.5%	15%
757.4	Digital Computer Oper Spec	\$22.66	\$27.92	\$33.19	7.5%	15%
759.1	Computing Technician	\$14.81	\$18.17	\$21.54	7.5%	15%
759.2	Computing Technician Sr	\$17.53	\$21.51	\$25.48	7.5%	15%
759.3	Computing Technician Princ	\$19.91	\$24.43	\$28.95	7.5%	15%
781.1	Graphic Arts Technician	\$14.81	\$18.17	\$21.54	7.5%	15%
781.2	Graphic Arts Technician Sr	\$17.53	\$21.51	\$25.48	7.5%	15%
781.3	Graphic Arts Technician Princ	\$19.91	\$24.43	\$28.95	7.5%	15%
795.1	Research Technician	\$14.81	\$18.17	\$21.54	7.5%	15%
795.2	Research Technician Sr	\$17.53	\$21.51	\$25.48	7.5%	15%
795.3	Research Technician Princ	\$19.91	\$24.43	\$28.95	7.5%	15%
795.4	Research Specialist	\$22.66	\$27.92	\$33.19	7.5%	15%
797.1	Technical Illustrator I	\$14.81	\$18.17	\$21.54	7.5%	15%
797.2	Technical Illustrator II	\$17.53	\$21.51	\$25.48	7.5%	15%
797.3	Technical Illustrator III	\$19.91	\$24.43	\$28.95	7.5%	15%
797.4	Technical Illustrator IV	\$22.66	\$27.92	\$33.19	7.5%	15%
798.1	Photographic Specialist I	\$14.81	\$18.17	\$21.54	7.5%	15%
798.2	Photographic Specialist II	\$17.53	\$21.51	\$25.48	7.5%	15%
798.3	Photographic Specialist III	\$19.91	\$24.43	\$28.95	7.5%	15%
798.4	Photographic Specialist IV	\$22.66	\$27.92	\$33.19	7.5%	15%

APPENDIX B

LAWRENCE BERKELEY NATIONAL LABORATORY COMPENSATION RATES

FY 2002

Effective 10/1/2002

JOB CODE	JOB TITLE	MONTHLY			(OT(P))	SHIFT PREMIUM	
		MIN	MID	MAX		EVENING	OWL
381.1	Research Associate	\$2,881	\$3,671	\$4,461		7.5%	15.0%
381.2	Sr Research Associate	\$3,628	\$4,622	\$5,616		7.5%	15.0%
381.3	Pr Research Associate	\$4,561	\$5,823	\$7,085		7.5%	15.0%
381.4	Staff Research Associate	\$4,957	\$6,320	\$7,683		7.5%	15.0%
587.1	Sequencing Specialist (*)	\$17.19	\$20.66	\$24.14	N	7.5%	15.0%
387.2	Sequencing Lead	\$3,809	\$4,853	\$5,897		7.5%	15.0%

(*) Non-Exempt

TITLE CODE	TITLE	Hourly Wage Range		
		Minimum	Midpoint	Maximum
<i>Lawrence Berkeley Laboratory</i>				
<i>Effective October 1, 2002 (Year 1)</i>				
600.1	OCCUPATIONAL HEALTH NURSE I	\$23.41	\$28.10	\$32.79
600.2	OCCUPATIONAL HEALTH NURSE II	\$25.75	\$30.91	\$36.06
<i>Lawrence Berkeley Laboratory - Effective October 1, 2003 (Year 2)</i>				
600.1	OCCUPATIONAL HEALTH NURSE I	\$24.39	\$29.28	\$34.17
600.2	OCCUPATIONAL HEALTH NURSE II	\$26.83	\$32.20	\$37.58
<i>Lawrence Berkeley Laboratory - Effective October 1, 2004 (Year 3)</i>				
600.1	OCCUPATIONAL HEALTH NURSE I	\$25.42	\$30.51	\$35.60
600.2	OCCUPATIONAL HEALTH NURSE II	\$27.96	\$33.56	\$39.16