February 8, 2022

University of California, Berkeley (“UCB”) and the Lawrence Berkeley National Laboratory (“LBNL”) would like to update you on the progress of our negotiations with the Alameda County Building and Construction Trades Council (“KB”).

On November 18, 2021, UCB and LBNL jointly proposed an early financial package to KB union negotiators. This package was proposed early in the negotiations process, prior to opening the economic proposal (Article 25 Salary), in a good faith effort to express the value UCB and LBNL hold in the trades employees, and in an effort to give a salary increase to trades employees before the holidays commenced.

This initial early financial package proposal was for a 3% across-the-board increase for the fiscal year 2022 retroactive to October 1, 2021, and payable no later than twelve (12) weeks from the date of ratification. It also did not preclude UCB/LBNL or KB from opening the economic proposal (Article 25 Salary) during successor bargaining. KB negotiators rejected the 3% across-the-board proposal from UCB/LBNL.

After subsequent discussions, UCB and LBNL jointly proposed three new early financial package options to KB union negotiators on December 17, 2021. These options offer substantial across-the-board salary increases far exceeding the initial 3% offer proposed on November 18, 2021. The UCB and LBNL bargaining teams have asked KB to take these three options to the bargaining unit for a vote. (Please note that “fiscal year 2021” also represents the increase that would have been paid out in the October 1, 2020, timeframe.)

The three offer options out to vote are as follows:

**Option #1**
1. 5% across-the-board salary increase for the fiscal year 2021 retroactive to October 1, 2021.
2. 5% across-the-board salary increase for the fiscal year 2022.
   a. This does not preclude UCB/LBNL or KB from opening Article 25 Salary during successor bargaining to negotiate fiscal years 2023 and 2024.

**Option #2**
1. 5% across-the-board salary increase for fiscal year 2021 retroactive to October 1, 2021.
2. 4% across-the-board salary increase for fiscal year 2022.
   a. This does not preclude UCB/LBNL or KB from opening Article 25 Salary during successor bargaining to negotiate fiscal years 2023 and 2024.
3. One-time bonus (off schedule): $1,250

**Option #3**
1. 6% across-the-board salary increase for the fiscal year 2021 retroactive to October 1, 2021.
2. 4% across-the-board salary increase for fiscal year 2022.
   a. This does not preclude UCB/LBNL or KB from opening Article 25 Salary during successor bargaining to negotiate fiscal years 2023 and 2024.

We hope through continued good faith negotiation to reach an agreement with KB so that trades employees can soon see the monetary increases realized.