

ARTICLE 40
LAWRENCE BERKELEY NATIONAL LABORATORY
SPECIAL TERMS

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

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

1. The Lab 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

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

F. SICK LEAVE

The Lab 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.