

**ARTICLE 27
PARKING**

A. GENERAL PROVISIONS

1. The University shall provide to employees covered by this Agreement parking and parking-related services at each campus/hospital/LBNL to the same extent and under the same conditions as normally provided for other University staff employees at the employee's location.
2. It is understood and agreed that parking spaces designated for employees may from time to time be eliminated or reassigned due to construction, special events, and/or operational needs of the University.

B. LOCAL PARKING MEETINGS

Local Labor/Management Meetings shall be scheduled by mutual agreement to address parking issues and alternative transportation. Up to three (3) members shall be released pursuant to Article 15 - Labor/Management Meetings in without-loss-of-straight-time status.

C. PARKING AND TRANSPORTATION RATES FOR EACH FISCAL YEAR

The University shall limit the parking increase for each contract year by the amounts or percentages indicated in Appendix E using the prior year as the benchmark for determining rates for the following year.

The parking rates provided will be the same as for other University staff at the employee's location subject to the caps provided to the Union.

D. PARKING ENFORCEMENT AT LBNL

LBNL Parking Policy, RPM 1.04, including the referenced *Parking Enforcement System for LBNL Employees and Non-Employees Eligible for Parking Privileges* describes penalties for parking violations as "discipline" or "disciplinary action." For the purposes of this policy only, the term "discipline" or "disciplinary action" for parking violations means parking sanctions (e.g., suspension or revocation of parking privileges) and/or vehicle immobilization as described in the policy. Disciplinary or corrective action up to and including dismissal as specified in Article 7 - Corrective Action/Discipline and Dismissal, shall not be imposed for parking violations in and of themselves. This does not prevent the Laboratory from disciplining an employee whose violation of this policy rises to the level of misconduct under the terms of Article 7 - Corrective Action/Discipline and Dismissal.

Records of parking violations and any related parking sanctions that may be imposed shall not be included in the employee's personnel file. However, copies of disciplinary actions for violations of this policy that rise to the level of misconduct will be placed in the employee's personnel file as in the case of any other disciplinary action.