

ARTICLE 44 WAGES

A. GENERAL PROVISIONS

1. Eligibility and Effective Dates
 - a. To be eligible for any of the increases described below, employees must be on pay status or on approved leave, in the EX Bargaining Unit on the effective date of the increase and the date of payout.
 - b. For bi-weekly paid employees, increases are effective the first full bi-weekly pay period on or after the effective date of the increase.
 - c. For the Berkeley campus, until the monthly conversion to bi-weekly occurs, increases are effective the first monthly pay period on or after the effective date of the increase. Once the conversion has occurred, the Berkeley campus shall follow the bi-weekly schedule in accordance with A.1.b. above.

2. Order of Increases

If more than one salary adjustment takes place on the same date, actions occur in the following order:

 - a. salary range adjustment
 - b. individual step increase
 - c. individual equity adjustment
 - d. salary action resulting from promotion, reclassification, transfer, or demotion. In the event an individual's salary remains below the new range minimum after the implementation of all base building increases, his or her salary will be increased to the new range minimum.

3. Employees within the salary range who are not eligible for the full amount of the within range increase, or who are situated above the range, shall be compensated so that the employee's individual salary rate is raised to the

maximum of the range, if applicable, and then paid a one time, annualized, non-base building lump sum on the remaining percentage not provided within range.

4. Title Code System Lookup (TCS)
Appendix A: Salary Rates - The applicable salaries are reflected on the Corporate Title Code System Lookup (TCS) at: <https://tcs.ucop.edu/tcs/jsp/homePage.htm>. In the event this web page expires and is replaced by a new title code system and corresponding web page, the University will provide 30 days notice to union advising where such title code and salary information can be found online.

The parties recognize that the actual salary rates paid to employees may slightly vary from those reflected in Appendix A due to rounding.

B. INCREASE FOLLOWING RATIFICATION

Following receipt of written notification from AFSCME of its ratification and acceptance of the entire agreement with the University of California, the University will provide compensation as set forth below:

1. Lump Sum Ratification Bonus
 - a. The University shall pay a one-time, non-base building lump sum based on 3% of the actual earnings for the period between April 1, 2013 and March 31, 2014. This lump sum shall be retirement eligible. All appropriate taxes and UCRP contributions shall be deducted from the lump sum payment.
 - b. The lump sum ratification bonus shall be paid on or before the first full bi-weekly pay period following one hundred and twenty (120) days from ratification.
 - c. Eligibility for the lump sum payment shall be in accordance with A.1.

C. FISCAL YEAR 2013 – 2014

Salary Range Adjustments - May 2014

Effective on the first full bi-weekly pay period on or after May 1, 2014, the University will adjust the existing salary ranges by four and one half percent (4.5%) and pay employees in accordance with Section A above.

D. FISCAL YEAR 2014 - 2015

1. Step Increases – July 2014

- a. Employees who are within range will receive a one step increase. For those at locations with experience banded steps (UCSF / UCSFMC and UCLA / UCLAMC), employees who are within range and who have achieved a new level of experience, will receive a step increase (see Appendix A).
- b. The increases resulting from the step increase will take effect on the first full bi-weekly pay period on or after July 1, 2014, and for the Berkeley campus, in accordance with Section A above. Eligibility applies in accordance with Section A.1. above and c below.
- c. Campuses with stand alone Student Health Centers – UCB, UCSC, UCSB, UCM & UCR Student Health Centers – Step increases for those campuses at stand alone Student Health Centers are contingent upon receipt of funding in each campus budget.

2. Salary Range Adjustments - April 2015

Effective on the first full bi-weekly pay period on or after April 1, 2015, the University will adjust the existing salary ranges by four percent (4%) and pay employees in accordance with Section A above.

E. FISCAL YEAR 2015 - 2016

1. Step Increases – July 2015

- a. Employees who are within range will receive a one step increase. For those at locations with experience banded steps (UCSF / UCSFMC and UCLA / UCLAMC), employees who are within range and who have achieved a new level of experience, will receive a step increase (see Appendix A).

- b. The increases resulting from the step increase will take effect on the first full bi-weekly pay period on or after July 1, 2015, and for the Berkeley campus, in accordance with Section A above. Eligibility applies in accordance with Section A.1. above and c. below.
 - c. Campuses with stand alone Student Health Centers – UCB, UCSC, UCSB, UCM & UCR Student Health Centers – Step increases for those campuses at stand alone Student Health Centers are contingent upon receipt of funding in each campus budget.
2. Salary Range Adjustments - April 2016

Effective on the first full bi-weekly pay period on or after April 1, 2016, the University will adjust the existing salary ranges by four percent (4%) and pay employees in accordance with Section A above.

F. FISCAL YEAR 2016 – 2017

1. Step Increases – July 2016
- a. Employees who are within range will receive a one step increase. For those at locations with experience banded steps (UCSF / UCSFMC and UCLA / UCLAMC), employees who are within range and who have achieved a new level of experience, will receive a step increase (see Appendix A).
 - b. The increases resulting from the step increase will take effect on the first full bi-weekly pay period on or after July 1, 2016, and for the Berkeley campus, in accordance with Section A above. Eligibility applies in accordance with Section A.1. above and c. below.
 - c. Campuses with stand alone Student Health Centers – UCB, UCSC, UCSB, UCM & UCR Student Health Centers – Step increases for those campuses at stand alone Student Health Centers are contingent upon receipt of funding in each campus budget.

2. Salary Range Adjustments - April 2017

Effective on the first full bi-weekly pay period on or after April 1, 2017, the University will adjust the existing salary ranges by four percent (4%) and pay employees in accordance with Section A above.

G. FISCAL YEAR 2017 - 2018

1. Step Increases – July 2017

- a. Employees who are within range will receive a one step increase. For those at locations with experience banded steps (UCSF / UCSFMC and UCLA / UCLAMC), employees who are within range and who have achieved a new level of experience, will receive a step increase (see Appendix A).
- b. The increases resulting from the step increase will take effect on the first full bi-weekly pay period on or after July 1, 2017, and for the Berkeley campus, in accordance with Section A above. Eligibility applies in accordance with Section A.1. above and c. below.
- c. Campuses with stand alone Student Health Centers – UCB, UCSC, UCSB, UCM & UCR Student Health Centers – Step increases for those campuses at stand alone Student Health Centers are contingent upon receipt of funding in each campus budget.

H. OTHER INCREASES

1. The University may increase individual salary rates, or salary ranges for selected classes at selected locations. The University may also increase, for selected classes at selected locations, during the term of the agreement, shift differentials, on-call rates and/or extend the coverage of such rates. Likewise, nothing shall preclude the University from providing equity adjustments.
2. At least thirty (30) calendar days prior to implementing the increases referenced in Section H.1, above, the University shall inform AFSCME.

- I. The range and rate adjustments, base or non-base, if any, provided in this Article shall not be subject to Article 9 - Grievance Procedure, or Article 3 - Arbitration Procedure, of this Agreement.

J. PAY EQUITIES

1. The University of California supports reasonable pay rate equity resulting from the University's initially hiring new career employees at a rate of pay equal to the pay of current career employees in the same hiring unit in the same classification and who are assigned the same duties. For the purposes of this Section, a hiring unit is equivalent to a layoff unit. When examining reasonable equity rate issues, the University and AFSCME shall consider the employees':
 - a. Years of experience performing the duties related to the position;
 - b. Years of experience in the same or equivalent classification;
 - c. Current employee's work history (reasonably objective work-related issues or concerns that have been documented);
 - d. Appointment type;
 - e. Overall skills, knowledge and ability that can be applied to the job;
 - f. Education (where applicable);
 - g. New employees' documented and objective eligibility for other salary adjustments (e.g., special differentials) or UC benefits; and
 - h. Actual duties assigned.
2. The University will use the criteria in Section J above when setting the salaries of initial hires and the parties will use the above criteria when assessing claims of salary rate equity. All criteria must be met to invoke the University's obligation to increase wages to match the wage of a new hire with a higher salary.
3. An equity rate adjustment concern does not include salary actions/agreements for employees who are entering a hiring unit from other University facilities/units, preferential rehire, or rehire from rehabilitation or disability.

K. PERQUISITES

Meal and/or housing perquisites are provided to employees when they are required as a condition of employment and for the convenience of the University. Such perquisites are considered mandatory. The value, as determined by the University at its sole discretion, of meals and/or housing is included in determining the total compensation of an employee.