ARTICLE 45 – WAGES

A. 1. Effective October 1, 2011, all members of the bargaining unit will receive an across-the-board increase of 3.0%.

2. Effective October 1, 2012, all members of the bargaining unit will receive an across-the-board increase of 2.0%.

3. On the effective date of any increase of greater than 2% given to non-represented staff employees in fiscal year 2012/13, said increase shall be passed across the board to all members of the bargaining unit.

4. In order to be eligible for the increases set forth in A (1) (2) and (3) above, the bargaining unit employee must be employed at UCLA on the effective date and the date of payout.*

B. Each lead employee shall receive seven and one-half percent (7.5%) more than the basic rate for his/her respective class.

C. Apprentice pay rates are determined pursuant to the pay schedule in Article 9 – Apprentices, Section C.

D. The University retains the right to determine the basis for special awards, including but not limited to payments for meritorious performance, recognition, incentive and bonus payments and to exercise sole discretion as to the granting, timing, amount, distribution and frequency of such awards and payments. The University retains the right to provide or discontinue the provision of award programs and payments. The University retains the right to provide or discontinue the provision of award programs or other payments to employees in this bargaining unit during the term of this agreement or during the period of time following the expiration of the agreement.

* The effective date of the wage increase for bi-weekly paid employees shall be the beginning of the pay period closest to the effective pay date for monthly-paid employees. The schedule for bi-weekly pay can be accessed at www.payroll.ucla.edu/charts/bw-pay-cal-current.pdf.