ARTICLE 46. Wages and Awards

A. Salary rates for employees covered by this agreement are listed in Appendix A.

B. To be eligible for any of the increases described below, employees must be on pay status or on approved leave and in the K8 bargaining unit on the effective date of the increase and the date of payout.

C. Salary increases for the duration of this contract shall be as follows:

Fiscal Year 2015-2016

1. Effective the first full bi-weekly pay period on or after the date of ratification of this agreement, the University shall provide a 4.0% base-building increase for all bargaining unit employees. Trade Lead Classifications shall receive a base building increase in accordance with Section D., below. This increase will be processed not more than 30 days after ratification.

2. Effective the first full bi-weekly pay period after SETC notifies the University of ratification, the University shall provide employees a one-time, non-base building, non-retirement eligible, lump sum of four hundred and fifty dollars ($450) per employee. Implementation of the lump sum payment will be completed no later than sixty (60) calendar days from date of notification.

Fiscal Year 2016-2017

Effective on the first full bi-weekly pay period on or after March 1, 2017, the University shall provide a 3% base-building increase to all bargaining unit employees. Trade Lead Classifications shall receive a base building increase in accordance with Section D., below.

Fiscal Year 2017-2018

Effective on the first full bi-weekly pay period on or after March 1, 2018, the University shall provide a 3% base-building increase to all bargaining unit employees. Trade Lead Classifications shall receive a base building increase in accordance with Section D., below.

Fiscal Year 2018-2019

Effective on the first full bi-weekly pay period on or after March 1, 2019, the University shall provide a 3% base-building increase to all bargaining unit employees. Trade Lead Classifications shall receive a base building increase in accordance with Section D., below.

Fiscal Year 2019-2020

Effective on the first full bi-weekly pay period on or after March 1, 2020, the University shall provide a 3% percent base-building increase to all bargaining unit employees. Trade Lead Classifications shall receive a base building increase in accordance with Section D., below.

D. Trade Lead Classifications shall be paid at a rate 7.5% higher than the respective craft rate.

E. By mutual agreement, the University may increase, during the term of this Agreement, salary rates for selected classifications. Likewise the University may also increase shift differential, on-call rates, and/or extend the coverage of such rates.

F. The University may, at its discretion, extend the campus’ staff recognition award program to members of the bargaining unit. The staff recognition award program, if any, will include bargaining unit members at the campus in accordance with campus guidelines.