

TENTATIVE AGREEMENT

UC/AFT IX Negotiations
Article 21 – Compensation
UC Proposal 10 – FINAL
(reflecting agreement)
November 23, 2021
Page 1 of 4

For UC-AFT



Mia L. McIver
12/10/2021

For the University



Nadine B. Fishel
12-3-2021

[Table numbers may change and references will be updated accordingly]

ARTICLE 21 COMPENSATION

A. GENERAL PROVISIONS

- a.** All Pre-Six **Unit 18 faculty** shall have an annualized salary rate within the established salary range as referenced in Table 15, except as provided in Section D below.
- b.** All Continuing Appointees **and Senior Continuing Appointees** shall have an annualized salary rate within the established salary range as referenced in Table 16, except as provided in Section D below.
- c.** **Effective the first full pay period following sixty (60) calendar days from the date of ratification**, the minimum salary rate, effective in Tables 16 ~~and Table 17~~ for Senior Continuing Lecturers shall be ~~\$78,123~~ **adjusted to be six (6) points higher than the minimum salary rate for Continuing Lecturers.**
- d.** **Unit 18 faculty** shall receive annual general range adjustments as provided in this article.
- e.** Merit increases shall be provided in accordance with the provisions of Article 22 — Merit Reviews **for Continuing Appointees.**
- f.** Pre-six **Unit 18 faculty** shall be provided salary increases in accordance with the provisions of Article 7a, Section **F.3.** — Pre-Six Appointment and Reappointment. (reference subject to change – verify final)
- g.** In the event that the University proposes to restructure the salary scales/schedules for any title(s), in the unit, the University shall provide notice to the Union and upon request shall meet and confer prior to implementation.
- h.** **Unit 18 faculty shall receive the percentage increase when there is a general range adjustment to the Unit 18 salary scale.**
- i.** ~~The University may provide non-general range adjustments to other academic employees and such adjustments will not be provided to members of this unit.~~

B. Academic Year 2021-2022 Adjustments

1. Ratification Lump Sum Payment

- a. Each Unit 18 faculty member shall receive a one-time, non-base building, non-UCRP eligible payment of \$1500 Ratification Lump Sum Payment, paid no later than the first full pay period following sixty (60) calendar days from the date of ratification.**
- b. In order to be eligible for the Ratification Lump Sum Payment, the Unit 18 faculty member must be on active pay status in the bargaining unit on the date of ratification.**
- c. The Ratification Lump Sum Payment is subject to applicable taxes and withholdings, but union dues shall not be deducted.**

2. Effective the first full pay period following sixty (60) calendar days from the date of ratification, the University shall adjust the Salary Scales as follows:

- a. The lowest starting salary point (\$56,945) shall be removed from the salary range (as referenced in the pre-six Standard Table of Starting Salaries (Table 17). The new minimum salary point will become the basis for the first point on the new point based salary scales referenced in B.4 below.**
- b. Pre-Six appointees compensated on the salary removed pursuant to B.2.a. shall move up to the new minimum on Table 15.**
- c. Pre-Six appointees hired for their first Unit 18 faculty appointment on or after implementation of the new rates shall be placed at least at the new minimum on Table 15.**

3. General Range Adjustment - Effective the first full pay period following sixty (60) calendar days from the date of ratification, the University shall adjust Unit 18 salary scales by seven percent (7.0%).

4. Salary Point-Based Scale Implementation

- a. Effective the first full pay period following sixty (60) calendar days from the date of ratification, the University shall convert Tables 15 and 16, and 17 to point-based salary scales.
- b. The salary point-based scales shall have fixed points in increments of 3%. Unit 18 faculty shall be placed on the nearest point on or above their current full time salary rate.

(References in the Agreement to salary range movement shall be modified to reflect salary point movement.)

5. GENERAL RANGE ADJUSTMENTS FOR ACADEMIC YEARS 2022-2023, 2023-2024, 2024-2025 and 2025-2026

1. Effective July 1, 2022, the University shall adjust Unit 18 salary scales by three percent (3.0%).
2. Effective July 1, 2023, the University shall adjust Unit 18 salary scales by three percent (3.0%).
3. Effective July 1, 2024, the University shall adjust Unit 18 salary scales by three percent (3.0%).
4. Effective July 1, 2025, the University shall adjust Unit 18 salary scales by four percent (4.0%).

6. SPECIAL PROVISIONS

1. Above-scale annualized salaries may be paid to Unit 18 faculty at the sole discretion of the University.
2. Positions and/or titles paid on a “By Agreement” basis may continue to be paid on a “By Agreement” basis insofar as the amount paid to each “By Agreement” **Unit 18 faculty** is at or above the minimum of the salary range for her/his position.

~~3. **Unit 18 faculty** appointed to a Supervisor of Teacher Education title shall be paid in accordance with Tables 32 and 33.~~

~~3.~~ **Supervisors of Teacher Education**

- a. Effective the first full pay period following sixty (60) calendar days from the date of ratification, the salary scales for Supervisors of

Teacher Education - Table 32 shall have the same *minimum as Pre-Six Lecturers in Table 15 and the same maximum as Continuing Lecturers in Table 16 (academic year salary scale) and Table 33 shall have the same minimum as T15F and same maximum as T16F (fiscal year salary scale), with the implementation of the salary-point scales. The minimum rate shall be salary-point one.*

- b. Effective the first full pay period following sixty (60) calendar days from the date of ratification, current supervisors transitioning to the salary-point based scale (Tables 32 and 33) shall be placed on the salary point equal to their current salary on the date of implementation or to the next highest salary point if their current salary falls between two salary points;**
 - c. Effective the first full pay period following sixty (60) calendar days from the date of ratification, the minimum salaries for newly hired Supervisors of Teacher Education shall be at least:**
 - i. Bachelor’s degree – salary-point one**
 - ii. Master’s degree – salary-point two**
 - iii. Doctoral degree – salary-point three**
 - d. Effective the first full pay period following sixty (60) calendar days from the date of ratification, with the transition to the salary-point scale, there will be no salary caps per educational level.**
5. Positions and/or titles that are or become eligible to participate in the University’s health science compensation plans may participate in those plans in accordance with the policies and procedures in effect at the time.
6. For the duration of this Agreement, salary increases, if any, for the ~~Demonstration Teachers~~ **bargaining unit members** at the **UCLA Lab School, UCLA Geffen Academy and the UCSD Preuss School** shall be subject to separate, local negotiations.

7. GRIEVABILITY

Decisions related to the amount and timing of general range adjustments, merit adjustments, and all aspects of the non-general range adjustment provided to other academic employees are not grievable. The implementation of the amount and timing of the general range adjustments, one-time adjustments and special salary adjustments is subject to grievance and arbitration.