ARTICLE XVIII
WAGES

A. GENERAL PROVISIONS

1. Wage increases shall be effective on the March 1 of each year of the contract unless otherwise specified below.

2. TITLE CODE SYSTEM LOOKUP (TCS)

   Appendix A: Wage Rates – The applicable wage rates 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 thirty (30) calendar days’ notice to union advising where such title code and wage range information can be found online. The parties recognize that the actual wage rates paid to employees may slightly vary from those reflected in Appendix A due to rounding.

B. MARKET EQUITY POOL

In order to address market salary equity and retention/recruitment issues for specific classifications, the University will fund an equity pool of up to one percent (1%) of base wages for each year of the agreement.

1. Market equity increases by craft for contract years 2020 and 2021 are as follows:

<table>
<thead>
<tr>
<th>Classification</th>
<th>March 1, 2020</th>
<th>March 1, 2021</th>
</tr>
</thead>
<tbody>
<tr>
<td>Electrician</td>
<td>$0.73/hr.</td>
<td>$0.80/hr.</td>
</tr>
<tr>
<td>HVAC Mechanic</td>
<td>$1.05/hr.</td>
<td>$1.05/hr.</td>
</tr>
<tr>
<td>Plumber</td>
<td>$1.05/hr.</td>
<td>$1.05/hr.</td>
</tr>
<tr>
<td>Refrigeration Mechanic</td>
<td>$1.05/hr.</td>
<td>$1.05/hr.</td>
</tr>
</tbody>
</table>

2. Effective December 1, 2021, the University will provide a 30-day notice to the union of the proposed market equity and retention/recruitment increases to be effective March 1, 2022. In making its proposal, the University shall consider the effect of these criteria on all classifications within the unit. The union may request to meet to discuss the University’s proposal. After reviewing the union’s comments, if any, the University will notify of the union of its final decision regarding the equity increases to be effective March 1, 2022.

C. ACROSS THE BOARD INCREASES

1. The University will provide a three present (3 %) wage increase to journeyperson classifications effective March 1, 2020; a three present (3 %) wage increase to journeyperson classifications effective March 1, 2021; and, three present (3 %) wage increase to journeyperson classifications effective March 1, 2022.

2. In accordance with Section D.1. below, Assistant Supervisors wages will be increased by seven percent (7%) above the journeyperson rate effective March 1, 2020, March 1, 2021 and March 1, 2022.
3. October 1, 2020, will be the implementation date for the biweekly pay adjustments for the March 1, 2020 increases.

4. The specific rate for each classification is listed in the Attachment.

D. LUMP SUM INCREASES

Effective within sixty (60) calendar days following ratification, all employees will receive a lump sum payment in lieu of retroactive wage increases, for the period March 1, 2020 through September 30, 2020, equivalent to the difference between the February 28, 2020 hourly rate of pay and the March 1, 2020 hourly rate of pay. The rate of pay will include the 3% across the board and any negotiated equity increase for the classification. Employees will receive payment based on their percentage of hours on pay status each month and the number of months on pay status between March 1, 2020 and September 30, 2020. Such payment will not be considered retirement eligible earnings. To be eligible for the lump sum payment, employees must be in the bargaining unit on the date of ratification and on the date of payout.

E. DIFFERENTIALS

1. The Assistant Supervisor differential is 7% above the hourly rate for the classification.

2. Employees assigned to weekends as a normal work week as described in Article VIII, Section A of this Agreement will receive a differential of $3.25 per hour.

3. Employees assigned to the swing shift as described in Article VIII, Section A of this Agreement will receive a differential of $3.50 per hour.

4. Employees assigned to the graveyard as described in Article VIII, Section A of this Agreement will receive a differential of $3.85 per hour.