

## ARTICLE 33 - WAGES

- A. 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. The University will process the prospective compensation as soon as practicable, but in no event more than four complete payroll cycles following the first pay date after the effective date of this Agreement. Retroactive compensation will be processed as a lump sum equivalent in no more than three complete payroll cycles following the first pay date after the effective date of this Agreement.
  2. Career employees shall receive a one-time lump sum payment equal to 3% of the employee's actual base rate for the period between January 12, 2012 and the date on which the salary range increase is implemented (per Sections A.1. above and B. below). This lump sum payment shall be credited as UCRP Covered Compensation. Employees eligible for this payment shall be those employees who are on the payroll as of the date the University received notice of ratification and who remain on the payroll when the payment is issued. All legally required deductions, employee-elected deductions, and the missed UCRP contributions for 2011, 2012, 2013, and 2014 shall be deducted from the lump sum payment.

3. The parties recognize that the actual salary rate adjustment may vary slightly due to rounding.
4. Eligible employees shall be those members of the bargaining unit who are on the payroll as of the effective date of this Agreement, and who remain on the payroll until the payment is included in the individuals' paychecks.

B. Range Adjustments and Individual Increases

Eligible employees and salary ranges in this unit shall receive the following monthly salaries for the term of this Agreement:

Effective January 12, 2012, all unit employees will receive a 3 % salary increase.

Effective October 1, 2012, all unit employees will receive a 3% salary increase.

Effective October 1, 2013, all unit employees will receive a 3% salary increase.

Effective July 1, 2014, all unit employees will receive a 3 % salary increase.

Effective October 1, 2015, all unit employees will receive a 3% salary increase.

Effective October 1, 2016, all unit employees will receive a 3% salary increase.

	Current Rates		Current Rates 10% Lead		Jan-12		Oct-12		Oct-13		Jul-14		Oct-15		Oct-16	
	<u>Step 1</u>	<u>Step 2</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 1</u>	<u>Step 2</u>	<u>Step 1</u>	<u>Step 2</u>
Power Plant Opr																
PPO	31.63	34.88	31.63	34.88	32.58	35.93	33.56	37.00	34.56	38.11	35.60	39.26	36.67	40.44	37.77	41.65
SPP	34.79	38.38	34.80	38.38	35.84	39.53	36.92	40.72	38.03	41.94	39.17	43.20	40.34	44.49	41.55	45.83
LPP	34.00	37.50	34.80	38.38	35.84	39.53	36.92	40.72	38.03	41.94	39.17	43.20	40.34	44.49	41.55	45.83
Carpenter																
CPT	28.06	30.97	28.06	30.97	28.90	31.90	29.77	32.86	30.66	33.84	31.58	34.86	32.53	35.90	33.51	36.98
SCP	30.87	34.07	30.87	34.07	31.80	35.09	32.75	36.14	33.73	37.23	34.74	38.35	35.79	39.50	36.86	40.68
LCP	30.17	33.30	30.87	34.07	31.80	35.09	32.75	36.14	33.73	37.23	34.74	38.35	35.79	39.50	36.86	40.68
Plumber																
PBR	30.95	34.14	30.95	34.14	31.88	35.16	32.83	36.22	33.82	37.31	34.83	38.42	35.88	39.58	36.96	40.76
SPB	34.05	37.56	34.05	37.56	35.07	38.69	36.12	39.85	37.21	41.04	38.32	42.27	39.47	43.54	40.66	44.85
LPB	33.28	36.70	34.05	37.56	35.07	38.69	36.12	39.85	37.21	41.04	38.32	42.27	39.47	43.54	40.66	44.85
Electrician																
ELC	30.90	34.09	30.90	34.09	31.83	35.11	32.78	36.17	33.77	37.25	34.78	38.37	35.82	39.52	36.90	40.71
SEL	34.00	37.50	34.00	37.50	35.02	38.63	36.07	39.78	37.15	40.98	38.27	42.21	39.42	43.47	40.60	44.78
LEL	33.22	36.64	34.00	37.50	35.02	38.63	36.07	39.78	37.15	40.98	38.27	42.21	39.42	43.47	40.60	44.78
Painter																
PTR	28.33	31.27	28.33	31.27	29.18	32.21	30.06	33.17	30.96	34.17	31.89	35.19	32.84	36.25	33.83	37.34
SPT	31.15	34.39	31.17	34.40	32.11	35.43	33.07	36.49	34.06	37.59	35.08	38.72	36.13	39.88	37.22	41.08
LPT	30.45	33.60	31.17	34.40	32.11	35.43	33.07	36.49	34.06	37.59	35.08	38.72	36.13	39.88	37.22	41.08
Locksmith																
KEY	29.32	32.36	29.32	32.36	30.20	33.33	31.11	34.33	32.04	35.36	33.00	36.42	33.99	37.51	35.01	38.64
SKE	32.25	35.60	32.26	35.60	33.23	36.67	34.22	37.77	35.25	38.90	36.31	40.07	37.40	41.27	38.52	42.51
LKE	31.52	34.79	32.26	35.60	33.23	36.67	34.22	37.77	35.25	38.90	36.31	40.07	37.40	41.27	38.52	42.51
HVAC																
HVA	31.63	34.88	31.63	34.88	32.58	35.93	33.56	37.00	34.56	38.11	35.60	39.26	36.67	40.44	37.77	41.65
SHV	34.79	38.38	34.80	38.38	35.84	39.53	36.92	40.72	38.03	41.94	39.17	43.20	40.34	44.49	41.55	45.83
LHV	34.00	37.50	34.80	38.38	35.84	39.53	36.92	40.72	38.03	41.94	39.17	43.20	40.34	44.49	41.55	45.83
Inspect/Plan/ Est.																
	29.81	33.16	29.81	33.16	30.70	34.15	31.63	35.18	32.57	36.23	33.55	37.32	34.56	38.44	35.59	39.59

C. All newly hired employees will be placed on the first step on the salary range for their craft. Career employees who successfully complete six months of satisfactory service will move to Step 2 of the salary range for their craft.

1. With each salary increase described in Section B. above, the University shall increase the salary range and steps for all classifications and individual rates for each employee in the amount necessary to provide the monthly salaries listed in the Wage Rate Table above.

D. Other Increases

1. The University may increase, during the term of this Agreement, individual salary rates, or salary ranges for selected classes. The University may also increase, for selected classes 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 increases.
2. At least thirty (30) calendar days prior to implementing the increases referenced in Section E (1) above, the University shall inform AFSCME.

E. Special Pays

1. Employees performing Lead duties within their trade on a permanent basis shall be paid at their current rate plus 10%.

2. Employees performing Specialist duties within their trade on a permanent basis shall be paid at their current rate plus 10.0%.