

## ARTICLE 43 – 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.
- B. To be eligible for any of the increases described below unless otherwise noted, employees must be on pay status or on approved leave and in the K7 bargaining unit on the effective date of the increase and the date of payout.
- C. The parties recognize that the actual salary rate adjustment may vary slightly due to rounding. Salary increases for the duration of this contract shall be as follows:

### Ratification – After January 2020

Effective with a full bi-weekly pay period no later than sixty (60) calendar days following ratification, the University shall provide a 3% base-building increase to all bargaining unit employees.

Effective with a full bi-weekly pay period no later than sixty (60) calendar days, all 100% time career employees shall receive a \$4,000 lump sum payment. To receive the lump sum payment, eligible employees must be in the bargaining unit on the date of ratification and date of payout.

### October 2020

Effective on the first full bi-weekly pay period on or after October 1, 2020, the University shall provide a 3 % percent base-building increase to all bargaining unit employees.

### October 2021

Effective on the first full bi-weekly pay period on or after October 1, 2021, the University shall provide a 3% percent base-building increase to all bargaining unit employees.

## October 2022

Effective on the first full bi-weekly pay period on or after October 1, 2022, the University shall provide a 3% percent base-building increase to all bargaining unit employees.

## October 2023

Effective on the first full bi-weekly pay period on or after October 1, 2023, the University shall provide a 3% percent base-building increase to all bargaining unit employees.

### D. Special Pay

At the mutual agreement of the University and AFSCME, grievances may be consolidated for purposes of this Grievance Procedure.

- E. 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.

With each salary increase described in Section C. above, the University shall increase the salary range and steps for all classifications and individual rates for each employee as referenced in the Wage Rate Table.

### F. Other Increases

1. 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 C. above, the University shall inform AFSCME.