ARTICLE 41  
WAGES

A.  General Salary Increases

1. A 5% increase for all salary ranges in the unit shall be implemented following sixty (60) calendar days from the date of ratification. The 5% salary range increase is effective the first full pay period following July 1, 2015. Eligible employees must be in the bargaining unit in active status or on approved paid leave on the date of ratification and payout.

2. Effective the first full pay period following July 1, 2016, all salary ranges in the unit will increase in the amount of 5%. Eligible employees must be in the bargaining unit on active status or on approved paid leave on the day of payout.

3. Effective the first full paid period following July 1, 2017, all salary ranges in the unit will increase in the amount of 1.1%. Eligible employees must be in the bargaining unit on active status or on approved paid leave on the day of payout.

Effective the first full paid period following July 1, 2017, eligible employees at steps 1, 2, 3, or 4 will be moved to step 5 and their salary will be adjusted to the rate for step 5. Steps 1, 2, 3 and 4 for all classifications will be eliminated.

4. Effective the first full pay period following July 1, 2018, all salary ranges in the unit will increase in the amount of 4.15%. Eligible employees must be in the bargaining unit on active status or on approved paid leave on the day of payout.

Effective the first full paid period following July 1, 2018, eligible employees at step 5 will be moved to step 6. Step 5 will be eliminated and the salary step schedule will move to a single flat rate.

5. Effective the first full pay period following July 1, 2019, classifications determined eligible by a joint labor management committee will receive an equity adjustment. The total salary pool available for equity adjustments is 5% of the wage base of bargaining unit employees. If the joint labor-management committee is unable to reach agreement on the classifications eligible for equity adjustments and/or the amount of the equity adjustment for the classifications, the 5% salary pool will instead be distributed to all eligible employees in an across-the-board increase.

B.  The University may elect, at its discretion, to extend a local award program to members of the bargaining unit. The award program, if any, will include bargaining unit members at the campus and medical center in accordance with local guidelines. The union will receive notice of these guidelines and will be given the opportunity to meet and discuss the guidelines at least thirty (30) days prior to distribution of the rewards.

C.  Employee Promotions

Upon promotion, an employee shall be granted a salary increase to the minimum of the salary range of the new classification or 5%, whichever is greater, provided that the new rate does not exceed the maximum of the new classification. Effective July 1, 2018, there shall be a single flat rate for each classification. Therefore, effective July 1, 2018, upon promotion, an employee shall be granted a salary increase to the flat rate of the new classification.
D. **Order of Salary Increases**

If more than one salary adjustment takes place on the same date, actions occur in the following order.

a. General salary increase  
b. Merit increase, if any  
c. Equity adjustments  
d. Salary action resulting from promotion, reclassification, transfer, or demotion  
e. Salary range adjustments

In the event an individual’s salary remains below the new range minimum after the implementation of all base building increases, his or her salary will be increased to the new range minimum.

E. **Joint Apprenticeship Committee and Workforce Development Planning**

A. **Joint Apprenticeship Committee**

The University and the Union have agreed to establish a Joint Labor/Management Apprenticeship Committee (JAC) comprised of three (3) representatives from the University and three (3) representatives from the Union.

The JAC shall work to reach agreement on the following:

1. Individual trades classifications that will have apprenticeship programs.
2. Specific on-the-job and classroom training requirements for each apprenticeship.
3. Any other issues deemed necessary by the State Division of Apprenticeship in order to achieve certification of the UCI Trades Apprenticeship program.

B. **Workforce Development Planning**

The University and the Union are committed to working together to ensure that employees are fully equipped to provide for the ongoing maintenance of campus buildings and related facilities and have agreed to work with Irvine Valley College (IVC) to complete the development of course curricula that will be used to provide this critical training. It is anticipated that the course will include, but not limited to, curricula for a Commercial/Industrial Advanced Automation Controls Program.

Employees who have completed the workforce development training developed with IVC shall:

1. Be reimbursed for the cost of registration and required course materials, and  
2. Receive a one-time non-base building bonus of $500.
In order to receive the bonus and reimbursements, the employee must submit to his/her supervisor proof of course completion and receipts for all required course costs.

The agreement regarding the Joint Apprenticeship Committee and Workforce Development Planning is included as Appendix H in this agreement and entitled Memorandum of Understanding – Joint Apprenticeship Committee and Workforce Development Planning.