

UC-KB TA - Art 25 Salary - 10-7-24

Confidential – In Furtherance of Bargaining

ARTICLE 25 – SALARY

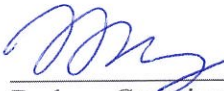
- A. Upon ratification, \$3,000.00 lump sum payment for all members active at ratification
- B. Effective immediately: 5% market rate adjustment (for all members active at ratification)
- C. Effective immediately: (after the market rate adjustment): 5% across the board salary increase
- D. Effective on 10-1-22 (Contract Year 2022-2023): market rate adjustment as needed to achieve 90% of the prevailing wage average for comparable positions in the Bay Area (applicable to active members whose salaries are less than 90% of the prevailing wage as of the effective date)
- E. Effective on 10-1-23 (Contract Year 2023-2024): 4.5% across the board salary increase
- F. Effective on 1-1-24 (Contract Year 2023-2024): market rate adjustment as needed to achieve 90% of the prevailing wage average for comparable positions in the Bay Area (applicable to active members whose salaries are less than 90% of the prevailing wage as of the effective date)
- G. Effective on 10-1-24 (Contract Year 2024-2025): 4% across the board salary increase
- H. Effective on 10-1-25 (Contract Year 2025-2026): 4% across the board salary increase
- I. Effective on 1-1-26 (Contract Year 2025-2026): market rate adjustment as needed to achieve 90% of the prevailing wage average for comparable positions in the Bay Area (applicable to active members whose salaries are less than 90% of the prevailing wage as of the effective date)
- J. Local area prevailing wage rates will be used to determine market rate salary adjustments as of date adjustments are scheduled to take effect
- K. For crafts not having a local area prevailing wage, the University and Union agree to meet 45 days prior to the effective date to reach mutual agreement
- L. The Campus and/or Laboratory may increase, during the term of this agreement, the salary rate for a classification. At least thirty (30) calendar days prior to implementing the increases referenced above the Campus and/or Laboratory shall provide notice to the union.
- M. TITLE CODE SYSTEM LOOKUP (TCS) Salary Rates - The applicable salaries are reflected on the Corporate Title Code System Lookup (TCS) at:

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<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 salary information can be found online.

For the University and LBNL:

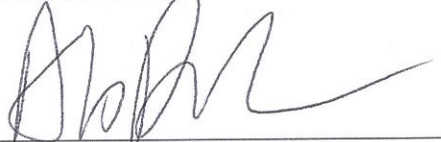


Barbara Greening, J.D.
Employee & Labor Relations Consultant
University of California, Berkeley

10/7/24

Date

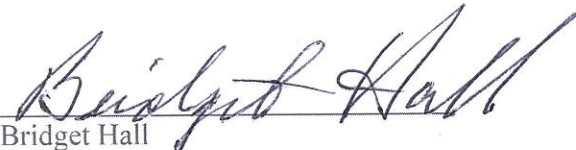
For the Union:



Alessandro Powell
Union Representative
Alameda County Building and Construction Trades Council

10/7/24

Date



Bridget Hall
Chief Steward for CAMPUS

10/7/24

Date



Mike Lingley
Chief Steward for the LABORATORY

10/7/24

Date