

ARTICLE 13 SALARY

A. GENERAL PROVISIONS

Any and all salary increases provided to librarians for the duration of this Agreement shall be expressly provided for in this Article, Appendix A, B, and C, and the Academic Reviews Side Letter between the UC-AFT and the University.

B. MERIT INCREASES

Librarians in the bargaining unit shall be eligible for merit increases to the extent and in the same manner as they are provided to non-represented academic personnel.

C. GENERAL RANGE ADJUSTMENTS

1. 2019 Salary Scale Restructure and Range Adjustment:

The University and the UC-AFT have agreed to make the following changes to the existing Librarian Salary Structure, effective the first day of the monthly pay cycle, no later than sixty (60) days following the UC-AFT's written notice of ratification (as illustrated in Appendix B). The salaries for bi-weekly paid librarians shall be adjusted the first bi-weekly pay period on or following the monthly effective date:

- a. Step 1: The 2017 Librarian Salary Scale shall be restructured so that overlapping salary points at each rank match, and so that there remain uniform 2.7% increments between each two sequential salary points. By applying uniform 2.7% increments, the compression shall be removed from the top salary point at the Librarian rank.
- b. Step 2: Two salary points shall be added to the top of the scale and two salary points shall be removed from the bottom of the scale at the Assistant and Associate ranks. One salary point shall be added to the top of the scale and one salary point shall be removed from the bottom of the scale at the Librarian rank.
- c. Step 3: A 3% range adjustment shall be applied to the above restructured scale, resulting in the "Ratification Scale".
- d. Step 4: Before any merits are applied, all librarians will move from their current salary point on the 2017 salary scale to the same salary point letter on the Ratification Scale.

2. General range adjustments for 2019, 2020, 2021, 2022, and 2023:

- a. Effective July 1, 2019, the University shall adjust all Librarian salary ranges by three percent (3.0%). The salaries for bi-weekly paid Librarians shall be adjusted effective the first day of the first bi-weekly pay period commencing on or after July 1st.

- b. Effective July 1, 2020, the University shall adjust all Librarian salary ranges by three percent (3.0%). The salaries for bi-weekly paid Librarians shall be adjusted effective the first day of the first bi-weekly pay period commencing on or after July 1st.
- c. Effective July 1, 2021, the University shall adjust all Librarian salary ranges by three percent (3.0%). The salaries for bi-weekly paid Librarians shall be adjusted effective the first day of the first bi-weekly pay period commencing on or after July 1st.
- d. Effective July 1, 2022, the University shall adjust all Librarian salary ranges by three percent (3.0%). The salaries for bi-weekly paid Librarians shall be adjusted effective the first day of the first bi-weekly pay period commencing on or after July 1st.
- e. Effective July 1, 2023, the University shall adjust all Librarian salary ranges by three percent (3.0%). The salaries for bi-weekly paid Librarians shall be adjusted effective the first day of the first bi-weekly pay period commencing on or after July 1st.

D. Advancement through the salary-point-based scale proceeds as follows:

- 1. A positive review shall result in an increase of at least two (2) salary points on the applicable scale for Assistant and Associate Librarian ranks, and at least three (3) salary points on the applicable scale at the Librarian rank. The University is not precluded from granting merit increases of a greater number of points.
- 2. A librarian who receives a no-action shall nonetheless move to the new scale. In exceptional circumstances, a librarian who receives a no-action may be awarded a one (1) point salary advancement at the Assistant and Associate Librarian ranks and a one (1) or a two (2) point advancement at the Librarian rank.
- 3. The University is not precluded from advancing an Assistant or Associate Librarian by less than two (2) salary points or a Librarian less than three (3) salary points on the salary scale in cases where fewer points remain on the scale for the respective rank.
- 4. In any event, an employee who is currently subject to discipline as defined in Article 23 Corrective Action shall not be eligible for a merit based increase.

E. Once a librarian has achieved a salary in a rank that overlaps with the next rank, they may request a promotional review in accordance with the promotional review process in Articles 4 and 5 applicable local procedures at their campus. A positive review would result in promotion to the next rank.

F. An individual who is promoted will receive an increase of at least two (2) salary points above their previous salary amount at the Assistant Librarian rank; and at least three (3) points above their previous salary amount at the Associate Librarian rank.

- G.** Individuals with six years of service at the Assistant Librarian rank are eligible for a promotional review even if they have not achieved a salary that overlaps with the Associate Librarian rank.

H. SALARY RATES

The applicable salaries are reflected on Academic Personnel Salaries website at: <http://www.ucop.edu/academic-personnel-programs/compensation/index.html>. In the event this web page expires and is replaced by a new corresponding web page, the University will provide 30 days' notice to the UC-AFT advising where such title code and salary information can be found online.

I. GRIEVABILITY

The salary scale restructure is not subject to grievance and arbitration.