

LBNL Revised Last, Best and Final Proposal
Wages
June 17, 2005

FA-6/17/05
Amatullah Alj-Sabir

LOCAL COMPENSATION AGREEMENT-LBNL

This is an agreement between the Coalition of University Employees (CUE) and the Lawrence Berkeley National Laboratory (LBNL) on the issue of compensation for clerical employees at the Laboratory represented for purposes of collective bargaining by CUE for FY 2005 through FY 2007.

It is recognized by the LBNL and by CUE that this agreement on compensation has been made as a result of "local" negotiations between representatives of CUE and LBNL. The parties recognize that this agreement is made in the context of the "system wide" negotiations between the University of California, of which LBNL is a part, and CUE. This agreement, however, is a final and binding agreement regarding compensation for Laboratory clerical employees for the period commencing on October 1, 2004 and concluding on September 30, 2007.

The terms of this agreement are as follows:

FY 2005:

- A) There will be a salary range movement of 3.00%.

- B) There will be a merit pool of 3.00% of the September 30, 2004 payroll base. This 3.00% will be distributed in the Laboratory's customary, merit-based manner using the attached FY 2005 matrix.
- C) After the amounts set forth in B) above have been calculated, the difference between this amount and 3.00% will be used to supplement the increases set forth in B) above. The methodology for effecting this merit-based distribution will be determined by the Lab.
- D) No separate checks will be issued, aside from the retroactive payout to be issued no later than ninety (90) days from the ratification date of this Wage Agreement.
- E) Employees who are "red-circled," i.e., who are paid higher than the range for their classification, are eligible to receive increases as specified in B), above. These will take the form of a non-base-building lump sum payment for FY 2005.
- F) In order to be eligible for the FY2005 wage increase, the employee must have been eligible for a FY2004 performance evaluation, be a member of the CX bargaining unit on October 1, 2004, and be in the CX bargaining unit on the date the payroll distribution is processed in the HRIS.

FY 2006:

- A) There will be a salary range movement of 2.75%.
- B) There will be a merit pool of 2.75% of the September 30, 2005 payroll base. This 2.75% will be distributed in the Laboratory's customary, merit-based manner using a FY 2006 matrix that will be developed at the appropriate time and

comprise an attachment to this agreement. The Laboratory agrees to meet and discuss the specifics of this matrix with the union before it is implemented.

- C) After the amounts set forth in B) above have been calculated, the difference between this amount and 2.75% will be used to supplement the increases set forth in B) above. The methodology for effecting this merit-based distribution will be determined by the Lab.
- D) No separate paychecks will be issued.
- E) Employees who are "red-circled," i.e., who are paid higher than the range for their classification, are eligible to receive increases as specified in B), above. These will take the form of a non-base-building lump sum payment for FY 2006.
- F) In order to be eligible for the FY2006 wage increase, the employee must have been eligible for a FY2005 performance evaluation, be a member of the CX bargaining unit on October 1, 2005, and be in the CX bargaining unit on the date the payroll distribution is processed in the HRIS.

FY 2007:

- A) Salary range adjustments shall be at the Laboratory's sole discretion. The Laboratory will provide the Union thirty (30) days notice regarding whether salary ranges will be adjusted and the amount of the adjustment, should an adjustment be deemed appropriate. Should the Union have any concerns regarding the basis for such decision, the Laboratory will schedule a meeting to discuss these concerns with the Union.

- B) There will be a merit pool of 2.75% of the September 30, 2006 payroll base. This 2.75% will be distributed in the Laboratory's customary, merit-based manner using a FY 2007 matrix that will be developed at the appropriate time and comprise an attachment to this agreement. The Laboratory agrees to meet and discuss the specifics of this matrix with the union before it is implemented.
- C) After the amounts set forth in B) above have been calculated, the difference between this amount and 2.75% will be used to supplement the increases set forth in B) above. The methodology for effecting this merit-based distribution will be determined by the Lab.
- D) No separate paychecks will be issued.
- E) Employees who are "red-circled," i.e., who are paid higher than the range for their classification, are eligible to receive increases as specified in B), above. These will take the form of a non-base-building lump sum payment for FY 2007.
- F) In order to be eligible for the FY2007 wage increase, the employee must have been eligible for a FY2006 performance evaluation, be a member of the CX bargaining unit on October 1, 2006, and be in the CX bargaining unit on the date the payroll distribution is processed in the HRIS.

If more than one salary adjustment for an employee takes place on the same date, the order of salary actions will be as follows:

1. Salary range adjustment
2. Merit adjustment
3. Bottom of the range adjustment for employees below the minimum of the salary range.

The compensation increases in this agreement will be implemented within ninety (90) days of the date of ratification. The Lab will provide an accounting of the increases to CUE representatives and will meet with CUE representatives upon their request to resolve any issues or problems with the implementation of this compensation agreement. The compensation increases of this Wage Agreement will not be subject to Article 7 (Grievance) or Article 3 (Arbitration).

For the Laboratory

For CUE



Bill Elkins

Amatulloh Alaji-Sabrie

01/17/05

Date

