

ARTICLE 45 WAGES

Following receipt of written notification from CUE of its ratification of the Agreement with the University of California, the University will provide compensation increases in accordance with the following provisions:

A. 2005-06 SALARY INCREASES (Except LBNL):

Effective October 1, 2005 (or the closest pay period for bi-weekly paid employees);

1. The University will increase the salary ranges and corresponding individual rates for classifications in the CX Unit by 3.5%. The salary range or rate adjustments, if any, for each classification will vary slightly due to rounding.
2. One half percent (0.5%) equity money to be allocated as follows:
 - a. 5.1% general range adjustment for each of the classifications in the Librarian Assistant series. Therefore, under this Section A, each Library Assistant shall receive a 8.6% base-building increase.
 - b. the distribution of the remainder of the equity money, if any, for each campus/medical center to be negotiated in accordance with the Sideletter dated December 15, 2005 entitled Joint Compensation Committee.

B. LUMP-SUM BONUS

Employees in the bargaining unit as of December 15, 2004 shall receive a lump sum payment of \$180 (pro-rated by current appointment percentage).

C. ELIGIBILITY AND TIMING OF PAYMENTS

1. Eligibility

To be eligible for the increases specified in sections A.1. , A.2.a and B. above, an employee must be on pay status (or on approved leave) on the date of CUE's ratification of this Agreement and on the payout date of the increase.

2. The actual base adjustments and lump sum portion specified in Sections A.1., A. 2(a) and B. above will be paid within 120 days of CUE's written notification of ratification of this Agreement. The payout date for the remainder of the equity monies (see A.2.b above) shall be negotiated by the parties pursuant to the Sideletter dated December 15, 2005.

D. RANGE STRUCTURE ADJUSTMENTS

As soon as practicable following ratification, the University shall add four half-steps (each half-step equal to approximately 2.25%) at the top of each range for all classifications except the Library Assistant series and the (___) Assistant IV classification

(Davis). With respect to the Library Assistant series and the (___) Assistant IV classification (Davis), the University shall add two half-steps (each half-step equal to approximately 2.25%).

E. 2006-07 SALARY INCREASES (Except LBNL):

Effective October 1, 2006:

1. The University will increase the salary ranges and corresponding individual rates for classifications in the CX Unit by 3.25% provided funding in the amount of 3% is allocated to the University as a general range adjustment pursuant to the State Budget Act as finally adopted and in accordance with Article 6, Duration. The salary range or rate adjustments, if any, for each classification will vary slightly due to rounding.
2. One quarter percent (0.25%) equity money to be allocated as follows:
 - a. a half-step with-in range increase for all library assistants;
 - b. the distribution of the remainder, if any, at each campus/medical center shall be negotiated in accordance with the sideletter pertaining to the Joint Compensation Committee dated December 15, 2005.

F. 2007-08 SALARY INCREASES (Except LBNL)

Effective October 1, 2007:

1. The University will increase the salary ranges for classifications and corresponding individual rates for classifications in the CX Unit by 4.5% provided the funding amount of 4% is allocated to the University as a general range adjustment pursuant to the State Budget Act as finally adopted and in accordance with Article 6, Duration. The salary range or rate adjustments, if any, for each classification will vary slightly due to rounding.

G. 2007-08 RANGE STRUCTURE ADJUSTMENTS

The University shall add two half-steps (each half-step equal to approximately 2.25%) at the top of each range for all classifications except the Library Assistant series and the (___) Assistant IV classification (Davis).

H. ORDER OF INCREASES

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

1. Range adjustment;
2. Merit Increases
3. Increases resulting from Promotion or Reclassification.

I. OTHER INCREASES

The University may increase, during the term of this Agreement, individual salary rates or salary ranges for selected classes at selected locations. The University may also increase, for selected classes at selected locations, during the term of this Agreement, shift differentials, on-call rates, and/or extend the coverage of such rates. At least thirty (30) days prior to implementing the increase referenced in this section, the University shall inform CUE in writing of any such increases.

J. INCREASES FOR ALL CLERICAL AND ALLIED SERVICED UNIT EMPLOYEES (UNIT 12) AT LAWRENCE BERKELEY NATIONAL LABORATORY

The salary structure and increases for CX employees at LBNL were bargained for separately and are set forth in Attachment ___.

K. LOCAL AWARD PROGRAM (EXCEPT LBNL)

The University retains the right to continue, modify or abolish campus/hospital award programs. Local Award Programs, if any, for 2005-06, 2006-07 and 2007-08 may be implemented according to local procedures. Local award programs are available, if any, to employees in the unit according to the University's notice to CUE and resulting meeting and discussing, if requested by CUE.

- L.** The range and rate adjustments, basebuilding or non-base building, if any, provided in this Article shall not be subject to Article 7 - Grievance Procedure, or Article 3 - Arbitration Procedure, of this Agreement.