

**ARTICLE 12
SALARY**

A. GENERAL RANGE ADJUSTMENTS

When the contract is in effect, librarians will receive general range adjustments in an amount equal to and on the same date as any general range adjustments provided for non-represented academic employees.

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 employees.

C. NON-GENERAL RANGE ADJUSTMENTS

UC-AFT acknowledges that during the course of the contract the University may allocate funds to provide non-general range adjustments to non-represented academic employees and that such adjustments will not be provided to members of this unit except through completion of the bargaining process.

D. OBLIGATION TO BARGAIN

Provisions regarding general range adjustments and merit increases shall remain in effect during the contract term. However, when the contract is not in effect or during reopens, if any, on Salary, any increases must be expressly agreed to by the parties.

E. GRIEVABILITY

Librarians cannot grieve the amount of the general range adjustment, however, the implementation of the amount and timing of the general range adjustment is subject to grievance and arbitration.

F. ADDITIONAL SALARY SCALE ADJUSTMENTS

The salary for Assistant Librarian I will be increased as identified below.

Effective October 1, 2005 the minimum salary for Assistant Librarian I will be increased to \$39,000.

Effective October 1, 2006 the minimum salary for Assistant Librarian I will be increased to \$40,008.

G. ORDER OF INCREASES

1. Merit Increases – for those eligible Librarians effective July 1 of any given year.
2. General Range Adjustments – effective October 1, 2005, October 1, 2006 and October 1, 2007.
3. Additional Salary Scale Adjustments – for those in the Assistant Librarian I title effective October 1, 2005 and October 1, 2006.

H. The University and the UC-AFT agree to meet to continue to discuss recruitment and retention of bargaining unit members as described in the Librarian Recruitment and Retention Sideletter.