

ARTICLE 46. Wages and Awards

- A. Salary rates for employees covered by this agreement are listed in Appendices A, B, and C.
- B. Salary increases for the duration of this contract shall be as follows:

2008-2009

1. The University shall provide a lump sum signing bonus of \$250.00 (two hundred and fifty dollars) to all bargaining unit employees upon ratification of the contract by the University and the Union. Such payment shall be provided within 45 (forty-five) days of final ratification by both the Union and the University.
2. Effective October 1, 2008, the University shall provide a 1% (one percent) base-building market equity increase to bargaining unit employees in the following title: Painter. Lead Painters shall receive a base building market equity increase in accordance with Section C., below.
3. Effective January 1, 2009, the University shall provide a 1% (one percent) base-building market equity increase to bargaining unit employees in the following titles: Painter, Carpenter, Electrician, HVAC, Plumber, Skilled Trades Mechanic, Locksmith and Craft Zone Lead. Trade Lead Classifications shall receive a base building market equity increase in accordance with Section C., below.

2009-2010

1. Effective January 1, 2010, the University shall provide a 2% (two percent) base-building market equity increase to bargaining unit employees in the following titles: Painter, Carpenter, Electrician, HVAC, Plumber, Skilled Trades Mechanic and Locksmith. Trade Lead Classifications shall receive a base building market equity increase in accordance with Section C., below.
2. Effective January 1, 2010, the University shall provide a 1% (one percent) lump sum non-base-building market equity increase to Craft Zone Leads.
3. Effective January 1, 2010, the University shall provide a 1% (one percent) lump sum non-base-building market equity increase to Sr. Craft Zone Leads.

2010-2011

1. Effective October 1, 2010, the University shall provide a 3% (three percent) base-building market equity increase to bargaining unit employees in the following titles: Painter, Carpenter, Electrician, HVAC, Plumber, Skilled Trades Mechanic, and

Locksmith. Trade Lead Classifications shall receive a base building market equity increase in accordance with Section C., below.

2. Effective October 1, 2010, the University shall provide a 2% (two percent) lump sum non-base-building market equity increase to Craft Zone Leads.
3. Effective October 1, 2010, the University shall provide a 1% (one percent) lump sum non-base-building market equity increase to Sr. Craft Zone Leads.

C. Trade Lead Classifications shall be paid at a rate 7.5% higher than the respective craft rate.

D. The University may increase, during the term of this Agreement, salary rates for selected classifications. Likewise the University may also increase shift differential, on-call rates, and/or extend the coverage of such rates.