

Collective Bargaining Agreement - Compensation Actions Calendar

Collective Bargaining Agreement	Wage Article	2012	2013	2014	2015
<p align="center">CUE-Teamsters</p>	<p align="center">Article 45</p>	<p>July 1, 2012; 10 years of service but less than 20 years without a break in UC service shall receive a one step salary increase.</p>	<p>April 2013, the minimum of all salary ranges = \$14.22.</p>	<p>January, 2014, eligible employees in accordance with (Article 45.A.5), shall receive a one-step increase.</p>	<p>July 2015, salary ranges increased by 2% for eligible employees.</p>
		<p>Employees who have 20 years or more of service without a break in UC service shall receive a two step salary increase. All step increases are only provided to non-probationary employees, who are within their salary range, and have an overall performance rating of satisfactory or above. (Article 45.A.5)</p> <p>July 1, 2012 - 3% across the board increase for eligible employees. (See Article 45.A.4 for eligibility requirements.)</p>	<p>July, 2013, salary ranges shall be increased by 3% for eligible employees.</p>	<p>July, 2014, salary ranges increased by 3% for eligible employees.</p> <p>July, 2014 eligible employees shall receive one step increases in the following order: 10 years of service, but less than 20 without a break in UC service shall receive a one step increase. 20 or more years of UC service without a break shall receive a two-step salary increase.</p>	<p>July, 2015, eligible employees as provided in (Article 45.A.5) receive a one-step increase</p>

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<p>AFSCME - SX - Service Unit</p>	<p>Article 41</p>	<p>July, 2012, non-probationary career employees who are within range receive one step increase up to the max step of the range.</p> <p>July, 2012, if employee did not transition to step structure based on a year for year calculation of UC experience within a title (Section B.2) or through step increases, the employee receives an additional step increase up to the max step of the range.</p> <p>October 1, 2012, salary ranges increased by 3% effective first day of the employee's first bi-weekly or monthly pay period on or following 10/1/2012.</p> <p>The minimum of the salary range will be increased to \$14.42 (same schedule as above).</p>	<p>July 1, 2013 - step increase. Non-probationary career employees who are within range will receive one step increase up to the maximum step of the range.</p> <p>Additional transition to step structure - July 1, 2013, if an employee did not fully transition to step structure based on a year for year calculation of UC experience within a title or through the step increases, then the employee shall receive an additional step increase or up to the maximum step of the range.</p>		

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AFSCME - SX - Service Unit (continued)	Article 41	October 1, 2012. Lump Sum - Employees who are at, near or above the max of the range will have their base pay increased to the max of the range and will then receive a one-time, annualized lump sum, non-base building pro-rated by appointment percentage, retirement eligible lump sum on the remaining portion of the 3% increase that was not provided in the range adjustment.			

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AFSCME - EX - Patient Care	Article 42	July, 2012 - employees who are within range and who have achieved a new level of experience receive a step increase effective first day of individual's bi-weekly or monthly pay period nearest and following 7/1/2012.			
UPTE - RX/TX - Research	Article 6	October, 2012, salary ranges increased by 3%.	January, 2013, eligible employees in the RX unit receive a merit increase in accordance with Article 6.A.5.		
UPTE - HX	Article 6	N/A	-		
SETC - K4	Article 45	October 1, 2012, all members of unit receive across the board 2% increase.			
		On effective date of any increase greater than 2% for non-rep staff, for 2012-2013, said increase shall be passed across the board to all members of the bargaining unit.	On effective date of any increase greater than 2% for non-rep staff, for 2012-2013, said increase shall be passed across the board to all members of the bargaining unit.		

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<p data-bbox="296 191 453 215">FUPOA - Police</p>	<p data-bbox="716 191 823 215">Article 30</p>	<p data-bbox="888 180 1129 232">Salary Range realignment & step increases</p> <p data-bbox="888 347 1140 646">Officers are eligible for longevity step of 4% above the top step of officer pay range contingent upon: 10 years or more of continuous active UC sworn service and minimum of one year at top step with a current satisfactory performance evaluation.</p>			
<p data-bbox="312 703 436 727">NX - Nurses</p>	<p data-bbox="716 703 823 727">Article 40</p>	<p data-bbox="888 688 1115 802">Within-Range Step Increases 3% effective February 1, 2012</p>	<p data-bbox="1152 688 1379 802">Within-Range Step Increases 4% effective February 1, 2013</p>		