

ARTICLE 14 SALARY

A. GENERAL PROVISIONS

1. 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.

2. 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.

3. 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.

4. 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 reopeners, if any, on Salary, any increases must be expressly agreed to by the parties.

B. 2011 REGULAR MERIT INCREASES

1. No later than the first full pay period 60 days after written notice of ratification from the UC-AFT, the University shall implement the salary increases for 2011 as of July 1, 2011, in accordance with the regular merit program.

2. No later than the first full pay period 60 days after written notice of ratification from the UC-AFT, the University shall provide each of the recipients of a positive merit action in accordance with the preceding section with a lump sum equal to the difference between their current monthly salary and their new monthly salary resulting from the positive merit action.

C. 2011-2012 ONE-TIME MERIT BASED SALARY PROGRAM

1. No later than the first full pay period 90 days after written notice of ratification from the UC-AFT, the University shall:

- a. Create a new salary scale for the librarian series to be effective October 1, 2011 such that each step of the new scale exceeds the corresponding step on the old scale by 3%.
- b. Move eligible employees from the existing salary scale to the new salary scale, which shall result in a 3% base-building salary, increase to the eligible employees. Eligibility for movement to the new scale is set forth in the following section.

2. Eligibility

Eligibility for a Merit Based Salary increase under this section is governed by the following:

- a. The employee must have received a positive merit action during the last four academic review cycles (2007-8, 2008-9, 2009-10, 2010-11; and
- b. If the employee has been reviewed more than once during this time, the eligibility will be based on the most recent review action.
- c. For those employees who have not been reviewed for a merit, their appointment in the librarian series shall be considered a positive action to determine eligibility; or
- d. Librarians who are at a plateau step, (e.g., Associate VII, Librarian V, etc.) shall be eligible as long as their last review was a neutral action; or
- e. Librarians who requested an accelerated review during the review cycles described in 2.a., which resulted in a neutral action, shall be eligible.
- f. In any event, an employee who is currently subject to discipline as defined in Article 25 Correction Action shall not be eligible for a merit-based increase.

3. Lump sum payment – Merit Based Program

- a. The parties acknowledge that implementation of the merit-based salary program described in section C above may occur after November 1, 2011.
- b. If that is the case, eligible employees shall receive a lump sum payment reflecting the difference between the monthly salary they received on the existing scale and the monthly salary they are paid on the adjusted scale for the months between October 1, 2011 and the date on which the employee's pay reflects the higher pay rate.

- c. Such lump sum payment shall be made as soon as practicable following implementation of the new salary scale described in section C.1.a above, but no later than 90 days following the implementation of the new salary scale.

D. UCRP

The lump sum payments described in sections B and C above shall be treated as covered compensation for purposes of the UC Retirement Plan.

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.