

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:

2011-2012

- 1. Effective October 1, 2011, the University shall provide a 4% (four percent) base-building increase to all bargaining unit employees. Trade Lead Classifications shall receive a base building increase in accordance with Section C., below.

2012-2013

- 2. Effective October 1, 2012, the University shall provide a 3% (three percent) base-building increase to all bargaining unit employees, except Senior Craft Zone Leads. Trade Lead Classifications shall receive a base building increase in accordance with Section C., below.
- 3. Effective October 1, 2012, the University shall provide a 2% (two percent) base-building increase and a 1% (one percent) non-base-building lump sum to Senior Craft Zone Leads.

2013-2014

- 4. Effective November 1, 2013, the University shall provide a 2% (two percent) base-building increase to all bargaining unit employees, except Senior Craft Zone Leads. Trade Lead Classifications shall receive a base building increase in accordance with Section C., below.
 - 5. Effective November 1, 2013, the University shall provide a 1% (one percent) base-building increase and a 1% (one percent) non-base-building lump sum to Senior Craft Zone Leads.
- C. Trade Lead Classifications shall be paid at a rate 7.5% higher than the respective craft rate.
 - D. By mutual agreement, 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.