

## **ARTICLE 11**

### **Wages**

#### **11.1 Step Placement**

a. **Initial Hire**

Upon initial hire a Bargaining Unit Member will be placed on the lowest step of the wage grade of the appropriate classification. Advance step hire may be made at the discretion of the Associate Vice Chancellor or his/her designee based on training and experience. Advance step placement is limited to the step placement of the least paid Bargaining Unit Member in that classification in the seniority pool. The University may request further advance placement of a new hire, the Union's agreement or non-agreement on advance step placement shall not be arbitrary, capricious, or contrary to law.

b. **Promotion**

Upon promotion a Bargaining Unit Member will be placed at the Lowest Step of the new wage grade, or such other step of the new wage grade as will give the Bargaining Unit Member at least a two (2) step increase.

c. **Lateral Transfer**

A Bargaining Unit Member accepting a lateral transfer will retain their current step and range placement.

#### **11.2 Wage Grade Schedule**

- a. The wage schedules in Appendix A shall be implemented for all members of the bargaining unit who are not on frozen pay, beginning the effective date of this Agreement through December 31, 2010. Grid adjustments shall take effect the first full pay period after the specified date of the grid adjustment.
- b. From January 1, 2008 through June 30, 2008, Bargaining Unit members shall continue to receive a one step increase on their individual leave accrual date.
- c. Effective on December 1 of each year, all Bargaining Unit Members shall move two (2) steps within their assigned range.

#### **11.3 Geographic Salary Differentials**

Bargaining Unit Members are provided geographic differentials on the same basis as provided in University Regulation in effect on January 1, 2007.

#### 11.4 Leadperson Pay

- a. A Bargaining Unit Member who is required to direct the functions of three (3) or more employees for a specific period of time greater than three (3) consecutive working days shall receive an additional one (1) dollar per hour for all hours worked. At the end of the leadperson assignment the Bargaining Unit Member shall be returned to their original wage rate.
- b. The leadperson is responsible for directing, scheduling, and monitoring work assignments. The leadperson is neither responsible nor accountable for determining disciplinary action of Bargaining Unit Members.

#### 11.5 Temporary Upgrade

- a. A Bargaining Unit Member who is assigned in writing to perform the duties of a higher classification for a specific period of time greater than five (5) consecutive working days shall receive a one-step increase for all hours worked in the higher classification. At the end of the temporary upgrade the Bargaining Unit Member will be returned to their original step.
- b. Bargaining Unit Members assigned in writing to perform the duties of a supervisor for at least three (3) consecutive working days shall receive a 10% increase for the duration of the assignment.

#### 11.6 Transition Payment

All non-temporary Bargaining Unit Members employed on July 1, 2008 who remain employed through July 1, 2009 will receive an \$800 one time payment on the first full pay period after July 1, 2009.

#### 11.7 Transition to New Scale

- a. Effective the first full pay period after July 1, 2008, Bargaining Unit Members on the FY2008 custodians wage scale shall be moved to the MSW1 classification and be placed at the step closest to but not less than their current hourly rate.
- b. Effective the first full pay period after July 1, 2008 All Bargaining Unit Members shall move to the July 1, 2008 – November 30, 2008 scale at their current classification and step.
- c. Effective December 1, 2008, all Bargaining Unit Members shall move to the December 1, 2008 – June 30, 2009 scale at the current classification and step. All Bargaining Unit Members shall advance two (2) steps in their current classification. Bargaining Unit Members at Step 15 shall

receive one (1) step to Step 16. Steps 1 and 2 will be removed from the scale.

- d. Effective the first full pay period after July 1, 2009 All Bargaining Unit Members shall move to the July 1, 2009 – November 30, 2009 scale at their current classification and step
- e. Effective December 1, 2009, all Bargaining Unit Members shall move to the December 1, 2009 – June 30, 2010 scale at the current classification and step. All Bargaining Unit Members shall advance two (2) steps in their current classification. Bargaining Unit Members at Step 15 shall receive one (1) step to Step 16. Steps 3 and 4 will be removed from the scale.
- f. Effective the first full pay period after July 1, 2010 All Bargaining Unit Members shall move to the July 1, 2010 – November 30, 2010 scale at their current classification and step.
- g. Effective December 1, 2010, all Bargaining Unit Members shall move to the December 1, 2010 – December 31, 2010 scale at the current classification and step. All Bargaining Unit Members shall advance two (2) steps in their current classification. Bargaining Unit Members at Step 15 shall receive one (1) step to Step 16. Steps 5 and 6 will be removed from the scale.