

## **ARTICLE 21 COMPENSATION**

### **A. GENERAL PROVISIONS**

1. All Pre-Six NSF shall have an annualized salary rate within the established salary range as referenced in Table 15, except as provided in Section D below.
2. All Continuing Appointees shall have an annualized salary rate within the established salary range as referenced in Table 16, except as provided in Section D below.
3. NSF shall receive annual general range adjustments as provided in this article.
4. Merit increases shall be provided in accordance with the provisions of Article 22 — Merit Reviews.
5. Pre-six NSF shall be provided salary increases in accordance with the provisions of Article 7a, Section E.3. — Pre-Six Appointment and Reappointment.
6. In the event that the University proposes to restructure the salary scales/schedules for any title(s), in the unit, the University shall provide notice to the Union and upon request shall meet and confer prior to implementation.
7. The University may provide non-general range adjustments to other academic employees and such adjustments will not be provided to members of this unit.

### **B. 2015 RANGE ADJUSTMENT**

Effective the first full pay period following 60 days from the date of ratification, the University shall adjust all NSF salary ranges by three and 2/10ths percent (3.2%).

### **C. GENERAL RANGE ADJUSTMENTS FOR 2016, 2017, 2018 and 2019**

1. Effective July 1, 2016, the University shall adjust all NSF salary ranges by three (3.0%).
2. Effective July 1, 2017, the University shall adjust all NSF salary ranges by two and a half percent (2.5%).

3. Effective July 1, 2018, the University shall adjust all NSF salary ranges by two and a half percent (2.5%).
4. During Fiscal Year 2019-20, NSF shall 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, including Senate Faculty.

#### **D. SPECIAL PROVISIONS**

1. Above-scale annualized salaries may be paid to NSF at the sole discretion of the University.
2. Positions and/or titles paid on a "By Agreement" basis may continue to be paid on a "By Agreement" basis insofar as the amount paid to each "By Agreement" NSF is at or above the minimum of the salary range for her/his position.
3. NSF appointed to a Supervisor of Teacher Education title shall be paid in accordance with Tables 32 and 33.
4. Positions and/or titles that are or become eligible to participate in the University's health science compensation plans may participate in those plans in accordance with the policies and procedures in effect at the time.
5. For the duration of this Agreement, salary increases, if any, for the Demonstration Teachers at the Lab School shall be subject to separate, local negotiations.

#### **E. RATIFICATION 2016 LUMP SUM PAYMENT**

1. The University shall provide a one-time, non-base building, non-UCRP eligible payment of \$215.00 to each eligible NSF in accordance with the criteria below:
  - a. employed at ten percent (10%) or greater in the bargaining unit on April 1, 2016, and;
  - b. on payroll on the date of payout on June 1, 2016.
  - c. For semester campuses, although the service period ends in May, this lump sum payment shall be paid on the last paycheck of the term.
2. Dues or fees shall not be deducted from the Ratification Lump Sum Payment.

## **F. SPECIAL LUMP SUM PAYMENTS**

### **1. General Provisions**

- a. "Service Year" shall refer to the fiscal year in which the annual appointment percentage is used, as described in Section 2.b. below, to calculate the base earnings, which is the fiscal year that immediately precedes the payout year.
- b. "Payout Year" shall refer to the year in which the payout of the lump sum occurs, which is the fiscal year that is immediately subsequent to the service year.
- c. Dues or fees shall not be deducted from the Special Lump Sum Payments.

### **2. Eligibility**

- a. The NSF must have an average annual bargaining unit appointment percentage of at least 25% and less than 50% in the Service Year. Summer Session and non-bargaining unit appointments shall not count towards eligibility;
- b. The NSF must have accrued six (6) quarters, four (4) semesters or eight (8) fiscal quarters of service in the bargaining unit between January 1, 2000 and the end of the Service Year;
- c. The NSF must have an active bargaining unit appointment in one or more academic terms, or fiscal quarters for fiscal year appointees, during the Payout Year;
- d. The NSF may not be an active UCRP member nor accrue UCRP service credit at any point during the Service Year, and;
- e. If the NSF has appointments at multiple campuses, the NSF shall only be eligible for one lump sum payment through the home campus.

### **3. 2017 Lump Sum Payment**

For eligible NSF who have an active bargaining unit appointment during the 2016-2017 Payout Year, the University shall provide a lump sum payment on June 1, 2017 for semester campuses and July 1, 2017 for quarter campuses. The one-time, non-base building, non-UCRP eligible lump sum payment shall be equal to five percent (5%) of the NSF's base

earnings in the bargaining unit for Service Year: July 1, 2015 – June 30, 2016.

4. 2018 Lump Sum Payment

For eligible NSF who have an active bargaining unit appointment during the 2017-2018 Payout Year, the University shall provide a lump sum payment on June 1, 2018 for semester campuses and July 1, 2018 for quarter campuses. The one-time, non-base building, non-UCRP eligible lump sum payment shall be equal to five percent (5%) of the NSF's base earnings in the bargaining unit for Service Year: July 1, 2016 – June 30, 2017.

5. 2019 Lump Sum Payment

For eligible NSF who have an active bargaining unit appointment during the 2018-2019 Payout Year, the University shall provide a one-time, non-base building, non-UCRP eligible lump sum payment on June 1, 2019 for semester campuses and July 1, 2019 for quarter campuses. The lump sum payment shall be equal to five percent (5%) of the NSF's base earnings in the bargaining unit for Service Year: July 1, 2017 – June 30, 2018.

6. The terms of Section F, Special Lump Sum Payments, shall expire following the June 1, 2019 payout and shall not be renewed.

**G. GRIEVABILITY**

Decisions related to the amount and timing of general range adjustments, merit adjustments, and all aspects of the non-general range adjustment provided to other academic employees are not grievable. The implementation of the amount and timing of the general range adjustments, one-time adjustments and special salary adjustments is subject to grievance and arbitration.