

## **ARTICLE 13 SALARY**

### **A. GENERAL PROVISIONS**

Any and all increases provided to librarians for the duration of this Agreement shall be expressly provided for in this Article or the Side Letter between the UC-AFT and the University dated January 8, 2013, with the understanding that any increases that might otherwise be allocated to fund general range adjustments by the University will be utilized to fund the salary restructure plan set forth below.

### **B. 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 personnel.

### **C. GENERAL RANGE ADJUSTMENTS**

#### 1. Fiscal Year 2016-17:

- a. Effective the first day of the monthly pay cycle, no later than ninety (90) days following the UC-AFT's written notice of ratification, the University will adjust the existing Librarian salary ranges for exempt Librarians by one and one-half percent (1.5%).
- b. Effective the first day of the biweekly pay cycle, no later than ninety (90) days following the UC-AFT's written notice of ratification, the University will adjust the existing non-exempt Librarian salary ranges by one and one-half percent (1.5%).
- c. As a result of the increases to the salary ranges described in section 1.a, and 1b. above, all eligible Librarians will receive a one and one-half percent (1.5%) base-building increase.
- d. No later than 90 (ninety) calendar days following the UC-AFT's written notice of ratification, eligible Librarians shall receive a one-time 1.5% lump sum based on actual in-unit earnings for the pay period that begins July 1, 2016 and ends on the last day of the pay period preceding the implementation of the 2016-17 salary range adjustment.
  - 1) Legally required deductions or employee authorized deductions, including 403b or 457b contributions, and the applicable UCRP deduction, will be made against the lump sum payment issued pursuant to section C.1.d.; the lump sum payment shall therefore be UCRP-eligible compensation. Neither agency fees nor union dues will be deducted from this payment.
  - 2) In order to be eligible to receive a lump sum payment, a Librarian must be on the University payroll on the date of ratification and on the date of

the lump sum payout.

2. Fiscal Year 2017 – 2018:

In the event that the University provides a general range adjustment to non-represented academic personnel, the same general range adjustment will also be provided to members of this unit. The parties understand that in any given fiscal year there may be no general range adjustment pursuant to this Article. In fiscal years when no general range adjustment is provided to non-represented academic personnel, no general range adjustment will be provided to members of this unit.

**D.** The University and the UC-AFT have agreed to make changes to the existing Librarian Salary Structure that shall be implemented in phases over the duration of the contract:

1. Phase One – Recalibrate the Librarian salary scale by inserting uniform percentages between increments.
  - a. The percentage increment between steps shall be 5.5% at Assistant Librarian, Step 1 up to Librarian rank, Step 1.
  - b. The percentage increment between steps shall be 8% at Librarian rank, Step 1 through Step 7.
  - c. Effective November 1, 2013, librarians shall transition to the new scale, same rank, same step, as recalibrated per section a. and b. above.
  - d. All librarians will transition to the new salary scale and the actions will be processed within 120 days from date of written notice of ratification with an effective date of November 1, 2013.
  - e. The parties acknowledge that the 2% scale adjustment that the bargaining unit was otherwise entitled to receive in FY 2013-2014 per Article 13 A. has been applied to the salary scale recalibration.
2. Phase Two beginning July 2014 – Implement a salary-point-based scale, containing salary points within each rank corresponding to a defined table of rates with phase-in to begin July 1, 2014. Currently employed librarians will have transitioned to the new salary-point based scale by the review cycle ending June 30, 2016, with those increases effective July 1, 2016

- a. The salary-point-based scale would include scheduled reviews pursuant to Article 4.
- b. This move shall be to the new scale and to a salary point equal to or greater than the salary paid following the transition to the new scale in Phase One.
- c. Beginning with review actions effective July 1, 2014, increases to implement the move to the new salary point based scale will average approximately 3%.
- d. Advancement through the salary-point-based scale would proceed as follows:
  - 1) Advancement through the restructured scale will begin with review actions resulting in potential salary increases pursuant to the attached scale effective July 1, 2014.
  - 2) A positive review shall result in an increase of at least two (2) salary points on the applicable scale for Assistant and Associate Librarian ranks, and at least three (3) salary points on the applicable scale at the Librarian rank. The University is not precluded from granting merit increases of a greater number of points.
  - 3) A librarian who receives a no-action shall nonetheless move to the new scale and shall be placed on a salary point closest to, but not less than, their current salary. In exceptional circumstances, a librarian who receives a no-action may be awarded a one (1) point salary advancement at the Assistant and Associate Librarian ranks and a one (1) or a two (2) point advancement at the Librarian rank.
  - 4) The University is not precluded from advancing an Assistant or Associate Librarian by less than two (2) salary points or a Librarian less than three (3) salary points on the salary scale in cases where fewer points remain on the scale for the respective rank.
  - 5) In any event, an employee who is currently subject to discipline as defined in Article 23 Corrective Action shall not be eligible for a merit based increase.

- e. Once a librarian has achieved a salary in a rank that overlaps with the next rank, they may request a promotional review in accordance with the promotional review process in Articles 4 and 5 applicable local procedures at their campus. If the salary is less than one hundred twenty eight (128) dollars from overlap of the applicable salary point in the next rank, a librarian may request a promotional review. A positive review would result in promotion to the next rank.
  - f. An individual who is promoted will receive an increase of at least two (2) salary points above their previous salary amount at the Assistant Librarian rank; and at least three (3) points above their previous salary amount at the Associate Librarian rank.
  - g. Individuals with six years of service at the Assistant Librarian rank are eligible for a promotional review even if they have not achieved a salary that overlaps with the Associate Librarian rank as specified in Article 13 C.2.d.
  - h. Effective July 1, 2014, any newly appointed librarians will be placed on the salary-point-based scale at an appropriate salary point as determined by the University.
  - i. Effective July 1, 2014, the term “Distinguished Librarian” will no longer apply to any salary point on the librarian salary-point-based scale. As a result, movement beyond the step increment that correlates to the current Step 5 in the Librarian rank shall only require a normal positive review action.
3. Librarians may not initiate an off-cycle review during the life of this agreement.
4. Beginning October 1, 2014 and of each year of this contract (2013 – 2018) each campus will provide the union with a list of those librarians in this unit who were reviewed during the previous academic year. The list shall include the previous salary, current salary, rank, and number of salary points awarded.

## **E. SALARY RATES**

The applicable salaries are reflected on Academic Personnel Salaries website at:

<http://www.ucop.edu/academic-personnel-programs/compensation/index.html>. In the event this web page expires and is replaced by a new corresponding web page, the University will provide 30 days notice to union advising where such title code and salary information can be found online.

**F. GRIEVABILITY**

The salary scale restructure is not subject to grievance and arbitration.