

## **ARTICLE 21 SALARY**

### **A. GENERAL PROVISIONS**

Wage increases referenced throughout this agreement are effective on the date indicated or the first full pay period following the date provided, depending on the NSF's pay schedule. For example, a wage increase that is effective on July 1 would take effect on such date for NSFs paid on a monthly schedule; whereas, NSFs paid on a biweekly schedule shall have their increase effective at the beginning of the first full biweekly pay period following July 1.

### **B. MERIT INCREASES**

1. NSF are eligible to receive merit increases when they are provided to non-represented academic employees. Merit increases are provided in accordance with the provisions of Article 22, Merit Review Process.
2. For those NSF who are eligible for merit increases, such increases are based on academic attainment, experience, and performance, and are not automatic.
3. The University retains the sole discretion to decide to grant or not grant a merit increase.

### **C. 2013 RANGE ADJUSTMENT**

1. Effective 60 (sixty) days from the date of ratification, all salary ranges shall be adjusted by three-and-a-half percent (3.5%) resulting in each Unit 18 member receiving a three-and-a-half percent (3.5%) within range across-the-board.
2. No later than 120 (one-hundred twenty) days following the date of ratification, the University shall pay employees a one-time, three-and-a-half percent (3.5%) lump sum based on actual base-pay earnings for the period commencing July 1, 2013, excluding Summer Session appointments, and concluding on the last day of the pay period prior to the implementation of the salary range increase discussed in Section C.1. above.

### **D. 2014 GENERAL RANGE ADJUSTMENTS**

1. During calendar year 2014, NSF will receive general range adjustment(s) in an amount equal to and on the same date as any

general range adjustments provided for non-represented academic employees, including Senate Faculty.

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.

2. For Calendar Year 2014 Only: In the event that both: (i) a general range adjustment does not issue pursuant to Section D.1. above; and (ii) a systemwide salary program is implemented affecting non-represented academic employees, including Senate Faculty, but excludes NSF, the University agrees to meet and confer with respect to wages and employee rates of contribution for health and welfare benefits for calendar year 2015 in accordance with the specific provisions outlined in Article 40 – *Duration* addressing conditional reopener negotiations.

**E. IMPLEMENTATION OF A NEW SALARY SCALE FOR CONTINUING APPOINTEES GRANTED A MERIT INCREASE**

1. Effective July 1, 2014, the University shall implement a new salary scale for Continuing Appointees with a minimum and maximum amount.
  - a. The minimum of this scale shall be the minimum salary rate for Continuing Appointees in effect on June 30, 2014.
  - b. The maximum of this scale shall be the maximum of the scale in effect on June 30, 2014, increased by 12%.
  - c. The minimum and maximum of the scale will increase along with any across-the-board increases that take effect on or after July 1, 2014.
  - d. Beginning July 1, 2014, Continuing Appointees will be eligible to move onto the new scale following the conclusion of their regularly scheduled merit review if the NSF is deemed “excellent”, consistent with Article 22 – *Merit Review Process*. Eligible NSF will transition to the new salary scale by being placed at a salary rate that equates to at least a six percent (6%) salary increase.
  - e. Beginning July 1, 2014, NSF with an Initial Continuing Appointment will transition to the new scale by being placed at a salary rate that equates to at least a six percent (6%)

increase, or the minimum of the salary range for Continuing Appointees, whichever is greater, coincident with the pay period associated with a successful merit review.

- f. The University is not precluded from granting merit increases greater than six-percent (6%) to Continuing Appointees, with such increases being intervals of three-percent (3%) only, *e.g.*, 9%, 12%, *etc.*

## **F. SPECIAL PROVISIONS**

1. Above-scale annualized salaries may be paid to NSF at the sole discretion of the University.
2. Positions and/or titles, in the unit, 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. 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.
4. For the duration of the contract, salary increases, if any, for the Demonstration Teachers at the Lab School shall be subject to separate, local negotiations.
5. For the duration of the contract, Supervisors of Teacher Education who are paid on a Table 32 or Table 33 scale, or any NSF whose salary is paid on a "By Agreement" basis, shall not be eligible for transition to the wage scale provided in Section E. above.
6. In the event that the University proposes to restructure the salary scales/schedules for any title(s), in the unit, the University will provide notice to the Union and upon request will meet and confer prior to implementation.

## **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.