

UNIVERSITY PROPOSAL

3-5-13

ARTICLE 44

SALARY INCREASE FOR FY 13 and FY 14

Section 1. This Article addresses the increase in salary to be provided to the bargaining unit members for FY 13 (July 1, 2012 through June 30, 2013) and FY 14 (July 1, 2013 through June 30, 2014). The Union and the University agree that this is the only increase in salary that will be provided to bargaining unit members for FY 13 and FY 14. The parties remain free to negotiate over other aspects of compensation for FY 14, and over all aspects of compensation, including salary, for other fiscal years covered by this Agreement.

Section 2. FY 13 Salary Increase. Bargaining unit members hired on or before June 30, 2012 will receive a cost of living increase equal to 1.5% of salary effective January 1, 2013.

Section 3. FY 14 Salary Increase. Bargaining unit members hired on or before December 31, 2012 will receive a cost of living increase equal to 1.5% of salary effective July 1, 2013, and will be eligible for an additional merit or equity increase based on performance reviews completed within the last 12 months. The pool for merit/equity raises will equal 2% of the salary of eligible employees. Each department or unit head will recommend merit or equity increases, if any, for each bargaining unit member in the department or unit to the appropriate dean, who will make independent recommendations to the Provost or designee. The Provost or designee must approve all merit or equity increases.

Section 4. This Article will be implemented no later than July 1, 2014, regardless of whether the parties have reached agreement on the remainder of the Agreement currently under negotiation.