

*This is part of a package proposal. UAW reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.*

## **COMPENSATION CONCEPT PROPOSAL**

### **A. MAKING ACADEMIC RESEARCHER COMPENSATION COMPETITIVE WITH UC'S PEERS**

1. The parties agree that Academic Researcher compensation at UC shall be competitive with UC's peers.
2. Over the course of the contract the University will adjust Academic Researcher salary scales such that:
  - a. The average salary of each Academic Researcher title equals or exceeds that of the corresponding average at UC's peer institutions.
  - b. Differences in cost of living between the UC and its peers are taken into account.
  - c. Each year Academic Researcher salary scales shall be increased by at least a proportion of the difference between UC and its peers or the percentage increase that Senate Faculty receive, whichever is greater.
  - d. Average salaries and adjustments shall be calculated and updated annually.
  - e. The first adjustment to salary scales shall happen in the first pay period after ratification.
  - f. Subsequent adjustments shall happen annually.
  - g. ARs who are above scale shall receive a salary increase or be moved to the next step on the scale, whichever is higher.
  - h. Nothing shall preclude the University from providing compensation to Academic Researchers at rates above those in salary scales established by this agreement.