

*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.*

## **Article XX - COMPENSATION**

### **A. GENERAL PROVISIONS**

1. Nothing shall preclude the University from providing compensation to Academic Researchers at rates above those required in this Article.
2. Once an Academic Researcher is appointed at or above the appropriate step, all future appointments must be to at least that rate.
3. Academic Researcher Systemwide Salary Scales

The Academic Researcher Systemwide Salary Scales below are posted on the Academic Personnel Salaries website at:

<http://www.ucop.edu/academic-personnel-programs/compensation/index.html>:

- a. Salary Scale Tables 24-B and 24-B(N) apply to the Specialist series.
  - b. Salary Scale Tables 37-B, 37-B(N), 38-B, and 38-B(N) apply to the Project Scientist series.
  - c. Salary Scale Tables 13-B, 13-B(N), 14-B, and 14-B(N) apply to the Professional Researcher series.
  - d. Salary Scale Tables 30-B and 30-B(N) apply to the Coordinator of Public Programs series.
4. Campuses may maintain local Academic Researcher Salary Scales as long as the minimum rates on the Academic Researcher Systemwide Salary Scales are met.
  5. Provisions for Merit increases shall follow the provisions referenced in Articles \_ through\_ for the title series: Specialists, Project Scientists, Professional Researchers, and Coordinators of Public Programs|

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

The University shall increase salaries for Academic Researchers at UC to bring Academic Researcher compensation closer to that of Academic Researchers at UCs peers, over the life of the agreement as follows:

1. Effective July 1, 2019, the University shall increase Academic Researcher Salary Scales by 6 percent (6.0%).
  - a. The hourly Salary Scale for bi-weekly paid Academic Researchers shall be adjusted effective the first day of the first bi-weekly pay period commencing on or after July 1st.
  - a. ARs who are above scale shall receive an annual salary increase of at least this amount or to the next step on the scale whichever is higher.
  - b. The University will ensure payment of these wage increases within 60 days from the date of ratification
2. Effective July 1, 2020 the University shall increase Academic Researcher Salary Scales by at least 8 percent (8.0%) or the general range adjustment available for Ladder-Rank Faculty, whichever is greater.
  - a. The hourly Salary Scale for bi-weekly paid Academic Researchers shall be adjusted effective the first day of the first bi-weekly pay period commencing on or after July 1st.
  - b. ARs who are above scale shall receive an annual salary increase of at least this amount or to the next step on the scale whichever is higher.