

LBNL Compensation

1. For Fiscal Year 2014 (which begins October 1, 2013), individual increases for CX unit employees will be from a merit pool of 3% of the September 30, 2013 payroll base. These increases will be distributed in the following manner based on each employee's performance appraisal rating for the period from 7/1/12 to 6/30/13: Outstanding 4 %, Excellent 3.5 %, Very Good 3%, Good 2.5%, and Acceptable 2.5%. Should the distribution described in this section not expend the full 3% of the eligible employees' payroll base, any remaining portion of the allocation will be distributed equally among all eligible employees. In order to be eligible for the FY 2014 salary increase, an employee must be in the CX bargaining unit on September 30, 2013, eligible for an annual performance evaluation, and continue to be in the bargaining unit on the date payroll distribution is processed in HRIS.
2. For Fiscal Year 2015 (which begins October 1, 2014), individual increases for CX unit employees will be from a merit pool of 3% of the September 30, 2014 payroll base. These increases will be distributed in the following manner based on each employee's performance appraisal rating for the period from 7/1/13 to 6/30/14: Very Good 3%, Good 2.5%, and Acceptable 2.5%. The remaining allocation will be used to reward employees with Outstanding and Excellent performance appraisal ratings. The specific percentages for those employees will be determined once the performance appraisals have been issued but will be no less than 3%. Should the distribution described in this section not expend the full 3% of the eligible employees' payroll base, any remaining portion of the allocation will be distributed equally among all eligible employees. The distribution of the ratings and the merit increase percentages for employees with Outstanding and Excellent ratings will be provided to Teamsters Local 2010 in advance. The Laboratory will meet and discuss the methodology upon the union's request. In order to be eligible for the FY 2015 salary increase, an employee must be in the CX bargaining unit on September 30, 2014, eligible for an annual performance evaluation, and continue to be in the bargaining unit on the date payroll distribution is processed in HRIS.
3. For Fiscal Year 2016 (which begins October 1, 2015), individual increases for CX unit employees will be from a merit pool of 3% of the September 30, 2015 payroll base. These increases will be distributed in the following manner based on each employee's performance appraisal rating for the period from 7/1/14 to 6/30/15: Very Good 3%, Good 2.5%, and Acceptable 2.5%. The remaining allocation will be used to reward employees with Outstanding and Excellent performance appraisal ratings. The specific percentages for those employees will be determined once the performance appraisals have been issued but will be no less than 3%. Should the distribution described in this section not expend the full 3% of the eligible employees' payroll base, any remaining portion of the allocation will be distributed equally among all eligible employees. The distribution of the ratings and the merit increase percentages for employees with Outstanding and Excellent ratings will be provided to Teamsters Local 2010 in advance. The Laboratory will meet and discuss the methodology upon the union's request. In order to be eligible for the FY 2016 salary increase, an employee must be in the CX bargaining unit on September 30, 2015, eligible for an annual performance evaluation, and continue to be in the bargaining unit on the date payroll distribution is processed in HRIS.

4. Salary increases for FY14-16 will be base building until the employee reaches the maximum of the salary range. An employee whose increase would take his/her salary above the salary range will receive a base-building increase to the top of the salary range and the remainder of the increase will be in the form of a non-base-building lump sum payment. Employees who are "red-circled" will be eligible to receive increases in the form of a non-base-building lump sum payment.
5. If more than one salary action takes place on the same date, the order of salary actions will be as follows:
 - Salary range adjustment.
 - Merit adjustment.
 - Equity adjustment.
 - Promotion/Reclassification.
 - Bottom of the range adjustment for employees below the minimum of the salary range.
6. The following types of employees are not eligible for merit increases:
 - Limited employees.
 - Rehired retirees.
 - Probationary employees.
 - Employees with a performance appraisal rating of Marginal/Requires Improvement or Unsatisfactory.
7. The salary range for FY14 will be increased by 2%. The Laboratory shall provide Teamsters Local 2010 with advance notice of their decision regarding whether the FY15-16 ranges will be increased, and if so, the amount of the increase. Upon the request of Teamsters Local 2010, the Laboratory will schedule a meeting to discuss the union's concerns relative to the basis for such decisions.
8. Employee wage increases for promotions, reclassifications and individual equity adjustments shall be at the Laboratory's sole discretion, based upon business need.
9. All hourly rates will be rounded up to the nearest penny.
10. Salary increases for FY14 will be applied retroactively.
11. Pay increases for Fiscal Year 2014 will be implemented within 90 days of ratification, excluding the annual holiday shutdown period. However, should the government shutdown result in a shutdown of the Laboratory or the furlough of employees in Office of the Chief Financial Officer, Human Resources or Information Technology responsible for implementing these increases, the implementation may be delayed by the length of that shutdown and/or furlough.


TENTATIVE AGREEMENT
Clerical and Allied Services Unit (CX)
November 5, 2013
Page 3 of 3

AGREEMENT AS OF 11-15-13 :

For LBNL:



Leslie Cobb, Chief Negotiator



Matthew Mleczo



Tina Clarke

For Teamsters Local 2010:




Jason Rabinowitz, Chief Negotiator




Marko Brijo



Helen Jefferson



Barbara Watts



Anytra Henderson



Theresa Pollard