



## Wages & Raises Tentative Agreement ADMINISTRATIVE OFFICER 2 Step Placement, Step Increase & Lump Sum Bonus

*Congratulations to the AO2 Bargaining Team on Reaching a Tentative Agreement!*

Along with the support of our AO2 members and friends, our Administrative Officer 2 (AO2) Teamsters Bargaining Team held the line on improved salary ranges and step increases for AO2s across the State and have come to a Tentative Agreement with the University of California! After more than a year of negotiations and 21 bargaining sessions, **we are pleased to recommend a YES vote by members on the agreement which includes:**

### SUMMARY OF TENTATIVE AGREEMENT

- 3% Across the board pay increase received July 1, 2021
- New Union-negotiated pay ranges including pay steps for each location, effective January 1, 2022. Workers will be placed at the step closest to, but not less than, their current pay.
- All AO2s will receive an additional 1-step increase (approximately 2.25%), effective January 1, 2022.
- \$800 Lump sum payment within sixty (60) days of ratification.

**View the tentative wage and step structure on page 2!**

Electronic ballots to ratify this agreement will be sent via email using Election Buddy on **March 4, 2022**. You must be a member to vote on this tentative agreement. Be sure to add [invitations@mail.electionbuddy.com](mailto:invitations@mail.electionbuddy.com) to your contact list to ensure proper delivery of your ballot.



**[Become a member today to vote on these important raises. Union Representatives are standing by to help >](#)**

Our AO2 Bargaining Team will host an online Town Hall meeting at 12 pm and 6 pm on Thursday, March 3rd, to review the tentative agreement.

**Register to attend by clicking this link:** [https://teamster-org.zoom.us/webinar/register/WN\\_Xq8EebsoSSa7g9VhJ2WHmA](https://teamster-org.zoom.us/webinar/register/WN_Xq8EebsoSSa7g9VhJ2WHmA)

In Solidarity,

#### ***Our Local 2010 Bargaining Team,***

Melissa Munio, Chief Negotiator

Alex Vermie, Research Analyst

Jasmin Del Toro & Mike Erazo, UC ANR

Edwin Bish & Joseph Meyer, UC Berkeley & Office of the President

Rosanne Aguirre, Mike Erazo & Rocio Richards, UC Davis

Lina Lopez & Eve Kent, UC Irvine

Anna Montgomery & Rocio Richards, UC Santa Cruz

Krystal Cortez & Rocio Richards, UC Merced

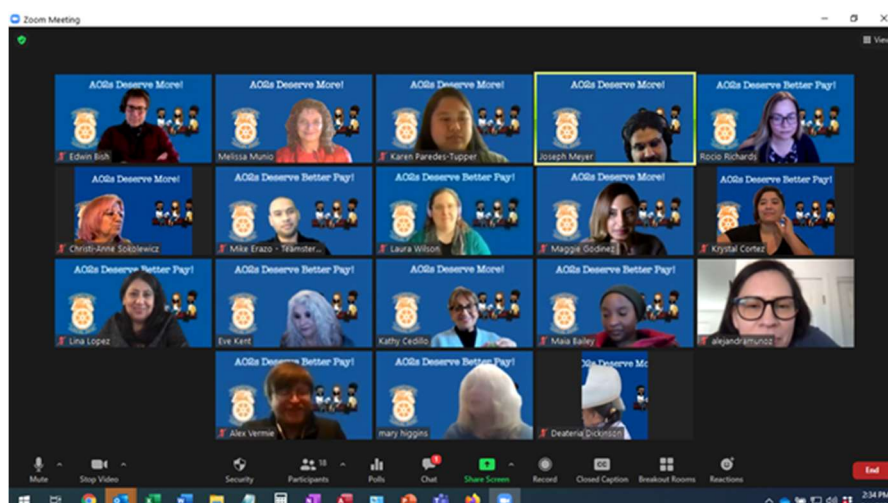
Maggie Godinez & Eve Kent, UC Riverside

Alejandra Munoz & Karen Paredes-Tupper, UC San Diego

Dea Dickinson & Laurence Young, UC Santa Barbara

Maia Bailey & Mary Higgins, UC San Francisco

Stephanie Aguilar, Kathy Cedillo & James Glaze, UCLA Union Representatives



Our AO2 Bargaining Team also blazed new trails in bargaining by negotiating with the UC and caucusing solely online!

**AO2 Tentatively Agreed Upon Wage and Step Structure  
Includes 3% ATB Effective 7/1/2021**

<u>UCR/UC Path</u>		<u>UCD</u>		<u>UCOP</u>		<u>UCSB</u>		<u>UCSF</u>		<u>UCM</u>	
STEP				Step		Step	HR	Step	Rate	Step	
1	\$27.45	1	\$25.24	Step 1	\$28.33	1	\$26.00	1	\$26.20	1	\$ 24.35
2	\$28.14	2	\$25.87	Step 2	\$29.04	2	\$26.65	2	\$26.93	2	\$ 24.84
3	\$28.84	3	\$26.52	Step 3	\$29.76	3	\$27.32	3	\$27.72	3	\$ 25.42
4	\$29.56	4	\$27.18	Step 4	\$30.51	4	\$28.00	4	\$28.55	4	\$ 26.01
5	\$30.30	5	\$27.86	Step 5	\$31.27	5	\$28.70	5	\$29.48	5	\$ 26.57
6	\$31.06	6	\$28.56	Step 6	\$32.05	6	\$29.42	6	\$30.54	6	\$ 27.22
7	\$31.84	7	\$29.27	Step 7	\$32.85	7	\$30.16	7	\$31.67	7	\$ 27.81
8	\$32.63	8	\$30.00	Step 8	\$33.67	8	\$30.91	8	\$32.84	8	\$ 28.46
9	\$33.45	9	\$30.75	Step 9	\$34.52	9	\$31.68	9	\$34.07	9	\$ 29.10
10	\$34.28	10	\$31.52	Step 10	\$35.38	10	\$32.47	10	\$35.36	10	\$ 29.77
11	\$35.14	11	\$32.31	Step 11	\$36.26	11	\$33.28	11	\$36.73	11	\$ 30.42
12	\$36.02	12	\$33.12	Step 12	\$37.17	12	\$34.11	12	\$37.50	12	\$ 31.08
13	\$36.92	13	\$33.94	Step 13	\$38.10	13	\$34.96	13	\$38.28	13	\$ 31.79
14	\$37.84	14	\$34.79	Step 14	\$39.05	14	\$35.83	14	\$39.09	14	\$ 32.50
15	\$38.79	15	\$35.66	Step 15	\$40.03	15	\$36.73	15	\$39.91	15	\$ 33.24
16	\$39.76	16	\$36.56	Step 16	\$41.03	16	\$37.65	16	\$40.75	16	\$ 34.00
17	\$40.75	17	\$37.47	Step 17	\$42.06	17	\$38.59	17	\$41.56	17	\$ 34.74
18	\$41.77	18	\$38.41	Step 18	\$43.11	18	\$39.55	18	\$42.39	18	\$ 35.52
19	\$42.82	19	\$39.37	Step 19	\$44.18	19	\$40.54	19	\$43.24		
20	\$43.89	20	\$40.35	Step 20	\$45.29	20	\$41.55	20	\$44.11		
		21	\$41.36			21	\$42.59	21	\$44.99		
		22	\$42.39					22	\$45.89		
								23	\$46.82		
								24	\$47.50		
								25	\$48.25		

**AO2 Tentatively Agreed Upon Wage and Step Structure  
Includes 3% ATB Effective 7/1/2021**

<u>UCSC</u>		<u>UCI</u>		<u>UCLA</u>		<u>UCSD/UCSDH</u>		<u>UCB</u>	
Step	Rate	STEP	Hourly	Step	Rate	Step	Rate	Step	Rate
1	\$28.34	1	\$27.45	1	\$27.00	1	\$27.46	1	\$27.20
2	\$28.97	2	\$28.08	2	\$27.61	2	\$28.01	2	\$27.82
3	\$29.62	3	\$28.72	3	\$28.23	3	\$28.57	3	\$28.45
4	\$30.29	4	\$29.37	4	\$28.86	4	\$29.14	4	\$29.09
5	\$30.97	5	\$30.04	5	\$29.51	5	\$29.72	5	\$29.76
6	\$31.67	6	\$30.72	6	\$30.18	6	\$30.32	6	\$30.43
7	\$32.38	7	\$31.42	7	\$30.86	7	\$30.92	7	\$31.12
8	\$33.11	8	\$32.14	8	\$31.55	8	\$31.54	8	\$31.83
9	\$33.86	9	\$32.87	9	\$32.26	9	\$32.17	9	\$32.55
10	\$34.62	10	\$33.62	10	\$32.99	10	\$32.81	10	\$33.29
11	\$35.40	11	\$34.39	11	\$33.73	11	\$33.47	11	\$34.04
12	\$36.19	12	\$35.17	12	\$34.49	12	\$34.14	12	\$34.82
13	\$37.01	13	\$35.97	13	\$35.26	13	\$34.82	13	\$35.61
14	\$37.84	14	\$36.79	14	\$36.06	14	\$35.52	14	\$36.42
15	\$38.69	15	\$37.63	15	\$36.87	15	\$36.23	15	\$37.24
16	\$39.56	16	\$38.49	16	\$37.70	16	\$36.95	16	\$38.09
17	\$40.45	17	\$39.37	17	\$38.55	17	\$37.69	17	\$38.95
18	\$41.36	18	\$40.27	18	\$39.41	18	\$38.45	18	\$39.84
19	\$42.29	19	\$41.19	19	\$40.30	19	\$39.22	19	\$40.74
		20	\$42.13	20	\$41.21	20	\$40.00	20	\$41.67
		21	\$43.09	21	\$42.13	21	\$40.80	21	\$42.61
		22	\$44.07	22	\$43.08	22	\$41.62	22	\$43.58
						23	\$42.45	23	\$44.57
								24	\$45.58
								25	\$46.61
								26	\$47.67