

ARTICLE 45 – WAGES

~~A. 1. INCREASE FOLLOWING RATIFICATION: Upon written notification from Teamsters Local 2010 that the collective bargaining agreement has been ratified, all classifications will receive an across-the-board increase in the amount of 12.5%. The effective date of the across-the-board increase is the date of ratification. The increase shall be implemented within sixty (60) calendar days from the date of ratification.~~

~~2. SIGNING BONUS: Upon written notification from Teamsters Local 2010 that the collective bargaining agreement has been ratified, eligible employees will receive a lump-sum non-base building payment as follows:~~

~~a. Hired on or before October 16, 2012 – \$2,000~~

~~b. Non-probationary career employees hired after October 16, 2012 – \$1,000~~

Teamsters Local 2010 employees hired before January 1, 2022 shall receive hero bonus pay of \$7,000. The lump-sum payment shall be made within sixty (60) calendar days from the date of ratification.

3. FISCAL YEAR 2017–2018: 2022 – 2023 Effective July 1, 2017, **2022** all classifications will receive an across-the-board increase in the amount of ~~3.0%~~ **9.5%**.

4. FISCAL YEAR 2018–2019: 2023 – 2024 Effective July 1, 2018, **2023** all classifications will receive an across-the-board increase in the amount of ~~3.0%~~ **7%**.

6 FISCAL YEAR 2019–2020: 2024 – 2025 Effective July 1, 2019, **2024** all classifications will receive an across-the-board increase in the amount of ~~3.0%~~ **6.5%**.

5. FISCAL YEAR 2020–2021: 2025 – 2026 Effective July 1, 2020, **2025** all classifications will receive an across-the-board increase in the amount of ~~3.0%~~ **6%**.

6. FISCAL YEAR 2021–2022: 2026 - 2027 Effective July 1, 2021, **2026** all classifications will receive an across-the-board increase in the amount of ~~3.0%~~ **5.5%**.

7. In order to be eligible for the increases set forth in A(1) through (7) above, the bargaining unit employee must be employed at UCLA on the effective date and the date of payout as described in Paragraph 9, below.

8. The effective date of the wage increase for bi-weekly paid employees shall be the beginning of the pay period closest to the effective pay date for monthly-paid employees. The schedule for bi-weekly pay can be accessed at

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www.finance.ucla.edu/payroll/charts-calendars. (?)

- B. Each lead employee shall receive seven and one-half percent (7.5%) more than the basic rate for his/her respective class.
- C. Apprentice pay rates are determined pursuant to the pay schedule in Article 9 – Apprentices, Section C.
- D. The University retains the right to determine the basis for special awards, including but not limited to payments for meritorious performance, recognition, incentive and bonus payments and to exercise sole discretion as to the granting, timing, amount, distribution and frequency of such awards and payments. The University retains the right to provide or discontinue the provision of award programs and payments. The University retains the right to provide or discontinue the provision of award programs or other payments to employees in this bargaining unit during the term of this agreement or during the period of time following the expiration of the agreement. Employees in the bargaining unit shall be eligible for the Staff Appreciation & Recognition (“STAR”) Plan in accordance with UCLA’s implementing guidelines. **The University will post or email the names of employees who received awards in their Shops and Departments and will send a copy of the names of employees who received awards and award distributions to the Teamsters Union Representation within seven calendar days of award notice.**
- E. Other Increases – The University may increase, during the term of this Agreement, salary rates for selected classifications. The University may also increase, for selected classifications during the term of this Agreement, shift differentials, on-call rates, and/or extend the coverage of such rates. At least thirty (30) days prior to implementing the increase referenced in this section, the University shall inform Teamsters Local 2010 in writing of any such increases. Upon written request from Teamsters Local 2010, the parties will meet and confer over the proposed increase.