

March 29, 2023

Library Professionals 3 & 4

University of California Proposal No. 12

1. PTO (TA 11/9/2022 TA)

Any Library Professional who is afforded PTO at their locations will be converted to Sick Leave and Vacation as provided in CX Articles 36 and 44 in accordance with the conversion policy at their location PTO balances in excess of the maximum limits in the CX agreement shall be cashed out to eighty percent of the allowable accrual level of the CX agreement

2. Incentive Plans (TA 9/21/2022)

- a. Library Professionals 3's & 4's shall be subject to the same terms and conditions of incentive programs as their union brethren.
- b. Any Library Professional 3 or 4 who is accreted into the CX unit and is currently participating in a program that is not provided to other CX members, shall be allowed to complete their participation in the program during the 2022-2023 fiscal year. This is one-time, non-precedent setting agreement. From fiscal year 2023-2024 forward, the Library Professionals will be afforded access to those award programs which are offered to CX unit members.

3. Wage Proposal

- a. Salary step proposal No. 12 presented on March , 29,2023.
- b. Increases shall be implemented in accordance with Article 45- Wages.
- c. Unit members will be placed on the negotiated range on the step closest to, but not less than, their current rate of pay.
- d. UC agrees to tentative agreement on the salary steps and amounts for UCLA LP3& 4 (12.9.22), UCSB LP 3&4 (12.9.22), UCR LP3&4 (1.6.23), UCI LP3&4 (1.6.23); UCSD LP3&4(1.6.2023) UCSF LP 3&4 (2.17.2023); UCD LP3&4 2.17.2023; UCSF LP3&4 (2.17.2023); UCM LP4 (1.6.2023); UCB LP4 (3.8.2023) UCOP – agreement to reconvene if the titles are populated at UCOP. (2.17.2023) These TAs for all of the locations are subject to an implementation date of July 1, 2022. A copy of the salary steps has been provided to CX.
- e. University maintains their proposal of a start date of July 1, 2022, for the implementation of steps. Within ninety (90) days following notice of ratification from the Union, the University shall place Library Professionals 3 & 4 in the negotiated range on the step closest to, but not less than, their current rate of pay with an effective date the first full pay period in July 2022.
- c. ~~Increases shall be implemented in accordance with Article 45- Wages. Within ninety sixty (960) days following notice of ratification from the Union, the University shall provide a retroactive wage payment of \$450 for each employee (to be prorated for less than full-time employees) in lieu of shall place Library Professional 3s and 4s in the negotiated range placement on the step closest to, but not less than, their current rate of pay in recognition of the month they were accreted into the bargaining unit. which was with an effective date~~

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Library Professionals 3 & 4


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of March 22, 2022 March 1, 2022 for monthly employees and March 20, 2022 for biweekly employees.

5. **Withdrawal of ULPs, RFIs and Grievances.**

a. Teamsters Local 2010, agrees to withdraw within thirty days of ratification of the accretion agreement for the Library Professional 3 & 4 titles, any ULPs, RFIs or grievances which are related in any manner to the accretion of the title. This does not include the grievance filed at UCB identified as grievance CRV-CX-07-2022


Kevin Young
University of California


Melissa Munio
Teamsters

6267 LIBRARY PROFESSIONAL 3

INCLUDES NEGOTIATED COLA/WAGE INCREASE FOR FY 22-23 - STEP PLACEMENT SHALL BE RETROACTIVE TO 3/22/22

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	Range #DIV/0!	
UCB																											
UCD																											
[TA 2.17.23]	\$ 30.46	\$ 31.07	\$ 31.69	\$ 32.32	\$ 32.97	\$ 33.63	\$ 34.30	\$ 34.99	\$ 35.69	\$ 36.40	\$ 37.13	\$ 37.87	\$ 38.63	\$ 39.40	\$ 40.19											-100%	
UCI	\$ 29.07	\$ 29.65	\$ 30.24	\$ 30.85	\$ 31.47	\$ 32.10	\$ 32.74	\$ 33.39	\$ 34.06	\$ 34.74	\$ 35.44	\$ 36.14	\$ 36.87	\$ 37.61	\$ 38.36	\$ 39.12	\$ 39.91	\$ 40.71	\$ 41.52	\$ 42.35							46%
UCIA	\$ 32.18	\$ 32.83	\$ 33.48	\$ 34.15	\$ 34.84	\$ 35.53	\$ 36.24	\$ 36.97	\$ 37.71	\$ 38.46	\$ 39.23	\$ 40.02	\$ 40.82	\$ 41.63	\$ 42.47	\$ 43.32	\$ 44.18	\$ 45.07	\$ 45.97	\$ 46.89							46%
[TA 12.9.22]																											
UCOP																											
UCR/PATH	\$ 30.15	\$ 30.75	\$ 31.37	\$ 32.00	\$ 32.64	\$ 33.29	\$ 33.95	\$ 34.63	\$ 35.33	\$ 36.03	\$ 36.75	\$ 37.49	\$ 38.24	\$ 39.00	\$ 39.78	\$ 40.58	\$ 41.39	\$ 42.22	\$ 43.06	\$ 43.92							46%
[TA 1.6.23]	\$ 28.06	\$ 28.62	\$ 29.20	\$ 29.78	\$ 30.38	\$ 30.98	\$ 31.60	\$ 32.24	\$ 32.88	\$ 33.54	\$ 34.21	\$ 34.89	\$ 35.59	\$ 36.30	\$ 37.03	\$ 37.77	\$ 38.53	\$ 39.30	\$ 40.08	\$ 40.88	\$ 41.70	\$ 42.53	\$ 43.39	\$ 44.25	\$ 45.14	61%	
[TA 12.9.22]	\$ 29.47	\$ 30.12	\$ 30.78	\$ 31.46	\$ 32.15	\$ 32.86	\$ 33.58	\$ 34.32	\$ 35.07	\$ 35.85	\$ 36.63	\$ 37.44	\$ 38.26	\$ 39.11	\$ 39.97	\$ 40.85											-100%
UCSD	\$ 27.05	\$ 27.59	\$ 28.14	\$ 28.71	\$ 29.28	\$ 29.87	\$ 30.46	\$ 31.07	\$ 31.69	\$ 32.33	\$ 32.97	\$ 33.63	\$ 34.31	\$ 34.99	\$ 35.69	\$ 36.41	\$ 37.13	\$ 37.88	\$ 38.63	\$ 39.41							46%
[TA 1.6.23]	\$ 36.41	\$ 37.15	\$ 37.91	\$ 38.68	\$ 39.47	\$ 40.28	\$ 41.10	\$ 41.94	\$ 42.78	\$ 43.63	\$ 44.51	\$ 45.40	\$ 46.30	\$ 47.23	\$ 48.17	\$ 49.14	\$ 50.12										
UCSF																											
[TA 2.17.23]																										38%	

CX BARGAINING - ARTICLE 45 WAGES
 LIBRARY PROFESSIONAL 3 & 4 BARGAINING
 UNION PROPOSAL #13 - TENTATIVE AGREEMENT
 3/29/2023

6268 LIBRARY PROFESSIONAL 4

INCLUDES NEGOTIATED COLA/WAGE INCREASE FOR FY 22-23 - STEP PLACEMENT SHALL BE RETROACTIVE TO 3/22/22

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15	16	17	18	19	20	21	22	23	24	25	Range
UCB	\$ 32.21	\$ 32.85	\$ 33.51	\$ 34.18	\$ 34.86	\$ 35.56	\$ 36.27	\$ 37.00	\$ 37.74	\$ 38.49	\$ 39.26	\$ 40.05	\$ 40.85	\$ 41.66	\$ 42.50	\$ 43.35	\$ 44.21	\$ 45.10	\$ 46.00	\$ 46.92	\$ 47.86	\$ 48.82	\$ 49.79	\$ 50.79	\$ 51.80	55%
UCD	\$ 33.51	\$ 34.18	\$ 34.86	\$ 35.56	\$ 36.27	\$ 36.99	\$ 37.73	\$ 38.49	\$ 39.26	\$ 40.04	\$ 40.84	\$ 41.66	\$ 42.49	\$ 43.34	\$ 44.21											32%
UCI	\$ 31.35	\$ 31.98	\$ 32.62	\$ 33.27	\$ 33.94	\$ 34.62	\$ 35.31	\$ 36.02	\$ 36.74	\$ 37.47	\$ 38.22	\$ 38.98	\$ 39.76	\$ 40.56	\$ 41.37	\$ 42.20	\$ 43.04	\$ 43.90	\$ 44.78	\$ 45.68						46%
UCIA	\$ 36.21	\$ 36.93	\$ 37.67	\$ 38.42	\$ 39.19	\$ 39.98	\$ 40.77	\$ 41.59	\$ 42.42	\$ 43.27	\$ 44.14	\$ 45.02	\$ 45.92	\$ 46.84	\$ 47.77	\$ 48.73	\$ 49.70	\$ 50.70	\$ 51.71	\$ 52.75						46%
[TA 12.9.22]	\$ 29.74	\$ 30.33	\$ 30.94	\$ 31.56	\$ 32.19	\$ 32.84	\$ 33.49	\$ 34.16	\$ 34.85	\$ 35.54	\$ 36.25	\$ 36.98	\$ 37.72	\$ 38.47	\$ 39.24	\$ 40.03	\$ 40.83	\$ 41.64								40%
UCM																										
[TA 1.6.23]																										
UCOP																										
UCR/PATH	\$ 32.85	\$ 33.50	\$ 34.17	\$ 34.86	\$ 35.55	\$ 36.26	\$ 36.99	\$ 37.73	\$ 38.48	\$ 39.25	\$ 40.04	\$ 40.84	\$ 41.66	\$ 42.49	\$ 43.34	\$ 44.21	\$ 45.10	\$ 46.00	\$ 46.92							43%
[TA 1.6.23]	\$ 30.86	\$ 31.48	\$ 32.11	\$ 32.75	\$ 33.40	\$ 34.07	\$ 34.75	\$ 35.45	\$ 36.16	\$ 36.88	\$ 37.62	\$ 38.37	\$ 39.14	\$ 39.92	\$ 40.72	\$ 41.53	\$ 42.36	\$ 43.21	\$ 44.07	\$ 44.95	\$ 45.85	\$ 46.77	\$ 47.71	\$ 48.66	\$ 49.63	61%
[TA 12.9.22]	\$ 33.90	\$ 34.58	\$ 35.27	\$ 35.97	\$ 36.69	\$ 37.43	\$ 38.18	\$ 38.94	\$ 39.72	\$ 40.51	\$ 41.32	\$ 42.15	\$ 42.99	\$ 43.85	\$ 44.73	\$ 45.62										35%
UCSD	\$ 31.85	\$ 32.49	\$ 33.14	\$ 33.80	\$ 34.48	\$ 35.16	\$ 35.87	\$ 36.59	\$ 37.32	\$ 38.06	\$ 38.82	\$ 39.60	\$ 40.39	\$ 41.20	\$ 42.03	\$ 42.87	\$ 43.72	\$ 44.60	\$ 45.49	\$ 46.40						46%
UCSF																										
[TA 2.17.23]	\$ 40.05	\$ 40.87	\$ 41.70	\$ 42.55	\$ 43.42	\$ 44.31	\$ 45.21	\$ 46.13	\$ 47.05	\$ 48.00	\$ 48.96	\$ 49.93	\$ 50.93	\$ 51.95	\$ 52.99	\$ 54.05	\$ 55.13									38%

CX BARGAINING - ARTICLE 45 WAGES
 LIBRARY PROFESSIONAL 3 & 4 BARGAINING
 UNION PROPOSAL #13 - TENTATIVE AGREEMENT
 3/29/2023

Handwritten signatures and dates:
 [Signature] 3/25/2023
 [Signature] 3/29/23