



**Tentative Agreement Summary UC Merced Skilled Trades KM Bargaining Unit**

**Updated 5/22/23**

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<b>ARTICLES</b>	<b>SUMMARY</b>
<b>Wages and Awards</b>	<ul style="list-style-type: none"> <li>• \$3,000 lump sum payment upon ratification</li> <li>• Guarantees 26.8 % compounded wage increase by July 2027 for all employees.</li> </ul> <p><b>July 1, 2023</b>    6% ATB  <b>July 1, 2024</b>    5% ATB  <b>July 1, 2025</b>    5% ATB  <b>July 1, 2026</b>    4% ATB  <b>July 1, 2027</b>    4% ATB</p> <ul style="list-style-type: none"> <li>• Equity increases for all employees.</li> <li>• Trade Lead classifications shall be paid at a rate 7.5% higher than the highest paid current employee in that department.</li> </ul>
<b>Shift Differential</b>	Shift pay differentials improved to \$2.25/hr.
<b>Recognition</b>	Fire and Alarm Safety New Title Code Adapted system wide Title Codes while eliminating Trade Worker 1 classifications.
<b>Duration</b>	5-Year Contract Term Expires June 30, 2028
<b>Definitions</b>	<p>Change in Seniority language:</p> <p>Hours of Work article: Seniority is determined by date of appointment within the Job Family in an organizational unit, excluding employment prior to a break in service.</p> <p>Overtime article: Seniority is determined by the date of appointment of the employee to the Job Family in an organizational unit.</p>
<b>Overtime</b>	Codifies that overtime shall be paid at the rate of 1 ½ times the regular rate of pay for hours worked in excess of 8 hours in one day or 40 hours in one week. For those with an alternate work schedule, for example, 4/10 shall be paid overtime after 10 hours in one day or 40 hours in one week.



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	<p>Overtime meal allowance of \$15.00 when an employee is required to extend their regular shift more than three hours.</p>
<b>Holidays</b>	<p>Added Juneteenth. Agreement to add any new observed Holiday by the University during the life of this contract.</p> <p>When an employee's work schedule requires them to work on an observed holiday, other than those holidays designated as premium by the University, the employee shall be paid at the normal rate of pay. When an employee works on a University designated premium holiday, which are Christmas Eve and Day, (December 24, 25), New Year's Day (January 1) and Independence Day (July 4), the employee shall be paid at one and one-half (1 ½) times the regular hourly rate of pay, including any shift differential for all hours actually worked regardless of whether the holiday is a premium or regularly observed. Employee(s) shall also receive eight (8) hours holiday pay at their base rate plus any shift differential.</p>
<b>Leaves Of Absence</b>	<p>Codifies protected leave provisions for Family and Medical Leave (FML), Pregnancy Disability Leave (PDL), and California Family Rights Act (CFRA).</p>
<b>Arbitration Procedure</b>	<p>Updated Arbitrator List</p>
<b>Parking</b>	<p>Ensures a \$10 dollar cap per month on the University's ability to increase rates should the University increase rates for other employees at a higher rate.</p>
<b>University Benefits</b>	<p>Maintains guaranteed defined benefit pension plan for all current and future employees. UC will not increase the rate of employee contributions to UCRP during the term of the agreement.</p> <p>Maintains current medical plan options and benefit levels. Beginning in calendar year 2023, increases in employee contribution rates for University health and welfare plans that exceed \$25 per month (up to an aggregate of \$300 per year) over the prior year for</p>



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	<p>each year of the agreement for each coverage category will be paid by the University.</p> <p>Maintains and summarizes all health and welfare programs, including other insurance, vision, dental, behavioral health and substance abuse benefits, supplemental health plans, pet insurance, adoption assistance, and family care resources.</p>
<b>Pay For Family Care and Bonding</b>	<p>Maintains Pay for Family Care and Bonding, which is a 100% income replacement option for up to eight workweeks per calendar year for employees taking FML for parental bonding or to care for a family member.</p>
<b>Health and Safety</b>	<p>An allowance of \$475.00 will be given to each employee each year for Safety Shoes and Safety Glasses.</p> <p>.</p>