

EQUITY INCREASE AT UCLA SKILLED TRADES

Equity increases are used to fix salary problems that can't be corrected by other means. Reasons for equity adjustments include external market pressure, internal salary inequities and compression, and staff retention. To show that an inequity exists to the University, it is important to compare your salary in relation to the market.

STEP 1: DO YOUR RESEARCH

Justification must accompany requests for equity increases, including specific outside salary offers in cases of retention, or a specific analysis of salary relationships in cases of correcting salary inequities. Collect Salary information for others doing the work you do. UC will give more weight to those doing the work in the same geographical area.

STEP 2: ANALYZE THE DATA AND PREPARE YOUR CASE

1. Arrange the data you have to see what you are getting paid in relation to others in the same trade.
2. Clearly state the reasons why you believe you deserve an equity increase.
3. Present the data or studies you compiled yourself.
4. Briefly describe the work your classification does and the value to the University. Describe any circumstances that have changed and how these have affected your scope of work. For example, describe the current number of employees and compare it to an earlier number that are less. Describe new technologies, new responsibilities.
5. Does your class have recruitment and retention problems? If so, then what's the turnover ratio/%/statistic? How many vacancies? How long? Do you know of coworkers that left for higher paying jobs?

STEP 3: MAKE YOUR PRESENTATION

1. Management will decide which classifications, if any, will receive an equity increase. The first of two Equity Review Committee meetings is scheduled for December 10, 2026 9AM to 5PM. Your Bargaining Team will be there to support you but does not decide who gets an equity increase.
2. Be Concise and present most compelling arguments first. Presentations are limited to 15 minutes for each classification.