

## 2006/07 FISCAL YEAR UCSB STAFF CBU WAGE AGREEMENTS

*Below is a summary of CBU wage agreements effective 7/1/06 - 6/30/07.  
Consult the contract for complete details.*

*Updated 10/1/07 - Lower Wage Worker packages*

Unit	Wage Action	Effective Date	Eligible Group	Article
<b>CX - CLERICAL UNIT (Coalition Of University Employees, CUE)</b> <i>contract in place effective February 15, 2006 - September 30, 2008</i>				
CX	<b>Shift Differential:</b> \$0.10 Increase	7/1/2006	All classifications in the Clerical Unit (CX) with shift rates	Side Letter
CX	<b>Range Adjustment:</b> Equity Half-step range increase to Library Assistants	10/1/2006	Library Assistants in the Clerical Unit (CX) who are in the unit, or approved leave	45.E.2.a.
CX	<b>Range Adjustment:</b> Step-based: 3.25%	10/1/2006	All classifications in the Clerical Unit (CX) who are in the unit, or approved leave	45.E.1.
CX	<b>NEW - Lower Wage Worker Increase:</b> Increase pay and ranges to \$11.70	1/1/2007	All classifications in the Clerical Unit (CX) who are in the unit, or approved leave	Side Letter
CX	<b>NEW - Lower Wage Worker Increases:</b> 1.5% salary increase	4/1/2007	Title code that has a weighted average base salary of less than \$30,000 a year	Side Letter
CX	<b>NEW - Low Wage Increases:</b> 1% salary increase	4/1/2007	Title code that has a weighted average base salary of \$30,000 or more, but less than \$32,000 a year	Side Letter
CX	<b>NEW - Low Wage Increases:</b> 0.75% salary increase	4/1/2007	Title code that has a weighted average base salary of \$32,000 or more, but less than \$40,000 a year	Side Letter
<b>EX - PATIENT CARE TECHNICAL UNIT (American Federation of State, County and Municipal Employees, AFSCME)</b> <i>contract in place effective July 2, 2004 - September 30, 2007</i>				
EX	<b>Wage Increase</b> 4% Across the Board (ATB) Increase	9/1/2006	All Classifications in the Patient Care Technical (EX) who are in the unit or approved leave	46.A.2
EX	<b>NEW - Lower Wage Worker Increases -</b> 2% salary increase	4/1/2007	Employees earning less than \$30,000	Side Letter
EX	<b>NEW - Lower Wage Worker Increases -</b> 1% salary increase	4/1/2007	Employees earning \$30,000 - \$34,999	Side Letter
EX	<b>NEW - Lower Wage Worker Increases -</b> 0.5% salary increase	4/1/2007	Employees earning \$35,000 - \$39,999	Side Letter
<b>HX - HEALTHCARE PROFESSIONALS UNIT (University Professional and Technical Employees Union, UPTe)</b> <i>contract in place effective May 30, 2007 - June 30, 2011</i>				
HX	<b>Lump Sum Signing Bonus:</b> \$1,000 upon contract ratification	4/1/2007	All bargaining unit employees	Side Letter
HX	<b>Zone Adjustments:</b> Zone adjustments vary by title	4/1/2007	All bargaining unit employees	5.A.3 Appendix A
HX	<b>Individual Increases:</b> Within-range general increases and/or market increases. Increases vary by incumbent and title	4/1/2007	HX employees who are non-probationary, career status, on pay status or on approved leave in the bargaining unit on the effective date of the increase and on the date of the payout and have earned a rating of satisfactory or better	5.A.4; Appendix A
HX	<b>Zone Movement:</b> salaries adjusted to the proper zone.	4/1/2007	All bargaining unit employees	5.A.5

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<b>K8 (International Union of Operating Engineers, Local 501)</b> <i>contract in place effective December 1, 2005 - September 30, 2008</i>				
K8	<b>Individual Increase:</b> 3.5% base building increase for each bargaining unit employee	10/1/2006	All bargaining unit employees. 3% is contingent upon state funding.	46.b.2
<b>NX - (CALIFORNIA NURSES ASSOCIATION, CNA)</b> <i>contract in place effective December 21, 2005 - June 30, 2007</i>				
NX	<b>Step Progressions:</b> Increase in step for eligible employees according to years of service (as agreed to in CBU)	7/1/2006	All Classifications in the bargaining unit who are in the unit or on approved leave	40.a.2.c
<b>PA - POLICE UNIT (Federated University Police Officers Association, FUPOA)</b> <i>contract in place effective January 25, 2005 - September 30, 2008</i>				
PA	<b>Range Adjustment:</b> 2% Across the Board with increase to individuals	10/1/2006	All Classifications in the Police Officers Unit (PA) who are in the unit or approved leave	30.B
PA	<b>Step Progression:</b> Minimum of 1 step for non-probationary employees. Employees hired after or still on probation as of 10-1-06 will get minimum 1 step merit on their anniversary date.	10/1/2006	All Classifications in the Police Officers Unit (PA) who are in the unit or approved leave	30.B
<b>RX - RESEARCH UNIT (University Professional and Technical Employees Union, UPTe)</b> <i>contract in place effective December 22, 2005 - June 30, 2008</i>				
RX	<b>Shift Differential:</b> \$0.20 Increase	7/1/2006	All titles in the Research Support Unit (RX) with Shift Rates	6.E
RX	<b>Range Adjustment:</b> Step-based: 2.8% within range increase	10/1/2006	All classifications in the Research Support Unit (RX)	6.C.1., C.2.
RX	<b>Employees currently paid more than 2.8% above the max of their range:</b> Equivalent to ½ of the 2.8% in <i>lump sum</i> & the ½ of the remaining range is <i>base building</i>	10/1/2006	All classifications in the Research Support Unit (RX) who are in the unit or on approved leave	6.C.1., C.2.
RX	<b>Employees currently within 2.8% of their range max:</b> Up to the new range max, then ½ of the remaining range in a <i>lump sum</i> and the other ½ of the remaining range is <i>base building</i> increase.	10/1/2006	All classifications in the Research Support Unit (RX) who are in the unit or on approved leave	6.C.1., C.2.
RX	<b>Step Progression:</b> Minimum one step increase for those on steps with a 2% step-width	1/1/2007	All classifications in the Research Support Unit (RX) who are performing satisfactory or above and who are in the unit or approved leave	C6.a.1.
RX	<b>NEW - Lower Wage Worker Increases:</b> 1.95% salary increase	4/1/2007	Titles with a weighted average base salary of \$34,500 or less	Side Letter
RX	<b>NEW - Lower Wage Worker Increases:</b> 0.95% salary	4/1/2007	Titles with a weighted average base salary of \$34,501 - \$35,500	Side Letter
RX	<b>NEW - Lower Wage Worker Increases:</b> 0.5% salary increase	4/1/2007	Titles with a weighted average base salary of \$35,001 - \$39,999	Side Letter

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<b>TX - TECHNICAL UNIT (University Professional and Technical Employees Union, UPTe)</b> <i>contract in place effective December 22, 2005 - June 30, 2008</i>				
TX	<b>Certification Pay:</b> Extra non-base building pay for AALAS certification when such certification is management required: \$50/month for ALAT and \$100/month for LAT, LATG, and RVT.	upon completion and presentation of certificate	In bargaining unit or on approved leave on the effective date of the salary increase and in a title where management requires AALAS certification.	6.E.1
TX	<b>Range Increases:</b> 2% to Lab Asst I and Lab Asst II	7/1/2006	Employees with Lab Asst I & Lab Asst II (TX) titles in the bargaining unit or on approved leave	Attach. to Art 6
TX	<b>Range Increases:</b> 2% to Stage Helpers, Scene Tech Series & Projectionist Series	7/1/2006	Employees in the Scene Tech series, Stage Helpers title & Projectionist series (TX) in the bargaining unit or on approved leave	Attach. to Art 6
TX	<b>Shift Differential:</b> \$0.20 Increase	7/1/2006	All titles in the Technical Unit (TX) with Shift Rates	6.E.2
TX	<b>Range Adjustment:</b> Step-based: 2.7%	10/1/2006	All classifications in the Technical Unit (TX) who are in the unit or approved leave	6.C.1., C.2., C.3.
TX	<b>Employees currently paid more than 2.7% above the max of their range:</b> Equivalent to ½ of the 2.7% in <i>lump sum</i> & the ½ of the remaining range is <i>base building</i>	10/1/2006	All classifications in the Technical Unit (TX) who are in the unit or approved leave	6.C.1., C.2., C.5.
TX	<b>Employees currently within 2.7% of their range max:</b> Up to the new range max, then ½ of the remaining range in a <i>lump sum</i> and the other ½ of the remaining range is <i>base building</i> increase.	10/1/2006	All classifications in the Technical Unit (TX) who are in the unit or approved leave	6.C.1., C.2.
TX	<b>Step Progression:</b> Minimum 1/2 Step	1/1/2007	All classifications in the Technical Unit (TX) who are performing "satisfactory" or better and who are in the unit or on approved leave	6.C6.a.
TX	<b>Living Wage Increase:</b> Increase pay and ranges to \$11.70	1/1/2007	All classifications in the Technical Unit (TX) who are in the unit, or approved leave	Side Letter
TX	<b>NEW - Lower Wage Worker Increases:</b> 1.95% salary increase	4/1/2007	Titles with a weighted average base salary of \$34,500 or less	Side Letter
TX	<b>NEW - Lower Wage Worker Increases:</b> 0.95% salary	4/1/2007	Titles with a weighted average base salary of \$34,501 - \$35,500	Side Letter
TX	<b>NEW - Lower Wage Worker Increases:</b> 0.5% salary increase	4/1/2007	Titles with a weighted average base salary of \$35,001 - \$39,999	Side Letter
<b>SX - SERVICE UNIT (American Federation of State, County and Municipal Employees, AFSCME)</b> <i>contract in place effective May 9, 2005 - January 31, 2008</i>				
SX	<b>First Action:</b> Across the Board Increase of \$1.74 a month	7/1/2006	Titles codes 5003, 5113, 5116, 5117	
SX	<b>Range Adjustment:</b> 1% Across the Board (ATB) Increase with increase to individuals (combines 0.5% IAP ATB and 0.5% Equity ATB)	7/1/2006	All Classifications in the Service Unit (SX) who are in the unit or approved leave	41.B.2

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SX	Shift Differential: \$0.10 Increase	7/1/2006	All titles in the Service Unit (SX) with Shift Rates	41.G
SX	Range Adjustment: 3% Across the Board (ATB) Increase and increase to individuals	10/1/2006	All Classifications in the Service Unit (SX) who are in the unit or approved leave	41.B.2
SX	<b>NEW - Lower Wage Worker Increases:</b> Increase pay and ranges to \$11.70	1/1/2007	All classifications in the Service Unit (SX) who are in the unit, or approved leave	Side Letter
SX	<b>NEW - Lower Wage Worker Increases:</b> 2% salary increase	4/1/2007	Employees earning less than \$30,000 (non-Custodian & Laborers)	Side Letter
SX	<b>NEW - Lower Wage Worker Increases:</b> 1% salary increase	4/1/2007	Employees earning \$30,000 - \$34,999 (non-Custodian & Laborers)	Side Letter
SX	<b>NEW - Lower Wage Worker Increases:</b> 0.5% salary increase	4/1/2007	Employees earning \$35,000 - \$39,999 (non-Custodian & Laborers)	Side Letter
SX	<b>NEW - Lower Wage Worker Increases:</b> 2% range adjustment to certain titles	4/1/2007	Ranges for titles that were populated with employees who received the 2%, 1%, or .5% increases	Side Letter
SX	<b>NEW - Lower Wage Worker Increases:</b> \$1.25/hr increase to salary and ranges for Custodians and Laborers	4/1/2007	Employees in Custodian and Laborer titles	Side Letter