Your Union Contract
At Work!

2016-2022 State/UUP Agreement

COMPENSATION

Fall 2018 Payment Dates

Oct. 31 paycheck
• $600 lump-sum payment
  (prorated for part-time employees)

Nov. 28 paycheck
• 2016—2 percent increase to base salary
• 2017—2 percent increase to base salary
• 50 percent of retroactive cash for back pay
  from the 2016 and 2017 increases (balance
  paid in July 2019)

Dec. 12 paycheck
• 2018—2 percent increase to base salary
• 100 percent of retroactive cash for back pay
  from the 2018 increase

Dec. 26 paycheck
• 2018 Discretionary Salary Awards—lump-sum
  awards paid at the discretion of the campus
  president. Total campus money for DSI equal
  to 1 percent of UUP payroll

Future Compensation

2019
• 2 percent increase to base salary
• Discretionary Salary Increases to base pay:
  Total campus money for DSI equal to 0.5 percent
  of UUP payroll
• On-base increases to address salary compression:
  Total campus money for compression raises equal
  to 0.5 percent of UUP payroll

2020
• 2 percent increase to base salary
• Discretionary Salary Increases to base pay:
  Total campus money for DSI equal to 0.5 percent
  of UUP payroll
• On-base increases to address salary compression:
  Total campus money for compression raises equal
  to 0.5 percent of UUP payroll

2021
• 2 percent increase to base salary
• Discretionary Salary Increases to base pay:
  Total campus money for DSI equal to 0.5 percent
  of UUP payroll
• On-base increases to address salary compression:
  Total campus money for compression raises equal
  to 0.5 percent of UUP payroll

2022 (contract expires July 1, 2022, with the
following payable no later than Dec. 31, 2022)
• Discretionary Salary Increases to base pay:
  Total campus money for DSI equal to 0.5 percent
  of UUP payroll
• On-base increases to address salary compression:
  Total campus money for compression raises equal
  to 0.5 percent of UUP payroll

Employees who meet the contractual eligibility criteria
will receive the increases outlined.