

- ~~C. 1. Effective no later than 60 (sixty) days from the date of ratification, the University will increase all salary ranges in the unit by four-percent (4%), by applying the provisions of §A.4., above.~~
- ~~D. 2. No later than 120 (one-hundred twenty) days following the date of ratification, the University shall pay employees a one-time, four-percent (4%) lump sum based on actual base pay earnings for the period commencing on the date of ratification (or the relevant pay period following ratification) and concluding on the last day of the pay period prior to the implementation of the salary range increase discussed in Section B.1. above.~~
- ~~E. FISCAL YEAR 2014-2015 (except LBNL)~~
- ~~F. Effective October 2014, the University will increase all salary ranges in the unit by three-percent (3%), by applying the provisions of §A.4., above.~~
- ~~G. FISCAL YEAR 2015-2016 (except LBNL)~~
- ~~H. Effective October 2015, the University will increase all salary ranges in the unit by three-percent (3%), by applying the provisions of §A.4., above.~~
- ~~I. FISCAL YEAR 2016-2017 (except LBNL)~~
- ~~J. Effective October 2016, the University will increase all salary ranges in the unit by three-percent (3%), by applying the provisions of §A.4., above.~~

B. RATIFICATION (EXCEPT LBNL)

1. Lump Sum Payment – If the parties reach a Tentative Agreement for a successor contract on or before February 22, 2019, then effective the first full bi-weekly pay period occurring at least 90 days from the date upon which the University receives UPTE's written notice of contract ratification, all non-probationary, career employees shall receive a one-time, non-base building wage payment of \$1,250.00. This wage payment shall be retirement eligible. All appropriate taxes and UCRP contributions shall be deducted from the wage payment. Employees eligible for this payment shall be those non-probationary, career employees who are on the payroll as of the date the University received notice of ratification and who remain on the payroll when the payment is issued. The lump sum payment shall be pro-rated based on the employee's appointment percentage.
 - a. Notwithstanding the foregoing, BTSA's covered by the University's and UPTE's December 11, 2019 BTSA agreement are not eligible to receive a lump sum payment in accordance with this section.

2. Range Adjustments – 2019

~~Effective first full pay period 120 calendar days following written receipt of notice of ratification, the University will increase all salary ranges in the unit by two (2%), by applying the provisions of A.4, above. Effective the first full bi-weekly pay period following ninety (90) calendar days after UPTE notifies the University of ratification, the University will adjust the existing ranges by two percent (2%) and pay employees in accordance with Section A.4, above.~~ If the parties reach a Tentative Agreement for a successor contract on or before February 22, 2019, then an additional one percent (1%) shall be added to the range increase for a total of three percent (3%).

- a. Notwithstanding the foregoing, BTSA's covered by the University's and UPTE's December 11, 2019 BTSA agreement are not eligible to receive the range increase in accordance with this section.

C. FISCAL YEAR 2019-2020 (EXCEPT LBNL)

~~Effective first full pay period 1 year following written receipt of notice of ratification on or after October 1, 2019, the University will increase all salary ranges in the unit by two (2%), by applying the provisions of A.4, above.~~ If the parties reach a Tentative Agreement for a successor contract on or before February 22, 2019, then an additional one percent (1%) shall be added to the range increase for a total of three percent (3%)

D. FISCAL YEAR 2020-2021 (EXCEPT LBNL)

~~Effective first full pay period 2 years following written receipt of notice of ratification on or after October 1, 2020, the University will increase all salary ranges in the unit by two (2%), by applying the provisions of A.4, above.~~ If the parties reach a Tentative Agreement for a successor contract on or before February 22, 2019, then an additional one percent (1%) shall be added to the range increase for a total of three percent (3%).

E. FISCAL YEAR 2021-2022 (EXCEPT LBNL)

~~Effective first full pay period 3 years following written receipt of notice of ratification on or after October 1, 2021, the University will increase all salary ranges in the unit by two (2%), by applying the provisions of A.4, above.~~ If the parties reach a Tentative Agreement for a successor contract on or before February 22, 2019, then an additional one percent (1%) shall be added to the range increase for a total of three percent (3%).

F. AALAS CERTIFICATION PAY

AALAS certification pay (ALAT, LAT, LATG, RVT) where management required a non-base building salary differential will be provided to selected employees in the Animal Tech and Animal Health Tech series; Animal Technician (9525), Senior