

UPTE Local 184 president, Eduardo de Ugarte  
LBNL and UPTE RX/TX Wage Negotiations  
Article 6 - Compensation  
LBNL (RX) Proposal 6  
December 7, 2021  
Page 1 of 3

Eduardo de Ugarte 12/13/21  
Billi Holbrook 12/13/21  
[Signature] 12/13/2021

Article 6: Compensation

K. Lawrence Berkeley National Laboratory

1. Fiscal Year 2022 (October 1, 2021) individual increases for Research Professional Unit employees will be from a merit pool of ~~2.9 3.0 3.05% 3.6 3.1% 3.55 3.2 3.3%~~ of the September 30, 2021 payroll base. The merit pool will be distributed in the Lab's customary merit-based manner using the FY22 matrix (to be provided). The minimum increases identified on the matrix will utilize approximately 85 100% of the available allocation. In order to be eligible for the FY22 salary increase of October 1, 2021, an employee must have been in the RX bargaining unit on September 30, 2021, eligible for an annual performance evaluation, and continue to be in the bargaining unit on the date payroll distribution is processed in the Human Resources Information System (HRIS). Retroactive pay increases for Fiscal Year 2022 will be implemented within one hundred twenty (120) days of wage agreement ratification, excluding the annual holiday shutdown period. Salary ranges for FY22 will be increased by 1.9%.
2. Fiscal Year 2023 (October 1, 2022) individual increases for Research Professional Unit employees will be from a merit pool of ~~2.9 3.0 3.05% 3.6 3.1% 3.55 3.2 3.3%~~ of the September 30, 2022 payroll base. The merit pool will be distributed in the Lab's customary merit-based manner using an FY23 matrix to be provided to UPTE once established. The minimum increases identified on the matrix will utilize approximately 85 100% of the available allocation. In order to be eligible for the FY23 salary increase of October 1, 2022, an employee must have been in the RX bargaining unit on September 30, 2022, eligible for an annual performance evaluation, and continue to be in the bargaining unit on the date payroll distribution is processed in HRIS. ~~Retroactive pay increases for FY19 will be implemented within one hundred twenty (120) days of implementation of FY18 wage increases, excluding the annual holiday shutdown period. Salary ranges for FY19 will be increased by 2%.~~
3. Fiscal Year 2024 (October 1, 2023) individual increases for Research Professional Unit employees will be from a merit pool of ~~2.9 3.0 3.05% 3.6 3.1% 3.55 3.2 3.3%~~ of the September 30, 2023 payroll base. The merit pool will be distributed in the Lab's customary merit-based manner using an FY24 matrix to be provided to UPTE once established. The minimum increases identified on the matrix will utilize approximately 85 100% of the available allocation. In order to be eligible for the FY24 salary increase of October 1, 2023, an employee must be in the RX bargaining unit on September 30, 2023, eligible for an annual performance evaluation, and continue to be in the bargaining unit on the date payroll distribution is processed in HRIS. ~~Retroactive pay increases for FY20, if applicable, will be implemented within one hundred twenty (120) days of implementation of FY19 wage increases, excluding the annual holiday shutdown period. To be eligible for the retroactive pay increase, an employee must be in the RX bargaining unit on the date of ratification and continue to be in the RX bargaining unit on the date the increases are processed in HRIS.~~
4. Fiscal Year 2025 (October 1, 2024) individual increases for Research Professional Unit employees will be from a merit pool of ~~2.9 3.0 3.05% 3.6 3.1% 3.55 3.2 3.3%~~ of the September 30, 2024 payroll base. The merit pool will be distributed in the Lab's customary merit-based manner using an FY25 matrix to be provided to UPTE no later than September 15, 2024. The minimum increases identified on the matrix will utilize approximately 85 100% of the available allocation. In order to be eligible for the FY25 salary increase of October 1, 2024, an employee must be in the RX

For LBNL  
Bettina Briber  
12 / 15 / 2021  
Christy Sherman  
12 / 15 / 2021  
MlecZko, Matthew  
12 / 15 / 2021

bargaining unit on September 30, 2024, eligible for an annual performance evaluation, and continue to be in the bargaining unit on the date payroll distribution is processed in HRIS.

5. For any subsequent fiscal years covered by the systemwide collective bargaining agreement, individual increases for LBNL employees will be subject to reopener negotiations at the local level. Should an LBNL wage agreement extend beyond the expiration of the systemwide collective bargaining agreement, that wage agreement will remain active until the end of the fiscal year covered by that agreement.
6. Disputes arising from Research Professional employees receiving increases less than the matrix minimum for the appropriate quartile and performance rating are subject to the grievance and arbitration provisions of the agreement between the University of California and University Professional and Technical Employees, with the following exceptions:
  - Employees who have received increases within the preceding six months.
  - Employees who have reached the maximum of their ranges.
  - Employees who are red-circled.
7. If more than one salary action takes place on the same date, the order of salary actions will be as follows:
  - Salary range adjustment.
  - Merit adjustment.
  - Equity adjustment.
  - Promotion/Reclassification.
  - Bottom of the range adjustment for employees below the minimum of the salary range.Employees who have reached the maximum of their ranges or who are “red-circled” will be eligible to receive increases in the form of a non-base-building lump sum payment.
8. The following types of employees are not eligible for merit increases and will be excluded from calculating the payroll base:
  - Limited employees.
  - Rehired retirees.
  - Probationary employees.
  - Employees with a performance appraisal rating of less than satisfactory.
9. The Laboratory will provide to UPTE information concerning the merit pool distribution for each fiscal year (FY22, FY23, FY24, FY25) within sixty (60) days following implementation of increases/retroactive increases for the respective fiscal year. Such information will include employee name, employee number, job code, job title and wage increase amount. This information will be provided electronically in a Microsoft Excel spreadsheet to UPTE Local 184 and to the UPTE systemwide office. As in previous fiscal years, any undistributed portion of the merit allocation will be distributed ‘across-the-board’ to all employees who received a wage increase, based on the above eligibility requirements.
10. Employee wage increases for promotions, reclassifications and individual equity adjustments shall be at the Laboratory’s sole discretion, based upon business need. For each fiscal year (FY22, FY23, FY24, and FY25) the Laboratory will provide to UPTE information concerning such wage adjustments within sixty (60) days following the implementation of increases/retroactive increases

for the respective fiscal year. Such information will include employee name, employee number, job code, job title, wage increase amount and reason for adjustment. This information will be provided

electronically in a Microsoft Excel spreadsheet to UPTE Local 184 and to the UPTE Systemwide office.

11. Salary ranges may be increased at the Laboratory's sole discretion. For FY22, salary ranges will be increased by 1.9%. ~~each fiscal year.~~ For fiscal years FY23, FY24, and FY25, the Laboratory will provide UPTE with thirty (30) days advance notice regarding whether the salary ranges will be increased, and if so, the amount of the increase. Upon UPTE's request, the Laboratory will schedule a meeting to discuss the union's concerns relative to the basis for such decisions.
12. For non-exempt (hourly paid) employees, all hourly rates will be rounded to the nearest penny. For exempt (monthly paid) employees, all monthly rates will be rounded to the nearest dollar.

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K. Lawrence Berkeley National Laboratory

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For LBNL

Bettina Briber

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MlecZKo, Matthew

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**September 30, 2024**, eligible for an annual performance evaluation, and continue to be in the bargaining unit on the date payroll distribution is processed in HRIS.

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UPTF Local 184 president Eduardo delgado  
Estado de Ugar-te

FY22 Merit Increase Matrix UPTF TX					
Performance Rating	Rating	Q1	Q2	Q3	Q4
Outstanding	O	5.1%	4.8%	4.5%	4.2%
Excellent	E	4.0%	3.7%	3.4%	3.2%
Very Good	VG	2.8%	2.5%	2.3%	2.0%
Good	G	1.7%	1.4%	1.2%	0.9%
Acceptable	A	0.6%	0.6%	0.6%	0.6%

FY22 Merit Increase Matrix UPTF RX					
Performance Rating	Rating	Q1	Q2	Q3	Q4
Outstanding	O	4.8%	4.5%	4.2%	3.9%
Excellent	E	3.8%	3.5%	3.2%	3.0%
Very Good	VG	2.9%	2.6%	2.4%	2.2%
Good	G	1.7%	1.4%	1.2%	0.9%
Acceptable	A	0.6%	0.6%	0.6%	0.6%

Bill Hales 12/13/21

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 12/13/2021

For LBNL

Bettina Briener

12 / 15 / 2021

Christy Sherman

12 / 15 / 2021

Mieczko, Matthew

12 / 15 / 2021

<b>TITLE</b>	TENTATIVE AGREEMENT - LBNL UPTe RX/TX Wage Agreement
<b>FILE NAME</b>	UPTe Local 184 RX...Bargaining TA.pdf
<b>DOCUMENT ID</b>	afeb45e9c94da4d64c092a0dc849ed5b7e9e91f7
<b>AUDIT TRAIL DATE FORMAT</b>	MM / DD / YYYY
<b>STATUS</b>	● Completed

## Document History



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IP: 108.83.135.220



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**12 / 15 / 2021**

18:00:44 UTC

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**12 / 15 / 2021**

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22:45:11 UTC

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