

# Your Union Contract At Work!

**FAST  
FACTS**

## 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 DSA 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.**



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