

ARTICLE 13

PAY PLAN/WAGES

- A. This Article is the sole source of rights and obligations of the parties to this Agreement on the matter of pay plan and wages. This Article supersedes all provisions applicable to bargaining unit employees in the Ohio Revised Code (O.R.C.) and/or Rules of the Ohio Department of Administrative Services relative to these issues. Bargaining unit employees will be paid in accordance with the University's classification system and pay plan set forth in this Agreement.
- B. All bargaining unit employees covered by this Agreement shall be assigned to a pay grade and paid an hourly wage in accordance with Appendix A (classification titles and grades) and Appendix B hourly wage-rate schedule).
- C. The University is responsible for classifying positions and shall continue the formal classification program in effect prior to execution of this Agreement and pursuant to Article 8 (C), Job Classifications. Assignment to a pay grade shall continue to be the result of a formal classification or re-classification action.
- D. Effective November 7, 2007, each bargaining unit employee shall advance one step from their step placement as of November 6, 2006 as indicated on Appendix B, Contract Year 1. In addition, employees at Step 6 will receive a one-time lump sum step adjustment (equal to 4% of the 2007 wage rate).
- E. Effective November 7, 2008, each bargaining unit member shall receive the wage rate as depicted on Appendix B, Contract Year. If the FY08/09 across-the-board (ACB) adjustment for administrative employees exceeds 2%, the percentage ACB amount above 2% shall be incorporated into the wage rate scale for Contract Year 2. There is no step advancement in Contract Year 2. (ACB increases are defined as the percentage increases that apply to every administrative employee and do not include special increases that apply to a subgroup of employees but not to every employee).
- F. Effective November 7, 2009, each bargaining unit employee shall receive a wage rate as depicted on Appendix B, Contract Year 3. If the FY09/10 across-the-board (ACB) salary increase for administrative employees exceeds 2%, the percentage ACB amount above 2% shall be incorporated into the wage rate scale for Contract Year 3. There is no step advancement in Contract Year 3. (ACB increases are defined as the percentage increases that apply to every administrative employee and do not include special increases that apply to a subgroup of employees but not to every employee).
- G. Newly hired employees shall be placed, upon hire, at the designated "new hire rate." Upon successful completion of the employee's 180 calendar day probationary period, s/he shall be advanced to Step 1 as depicted on Appendix B.
- H. New employees who can verify previous actual or related experience to the satisfaction of the University may be paid a rate, at hiring, commensurate with the value of such experience to the University's operations. The University will not place a new employee at a higher wage step than a current employee within the same classification who has the same or greater experience.
- I. If an employee receives a change in classification which would result in a different pay grade, the employee will be placed in the appropriate pay grade at the same step. A wage adjustment resulting from a position having been reclassified to a lower classification will be effective thirty (30) days after the reclassification.