

AFSCME: (CBA 2023 – 2025)

Article 21, Wages

21.1 Wage Increase/Adjustments

A. 2022/2023 Year.

1. General Increase (“Tier 1 Wage Increase”). For bargaining unit employees who are *not covered by Section 21.1A2 below*, the University will provide a three percent (3%) increase to the base wage* of each eligible employee who meets the following criteria:
 - a. They do not have an overall rating of “Needs Improvement” or “Unsatisfactory” on their most recent performance evaluation of record; and
 - b. They do not have an open Performance Improvement Plan (PIP); and
 - c. The employee must have been employed at USF in an established position on or before April 1, 2022, and continuously employed in an established position on the date of ratification of the Agreement by the Board of Trustees and at the time the increase is implemented.

*The “base wage” referenced in Article 21.1A will be the base wage of the employee on the date of ratification of the Agreement by the Board of Trustees.

2. Competitive Market Adjustments (“Tier 2 Wage Adjustments”). The University will provide a specific one-time targeted increase to the base wage of the specific bargaining unit employees identified in Appendix F; as such, employees have been identified in a University local market analysis as eligible for a one-time competitive market adjustment. The employees must also meet the following criteria:
 - a. They do not have an overall rating of “Needs Improvement” or “Unsatisfactory” on their most recent performance evaluation of record; and
 - b. They do not have an open Performance Improvement Plan (PIP); and
 - c. The employee must be employed in an established position on the date of the ratification of the Agreement by the Board of Trustees and at the time the base increase is implemented.

Bargaining unit employees who receive the competitive market adjustment in 21.1A2 shall not be eligible for the general merit increase set forth in Section 21.1 A1.

B. 2023/2024 Year.

1. Merit Increases. Wage increases in year 2023-2024 will be based on merit, to compensate

employees who perform work that consistently meets or exceeds expectations for their positions as reflected in their annual performance evaluations. The University will provide a 2.5% increase to the base wage of each eligible employee if they meet the following criteria:

- a. Has been employed at USF in an established position on or before April 1, 2023, and is continuously employed in an established position at the time the increase is implemented; and
- b. They do not have an overall rating of “Needs Improvement” or “Unsatisfactory” on their most recent performance evaluation of record; and
- c. They do not have an open Performance Improvement Plan (PIP).

C. 2024/2025 Year.

1. Merit Increases. Wage increases in year 2024-2025 will be based on merit, to compensate employees who perform work that consistently meets or exceeds expectations for their positions, as reflected in their annual performance evaluations. The University will provide a 2.5% increase to the base wage of each eligible employee if they meet the following criteria:
 - a. Has been employed at USF in an established position on or before April 1, 2024, and is continuously employed in an established position at the time the increase is implemented; and
 - b. They do not have an overall rating of “Needs Improvement” or “Unsatisfactory” on their most recent performance evaluation of record; and
 - c. They do not have an open Performance Improvement Plan (PIP).

D. Effective Date of Increases/Adjustments.

1. The Tier 1 Wage Increase and the Tier 2 Wage Adjustments reflected in Article 21.1A will be effective on the first pay period following the date of ratification by the Board of Trustees.
2. The wage increases reflected in Articles 21.1B and C will be effective on the first pay period following October 1, 2023 and October 1, 2024, respectively.

E. Proration.

Eligible employees appointed less than full time will receive a prorated amount based on their FTE.

F. Additional Adjustments

1. The University shall retain the authority to make wage adjustments for employees for market competitiveness, compression/inversion or other reasons. If the University makes wage adjustments under this subsection, it will provide AFSCME notice by providing AFSCME's local President a list that identifies the employee(s), position(s)/title(s) and wage adjustment(s). The list will be provided by Central Human Resources to AFSCME within 30 days of the effective date of such adjustment.
2. The University shall retain the authority to enter into financial settlements with employees in the settlement of grievances, lawsuits and other disputes.

G. Contingency

If the University's budget is negatively impacted by an unforeseen emergency, such as another pandemic/lock down, the University shall have the sole discretion to determine whether to proceed with the increases for years 2023-2024 and 2024-2025 contained in this agreement. If under such circumstances the University does not proceed with those increases, the University shall notify AFSCME in writing of its decision ("Notice"). Within 30 days of the University's Notice, the parties will meet to bargain in good faith for an alternate Wage article.