

Memorandum of Understanding

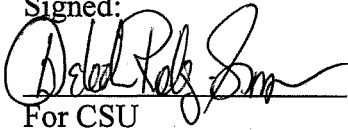
CSU and IUOE have agreed in Article 24.4 (Salary) that all IUOE employees shall receive General Salary Increases of 3% in fiscal year 2014/2015; 2% in 2015/2016; and 2% in 2016/2017.

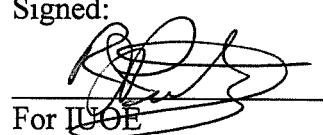
In the event that CSU and California Faculty Association ratify an Agreement that provides negotiated salary increases expressed and/or calculated by CSU prior to the ratification of the Agreement as greater than the estimated cost of providing a 3% compensation increase to bargaining Unit 3 for 2014/2015; a 2% compensation increase for Bargaining Unit 3 for 2015/2016; and a 2% compensation increase for Bargaining Unit 3 for 2016/2017; the IUOE may elect to substitute the negotiated salary increases with the California Faculty Association with the General Salary Increases in Article 24.4 in each of the years of the Agreement where there is a difference between the negotiated salary increases.

This provision relates only to negotiated systemwide salary program increases (including but not limited to General Salary Increases; and/or Service Salary Increases; and/or Salary Recovery Programs for specific populations of faculty/and/or adjustments to salary ranges) in Article 31 of the CSU/CFA Collective Bargaining Agreement.

This Memorandum of Understanding does not extend to cover any provisions that may be negotiated with the California Faculty Association that

- Provide for discretionary campus salary programs for increasing the rates of pay for individual faculty and/or groups of faculty not negotiated at the system level and applied systemwide under the terms of the Collective Bargaining Agreement.
- Provide for additional pools of Weighted Teaching Units to be made available for the purposes providing additional assigned time for faculty and/or groups of faculty under the terms of Article 20 (Workload) of the CSU/CFA Collective Bargaining Agreement.

Signed:

For CSU

Signed:

For IUOE

Dated: 10/30/14

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