

**ARTICLE 14  
SALARY**

**A. GENERAL RANGE ADJUSTMENTS**

When the contract is in effect, librarians will receive general range adjustments in an amount equal to and on the same date as any general range adjustments provided for non-represented academic employees.

**B. MERIT INCREASES**

Librarians in the bargaining unit shall be eligible for merit increases to the extent and in the same manner as they are provided to non-represented academic employees.

**C. NON-GENERAL RANGE ADJUSTMENTS**

UC-AFT acknowledges that during the course of the contract the University may allocate funds to provide non-general range adjustments to non-represented academic employees and that such adjustments will not be provided to members of this unit except through completion of the bargaining process.

**D. OBLIGATION TO BARGAIN**

Provisions regarding general range adjustments and merit increases shall remain in effect during the contract term. However, when the contract is not in effect or during reopeners, if any, on Salary, any increases must be expressly agreed to by the parties.

**E. GRIEVABILITY**

Librarians cannot grieve the amount of the general range adjustment, however, the implementation of the amount and timing of the general range adjustment is subject to grievance and arbitration.