

## CWA Contract Changes for FY2024

This was a limited contract negotiation, the Article of the agreement brought forth for negotiation was Article 7: Wages and Allowances. In January CWA signed an MOA for the addition of the Juneteenth holiday to be added to the list of holidays in the contract. The below are a summary of the changes that CWA ratified.

### **Article 7: Wages and Allowances**

- MSU 6%
- Salary Determination to align with UAP 3500

When hiring a new employee, rehiring a former employee, or adjusting a current employee's pay, management and HR will determine the employee's salary prior to making a salary offer or adjustment. For purposes of Internal Equity, qualifying personnel actions include new hires, rehires, reclassifications, career ladder, salary placement, transfers and demotions.

- Inequity Review to align with UAP 3500

If an employee's salary is being adjusted due to a qualifying personnel action and the department has one (1) or more employees in the same position title, the new or adjusted salary shall not exceed the current salary of any employee in the department with the same position title who has comparable or greater qualifications, including experience and/or education. If a qualifying action occurs, beginning on January 1, 2024, review of employees with the same bargaining unit title will be reviewed at the College/School/Division level, defined in Banner as Level 3 Organization.

If an employee's salary due to a qualifying personnel action would create such an inequity, department management must consult with the cognizant dean or director and the Department of Human Resources, to determine the appropriate salary adjustments for existing employees. Salaries of existing employees with comparable or greater qualifications within the department in the same position title must be adjusted to prevent inequities. The review of employees with the same bargaining unit title will be reviewed at the department level through December 31, 2023. Management reserves the right to review equity up to the College/School/Division level defined in Banner as Level 3 Organization. If a qualifying action occurs, beginning on January 1, 2024, review of employees with the same bargaining unit job title will be reviewed at the College/School/Division level. In exceptional circumstances, a dean or vice president may request approval to administer internal equity at a scope other than the Level 3 organization. Such requests shall: 1) require advance written approval of the appropriate Executive Vice President and the Assistant Vice President for Human Resources; 2) be subject to periodic review and renewal as necessary; and 3) not be considered for individual personnel actions or requests.

- Market-Based Changes – salary may be adjusted upward when a market-based adjustment is warranted

### **Article 11: Holidays**

Addition of Juneteenth holiday to holiday list which was agreed upon via MOA on January 26, 2023.

### **Appendix F: Salary Structure**

Accepted the new salary structure which will be effective July 1, 2023.

**\* Contract term is July 1, 2022, through June 30, 2025.**