

## CSU/Academic Professionals of California Memorandum of Understanding

In full and complete satisfaction of Article 23.3 (Salary) of the current APC/CSU Collective Bargaining Agreement, and the CSU/APC Memorandum of Understanding dated September 9, 2014, the CSU and APC agree as follows:

On July 1, 2016, there shall be a 3% General Salary Increase (GSI) for all Unit Members in active pay status, inactive pay status or on paid or unpaid leave as of that date. This GSI will supersede the previously negotiated 2% GSI that would have been paid on July 1, 2016.

After the close of business on June 30, 2017, there shall be a 2% General Salary Increase for all Unit Members in active pay status, inactive pay status or on paid or unpaid leave as of that date.

It is the intent of the Parties to ensure all bargaining unit members receive the above referenced General Salary Increases:

1. The GSIs will be paid to all fulltime or part-time permanent, probationary or intermittent bargaining unit members who are in an inactive pay status (e.g. 10-month, 11-month or A.Y.) as of July 1, 2016 or June 30, 2017 upon their return to active pay status in FY 2016-2017 or 2017-2018 respectively;
2. The GSIs will be paid to all bargaining unit members who are on unpaid leave as of July 1, 2016 or June 30, 2017 upon their return to active pay status in FY 2016-2017 or 2017-2018 respectively;

All salary range minima and maxima will be increased on the effective dates by the amount of the General Salary Increase.

APC irrevocably waives its right to file a grievance, or take any other legal or administrative action, in respect of the enforcement of Article 23.3, and the salary provisions of the September 9, 2014 Memorandum of Understanding by virtue of this Agreement.

This agreement becomes null and void in the event the CFA/CSU Agreement is not ratified at the May 24, 2016 CSU Board of Trustees meeting.

APC retains its right to file a grievance regarding any violation, misapplication or misrepresentation of any term of this agreement.

For CSU



J.A. Swarbrick

Associate Vice Chancellor

Dated: 5/24/16

For APC



P. Choi

President

Dated: 5/24/16