SEIU Local 1021/CAWU counter to California Academy of Sciences
February 18, 2025

COMPENSATION

Effective the first full pay period after July 1, 2025, the Academy will adopt a new pay scale:

	1	2	3	4	5	6	7	8
7	$26.52	$27.92	$29.39	$30.93	$32.56	$34.28	$36.08	$37.98
8	$28.99	$30.51	$32.12	$33.81	$35.59	$37.46	$39.43	$41.51
9	$32.38	$34.09	$35.88	$37.77	$39.76	$41.85	$44.05	$46.37
10	$35.78	$37.66	$39.64	$41.73	$43.92	$46.24	$48.67	$51.23
11	$39.47	$41.55	$43.73	$46.04	$48.46	$51.01	$53.69	$56.52
12	$43.79	$46.10	$48.52	$51.08	$53.77	$56.60	$59.57	$62.71
13	$48.11	$50.64	$53.31	$56.11	$59.06	$62.17	$65.45	$68.89
14	$53.05	$55.84	$58.78	$61.87	$65.13	$68.55	$72.16	$75.96
15	$58.60	$61.68	$64.93	$68.35	$71.94	$75.73	$79.71	$83.91
16	$66.43	$69.92	$73.60	$77.48	$81.55	$85.85	$90.36	$95.12

The Academy will adopt the above grade and step structure using the grades in Appendix ___, except as modified in this Article. Each bargaining unit employee employed as of the effective date of this Agreement will be placed on the step for their classification that represents at least a % raise above their current rate of pay.

The minimum wage for all bargaining unit positions at the Academy will be $25/hour.

All positions in salary grades 1-6 will be moved to grade 7, and grades 1-6 will be eliminated thereafter.

<u>Step Progression</u>

Each of the above steps represent one year of service. Employees will advance to the next step on the first full pay period after the anniversary date of their original date of hire in a bargaining unit position.

Step Credit for Prior Experience

The Academy may hire new employees at above the bottom step of their pay grade if, in the Academy's sole discretion, the new employee's prior experience warrants it.

Across-the-board pay increases

Effective the first full pay period after July 1, 2026, all rates of pay covered by this Agreement will be increased by %.

Acting Pay

An Employee who is assigned in writing to perform the duties of an employee in a higher classification for a minimum of ten (10) consecutive days will receive premium in the amount of 5%.

Bilingual Pay

Employees who demonstrate proficiency in a language other than English and are assigned to bilingual duties by the Academy shall receive an additional $50 per pay period as bilingual pay.

Longevity Pay

An Employee who has completed five (5) years of employment with the Academy will receive Longevity Pay of $1 per hour.

An Employee who has completed ten (10) years of employment with the Academy will receive Longevity Pay of $2 per hour.

Additional Compensation

The Employer may provide additional raises or compensation on any basis, such as grant funding or any analysis of market conditions, market comparisons, job classification reviews, recruitment and retention needs, adjusting job classifications in the grade structure or internal salary compression. If the Employer decides to provide such compensation above that provided in this Article, the Employer will provide the Union with thirty (30) days advance written notice and will meet with the Union on request to bargain over the effects of any enhancements to compensation**.**