

COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE INTER-PUBLIC UNIVERSITIES COUNCILS CONSULTATIVE FORUM
(IPUCCF)

OF

THE FEDERATION OF KENYA EMPLOYERS (FKE)

AND

THE UNIVERSITIES' ACADEMIC STAFF UNION
(UASU)

28th October, 2019

Handwritten signatures and initials:
Top right: *AG- for Kenya*
Middle right: *SWI*
Bottom right: *Maxwell*
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Bottom left: *Am*
Left side: *W. J. S.*
Bottom left: *Am*
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REPUBLIC OF KENYA
COLLECTIVE BARGAINING AGREEMENT
BETWEEN

INTER-PUBLIC UNIVERSITIES' COUNCILS CONSULTATIVE FORUM (IPUCCF) OF THE
FEDERATION OF KENYA EMPLOYERS (FKE) AND THE UNIVERSITIES' ACADEMIC STAFF
UNION (UASU)

THIS COLLECTIVE BARGAINING AGREEMENT is made between the INTER-PUBLIC UNIVERSITIES' COUNCILS CONSULTATIVE FORUM (IPUCCF) OF THE FEDERATION OF KENYA EMPLOYERS (FKE) hereinafter referred to as "the Employer" of the one part and the UNIVERSITIES' ACADEMIC STAFF UNION (UASU) duly registered as a Trade Union under the Labour Relations Act, 2007, Laws of Kenya, hereinafter referred to as "the Union" of the other part.

PREAMBLE

WHEREAS by the terms of the Recognition Agreement between the Employer and the Union, the Employer having recognized the Union as properly constituted as the sole labour organization capable of representing the interest of Unionisable Academic Staff in all the Public Universities. The purpose of this Agreement is to set forth the understanding between the parties as to the terms and conditions of employment of Members' of the Union as specified herein; and,

WHEREAS the Salaries and Remuneration Commission (SRC) by a letter dated 28th August, 2019 under Reference Number SRC/TS/JE/PURTI/3/33/7 Vol.IV (67) advised on the negotiation parameters for the Collective Bargaining Agreement for the period 2017-2021.

NOW, THEREFORE, it is hereby agreed as follows:

1. INTERPRETATION

1.1 The interpretation of this Agreement or any part thereof shall be vested in the Joint Negotiating Committee of the Employer and the Union, subject to the right of adjudication by the Employment and Labour Relations Court.

1.2 This Agreement shall apply to academic members of staff in the following Grades: Graduate Assistant/Research Assistant; Assistant Lecturer/Tutorial Fellow/Junior Research Fellow; Lecturer/Research Fellow; Senior Lecturer/Senior Research Fellow; Associate Professor and Professor.

2. BASIC SALARY AND SALARY SCALES

The basic monthly salaries, in Kenya shillings, shall be paid to the staff members of the Union as provided in the SCHEDULE 1A and 1B.

3. HOUSE ALLOWANCES

The house allowances, in Kenya shillings, shall be paid to the staff members of the Union as provided in the **SCHEDULE 2**. The house allowances remain unchanged from the 2013-2017 CBA.

4. THE OTHER TERMS AND CONDITIONS OF THIS AGREEMENT

4.1 Other terms and conditions of service currently in force as approved by the respective Councils or supplementary collective bargaining agreements shall remain unchanged until when the individual Universities' Councils and the Union conclude supplementary collective bargaining agreement.

4.2 The individual Universities' Councils and the Union shall initiate and conclude structured negotiations on other Terms and Conditions of service under the 2017-2021 Collective Bargaining Agreement on or before 31st March 2020.

4.3 The implementation of this Collective Bargaining Agreement (CBA) shall be on or before 30th November, 2019.

4.4 There shall be a Joint Implementation Committee in every University to oversee the implementation process. Every University shall designate three (3) officials to oversee the implementation process and the respective Universities' Academic Staff Union Chapter shall appoint three (3) officials to oversee the implementation process. The Vice Chancellors shall designate an officer at the level of Deputy Vice Chancellor to be the team leader and/or manager of the implementation process in the respective Universities.

4.5 Any surplus or deficiency in the allocation of the Collective Bargaining Agreement (CBA) Funds shall be reported to the National Implementation Committee. Any deficiency shall also be reported to the Salaries and Remuneration Commission and the Ministry of Education for allocation of funds.

4.6 There shall be a National Implementation Committee comprised of:-

- i. Co- Chairmen of the Joint Negotiations Committee;
- ii. Secretary General of the Universities' Academic Staff Union;
- iii. IPUCCF shall nominate three (3) people; and
- iv. Universities' Academic Staff Union shall nominate three (3) people.

4.7 The National Implementation Committee shall monitor and evaluate the implementation and review of this Agreement in accordance with the Implementation Notes in **SCHEDULE 3**.

4.8 For jobs/grades whose current salaries are above the basic salary structure, the existing salary structure shall be retained with annual increments in accordance with the Salaries and Remuneration Commission (SRC) advisory dated 28th August, 2019 under Reference Number SRC/TS/JE/PURTI/3/33/7 Vol.IV (67).

4.9 For jobs/grades whose current salaries were below the basic salaries in the 2013-2017 CBA, such jobs shall be placed in the rightful grade and implemented (with annual increments) in accordance with the Salaries and Remuneration Commission (SRC) advisory dated 28th August, 2019 under Reference Number

SRC/TS/JE/PURTI/3/33/7 Vol.IV(67).

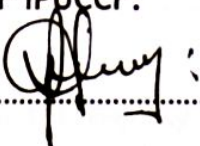
- 4.10 Upon a written request, the universities shall grant leave of absence to Union officials elected to national office for the duration of their term of office.
- 4.11(a) The retirement age shall be 75 years;
(b) An academic member of staff may retire voluntarily at the age of 50 years or above.
- 4.12 Pending Union dues and agency fees shall be recovered directly from arrears of this Collective Bargaining Agreement.
- 4.13 A subscription fee of 2% of basic salary shall be charged as Union dues and payable to the Official UASU designated Account in accordance to the Labour Relations Act, 2007.

5. EFFECTIVE DATE AND DURATION OF AGREEMENT

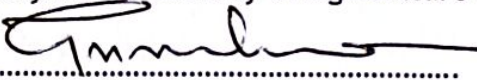
- 5.1 This Agreement shall cover the period from 1st July, 2017 up to 30th June, 2021. Thereafter this Agreement shall continue to be in force until mutually amended or when the Parties herein shall negotiate and bring to force another agreement.
- 5.2 Any party intending to amend this Agreement shall give the other party one (1) month's written notice and the details of the amendment required. The responding Party shall do so within thirty (30) days from the date of receipt of the notice.
- 5.3 In the event of it proving impossible to obtain mutual agreement on the amendments, either party may seek dispute resolution in accordance with the Labour Relations Act, 2007.

SIGNED IN NAIROBI THIS 28th DAY OF October 2019.....

SIGNED FOR AND ON BEHALF OF IPUCCF:

1. SIGNATURE..... 

Prof. P.W. Kanyari
Chairperson, Inter-Public Universities' Councils Consultative Forum (IPUCCF)
of the Federation of Kenya Employers (FKE)
Chairperson, Jomo Kenyatta University of Agriculture and Technology Council

2. SIGNATURE..... 

Prof. Geoffrey Muluvi
Vice-Chancellor, South Eastern Kenya University and Chairperson of the Vice-Chancellors' Committee

3. SIGNATURE.....


Prof. Mary Ndung'u
Vice-Chancellor, Kirinyaga University and Vice-Chairperson of the Vice-Chancellors' Committee

4. SIGNATURE.....

Prof. Dr.-Ing. F. W.O. Aduol
Vice-Chancellor, Technical University of Kenya

5. SIGNATURE.....

Prof. Isaac Mbeche
Ag. Vice-Chancellor, University of Nairobi

6. SIGNATURE.....

 Prof. P.K. Wainaina
Vice-Chancellor, Kenyatta University



7. SIGNATURE.....

Prof. Victoria Ngumi
Vice-Chancellor, Jomo Kenyatta University of Agriculture and Technology 

8. SIGNATURE.....

Prof. Rose Mwonya
Vice-Chancellor, Egerton University

9. SIGNATURE.....



Prof. Isaac Kosgey
Vice-Chancellor, Moi University

10. SIGNATURE.....



Prof. P. Ndirangu Kioni
For: Vice-Chancellor, Dedan Kimathi University of Technology

11. SIGNATURE.....

Prof. Teresa Akenga
Vice-Chancellor, University of Eldoret

12. SIGNATURE.....



Prof. Erastus Njoka
Vice-Chancellor, Chuka University

13. SIGNATURE.....

Prof. Kitche Magak
Ag. Vice-Chancellor, Masai Mara University

14. SIGNATURE.....

Prof. Joseph Rotich
Vice-Chancellor, Laikipia University

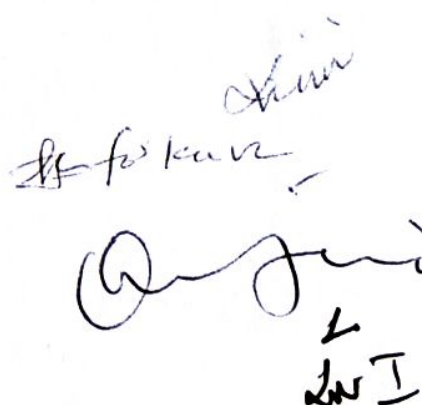
15. SIGNATURE.....



Prof. Mohammed S. Rajab
Vice-Chancellor, Pwani University

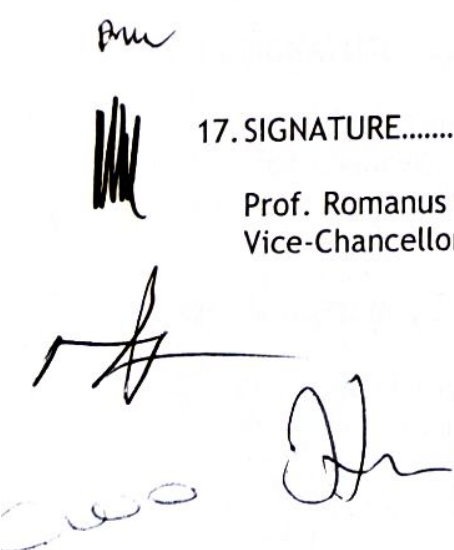
16. SIGNATURE.....

Prof. Laila Abubakar
Vice-Chancellor, Technical University of Mombasa



17. SIGNATURE.....

Prof. Romanus Odhiambo
Vice-Chancellor, Meru University of Science and Technology



18. SIGNATURE.....

Amb. Prof. Festus Kaberia
Vice-Chancellor, Multi-Media University

19. SIGNATURE.....

Prof. John Akama
Vice-Chancellor, Kisii University

20. SIGNATURE.....

Prof. Stephen Gaya Agong'
Vice-Chancellor, Jaramogi Oginga Odinga University of Science and Technology

21. SIGNATURE.....

Prof. Wilson K. Kipng'eno
Vice-Chancellor, University of Kabianga

22. SIGNATURE.....

Prof. Mucai Muchiri
Vice-Chancellor, Karatina University

23. SIGNATURE.....

Prof. Isaac Ipara Odeo
Vice-Chancellor, Kibabii University

24. SIGNATURE.....

Prof. Julius Omondi Nyabundi
Vice-Chancellor, Maseno University

25. SIGNATURE.....

Prof. Lucy Irungu
Vice-Chancellor, Machakos University

26. SIGNATURE.....

Prof. Dickson M. Nyariki
Vice-Chancellor, Murang'a University of Technology

27. SIGNATURE..... 

Prof. Ngamau Kamau
Vice-Chancellor, Co-operative University of Kenya

28. SIGNATURE.....

Prof. Daniel Mugendi Njiru
Vice-Chancellor, University of Embu

29. SIGNATURE..... 

Prof. Samuel Gudu
Vice-Chancellor, Rongo University

30. SIGNATURE.....

Prof. Fred Barasa
Ag. Vice-Chancellor, Taita Taveta University

31. SIGNATURE.....

Prof. Asenath Sigot
Ag. Vice-Chancellor, Masinde Muliro University of Science and Technology

32. SIGNATURE.....

Prof. Osman Ahmed Warfar
Ag. Vice-Chancellor, Garissa University

33. SIGNATURE.....

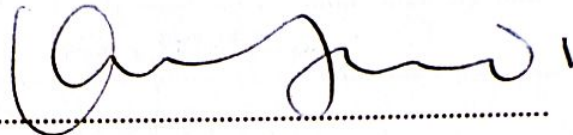


Prof. Charles Ochola
Principal, Tom Mboya University College

34. SIGNATURE.....

Prof. Fabian Esamai
Principal, Alupe University College

35. SIGNATURE.....



Prof. Jacob Nandi
Principal, Kaimosi Friends University College

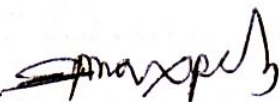
36. SIGNATURE.....

Prof. Thomas Akuja
Principal, Turkana University College

37. SIGNATURE.....

Prof. Anne Nangulu
Principal, Bomet University College

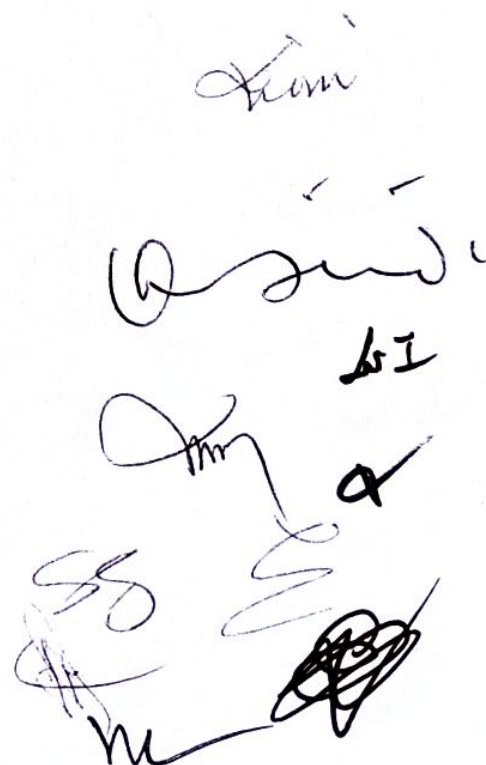
38. SIGNATURE.....



Prof. Peter Muriungi
Principal, Tharaka University College

39. SIGNATURE.....

Prof. Gideon Misoi
Ag. Principal, Koitalel Samoei University College



WITNESSED BY:

1. NAME..... PETER OKWANTO
 DESIGNATION..... Secretary Administration MOE
 SIGNATURE..... ~~Okwanto~~
 DATE..... 28/10/19

2. NAME..... Samuel M. Mulyamiba
 DESIGNATION..... Chief Finance Officer - MOE
 SIGNATURE..... ~~Mulyamiba~~
 DATE..... 28/10/2019

3. NAME..... Si NDA MBEKI
 DESIGNATION..... CHIEF STATE COUNSEL
 SIGNATURE..... ~~Mbeki~~
 DATE..... 28/10/19

4. NAME.....
 DESIGNATION.....
 SIGNATURE.....
 DATE.....

5. NAME.....
 DESIGNATION.....
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 DATE.....

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SIGNED ON BEHALF OF UASU:-

1. SIGNATURE [Handwritten Signature]

Dr. Constantine Wasonga Opiyo
Secretary General, Universities' Academic Staff Union

2. SIGNATURE [Handwritten Signature]

Samwel Muga K'Olale
Chairman, Universities' Academic Staff Union

WITNESSED BY:

1. NAME Dr. Janepha Kumba

SIGNATURE [Handwritten Signature]

DESIGNATION UASU Natural Treasurer

DATE 28/10/2019

2. NAME J. Mutaura Mberia

SIGNATURE [Handwritten Signature]

DESIGNATION VICE CHAIRMAN

DATE 28/10/2019

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UASU-IPUCCF COLLECTIVE BARGAINING AGREEMENT (2017-2021)

SCHEDULE 1A: BASIC SALARY

C3: Grade 10A-Graduate Assistant/Research Assistant

a

START NOTCH/ PHASE	BASE	I	II	III	IV	House Allowance
	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
1	46,978	49,666	52,353	55,041	57,729	35,383.00
2	48,796	51,593	54,391	57,188	59,985	
3	50,614	53,521	56,428	59,335	62,242	
4	52,433	55,449	58,466	61,482	64,499	
5	54,251	57,377	60,503	63,629	66,755	
6	56,069	59,305	62,540	65,776	69,012	
7	57,887	61,232	64,578	67,923	71,269	
8	59,705	63,160	66,615	70,070	73,525	
9	61,523	65,088	68,653	72,217	75,782	
10	63,342	67,016	70,690	74,364	78,039	
11	65,160	68,944	72,728	76,512	80,295	
12	66,978	70,872	74,765	78,659	82,552	

C5: Grade 11A-Assistant Lecturer/Tutorial Fellow/Junior Research Fellow

START NOTCH/ PHASE	BASE	I	II	III	IV	House Allowance
	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
1	83,598	87,159	90,720	94,281	97,842	51,601.00
2	86,757	90,485	94,212	97,940	101,667	
3	89,916	93,810	97,704	101,598	105,492	
4	93,075	97,136	101,196	105,256	109,317	
5	96,234	100,461	104,688	108,915	113,141	
6	99,393	103,787	108,180	112,573	116,966	
7	102,553	107,112	111,672	116,231	120,791	
8	105,712	110,438	115,164	119,890	124,616	
9	108,871	113,763	118,656	123,548	128,440	
10	112,030	117,089	122,148	127,206	132,265	
11	115,189	120,414	125,639	130,865	136,090	
12	118,348	123,740	129,131	134,523	139,915	

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UASU-IPUCCF COLLECTIVE BARGAINING AGREEMENT (2017-2021)

D2: Grade 12A-Lecturer/Research Fellow

START NOTCH/ PHASE	BASE	I	II	III	IV	House Allowance
	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
1	99,409	102,204	105,000	107,795	110,591	55,286.00
2	103,161	106,150	109,138	112,127	115,115	
3	106,913	110,095	113,276	116,458	119,639	
4	110,666	114,040	117,414	120,789	124,163	
5	114,418	117,985	121,553	125,120	128,688	
6	118,170	121,930	125,691	129,451	133,212	
7	121,922	125,876	129,829	133,782	137,736	
8	125,674	129,821	133,967	138,114	142,260	
9	129,426	133,766	138,105	142,445	146,784	
10	133,179	137,711	142,243	146,776	151,308	
11	136,931	141,656	146,382	151,107	155,833	
12	140,683	145,601	150,520	155,438	160,357	

D4: Grade 13A-Senior Lecturer/Senior Research Fellow

START NOTCH/ PHASE	BASE	I	II	III	IV	House Allowance
	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
1	112,038	120,141	128,244	136,347	144,450	58,972.00
2	116,373	124,804	133,235	141,666	150,097	
3	120,707	129,466	138,225	146,984	155,743	
4	125,042	134,129	143,216	152,303	161,390	
5	129,377	138,792	148,207	157,622	167,037	
6	133,712	143,455	153,197	162,940	172,683	
7	138,046	148,117	158,188	168,259	178,330	
8	142,381	152,780	163,179	173,578	183,977	
9	146,716	157,443	168,170	178,896	189,623	
10	151,051	162,105	173,160	184,215	195,270	
11	155,385	166,768	178,151	189,534	200,917	
12	159,720	171,431	183,142	194,852	206,563	

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UASU-IPUCCF COLLECTIVE BARGAINING AGREEMENT (2017-2021)

E1: Grade 14A-Associate Professor

START NOTCH/ PHASE	BASE	I	II	III	IV	House Allowance
	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
1	145,441	154,165	162,889	171,613	180,337	66,344.00
2	150,729	159,729	168,730	177,730	186,731	
3	156,016	165,293	174,570	183,847	193,124	
4	161,304	170,857	180,411	189,965	199,518	
5	166,592	176,422	186,252	196,082	205,912	
6	171,879	181,986	192,092	202,199	212,306	
7	177,167	187,550	197,933	208,316	218,699	
8	182,454	193,114	203,774	214,434	225,093	
9	187,742	198,678	209,615	220,551	231,487	
10	193,030	204,242	215,455	226,668	237,881	
11	198,317	209,807	221,296	232,785	244,275	
12	203,605	215,371	227,137	238,902	250,668	

E3: Grade 15A-Professor

START NOTCH/ PHASE	BASE	I	II	III	IV	House Allowance
	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021	
1	170,681	180,434	190,188	199,941	209,694	73,715.00
2	177,792	187,435	197,079	206,723	216,366	
3	184,902	194,436	203,970	213,504	223,038	
4	192,013	201,437	210,862	220,286	229,710	
5	199,124	208,438	217,753	227,068	236,382	
6	206,234	215,439	224,644	233,849	243,055	
7	213,345	222,440	231,536	240,631	249,727	
8	220,455	229,441	238,427	247,413	256,399	
9	227,566	236,442	245,318	254,195	263,071	
10	234,677	243,443	252,210	260,976	269,743	
11	241,787	250,444	259,101	267,758	276,415	
12	248,898	257,445	265,993	274,540	283,087	

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UASU-IPUCCF COLLECTIVE BARGAINING AGREEMENT: 2017-2021

SCHEDULE 1B: DIAGONALIZED SALARY SCALES

Grade 10A: Graduate Assistant/Research Assistant

START NOTCH/ PHASE	BASE	I	II	III	IV
	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
1	46,978	51,593	56,428	61,482	66,755
2	48,796	53,521	58,466	63,629	69,012
3	50,614	55,449	60,503	65,776	71,269
4	52,433	57,377	62,540	67,923	73,525
5	54,251	59,305	64,578	70,070	75,782
6	56,069	61,232	66,615	72,217	78,039
7	57,887	63,160	68,653	74,364	80,295
8	59,705	65,088	70,690	76,512	82,552
9	61,523	67,016	72,728	78,659	82,552
10	63,342	68,944	74,765	78,659	82,552
11	65,160	70,872	74,765	78,659	82,552
12	66,978	70,872	74,765	78,659	82,552

Grade 11A: Assistant Lecturer/Tutorial Fellow/Junior Research Fellow

START NOTCH/ PHASE	BASE	I	II	III	IV
	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
1	83,598	90,485	97,704	105,256	113,151
2	86,764	93,810	101,196	108,915	116,966
3	89,927	97,136	104,688	112,573	120,791
4	93,089	100,461	108,180	116,231	124,616
5	96,250	103,787	111,672	119,890	128,440
6	99,409	107,112	115,164	123,548	132,265
7	102,569	110,438	118,656	127,206	136,090
8	105,726	113,763	122,148	130,865	139,915
9	108,882	117,089	125,639	134,525	139,915
10	112,038	120,914	129,131	134,525	139,915
11	115,193	123,740	129,131	134,525	139,915
12	118,348	123,740	129,131	134,525	139,915

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Grade 12A: Lecturer/Research Fellow

START NOTCH/ PHASE	BASE	I	II	III	IV
	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
1	99,409	106,150	113,276	120,789	128,688
2	102,569	110,095	117,414	125,120	133,212
3	105,726	114,040	121,553	129,451	137,736
4	108,882	117,985	125,691	133,782	142,260
5	112,038	121,930	129,829	138,114	146,784
6	115,193	125,876	133,967	142,445	151,308
7	118,348	129,821	138,105	146,776	155,833
8	122,815	133,766	142,243	151,107	160,357
9	127,283	137,711	146,382	155,438	160,357
10	131,750	141,656	150,520	155,438	160,357
11	136,217	145,601	150,520	155,438	160,357
12	140,683	145,601	150,520	155,438	160,357

Grade 13A: Senior Lecturer/Senior Research Fellow

START NOTCH/ PHASE	BASE	I	II	III	IV
	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
1	112,038	124,804	138,225	152,303	167,037
2	115,193	129,466	143,216	157,622	172,683
3	118,348	134,129	148,207	162,940	178,330
4	122,815	138,792	153,197	168,259	183,977
5	127,283	143,455	158,188	173,578	189,623
6	131,750	148,117	163,179	178,896	195,270
7	136,217	152,780	168,170	184,215	200,917
8	140,683	157,443	173,160	189,534	206,563
9	145,441	162,105	178,151	194,852	206,563
10	150,201	166,768	183,142	194,852	206,563
11	154,960	171,431	183,142	194,852	206,563
12	159,720	171,431	183,142	194,852	206,563

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Grade 14A: Associate Professor

START NOTCH/ PHASE	BASE	I	II	III	IV
	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
1	145,441	159,729	174,570	189,965	205,912
2	150,201	165,293	180,411	196,082	212,306
3	154,960	170,857	186,252	202,199	218,699
4	159,720	176,422	192,092	208,316	225,093
5	165,200	181,986	197,933	214,434	231,487
6	170,681	187,550	203,774	220,551	237,881
7	176,164	193,114	209,615	226,668	244,275
8	181,649	198,678	215,455	232,785	250,668
9	187,135	204,242	221,296	238,902	250,668
10	192,623	209,807	227,137	238,902	250,668
11	198,113	215,371	227,137	238,902	250,668
12	203,605	215,371	227,137	238,902	250,668

Grade 15A: Professor

START NOTCH/ PHASE	BASE	I	II	III	IV
	2016/2017	2017/2018	2018/2019	2019/2020	2020/2021
1	170,681	187,435	203,970	220,286	236,382
2	176,164	194,436	210,862	229,068	243,055
3	181,649	201,437	217,753	233,849	249,927
4	187,135	208,438	224,644	240,631	256,399
5	192,623	215,439	231,536	247,413	263,071
6	198,113	222,440	238,427	254,195	269,743
7	203,605	229,441	245,318	260,976	276,415
8	212,649	236,442	252,210	267,758	283,087
9	221,700	243,443	259,101	274,540	283,087
10	230,759	250,444	265,993	274,540	283,087
11	239,826	257,445	265,993	274,540	283,087
12	248,898	257,445	265,993	274,540	283,087

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SCHEDULE 3

IMPLEMENTATION NOTES FOR UASU-IPUCCF COLLECTIVE BARGAINING AGREEMENT (2017-2021)

Implementation of UASU-IPUCCF Collective Bargaining Agreement (CBA) for the period 2017-2021 follows the beacons set by the Salaries and Remuneration Commission (SRC) Job Evaluation (JE) for Grades 10A to 15A as per Schedule 1. These notes contain the guidelines for making (a) Salary Adjustments and (b) Implementation of the 2017-2021 CBA.

A Salary Adjustments

The salary structure being implemented succeeds the basic salary scales in the 2013-2017 CBA by the parties. It is noteworthy that there are discrepancies between the basic salary rates contained in the 2013-2017 CBA for the year 2016/2017 and the base figures provided by the SRC for the 2017-2021 CBA.

The following guidelines will be followed in adjusting the basic salaries to bridge the gap between the two CBAs:

1. In a situation where the figures for 2013-2017 CBA are higher than the figures in the basic salary scales provided by SRC for the 2017-2021 CBA, the difference is negative. Such negative differences will be zero-rated and the 2017-2021 CBA rates shall apply.
2. Where the differences are positive, then they constitute arrears payable to the affected employees for 2016/2017 only.

The following tables provide guideline on the workings:

- (a) Identify the salary scale and step where a staff was in July 2016 using the 2013-2017 CBA implemented in November 2017. This may involve writing back the arrears paid for that period. This can be done as shown below:

Using Schedule 2 for Grade 12A: Lecturer, if one is currently in Step 8 and was in the payroll in 2016/2017 then use step 5 as base basic pay

Table 1: Basic Pay Scales for 2016-2017

Step	CBA 2013-2017
	2016-2017
1	99,409
2	102,569
3	105,726
4	108,882
5	112,038
6	115,193
7	118,348
8	122,815
9	127,283
10	131,750
11	136,217
12	140,683

Year 2016/2017
 Year 2017/2018
 Year 2018/2019
 Year 2019/2020



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Table 4: Adjusted Arrears for Grade 12A: Lecturer/Research Fellow

NOTCH	2013-2017 CBA	IPUCCF2017-2021	ARREARS/MONTH
	2016-2017	2016-2017	DIFFERENCE
1	99,409	99,409	-
2	102,569	103,161	592
3	105,726	106,913	1,187
4	108,882	110,666	1,784
5	112,038	114,418	2,380
6	115,193	118,170	2,977
7	118,348	121,922	3,574
8	122,815	125,674	2,859
9	127,283	129,426	2,143
10	131,750	133,179	1,429
11	136,217	136,931	714
12	140,683	140,683	-

Adjust the earning for the year 2016/2017 (July 2016 – June 2017) by computing arrears as:

Difference X No. of Months worked in the period (max 12 months)

Table 5: Adjusted Arrears for Grade 13A: Senior Lecturer/Senior Research Fellow

NOTCH	2013-2017 CBA	IPUCCF2017-2021	ARREARS/MONTH
	2016-2017	2016-2017	DIFFERENCE
1	112,038	112,038	-
2	115,193	116,373	1,180
3	118,348	120,707	2,359
4	122,815	125,042	2,227
5	127,283	129,377	2,094
6	131,750	133,712	1,962
7	136,217	138,046	1,829
8	140,683	142,381	1,698
9	145,441	146,716	1,275
10	150,201	151,051	850
11	154,960	155,385	425
12	159,720	159,720	-

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Adjust the earning for the year 2016/2017 (July 2016 – June 2017) by computing arrears as follows:

Difference X No. of Months worked in the period (max 12 months)

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B Implementation of 2017-2021 Collective Bargaining Agreement

1) Interpretation of the Salary Tables for 2017-2021 CBA (Schedule 1: Basic Salary)

The conversion tables 8-13 should be read vertically and horizontally (diagonally) during implementation and computation of arrears starting from 2016/2017 financial year and using salary scale and step as identified in one (1) above with exception of step 12 which will be read horizontally only. Total arrears will depend on (i) date of joining the institution and (ii) the number of months worked in the year under reference.

Table 8: Conversion Table for Grade 10A: Graduate Assistant/Research Assistant

STEP	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
1	46,978	49,666	52,353	55,041	57,729
2	48,796	51,593	54,391	57,188	59,985
3	50,614	53,521	56,428	59,335	62,242
4	52,515	55,449	58,466	61,482	64,499
5	54,520	57,377	60,503	63,629	66,755
6	56,524	59,305	62,540	65,776	69,012
7	58,526	61,232	64,578	67,923	71,269
8	60,525	63,160	66,615	70,070	73,525
9	62,524	65,088	68,653	72,217	75,782
10	64,521	67,016	70,690	74,364	78,039
11	66,517	68,944	72,728	76,512	80,295
12	68,512	70,872	74,765	78,579	82,552

Table 9: Conversion Table for Grade 11A: Assistant Lecturer/Tutorial Fellow/Junior Research Fellow

STEP	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
1	83,598	87,159	90,720	94,281	97,842
2	86,764	90,485	94,212	97,940	101,667
3	89,927	93,810	97,704	101,598	105,492
4	93,089	97,136	101,196	105,256	109,317
5	96,250	100,461	104,688	108,915	113,141
6	99,409	103,787	108,180	112,573	116,966
7	102,569	107,112	111,672	116,231	120,791
8	105,726	110,438	115,164	119,890	124,616
9	108,882	113,763	118,656	123,548	128,440
10	112,038	117,089	122,148	127,206	132,265
11	115,193	120,414	125,639	130,865	136,090
12	118,348	123,740	129,131	134,523	139,915

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IMPLEMENTATION NOTES FOR UASU-IPUCCF COLLECTIVE BARGAINING AGREEMENT (2017-2021)

Table 10: Conversion Table for Grade 12A: Lecturer/Research Fellow

STEP	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
1	99,409	102,204	105,000	107,795	110,591
2	103,161	106,150	109,138	112,127	115,115
3	106,913	110,095	113,276	116,458	119,639
4	110,666	114,040	117,414	120,789	124,163
5	114,418	117,985	121,553	125,120	128,688
6	118,170	121,930	125,691	129,451	133,212
7	121,922	125,876	129,829	133,782	137,736
8	125,674	129,821	133,967	138,114	142,260
9	129,426	133,766	138,105	142,445	146,784
10	133,179	137,711	142,243	146,776	151,308
11	136,931	141,656	146,382	151,107	155,833
12	140,683	145,601	150,520	155,438	160,357

Table 11: Conversion Table for Grade 13A: Senior Lecturer/Senior Research Fellow

STEP	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
1	112,038	120,141	128,244	136,347	144,450
2	116,373	124,804	133,235	141,666	150,097
3	120,707	129,466	138,225	146,984	155,743
4	125,042	134,129	143,216	152,303	161,390
5	129,377	138,792	148,207	157,622	167,037
6	133,712	143,455	153,197	162,940	172,683
7	138,046	148,117	158,188	168,259	178,330
8	142,381	152,780	163,179	173,578	183,977
9	146,716	157,443	168,170	178,896	189,623
10	151,051	162,105	173,160	184,215	195,270
11	155,385	166,768	178,151	189,534	200,917
12	159,720	171,431	183,142	194,852	206,563

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IMPLEMENTATION NOTES FOR UASU-IPUCCF COLLECTIVE BARGAINING AGREEMENT (2017-2021)

Table 12: Conversion Table for Grade 14A: Associate Professor

STEP	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
1	145,441	154,165	162,889	171,613	180,337
2	150,729	159,729	168,730	177,730	186,731
3	156,016	165,293	174,570	183,847	193,124
4	161,304	170,857	180,411	189,965	199,518
5	166,592	176,422	186,252	196,082	205,912
6	171,879	181,986	192,092	202,199	212,306
7	177,167	187,550	197,933	208,316	218,699
8	182,454	193,114	203,774	214,434	225,093
9	187,742	198,678	209,615	220,551	231,487
10	193,030	204,242	215,455	226,668	237,881
11	198,317	209,807	221,296	232,785	244,275
12	203,605	215,371	227,137	238,902	250,668

Table 13: Conversion Table for Grade 15A: Professor

STEP	2016-2017	2017-2018	2018-2019	2019-2020	2020-2021
1	170,681	180,434	190,188	199,941	209,694
2	177,792	187,435	197,079	206,723	216,366
3	184,902	194,436	203,970	213,504	223,038
4	192,013	201,437	210,862	220,286	229,710
5	199,124	208,438	217,753	227,068	236,382
6	206,234	215,439	224,644	233,849	243,055
7	213,345	222,440	231,536	240,631	249,727
8	220,455	229,441	238,427	247,413	256,399
9	227,566	236,442	245,318	254,195	263,071
10	234,677	243,443	252,210	260,976	269,743
11	241,787	250,444	259,101	267,758	276,415
12	248,898	257,445	265,993	274,540	283,087

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