

1 **ARTICLE XX – COMPENSATION**

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3 XX.1 The SAG—AFTRA classifications with their respective pay levels are hereby
4 incorporated into this contract as Appendix __. The SAG-AFTRA class
5 specifications for these jobs are considered in effect upon the execution of this
6 contract.

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8 **XX.2**

9 A. Effective July 1, 2019, all members of the bargaining unit will receive a two
10 percent (2%) across the board increase over their current salary.

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12 B. Effective July 1, 2020, all members of the bargaining unit will receive a two
13 percent (2%) across the board increase over their current salary.

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15 C. Effective July 1, 2021, all members of the bargaining unit will receive a two
16 percent (2%) across the board increase over their current salary.

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18 XX.3 Upon promotion or reclassification from a SAG-AFTRA position to another SAG-
19 AFTRA position with a higher salary minimum, the affected employee shall receive
20 a salary no less than the minimum of the new job class.

21 XX.4 An employee occupying a position that is reclassified to an existing class with a
22 lower salary minimum shall receive a salary no lower than the minimum salary for
23 the class into which the employee is moving and no higher than 120% of the
24 minimum salary.

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26 XX.5 At management’s discretion, salary increases may be made at any time to
27 individuals or to job classes for reasons of market competitiveness, internal equity,
28 increased responsibility or retention. Should additional sources of money become
29 available for supplemental wage increases, the parties will meet to establish an
30 equitable distribution methodology.

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32 XX.6 SAG-AFTRA Bargaining unit members are eligible for “story incentive” pass-
33 through payments under the terms of the KUOW National/International Story
34 Incentive Payment Policy.

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36 XX.7 Ratification Incentive. Employees listed in the attached Memorandum of
37 Understanding will receive a lump sum payment equal to 1.6% of the employee’s
38 salary as of May 1, 2019, contingent upon ratification of the contract.