ARTICLE XX – COMPENSATION

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

XX.2

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

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

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

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

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

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

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

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