



Union - City
4.19.23

🏠 200 E. Santa Clara Street
📅 **Date:** April 19th, 2023
🕒 **Time:** 1:00 – 3:00pm

ABMEI Proposal #3 – Article 5 Professional Achievement Incentives

5.16 Premium Pay

Employees shall receive a professional achievement incentive of **3%** (paid biweekly) in addition to their base salary as follows. In order to receive the professional achievement incentive, the employee must hold commercial certifications in all four trade areas (Building, Plumbing, Mechanical and Electrical). This non-pensionable premium pay becomes effective the first full pay period after the date of an approved application is received by the Payroll Department.

Employees shall receive an additional professional achievement incentive of 1.5% (paid biweekly) in addition to their base salary for maintaining a CASP certification. This non-pensionable premium pay becomes effective the first full pay period after the date of an approved application is received by the Payroll Department.