



SOCIETY OF PROFESSIONALS, SCIENTISTS, AND ENGINEERS

Affiliated with

**University Professional and Technical Employees (UPTE),
Communications Workers of America Local 9119, AFL-CIO**

SPSE/UPTE ISSUES FACT SHEET

RANKING AND PAY EQUITY

THE ISSUE

LLNL bases pay for most employees on a ranking system that has been corrupted into a system of favoritism and patronage. The system pits employees against one another in a counter-productive competition for the most favorable ranking, squelches dissent, and destroys morale. Even though both an LLNL and a SPSE employee survey identified very high employee dissatisfaction with the ranking system, and employees have filed 2 major lawsuits claiming salary discrimination, the system remains in place. As part of the recent settlement of the Women's Class-action lawsuit against LLNL, changes to the Integrated Performance and Pay Program (IPPP) have occurred. For example, relative-value ranking for salary determination is being phased out and replaced with an absolute-value ranking system for most employees not in 200 series positions.

SPSE/UPTE POSITION

SPSE advocates that ranking be abolished in its entirety, as ranking cannot be reformed. We want real, not cosmetic, changes to the system. Replace ranking with a system where each and every employee clearly understands guidelines for advancement, whether their performance is satisfactory or qualifies them for advancement, what they are doing well, and suggestions for further development.

WHAT SPSE/UPTE HAS DONE

- Met with the Director to discuss reform of the ranking system
- Met with officials of the UC Office of the President to press for reform or abolition of the ranking system
- Made available to members at no charge all the salary and ranking data
- Published salary curves in our Newsletter, and various articles on ranking, performance appraisal, and salary determination

WHAT YOU CAN DO

- Become an agent for change by joining SPSE/UPTE
- Become actively involved in SPSE/UPTE's Salary Committee work