



**UNION PROPOSAL**  
Bargaining Units: All  
June 20, 2008

1645

Article and Section No: 11.7

Proposal No.: 1

*The Union proposes that no changes be made to the following section:*

**11.7 Merit Salary Adjustments (MSA)**

- A. Employees shall receive annual MSA in accordance with Government Code section 19832 and applicable DPA rules.
- B. The employee shall be informed in writing of denial ten (10) working days prior to the proposed effective date of the MSA.
- C. Denial of the MSA shall be subject to the grievance and arbitration procedure.

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