

ARTICLE 5 COMPENSATION

A. GENERAL PROVISIONS

1. Effective date of salary increases – The initial year one increases shall be effective on January 5th, 2014 (January 1st, 2014 for monthly paid). All other salary increases shall be effective on the first full biweekly or monthly pay period on or after the effective date.
2. **Appendix A** – The salary ranges and steps resulting from the negotiations are reflected in Appendix A. The parties recognize that the actual salary rates paid to employees may slightly vary from those reflected in Appendix A due to rounding.
3. **Range Adjustments**
 - a. When applying a range adjustment to ranges with steps, the adjustment shall apply equally to all steps within the range. The resultant step salary shall apply to all employees on the step.
 - b. Employees within the salary range who are not eligible for the full amount of the within range increase, or who are situated above the range, shall be compensated as follows:

The amount above the range shall be paid in a one-time, non-base building lump sum and coded in the payroll system as covered compensation.
 - c. No employee shall be paid less than the salary range minimum.
4. **Order of Increases:** If more than one salary range adjustment takes place on the same date, actions occur in the following order:
 - a. Across the board salary range adjustment;
 - b. Equity adjustments;
 - c. Individual employee step increase;
 - d. Salary action resulting from promotion, reclassification, transfer, or demotion.
5. The across the board (“ATB”) salary range increases in Section B., below, will apply to determine the wages specified in Appendix A hereto.
6. All provisions in this article applicable to career employees shall apply equally to limited appointment employees, unless otherwise specified.
7. **Eligibility:** In addition to any specific requirements indicated below related to any particular increase, to be eligible for pay increases, employees must be in the unit on the effective date of the increase as well as on the date of payout.

B. ACROSS THE BOARD SALARY RANGE INCREASES – (2013/2014)

1. **Date of Initial Increase** – The initial salary increases will be effective on January 5th, 2014 (January 1st for monthly paid).
2. Any additional salary increases provided in 2014 will be effective in the months listed, according to the provisions of §A.1., above.
3. **UCSF/UCSFMC:**
5.5% range adjustment and base salary increase for HX classifications. (Excluding Dietitian II/Senior which will receive a minimum 5.5% increase).

New Market Ranges and Placement:

- Cytologist
- Clinical Laboratory Scientist Family
- Physician Assistant Job Family
- Dietitian 1, Dietitian 2 and Dietitian Senior Job Family

Other Proposals:

- Creation at UCSF Medical Center of new Speech Pathologist career ladder, equity adjustments for Occupational Therapy and Speech Pathology.
 - Extend Title Code 9289, Counselor, Genetic Per Diem to UCSF. Proposed Rate: \$43.42
4. **UCLA/UCLAMC: 5.5% salary range adjustments to all career classifications.**
 - a. Across the board increases to per diem titles.
 - b. Equity adjustments.
 5. **UCSD/UCSDMC: 5.5% salary range adjustments to all classifications, except**
 - a. An additional 1.5% salary range adjustments to Sr. Audiologist and Sr. Speech Pathologist
 - b. An additional 14.13% to Clinical Lab Scientist, Specialist, per diem
 - c. Change Speech & Sr. Speech Pathologist FLSA status from Exempt to non-Exempt
 - d. Establish Pharmacist salary range ladder. Across the board increases will not apply to 9247 Staff Pharmacist 1 title code.
 - e. Adjust salary ranges for Nuclear Med Techs.
 - f. Adjust salary ranges for Dietitian II and Sr. Dietitian.
 - g. Individual equity adjustment to some current dietitians to address equities
 6. **UCD/UCDMC**
 - a. 5.5% range adjustment and base salary increase for all HX classifications.
 - b. Establish 20 step salary range for Dietitian II and Sr. Dietitian job titles and place employees on steps relative to comparative experience levels and current pay using criteria of completed years of registered dietitian experience in a training/research hospital.

7. **UCI/UCIMC**
 - a. For Dietitian II, modify open range to steps and place existing Dietitian IIs.
 - b. A 5.5% salary range increase shall be provided to all classifications.
 - c. Dietitians shall receive an additional 3.5%, for a total of 9%.
 - d. Reclassify specified Dietician II to Sr. Dietician.
8. **UCSB:** A 4% salary range increase shall be provided to all classifications.
9. **UCR:** A 4% salary range increase shall be provided to all classifications.
10. **UCB:** A 4% salary range increase shall be provided to all classifications.
 - a. Add one step to the top of the salary range for every title with the exception of the title noted in 10.b. below.
 - b. For the Clinical Social Worker II and Clinical Social Worker III, add two steps to the top of the salary range.
11. **UCM:** A 4% salary range increase shall be provided to all classifications.
12. **UCSC:** A 4% salary range increase shall be provided to all classifications.

*Charts detailing specific increases provided in this section have been provided to UPTE electronically and are reflected in Appendix A.

- C. ACROSS THE BOARD SALARY RANGE INCREASES – (2014/15) – Effective January 2015;**
1. UCSF/UCSFMC: 2%
 2. UCLA/UCLAMC: 2%
 3. UCSD/UCSDMC: 2%
 4. UCD/UCDMC: 2%
 5. UCI/UCIMC: 2%
 6. UCSB: 2%
 7. UCR: 2%
 8. UCB: 2%
 9. UCM: 2%
 10. UCSC: 2%

D. ACROSS THE BOARD SALARY RANGE INCREASES – (2015/16) – Effective January 2016

1. UCSF/UCSFMC: 2%.
2. UCLA/UCLAMC: 2%
3. UCSD/UCSDMC: 2%
4. UCD/UCDMC: 2%
5. UCI/UCIMC: 2%
6. UCSB: 3%
7. UCR: 3%
8. UCB: 3%
9. UCM: 3%
10. UCSC: 3%

E. ACROSS THE BOARD RANGE SALARY INCREASES – (2016/17) – Effective January 2017;

1. UCSF/UCSFMC: 2%
2. UCLA/UCLAMC: 2%
3. UCSD/UCSDMC: 2%
4. UCD/UCDMC: 2%
5. UCI/UCIMC: 2%
6. UCSB: 2%
7. UCR: 2%
8. UCB: 2%
9. UCM: 2%
10. UCSC: 2%

F. INDIVIDUAL STEP INCREASES-(2014-2017)

1. Non-probationary career employees who have earned a rating of satisfactory or better on their most recent performance evaluation preceding the effective date of the increase in accordance with local merit review programs, will receive a one step within range increase. The step increase will be effective the first full pay period each January, except for employees in experience based titles/series as indicated in section 2, below.
2. Non-probationary career employees in experience-based titles/series are eligible for a one-step within-range increase based on experience as of the January 1 prior to the effective date of the step increase. Employees that are eligible must have a rating of satisfactory or better on their most recent performance evaluation preceding the effective date of the increase.

3. Non-probationary career employees on experienced based steps will proceed to the next step provided they have attained the requisite number of years associated with the next step as of January 1 of the step movement of that year.
4. In year one only, Medical Center employees who are at the range maximum, shall be provided a 2% non-base building lump sum in lieu of a step increase.
5. For non-probationary career employees at the range max or above the range max in years two-four, the Campus or Medical Center shall have the sole, non-grievable discretion to provide a one time, non-base building lump sum, coded in the payroll system as covered compensation.

G. OTHER INCREASES

1. The University may increase salary rates, salary ranges, shift differentials, on-call rates and/or extend the coverage of such rates for selected classes at selected locations.
2. The University may adjust steps during the life of the agreement.
3. The University shall notice the local UPTE office a minimum of 30 days prior to implementing the adjustments referenced in Section 1 & 2 above.
4. Union and / or employee requests for market equity review shall be submitted in writing to the appropriate local office and shall include:
 - a. The specific name(s) and classifications of the individuals to be reviewed;
 - b. The data upon which the equity adjustment is being requested.
5. The University shall notice the local UPTE office a minimum of 30 days prior to implementing adjustments that may be granted pursuant to employee requests.
6. Decisions to either grant or deny market equity increases shall be at the sole, non-grievable discretion of the University.

H. RECLASSIFICATION / PROMOTION

Upon upward reclassification and/or promotion, an employee shall receive a salary increase of at least four percent (4%), then to the next higher step (if between steps) or two steps and at least to the new range minimum.

I. BONUS AND INCENTIVE AWARDS

The University shall have the sole, non-grievable right to establish, continue, modify or abolish campus/hospital/laboratory incentive award programs.

J. LAWRENCE BERKELEY NATIONAL LABORATORY

In the event the University resumes work that was previously performed by HX employees at LBNL, the parties will meet and confer over wage rates to be implemented for employees at LBNL.