Appendix "I"

July 25, 2019 - UCSF/UCSFMC
Attachment A

Contingent upon tentative agreement on all other aspects of the HX agreement.

UCSF/UCSFMC Location Specific Increases as referred to in Article 5 - Compensation

1) **New Ranges** - All new ranges are attached in Attachment B.

2) **Selected Range Adjustments and Pay Increases** - percentages are approximate and may vary due to rounding. These percentage increases are all reflected in the new ranges in Attachment B. **All of these are in lieu of 1) at ratification across the board increases, 2) at ratification step increases and 3) January 2020 step increases.**

   a) 10% range adjustment and pay increase for:
      i) **Occupational Therapists** (title codes 7925, 7924, 7923, and 9491) and
      ii) **Physical Therapists** (title codes 7940, 7939, 7938, and 9487)

   b) 12% range adjustment and pay increase for:
      i) **Recreational Therapists** (title codes 7955 and 7954);
      ii) **Child Life Specialists** (title codes 7873, 7872, and 9351); and
      iii) **Child Life Teachers** (title codes 9376, 9375, and 9374)

   c) 9% range adjustment and pay increase for **Case Managers** (title code 7870 and 9463)

   d) 12% range adjustment and pay increase for **Staff Pharmacist 1 and 2** (title codes 7963, 9247 and 9249)

   e) 10% range adjustment and pay increase* for **Speech Pathologists** (title codes 7973, 7959, 7972, 9472, and 9471)
      i) Individual reclassifications in separate attached document. (Attachment A-1)
      ii) **NOTE:** Individual 10% pay increase does not apply to those on the attached reclassification list in title codes 7959 and 9472 as their increase is included in the new reclassification rate of pay.

3) **Cyto Technologists - Range Adjustments and Pay Increases** - percentages are approximate and may vary due to rounding. These percentage increases are all reflected in the new ranges in Attachment B. **All of these are in lieu of 1) at ratification across the board increases and 2) at ratification step increases.**

   a) 7% range adjustment and pay increase for **Cyto Technologists** (title codes 8954, 8955, and 8998).

4) **Selected Per Diem Rate Adjustments and Pay Increases** - percentages are approximate and may vary due to rounding. These percentages are all reflected in the new ranges in Attachment B. **All of these are in lieu of at ratification across the board increases.**

   a) 7% adjustment and pay increase for per diem titles:
      i) **Recreational Therapist** (title code 9467);
      ii) **Child Life Specialists** (title codes 9368, 9369, and 9371); and
Contingent upon tentative agreement on all other aspects of the HX agreement.

iii) Child Life Teachers (title codes 9379, 9378, and 9377)

5) New Per Diem Titles and New Per Diem Rates of Pay - These new rates are reflected in Attachment B. All of these are in lieu of at ratification across the board increases.
   a) Per Diem Recreational Therapist 2 and 3 (title codes TBD) - Creation at UCSF Medical Center of new per diem classification. Individual reclassifications into new per diem levels as identified in separate attached document. (Attachment A-2 Revised 7.16.19)
   b) Per Diem Clinical Social Worker 2 and 3 (title codes 9316 and 9310)

6) New Range Structure and Placement onto New Range Structure – New ranges in Attachment B. All of these are in lieu of 1) at ratification across the board increases, 2) at ratification step increases and 3) January 2020 step increases.
   a) Recreational Therapist 3 (title code TBD) - Creation at UCSF Medical Center of new classification and updated career ladder for the series. Individual reclassification into new level as identified in separate attached document. (Attachment A-2 Revised 7.16.19)

7) Selected New Salary Range/Step Structures and Placement onto the New Range Structures - New ranges in Attachment B. All of these are in lieu of 1) at ratification across the board increases, 2) at ratification step increases and 3) January 2020 step increases*.
   a) Physician Assistants (title codes 9202 and 9203) - Individual placement on the new range in separate attached document. (Attachment A-4 Revised and Attachment A-4 Revised 7.16.19 for Campus) *EXCEPTION for Campus-based individuals in this classification they will be eligible for January 2020 Step Increases pursuant to criteria in Article 5 – Compensation.
   b) Hospital Radiation Physicists and Assistant Hospital Radiation Physicists (title codes 9240 and 9241) - Individual placement on the new range in separate attached document. (Attachment A-5)
   c) Clinical Social Workers 1, 2 and 3 (title codes 7890, 9314 and 9313) and - Individual placement on the new range in separate attached document. (Attachment A-6 Revised 7.19.19) *EXCEPTION for Campus-based individuals in this classification they will be eligible for January 2020 Step Increases pursuant to criteria in Article 5 – Compensation.
   d) Social Work Associate and Assistant Social Work Assoc (title codes 9342 and 9341) - Individual placement on the adjusted range for Social Work Associate (title code 9341) in separate attached document. (Attachment A-7 and Attachment A-7 Revised 7.16.19 for Campus) *EXCEPTION for Campus-based individuals in this
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classification they will be eligible for January 2020 Step Increases pursuant to criteria in Article 5 – Compensation.

e) **Psychologists** (title codes 9384 and 9383) - Individual placement on the new range in separate attached document. (Attachment A-8 and Attachment A-8 Revised 7.16.19 for Campus) *EXCEPTION for Campus-based individuals in this classification they will be eligible for January 2020 Step Increases pursuant to criteria in Article 5 – Compensation.*

8) **Additional Individual Equity Increases**: Overall ranges are in Attachment B. These are in lieu of 1) at ratification across the board increase, 2) at ratification step increase and 3) January 2020 step increase.

   a) **Child Life Specialist** – Individual equity in separate attached document. (Attachment A-2 Revised 7.16.19)

   b) **Music Therapists** – Create new salary structure and provide individual equity increases in separate attached document. (Attachment A-2 Revised 7.25.19)

9) **Ancillary Payments**:

   a) Increase Night Shift Differential for **Clinical Lab Scientists** from $6.50 to $7.50

   b) Add Weekend Shift Differential for **Physician Assistants** of $4.00 per hour; parties will locally meet to discuss this upon the request of UPTE pursuant to new Article 5, Section G.

10) **Extend Title**:

    a) Extend Laboratory Scientist Apprentice – Title Code 8957 to UCSF. Agree to bargain this locally.

11) **Titles that Received Equity Increases within Last 12 Months** – New ranges reflected in Attachment B and previously passed charts. All of these have already been agreed upon, have been implemented and are in lieu of at ratification across the board increases. Eligible for at ratification and January 2020 step increases.

    a) **Clinical Lab Scientist** (8938, 8939, 8940, 8956, 8959) – approximately 14%

    b) **Nuclear Med Techs** (8811, 9003, 9004, 9006) – approximately 10%

12) **Genetic Counselors Who Received Increases within the Last Month** – New ranges reflected in Attachment B and for Genetic Counselors individual increases in previously passed charts. All of these have already been agreed upon, have been implemented and are in lieu of 1) at ratification across the board increases, 2) at ratification step increases and 3) January 2020 step increases.
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a) Genetic Counselors (7894, 7895, 7896, and 9289) - between 14.4% and 33.9% with Health average of 24% and all Campus at 14.4%.

13) Counseling Psychologists (9558) – Same as CPs at other locations.

For UC Regents

2/20/2020