

AGREEMENT
July 21, 2010

7/22/2010
12:50

University of California and University
Professional and Technical Employees (UPTE)

Case Managers

Health and Welfare Benefits

All Case Managers will continue to pay the 2010 benefit premium rates and will be covered by the health and welfare benefit plan design and structure in place for 2010.

Pension

All Case Managers will continue to pay the 2% minus \$19 monthly contribution into the UCRP.

FLSA Status

The FLSA designation currently in place at each location for the 9170 Case Manager title will remain in place.

Case Managers at Davis are non-exempt. Shift differentials will remain in place.

Incentive Award Program

The Case Managers will be covered by the Incentive Award Program, if any, that will be implemented for HX employees for FY 2010-2011 at their respective locations.

Salary Structure

The Case Managers will be placed onto a new step-based salary structure as described for each location in Attachment A.

UC San Diego Medical Center

Case Managers at UCSDMC will be covered by the HX agreement with respect to Article 36, Sick Leave, and Article 42, Vacation.

UC Los Angeles Medical Center

Case Managers at UCLAMC will be covered by the Side Letter (Appendix J) to the current UC-UPTE HX contract that provides a Paid Time Off (PTO) program for all UCLAMC HX-unit employees.

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UC Davis, UC Irvine and UC San Francisco Medical Centers

No later than thirty (30) days following the date of this agreement, Case Managers in this title as of the date of this agreement will be given a one-time opportunity, to submit in writing, an election to opt-out of the PTO Program. Employees who do not submit a written opt-out election will remain in their location's PTO program. Case Managers electing to opt-out, will be transitioned into the provisions of Article 36, Sick Leave and Article 42, Vacation, contained in the HX contract, no later than ninety (90) days following their election. All employees hired into the Case Manager title after the date of this agreement, including new hires and internal promotions, demotions and transfers, will be enrolled in the location's PTO program.

Case Managers are subject to the terms and conditions in the re-opener negotiations.

UPTE and UC retain the right to make proposals on this issue in the successor agreement negotiations.

Linda G. Ashcraft

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On behalf of the University of California

Date: 7-22-10

Wendi Felson

Wendi Felson

UPTE HX

Date: 7/22/2010

UC to UPTE
LA 7-22-10 July 22 2010
WF 7/22/2010 12:35pm

Please be advised that actual rates may vary due to rounding.

Effective the first applicable pay period following 60 days after the date of this agreement.

CASE MANAGERS

UCI

Proposed Step Structure – Transition to occur by moving Case Managers to the step equal to their current salary, or closest (higher) to their current salary. All Case Managers will fit into the step structure proposed below with the exception of 1 Case Managers who is currently 27% below the proposed Step 1. The increase for this Case Manager will be capped to 15% in the first year. The remainder of the increase will be provided in the following year –bringing the employee to Step 1.

CAREER

TC _____ - CM Per Diem: \$44.61

Step	Hrly	Annual
1	\$39.85	\$83,207
2	\$40.65	\$84,877
3	\$41.46	\$86,568
4	\$42.29	\$88,302
5	\$43.14	\$90,076
6	\$44.00	\$91,872
7	\$44.88	\$93,709
8	\$45.78	\$95,589
9	\$46.70	\$97,510
10	\$47.63	\$99,451

UCLA

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proposed		
step	rate	# of ee's
1	40.08	1
2	40.88	1
3	41.70	2
4	42.53	3
5	43.38	6
6	44.25	8
7	45.14	4
8	46.04	9
9	46.96	7
10	47.90	0
11	48.86	2
12	49.83	0
13	50.83	0
14	51.85	1

Proposed Step Structure – Transition to occur by moving Case Managers to the step equal to their current salary, or closest (higher) to their current salary. 2% equity adjustment to apply to steps that occur with scheduled 2010 across the board increase (ATB).

UCSD

Title Code	Title Description	Step	Current			With Proposed Equity Adjustment		
			Monthly	Hourly	Annual	Monthly	Hourly	Annual
694	AN III Manager- Case	1	5,950.00	34.2	48,864	6,450.00		77,400

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Manager						37.07	
	2				6,579.00	37.81	78,948
	3				6,711.00	38.57	80,532
	4				6,846.00	39.34	82,152
	5				6,983.00	40.13	83,796
	6				7,123.00	40.94	85,476
	7				7,266.00	41.76	87,192
	8				7,412.00	42.60	88,944
	9				7,561.00	43.45	90,732
	10				7,713.00	44.33	92,556
	11				7,868.00	45.22	94,416
	12				8,026.00	46.13	96,312
	13				8,187.00	47.05	98,244
	14				8,351.00	47.99	100,212
	15	10,716.67	61.59	128,600	8,519.00	48.96	102,228

UCSF

UCSFMC's proposal is to adjust both Case Manager rates and current open range by whatever ATB is negotiated for HX. MC compensation would then divide the range up into 10 steps (3.5% apart). The transition to the new steps would occur by moving Case Managers to the step equal to their current salary, or closest (higher) to their current salary.

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TC _____ - CM Per Diem: \$64.70

UCD

Proposing a 25-step range with 2% step intervals. After providing the equity increases as noted below, employees will be placed on the matching or next-higher step in the new range.

ID	Name	FTE	Appt Type	Dept	Current Comp Rate	Comp Rate with Equity	Step Placement		
							Step	Rate	% Inc
100030604	Bradley Jr,Robert J	1.00	Career	Managed Care UM / Case Mngmnt	43.78	43.78	11	43.86	0.2%
100031059	Schaffer,Rebecca E	1.00	Career	Managed Care UM / Case Mngmnt	43.78	43.78	11	43.86	0.2%
100028051	Magruder,Molly T	1.00	Career	Managed Care UM / Case Mngmnt	44.25	44.25	12	44.74	1.1%
100027360	Thalken,Barbara A	1.00	Career	Managed Care UM / Case Mngmnt	46.02	46.02	14	46.55	1.2%
100013398	Glover,Patricia	1.00	Career	Managed Care UM / Case Mngmnt	46.46	46.46	14	46.55	0.2%
100005741	Chappell,Buck	1.00	Career	Managed Care UM / Case Mngmnt	46.46	46.84	15	47.48	2.2%
100016670	Coppage,Damaris	1.00	Career	Managed Care UM / Case Mngmnt	47.38	47.38	15	47.48	0.2%
100001248	Kerr,Michele M	0.90	Career	Managed Care UM / Case Mngmnt	48.00	48.00	16	48.43	0.9%
100007407	Gassoumis,Cassandra	1.00	Career	Managed Care UM / Case Mngmnt	46.46	48.39	16	48.43	4.2%
100002278	Nelson,Mollie K	0.60	Career	Managed Care UM / Case Mngmnt	52.33	52.33	20	52.42	0.2%
100021081	Sakaris,Jodie L	1.00	Career	PM&R - Operations	39.26	43.89	12	44.74	14.0%
100028788	McDole,Jamie M	0.75	Career	Transfer Center & Pre-Admit ER	44.00	44.00	12	44.74	1.7%
100003346	Berry,Margaret	0.75	Career	Transfer Center & Pre-Admit ER	46.30	46.30	14	46.55	0.5%
100001857	Fontes,Dianne T	1.00	Career	Transfer Center & Pre-Admit ER	48.30	48.30	16	48.43	0.3%
100002236	Solak,Trina A	0.60	Career	Transfer Center & Pre-Admit ER	48.68	49.99	18	50.39	3.5%
100004508	Allgaier,Kathleen J	0.60	Career	Transfer Center & Pre-Admit ER	47.58	53.34	21	53.47	12.4%
100002515	Hopkins,Christin R	1.00	Career	Transfer Center & Pre-Admit ER	48.27	53.34	21	53.47	10.8%
100001887	Paddison,Nanci K	1.00	Career	Transfer Center & Pre-Admit ER	52.33	53.34	21	53.47	2.2%
100002368	Adams,Shanna D	0.35	Limited	Transfer Center & Pre-Admit ER	53.88	53.88	22	54.54	1.2%
100000832	Small,Susanne D	1.00	Career	Transfer Center & Pre-Admit ER	52.16	55.10	23	55.63	6.7%
100033197	Lee,Kristin M	0.90	Career	Clinical Case Management	33.86	33.86	1	35.98	6.3%
100016148	Klein,Kathleen M	1.00	Career	Clinical Case Management	35.00	38.55	5	38.95	11.3%

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100001340	Goode,Linda J	0.90	Career	Clinical Case Management	34.59	38.55	5	38.95	12.6%
100028602	Williams,Marcella Marie	1.00	Career	Clinical Case Management	35.00	39.82	7	40.52	15.8%
100007605	Gibson,Michelle D	1.00	Career	Clinical Case Management	40.00	40.00	7	40.52	1.3%
100018340	Garland,Susan A	1.00	Career	Clinical Case Management	45.55	45.55	13	45.64	0.2%
100018499	Maider,Karen L.	1.00	Career	Clinical Case Management	46.32	46.32	14	46.55	0.5%
100020021	Peters,Alison	1.00	Career	Clinical Case Management	46.38	46.38	14	46.55	0.4%
100014089	Rogers,Judith M	1.00	Career	Clinical Case Management	47.16	47.16	15	47.48	0.7%
100018320	Testerman,E Joanne	0.90	Career	Clinical Case Management	47.19	47.19	15	47.48	0.6%
100026215	Cook,Roger W	1.00	Career	Clinical Case Management	48.02	48.02	16	48.43	0.9%
100015096	Herrera,Ana T	0.60	Career	Clinical Case Management	49.00	49.00	17	49.40	0.8%
100029092	Williams,Sheila G	1.00	Career	Clinical Case Management	49.00	49.00	17	49.40	0.8%
100033295	Clark,Donna M	1.00	Career	Clinical Case Management	50.00	50.00	18	50.39	0.8%
100029524	Crozier,Andrew W	1.00	Career	Patient Services Coordinator	50.00	50.00	18	50.39	0.8%
100030032	Huang,Yanzu C	1.00	Career	Clinical Case Management	50.00	50.00	18	50.39	0.8%
100029461	Olson,Cimarron R	0.75	Career	Patient Services Coordinator	50.00	50.00	18	50.39	0.8%
100033299	Scott,Peggy R	0.50	Career	Clinical Case Management	50.00	50.00	18	50.39	0.8%
100005165	Folsom,Debra M	1.00	Career	Clinical Case Management	50.14	50.14	18	50.39	0.5%
100001966	Carson,Linette V	0.80	Career	Patient Services Coordinator	51.56	51.64	20	52.42	1.7%
100008669	Carniglia,Cheryl	0.50	Career	Clinical Case Management	51.78	51.78	20	52.42	1.2%
100001085	Wright,Robert M	1.00	Career	Patient Services Coordinator	51.91	51.91	20	52.42	1.0%
100000635	Campbell,Vickie M	0.60	Career	Clinical Case Management	52.16	52.16	20	52.42	0.5%
100000652	Morgan,Doretta A	1.00	Career	Patient Services Coordinator	52.16	52.16	20	52.42	0.5%
100002049	Delmendo,Fatima C	0.90	Career	Patient Services Coordinator	52.33	52.33	20	52.42	0.2%
100001213	Dimaggio,Steven V	1.00	Career	Clinical Case Management	52.33	52.33	20	52.42	0.2%
100002352	Duke,Kathleen A	0.90	Career	Clinical Case Management	52.33	52.33	20	52.42	0.2%
100000792	Margarita,Mary E P	0.80	Career	Clinical Case Management	52.33	52.33	20	52.42	0.2%
100001552	White,George F	0.90	Career	Clinical Case Management	52.33	52.33	20	52.42	0.2%
100009105	Jarrell,Kristin E	1.00	Career	Clinical Case Management	53.36	53.36	21	53.47	0.2%
100000562	McGrath,Patrice M Pardlow-	0.50	Career	Patient Services Coordinator	52.16	55.10	23	55.63	6.7%
100000579	Thomas,Jeania Y	1.00	Career	Clinical Case Management	52.16	55.10	23	55.63	6.7%
100001024	Sondheim,Lori	0.80	Career	Patient Services Coordinator	52.16	55.10	23	55.63	6.7%

avg
inc: 2.8%
avg
sal: 49.02

New Range

1	35.98
2	36.70
3	37.44
4	38.19
5	38.95
6	39.73
7	40.52

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8	41.33
9	42.16
10	43.00
11	43.86
12	44.74
13	45.64
14	46.55
15	47.48
16	48.43
17	49.40
18	50.39
19	51.39
20	52.42
21	53.47
22	54.54
23	55.63
24	56.74
25	57.88