

## SA Accretion Bargaining

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

This agreement covers Systems Administrator 1, title code 7302, Systems Administrator 2, title code 7303, Systems Administrator 3, title code 7304, and Systems Administrator 3 GF, title code 5880, collectively referred to as the "SAs". This agreement fully and finally resolves all outstanding issues related to the accretion of the SAs into the TX bargaining unit.

## 1. RETIREMENT:

- A. This goes into effect after the first full pay period after ratification of this agreement
- B. SAs hired or rehired in a UCRP eligible appointment following a break in service on or after July 1, 2013 will be placed in the "modified 2013 tier" as outlined in Article 4 of the TX agreement and increase their UCRP employee contribution to nine percent (9%) of Covered Compensation. The nine percent (9%) rate and the accrual of UCRP Service Credit are in accordance with the UCRP provisions applicable to the "modified 2013 tier".
- C. SAs hired prior to July 1, 2013, will continue in the 1976 tier and will increase their UCRP employee contribution to nine percent (9%) of Covered Compensation.

## 2. BONUS AND INCENTIVE PROGRAMS:

- A. SAs shall remain eligible for all current and future bonus programs, specific to the local campus procedures and policies. All award programs shall be available, if any, to all System Administrators in the unit, if available to other employees at that location.

## 3. TELECOMMUTING / REMOTE WORK:

- A. Telecommuting is a work option in which employees fulfill their job responsibilities at home or another approved remote location. The arrangement may cover all or part of the employees' scheduled hours and may be on an intermittent/occasional or permanent arrangement.
- B. All SAs shall be allowed to telecommute and shall choose their telecommuting days at their discretion.
- C. For remote worker agreements, there shall not be changes in location requirements. These agreements shall not force any SA that currently works a majority of their hours remotely to travel to the local campus office for any reason.

## 4. VACATION/SICK LEAVE/PTO:

- A. All SAs who currently have PTO will be eligible for a one-time irrevocable opportunity to elect, in writing, to opt out of their location's PTO program. Those choosing to opt out of the PTO shall be covered by Article 39, Sick Leave and Article 43, Vacation of the TX agreement. SAs shall be notified immediately following, and given one hundred and twenty (120) calendar days from the date of the university's written notification of ratification of this agreement to submit their written

opt-out election to their location's Labor Relations department. SAs hired after ratification of this agreement shall be covered by Article 39, Sick Leave and Article 43, Vacation of the TX agreement.

#### 5. EXEMPT STATUS FOR SYSTEM ADMINISTRATORS:

- A. UC Shall immediately move all SAs from exempt to non-exempt, hourly pay. All SAs shall immediately be eligible for overtime as per RX/TX contract and current legal standards. Any SA already on hourly pay will remain.

#### 6. DIFFERENTIALS:

- A. UC shall implement a differential payment increase for all SAs that work evening, night, and weekend shifts.
  - 1. Evening Shift differentials shall be paid at a rate of fifteen percent (15%) above their hourly/salary earnings
  - 2. Night Shift differentials shall be paid at a rate of twenty percent (20%) above their hourly/salary earnings
  - 3. Weekend Shift differentials shall be paid at a rate of fifty percent (50%) above their hourly/salary earnings
- B. Implementation shall immediately follow ratification of this agreement.

#### 7. ON CALL:

- A. On-call is time during which an employee is required to be available for return to work as a result of a call to work. An employee is not considered to be in on-call status unless the employee had previously been scheduled by the University for the assignment. The University retains the right to determine the need for, and the assignment of, on-call time.
- B. Unrestricted On-call will not be considered hours worked when employees are free to engage in activities for their own purposes even though they are required to inform the employer how they can be contacted.
  - 1. An employee in on-call status who is called in to work shall be guaranteed a minimum of four (4) hours of pay at one hundred and fifty percent (150%) of regular pay for each occurrence of call-in.
  - 2. Time spent in unrestricted on-call status, but not actually worked, shall be paid at no less than twenty-five percent (25%) of the hourly rate and is not considered as time worked or time on regular pay status.
  - 3. An employee called in to work from on-call status shall be assigned by the University to perform available work.
- C. Restricted On-call will be considered hours worked when an employee is required to restrict personal activities so that the employee cannot use his or her time effectively for the employee's purposes. Under such circumstances, the employee will be paid at the employee's normal pay rate (or overtime when appropriate).

1. An employee in on-call status who is called in to work shall be guaranteed a minimum of four (4) hours of pay at two-hundred percent (200%) of regular pay for each occurrence of call-in.
  2. Time spent in restricted on-call status, is considered as time worked or time on regular pay status.
  3. An employee called in to work from on-call status shall be assigned by the University to perform available work.
- D. For the purposes of article 13.H of the TX contract, call back time shall be considered time worked regardless of location.

8. PARKING AND TRANSPORTATION:

- A. UC shall provide SAs free monthly or annual campus/medical center parking passes.
- B. UC shall increase all transit contribution credits paid to covered employees to a minimum of \$50/month.

9. RETROACTIVE COMPENSATION:

- A. The University shall pay SAs tax advantaged retroactive compensation dating back to the Public Employee Relations Board (PERB) initial decision that System Administrators are eligible for union representation of 5/26/2017.
  1. Retroactive compensation shall be twenty-four point five percent (24.5%) of the member's true gross untaxed annual salary (HPAC) paid out in a single, net payment. The University shall calculate and pay the necessary taxes, fees, or other deductions required to make the payment net 24.5%.
  2. The University shall make a single bulk payment no later than thirty (30) calendar days from the ratification of this agreement.
  3. Such payment shall be included in the pension plan computation of HPAC.
  4. This increase in compensation shall occur before, and be considered in, the placement of members onto the step structure in Section 10 of this agreement.

10. SALARY INCREASES/COMPENSATION:

- A. The University shall eliminate the job title Systems Administrator (SYS ADM) 1, title code 7302, and existing Systems Administrator 1's shall be re-titled to System Administrator (SYS ADM) 2's, title code 7303. This re-title change shall occur within thirty (30) calendar days from the date of the written notification of ratification of this agreement.
- B. Upon ratification, step placement shall be decided based on service credit at a rate of one (1) step per year according to the step structure ratified in this agreement.
- C. Each SA shall receive an immediate one-step salary increase and an annual step increase until the end of the current contract.

UPTE PROPOSAL 1

Time: \_\_\_\_\_

Date: \_\_\_\_\_

System Administrator 2

Annualized Steps	Berkeley	Davis	Irvine	Los Angeles	Merced	Riverside	San Diego	San Francisco	Santa Barbara	Santa Cruz	UCOP
Step 1	\$140,700	\$113,400	\$136,500	\$138,600	\$148,050	\$126,000	\$135,450	\$148,050	\$133,350	\$147,000	\$148,050
Step 2	\$147,032	\$118,503	\$142,643	\$144,837	\$154,712	\$131,670	\$141,545	\$154,712	\$139,351	\$153,615	\$154,712
Step 3	\$153,648	\$123,836	\$149,061	\$151,355	\$161,674	\$137,595	\$147,915	\$161,674	\$145,622	\$160,528	\$161,674
Step 4	\$160,562	\$129,408	\$155,769	\$158,166	\$168,950	\$143,787	\$154,571	\$168,950	\$152,175	\$167,751	\$168,950
Step 5	\$167,787	\$135,232	\$162,779	\$165,283	\$176,552	\$150,257	\$161,527	\$176,552	\$159,022	\$175,300	\$176,552
Step 6	\$175,338	\$141,317	\$170,104	\$172,721	\$184,497	\$157,019	\$168,795	\$184,497	\$166,178	\$183,189	\$184,497
Step 7	\$183,228	\$147,676	\$177,759	\$180,493	\$192,800	\$164,085	\$176,391	\$192,800	\$173,656	\$191,432	\$192,800
Step 8	\$191,473	\$154,322	\$185,758	\$188,615	\$201,476	\$171,469	\$184,329	\$201,476	\$181,471	\$200,047	\$201,476
Step 9	\$200,090	\$161,266	\$194,117	\$197,103	\$210,542	\$179,185	\$192,624	\$210,542	\$189,637	\$209,049	\$210,542
Step 10	\$209,094	\$168,523	\$202,852	\$205,973	\$220,016	\$187,248	\$201,292	\$220,016	\$198,171	\$218,456	\$220,016
Step 11	\$218,503	\$176,107	\$211,980	\$215,242	\$229,917	\$195,674	\$210,350	\$229,917	\$207,088	\$228,287	\$229,917
Step 12	\$228,335	\$184,032	\$221,519	\$224,927	\$240,263	\$204,479	\$219,815	\$240,263	\$216,407	\$238,559	\$240,263
Step 13	\$238,611	\$192,313	\$231,488	\$235,049	\$251,075	\$213,681	\$229,707	\$251,075	\$226,146	\$249,295	\$251,075
Step 14	\$249,348	\$200,967	\$241,905	\$245,626	\$262,374	\$223,297	\$240,044	\$262,374	\$236,322	\$260,513	\$262,374
Step 15	\$260,569	\$210,011	\$252,790	\$256,680	\$274,180	\$233,345	\$250,846	\$274,180	\$246,957	\$272,236	\$274,180

UPTE PROPOSAL 1

Time: \_\_\_\_\_

Date: \_\_\_\_\_

System Administrator 3 & 3 GF

Annualized Steps	Berkeley	Davis	Irvine	Los Angeles	Merced	Riverside	San Diego	San Francisco	Santa Barbara	Santa Cruz	UCOP
Step 1	\$160,800	\$129,600	\$156,000	\$158,400	\$169,200	\$144,000	\$154,800	\$169,200	\$152,400	\$168,000	\$169,200
Step 2	\$168,036	\$135,432	\$163,020	\$165,528	\$176,814	\$150,480	\$161,766	\$176,814	\$159,258	\$175,560	\$176,814
Step 3	\$175,598	\$141,526	\$170,356	\$172,977	\$184,771	\$157,252	\$169,045	\$184,771	\$166,425	\$183,460	\$184,771
Step 4	\$183,500	\$147,895	\$178,022	\$180,761	\$193,085	\$164,328	\$176,653	\$193,085	\$173,914	\$191,716	\$193,085
Step 5	\$191,757	\$154,550	\$186,033	\$188,895	\$201,774	\$171,723	\$184,602	\$201,774	\$181,740	\$200,343	\$201,774
Step 6	\$200,386	\$161,505	\$194,404	\$197,395	\$210,854	\$179,450	\$192,909	\$210,854	\$189,918	\$209,359	\$210,854
Step 7	\$209,403	\$168,773	\$203,153	\$206,278	\$220,342	\$187,525	\$201,590	\$220,342	\$198,464	\$218,780	\$220,342
Step 8	\$218,827	\$176,368	\$212,294	\$215,561	\$230,258	\$195,964	\$210,661	\$230,258	\$207,395	\$228,625	\$230,258
Step 9	\$228,674	\$184,304	\$221,848	\$225,261	\$240,619	\$204,782	\$220,141	\$240,619	\$216,728	\$238,913	\$240,619
Step 10	\$238,964	\$192,598	\$231,831	\$235,397	\$251,447	\$213,998	\$230,048	\$251,447	\$226,481	\$249,664	\$251,447
Step 11	\$249,717	\$201,265	\$242,263	\$245,990	\$262,762	\$223,628	\$240,400	\$262,762	\$236,673	\$260,899	\$262,762
Step 12	\$260,955	\$210,322	\$253,165	\$257,060	\$274,587	\$233,691	\$251,218	\$274,587	\$247,323	\$272,639	\$274,587
Step 13	\$272,698	\$219,786	\$264,558	\$268,628	\$286,943	\$244,207	\$262,522	\$286,943	\$258,452	\$284,908	\$286,943
Step 14	\$284,969	\$229,677	\$276,463	\$280,716	\$299,856	\$255,196	\$274,336	\$299,856	\$270,083	\$297,729	\$299,856
Step 15	\$297,793	\$240,012	\$288,903	\$293,348	\$313,349	\$266,680	\$286,681	\$313,349	\$282,236	\$311,127	\$313,349

UPTE PROPOSAL 1

Time: \_\_\_\_\_

Date: \_\_\_\_\_

System Administrator 1 (if needed)

Annualized Steps	Berkeley	Davis	Irvine	Los Angeles	Merced	Riverside	San Diego	San Francisco	Santa Barbara	Santa Cruz	UCOP
Step 1	\$120,600	\$97,200	\$117,000	\$118,800	\$126,900	\$108,000	\$116,100	\$126,900	\$114,300	\$126,000	\$126,900
Step 2	\$126,027	\$101,574	\$122,265	\$124,146	\$132,611	\$112,860	\$121,325	\$132,611	\$119,444	\$131,670	\$132,611
Step 3	\$131,698	\$106,145	\$127,767	\$129,733	\$138,578	\$117,939	\$126,784	\$138,578	\$124,818	\$137,595	\$138,578
Step 4	\$137,625	\$110,921	\$133,516	\$135,571	\$144,814	\$123,246	\$132,489	\$144,814	\$130,435	\$143,787	\$144,814
Step 5	\$143,818	\$115,913	\$139,525	\$141,671	\$151,331	\$128,792	\$138,451	\$151,331	\$136,305	\$150,257	\$151,331
Step 6	\$150,290	\$121,129	\$145,803	\$148,046	\$158,140	\$134,588	\$144,682	\$158,140	\$142,439	\$157,019	\$158,140
Step 7	\$157,053	\$126,580	\$152,364	\$154,709	\$165,257	\$140,644	\$151,192	\$165,257	\$148,848	\$164,085	\$165,257
Step 8	\$164,120	\$132,276	\$159,221	\$161,670	\$172,693	\$146,973	\$157,996	\$172,693	\$155,547	\$171,469	\$172,693
Step 9	\$171,505	\$138,228	\$166,386	\$168,946	\$180,465	\$153,587	\$165,106	\$180,465	\$162,546	\$179,185	\$180,465
Step 10	\$179,223	\$144,448	\$173,873	\$176,548	\$188,585	\$160,498	\$172,536	\$188,585	\$169,861	\$187,248	\$188,585
Step 11	\$187,288	\$150,949	\$181,697	\$184,493	\$197,072	\$167,721	\$180,300	\$197,072	\$177,504	\$195,674	\$197,072
Step 12	\$195,716	\$157,741	\$189,874	\$192,795	\$205,940	\$175,268	\$188,413	\$205,940	\$185,492	\$204,479	\$205,940
Step 13	\$204,523	\$164,840	\$198,418	\$201,471	\$215,207	\$183,155	\$196,892	\$215,207	\$193,839	\$213,681	\$215,207
Step 14	\$213,727	\$172,257	\$207,347	\$210,537	\$224,892	\$191,397	\$205,752	\$224,892	\$202,562	\$223,297	\$224,892
Step 15	\$223,345	\$180,009	\$216,678	\$220,011	\$235,012	\$200,010	\$215,011	\$235,012	\$211,677	\$233,345	\$235,012