

UC/UPTE Counseling Psychologist Accretion Bargaining
MEDIATOR'S PROPOSAL
August 21, 2018

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

On January 4, 2017, the California Public Employment Relations Board issued unit modification order SF-UM-773-H to modify the Health Care Professional (HX) unit to include the following title codes (collectively referred to as "Counseling Psychologists"):

4392	Counseling Psychologist 2
4393	Counseling Psychologist 3
4403	Counseling Psychologist 2 Exempt
4404	Counseling Psychologist 1 Exempt
4405	Senior Counseling Psychologist
708	Counseling Psychologist 2
712	Counseling Psychologist 3

This agreement applies to Counseling Psychologists in the above titles (collectively referred to as "Counseling Psychologists"), excluding employees defined by the Higher Education Employer-Employee Relations Act as managerial, supervisory, and/or confidential.

Retirement

Effective the first pay period following 120 days of the written notification ratification of this agreement (the effective date):

1. Counseling Psychologists 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 41 of the HX agreement and increase their UCRP employee contribution to 9% of Covered Compensation. The 9% rate and the accrual of UCRP Service Credit are in accordance with the UCRP provisions applicable to the "modified 2013 tier".
2. Counseling Psychologists hired prior to July 1, 2013, will continue in the 1976 tier and will increase their UCRP employee contribution to 9% of Covered Compensation minus \$19 per month.

Nothing in this agreement or the HX contract modifies retiree health eligibility for the Counseling Psychologists.

Bonus and Incentive Programs

Counseling Psychologists will be eligible for bonus and incentive award programs in accordance with Article 5, Section I, Compensation – Bonus and Incentive Awards, of the HX Agreement.

Salary Increases

The University will increase each CPs salary by one percent (1%), then each CP will be placed on the new step-based salary structure at the rate equal to or next exceeding their rate after the one-percent 1%

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increase. Following the transition to the step-based salary structure, each CP shall be given a one-step (2%) salary increase. The salary increases will be effective the first full pay period following written notification of ratification of this agreement. Increases shall be implemented within ninety days (90) of receipt of written notification of ratification of this agreement. Implementation is subject to UC Path blackout periods.

No later than ninety (90) days following written notification of ratification of this agreement, the University shall pay career Counseling Psychologists a one-time, non-base building, non-UCRP covered compensation lump sum equivalent to 3% of their actual base-pay earnings for the period July 1, 2017 through June 30, 2018. Career Counseling Psychologists eligible for the lump sum payment must be on the payroll in the HX bargaining unit as of the date of written notification of ratification of this agreement, and continue to remain on payroll in the HX bargaining unit when the payment is issued.

Workplace Committees

The University and UPTE agree that staffing and workload issues that are of concern to Counseling Psychologists may be discussed at local labor management meetings as provided for under Article 46, Section A., Workplace Committees.

Vacation / Sick Leave / PTO

All eligible Counseling Psychologists at the campuses and at UCSD Health System will continue to be covered by the provisions contained in Article 36, Sick Leave, and Article 42, Vacation, of the HX Agreement.

All eligible Counseling Psychologists at UCLAMC will continue to be covered by existing PTO programs for HX bargaining unit employees, according to the provision of appendix J, Side letter – PTO at UCLA Medical Center.

All eligible Counseling Psychologists at UCDHS employed as of the date of this agreement 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 will be covered by Article 36, Sick Leave and Article 42, Vacation of the HX agreement. Currently eligible Counseling Psychologists will be given thirty (30) calendar days from the date of the written notification of ratification of this agreement to submit their written opt-out election to their location's Labor Relations department. Newly hired Counseling Psychologists will be allowed thirty (30) calendar days from their date of hire to submit a written election to opt-in to their locations PTO program through the location's Labor Relations department. Employees who do not submit a timely written op-in to the PTO program will be covered by Article 36, Sick Leave and Article 42, Vacation of the HX agreement.

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FLSA Status

The FLSA designation currently in place at each location for the Counseling Psychologists will remain in place.

Requests for Local Equity Review

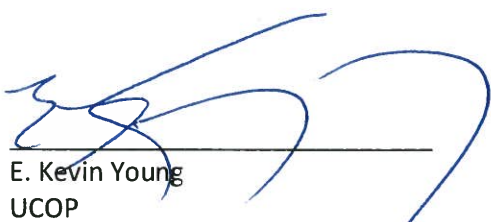
UPTE may submit a request to any location to review any perceived internal equities (within the same classification, the same unit and the same campus) for the Counseling Psychologist series within thirty (30) days of the written notification of ratification of the accretion agreement. UPTE shall submit the name of the CP and the reason that they requesting the review. The parties may mutually agree to meet to discuss any perceived equity issues. The location shall consider the request and provide a written response within forty-five (45) days of receipt, unless extended by mutual written agreement. The decision by the University shall be final and not subject to grievance and/or arbitration.

Unfair Labor Practice Charges

UPTE agrees to withdraw unfair labor practice charges SF-CE-1178-H with prejudice. No additional action need be taken by the University.

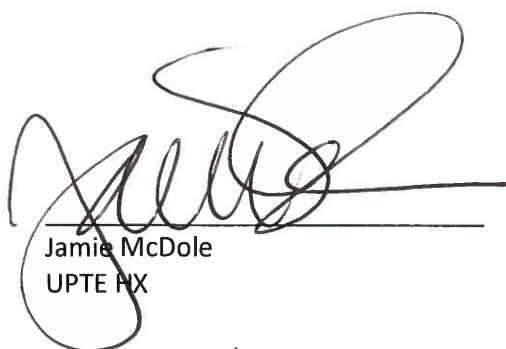
The University and UPTE agree that all other provisions of the HX Agreement not specifically referenced above shall apply to the Counseling Psychologists.

Each party agrees to recommend the mediator's proposal to their respective organizations.



E. Kevin Young
UCOP

DATE: August 29, 2018



Jamie McDole
UPTE HX

Date: August 21, 2018