Side Letter
UCSF GSR Appointees

A. This side letter applies to those Graduate Student Researcher ("GSR") bargaining unit members at UCSF who meet the following criteria at the time of implementation of the 2022-25 UC-UAW GSR Collective Bargaining Agreement:

- annual employment earnings of $44,000, derived from a combination of current GSR salary point 10 wages and off-scale compensation. “Off-scale compensation” means wages paid to UCSF GSRs that are above the salary associated with their given salary point in the published salary scale that was effective 10/1/21.

B. 90 Days from Ratification:
For the GSRs described in paragraph A above, UCSF agrees to place them above scale at 50% time at a rate that is equal to 3% higher than their base wages at the time of ratification ($44,000 x 1.03 = $45,320). Following this action, these individuals will no longer receive off-scale compensation.

C. On 10/1/2023:
UCSF will move all GSRs described in paragraph A above to point 6 of the new scale ($47,196). This represents an additional 4.1% increase to the ratification rate described in Paragraph 1 above ($45,320). Accordingly, the wages for these bargaining unit members would be based on the annual range adjustments in the collective bargaining agreement going forward.

D. On 10/1/2024:
The GSRs described in paragraph A would receive the contractually-mandated approximately 6.4% range adjustment for all individuals on scale.