

# UCLA – UPTE (HX)

## Side Letter of Agreement Clinical Laboratory Scientists Realignment of Step Structure

The University and UPTE-HX agree to realign the experienced-based step structure at the UCLA Health System for the Clinical Laboratory Scientist classifications of Clinical Laboratory Scientist (8940), Clinical Laboratory Scientist Specialist (8939) and Clinical Laboratory Scientist, Senior Specialist (8938), herein after referred to as “CLS”, pursuant to the terms and conditions as set forth below and attached hereto.

- The experienced-based step structure for CLS’ will be restructured pursuant to the attached document, which reflects the current CLS rates, in each classification mentioned above, for each corresponding step.
- The effective date for the implementation of the restructured CLS experienced-based steps will be **March 15, 2015**.
- Based on relevant CLS experience as of January 1, 2015, the University will transition employees to their new corresponding step, if any, effective March 15, 2015.
- As part of this Side Letter the University agrees, pursuant to its discretion outlined in the parties’ current collective bargaining agreement, to provide an annualized lump sum equivalent to all employees in the HX unit who are at the maximum of their step structure. The annualized lump sum will continue annually for the life of the current collective bargaining agreement.
- In addition, the University also agrees for this year only and on a non-precedential basis, to provide an annualized lump sum equivalent to those CLS’ who would have been eligible to receive a lump sum pursuant to the experience-based step structure in effect prior to March 15, 2015, which would be applicable only to those employees who have relevant years of experience greater than 27 and less than 33.
- The University will process the eligible lump sum payments and the changes associated with the experienced-based step restructure no later than 45 business days from the date of the last signature affixed to this Side Letter.
- Upon agreement of this Side Letter, it shall be understood that all terms and conditions of employment that affect CLS’, including wage increases, will be administered pursuant to the provisions of the current Agreement between the University and UPTE (HX).

- It shall be understood that this Side Letter settles fully the University and UPTE's agreement to restructure the experienced-based step structure for CLS' pursuant to the parties' system-wide HX collective bargaining agreement.

FOR THE UNIVERSITY

Maure Gardner

Maure Gardner  
Director, Compensation Programs  
and Labor Relations

4/3/15  
Date

FOR UPTE

Jamie McDole

Jamie McDole  
UPTE Vice President  
Healthcare Professional Coordinator

3/30/15  
Date

**CLS Step Realignment  
Effective 3/15/2015**

8940

CLS

UCLA Counter

Step	Yrs of Exp	
1	0+	\$ 42.10
2	2+	\$ 43.55
3	3+	\$ 45.03
4	5+	\$ 46.51
5	7+	\$ 47.98
6	10+	\$ 49.47
7	12+	\$ 50.94
8	15+	\$ 52.43
9	20+	\$ 53.90
10	25+	\$ 55.00
11	33+	\$ 56.10

8939

CLS Spec

UCLA Counter

Step	Yrs of Exp	
1	2+	\$ 45.75
2	3+	\$ 47.30
3	5+	\$ 48.84
4	7+	\$ 50.38
5	10+	\$ 51.93
6	12+	\$ 53.49
7	15+	\$ 55.03
8	20+	\$ 56.59
9	25+	\$ 57.74
10	33+	\$ 58.90

8938

CLS Sr. Spec

UCLA Counter

Step	Yrs of Exp	
1	2+	\$ 47.93
2	3+	\$ 49.55
3	5+	\$ 51.17
4	7+	\$ 52.77
5	10+	\$ 54.42
6	12+	\$ 56.05
7	15+	\$ 57.67
8	20+	\$ 59.29
9	25+	\$ 60.52
10	33+	\$ 61.73