

ARTICLE 40 COMPENSATION

A. GENERAL PROVISIONS

1. Nurses are compensated in accordance with the location-specific compensation programs established for nurses at their respective employment locations as set forth below.
2. All increases provided herein shall be effective on the first day of the pay period closest to the date specified for the increase.
3. UC proposes the same percentage ATB increase for all covered RN classifications, except as expressly noted below.
4. **Appendix A** - The salaries resulting from the range adjustment increases are reflected in Appendix A. The parties recognize that the actual salary rates paid to nurses may slightly vary from those reflected in Appendix A due to rounding.

1. Salary Ranges and Step Placement

- a) Nurses are placed on the appropriate step according to the location's hiring grid or hiring plan. Each campus/hospital/laboratory's method of providing credit for relevant experience for nurses, including service for Student Health Center nurses, will be measured up to the first day of May (or the first day of July at UCI and UCB) coinciding with or prior to their date of hire.
 - b) Step tables for all locations are shown in Appendix A.
2. All provisions in this Article applicable to career nurses shall apply equally to limited appointment nurses unless otherwise agreed to by the parties.
 3. Unless otherwise specified, pay increases (regardless of type) shall be base-building only up to the maximum of the applicable salary range. The campus or Medical Center's normal pay practices shall be followed in implementing pay increases.
 4. Where no compensation changes are reflected in this Article 40 for any particular job classification(s), pay for such classification(s) remains unchanged.

- B. July Within-Range Step Increases.** Each eligible nurse shall receive a within-range step increase effective July 1st, 2014, July 1st, 2015, July 1st 2016 and July 1st, 2017.

C. ATB / Range Increases

1. **UCSD/UCSDMC:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
2. **UCI/UCIMC:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
3. **UCSF/UCSFC:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
4. **UCLA/UCLAMC:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
5. **UCD/UCDMC:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
6. **UCSC:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
7. **UCB:** 7.0% January 1st, 2014; 7.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
8. **UCR:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
9. **UCSB:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
10. **UC Merced:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
11. **LBNL:** 4.0% ATB effective in October of each year of the contract (2013, 2014, 2015 and 2016) (step increase not applicable).

D. Differential Pay - As provided in Appendix A

E. Additional Steps

1. **UCB:** Beginning July 1, 2014, add four (4) steps to the top of the range for all covered classifications, for a total of eighteen (18) steps.

F. SAN DIEGO, DAVIS, SAN FRANCISCO AND IRVINE SPECIALTY CERTIFICATION DIFFERENTIAL

1. Full-time, part-time career and special per diem Nurses will receive Specialty Certification Differential when:
 - a. The certification is from a University-recognized professional organization Board or Agency; and
 - b. The Nurse is in a position in the specialty in which s/he is certified; and
 - c. The Nurse maintains current certification.
 - d. Qualifying full-time career Nurses will receive \$100.00 per month (or \$92.31 per quadri-weekly cycle), and qualifying part-time

Nurses will receive a prorated amount on the basis of the appointment rate.

2. Qualifying Per Diem Nurses who have worked at least 1000 hours in the previous contract year shall receive a one-time non-base building lump sum payment of \$600. Review of qualifying hours shall be accomplished in the first month of the new contract year, and shall be paid as soon as practicable thereafter.

G. LOS ANGELES SPECIALTY CERTIFICATION DIFFERENTIAL

1. Full-time, part-time and special per diem Nurses will receive Specialty Certification Differential when:
 - a. The certification is from a University-recognized professional organization, Board or Agency; and
 - b. The Nurse is in at least a 50% position in the specialty in which s/he is certified; and
 - c. The nurse maintains current certification.
2. Qualifying full-time nurses will receive \$100.00 per month (or \$92.31 per quadri-weekly cycle), and qualifying part-time nurses will receive a prorated amount on the basis of the appointment rate.

- H. PER DIEMS** - If the Affordable Care Act requires medical benefits be offered to per diems by the University, the per diem salary rate will be adjusted to offset the additional University cost.