

**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. 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.
  - a. Step Placement on Step Ranges - 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. All provisions in this Article applicable to career Nurses shall apply equally to limited appointment Nurses unless otherwise agreed to by the parties.
  - c. Unless otherwise specified, pay increases (regardless of type) shall be base-building only up to the maximum of the applicable step range. The campus or Medical Center's normal pay practices shall be followed in implementing pay increases.
  - d. 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**

1. Each eligible Nurse shall receive a within-range step increase effective July 1, 2018; July 1, 2019; July 1, 2020; July 1, 2021; and July 1, 2022.

**C. ATB / RANGE INCREASES**

1. All locations shall provide a 3% wage increase effective on the first day of the first full pay period following sixty (60) days after ratification; 3% wage increase effective January 1, 2019; 3% wage increase effective January 1, 2020; 3% wage increase effective January 1, 2021; and 3% wage increase effective January 1, 2022 .

**D. ADDITIONAL INCREASES**

1. UC Irvine shall provide an additional 2% across the board increase effective January 1, 2019, and an additional 1% across the board increase effective January 1, 2021.
2. UC Irvine shall provide an additional 3% across the board increase to Nurse Anesthetists (title codes 9144, 9143, 9121 and 9122) effective on the first day of the first full pay period following sixty (60) days after ratification.

3. UC San Diego shall provide an additional 1% across the board increase effective January 1, 2019, and an additional 1% across the board increase effective January 1, 2021.
4. UC Santa Cruz shall provide an additional 14% across the board increase effective on the first day of the first full pay period following sixty (60) days after ratification.
5. UCSF shall provide an additional 6% across the board increase to Nurse Practitioners (title codes 9146, 9147, 9148, and 9160) effective on the first day of the first full pay period following sixty (60) days after ratification.
6. UCLA only:  
Effective on the first day of the first full pay period following sixty (60) days after ratification.
  - a. Consolidate Transplant Coordinator 1, 2, & 3 Night, Weekend, and Holiday stipend to \$540.
  - b. Increase Weekend Shift Differential to \$2.75 (from \$2.50).
7. UC Berkeley only:  
Effective on the first day of the first full pay period following sixty (60) days after ratification, the Berkeley campus shall add four (4) steps to the top of the salary ranges (title codes 9139, 9138, 9147, and 9146).
8. The increases above that occur on the same date as the across the board increases shall not be compounded.

**E. DIFFERENTIAL PAY - AS PROVIDED IN APPENDIX A**

**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 they are 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. Upon implementation of UC Path, payment calculations will be based on bi-weekly pay periods.
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, non-retirement eligible 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 they are certified; and
  - c. The Nurse maintains current certification.
2. Qualifying full-time Nurses will receive \$100.00 per month (or \$46.16 per bi-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 wage rate will be adjusted to offset the additional University cost.