

**TENTATIVE AGREEMENT**  
**University of California/ Union of American Physicians and Dentists**  
**June 11, 2024**

1. Compensation

- a. All bargaining unit employees shall receive a percentage-based salary increase in alignment with the provisions of Article 19 (A) effective July 1, 2024; July 1, 2025; and July 1, 2026.
- b. Percentage-based salary increases:
  - i. 5% wage increase effective July 1, 2024
  - ii. 4% wage increase effective July 1, 2025
  - iii. 4% wage increase effective July 1, 2026
- c. In addition, non-probationary, career employees shall receive an additional 1% equity percentage-based salary increase each year in addition to and simultaneously with the percentage-based salary increases in 1(b).

2. Salary ranges

- a. Prior to implementing the percentage-based salary increases in 1(b):
  - i. UC Santa Cruz will increase salary ranges for Level 4 and 5 Physicians and Level 4 and 5 Per Diem Physicians in alignment with Attachment A
  - ii. Increases to the salary range shall not impact individual salaries of bargaining unit members
- b. Prior to implementing the percentage-based salary increases in 1(b):
  - i. UC Irvine will increase salary ranges for Level 3, 4 and 5 Physicians and Dentists in alignment with Attachment B
  - ii. UC Irvine will create salary ranges equivalent to the updated Level 3, 4 and 5 salary ranges for per diem Physicians and Dentists, instead of the current flat rate, and in alignment with Attachment B
- c. Increases to the salary range shall not impact individual salaries of bargaining unit members.

3. Ratification Bonus

- a. Upon ratification, non-probationary, career employees will receive a one-and-a-half (1.5%) one-time ratification bonus for each UAPD member based on their salary as of June 30, 2024. Each member shall be eligible for only one bonus payment, which shall be considered retirement eligible earnings. Bonus payments shall be paid out as soon as practicable after July 1, 2024.

4. Non-Economic Terms – Equity Review Committee

- a. Within the first year after the date of contract ratification, the University and the Union shall establish an Equity Review Committee, the purpose of which is to review salary placements within a location identified by the Union that may require equity increases based on the qualifications and experience of other unit members within that same location.
- b. The review of salary placements shall be done by location; salary placements shall not be compared across locations or to other bargaining units or external markets.
- c. The Equity Review Committee shall meet annually on a date mutually agreed upon by the parties.

- d. All requests for an equity adjustment shall be submitted in writing to the University at least twenty-one (21) calendar days prior to the meeting and shall include:
  - i. The employee name and the amount requested for adjustment
  - ii. The rationale upon which the adjustment is being recommended.
- e. University representatives shall be determined based on the submissions made by the Union and shall consist of at least one (1) from the Office of the President and at least one (1) representative from each location where the Union has recommended an equity adjustment. The Union shall have no more than four (4) representatives; bargaining unit members who are being recommended for an equity adjustment shall not be one of the Union's representatives.
- f. The University shall have sole responsibility to determine if an adjustment is required based on the evidence presented by the Union, and shall notify the Union in writing within thirty (30) calendar days after the date of the Equity Review Committee meeting as to which recommendations are being adopted and which recommendations are being rejected.
- g. Disputes arising from the Equity Review Committee are not subject to the Grievance Procedure or Arbitration Procedure.

5. Duration

- a. All other terms of the collective bargaining agreement not specifically addressed would remain in place.
- b. The agreement would expire on June 30, 2027.

6. Term

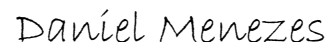
- a. Unless the parties mutually agree to renew in writing, this side letter shall sunset with the Agreement on June 30, 2027.

For the Union:



Tim Jenkins, Senior Representative/Organizer  
Union of American Physicians and Dentists

For the University:



Daniel Menezes, Chief Negotiator  
University of California, Office of the President

Attachment A: Santa Cruz

Job Code		Current Salary Range			Proposed Salary Range		
Job Code	Job Code Description	Annual Min	Annual Mid	Annual Max	Proposed Min	Proposed Mid	Proposed Max
6001	STDT HEALTH PHYSCN 4	\$139,563	\$195,501	\$251,326	\$181,400	\$254,100	\$326,800
6004	STDT HEALTH PHYSCN 4 PD	\$248,847	\$248,847	\$248,847	\$181,400	\$254,100	\$326,800
6000	STDT HEALTH PHYSCN 5	\$139,563	\$195,501	\$251,326	\$199,600	\$279,500	\$359,400
6003	STDT HEALTH PHYSCN 5 PD	\$276,496	\$276,496	\$276,496	\$199,600	\$279,500	\$359,400

Attachment B: Ir

Job Code		Current Salary Range			Proposed Salary Range		
Job Code	Job Code Description	Annual Min	Annual Mid	Annual Max	Proposed Min	Proposed Mid	Proposed Max
006000	STDT HEALTH PHYSCN 5	\$129,096	\$193,700	\$258,192	\$169,000	\$260,000	\$351,000
006001	STDT HEALTH PHYSCN 4	\$129,096	\$193,700	\$258,192	\$159,250	\$245,000	\$330,750
006002	STDT HEALTH PHYSCN 3	\$129,096	\$193,700	\$258,192	\$139,750	\$215,000	\$290,250
006003	STDT HEALTH PHYSCN 5 PD	\$238,946	\$238,946	\$238,946	\$196,040	\$301,600	\$407,160
006004	STDT HEALTH PHYSCN 4 PD	\$224,764	\$224,764	\$224,764	\$184,730	\$284,200	\$383,670
006005	STDT HEALTH PHYSCN 3 PD	\$211,596	\$211,596	\$211,596	\$162,110	\$249,400	\$336,690
006006	STDT HEALTH DENTIST 5	\$103,434	\$154,870	\$206,306	\$126,750	\$195,000	\$263,250
006007	STDT HEALTH DENTIST 4	\$103,434	\$154,870	\$206,306	\$119,438	\$183,750	\$248,063
006008	STDT HEALTH DENTIST 3	\$103,434	\$154,870	\$206,306	\$104,813	\$161,250	\$217,688
006009	STDT HEALTH DENTIST 5 PD	\$181,657	\$181,657	\$181,657	\$140,693	\$216,450	\$292,208
006010	STDT HEALTH DENTIST 4 PD	\$170,965	\$170,965	\$170,965	\$132,576	\$203,963	\$275,349
006011	STDT HEALTH DENTIST 3 PD	\$160,948	\$160,948	\$160,948	\$116,342	\$178,988	\$241,633

