

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. RECOGNITION LUMP SUM PAYMENT

1. The University will pay eligible nurses the recognition lump sum payment sixty (60) calendar days following ratification, on or around September 6, 2022. To be eligible for the lump sum payment a nurse must have been hired into a bargaining unit position on or before January 3, 2022, and be in the bargaining unit on the date of ratification and the date of payout.
2. Career nurses will receive a \$3,000 lump sum payment.
3. **Per Diem Nurses**
 - a. Per Diem nurses who worked 50% or more of the full-time hours will receive a \$2,000 lump sum payment.
 - b. Per Diem nurses who worked less than 50% of the full-time hours will receive a \$1,000 lump sum payment.
 - c. For per diem nurses, the lookback year will be June 27, 2021, through June 25, 2022.

- d. The calculation of 50% or more of full-time hours for the per diem lump sum payment will be based on a full-time hour equivalent of 2080 hours.

C. JULY WITHIN-RANGE STEP INCREASES

1. Each eligible nurse shall receive a within-range step increase effective July 1, 2023; July 1, 2024; and July 1, 2025.

D. ATB / RANGE INCREASES

1. All locations shall provide a 6% wage increase effective January 1, 2023; 5% wage increase effective January 1, 2024; and 5% wage increase effective January 1, 2025.

E. ADDITIONAL INCREASES (Special Equity Adjustments)

1. UC Irvine shall provide Clinical Nurses an additional 2% across the board increase effective January 1, 2023; an additional 2% across the board increase effective January 1, 2024; and an additional 2% across the board increase effective January 1, 2025.
2. UC Irvine shall provide Nurse Practitioners an additional 2% across the board increase effective January 1, 2023; and an additional 2% across the board increase effective January 1, 2024.
3. UC Irvine shall provide Transplant Coordinators an additional 4% across the board increase effective January 1, 2023; an additional 4% across the board increase effective January 1, 2024; and an additional 4% across the board increase effective January 1, 2025.
4. UC Irvine shall provide Certified Registered Nurse Anesthetists (CRNA) a \$2,400 Lump Sum Payment effective January 1, 2023; and a \$2,400 Lump Sum Payment effective January 1, 2024.
5. UC San Diego shall provide Clinical Nurse 2 and 3s an additional 1% across the board increase effective January 1, 2023; an additional 1% across the board increase effective January 1, 2024; and an additional 1% across the board increase effective January 1, 2025.
6. UC San Diego shall provide Nurse Practitioners an additional 1% across the board increase effective January 1, 2023; an additional 1% across the board increase effective January 1, 2024; and an additional 1% across the board increase effective January 1, 2025.
7. UC San Diego shall provide Certified Registered Nurse Anesthetists (CRNA) an additional 1% across the board increase effective January 1, 2023; an additional 1% across the board increase effective January 1, 2024; and an additional 1% across the board increase effective January 1, 2025.

6. UCLA only:

Effective January 1, 2023, UCLA Per Diem Certified Registered Nurse Anesthetists (CRNA) hourly rate will increase:

- a. Senior (9121) – Increase rate to \$145.15

- b. CRNA (9122) – Increase rate to \$131.95
7. The increases above that occur on the same date as the across-the-board increases shall not be compounded.

F. ON-CALL RATE INCREASE

Effective January 1, 2023, On-Call rates will increase:

- a. UC San Diego shall increase the on-call rate to \$12.00 per hour.
- b. UC Irvine shall increase the on-call rate to \$10.50 per hour.
- c. UC Los Angeles shall increase the on-call rate to \$18.00 per hour.
- d. UC Davis shall increase the on-call rate to \$15.00 per hour.

G. DIFFERENTIAL PAY - AS PROVIDED IN APPENDIX A

H. 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.

I. 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.

J. 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.