

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. The effective date of the first salary increases provided below (in 2011) will be the first day of the first payroll period following ratification. All other increases provided herein shall be effective on the first day of the pay period closest to the date specified for the increase.
3. The across the board (“ATB”) wage increase proposals below will apply to determine the wage wages specified in Appendix A hereto.
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 2011 and 2012.

C. ATB / Range Increases

1. **UCSD/UCSDMC:** 3.0% following ratification, 2011; 4.0%, February 1, 2012; 4.0%, February 1, 2013.
2. **UCI/UCIMC:** 3.0% following ratification, 2011; 4.0%, February 1, 2012; 4.0%, February 1, 2013.
3. **UCSF/UCSFMC:** 3.0% following ratification, 2011; 4.0%, February 1, 2012; 4.0%, February 1, 2013.
4. **UCLA/UCLAMC:** 3.0% following ratification, 2011; 4.0%, February 1, 2012; 4.0%, February 1, 2013.

5. **UCD/UCDMC:**
 - a. Clinical Nurse Series, Home Health Nurse Series, Transplant Coordinators, NP Series, ANI, and Per Diem Nurse: 4.25%, following ratification, 2011; 4.0%, February 1, 2012; 4.0%, February 1, 2013.
 - b. Per Diem NP: 10%, following ratification; 8%, February 1, 2012; 8%, February 1, 2013.
 - c. Per Diem Home Health Nurse: 15%, following ratification; 4%, February 1, 2012; 4%, February 1, 2013.
6. **UCSC:** 1.0%, following ratification for 2011; 1.0%, February 1, 2012; 1.0%, February 1, 2013.
7. **UCB:** 1.0%, following ratification for 2011; 1.0%, February 1, 2012; 1.0%, February 1, 2013.
8. **UCR:** 2.0%, following ratification for 2011; 2.0%, February 1, 2012; 2.0%, February 1, 2013.
9. **UCSB:** 1.0%, following ratification for 2011; 1.0%, February 1, 2012; 1.0%, February 1, 2013.
10. **UC Merced:** Nurses will receive within-range step increase, but no ATB.
11. **LBNL:** 3.0% ATB effective in October of each year of the contract (2011 and 2012) (step increase not applicable).

D. Differential Pay

1. Except as expressly noted below, there will be no changes to current differential pay.
2. UCD/UCDMC: Beginning in February 2012: Weekend differential (\$3.50 per hour); Night / Evening differential (\$6.00 per hour); On-Call differential (\$12.00 per hour).
3. UCI/UCIMC: Following ratification: On-Call differential (\$8.00 per hour)
4. UCSF/UCSFC: Following ratification: Charge Nurse differential (\$2.50 per hour)
5. UCSD/UCSDMC: Following ratification: Night Shift differential (\$4.00 per hour)
6. UCLA/UCLAMC: Following ratification: Night Shift differential (\$6.00 per hour); On-Call differential (\$10.50 per hour); Charge Nurse differential (\$2.50 per hour). Beginning in February 2013: On-Call (\$12.00 per hour)

E. Additional Steps

1. UCI/UCIMC: July 1, 2011: One-time lump sum payment (non-base building; ineligible for retirement) equivalent to 1% of annual base pay, payable only to nurses not otherwise eligible for a step increase. Effective July 1, 2012: Add Step 17, to be provided to nurses with 20+ years of experience and 20 years at UC.
2. UCD/UCDMC: Beginning July 1, 2011: Add Step 16 applicable to CN II classification only.
3. UCLA/UCLAMC: Beginning July 1, 2011: Add Step 20 for AN I. CN IV and CN II classifications, available to nurses with 25 years of experience and 15 years UC service; Add Step 20 for CN III classification, to be provided to nurses to nurses with 25 years of experience and 20 years UC service.

4. UCSD/UCSDMC: Beginning July 1, 2012: Add Step 18 to be provided to nurses with 25 years of experience and 20 years of UC service.

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.