

UC – CNA SIDE LETTER

UC DAVIS HEALTH SYSTEM TRANSPLANT COORDINATORS

1. The Parties agree to establish the following FLSA-exempt classifications at UC Davis Health System, under existing Title Codes:

- Transplant Care Coordinator (TC I): Outreach, Pre-Transplant (no call required).
- Transplant Coordinator II: Case Management for Post-Transplant (call required).
- Transplant Coordinator III: Expert/Resource/Lead for Pre-Transplant, Post-Transplant, Wait List, Living Donor, Advanced Lung Disease, and Inpatient Nurse Practitioner (call required).

2. Either Party may request to review the UCDHS Transplant Coordinator compensation plan by providing notice one year after the Effective Date of this Sideletter. If such notice is provided, the Parties will meet and discuss any proposed revisions in good faith.

3. Any part-time compensation arrangement will be temporarily adjusted to full-time equivalence if the part-time Transplant Coordinator is assigned to work on a full-time basis for a full five-day workweek or longer.

4. The Parties agree to meet and discuss compensation adjustment if a Transplant Coordinator is asked to assume the workload of another Transplant Coordinator due to an unanticipated absence of two consecutive workweeks.

5. Call: UCDHS will pay Transplant Coordinators non-base building, non-retirement eligible lump sum amounts for taking call per the rotation schedule, as shown below. These rates may be reviewed for potential increase if the UCD on-call rate changes.

- \$300 for weekdays (5 p.m. – 8 a.m.)
- \$400 for each weekend day (24 hours)
- \$500 for each holiday (24 hours)

6. New Salary Ranges Effective February 6, 2011:

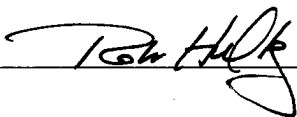
Title Code 9110		Title Code 9111		Title Code 9125	
1	\$45.47	1	\$47.75	1	\$50.13
2	\$46.40	2	\$48.72	2	\$51.16
3	\$47.33	3	\$49.69	3	\$52.18
4	\$48.27	4	\$50.68	4	\$53.21
5	\$49.24	5	\$51.70	5	\$54.28
6	\$50.21	6	\$52.73	6	\$55.36
7	\$51.21	7	\$53.77	7	\$56.46
8	\$52.24	8	\$54.86	8	\$57.60
9	\$53.37	9	\$56.03	9	\$58.84
10	\$54.37	10	\$57.08	10	\$59.94
11	\$55.45	11	\$58.22	11	\$61.13

12	\$56.55	12	\$59.38	12	\$62.35
13	\$57.68	13	\$60.57	13	\$63.59
14	\$58.83	14	\$61.78	14	\$64.86
15	\$60.00	15	\$63.00	15	\$66.15
16	\$60.65	16	\$63.68	16	\$66.87
17	\$61.87	17	\$64.97	17	\$68.22
18	\$63.13	18	\$66.28	18	\$69.60

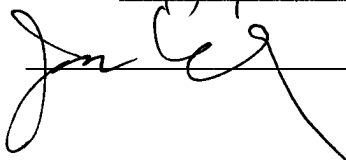
7. Implementation: Transplant Coordinators' placement into their new titles will be as shown below, effective February 6, 2011. Implementation in the personnel/payroll system will occur March 20, 2011, to facilitate transition from non-exempt to exempt status. From 2/6/11 to 3/19/11, the value of the below salary increases will be paid as a stipend. Thereafter, Transplant Coordinators will be eligible for such salary increases as may be negotiated and agreed to by the parties.

Name	Current Title	Current Step	Current Hrly Rate	New Title Code	New Step	New Hrly Rate
Rodriguez	Clinical Nurse III	18	\$60.12	9110	18	\$63.13
Ehrenberg	Clinical Nurse III	13	\$54.94	9110	13	\$57.68
Lumaquin	Clinical Nurse III	13	\$54.94	9110	13	\$57.68
Hicks	Clinical Nurse III	6	\$47.83	9110	7	\$51.21
Nowak	Clinical Nurse III	9	\$50.83	9111	9	\$56.03
Baroni	Clinical Nurse III	11	\$52.81	9111	11	\$58.22
Grano	Clinical Nurse III	7	\$48.78	9111	7	\$53.77
McCall	Clinical Nurse III	9	\$50.83	9111	9	\$56.03
Simmons	Clinical Nurse III	17	\$58.93	9125	16	\$66.87
Allen	Clinical Nurse III	18	\$60.12	9125	17	\$68.22
Prewitt	Clinical Nurse III	16	\$57.76	9125	15	\$66.15
Stencel	Clinical Nurse III	18	\$60.12	9125	17	\$68.22
Ferrara	Nurse Practitioner II	8	\$56.37	9125	13	\$63.59

Dated: 1/25/2011


 _____ On behalf of the University of California

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 _____ On behalf of the California Nurses Association