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## UC and UPTE RX-TX Local Equity Tentative Agreement

In accordance with the sideletter on "Local Equity – Except LBNL", the University and UPTE agree to the following equity and salary range adjustments to local wages:

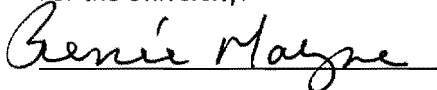
### 1. Campus / Medical Center

Berkeley	<p><u>For TX only:</u> Title specific adjustments in attached spreadsheets. <u>For RX only:</u> Increase the salary ranges and individual rates for all RX bargaining unit employees by 0.5%.</p>
Davis	<p>Increase the salary ranges and individual rates for all RX and TX bargaining unit employees by 0.5%.</p>
Irvine	<p><u>For TX only:</u> ½ step increase Lab Assistant I, II, III and IV. <u>For RX only:</u> 1 step increase SRA III and IV.</p>
Los Angeles	<p><u>For TX only:</u> Salary range adjustments and individual rate increases for incumbents in titles listed in attached spreadsheet. <u>For RX only:</u> Increase the salary ranges and individual rates for all RX bargaining unit employees by 0.5%.</p>
Merced	<p>Increase the salary ranges and individual rates for all RX and TX bargaining unit employees by 0.5% .</p>
Riverside	<p>Increase the salary ranges and individual rates for all RX and TX bargaining unit employees by 0.5% .</p>
San Diego	<p><u>For TX only:</u> Increase salary ranges and rates for CRS I and II by 2%. Add 4 half steps to the top of the CRS I and II ranges. Increase the salary ranges and rates for remaining TX bargaining unit employees by approximately .027%. (This is an estimate and subject to change due to final calculations.) <u>For RX only:</u> Increase the salary ranges and individual rates for all RX bargaining unit employees by 0.5%</p>
San Francisco	<p>Increase the salary ranges and individual rates for all RX and TX bargaining unit employees by 0.5%</p>
Santa Barbara	<p>Increase the salary ranges and individual rates for all RX and TX bargaining unit employees by 0.5%</p>
Santa Cruz	<p>Salary range adjustments and individual rate increases for incumbents in titles listed in attached spreadsheet.</p>

ANR	Increase the salary ranges and individual rates for all RX and TX bargaining unit employees by 0.5%.
OP	Increase the salary ranges and individual rates for all RX and TX bargaining unit employees by 0.5%


2. Lawrence Berkeley Laboratory is excluded from this agreement.
3. Implementation of the equity increases is in accordance with the provisions of RX and TX Units' Article 6 Wages, Section A.
4. Salary range or rate adjustments, if any, for each classification will vary slightly due to rounding.
5. The parties agree that the entire amount of the 0.5% (one-half percent) equity adjustment for the RX and TX bargaining units has been spent.
6. To be eligible for the increases specified herein, an employee must be on pay status (or approved leave) and in the bargaining unit on the date of payout of the increase.
7. The prospective increases listed in #1 above will be implemented as soon as practicable, but no later than the first full pay period following ninety (90) days of the signing of this agreement.
8. The University will provide a lump sum payment to each eligible RX or TX employee, per the terms described in #1. above. The lump sum amount will be based on the percentage or step increase as described in 1. above, of the employee's bargaining unit earnings in the pay period(s) commencing with October 1<sup>st</sup> for monthly paid employees and the first pay period commencing after October 1 for bi-weekly paid employees and ending on the date the prospective increase is implemented. Payout of the lump sum will be as soon as practicable but no later than the first full pay period following one hundred twenty (120) days of the signing of this agreement.
9. For the San Diego campus only, the parties agree that meet and confer discussions regarding the Remote Location Allowance will be handled locally between the UPTE San Diego Local and the San Diego campus.

For the University:



Renee Mayne  
Associate Director, Labor Relations

For UPTE



Rene Feuerbach  
UPTE Representative

**UCB**

Proposal to use 0.5% Equity funds for TX titles:

Add additional steps to TX job titles where employee salaries are above the maximum of the salary structure in titles with retention challenges.

Use 0.5% equity means to fund the cost of moving employees to the steps.

**Action:**

Add six half steps to the Principal Lab Mechanician title.

Add four half steps to the Senior Lab Mechanician title.

Add four half steps to the Lab Mechanician title.

Add four half steps to the Principal Electronics Technician and Development Technician V titles.

Add four half steps to the Senior Electronics Technician and Development Technician IV titles.

Add two half steps to the Electronics Technician title and Development Technician III.

Move two half steps for employees in the Computer Resource Specialist II title.

Move one half step for employees in the Computer Resource Specialist I title.

**Considerations:**

Historically, there has been links between the following job titles Lab Mechanician, Electronice Technician and Development

Employee salaries in the Lab Mechanician and Electronic Technician titles are within range, but steps could be added to keep

**Process:**

Move employees' salaries to the nearest, highest step.

Estimated TX payroll (based on actual fte):		\$15,935,843	cost add. steps	unused equity pool through 1/1/2011
Percentage of TX payroll:	0.50%	\$79,679	\$87,508	-\$7,829
	2.50%	\$398,396		
	3%	\$478,075		

\$13,189 Initial cost of moving employees to step based on fte.

\$69,682 Cost of 1 step (2\*1/2)equity for CRS II

\$4,638 Cost of 1 step (1\*1/2)equity for CRS I

**\$87,508 Total estimated cost**

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UCB

Dev Tech V

Step	Monthly	Hourly	Annual	
1	4585	26.35	55020	
1.5	4698	27	56376	2.46%
2	4809	27.64	57708	2.38%
2.5	4911	28.22	58932	2.11%
3	5031	28.91	60372	2.44%
3.5	5156	29.63	61872	2.49%
4	5280	30.34	63360	2.41%
4.5	5403	31.05	64836	2.33%
5	5532	31.79	66384	2.39%
5.5	5664	32.55	67968	2.30%
6	5794	33.3	69528	2.30%
6.5	5928	34.07	71136	2.30%
7	6064	34.85	72768	2.30%

Range adjustment has move act 2.50%  
 Use monthly rate as start  
 Hourly is monthly/174  
 Annual is monthly\*12

Current max

Proposed new max

Dev Tech IV

Step	Monthly	Hourly	Annual	
1	3985	22.9	47820	
1.5	4078	23.44	48936	2.34%
2	4177	24.01	50124	2.41%
2.5	4275	24.57	51300	2.36%
3	4375	25.14	52500	2.33%
3.5	4481	25.75	53772	2.44%
4	4585	26.35	55020	2.31%
4.5	4698	27	56376	2.46%
5	4809	27.64	57708	2.38%
5.5	4924	28.3	59088	2.30%
6	5037	28.95	60444	2.30%
6.5	5153	29.61	61836	2.30%
7	5272	30.3	63264	2.30%

Development Technician III

Step	Monthly	Hourly	Annual	
1	3334	19.16	40008	
1.5	3412	19.61	40944	2.34%
2	3487	20.04	41844	2.19%
2.5	3572	20.53	42864	2.44%
3	3656	21.01	43872	2.35%
3.5	3740	21.49	44880	2.30%
4	3824	21.98	45888	2.25%
4.5	3910	22.47	46920	2.30%
5	4005	23.02	48060	2.30%
5.5	4097	23.55	49164	2.30%
6	4191	24.09	50292	2.30%

UCB

Step	Monthly	Hourly	Annual	
1	4585	26.35	55020	
1.5	4698	27	56376	2.46%
2	4809	27.64	57708	2.38%
2.5	4911	28.22	58932	2.11%
3	5031	28.91	60372	2.44%
3.5	5156	29.63	61872	2.49%
4	5280	30.34	63360	2.41%
4.5	5403	31.05	64836	2.33%
5	5532	31.79	66384	2.39%
5.5	5664	32.55	67968	2.30%
6	5794	33.3	69528	2.30%
6.5	5928	34.07	71136	2.30%
7	6064	34.85	72768	2.30%
7.5	6203	35.65	74436	2.30%
8	6346	36.47	76152	2.30%
8.5	6491	37.3	77892	2.30%
9	6641	38.17	79692	2.30%
9.5	6794	39.05	81528	2.30%
10	6950	39.94	83400	2.30%

Electronics Technician Sr.

Step	Monthly	Hourly	Annual	
1	3985	22.9	47820	
1.5	4078	23.44	48936	2.34%
2	4177	24.01	50124	2.41%
2.5	4275	24.57	51300	2.36%
3	4375	25.14	52500	2.33%
3.5	4481	25.75	53772	2.44%
4	4585	26.35	55020	2.31%
4.5	4698	27	56376	2.46%
5	4809	27.64	57708	2.38%
5.5	4924	28.3	59088	2.30%
6	5037	28.95	60444	2.30%
6.5	5153	29.61	61836	2.30%
7	5272	30.3	63264	2.30%
7.5	5393	30.99	64716	2.30%
8	5517	31.71	66204	2.30%
8.5	5644	32.44	67728	2.30%
9	5774	33.18	69288	2.30%
9.5	5907	33.95	70884	2.30%
10	6043	34.73	72516	2.30%

Electronics Technician

Step	Monthly	Hourly	Annual	Current interval
1	3985	22.9	47820	
1.5	4078	23.44	48936	2.28%
2	4177	24.01	50124	2.23%
2.5	4275	24.57	51300	2.26%
3	4375	25.14	52500	2.42%
3.5	4481	25.75	53772	2.34%
4	4585	26.35	55020	2.41%
4.5	4698	27	56376	2.30%
5	4809	27.64	57708	2.30%
5.5	4924	28.3	59088	2.30%
6	5037	28.95	60444	2.30%

Range adjustment has move actu 2.50%  
 Use monthly rate as start  
 Hourly is monthly/174  
 Annual is monthly\*12

Current max

Proposed new max

UCB

Principal Lab Mechanician

	Monthly	Hourly	Annual	% of interval
1	\$4,698	\$27.00	\$56,376	
1.5	\$4,809	\$27.64	\$57,708	2.37835%
2	\$4,911	\$28.22	\$58,932	2.10997%
2.5	\$5,031	\$28.91	\$60,372	2.44208%
3	\$5,156	\$29.63	\$61,872	2.48574%
3.5	\$5,280	\$30.34	\$63,360	2.40557%
4	\$5,403	\$31.05	\$64,836	2.32964%
4.5	\$5,532	\$31.79	\$66,384	2.39044%
5	\$5,662	\$32.54	\$67,944	2.35316%
5.5	\$5,792	\$33.29	\$69,504	2.30000%
6	\$5,926	\$34.06	\$71,112	2.30000%
6.5	\$6,062	\$34.84	\$72,744	2.30000%
7	\$6,201	\$35.64	\$74,412	2.30000%
7.5	\$6,344	\$36.46	\$76,128	2.30000%
8	\$6,489	\$37.29	\$77,868	2.30000%

Senior Lab Mechanician

Step	Monthly	Hourly	Annual	% of interval
1	\$4,275	\$24.57	\$51,300	
1.5	\$4,375	\$25.14	\$52,500	2.32558%
2	\$4,481	\$25.75	\$53,772	2.43674%
2.5	\$4,585	\$26.35	\$55,020	2.31016%
3	\$4,698	\$27.00	\$56,376	2.45920%
3.5	\$4,809	\$27.64	\$57,708	2.37835%
4	\$4,911	\$28.22	\$58,932	2.10997%
4.5	\$5,031	\$28.91	\$60,372	2.44208%
5	\$5,156	\$29.63	\$61,872	2.48574%
5.5	\$5,275	\$30.32	\$63,300	2.30000%
6	\$5,396	\$31.01	\$64,752	2.30000%
6.5	\$5,520	\$31.72	\$66,240	2.30000%
7	\$5,647	\$32.45	\$67,764	2.30000%

Lab Mechanician

Step	Monthly	Hourly	Annual	% of interval
1	\$3,796	\$21.82	\$45,552	
1.5	\$3,888	\$22.34	\$46,656	2.42360%
2	\$3,979	\$22.87	\$47,748	2.34053%
2.5	\$4,075	\$23.42	\$48,900	2.41267%
3	\$4,171	\$23.97	\$50,052	2.35583%
3.5	\$4,268	\$24.53	\$51,216	2.32558%
4	\$4,372	\$25.13	\$52,464	2.43674%
4.5	\$4,473	\$25.71	\$53,676	2.31016%
5	\$4,583	\$26.34	\$54,996	2.45920%
5.5	\$4,688	\$26.94	\$56,256	2.30000%
6	\$4,796	\$27.56	\$57,552	2.30000%
6.5	\$4,906	\$28.20	\$58,872	2.30000%
7	\$5,019	\$28.84	\$60,228	2.30000%

2.50%

Use monthly rate as start  
 Hourly is monthly/174  
 Annual is monthly\*12

Current max

Proposed new max



## EQUITY PROPOSAL

BU	TITLE	# EEs	EQUITY	ANNUAL COST	COMMENTS
TX	Studio Projectionist	1	1/2 step (approx 2.5%)	\$247	Cost: TFT = .2K
TX	Senior Studio Projectionist	4	1/2 step (approx 2.5%)	\$5,164	Cost: Archive = 2.0K, TFT = 3.0K
TOTAL		5		\$5,411	Cost: Archive = 2.0K, TFT = 3.2K

BU	TITLE	# EEs	EQUITY	ANNUAL COST	COMMENTS
TX	Editor	5	1/2 step (approx 2.5%)	\$3,830	Cost: L&S = 2.3K, Library = 1.2K, Grad Division = .3K
TOTAL		5		\$3,830	Cost: L&S = 2.3K, Library = 1.2K, Grad Division = .3K

BU	TITLE	# EEs	EQUITY	ANNUAL COST	COMMENTS
TX	Photographer	1	1/2 step (approx 2.5%)	\$200	Cost: L&S = .2
TOTAL		1		\$200	Cost: L&S = .2

BU	TITLE	# EEs	EQUITY	ANNUAL COST	COMMENTS
TX	Recording Technician	2	1/2 step (approx 2.5%)	\$1,050	Cost: SOAA = 1.1
TOTAL		2		\$1,050	Cost: SOAA = 1.1

BU	TITLE	# EEs	EQUITY	ANNUAL COST	COMMENTS
TX	Assistant Public Events Mngr	1	1/2 step (approx 2.5%)	\$925	Cost: DIA = 1.0
TOTAL		1		\$925	Cost: DIA = 1.0

BU	TITLE	# EEs	EQUITY	ANNUAL COST	COMMENTS
TX	Senior Scene Tech	103	1/2 step (approx 2.5%)	\$12,239	Cost: TFT = 2.3K SOAA = 9.0 K, DIA = 1.0K
TOTAL		103		\$12,239	Cost: TFT = 7.5K SOAA = 42.6 K, DIA = 1.0K

BU	TITLE	# EEs	EQUITY	ANNUAL COST	COMMENTS
TX	Electronics Technician	4	1/2 step (approx 2.5%)	\$4,599	Cost: SOAA = 1.2K, UNEX = 1.2K, CTS = 1.2K, L&S 1.0K
TOTAL		4		\$4,599	Cost: SOAA = 1.2K, UNEX = 1.2K, CTS = 1.2K, L&S 1.0K

BU	TITLE	# EEs	EQUITY	ANNUAL COST	COMMENTS
TX	Laboratory Asst III	24	1/2 step (approx 2.5%)	\$17,317	Cost: L&S = 13.1K, SOD = 1.0K, TFT = 1.8K, UNEX = 1.5K
TX	Laboratory Asst II	57	1/2 step (approx 2.5%)	\$39,393	Cost: L&S = 32.9K, SOD = 2.4K, TFT = 1.7K, UNEX = 1.6K
TX	Laboratory Asst I	40	1/2 step (approx 2.5%)	\$19,090	Cost: L&S = 15.7K, SON = 1.0K
TOTAL		121		\$75,800	Cost: L&S = 61.7K, SOD = 3.4K, TFT = 3.5K, UNEX = 3.1K

BU	TITLE	# EEs	EQUITY	ANNUAL COST	COMMENTS
TX	Pr Museum Preparator	24	1/2 step (approx 2.5%)	\$2,396	Cost: Fowler = 1.4, Hammer = 1.0K
TX	Senior Museum Preparator	57	1/2 step (approx 2.5%)	\$509	Cost: Fowler = .5K
TOTAL		81		\$2,905	

UCLA

**TELESCOPE TECHNICIAN**

**Current Rates**

Step	Monthly	Hourly	Annual
1	3,114	\$17.90	37,368
1.5	3,189	\$18.33	38,268
2	3,261	\$18.74	39,132
2.5	3,340	\$19.20	40,080
3	3,421	\$19.66	41,052
3.5	3,496	\$20.09	41,952
4	3,578	\$20.56	42,936
4.5	3,656	\$21.01	43,872
5	3,741	\$21.50	44,892

**TELESCOPE TECHNICIAN**

**Proposed Rates**

Step	Monthly	Hourly	Annual
1	3,114	17.90	37,368
1.5	3,189	18.33	38,268
2	3,261	18.74	39,132
2.5	3,340	19.20	40,080
3	3,421	19.66	41,052
3.5	3,496	20.09	41,952
4	3,578	20.56	42,936
4.5	3,656	21.01	43,872
5	3,741	21.50	44,892
5.5	3,827	21.99	45,924
6	3,915	22.50	46,980
6.5	4,005	23.02	48,060

**SR. TELESCOPE TECHNICIAN**

**Current Rates**

Step	Monthly	Hourly	Annual
1	3,578	20.56	42,936
1.5	3,656	21.01	43,872
2	3,741	21.50	44,892
2.5	3,832	22.02	45,984
3	3,926	22.56	47,112
3.5	4,015	23.07	48,180
4	4,112	23.63	49,344
4.5	4,207	24.18	50,484
5	4,309	24.76	51,708

**SR. TELESCOPE TECHNICIAN**

**Proposed Rates**

Step	Monthly	Hourly	Annual
1	3,578	20.56	42,936
1.5	3,656	21.01	43,872
2	3,741	21.50	44,892
2.5	3,832	22.02	45,984
3	3,926	22.56	47,112
3.5	4,015	23.07	48,180
4	4,112	23.63	49,344
4.5	4,207	24.18	50,484
5	4,309	24.76	51,708
5.5	4,408	25.33	52,896
6	4,509	25.91	54,108
6.5	4,612	26.51	55,344

**LINGUISTIC INTERPRETOR**

**Current Rates**

Step	Monthly	Hourly	Annual
1	2,285	13.13	27,420
1.5	2,329	13.39	27,948
2	2,376	13.66	28,512
2.5	2,422	13.92	29,064
3	2,462	14.15	29,544
3.5	2,512	14.44	30,144
4	2,563	14.73	30,756
4.5	2,615	15.03	31,380
5	2,674	15.37	32,088

**LINGUISTIC INTERPRETOR**

**Proposed Rates**

Step	Monthly	Hourly	Annual
1	2,285	13.13	27,420
1.5	2,329	13.39	27,948
2	2,376	13.66	28,512
2.5	2,422	13.92	29,064
3	2,462	14.15	29,544
3.5	2,512	14.44	30,144
4	2,563	14.73	30,756
4.5	2,615	15.03	31,380
5	2,674	15.37	32,088
5.5	2,736	15.72	32,832
6	2,799	16.09	33,588
6.5	2,863	16.45	34,356

**SR. LINGUISTIC INTERPRETOR**

**SR. LINGUISTIC INTERPRETOR**

**Current Rates**

Step	Monthly	Hourly	Annual
1	2,415	13.88	28,980
1.5	2,464	14.16	29,568
2	2,515	14.45	30,180
2.5	2,566	14.75	30,792
3	2,624	15.08	31,488
3.5	2,683	15.42	32,196
4	2,740	15.75	32,880
4.5	2,796	16.07	33,552
5	2,855	16.41	34,260

**Proposed Rates**

Step	Monthly	Hourly	Annual
1	2,415	13.88	28,980
1.5	2,464	14.16	29,568
2	2,515	14.45	30,180
2.5	2,566	14.75	30,792
3	2,624	15.08	31,488
3.5	2,683	15.42	32,196
4	2,740	15.75	32,880
4.5	2,796	16.07	33,552
5	2,855	16.41	34,260
5.5	2,921	16.79	35,052
6	2,988	17.17	35,856
6.5	3,057	17.57	36,684

UCSC

						Current Sal. & Ranges	
Unit	Requesting Division	Title Req	Title Description	% Title	Cost of Equity per Title Code Distr. %	Employee Mid Pt.Sal.	Mid Pt.Range
	SocSci	6215	Assistant Director	1.00%	860		
	SocSci	6214	Producer-Director	1.00%	0		
TX	IT	6213	Producer-Director, Sr.	1.00%	1,553.00	49,967	59,730
TX	Arts	6318	Wardrobe Technician	1.50%	251	32,736	33,480
TX	PP&C	7002	Sr. Construction Inspector	2.00%	4,056	68,472	62,364
TX	PP&C	7003	Associate Construction Inspector	1.50%	1,590	51,708	56,736
TX	IT	7113	Engineer, Television	1.25%	1,940	57,036	67,872
TX	IT	8301	Technician, Electronics, Prin.	1.50%	3,672	58,848	56,940
TX	IT	8302	Technician Electronics, Sr.	1.00%	2,731	54,276	49,452
TX	IT	8303	Technician Electronics	1.00%	460		
TX	SocSci	9605	Laboratory Assist. I	0.50%	236		
TX	Arts	9602	Laboratory Asst. III	0.50%	1,637	35,280	36,816
TX	Arts	9603	Laboratory Asst. II	0.50%	2,821	29,670	31,992
TX	PBSci	9601	Laboratory Assist. IV	0.50%	537		
RX	Arts/PBSci	9610	Staff Research Assoc IV	1.00%	2,447	69,012	58,320
RX	Arts/PBSci	9611	Staff Research Assoc III	1.00%	4,192	49,002	53,040
RX	Arts/PBSci	9613	Staff Research Assoc I	1.00%	627	35,225	38,340
		9612	Staff Res Assoc II	1.00%	0		
RX	Arts/PBSci	9617	Staff Res Assoc II-Nonexempt	1.00%	3,729	43,584	48,120
		9634	Museum Preparator	1.00%	0		
		9633	Museum Preparator, Sr.	1.00%	0		
TX	Arts	9632	Museum Preparator, Prin.	2.00%	640	39,504	36,084
Total Equites					33,979		
RX = \$1,572,484					7,862		
TX = \$4,804,491					24,022		
Possible Equity = .005 % of RX and TX Payroll					31,885		
Total Payroll RX, TX October, 2009					6,376,975		