

University of California
And
California Nurses Association
Agreement

REGISTERED NURSE UNIT

November 26, 2013 – July 31, 2017

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PREAMBLE

This Memorandum of Understanding, hereinafter referred to the “Agreement”, is entered into by and between The Regents of the University of California, a corporation, hereinafter referred to as the “University” or “Management”, and the California Nurses Association, hereinafter referred to as the “Association”.

**ARTICLE 1
RECOGNITION**

A. GENERAL CONDITIONS

- 1. The University hereby recognizes the Association as the sole and exclusive representative for the purpose of collective bargaining for all nurses in the classifications listed below, excluding those classifications and/or nurses designated as managerial, supervisory, or confidential as defined in the Higher Education Employer-Employee Relations Act and all UC student nurses whose employment is contingent upon their status as students.
- 2. The term "nurse", "employee", or "employees" as used in this Agreement shall refer to nurses mentioned above who are within the bargaining unit covered by this Agreement.

B. NEW CLASSIFICATIONS

- 1. When the University creates a new Registered Nurse classification and title, the University shall mail a notice to the Association of the bargaining unit assignment, if any, of such classification. The Association shall have thirty (30) calendar days after mailing of such notice to contest the University's assignment of the newly created classification/title to a bargaining unit, or to an employee grouping which has not been assigned to a bargaining unit. Nurses shall not be assigned to the newly established classification until the bargaining unit assignment is either agreed to or resolved by PERB.
 - a. If the Association contests the bargaining unit assignment of the newly created classification/title within thirty (30) calendar day notice period, the University and the Association shall meet and confer in an effort to reach agreement on the bargaining unit assignment for the classification. If the parties are unable to reach agreement regarding the bargaining unit assignment of the title/classification, the dispute shall be submitted to PERB for resolution.
 - b. If the Association does not contest the bargaining unit assignment of the newly created position within the thirty (30) calendar day notice period, the unit assignment of the new classification shall be deemed agreeable to the parties and nurses shall be assigned to the newly created classification
- 2. If the new classification is in the bargaining unit in accordance with the provisions of §B.1., above, the University and the Association shall meet and confer regarding the salary range and ancillary pay practices for that new classification.

C. RECLASSIFICATION FROM UNIT TO NON-UNIT POSITIONS

- 1. In the event the University believes that a Registered Nurse position should be reclassified or designated for exclusion with the result that the position would be removed from the unit, it shall notify the Association in writing.
- 2. If the Association disagrees with the University's proposed removal of positions from the bargaining unit, the University may submit the dispute to PERB for resolution. If the Association does not contest the reclassification or designation for exclusion within the thirty (30) calendar day notification period, the unit assignment of the position shall be deemed agreeable to the parties. Nurses shall not be reclassified or excluded from the bargaining unit until agreement is reached by the Association and the University or resolved by PERB.

D. CLASSIFICATIONS COVERED BY THIS AGREEMENT

The classifications covered by this Agreement are listed below.

Title Code	Title
600.1	Occupational Health Nurse I
600.2	Occupational Health Nurse II
742.1	Nurse
9110	Transplant Coordinator I
9111	Transplant Coordinator II
9119	Per Diem Nurse

9121	Per Diem Senior Nurse Anesthetist
9122	Per Diem Nurse Anesthetist
9123	Resource Per Diem Nurse
9134	Administrative Nurse I
9137	Clinical Nurse IV
9138	Clinical Nurse III
9139	Clinical Nurse II
9140	Clinical Nurse I
9141	Coordinator Nurse
9143	Senior Nurse Anesthetist
9144	Nurse Anesthetist
9146	Nurse Practitioner III
9147	Nurse Practitioner II
9148	Nurse Practitioner I
9160	Per Diem Nurse Practitioner
9114	Per Diem Home Health Nurse
9116	Home Health Nurse III
9117	Home Health Nurse II
9118	Home Health Nurse I

ARTICLE 2
BARGAINING UNIT CLASSIFICATIONS

A. CLASSIFICATION DESCRIPTIONS

A brief description of the titles and classifications in this unit is set forth below. It is understood by the parties that these descriptions are intended to be general and that specific descriptions and requirements for positions in these titles and classes are contained in the University's classification specifications:

1. **Clinical Nurse I (9140)** – Under close supervision, incumbents apply the theoretical concepts of nursing to clinical practice by performing routine patient care assignments and established nursing procedures in controlled patient care situations. This entry level class requires possession of a valid California Registered Nurse license.
2. **Clinical Nurse II (9139)** – Under general supervision, incumbents perform established nursing procedures using clinical knowledge to care for patients. This operational level class requires possession of a valid California Registered Nurse license and at least six (6) months of clinical experience.
3. **Clinical Nurse III (9138)** – Under general supervision, incumbents are typically assigned complex cases which require the exercise of professional judgment to recognize non-routine patient care situations which have less predictable outcomes and develop and apply solutions. Incumbent may provide clinical supervision and evaluation for other health care personnel. This lead/senior level class requires possession of a valid California Registered Nurse license, graduation from an accredited nursing program and a Diploma or Associate degree with two (2) years of clinical experience; or a Baccalaureate degree in Nursing with one (1) year of clinical experience; or a Masters degree in Nursing with six (6) months of clinical experience; or an equivalent combination of education and relevant experience.
4. **Clinical Nurse IV (9137)** – Under general direction, incumbents assess health needs, plan and evaluate care for patients with complex health problems, and may recommend nursing standards. Incumbents utilize specialized knowledge and skills for patient care, supervision, evaluation, and teaching; and may act as resource persons within the organization and/or community. This specialist level class requires possession of a valid California Registered Nurse license, one (1) or more years of clinical experience with at least six (6) months in the area of specialization and a Masters degree or an equivalent combination of education and relevant experience.
5. **Nurse Coordinator (9141)** – Under general direction, incumbents provide expert nursing care for patients with a variety of complex treatment options. The Nursing Coordinator

serves as a contact point for patients, referring physicians, staff and the coordination and facilitation of the care of the patient in specialty areas. The Nursing Coordinator provides leadership for collaborative patient care with emphasis on education and continuity of patient care for the entire period of care including inpatient, outpatient or both. Requirements for this position include possession of a valid California Registered Nurse license and graduation from an accredited nursing program and a Diploma or Associate degree in Nursing or a Baccalaureate degree in Nursing, and a minimum of three (3) years of clinical experience, or an equivalent combination of education and relevant experience. One year of clinical experience must be in the area of specialization.

6. **Nurse Practitioner I (9148)** – Under supervision, incumbents in accordance with standardized procedures, perform physical examinations and treat common episodic and chronic health care problems with an emphasis on health maintenance and disease prevention through education and counseling. This entry level class requires possession of a valid California Registered Nurse license and current certification as a Nurse Practitioner in accordance with applicable law. Other specific qualifications may also be required by individual user departments.
7. **Nurse Practitioner II (9147)** – Under direction, in accordance with standardized procedures, incumbents perform operational level duties with major emphasis on ongoing direct patient care delivery. Assignments at this level may include patients who present chronic and/or episodic health problems, responsibility for occasional community teaching programs, participation in program planning, and development of patient education information. This class requires possession of a valid California Registered Nurse license and current certification as a Nurse Practitioner in accordance with applicable law. A Masters degree or an equivalent combination of education and relevant experience, and/or other specific qualifications may also be required by individual user departments.
8. **Nurse Practitioner III (9146)** – Under general direction, in accordance with standardized procedures, incumbents can be assigned continuing responsibility for leading a group of Nurse Practitioners or are designated expert resource persons on the basis of their advanced academic specialization and/or clinical experience. This specialist or "expert" level class requires possession of a valid California Registered Nurse license and current certification as a Nurse Practitioner in accordance with applicable law. A Masters degree or an equivalent combination of education and relevant experience and/or other specific qualifications may also be required by individual user departments.
9. **Administrative Nurse I (9134)** – Under supervision, incumbents utilize theoretical management concepts and leadership skills in defined areas of assigned administrative responsibility. This entry level into the administrative series requires possession of a valid California Registered Nurse license and a Diploma or Associate degree with two (2) years clinical experience; or a Baccalaureate degree with one (1) year of clinical experience; or a Masters degree with six (6) months of clinical experience; or an equivalent combination of education and relevant experience.
10. **Nurse Anesthetist (9144)** – Under supervision, incumbents administer anesthetics to patients undergoing surgical and obstetrical procedures and perform other related duties as required. This operational level class requires possession of a valid California Registered Nurse license and current certification as a Nurse Anesthetist in accordance with applicable law.
11. **Senior Nurse Anesthetist (9143)** – Under general supervision, incumbents in addition to performing the range of duties outlined for Nurse Anesthetists, can be assigned lead responsibilities over Nurse Anesthetists or are specifically assigned the more difficult and demanding cases as recognized by the American Society of Anesthesiologists. This lead/senior level class requires possession of a valid California Registered Nurse license, current certification as a Nurse Anesthetist in accordance with applicable law; and two (2) years of experience or an equivalent combination of relevant experience and additional education.
12. **Transplant Coordinator I (9110)** – Under general supervision, the Transplant Coordinator acts in conjunction with the transplant medical team to ensure the consistent and thorough evaluation of the potential transplant candidate, and liaison functions with organ procurement agencies, and provision of interdisciplinary care. This lead classification requires possession of a current California Registered Nurse license, graduation from an accredited nursing program and a Diploma, Associate or B.S. degree with two (2) years of critical care experience or related experience; or an equivalent combination of education and relevant experience.

13. **Transplant Coordinator II (9111)** – Under general supervision, incumbents in addition to performing the range of duties outlined for Transplant Coordinator I, the Transplant Coordinator II position are required to perform data collection for clinical management and certification requirements, development of educational materials and programs for patients, nursing staff and physicians. Develop clinical protocols, and policy and procedures, and perform community education and public relations.

Current California Registered Nurse license, graduation from an accredited nursing program with two (2) years of critical care experience or related experience; or an equivalent combination of education and relevant experience, and a Master's degree or an equivalent combination of education and relevant experience; appropriate specialty certification and 3 years of transplant coordinator experience; or 2 years of UCLA transplant coordinator experience.
14. **Nurse (742.1)** – The incumbent is responsible for the care and comfort of patients being treated in the Biology and Medicine Division at the Lawrence Berkeley Laboratory; assists the physician with examinations and with the administration of treatment and medication; prepares the patient for the physician's examination and may discuss treatment instructions with the patient. Graduation from an accredited school of nursing and current licensure as a Registered Nurse in the State of California is required.
15. **Occupational Health Nurse I (600.1)** – Under supervision, the incumbent performs nursing duties in the Medical Department at the Lawrence Berkeley Laboratory, renders skilled first-aid or treatment as necessary in cases of accident or illness; is required to act in emergencies exercising judgment both in selecting appropriate treatment for serious conditions and determining the urgency of further medical attention; assists in employee physical examinations, may be in charge of an activity within the Medical Services Department. Graduation from an accredited school of nursing and current licensure as a Registered Nurse in the State of California is required.
16. **Occupational Health Nurse II (600.2)** – Under general supervision, the incumbent schedules and directs the activities of assigned personnel at the Lawrence Berkeley Laboratory; insures proper management and disposition of Nurse medical problems, preparation of accurate descriptive records, availability of medical supplies and equipment, and implementation of administrative procedures required by medical services practices; assists in employee physical examinations; and performs the duties of an Occupational Health Nurse I; is normally in charge of a shift. Graduation from an accredited school of nursing and current licensure as a Registered Nurse in the State of California is required.
17. **Home Health Nurse I (9118)** – Under general supervision, incumbents provide direct in-home nursing care in accordance with established nursing procedures. Incumbents make independent nursing practice decisions based on changes in patient condition and identification of new patient problems and needs. This operational level in the home health series requires the possession of a valid California Registered Nurse license.
18. **Home Health Nurse II (9117)** – Under direction, in accordance with standardized procedures, incumbents coordinate and manage the care of a group of home health patients from admission to discharge, including but not limited to developing plans of care, assignment and assessment of appropriate health care team members to meet patient's needs, and to ensure defined patient outcomes are reached through collaboration with other health care disciplines. Incumbents are also responsible for presenting case conferences, new employee orientation, and participation in quality improvement activities. This lead/senior level class requires the possession of a valid California Registered Nurse license.
19. **Home Health Nurse III (9116)** – Under general direction, incumbents assess health needs, plan and evaluate care for patients exhibiting more complex problems with less predictable outcomes. Incumbents utilize specialized knowledge and skills for patient care, supervision, evaluation, leadership in quality improvement activities, policy and procedure development for specialty areas, and scientific inquiry in home health nursing. Incumbents also act as a resource and educator for Home Health Nurses in their specialty areas. This specialist/expert level class requires the possession of a valid California Registered Nurse license and graduation from an accredited nursing program.

B. CHARGE NURSE

1. “**Charge Nurse**” is a working title that describes work assigned to bargaining unit nurses in addition to their staff nurse responsibilities. Charge nurses coordinate the work of other nurses and serve as lead resource nurses to resolve problems, provide direction for personnel, and prioritize and facilitate work flow to ensure timely provision of services.
2. The University may temporarily assign charge responsibilities to nurses in addition to the staff nurse duties normally assigned to their classification; and the University will pay the charge nurse differential found in Appendix A.
3. The University’s determination of the necessity to temporarily assign, or not to assign, charge nurse responsibilities is not subject to the Grievance and Arbitration provisions of this contract.
4. Charge nurses are not assigned the authority to hire, transfer, suspend, lay off, recall, promote, discharge, reward or discipline other nurses, or responsibility to adjust their grievances or effectively recommend such action, as these are non-bargaining unit supervisory responsibilities.

C. MOVEMENT BETWEEN JOBS

1. Advancement from Clinical Nurse I to Clinical Nurse II and Nurse Practitioner I to Nurse Practitioner II shall be contingent upon the completion of six (6) months of satisfactory performance. The University shall notice CNA in advance regarding changes in clinical ladders and upon request of the Association, meet and discuss those changes before implementation. Advancement between other job titles in this Article is not automatic. The University will select the candidate for advancement who possesses the qualifications to perform the duties of the higher level position most effectively.
2. A nurse who has applied for a posted position will, if selected to fill the position, be appointed at the classification level of the posting in accordance with the qualifications listed on the posting.
3. A nurse who accepts a position at the same classification level in another unit shall maintain her/his classification for a trial period of at least 6 months. If the nurse is unable to successfully perform at that level, she/he may be reclassified downwards.
4. A nurse may also move to another classification and level described in this Article by way of a reclassification of her/his position, or an upward or downward movement between positions, or a disciplinary demotion in accordance with Article 26, §C. The Association shall be notified upon the reclassification of any position and any resulting wage change. Current nurses shall not be reclassified downward as a result of the Clinical Ladder process.
 - a. Reclassification is a change in the classification of a position to a different classification having the same, lower, or higher salary range maximum. A nurse may receive a salary decrease following a downward reclassification or movement; however, a nurse's current salary rate may be retained at the sole discretion of the University and without recourse to the grievance and arbitration procedures of this Agreement.
 - b. An upward movement between positions (Promotion) is the change of a nurse from one position to another position at the same location which is in a classification having a higher salary range maximum.
 - c. A downward movement between positions is the change of a nurse from one position to another position at the same location which is in a classification having a lower salary range maximum.

Any nurse who believes s/he is currently performing at a higher classification may appeal to be reclassified upward to the appropriate Human Resource Director or designee, and the University shall provide a written response to the nurse regarding approval or denial of the reclassification within a reasonable period of time after the nurse files her/his appeal.

**ARTICLE 3
POSITIONS**

A. CAREER APPOINTMENTS

1. Career appointments are established at a fixed or variable percentage of time at fifty percent (50%) or more of full-time and are expected to continue for one (1) year or longer.
2. Beginning January 1, 2001, a career appointment may be established by conversion from a limited appointment pursuant to §B.3., of this Article.

B. LIMITED APPOINTMENTS

1. Limited appointments are established at any percentage of time, fixed or variable, during which a nurse is expected to be on regular pay status for less than a thousand (1,000) hours in a twelve (12) month period.
2. New graduate nurses shall not be hired into limited appointments when career CN I appointments are available in that unit.
3. If a limited appointment nurse attains 1,000 hours of qualifying service within 12 consecutive months without a break in service of at least 120 consecutive calendar days, s/he shall convert to career status following attainment of 1,000 hours of qualifying service.
 - a. Qualifying service includes all time on pay status in one or more limited appointments at the campus/laboratory/hospital. Pay status shall not include on-call or overtime hours.
 - b. Such career conversion shall be effective on the first day of the month following attainment of 1000 hours of qualifying service.
 - c. Any break in service of 120 days or longer shall result in a new 12-month period for purposes of calculating the 1000-hour requirement.
4. Nurses in Limited Appointments may be terminated or have their time reduced at the sole discretion of the University and without recourse to the grievance and arbitration procedures of this Agreement. A nurse who is appointed to a limited appointment is automatically terminated as of the last day of the appointment unless there is an earlier separation or a formal extension of the appointment.

C. PARTIAL-YEAR APPOINTMENTS

1. Partial-year appointments are career appointments established with regularly scheduled periods during which the incumbents remain nurses but are not at work. These scheduled periods during which nurses are not at work are designated as furloughs and are without pay. Furlough periods are not to exceed a total of three (3) months in each calendar year. Partial year career appointments may be established as nine-, ten-, or eleven-month appointments.
 - a. When calculating time in pay status during a calendar year the University shall include any period of time for which a nurse receives pay for time worked, including compensatory time off, or for time on paid leave. Paid leave time includes sick leave, extended sick leave, vacations, holidays, or military leave with pay. The one month's pay for extended military leave and lump-sum payments for terminal vacation do not represent time on pay status.
 - b. Whenever it appears that a nurse will be unable to achieve nine (9) months on pay status in a calendar year, the University shall attempt to assign the nurse to perform additional work according to classification and skills in an attempt to achieve nine (9) months on pay status. Once a nurse has reached her/his appointment rate, additional scheduling will occur in accordance with the needs of the University and the qualifications of the nurses. Annually, upon the request of the Association, the University will meet with CNA regarding furlough schedules and procedures for each Student Health Center. Each side shall approach this meeting with a sincere desire to resolve outstanding issues, and agrees to meet and discuss the issues in good faith. Nurse representatives from the Student Health Center shall receive paid release time for such meetings.
2. Nurses with partial-year career appointments may choose either to receive paychecks during pay periods worked only, or to distribute their pay so that they will receive twelve, or the biweekly equivalent, paychecks throughout the year. Nurses who occupy partial-year career positions and who elect the pay over twelve months option must occupy the partial-year career position at least nine months or the biweekly equivalent before receiving pay during the furlough period.
3. **Benefits**

A nurse in a designated partial year career appointment shall be provided the University's contribution to the cost of University-sponsored life, medical, optical, dental, and disability while s/he is on furlough for a maximum of three (3) months in a calendar year where the nurse's earnings are insufficient to otherwise generate the University's contribution. For medical plans which require a nurse contribution, nurses on furlough must remit to the University the amount of the nurse's contributions for the plan to remain in force.

4. **Effect of Furlough on Seniority and Leave Accrual**

Time on furlough is not qualifying time for vacation leave, sick leave, or holiday pay when furloughed absences exceed twenty (20) days in a month. Time spent in furlough status is not a leave of absence.

D. **REASSIGNMENT**

The reassignment of a nurse in a full-time career appointment to a partial-year appointment or to a part-time appointment at a fixed or variable percentage of time shall be considered a reduction in time and must be carried out in accordance with the provisions of Article 23, Layoff and Reduction in Time.

E. **LAWRENCE BERKELEY NATIONAL LABORATORY**

The definitions of career, limited, term and rehired retiree appointments that currently are in effect at the laboratory shall remain in effect.

**ARTICLE 4
PER DIEM NURSE**

A. **DEFINITIONS**

1. This Article sets forth the terms and conditions of Per Diem Nurse employment. Requirements for maintaining Per Diem Nurse status are established by the University, and may vary at each location. Per Diem Nurses are those employed in University title codes 9119, 9121, 9122 and 9160, and 9114. Per Diem Nurses are neither career nor limited appointment nurses. Standards of the University's position descriptions must be met as follows:

9119	Per Diem Nurse - Clinical Nurse II
9121	Per Diem Senior Nurse Anesthetist - Senior Nurse Anesthetist
9122	Per Diem Nurse Anesthetist - Nurse Anesthetist
9160	Per Diem Nurse Practitioner - Nurse Practitioner II
9114	Per Diem Home Health Nurse - Home Health Nurse I

Per Diem Nurse work assignments add to or substitute for career and limited appointment nursing staff on a pre-scheduled basis or as needed on a day-to-day basis, as determined by the University. Per Diem Nurses may be scheduled or not scheduled, or called off from a pre-established schedule. Additionally, a Per Diem Nurse's eligibility for scheduling may be discontinued at any time at the sole discretion of the University and without recourse to the grievance and arbitration procedures of this Agreement, except as set forth below in §B.2.

2. Per Diem Nurses are not eligible for benefits under Article 15, Benefits. Per Diem Nurses shall also have access to pre-tax parking programs to the same extent as other bargaining unit employees. Per Diem Nurses are not eligible for paid time off such as vacation, sick leave, holidays, leaves of absence, or educational leave. Per Diem nurses who qualify for legally protected leaves shall be entitled to such leaves. Per Diem nurses shall be eligible for the certification differentials as defined in Article 40, § F & G. At the mutual agreement of the University and the Per Diem Nurse, her/his Per Diem Nurse status may be temporarily held in abeyance. The University will not unreasonably deny a Per Diem Nurse's request that her/his status be held in abeyance for family care purposes.

B. **COVERAGE**

1. Per Diem Nurses are covered by the following Articles of this Agreement: Article 1 - Recognition; Article 4 - Per Diem Nurse; Article 5 - Nondiscrimination in Employment; Article 7 - Practice Committee; Article 8 – Staffing; Article 11 - Work Rules; Article 12 – Performance Evaluation, §A., D., F.; Article 13 - Job Posting; Article 14 – Hours of Work, §A., B., C.4, D., E., G., H., I., J., K., L.; Article 16-Health and Safety; Article 29 – Association Rights; Article 30 – Payroll Deduction For Union Dues and Agency; Article 31 - Nurse Lists and Distribution of Materials; Article 32 - Leaves of Absence for Union Business; Article 33 - Management Rights; Article 34 – Indemnity; Article 35 - No Strikes; Article 36 – Severability; Article 37 – Waiver; Article 38 – Duration; Article 39 - Release Time for Bargaining; and the related portion of Article 40 – Compensation. Per Diem Nurses and Special Per Diem Nurses may use the grievance and arbitration

procedures of this Agreement only with respect to alleged violations of those Articles by which they are covered.

2. **Special Per Diem Rights**

Any Per Diem Nurse who both (i) has worked 1000 hours (750 hours for Student Health Center Per Diem Nurses), exclusive of overtime hours, in the preceding 12-month period and (ii) complies with minimum scheduling requirements, shall have Special Per Diem Rights. Such Per Diem Nurse shall have access to Articles 26, 27, and 28 and shall not be subject to discipline or removal from scheduling without just cause.

C. **REPORTING**

1. **Requirements** – The campus/Laboratory shall notify the Per Diem Nurse of the unavailability of work in advance of her/his scheduled report time by telephoning the Per Diem Nurse at the Per Diem Nurse's last known telephone number. It shall be the responsibility of the Per Diem Nurse to inform the University of any change of telephone number.
2. **Reporting Pay/Work** – A Per Diem Nurse who reports for work as scheduled without receiving prior notice that her/his assignment is not available, shall perform any nursing work to which s/he may be alternately assigned by the University, for the duration of the assignment. If no alternate work is available, the Per Diem Nurse shall be paid two (2) hours pay in lieu of work. In the event that the University has made reasonable attempts to notify the Per Diem Nurse of the unavailability of work, or where the Per Diem Nurse has not called in to verify the availability of work when required to do so, work or pay need not be provided.

D. **PROFESSIONAL DEVELOPMENT**

1. Per Diem Nurses are encouraged to pursue professional development and education in relation to their career in health care.
2. Per Diem Nurses shall be reimbursed for the costs of educational programs which are required and approved by the University. Time spent in such educational programs shall be considered time worked.
3. A Per Diem Nurse shall pay the same fees as other nurses at her/his campus/Laboratory for Continuing Education in Nursing courses sponsored by University hospital departments at her/his location.
4. A Per Diem Nurse may request paid educational leave from her/his nurse manager.

E. **CONVERSION CREDIT ON HIRE INTO CAREER STATUS APPOINTMENT**

1. Per Diem Nurses who have worked at least sixty (60) shifts in the six (6) months immediately prior to receiving a career appointment in the same area, will have three (3) months credit applied against the continuous service requirement for completion of the probationary period. Further, evaluations conducted during Per Diem status, or other information obtained by University management, may serve in lieu of the three (3) month probationary period evaluation.
2. A Per Diem nurse who converts to career status will receive seniority credit for per diem service only to the following extent. After conversion to career status, the nurse's date of hire for seniority purposes will be adjusted according to the number of hours worked as a per diem as a percentage of full time service based on 2088 hours per year. However, the period of per diem service to be considered will be limited to twenty-four (24) months prior to the date of conversion. (For example: Total Per Diem Hours divided by 2088 hours equals ___% multiplied by 365 days equals the days of seniority adjustment.)

F. **PREMIUM PAY FOR WORK ON SPECIFIED HOLIDAYS**

A Per Diem Nurse who works on Thanksgiving Day, Christmas Day, New Year's Day, Fourth of July, Labor Day, Memorial Day, Martin Luther King Jr. Day, December 24 shall be paid at the rate of time and one-half (1 ½ X) the regular rate of pay for the hours actually worked.

G. **WORKERS' COMPENSATION**

A Per Diem Nurse who is injured on the job may apply for Workers' Compensation.

H. **PER DIEM RIGHTS (UCSF only)**

In addition to the rights guaranteed to Per Diem Nurses under this Article, Per Diem Nurses hired from UCSF Stanford in connection with the dissolution of UCSF Stanford Health Care clinical operations shall be granted just cause as defined in Article 26, and enforcement of the right in Articles 27 (Grievance Procedure) and 28 (Arbitration) for the duration of this Agreement. A nurse who does not meet the minimum scheduling commitment shall not have access to Article

26, Corrective Action, Discipline, and Discharge, and may be released at the sole non-grievable discretion of the University.

ARTICLE 5 NONDISCRIMINATION IN EMPLOYMENT

A. GENERAL PROVISIONS

As required by law and University regulations, the University will not discriminate against employees in the Unit on the basis of race, color, religion, marital status, national origin, ancestry, sex, sexual orientation, physical or mental disability, medical condition, HIV status, status as a Vietnam-era veteran or special disabled veteran, political affiliation, age, citizenship, or Union activity. For the purposes of this Article only, medical condition means any health impairment related to or associated with a diagnosis of cancer, or health impairments related to genetic characteristics. Neither the University nor CNA shall discriminate in the application of the provisions of this Agreement based on Union or non-Union affiliation.

B. GRIEVABILITY/ARBITRABILITY

If the Union appeals a grievance to arbitration that contains allegations of a violation of this Article but does not allege violation of another Article that is arbitrable, the Union's notice must include an Acknowledgement and Waiver Form signed by the affected employee. The Acknowledgement and Waiver Form will reflect that the employee has elected to pursue arbitration as the exclusive forum for the claim and that the employee understands the procedural and substantive differences between arbitration and the other remedial forum or forums in which the dispute might have been resolved, including the differences in the scope of remedies available in arbitration as compared to other forums. The timeline to appeal to arbitration set forth in Article 27 - Grievance Procedure will be extended by 30 days for such grievances to enable the employee to make an informed choice.

C. SEXUAL HARASSMENT COMPLAINT RESOLUTION PROCEDURE

The Association agrees that a nurse within the unit covered by this Agreement may elect to substitute the University Sexual Harassment Complaint Resolution Procedure for the Informal Review described in Article 27, Grievance Procedure, §D.

ARTICLE 6 EDUCATIONAL/PROFESSIONAL DEVELOPMENT

A. GENERAL CONDITIONS

1. Nurses are encouraged to pursue professional development and education in relation to their career in health care.
2. Nurses shall be reimbursed for the costs of educational programs required and approved by the University. Time spent in such educational programs shall be considered time worked.
3. Nurses attending University courses or seminars shall be eligible for fee reductions applicable to other nurses at their campus/Laboratory.
4. Nothing in this Article shall prevent the University from granting additional professional development and/or educational opportunities.

B. PROFESSIONAL DEVELOPMENT AND EDUCATIONAL TIME

1. Each calendar year, nurses appointed at ninety percent (90%) time or more shall receive forty (40) hours to be used for paid professional development and educational leave. Such hours shall be prorated for nurses appointed at less than 90%, based on their appointment rate. Such hours may not be accumulated from year-to-year.
2. **Use of Professional/Educational Development Time** – A nurse who has completed her/his probationary period, who wishes to participate in a professional/educational development program, and who meets the qualifications listed below, shall request advance approval in accordance with departmental procedures.
3. **Professional and Educational Development Time**
 - a. must be scheduled according to staffing requirements; however, the University shall make reasonable efforts to accommodate requests, and shall respond in writing within fourteen (14) days of receipt of the nurse's request.
 - b. may be used to participate in hospital-sponsored in-service training which is not required by the University, subject to the availability of funds, and,
 - c. When a nurse requests educational leave time on her/ his scheduled day off, in accordance with this article, such request shall be granted.

4. Professional Development and Educational time shall not be considered time worked for the purpose of overtime accrual or pay.
 - a. When a nurse has been released from work to attend a professional development or educational program of at least eight (8) hours, the nurse may use professional/educational development hours equal to her/his full shift.
 - b. When a nurse has been released from her/his scheduled shift to attend a course of less than eight (8) hours, the nurse will receive professional/development hours equal to the hours in the course. In such instance, the nurse may use accumulated compensatory time to cover the difference between the hours of professional development hours used and the hours in her/his regular schedule.
 - c. When a nurse participates in a professional/educational development program on the nurse's day off, the nurse may use professional /educational development hours equal to the hours of the course.
 - d. Up to twelve (12) hours of the forty (40) hours maximum of paid time may be utilized for appropriate home study/internet courses.
 - e. A nurse who is enrolled in a degree program (BSN or MSN) at an accredited nursing school may use up to the annual forty (40) hour maximum paid leave for appropriate home study/internet courses which are part of the required curriculum for the degree program. The nurse will be required to verify that such course(s) are part of a degree program.
5. Nurses who are scheduled to take the examination which would grant a state and/or nationally recognized certification, and who request the examination day off in accordance with the unit's scheduling procedures, shall be assigned paid professional/educational development time for the day on which the examination is taken.

C. WORK SCHEDULE CHANGES FOR USE OF EDUCATIONAL TIME

1. A nurse, assigned to the evening or night shift, who is scheduled for a continuing education course or a certification examination, shall be scheduled off from the evening or night shift immediately preceding or following the course or examination with the exception of home study/internet courses when:
 - a. The unit scheduling policies have been followed; and
 - b. The course is at least six (6) hours duration outside scheduled work time; or
 - c. The examination is conducted by a state or nationally recognized professional organization.
2. When a nurse is enrolled in a formal education program which culminates in a higher degree, the University shall endeavor to modify the nurse's work schedule to accommodate the participation in such program.

**ARTICLE 7
PROFESSIONAL PRACTICE COMMITTEE**

A. PROFESSIONAL PRACTICE COMMITTEE

1. A Professional Practice Committee (PPC) of bargaining unit nurses may be established by the Association at each patient care facility in the major medical centers. Additionally, a PPC of bargaining unit nurses may be established in a Student Health Center away from the major medical centers. The purpose of the PPC shall be to consider and constructively recommend to the nursing administration ways and means to improve nursing practice and patient care, including health and safety, technology, and staffing ratio and acuity matters, insofar as the provisions of the Agreement are not added to or otherwise modified.
2. No nurse shall be subject to reprisal for bringing forward nursing practice concerns to management.
3. When practicable, the University shall provide information requested by the PPC within thirty (30) calendar days. At least once per quarter the appropriate Chief Nursing Officer (CNO) shall meet with the PPC at one of its scheduled meetings. Whenever the PPC makes a written recommendation to the appropriate CNO or, in Student Health Centers, the appropriate Director, s/he shall respond to the PPC in writing within thirty (30) calendar days unless the Association and the University mutually agree that the time may be extended.
4. The Association will furnish the CNO, or her/his designee, with the PPC meeting calendar and the list of PPC members at each facility. If the meeting calendar changes,

the Association shall make every effort to provide notice of the new meeting time and date prior to the day on which the work schedule is established for the attendees.

5. The PPC may also request, through the appropriate office of labor relations, to meet with one representative of the Safety Committee and one representative of Nursing Administration to discuss and/or resolve health and safety issues. If the request is denied, the PPC shall be provided within thirty (30) calendar days, a written response describing why the request was denied and/or actions to be taken. The University shall annually provide to the PPC the facility Cal-OSHA 300 logs.
6. When the PPC cannot resolve chronic nurse staffing ratio and acuity matters, the PPC may appeal such matters to the Staffing Ratio and Acuity Dispute Resolution Process provided in Article 8. Allegations involving sporadic staffing concerns are not eligible for submission to the Staffing Ratio and Acuity Dispute Resolution Process.

B. RELEASE TIME

1. PPC members, or their designees, are eligible to receive up to three (3) hours of paid release time each month when the conditions of this Section B. are met.
 - a. The University will make every effort to ensure that such nurses are released from work to attend the PPC meetings when the Association has provided the University with advance notice of meeting dates and times, in accordance with §A.4., above. The University will not unreasonably deny attendance at PPC meetings.
 - b. The University shall make timely payment to PPC members for attendance at the meetings provided the PPC submits to the Director of Nursing or her/his designee, the signed attendance roster prior to the day on which the timesheets are sent to payroll.
 - c. At each patient care facility at the major medical centers, release time will be provided for one (1) nurse for every one hundred (100) bargaining unit nurses or major fraction thereof, provided that the maximum number of RNs on the committee is fifteen (15) at UCIMC and UCSDHS, twenty (20) at UCDHS, and twenty five (25) at UCLAMC AND UCSFMC.
 - 1) Not more than one (1) PPC member shall come from a particular patient care unit or equivalent.
 - 2) Medical Center Practice Committee members who are not scheduled to work at the time the PPC meeting takes place, and who attend the meeting, shall receive paid time not to exceed three (3) hours. The time will not be considered as time worked for purposes of overtime or other premium pay.
 - d. For Student Health Centers, the ratio of members for whom release time shall be paid shall be one (1) member for every twenty-five (25) bargaining unit nurses or major fraction thereof at that facility, with a minimum of one (1) member.
2. Nothing shall preclude the CNO from authorizing additional release time upon request of the PPC. Release time for PPC members is coordinated by the appropriate office of labor relations.
3. For each Medical Center PPC, CNA may designate one (1) PPC Member as PPC Chair.

ARTICLE 8 STAFFING

- A.** The University shall have a staffing system based on assessment of patient needs in conformance with applicable state regulations. The University includes meals and breaks when assessing and determining staffing needs. Concerns regarding staffing ratio and acuity issues shall be addressed by the Professional Practice Committee (PPC) and, for chronic staffing problems, the review process provided in §D., below. Such matters are not subject to the grievance and arbitration procedures of this Agreement.
- B.** The University will not assign nurses (including Travelers and Registry nurses) without appropriate competencies to staff nursing areas, except in emergency situations.
 1. In the event a nurse feels that s/he lacks competency, including age-specific clinical competency for an assignment, the nurse shall so inform the immediate supervisor. The supervisor and the nurse shall make an assessment of the assignment, and shall alter such assignment if the assessment warrants.
 2. A floated nurse shall have her/his competencies validated on the receiving unit prior to an unrestricted patient care assignment. A nurse who is floated to a unit will be given an

orientation prior to beginning her/his assignment. The nurse may be assigned limited nursing care duties, which utilize her/his currently existing clinical competencies.

- C. When it is necessary to float, the floating order shall be established by each unit. Registry and Travelers shall float prior to any bargaining unit nurse provided competency requirements can be met.

D. STAFFING RATIO AND ACUITY DISPUTE RESOLUTION

The University and CNA agree that the process contained herein shall be the exclusive means of resolving all disputes pertaining to chronic staffing ratio and acuity patterns appealed by the Professional Practice Committee.

1. **Nursing Staffing Review Panel (NSRP)** A Nursing Staffing Review Panel (NSRP) shall be convened within thirty calendar days following written notification from the PPC that a chronic staffing ratio and acuity pattern has not been resolved through the processes established in Article 7, Professional Practice Committee.
 - a. The NSRP shall be comprised of a chair appointed or assumed by the CNO, two (2) RNs selected by the University, and two (2) RNs selected by the PPC with at least one taken from the affected work area.
 - b. Bargaining unit members on the NSRP shall receive paid time for all time spent on the panel.
 - c. The Panel shall make staffing adjustment recommendations to the CNO, based on compliance with state ratios. The CNO shall, within thirty days of receiving the Panel's recommendations, provide her/his response to the PPC.
 - d. In the event the CNO's action does not resolve the matter the PPC may appeal the decision in writing to the CNO. Within thirty (30) calendar days of receiving the appeal, the CNO shall convene a Special Review Panel in accordance with the provisions of §D.2., below.
2. **Special Review Panel (SRP)**
 - a. The SRP shall consist of three members, one RN selected by CNA, one RN selected by the CNO or her/his designee, and a third person selected by the other two panel members to serve as a neutral chairperson. The parties will make a good faith effort to select a chairperson who is experienced in the healthcare industry and with expertise in staffing in acute care hospitals. If they are unable to find such a person, they shall select an arbitrator from the panel in Article 28, Arbitration, to serve as chairperson. Nothing shall preclude the CNA and UC panel members from bringing another individual to assist.
 - b. If the SRP is unable to achieve a resolution, the neutral third party may resolve the difference and such decision shall be final.
 - c. Any resolution of the SRP, including any decision by the neutral third party, must take into consideration work area staffing ratio and acuity standards, and any other relevant information presented by the parties, and must be consistent with state and federal legislation prescribing levels and ratios. The SRP – including the neutral third party – shall have no jurisdiction to fashion any remedy that imposes an obligation on any hospital that exceeds, or is inconsistent with, the requirements of Title 22 or any other state or federal law. Either CNA or the University may seek to vacate any decision of the SRP or of the neutral third party under any basis permitted under state (or federal) law regulating arbitration. To the extent that either party seeks to vacate a decision under this paragraph, the parties agree to waive their rights to initiate litigation or seek administrative remedies, including unfair practices under the Higher Education Employer-Employee Relations Act (HEERA), arising out of such disputes, except for information requests and matters arising under HEERA, Sections 3571 (a) and 3571.1 (b).

E. PATIENT CLASSIFICATION SYSTEM COMMITTEE

1. The Chief Nursing Officer (CNO), or her/his designee, will notify the PPC of the meeting schedule for the Patient Classification System Committee (PCSC) and will notify the PPC at least ninety (90) days prior to the appointment of the PCSC. Within forty-five (45) days following receipt of the notice, the PPC may make recommendations in writing to the CNO of those direct care nurses who the committee proposes to serve on the PCSC. If the Director of Nursing, or her/his designee, does not alter the list within thirty (30) days following its receipt, the recommended nurses will be appointed to the PCSC by the CNO.

2. At least 50% of the members of the PCSC shall be direct-care RNs recommended by the PPC. The patient classification system shall be reviewed at least annually by the PCSC to determine whether or not the system accurately measures patient care needs.

ARTICLE 9 PROBATIONARY PERIOD

A. GENERAL CONDITIONS

1. Nurses in career appointments shall serve a probationary period during which time the University will evaluate their work performance and general suitability for University employment. The probationary period is completed following six (6) months of continuous service at one-half (1/2) time or more without a break in service. Time on leave with or without pay is not qualifying service for the completion of the probationary period.
2. Nurses who are rehired following a break in service of one (1) year or less shall not be required to serve a new probationary period, provided rehire occurs in the same class and specialty within the same department and the rehired nurse had regular status in that class at the time of termination. In other cases, rehired nurses serve a probationary period.

B. CREDIT FOR TIME SERVED IN LIMITED APPOINTMENTS

1. **Nurses Changing Jobs from Limited to Career** – A non-career nurse who has served the equivalent of at least six (6) months of continuous service at 50% time or more in a non-career appointment and who receives a career appointment as a nurse with similar duties, shall have three (3) months service credited toward the completion of her/his probationary period in the new career appointment.
2. **Nurses Converting From Limited to Career in the Same Job** – A nurse whose appointment is converted from a limited appointment to a career appointment under the provisions of Article 3, §B.3., who has worked in the same appointment into which s/he is directly converted to career status, shall have such time in that appointment credited toward the completion of the employee's probationary period in the new career appointment. For the purposes of this provision, "same appointment" means an appointment in the same department/unit and with the same duties and same supervisor as the appointment to which the employee was assigned immediately prior to conversion.

C. EVALUATION DURING PROBATIONARY PERIOD

It is the intention of the University to conduct no less than one (1) written performance evaluation during a full probationary period just prior to the completion of the probationary period. If another evaluation is done, it shall be approximately at the midpoint of the probationary period.

D. RELEASE DURING PROBATIONARY PERIOD

Prior to the completion of the probationary period, a nurse may be released at the sole discretion of the University and without recourse to the grievance and arbitration procedures of this Agreement. The parties may agree to extend a nurse's probationary period.

ARTICLE 10 ACTING APPOINTMENTS

- A.** A nurse who is temporarily assigned by the University to fully perform the functions of a position in a higher classification for at least the equivalent of a biweekly pay period shall be paid for the performance of such duties in accordance with §B., below, retroactive to the first day of such appointment.
- B.** Nurses appointed in accordance with §A., above, shall be paid at the minimum of the salary range of the new classification or an amount at least equal to five percent (5%) above the nurse's current base rate, whichever is greater, provided the new rate does not exceed the maximum of the higher classification.

ARTICLE 11 WORK RULES

The University shall have the right to promulgate and to change any work rules so long as the University's work rules are not in violation of this Agreement.

ARTICLE 12

PERFORMANCE EVALUATION

A. EVALUATION

1. Performance Evaluation is a constructive process to acknowledge the performance of a nurse. A nurse's evaluation shall be sufficiently specific to inform and guide the nurse in the performance of her/his duties. The performance of each nurse shall be evaluated at least annually, in accordance with a process established by the University. The evaluation of each nurse shall be based on the individual nurse's performance and not on financial consideration. If a nurse is not given an opportunity to perform on a particular element, the University will note on the performance evaluation that the factor was not applicable, and the nurse's evaluation shall not be negatively impacted. Nurses shall not have their evaluation negatively impacted by their use of sick leave permitted under the terms of Article 19, Sick Leave, unless the nurse has received disciplinary action.
2. The University will, sixty (60) calendar days prior to implementing a new performance tool, provide a copy of the proposed tool to CNA. Following request by the Association, the University will meet with the Association to discuss the new tool. It is the intent of the University to support the nurse's role as a patient advocate.
3. If there is no evaluation on record within a one year period a nurse may request an evaluation which shall be completed within fifteen (15) calendar days unless the parties agree otherwise.

B. NOTICE

1. Nurses who receive an overall "needs improvement" rating shall have received notice of her/his deficiencies, including information about how to correct such deficiencies, prior to receiving such overall evaluation.
2. In the event a nurse has not received notice of deficiencies in sufficient time to correct her/his deficiencies prior to receiving the overall "needs improvement" rating, she/he may request and, within thirty (30) calendar days shall receive, a re-evaluation of her/his performance. The thirty (30) day period may be extended by mutual agreement.

C. NURSE RESPONSES TO AN EVALUATION

Subsequent to receiving a University performance evaluation, a nurse may write comments pertaining to her/his evaluation or add relevant materials which may supplement or enhance the evaluation. When such written comments or materials are received from the nurse, they shall be attached to the performance evaluation and placed in the nurse's personnel file in which performance evaluations are maintained.

D. DISPUTES

Disputes arising regarding the content of the performance evaluation shall not be subject to the grievance and arbitration procedures of this Agreement. Performance evaluations are not considered an independent step in the disciplinary process, although they may be used as a form of corrective action.

ARTICLE 13

JOB POSTING

A. POSTING

1. Whenever vacancies within the bargaining unit are to be filled, except as provided in §A.3., below, the University shall post such vacancies on the University's web-based job vacancy listing for at least seven (7) calendar days, and shall either post a notice for at least seven (7) calendar days, or circulate a notice to each nursing unit at the campus/Laboratory where vacancies occur. Such postings shall identify the classification, percentage of appointment, minimum qualifications, initial date of posting, closing date if applicable, work unit, shift, and bargaining unit of the opening.
2. If, after the seven (7) calendar days of initial posting, the University has not filled the position, the vacancy may be converted to an "open until filled" posting, which the University may fill at any time.
3. CN I vacancies may be posted as "open" vacancies and need not identify the unit or shift of the opening, and may be filled at any time.

B. FILLING VACANT POSITIONS

1. A nurse may apply for posted vacancies before the closing date, or at any time during an "open" or "open until filled" posting.
2. Vacant positions will be filled in the following order:

- a. By recall of a qualified indefinitely laid off non-probationary career employee in accordance with Article 23, Layoff and Reduction in Time;
 - b. By preferential rehire of a qualified indefinitely laid off non-probationary career employee in accordance with Article 23, Layoff and Reduction in Time;
 - c. By the most senior qualified internal applicant based on licensure, certifications, experience, skills and abilities, and review of performance evaluations, job references and discipline issued within the last 2 years.
 - d. By any other qualified applicant.
- C. When a current UC nurse is hired into a vacant position, the provisions of Article 2, Section C.2. and 3., MOVEMENT BETWEEN JOBS, shall apply.
- D. The provisions of this Article shall be administered in accordance with Article 2 of this Agreement.

ARTICLE 14 HOURS OF WORK

A. WORKWEEK

A workweek is a period of time consisting of seven (7) consecutive days. The workweek is from 12:00 A.M. Sunday to 11:59 P.M. the following Saturday. The University may establish workweeks beginning and ending on a day other than the above, upon notice to the Association.

B. WORK SCHEDULE

1. A work schedule is the normal hours of work for a Nurse within a work period. Nurses will be scheduled in accordance with the needs of the University, subject to the provisions of this Article.
2. Full and part-time work schedules which may be established by the University include, but are not limited to:
 - a. eight (8) hours per day, excluding meal periods, on five (5) separate days within a workweek;
 - b. eight (8) hours per day, excluding meal periods, on ten (10) separate days within two (2) consecutive workweeks;
 - c. ten (10) hours per day, excluding meal periods, on four (4) separate days within a workweek;
 - d. ten (10) hours per day, excluding meal periods, on eight (8) separate days within two (2) consecutive workweeks;
 - e. twelve (12) hours per day, excluding meal periods, on ten (10) separate days within three (3) consecutive workweeks; or
 - f. twelve (12) hours per day, excluding meal periods, on thirteen (13) separate days within four (4) consecutive work-weeks.
3. The University may establish regular shift schedules other than those listed above, provided the University provides advance notice and, upon written request, meets with the Association to explain its reason before implementing any such schedule.
4. **Nurse request for alternate schedule** - Notwithstanding any other provisions of this Article 14, nurses working in ambulatory or outpatient clinics may voluntarily submit a written request to be scheduled to work a variable number of hours per day. If the University grants such request, it may schedule the requesting nurse(s) to work the alternate schedule without the payment of overtime or premium pay, provided the work schedule does not exceed forty (40) hours in the workweek or twelve (12) hours in the workday. Once granted, the University or the nurse may rescind the alternative schedule with thirty (30) calendar days advance written notice.

C. POSTING OF SCHEDULES

1. **Work Schedules** - The University shall post work schedules at least two (2) weeks in advance. The University shall not change the posted schedule without two weeks personal notice to the Nurse. Insofar as practicable, the University shall update posted work schedules as changes occur.
2. **Holiday Schedules** - The University shall post holiday schedules at least four (4) weeks in advance of each of the following holidays: Thanksgiving, Christmas and New Years. At UC Berkeley Student Health Center, the University shall post furlough schedules six (6) weeks in advance of furlough, provided that Nurses have submitted their work date

preferences for the summer furlough by March 1, and/or for the winter furlough by October 1.

3. **"Posted work schedules"** as used in this Article shall mean a computer based, printed, typewritten or handwritten schedule that is posted in or accessible at a work site area of the affected Nurse. Schedules shall include shift and starting time in accordance with campus posting procedures.
4. Part-time career nurses who have indicated their availability for additional assignments shall, when practicable, be offered the opportunity to work additional full shifts prior to the scheduling of any Per Diem Nurses(s) for additional shifts, within the following limitations:
 - a. the affected part-time career Nurses(s) are qualified and competent for the additional assignment(s), as determined by the University; and
 - b. the University shall not be obligated to offer any additional assignment(s) to part-time nurses if such assignment(s) will result in any form of premium pay as a result of the Nurse(s) working any additional shift(s); and
 - c. the University shall not be obligated to modify the work schedule of any Per Diem Nurse who has been previously prescheduled in order to provide any part-time career Nurse(s) with additional work.

D. BREAK RELIEF

Each unit shall have a mechanism for meal and break relief on each shift which shall be implemented consistent with professional nursing judgment and patient care needs, in order to ensure that required staffing is maintained during meal and rest periods.

E. MEAL PERIODS

1. Not more than one (1) meal period of at least one-half (1/2) hour is provided for shifts worked of six (6) continuous hours or more. Meal periods are neither time worked nor time on pay status unless the University requires a nurse to remain on the job at a work station. Whenever the University permits a nurse to perform work during a meal period, the meal period shall be considered time worked.
2. The University will make every effort to ensure that the nurse has the opportunity to take a meal break in accordance with subsection (1), above. As soon as practicable after a nurse determines that s/he is unable to take a meal break due to urgent patient care needs, s/he shall notify her/his supervisor (or designee), in which case the University will make every effort to ensure that the nurse is offered the opportunity to take an alternate meal period during his/her shift.

F. REST PERIODS

1. Time allotted for rest periods is limited to two (2) periods of fifteen (15) minutes each during an eight (8) hour or ten (10) hour shift, or three (3) periods of fifteen (15) minutes each during a twelve (12) hour shift. Nurses assigned to 6-hour shifts shall be entitled to one (1) rest period of fifteen (15) minutes per shift.
2. **Missed Rest Breaks** – The provisions of this section pertain to nurses in the Clinical Nurse series, only.
 - a. The University will make every effort to ensure that nurses have the opportunity to take rest period(s) in accordance with Section F.1, above. As soon as practicable after a nurse determines that s/he is unable to take a rest break due to urgent patient care needs, s/he shall notify her/his supervisor (or designee), in which case the University will make every effort to ensure that the nurse is offered the opportunity to take an alternate rest period (or periods, as applicable) during his/her shift.
 - b. Following such notification, when the University cannot offer the rest break(s) for the nurse, the University shall pay the nurse fifteen minutes pay at the nurse's base rate of pay for the missed break.
 - c. If the nurse fails to take a break for reasons other than patient care needs, or fails to inform her/his supervisor of an inability to take a break by the end of the shift, the University shall have no obligation to pay for the missed break.
 - d. Payments for missed rest breaks do not qualify as hours worked for the calculation of overtime, are not included in the calculation for retirement benefits, nor are they considered a form of "penalty pay".

G. MISSED BREAK REPORTING

1. The University shall not discourage a nurse from reporting that a meal or rest break has been missed, whether such reporting is verbal or in writing.
2. Missed break forms shall be reasonably and conveniently available to all nurses on all shifts.

H. WEEKEND WORK

The University shall attempt to grant at least twenty-six (26) weekends off per year to nurses who work in areas that require staffing seven (7) days a week. This provision does not apply to nurses who work weekends only.

I. CONSECUTIVE DAYS OF WORK

1. Subject to operational needs, the University shall make every effort to avoid assigning nurses to work full shifts in excess of the terms outlined in 3.a., b., and c. below. For the purpose of this Section, a full shift consists of 8, 10, or 12 hours of work, except as provided in Article 14 B.4.
2. The nurse may waive the consecutive days of work provisions, either at her/his request or as the result of a scheduling change requested by the nurse which results in such consecutive days of work.
3. A nurse shall be paid one and one-half (1/2) times the nurse's straight-time rate for all hours worked on each shift in excess of a., b., or c., below until a day off is granted when:
 - a. a designated eight-hour nurse is scheduled to work more than six (6) consecutive full shifts within six consecutive days.
 - b. a designated ten-hour nurse is scheduled to work more than five consecutive full shifts within five (5) consecutive days.
 - c. a designated twelve-hour nurse is scheduled to work more than four consecutive full shifts within four (4) consecutive days.

J. TRAVEL TIME

Travel on University business during a nurse's normal working hours, or outside normal working hours is considered time worked if performed pursuant to the University's instructions. Travel between a nurse's home and the workplace is not considered time worked.

K. CALL BACK

1. Call back pertains to a nurse who is not in on-call status and who the University calls to return to work in her/his unit after completing a shift and before her/his next scheduled shift.
2. A nurse called to return to work in accordance with §K.1., above, shall be paid for the time actually worked upon return or a minimum of three (3) hours, whichever is greater. Call back time whether worked or not is considered time worked for the purpose of calculating hours of overtime.
3. A nurse called to return to work may be assigned by the University to perform available work. If the called-back nurse refuses the out-of-unit assignment, s/he shall be paid only for the time actually worked.

L. ON-CALL

1. The intent of on-call is to provide coverage when it is impractical to regularly staff a shift, or when it is necessary to supplement other staffing to meet unpredictable patient care needs. It is not the intent of the University to use on-call assignments as a substitute for adequate available staffing. To meet on-call needs, the University will rely initially on nurses who volunteer. Where on-call needs cannot be met with volunteers, the University can require nurses to be on-call provided there is a reasonable expectation that they will be needed to avoid significant adverse consequences to patients' health. The University shall attempt to distribute assigned on-call time equitably. This paragraph does not preclude a nurse from volunteering to be on-call.
2. On-call is time during which a Nurse is required to be available for immediate reporting to work. A Nurse is not considered to be in on-call status unless the University has previously scheduled her/him for the assignment. The University shall establish volunteer lists for meeting on-call needs. Only in the event that not all on-call needs are met, the University retains the right to determine the need for, and the assignment of, on-call time. The University shall meet with the Association upon request to discuss alternative solutions when a pattern of assigned call develops in a particular unit.

- a. At UCD, UCI, UCLA, UCSD, a Nurse who is called in to the work site from on-call status will be paid in accordance with the following provisions:
 - 1) When the hours worked are part of the nurse's regularly scheduled shift, the nurse will be compensated at her/his regular rate for hours actually worked.
 - 2) When the hours worked are in addition to the nurse's regularly scheduled shift, the nurse shall be paid two (2) hours straight-time pay, or time and one-half (1½ X) pay for hours actually worked, whichever is greater.
 - 3) If the nurse returns to the facility from on-call status a second time during the initial two-hour guarantee period, no additional guarantee shall apply.
- b. At UCSF, a Nurse who is called in to the work site from on-call status shall receive two (2) hours pay at time and one-half (1 ½ X) or time and one-half (1 ½ X) pay for hours actually worked, whichever is greater. If the Nurse returns to work from on-call status a second time during the initial two hour guarantee period, no additional guarantee shall apply.
3. On-call rates shall be as listed in Appendix A. A Nurse called in to work from on-call status shall be assigned by the University to perform available work.
4. A Nurse who is required to work without physically reporting to a work site (for example, phone consultation) shall receive pay for such time actually worked. Such pay shall be at overtime rates if applicable under Section M.

M. OVERTIME

1. Assignment of Overtime

- a. The University shall decide when overtime is needed and which nurses will be assigned overtime. Overtime must be approved in advance by the University.
- b. There shall be no mandatory overtime except in a University-declared emergency, including responses to local, state, or federal emergency situations.
- c. The University will ask for volunteers before assigning overtime and shall attempt to distribute overtime work assignments equitably based on the nurse's ability to perform the work. As soon as the need for overtime is determined, the University shall notify the nurse that overtime must be worked. Nurses are expected to work overtime when such work is assigned, provided that they are competent to perform the work.
- d. Overtime shall not be assigned except after the University has exhausted the following procedures:
 - 1) Soliciting volunteers, including on duty and off duty RN staff
 - 2) Soliciting Per Diem nurses, including on duty and off duty Per Diem nurses
 - 3) Utilizing supplemental RN staff, except at UCD
- e. The University shall meet with the Association upon request to discuss alternative solutions when a pattern of mandatory overtime develops in a particular unit. Every reasonable effort will be made to ensure that no nurse shall be required to work more than sixteen (16) consecutive hours in situations of mandatory overtime.

2. Compensation of Overtime

- a. Hours paid at the regular rate of pay, e.g., compensatory time, jury duty leave, vacation pay except terminal vacation pay-out, sick pay, and holiday pay count toward the accumulation of UCRP credits. Hours paid in excess of a regular full-time schedule, pursuant to §B.2., above, shall not count toward the accumulation of UCRP credits.
- b. Except as provided in §M.2.c.2., below, actual work for the purpose of computing overtime does not include hours paid in non-work status, such as sick leave pay, vacation pay, holiday pay, compensatory time, and paid leave of absence pursuant to Article 20 - Leaves of Absence.
- c. Except as provided in §N., below, nurses shall be compensated for overtime worked at one and one-half (1 ½ X) times the straight-time rate when the following conditions apply:

- 1) Designated eight-hour nurses who are assigned to a fourteen (14) consecutive day work period shall receive the time and one-half (1 ½ X) overtime rate after eighty (80) hours of actual work in the fourteen (14) day period. In addition, such nurses shall be compensated at one and one-half (1 ½ X) times the regular straight time rate for hours worked which exceed eight (8) hours of actual work in any work day within the fourteen (14) day work period. Any payment at the time and one-half rate for daily overtime hours worked within the fourteen (14) day work period shall be credited toward any time and one-half (1 ½ X) compensation due for hours worked in excess of eighty (80) hours of actual work in the work period.
 - 2) Nurses who are assigned to a seven (7) consecutive day work period of forty (40) hours of actual work in one (1) workweek shall receive the regular straight time rate for hours of overtime not exceeding forty (40) hours of actual work in a workweek, and shall receive the time and one-half (1 ½ X) overtime rate after forty (40) hours of actual work in a workweek. For nurses on 8/40 and 10/40 schedules only, "hours of actual work in one workweek" shall include time on holiday and vacation pay in the workweek.
 - 3) In addition, the University shall pay nurses time and one-half (1 ½ X) pay after shift. For the purposes of this paragraph only, a shift is defined as a minimum of eight (8) hours.
- d. Except UCSF, Nurses shall be compensated for overtime worked at double (2x) the straight time rate for all consecutive hours worked in excess of twelve (12) hours. At UCSF, nurses shall be paid double time (2x) for hours worked in excess of twelve (12) hours in a work day or twelve (12) consecutive hours.

3. **Compensatory Time Bank**

- a. Overtime will be paid at the appropriate rate or, following the mutual agreement of the University and the nurse, will be compensated in the form of compensatory time. Compensation for overtime, whether in compensatory time off or pay, shall be in accordance with §M.2, above.
- b. Compensatory time shall be paid or scheduled by the University at least twice per year. However, the University shall not pay out any nurse's compensatory time bank below thirty-six (36) hours.
 - 1) Nurses shall be allowed to use compensatory time to supplement scheduled work days on which her/his pay will be less than her/his normal work shift. Examples of such days include days on which the nurse has been placed on emergency layoff, or on which educational or holiday pay is less than the nurse's normal shift.
 - 2) A nurse may request scheduling of banked compensatory time. The University shall not unreasonably deny a nurse's request for the scheduling of banked compensatory time off subject to the needs of the University. Nurses shall be permitted to schedule compensatory time in blocks of time equal to the nurse's regular shift schedule. Once the University has approved a nurse's request to schedule banked compensatory time, the University shall not unreasonably rescind such approval. However, a nurse at the Berkeley Student Health Service may request scheduling of banked compensatory time in accordance with the procedures established in Article 3 – Positions, of this Agreement.
 - 3) Accumulation of compensatory time is limited to no more than two-hundred forty (240) hours. The University shall pay a nurse for hours of overtime that exceed 240 hours.
- c. **Compensatory Time at UCSF Medical Center**
 - 1) Nurses at UCSF Medical Center shall be allowed to be paid for holiday time in his/her compensatory time off (CTO) bank at the straight time rate in the event that a nurse works on a holiday. Nurses at UCSF Medical Center will be allowed to be paid for overtime or place overtime in his/her compensatory time bank at the rate at which it is earned. The individual nurse's CTO balance cannot exceed 120 hours.
 - 2) If a nurse elects to defer the time to the CTO bank, s/he must make the decision to do so by April 15th of each year. Forms will be made available to facilitate this process. The default for all nurses is to be paid

for overtime and holiday time. If a nurse elects the CTO option, all holiday hours on holidays worked and overtime hours will be placed in the CTO bank.

N. GENERAL PROVISIONS

There shall be no duplication, pyramiding, or compounding of any premium wage payments.

O. REST BETWEEN SHIFTS

1. A work period not preceded by at least six (6) hours off will be paid at time and one-half.
2. Consistent with the principles of patient safety and RN safety, if a nurse returns to work from on-call status, and there is less than a six (6) hour interval between the conclusion of the “return to work” status and the start of her/his immediately following regularly-scheduled shift, and s/he is too tired to work that shift, the nurse may request to be excused for part or all of that shift. A nurse’s request to be excused for part of a shift shall be subject to mutual agreement between the nurse and the University, and shall not be unreasonable denied. A nurse’s request to be excused for all of the shift shall not be unreasonably denied. Unless the nurse has requested to be excused, the nurse is expected to work her/his regular shift.
3. The provisions of this section shall not apply in a situation where a nurse has been off work for at least six (6) hours and subsequently returns to work from on-call status within two (2) hours or less immediately preceding the start of the nurse’s next regularly scheduled shift.

P. ROTATION BETWEEN DAY/EVENING/NIGHT SHIFTS

1. The University may require shift rotation to ensure proper skill/competency mixes on all shifts.
2. At locations where shift rotation is mandatory, the University will implement by September 1, 2008 a system utilizing the following conditions:
 - a. When shift rotation is required, the University shall select nurses who were hired under the condition that they rotate shifts, and who volunteer.
 - b. The University will not require career nurses with ten (10) or more years of UC nurse service to rotate unless the University, at the time of the rotation assignment, provides the nurse with a written statement of the reasonable basis for such an assignment.
3. When the University requires a nurse to change from a day, evening, or night shift to another shift, the nurse shall receive at least forty-eight (48) hours between the shift rotations, unless the nurse requests less time off.
4. The provisions of §P. do not apply to nurses reporting in to work from on-call status.

Q. REPORTING PAY/WORK

A nurse who reports for work as scheduled without receiving prior notice that her/his assignment is not available, shall perform any nursing work to which s/he may be alternately assigned by the University, for the duration of the assignment. If no alternate work is available, the nurse shall be paid two (2) hours pay in lieu of work. In the event that the University has made reasonable attempts to notify the nurse of the unavailability of work, or where the nurse has not called in to verify the availability of work when required to do so, work or pay need not be provided.

R. LAWRENCE BERKELEY NATIONAL LABORATORY

Policies, procedures, definitions, qualifications, calculations, covered hours and rates currently in effect shall remain in effect for employees at the Lawrence Berkeley National Laboratory and shall supersede the provisions of this Article where in conflict with the Agreement.

ARTICLE 15

BENEFITS

A. GENERAL CONDITIONS

1. Eligible nurses may participate in a number of retirement, medical, dental, and other benefit programs to the same extent as other eligible policy-covered staff employees of the University, except as provided below.

B. RETIREMENT

1. The University may, at its option during the term of this Agreement, alter its retirement system plans (UCRS / UCRP). Such alterations include, but are not limited to, altering eligibility criteria, establishing new coverage, altering or deleting current coverage, or altering employee and University rates of contribution. All UCRP-eligible nurses

(regardless of date of hire or UCRP tier placement) shall contribute to the UCRP expressed as a percentage of covered compensation, as follows: a gross rate of 8% effective January 1st, 2014; a gross rate of 9% effective July 1st, 2014. The contributions for Nurses, who are 1976 Tier members, will continue to be offset by \$19 per month. The University may not require employee contributions to the UCRP which exceed the foregoing amounts, nor may the University reduce the UCRP retirement benefits formula of NX bargaining unit employees, without meeting and conferring with the Association over this subsection 15.B.

2. In the event the University makes alterations to its retirement system plans, the changes will apply to nurses eligible to participate in the plans within the unit in the same manner as they apply to other eligible policy-covered staff employees at the same campus/laboratory. The sole exception shall be any alterations proposed by the University that affect only bargaining unit nurses. In such cases, the University agrees to meet and confer with respect to the proposed change.
3. For nurses hired, rehired following a break in service, or who become UCRP-eligible on or after July 1st, 2013, the pension benefits shall be as follows:
The 2013 Tier benefit provisions shall apply, with two exceptions:
 - a. The earliest retirement age and age factors shall be the same as for the 1976 Tier (2.5% age factor at age 60, eligible for early retirement at age 50).
 - b. Retiring nurses may elect either a lump sum cash-out of pension benefits or annuitized payments (same as 1976 Tier payment options).
4. Retiree Health Program Eligibility
 - a. Any nurse in a UCRP-eligible position as of the date of ratification (November 26, 2013) will be grandfathered for the purpose of determining retiree health program eligibility (graduated eligibility beginning at age 50 with 10 years of service credit). Such eligibility shall be in accordance with Appendix B-3. Any nurse hired, rehired following a break in service, or who becomes UCRP-eligible after the date of ratification will be subject to the new Graduated Retiree Health Program Eligibility (graduated eligibility beginning at age 56 with 10 years of service credit) as shown in Appendix B-3.

C. HEALTH BENEFITS

1. The University health and welfare plans provide an annual open enrollment period during which eligible employees may elect to change specific plan or coverage options. Open enrollment provides an opportunity for employees to choose among plans due to changes in circumstances of the employees, changes in the coverage and costs of each plan, and changes in plan availability which may change from year to year. A brief outline of the University's health and welfare plans is attached hereto as Appendix B-1, for informational purposes only.
2. In calendar year 2014, and in subsequent calendar years, the University and employees shall pay the amount appropriate to the employee's pay band and the employee's selected coverage category (single, adult + children, two adults, or family) and health plan. See Appendix B-2 for 2014 rates.
3. Except as provided below in paragraph C.3.a, the University may, at its option during the term of this Agreement, alter the terms of its health and welfare programs (for both employees and retirees), including but not limited to plan design, contribution rates, eligibility criteria, and carriers.
 - a. Beginning in calendar year 2015, increases in employee contribution rates for the Kaiser and Health Net Blue and Gold plans shall not exceed \$25 per month (up to aggregate increase of \$300/year) over the prior year for each year of the agreement.
4. The costs for plans to which the University does not contribute are to be paid by bargaining unit nurses normally through payroll deduction.
5. Payband placement for any year is based on the nurse's January 1 full-time annualized salary as of the previous year. For example, for the 2014 calendar year, the placement is based on the nurse's January 1, 2013 full-time annualized salary. Such salary does not include stipends, shift differentials or other ancillary pay. Paybands are generally adjusted annually, using the California Consumer Price index.

ARTICLE 16
HEALTH AND SAFETY

A. GENERAL CONDITIONS

1. Within the overall University responsibility to provide medical care, the University shall make reasonable attempts to furnish and maintain in safe working condition the workplace and equipment required, in order that nurses within the bargaining unit might carry out the duties of their positions.
2. The Association and the University agree that exposure to risks from the patient populations the University treats is inherent in Registered Nurse employment. The University shall make reasonable attempts to provide bargaining unit nurses with such equipment, methods, practices, processes and procedures, as well as information and training on communicable illness and disease and notifications as to patients with or suspected of having a communicable disease, as are necessary under applicable law to afford a working environment as safe and healthful as the nature of Registered Nurse employment reasonably permits.

B. ASSIGNMENTS

1. A nurse within the bargaining unit shall not be assigned to any task abnormally dangerous or hazardous at the nurse's place of employment. An abnormally hazardous or dangerous task shall be defined as those tasks, the dangers or hazards of which are identifiably greater than the dangers or hazards inherent to the usual performance of a given job. In the event a nurse within the bargaining unit regards an assigned task as abnormally dangerous the nurse shall notify the immediate supervisor of the claim that the task assigned is abnormally dangerous. The supervisor shall make workplace task performance and/or task assignment changes consistent with health and safety considerations. The supervisor, after consulting with the nurse, may direct the nurse to perform the task, or may assign the affected nurse to other available work consistent with the work usually performed by the nurse.
2. The University shall make reasonable accommodations in work assignments for nurses who are pregnant and for lactating mothers as required by law, including adequate and accessible facilities for expressing breast milk in close proximity to the nurse's work area.

C. SAFE LIFTS AND TRANSFERS

Each hospital location shall implement and maintain a lift policy for all patient care units, and shall provide training for employees in the implementation of the unit lift programs in UC medical centers. For the purposes of this Article, a "lift policy" means replacing manual lifting and transferring of patients with powered patient transfer devices, lifting devices, and/or lift teams, consistent with the professional judgment and clinical assessment of the RN. Each hospital location will provide training to health care workers on the appropriate use of lifting devices and equipment. Training for these health care workers shall include body mechanics and the use of lifting devices to safely handle patients.

D. RELATED GRIEVANCES

1. If the matter is not resolved to the satisfaction of the nurse and/or the nurse carries out the task, the nurse may later file a grievance in accordance with the grievance procedure of this Agreement. If the nurse unreasonably refuses to perform the task, the nurse may be subject to discipline. A nurse may not be disciplined for appropriately raising safety concerns.
2. If, as a result of the filing of a grievance relative to an abnormally dangerous or hazardous task assignment, the University and the Association agree as to the existence of such abnormally hazardous or dangerous assignment, the University shall correct such situation within a reasonable time and utilizing funds as available.
3. The University and the Association acknowledge that the University's ability to comply with the provisions of this Article is subject to the availability of budgeted funds for the accomplishment of such actions which may be necessary in order for the University to meet its obligations under this Article and/or pursuant to any settlement, award, and/or arbitration decision rendered pursuant to a grievance/ arbitration related to the provisions of this Agreement and Article. The University and the Association agree that the availability of such specifically budgeted and available funds shall be a contingency upon which the University's compliance with a settlement award, arbitrator's decision, and/or order of enforcement of such decision relative to a grievance or arbitration related to this Article shall be dependent. In such cases, the University shall take reasonable measures to alleviate the problem pending budgetary considerations. The University shall seek to expedite budgetary approval to solve the problem.

4. In the case of a suspected outbreak of a communicable disease and when the University requires testing and provides treatment for such communicable disease of patients and/or nurses who are non-members of the bargaining unit represented by this Agreement, the University shall offer such tests and treatment for bargaining unit nurses within the appropriate affected work areas at no cost to the nurses. In case of a work-incurred illness or injury which is compensable under the Workers' Compensation Act, the University shall provide such treatment to the nurse within the bargaining unit as may be required by the Act.

E. INPUT FROM THE PRACTICE COMMITTEE

Health and Safety issues identified and raised by the Professional Practice Committee (PPC) shall be presented to the appropriate Health and Safety Committee by the Chief Nursing Officer (CNO).

**ARTICLE 17
VACATION**

A. VACATION CREDIT

1. A nurse is eligible to accumulate vacation credit if appointed at fifty percent (50%) or more of full-time for a period of six (6) months or more.
2. Until a campus implements the following Factor Accrual System, current accrual practices will remain in place.
3. After a campus implements the following Factor Accrual System, an eligible nurse shall earn vacation credit each month or quadri-weekly cycle based on the number of hours on pay status for that month or quadri-weekly cycle at the following rates:

Years of Qualifying Service	Per Hour on Pay Status*	Approximate Yearly Earning**	Maximum Accumulated Balance
<i>LESS THAN 10</i>	.057692	15 days	240 hours
10 but less than 15	.069231	18 days	288 hours
15 but less than 20	.080769	21 days	336 hours
20 or more	.092308	24 days	384 hours

* Hours on pay status, including paid holiday hours, but excluding all paid overtime hours.

** Full-time rate.

4. For campuses retaining the Table Accrual System, an eligible nurse shall earn vacation credit each month based on the number of hours on pay status for that month at the following rates:
 - a. ten (10) hours per month for a full-time nurse with less than ten (10) years of qualifying service;
 - b. twelve (12) hours per month for a full-time nurse with at least ten (10) but less than fifteen (15) years of qualifying service;
 - c. fourteen (14) hours per month for a full-time nurse with at least fifteen (15) but less than twenty (20) years of qualifying service; and
 - d. sixteen (16) hours per month for a full-time nurse with twenty (20) years or more of qualifying service.
5. A month of service at one-half (½) time or more is a month of qualifying service.
6. A nurse is eligible to earn vacation credit from her/his date of hire, prorated in accordance with the above, if appointed at fifty percent (50%) or more of full-time for a period of six (6) months or more. A nurse who is not eligible to earn vacation because of a part-time or short term appointment becomes eligible to earn vacation after six (6) continuous months or quadri-weekly cycles on pay status at fifty percent (50%) time or more. Time on pay status in excess of a full-time work schedule does not earn vacation credit.
7. Earned vacation for each month or quadri-weekly cycle is credited on the first day of the following month or quadri-weekly cycle, except that proportionate vacation credit for an

eligible nurse who is separating from employment shall be credited at the completion of the last day on pay status. A full-time nurse on the Factor Accrual System may earn vacation credit to a maximum stated in §A.3., above. A full-time nurse on the Table Accrual System may earn vacation credit to a maximum of two (2) times the nurse's annual accumulation rate. A part-time nurse may earn vacation credit to the same maximum number of hours as a full-time nurse with comparable years of service.

B. VACATION SCHEDULING

1. A nurse may request vacation. When vacation schedules are established, they shall be established in accordance with normal scheduling practices and in accordance with the needs of the University. Upon request, the approved vacation schedule shall be provided to a nurse. Vacation requests shall not be unreasonably denied. Criteria used in establishing vacation schedules include, but are not limited to: the nurse's skills and skill level, previous usage of the same time period by a nurse in the previous year, the nurse's preference for vacation dates, staffing levels, and/or the nurse's length of service in a manner determined by the employing unit. Using the criteria outlined in this paragraph, units will make reasonable efforts to grant a nurse's request for a full workweek vacation. Workweek as used in this section is defined in Article 14, §A.
2. An approved vacation request shall not be unreasonably canceled.
3. The University will endeavor to respond to a nurse's additional vacation request(s) within ten (10) calendar days of her/his request for use of vacation.

C. VACATION CREDIT USE

Vacation credit is accumulated from the date of hire. A nurse may use vacation from the date of accrual, but no vacation shall be used prior to the time it is credited.

D. VACATION MAXIMUMS

1. Prior to the date on which a nurse's vacation credit will reach the maximum allowable accumulation, the University shall provide her/him with at least ninety (90) days notification.
2. The nurse shall request dates for use of the vacation at least sixty (60) days prior to the maximum accumulation. Upon request, a nurse shall be granted vacation before the nurse's accumulated credit reaches the maximum. If a vacation cannot be authorized due to operational considerations, the nurse shall have an additional three (3) months in which to take vacation to bring her/his accrual below the maximum. A request made at least thirty (30) days in advance for vacation to be taken during the three-month extension period will not be denied, provided the requested vacation is not to be taken between November 15 and the following January 15. If a portion of the three month extension occurs between November 15 and the following January 15, the three month extension will be adjusted accordingly. During the extension, vacation shall continue to accrue.

E. VACATION PAY

1. Pay for accumulated vacation shall be at the nurse's straight-time rate including any shift differential for nurses permanently assigned to off-shift.
2. A nurse who separates from employment or who is granted extended military leave shall be promptly paid for any accumulated vacation through the nurse's last day of work, except that a nurse who is retiring may use accumulated vacation up to the effective date of retirement.

F. TRANSFER OF VACATION CREDIT

A nurse who is transferred, promoted, or demoted to another position at a University medical center or campus in which vacation credit can be accumulated shall have any accumulated vacation credit transferred. A nurse who is transferred, promoted, or demoted to a position at a University medical center or campus in which vacation credit does not accumulate shall be paid for any accumulated vacation at the time of transfer. A nurse who is transferred, promoted, or demoted to or from a Lawrence Berkeley Laboratory position shall be paid for any accumulated vacation at the time of transfer.

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ARTICLE 18 HOLIDAYS

A. UNIVERSITY HOLIDAYS

1. The University shall observe the following days as administrative holidays:
 - New Year's Day
 - Martin Luther King, Jr. Day (third Monday in January, or announced equivalent)
 - Presidents' Day (third Monday in February, or announced equivalent)
 - Cesar Chavez Day (last Friday in March), or as provided in §B., below for Nurses working in medical centers.
 - Memorial Day (Last Monday in May)
 - Fourth of July
 - Labor Day (first Monday in September)
 - Veterans Day (except LBNL)
 - Thanksgiving Day
 - Friday following Thanksgiving Day (or announced equivalent)
 - December 24 (or announced equivalent)
 - Christmas Day
 - December 31 (or announced equivalent)
2. Unless an alternate day is designated by the University, when a holiday falls on Saturday, the preceding Friday is observed, and when the holiday falls on Sunday the following Monday is observed as a holiday.
3. **Lawrence Berkeley National Laboratory observes the following days as administrative holidays:** New Year's Day, Martin Luther King, Jr. Day, Third Monday in February (or announced equivalent), Last Monday in May, Fourth of July, Labor Day, Thanksgiving Day, Friday following Thanksgiving Day (or announced equivalent), December 24 (or announced equivalent), Christmas Day, December 31 (or announced equivalent), and one Administrative Holiday to be selected by the Lawrence Berkeley National Laboratory.

B. CESAR CHAVEZ DAY FOR NURSES AT MEDICAL CENTER HOSPITALS

1. Each member of the unit who works at a medical center hospital or clinic who is not working on an academic calendar shall be entitled to one (1) personal holiday in recognition of Cesar Chavez, under the following circumstances:
 - a. The nurse is a member of the unit on March 1, 2005, and each year thereafter, and
 - b. The nurse uses the (1) day between March 1 and February 28th of the following year.
2. In the event the nurse does not use the Personal Holiday time prior to February 28th following the year in which it was accrued, the University will have the discretion to compensate nurses for the Personal Holiday time either by converting it to compensatory time and placing it into the nurse's holiday compensatory time bank, or by pay.
3. The University shall grant nurse requests to use the holiday time in accordance with hospital and clinic scheduling needs and shall not unreasonably deny such requests.

C. MAJOR HOLIDAYS

Major holidays are designated for scheduling purposes, only. Major holidays are defined as Thanksgiving and the day after, December 24 and Christmas, and December 31 and New Year's Day. The University will guarantee each member of the unit the opportunity to take one (1) of those two-day periods off regardless of the dates on which the University celebrates those holidays. Census permitting, the University will endeavor to grant one (1) additional two-day period. Straight time holiday pay eligibility shall be determined by the official University holiday schedule.

D. HOLIDAY TIME/PAY

1. **Compensation for Holidays** – All eligible nurses shall receive holiday time for the holidays provided for in this Article, except as provided in §B., above, whether or not the

holiday is worked. Payment for the holiday shall be by actual straight time pay unless the nurse and the University mutually agree to straight time compensatory time off.

- a. An eligible full-time nurse shall receive eight (8) hours of holiday time, regardless of her/his work schedule.
 - b. An eligible part-time nurse in pay status at least fifty percent (50%) of the hours in the appropriate pay cycle, excluding holiday hours, shall receive proportionate holiday time, up to the maximum of eight (8) hours per holiday.
 - c. Such holiday time is calculated on the number of hours in pay status in the month (for monthly paid nurses) in which the holiday falls, or (for bi-weekly paid nurses) the two pay periods immediately preceding the pay period in which the holiday occurs.
2. **Pay for Holidays Worked** In addition to the §D.1., above, a nurse shall be paid for all hours actually worked on the named holidays in accordance with the following:
- a. A nurse shall be paid at the rate of time and one-half (1½ X) regular pay for hours actually worked on the following holiday dates, only, and no alternate dates may be designated by the University. Hours worked on a holiday shall count toward weekly overtime calculations, and time and one-half (1 1/2x) paid on a holiday shall not affect such computations.
 - 1) New Year's Day (January 1)
 - 2) Martin Luther King Jr. Day (nationally designated day)
 - 3) Memorial Day (nationally designated day)
 - 4) Fourth of July
 - 5) Labor Day (nationally designated day)
 - 6) Thanksgiving Day (nationally designated day)
 - 7) December 24
 - 8) Christmas Day (December 25th)
 - b. A nurse shall be paid regular pay at the straight-time rate for hours actually worked on all other holidays.
3. **Holiday Time as Compensatory Time** – When Holiday time is placed in a compensatory time bank, such bank shall be a straight-time holiday bank, and shall be kept separate from any other compensatory time bank. Holiday compensatory time banks shall be paid out in accordance with Article 14, §M.3., Compensatory Time Bank.
4. **Illness During a Holiday** – In the event a nurse who was scheduled to work on a holiday calls in sick, s/he shall be paid her/his appropriate sick pay, and the holiday shall be either paid or put in to a compensatory bank at the straight time rate.

E. RELIGIOUS OBSERVANCE

By charging time off to vacation, compensatory time off, or leave without pay, a nurse may observe a special or religious holiday if the University determines that work schedules permit.

F. ELIGIBILITY

An eligible full-time nurse on pay status on the nurse's last scheduled work day before the holiday and first scheduled work day after the holiday shall receive holiday pay. No nurse shall receive holiday pay for any holiday that is immediately preceded by or followed by an unauthorized absence or a disciplinary suspension.

G. TEMPORARY LAYOFF

A full-time nurse on a temporary layoff of not more than twenty (20) calendar days, including holidays, shall receive pay for any holiday which occurred during that period.

H. LAWRENCE BERKELEY NATIONAL LABORATORY

Policies, procedures, definitions, and qualifications relative to holiday pay for new, rehired, or terminating full-time employees shall remain in effect for employees at the Laboratory and shall supersede the provisions of §D., above where in conflict.

**ARTICLE 19
SICK LEAVE**

A. ACCUMULATION OF SICK LEAVE CREDIT

- 1. After a campus implements the Factor Accrual System, an eligible nurse shall earn sick leave credit at the rate of .046154 hours per hour on pay status, including paid holiday hours but excluding all paid overtime hours.
- 2. For campuses retaining the Table Accrual System, an eligible nurse shall earn sick leave credit at the rate of eight (8) hours per month for full-time employment. Sick leave credit

is earned proportionately, as set forth in the Sick Leave Credit Table below, for hours on pay status over one-half (1/2) of the full-time working hours of the month but less than full-time.

- 3. Until a campus implements the Factor Accrual System, current accrual practices will remain in place.

SICK LEAVE CREDIT TABLE

NUMBER OF HOURS ON PAY STATUS				PERCENT OF TIME ON PAY STATUS	HOURS OF SICK LEAVE EARNED
160-HOUR* MONTH	168-HOUR* MONTH	176-HOUR* MONTH	184-HOUR* MONTH		
0-79	0-83	0-87	0-91	0-49	0
80-89	84-94	88-98	92-103	50-56	4
90-109	95-115	99-120	104-126	57-68	5
110-129	116-136	121-142	127-149	69-80	6
130-149	137-157	143-164	150-172	81-93	7
150-160	158-168	165-176	173-184	94-100	8

* Hours on pay status, including paid holiday hours, but excluding all paid overtime hours.

- 4. A nurse must be on pay status for at least one-half (1/2) of the working hours of a month or quadri-weekly cycle to earn sick leave credit for that month or quadri-weekly cycle. Time on pay status in excess of a full-time work schedule does not earn sick leave credit. Sick leave is earned during leave with pay. The number of sick leave hours which may be accumulated is unlimited. For the purposes of this Agreement, a quadri-weekly cycle is defined as two bi-weekly pay periods designated by the University to be considered as one unit for the purpose of leave accrual.
- 5. For nurses on either system, earned sick leave for each month or quadri-weekly cycle is credited on the first day of the following month or quadri-weekly cycle, except that proportionate sick leave credit for an eligible nurse who is separating from employment shall be credited at the completion of the last day on pay status.

B. ELIGIBILITY AND USE OF ACCUMULATED SICK LEAVE

Sick leave cannot be used in excess of the nurse's normally scheduled hours of work for the day or days for which the sick leave is claimed. Sick leave shall not be used prior to the time it is credited nor shall sick leave be used beyond a predetermined separation date. Sick leave is to be used for personal illness or disability, medical or dental appointments, and, as provided below, for illness or death of a family member. No nurse shall be disciplined for reasonable use of sick leave.

C. PREGNANCY-RELATED USE OF SICK LEAVE

Accumulated sick leave shall be used by a nurse for pregnancy-related illnesses or disabilities, beginning on the date of delivery or confinement for delivery, whichever is earlier, but not beyond the period that she is physically unable to perform the normal duties of her job, or beyond a predetermined date of separation. Sick leave usage due to pregnancy disability shall not exceed the period of verified disability. In the case that the nurse's accumulated sick leave is less than the period of verified disability, she shall be granted an unpaid medical leave of absence in accordance with Article 20, Leaves of Absence, §D.

D. SICK LEAVE VERIFICATION

The University may require reasonable proof sufficient to justify the nurse's sick leave absence when an absence exceeds three (3) consecutive scheduled days of work; or for shorter periods with good cause and prior notice to the nurse.

E. FAMILY ILLNESS

- 1. A nurse shall be permitted to use not more than thirty (30) calendar days of accrued sick leave in any calendar year when the nurse is required to be in attendance or to provide care because of illness of the nurse's spouse, parent, grandparent, child, grandchild or sibling. This provision also covers other related person(s) residing in the nurse's household.

2. When sick leave is used as provided in this Section for a nurse to care for a child, parent or spouse as defined in Family Care Leave Article 20, §C.6.b., such time shall be deducted from the Family Care Leave entitlement of twelve (12) weeks in a twelve (12) month period.

F. ILLNESS DURING VACATION

If, while on vacation a nurse becomes ill and is under the care of a physician and submits a physician's statement, the nurse may use sick leave for the personal illness. Use of sick leave for the care of a family member is not covered during the nurse's vacation.

G. TRANSFER OF SICK LEAVE

1. A nurse transferred, promoted, or demoted without a break in service to or from a position within this unit shall have any accumulated sick leave transferred if the nurse is moving to a position in which sick leave can be accumulated.
2. A nurse transferred, promoted, or demoted out of this unit shall have any accumulated sick leave transferred if the nurse is moving to a position where sick leave can be accumulated. A nurse transferred, promoted, or demoted out of this unit to a position which is not eligible for sick leave shall have the nurse's accumulated sick leave held in abeyance or paid out, at the nurse's option. If the nurse should subsequently move without a break in service to a position within the University which is eligible for sick leave, the previously accumulated sick leave would be restored. A nurse who is laid off and recalled into this unit within the nurse's period of recall eligibility shall have all accumulated sick leave from prior service reinstated.
3. A nurse who is transferred, promoted, demoted, recalled, or preferentially rehired into a different bargaining unit shall have the accumulation, use and transfer of sick leave governed by the policies and/or contracts covering nurses in that bargaining unit.

H. REINSTATEMENT OF SICK LEAVE

A nurse re-employed into this unit after a break in service of less than six (6) months shall have accumulated sick leave from prior service reinstated if the new position is one which is eligible for sick leave.

I. CONVERSION OF SICK LEAVE ON RETIREMENT

Upon retirement members of the University of California Retirement System shall have their accumulated sick leave converted to retirement service credit for each day of unused accumulated sick leave.

J. CATASTROPHIC LEAVE

Policies, procedures and definitions regarding Catastrophic Leave, shall remain in effect, for employees at the locations which have Catastrophic Leave Sharing programs currently in place.

**ARTICLE 20
LEAVES OF ABSENCE**

A. GENERAL PROVISIONS

1. **Definition** – The provisions of this Section (A.1.a.-g.) are for general descriptive purposes only, and are not subject to the grievance or arbitration provisions of this Agreement. The remainder of the Article is subject to the provisions of Article 27, Grievance Procedure, and Article 28, Arbitration.
 - a. The term Family Care and Medical Leave is used when referring to a leave connected with the federal Family and Medical Leave Act (FMLA) and/or the California Family Rights Act (CFRA), and/or the California Pregnancy Disability Law (PDLL).
 - b. If a nurse who is eligible for a Family Care and Medical Leave takes a leave for her/his own serious health condition (as defined in §C.1.a., below), the absence from work will be deducted from the nurse's Family Care and Medical Leave entitlement. If a nurse is ineligible for Family Care and Medical Leave or if the nurse has exhausted her/his leave year entitlement, an approved Disability Leave of absence or Personal Leave may be provided for the period(s) an eligible nurse is absent from work for verifiable medical reasons as provided in this Article.
 - c. Disability Leave is used to describe the medical leave of absence provided to nurses who are ineligible for FMLA and/or CFRA, or who have exhausted their entitlement to FMLA/CFRA.
 - d. Leaves of absence for pregnancy-related disability purposes may be granted under the provisions of FMLA, PDLL, University Disability Leave, and/or Personal Leaves of Absence.

- e. Non-medical leaves of absence for child-caring may be provided in accordance with the Parental Leave provisions for FMLA and CFRA, the University Childcaring Leave, and/or Personal Leaves of Absence. Such leaves may be paid or unpaid status as provided in this Article. If the non-medical leave of absence qualifies as a Family Care and Medical Leave as defined in §C., below, the absence from work, in paid or unpaid status, is deducted from the nurse's Family Care and Medical Leave entitlement.
 - f. Other non-medical leaves of absence without pay may be provided to nurses under the provisions of Personal Leave of Absence, as provided in §H., below.
 - g. Non-medical leaves of absence with pay may include leave for jury duty, voting, blood donations, attendance at certain administrative or legal proceedings, authorized emergencies, and some military leaves, as provided in this Article.
2. **Cumulative/Concurrent Nature of Leaves of Absence** – To the extent that leaves under this provision are for a covered FMLA, CFRA or PDLA purpose, those leaves shall run concurrently with FMLA, CFRA or PDLA as appropriate, and shall not be cumulative.
 3. **Requests for Leave** – Except for Family Care and Medical Leave, Military Caregiver Leave and Qualifying Exigency Leave, requests for leaves of absence including extensions to leaves shall be submitted in writing in accordance with departmental procedures.
 - a. Requests for leaves of absence and extensions to leaves, both in paid and unpaid status - except for leaves covered under the Family Care and Medical Leave, Military Caregiver Leave and Qualifying Exigency Leave (see §§C.5., E.6. and F.6.) shall be submitted sufficiently in advance of the requested leave date to provide the University time to assess the operational impact of granting the request, except as otherwise provided below.
 - b. All requests for leaves of absence shall contain the requested beginning date and duration of the leave, and any additional information as required in this Article.
 4. **Notice**
 - a. Except as provided in §C. Family Care and Medical Leave, §E. Military Caregiver Leave and §F. Qualifying Exigency Leave, when the need for leave is foreseeable, the nurse shall give the University thirty (30) calendar days written notice of the need for leave.
 - b. If the need for leave is unforeseeable or actually occurs prior to the anticipated date of a foreseeable leave, the nurse must provide notice of the need for leave as soon as practicable, but no later than five (5) calendar days after learning of the need for the leave.
 5. **Certification for Medically-Related Leaves and Extensions Except for Family Care and Medical Leave, Military Caregiver Leave and Qualifying Exigency Leave**
 - a. University may require certification prior to leave starting - Upon written request from the University, a nurse must provide written certification satisfactory to the University for medically-related leaves no later than fifteen (15) days after learning of the need for the leave. The University also requires a nurse to provide recertification before approving a nurse's request for an extension to the leave of absence. Failure to provide a certification or a recertification may result in the delay or denial of the request for leave.
 - b. Certification of ability to return to work from medical leaves - A nurse must provide evidence of the ability to return to work from a medical leave of absence satisfactory to and subject to verification by the University. Such proof shall be provided by the nurse's health care provider and shall include, but shall not be limited to, a statement that the nurse is able to return and perform the essential assigned functions of her/his job with any necessary accommodation and any limitations s/he may have.
 - c. Extensions of leave - If there is a need to extend the medical leave, a nurse must notify the University in writing in accordance with departmental procedures prior to the expiration of the leave, and must furnish evidence of the continuing disability from the nurse's health care provider.
 - d. Extensions shall not be granted - A nurse shall not be granted a leave of absence beyond the ending date of the nurse's appointment or predetermined date of separation.
 6. **Confirmation of Leave Status** - Except for Family Care and Medical Leave, Military Caregiver Leave and Qualifying Exigency Leave, the University shall provide the nurse

written approval or denial of a requested leave within ten (10) calendar days of receipt of all required information, including certification. If the University grants the leave, the duration and terms of the leave and the anticipated date of return will be in the written approval statement. For Family Care and Medical Leave, Military Caregiver Leave and Qualifying Exigency Leave, the University will provide the Designation Notice to the Nurse within 5 business days of receipt of the required information absent extenuating circumstances.

7. **Pay Status While on Leave**

- a. When a nurse is on an approved Leave of Absence for her/his own medically-related purposes, including pregnancy-related leave purposes, the nurse must use accrued sick leave prior to being in unpaid status.
- b. When a nurse is required to be in attendance or provide care because of illness of her/his grandparents, siblings or other related person residing in the nurse's household, the nurse shall be permitted to use not more than thirty (30) calendar days accrued sick leave pursuant to Article 19, Sick Leave, §E.
- c. Leaves other than those provided in §A.7.a. and b., above, are unpaid, except as provided in §J., Leaves of Absence With Pay. However, a nurse on an unpaid leave may use accrued vacation, sick leave, and/or compensatory time to remain in pay status, in accordance with the provisions of this article relative to the type of leave taken.

8. **Duration** – The duration of different leaves of absence vary, and are specifically covered in the relevant sections of this Article.

9. **Benefit Eligibility While on Leave Without Pay**

- a. If a nurse is in pay status for at least fifty percent (50%) of a calendar month or quadri-weekly cycle in which a leave of absence in unpaid status occurs, the nurse will receive a prorated vacation, sick leave, and retirement credit for that time.
- b. An eligible nurse on approved leave without pay, except as provided in §C.10., below, may elect to continue certain University-sponsored benefit coverage for up to the time specified in the insurance regulations by remitting premiums due, as instructed in the plan documents, during the period of the approved leave. The group insurance regulations and the regulations of the retirement systems determine the effects of leave in unpaid status on University benefits.
- c. A nurse shall have University-provided health benefits continued for the period of the Family Care and Medical Leave, Military Caregiver Leave and Qualifying Exigency Leave in accordance with §§C.10., E.8., and F.8. below.
- d. Approved leave without pay shall not be considered a break in service. If a nurse is on approved leave without pay for a full month or quadri-weekly cycle, sick leave, vacation, and seniority do not accrue. Retirement credit shall accrue in accordance with the provisions of the University of California Retirement Plan (UCRP) or the applicable retirement plan.

10. **Return to Work** – When a nurse returns from an approved leave of absence within four (4) months, the nurse shall be reinstated to the same position in the same department upon expiration of the leave. When a nurse returns from an approved leave after four (4) months, the nurse shall be reinstated to the same or a similar position in the same department upon expiration of the leave. If the position held has been abolished during the leave, the nurse shall be afforded the same considerations which would have been afforded had that nurse been on pay status when the position was abolished. For nurses returning after a Family Care and Medical Leave, see the provisions of §C.11.b. below. For nurses returning after a Pregnancy Disability Leave of Absence, see the provisions of §D.4., below.

11. **Medical Separation** – The University may medically separate a nurse who receives long-term disability payments from a retirement system to which the University contributes, in accordance with the provisions of Article 24, Medical Separation.

B. UNIVERSITY DISABILITY LEAVE OF ABSENCE

1. **General Provisions** – University Disability Leaves without pay of up to six (6) months are provided for non-work related illnesses, injuries, or serious health conditions (including pregnancy disability) which cause the nurse to be medically incapable of performing essential assigned functions of her/his job for the period during which the disability is verified. Time used by the nurse qualifying under Family Care and Medical Leave is contained within the total University Disability Leaves of six (6) months. A

disability leave requires the use of accumulated sick leave prior to the nurse being placed in unpaid status in accordance with the provisions of this Article and Article 19, Sick Leave. In the event a nurse's accumulated sick leave is exhausted, the nurse may elect to use accumulated vacation or compensatory time prior to being placed in unpaid status.

- a. In the event a nurse eligible for a University Disability Leave is also eligible for a Family Care and Medical Leave for the nurse's own serious health condition, the two leaves will run concurrently and, during the period of Family Care and Medical Leave, the FMLA/CFRA leave provisions will apply.
 - b. In the event a nurse with a verified disability is not eligible for Family Care and Medical Leave for the nurse's own serious health condition, or has exhausted her/his entitlement, the provisions of this Section will apply to her/his medical leave.
2. **Eligibility** – A nurse may be eligible for a disability leave of absence when the nurse has furnished evidence of disability satisfactory to the University that s/he is medically incapable of performing the essential assigned functions of her/his job due to a non-work related illness or injury, and
- a. has exhausted her/his twelve (12) workweek Family Care and Medical Leave entitlement in the calendar year; or
 - b. is not otherwise eligible for Family Care and Medical leave; or
 - c. has exhausted her/his four (4) month Pregnancy Disability Leave entitlement.
3. **Duration**
- a. When the use of accumulated sick leave, any other paid time off, and a disability leave in unpaid status are combined, and the total University Disability Leaves exceeds six (6) months, the University will initiate a review to determine if medical separation is appropriate. However, if a nurse has more than six (6) months of accumulated sick leave, a disability leave can continue until the accumulated sick leave is exhausted, provided disability is verified during the entire period.
 - b. If the nurse submits medical verification satisfactory to the University that s/he remains disabled for more than the six (6) months covered by University Disability Leave or beyond the exhaustion of accumulated sick leave in excess of six (6) months, a Personal Leave may be granted at the sole non-grievable discretion of the University. If the University does not grant a Personal Leave, a nurse may be medically separated from employment in accordance with the procedures established in Article 24, Medical Separation.
 - c. A nurse on an approved University Disability Leave under this Section which exceeds the Family Care and Medical Leave allotment shall have return to work rights in accordance with §A.10., of this Article.
 - d. For nurses on a Pregnancy Disability/Childcaring Leave, see §D. of this Article.

C. **FAMILY CARE AND MEDICAL LEAVE** Family Care Leave includes Parental Leave and Family Illness Leave. Medical Leave is provided only for the nurse's own serious health condition.

1. **Definitions**

- a. A Nurse's Own Serious Health Condition is an illness, injury, impairment, or physical or mental condition that renders the nurse incapable of performing any or all of the essential functions of her/his position. Such condition may involve: inpatient care in a hospital, hospice, or residential medical care facility; or continuing treatment by a health care provider for a period of incapacity of more than three (3) consecutive calendar days; or any period of incapacity or treatment due to a chronic serious health condition; or any period of incapacity which is permanent or long-term due to a condition for which treatment may not be effective.
- b. Medical leave under FMLA, CFRA and PDL is leave granted for the nurse's own serious health condition which makes her/him unable to perform any one or all of the essential assigned functions of the nurse's position. A nurse disabled because of pregnancy-related conditions is covered under §D.1., Pregnancy Disability Leave.
- c. A Serious Health Condition For The Purposes Of Family Illness Leave is an illness, injury, impairment, or physical or mental condition, as described in §C.1.,

above, which warrants the participation of the nurse to provide supervision or care during a period of treatment or incapacity including psychological comfort.

- d. Parental Leave is to care for the nurse's newborn, a child who has been placed with the nurse for adoption or foster care or as a legal ward, or a stepchild or another child to whom the nurse stands *in loco parentis*.
- e. Family Illness Leave is leave to care for the nurse's child, parent, spouse, or same or opposite sex domestic partner with a serious health condition.
- f. A Family Member for the purposes of family care leave is the nurse's biological, adopted, or foster child, stepchild or legal ward who is under eighteen (18) years, or an adult dependent child; a biological, foster, or adoptive parent, stepparent or legal guardian, or an individual who stood *in loco parentis* while the nurse was a child or for whom the nurse acts as a parent, or a spouse or same or opposite sex domestic partner.
- g. A Health Care Provider is an individual who is licensed in California or is duly licensed in another State or jurisdiction, to hold either a physician's and surgeon's certificate or an osteopathic physician's and surgeon's certificate, or who is duly licensed as a podiatrist, dentist, clinical psychologist, optometrist, chiropractor (limited to the treatment of the spine to correct a subluxation as demonstrated by x-ray to exist), physician assistant, nurse practitioner or nurse mid-wife performing within the scope of her/his duties, or Christian Science practitioner or any health care provider that the nurse's health plan carrier recognizes for purposes of payment.
- h. "1,250 Hours Of Actual Service", used for the purposes of determining FMLA/CFRA eligibility, means time actually worked and does not include any paid time off including, but not limited to, a nurse's use of accrued vacation, compensatory time, or sick leave, nor does it include time paid for holidays not worked or time spent in unrestricted on-call status.

2. **Eligibility**

- a. Nurses who have at least twelve (12) cumulative months of University service and who have at least 1,250 hours of actual hours worked during the twelve-month period immediately preceding the initiation of the leave are eligible for and shall be granted up to a total of twelve (12) workweeks of Family Care and Medical Leave in the calendar year. For the purposes of this Section, all University service, including service with the Department of Energy Laboratories run by the University, are used to calculate the twelve (12) month service requirement.
- b. The University shall determine whether the nurse is eligible and qualifies for a Family Care and Medical Leave and shall notify the nurse in writing of her/his eligibility and rights and responsibilities and shall notify the nurse, in writing, when the leave is designated or provisionally designated as Family Care and Medical Leave. The duration and terms of the leave and the date of return are determined when the leave is granted. Extensions, if any, up to an aggregate of twelve (12) workweeks in the calendar year may be granted in accordance with this Section.

3. **Calculating Family Care and Medical Leave**

- a. Family Care and Medical Leave is unpaid leave, although a nurse may use accrued sick leave in accordance with the provisions of Article 19, §E., or vacation leave to remain in pay status during a Family Care and Medical Leave.
- b. In the event the University approves a nurse's request to use Compensatory Time for any FMLA-eligible purpose, such time cannot be counted against the FMLA period, and will serve to extend the total leave period. Otherwise, all paid time off used for Family Care and Medical Leave purposes shall be deducted from the twelve-workweek Family Care and Medical Leave maximum. Section C.7. details the use of accrued paid leave during Family Care and Medical Leave.
- c. Family Care and Medical Leave shall not exceed 12 workweeks in a calendar year.

4. **Personal Leave After Exhaustion of Family Care and Medical Leave Entitlements –**

If a nurse has exhausted her/his entitlement to Family Care and Medical Leave or is ineligible for Family Care and Medical Leave, s/he may apply for Personal Leave pursuant to this Article. University Disability Leave and Childcaring Leave are also available to eligible nurses. The University shall not unreasonably deny a Personal Leave of Absence to a nurse who has a family-related need to be absent from work, but who

does not meet the eligibility requirements of Family Care and Medical Leave. However, such nurse shall not be eligible for any of the rights or benefits attached to Family Care and Medical Leave.

5. **Notice**

- a. If the nurse learns of the event giving rise to the need for leave more than thirty (30) days in advance of the leave's anticipated initiation date, the nurse shall give the University at least thirty (30) calendar days notice of the need for leave. A nurse who fails to give thirty (30) calendar days' notice for a foreseeable leave with no reasonable basis for the delay, may have the Family Care and/or Medical Leave delayed until thirty (30) days after the date on which the nurse provides notice.
- b. If the need for leave is foreseeable due to a planned medical treatment or the supervision of a family member's medical treatment, the nurse shall make reasonable efforts to schedule the treatment so as to avoid disruption to the University's operations.
- c. If the need for leave is unforeseeable or actually occurs prior to the anticipated date of a foreseeable leave, the nurse shall provide the University with as much notice as practicable, but no later than five (5) calendar days after learning of the need for the leave.

6. **Certification**

- a. For the Nurse's Own Serious Health Condition – When a nurse requests a Leave of Absence for the nurse's own serious health condition, the University may require that the nurse's request for leave be supported by written certification issued by the nurse's health care provider. When certification is required by the University, such requirement shall be submitted to the nurse in writing. Certification may be provided by the nurse on a form given to the nurse by the University and shall, regardless of the format, in addition to certifying that the nurse has a serious health condition, include:
 - 1) a statement as to whether the nurse is unable to perform any one or more of the essential assigned functions of the nurse's position including a statement of the function(s) the nurse is unable to perform, and
 - 2) the date, if known, on which the nurse's serious health condition began, the probable duration of the condition and the nurse's probable date of return, and
 - 3) whether it will be medically necessary for the nurse to take leave intermittently or to work on a reduced leave schedule, and if so, the probable duration of such schedule, and,
 - 4) if the condition is chronic and the nurse is presently incapacitated, the duration and frequency of episodes of incapacity.
- b. For the Nurse's Family Member With a Serious Health Condition - When a leave of absence is requested for the serious health condition of the nurse's family member, the University may require that a nurse's request for leave be supported by written certification issued by the family member's health care provider. When the University requires certification the University shall provide the nurse a written notice of such requirement. The nurse may submit the required certification on a form provided by the University. In addition to certifying that the nurse's family member has a serious health condition, such certification shall include:
 - 1) a statement that the family member's serious health condition warrants the participation of the nurse to provide supervision or care during a period of the treatment or incapacity or psychological comfort, and
 - 2) whether the nurse's family member will need care intermittently or on a reduced leave schedule and the probable duration that the nurse is needed to provide care.
 - 3) In addition, the nurse may be required to certify either on the form or separately the care s/he will provide the family member and the estimated duration of the period of care.
- c. Questioned Medical Opinion – Should there be any question regarding the validity of the nurse's certification for her/his own serious health condition, the University may, at its discretion, require the nurse to obtain a second medical opinion from a second health care provider selected by the University. Should

the second medical opinion differ from the opinion of the nurse's own health care provider, the University may require a third medical opinion from a third health care provider, jointly agreed to by the nurse and the University. The University shall bear the cost of the second and third opinions and the third opinion shall be final.

d. Certification/Recertification

- 1) If the University requires certification and/or re-certification, or if the nurse fails to provide requested certification, s/he shall have fifteen (15) calendar days following the University's request to submit such certification, when practicable. Failure to provide certification for a foreseeable leave within the requested time may result in delay of the leave until the University receives the required certification. Failure to provide or perfect certification for an unforeseeable leave within the requested time period may result in discontinuance of the leave until the required certification is provided. If the nurse fails to provide the required certification and the leave has not begun, the request for family and/or medical leave will be denied. If the leave has begun, the leave may be discontinued at the University's discretion; however, any leave taken need not be considered Family Care and Medical Leave.
- 2) If the nurse requests additional leave or if the circumstances of the leave change, the University may require the nurse to obtain re-certification. The University shall confirm a request for subsequent certification in writing.

e. Failure to Provide Complete Certification and/or Recertification

If the employee fails to provide a completed certification and/or recertification, the employee shall be given fifteen (15) calendar days to perfect the certification and/or recertification. Failure to perfect an incomplete certification and/or recertification within the requested time period may result in delay of the leave or discontinuance of the leave until the required certification and/or recertification is provided. If the employee fails to provide a complete certification and/or recertification, the leave is not Family Care/Medical Leave and may be denied in accordance with the provisions of this Article.

f. Confirmation of Family Relationship

The University may, at its discretion, require an employee requesting leave to care for a family member with a serious health condition or requesting Parental leave, to provide documentation of the familial relationship or proof of birth, placement for adoption or in foster care. The employee's failure to provide documentation within fifteen (15) calendar days of the University's request may, at the discretion of the University, result in either:

- 1) a delay of the leave until the required documentation is provided, or
- 2) if the leave has not begun, it will be denied. If the leave has begun, the leave will not be designated as Family and Medical Care Leave and may be discontinued by the University.

7. **Use of Accrued Paid Leave** – Family Care and Medical Leave is unpaid, however:

- a. A nurse on leave for her/his own serious health condition shall use accrued sick leave in accordance with the University's disability plan or as provided in Article 22, Work Incurred Injury or Illness. Nurses not eligible for University disability benefit and not on leave due to a work-incurred injury or illness shall use all accrued sick leave prior to being in unpaid status. If sick leave is exhausted, a nurse may elect to use accrued vacation time prior to being in unpaid status.
- b. A nurse on Family Care Leave for Family Illness may use sick leave up to thirty (30) calendar days sick leave to care for the ill family member; pursuant to Article 19, Sick Leave, §E., and/or s/he may elect to use accrued vacation time prior to being in unpaid status.
- c. A nurse on Family Care Leave for Parental Leave may elect to use accrued vacation time prior to being in unpaid status.

8. **Duration**

- a. Family Care and Medical Leave shall not exceed twelve (12) workweeks in the calendar year.

- b. For the purposes of Family Care and Medical Leave, twelve (12) workweeks is equivalent to 480 hours of scheduled work for full-time career nurses who are normally scheduled for eight (8) hours per day five (5) days per workweek (8/40) schedule.
- c. For nurses who work other than an 8/40 work schedule, the number of Family Care and Medical Leave days for which the nurse is eligible shall be adjusted in accordance with their normal work schedule.
 - 1) For the purposes of Family Care and Medical Leave only, 480 hours shall be the equivalent of twelve (12) workweeks for full-time career nurses who are normally scheduled to work other than eight (8) hours per day, five (5) days each work week (8/40) schedule. While the use of Family Care and Medical Leave need not be consecutive, in no event shall a nurse's aggregate use of Family Care and Medical Leave exceed a total of twelve (12) workweeks within the calendar year.
 - 2) For nurses who work part-time or a schedule other than an 8/40, the University shall adjust the number of Family Care and Medical Leave hours to which the nurse is eligible in accordance with her/his normal weekly work schedule. A nurse whose schedule varies from week to week is eligible for a pro-rated amount of Family Care and Medical Leave based on her/his hours worked over the previous twelve (12) weeks preceding the leave.

9. Intermittent/Reduced Schedule Leave

- a. When medically necessary and supported by medical certification, the University shall grant an eligible nurse's request for a reduced work schedule or intermittent leave including absences of less than one day. Only the time actually spent on the intermittent or reduced leave schedule shall be counted towards the nurse's entitlement of twelve (12) workweeks in the calendar year.
- b. When the nurse requests such intermittent leave or reduced work schedule, the University may, at its discretion, require the nurse to transfer temporarily to an available alternate position for which the nurse is qualified and which better accommodates the nurse's recurring period of leave. Such transfer shall have equivalent pay and terms and conditions of employment, but does not need to have equivalent duties.

10. Continuation of Health Benefits

- a. A nurse on an approved Family Care and Medical Leave shall be entitled, if eligible, to continue participation in health plan coverage (medical, dental, and optical) as if on pay status for a period of up to twelve (12) workweeks in the calendar year.
- b. Other group insurance coverage and retirement benefits shall be continued in accordance with the provisions of the applicable group insurance and retirement system regulations.

11. Return to Work

- a. Medical Release to Return to Work – A nurse who has been granted a Family Care and Medical Leave for her/his own serious health condition shall provide the University with a medical release acceptable to the University prior to returning to work. Failure to provide a medical release to return to work may result in the delay of reinstatement until the nurse submits the required medical release certification.
- b. Placement on Return to Work – When a nurse has been granted an approved Family Care and Medical Leave of absence and returns within twelve (12) workweeks of the initiation of the leave, s/he shall be reinstated to the same position in the same department upon expiration of the leave. If the position has been abolished or otherwise affected by layoff, and an equivalent position is not available, the nurse shall be afforded the same considerations under Article 23, Layoff, which would have been afforded had the nurse been on pay status when the position was abolished or affected by layoff. The University shall not grant a leave of absence beyond the ending date of the nurse's appointment or predetermined date of separation. For nurses returning after other approved leaves, see §A.10., above, or after Pregnancy Disability Leave, see §D.4., below.

12. **Leave for Childcaring/Parental Leave**

- a. **Parental Leave** For nurses who are eligible for FMLA and CFRA, the University shall approve Parental Leave following the birth or placement of a nurse's child by adoption or as a stepchild, legal ward, or in foster care or for a child for whom the nurse stands *in loco parentis*. The nurse shall conclude such Parental Leave within one (1) year of the birth or placement and it shall run concurrently with Childcaring Leave. Combined Pregnancy Disability Leave (up to 4 months of leave) and Parental Leave (up to 12 workweeks of leave) shall not exceed seven months of leave.
- b. **Childcaring Leave** The University shall grant a nurse's request for a total of up to six (6) months of Childcaring Leave immediately following the birth of her child. The University shall grant a nurse's request for a total of up to four (4) months Childcaring Leave for new fathers, children placed with the nurse through adoption or foster care or when a child becomes the step child or legal ward of the nurse or for a child for whom the nurse stands *in loco parentis*. The nurse shall conclude Childcaring Leave within one (1) year of the birth or placement. If the nurse is eligible for FMLA and CFRA, this leave will be deducted from the appropriate leave bank. In accordance with §D., Pregnancy Disability and Childcaring Leave, a birthmother may be entitled to additional leave.
- c. A nurse shall request Childcaring Leave sufficiently in advance of the expected birth date of the child or placement of a child for adoption or foster care or as a legal ward or as a stepchild to allow the University to plan for the absence of the nurse. The anticipated date of return from Childcaring Leave shall be set at the time such leave commences, or if requested in conjunction with Pregnancy Disability Leave, shall be set at the time the Pregnancy Disability Leave Begins. Childcaring Leave, when taken for acquisition through adoption or as a stepchild, legal ward or foster care, could commence prior to the date of placement.

D. PREGNANCY DISABILITY AND CHILDCARING LEAVE

A nurse who is disabled during pregnancy and delivers a child may combine accumulated sick leave, vacation time, Compensatory Time, Pregnancy Disability Leave, Parental Leave and Childcaring Leave and any other paid or unpaid time off for the purposes of bearing and caring for a newborn child. Such a nurse's entitlement for a total absence from work shall not exceed twelve (12) months, as necessary and as provided below:

1. **Pregnancy Disability Leave**

During the period of verified pregnancy-related and/or childbearing disability, a nurse is entitled to and shall, upon request, be granted up to four (4) months Pregnancy Disability Leave for pregnancy/childbearing disability purposes. If the nurse is eligible for FMLA leave, such leave shall be deducted from the nurse's federal FMLA leave entitlement.

- a. If the pregnancy-related/childbearing medical disability continues beyond four (4) months, a University Disability Leave of absence may be granted in accordance with §B., above, for a total disability absence not to exceed six (6) months.
- b. Pregnancy Disability Leave may consist of leave with or without pay; however, a nurse shall be required to use accrued sick leave in accordance with the University's Disability Plan. If sick leave is exhausted, the nurse may elect to use accrued vacation time or accrued compensatory time prior to being in unpaid status.
- c. When medically necessary, and supported by medical certification, the University shall grant a nurse Pregnancy Disability Leave on a reduced work schedule or on an intermittent basis including absences of less than one day. Only the time actually spent on the intermittent or reduced leave schedule shall be counted towards the nurse's entitlement of four (4) months of Pregnancy Disability Leave.
- d. As an alternative to or in addition to pregnancy disability leave, the University shall grant a pregnant nurse's request for temporary reassignment to a less strenuous or hazardous position at the nurse's same salary rate with the advice of the nurse's health care provider, if the reassignment can be reasonably accommodated. For the purpose of this Section, a temporary reassignment includes a temporary modification of the nurse's own position to make it less strenuous or hazardous. A temporary transfer under this Section shall not be counted toward a nurse's entitlement of up to four (4) months of Pregnancy

Disability Leave, unless the nurse is also on a reduced work schedule or an intermittent leave schedule.

2. **Combined Pregnancy Disability, University Disability Leave and Childcaring Leave**

- a. When a nurse takes four months of Pregnancy Disability Leave, she may be eligible for up to two (2) additional months of University Disability Leave of Absence for a total of 6 months of leave due to disability caused by pregnancy or pregnancy related condition. In addition to the combined Pregnancy Disability Leave/University Disability Leave of Absence, she is eligible to receive up to six (6) months of childcaring leave upon request.
- b. In addition, once the nurse has exhausted the leaves described in §D.2., above, she may be granted a Personal Leave of Absence at the sole non-grievable, non-arbitrable discretion of the University.

3. **Continuation of Health Benefits** – A nurse on an approved Pregnancy Disability Leave, who is also eligible for leave under the FMLA and the CFRA, shall be entitled to up to twelve (12) workweeks of health plan coverage (medical, dental and vision) for the combined Pregnancy Disability Leave/Parental Leave which runs concurrently with FMLA and/or CFRA. The University shall continue other group insurance coverage and retirement benefits in accordance with the provisions of the applicable group insurance and retirement system regulations.

4. **Return to Work**

- a. The University shall reinstate a nurse who has been given an alternate assignment and/or Pregnancy Disability Leave of Absence to the same position in the same department, provided:
 - 1) the nurse returns to work immediately upon termination of the Pregnancy Disability Leave, and
 - 2) the aggregate duration of all Pregnancy Disability Leaves granted for a given pregnancy does not exceed four (4) months.
- b. When a nurse returns to work immediately following a FMLA/CFRA leave (Pregnancy Disability Leave and/or Parental Leave), the University shall reinstate her to the same or equivalent job, including same shift. If the nurse has been on a leave for pregnancy/childcaring purposes beyond the FMLA/CFRA Pregnancy Disability Leave and Parental Leave entitlements, or if she is not eligible for such leave entitlements, she shall be reinstated to the same or similar job, which may be in a different department on a different shift.
- c. When a nurse returns from Pregnancy Disability Leave, if the same position within the same department has been abolished or affected by layoff, the nurse shall be reinstated to a similar position in the same department. If a similar position is not available, the nurse shall be afforded the same considerations, in accordance with the provisions of Article 23, Layoff, which would have been afforded had that nurse been on pay status when the position was abolished or affected by layoff. The date of reinstatement is determined when the leave is granted.

E. **MILITARY CAREGIVER LEAVE**

Military Caregiver Leave is an additional type of Family Care and Medical Leave available to eligible employees. An employee may take Military Caregiver Leave to care for a family member who is a “covered servicemember” undergoing medical treatment, recuperation or therapy for a serious injury or illness.

1. **Eligibility Criteria and Duration**

An eligible employee is entitled to up to 26 workweeks of Military Caregiver Leave during a single 12-month leave period. The employee must be a spouse, domestic partner, parent, son, daughter or next of kin of the covered service member to be eligible for this type of leave and must meet the eligibility requirements for Family Care and Medical Leave set forth in Section C.2.a.

2. **Definitions**

- a. “Covered servicemember” means (a) a current member of the regular Armed Forces (including a member of the Reserves; a member of the National Guard; or a member of the Armed Forces, the National Guard, or the Reserves who is on the temporary disability retired list) who has a “serious injury or illness” incurred or aggravated in the line of duty on active duty for which he or she is undergoing medical treatment, recuperation, or therapy; is otherwise in outpatient status; or is

on the temporary disability retired list or (b) a veteran of the Armed Forces (including the National Guard or the Reserves), provided that the veteran is undergoing medical treatment, recuperation, or therapy for a “serious injury or illness” that was incurred or aggravated in the line of duty on active duty within five (5) years of the date on which the veteran left the Armed Services.

- b. “Outpatient status” means the status of a servicemember assigned to (a) a military medical treatment facility as an outpatient; or (b) a unit established for the purpose of providing command and control of members of the Armed Forces receiving medical care as outpatients.
- c. “Serious injury or illness” means an injury or illness (a) incurred or aggravated by the covered servicemember in the line of duty on active duty in the Armed Forces that may render the servicemember medically unfit to perform the duties of his or her office, grade, rank, or rating or (b) of a veteran of the Armed Forces (including the National Guard and the Reserves), provided that the veteran’s injury or illness was incurred or aggravated in the line of duty on active duty and the medical treatment, recuperation, or therapy that the veteran is receiving for that injury or illness is occurring within five (5) years of the date the veteran left the Armed Forces.
- d. “Parent of a covered servicemember” means a covered servicemember’s biological, adopted, or foster parent or any other individual who stood *in loco parentis* to the covered servicemember. The term does not include parents “in law.”
- e. “Son or daughter of a covered servicemember” means the covered servicemember’s biological, adopted, or foster child, stepchild, legal ward, or a child for whom the covered servicemember stood *in loco parentis*, and who is of any age.
- f. “Next of kin” means (a) the nearest blood relative of the covered servicemember (other than the covered servicemember’s spouse, domestic partner, parent, son or daughter) or (b) the person who the covered servicemember has designated in writing as his or her nearest blood relative for purposes of Military Caregiver Leave.
- g. “Single 12-month leave period” means the period beginning on the first day the employee takes leave to care for the covered servicemember and ends 12 months after that date. (This leave period differs from the calendar year definition of the leave year used for determining eligibility for other types of FML at the University.)

3. **Leave Entitlement**

Leave is applied on a per-covered servicemember, per-injury basis. Eligible employees may take more than one period of 26 workweeks of leave if the leave is to care for a different covered servicemember or to care for the same service member with a subsequent serious injury or illness, except that no more than 26 workweeks of leave may be taken within any “single 12-month period.”

If an eligible employee does not use all of his or her 26 workweeks of leave entitlement to care for a covered servicemember during this single 12-month leave period, the remaining part of the 26 workweek entitlement to care for the covered servicemember for that serious injury or illness is forfeited.

As with other types of Family Care and Medical Leave, this leave may also be taken on an intermittent or reduced schedule basis. If the need for intermittent or reduced schedule leave is foreseeable based on the planned medical treatment of the covered servicemember, the employee may be required to transfer temporarily, during the period that the intermittent or reduced leave schedule is required, to an available alternative position for which the employee is qualified and which better accommodates a recurring periods of leave than does the employee’s regular position.

4. **Documentation and Certification**

Employees may be required to provide a certification completed by an authorized health care provider of the covered servicemember that provides information necessary to establish entitlement to Military Caregiver Leave. In addition, employees may be required to provide certain information (or have the covered servicemember provide that information) including information establishing that the servicemember is a covered servicemember for purposes of Military Caregiver Leave, his or her relationship with the employee, and an estimate of the leave needed to provide the care. The employee may

also be required to provide confirmation of a covered family relationship between the employee and the servicemember.

5. **Use of Accrued Paid Leave**

Military Caregiver Leave is unpaid leave, except an employee may use sick leave in accordance with Article 19 – Sick Leave and shall use accrued vacation time prior to taking leave without pay.

6. **Advance Notice**

Whenever possible, an employee shall provide at least 30 days advance notice. If 30 days notice is not practicable, notice shall be given as soon as practicable. Failure to comply with this notice requirement may result in postponement of leave.

7. **Reinstatement**

Reinstatement shall be to the same position or, at the department's discretion, to an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment provided that the employee returns to work immediately following termination of the leave. If the employee would have been laid off or terminated had the employee been working during the leave period, the employee shall be afforded the same considerations afforded to other employees who are laid off or terminated pursuant to the provisions of Article 23 – Layoff and Reduction in Time.

8. **Continuation of Health Benefits**

An employee on an approved Military Caregiver Leave shall be entitled to continue participation in health plan coverage (medical, dental, and optical) as if on pay status during the leave.

F. QUALIFYING EXIGENCY LEAVE

Qualifying Exigency Leave is an additional type of Family Care and Medical Leave available to eligible employees. If the employee is the spouse, domestic partner, son, daughter or parent of a “covered military member,” the employee may take Qualifying Exigency Leave to attend to any “qualifying exigency” while the covered military member is on active military duty or has been notified of an impending call or order to active military duty in the Armed Forces.

1. **Definitions**

- a. “Covered military member” is an individual who is on “active duty or call to active duty status” and is either (a) a member of a regular component of the Armed Forces who is deployed to or returning from a foreign country due to service with the Armed Forces, (b) a member of the reserve components (Army National Guard of the United States, Army Reserve, Navy Reserve, Air National Guard of the United States, Air Force Reserve, or Coast Guard Reserve), or (c) a retired member of the regular Armed Forces or the Reserves.
- b. “Parent of a covered military member” means a covered military member’s biological, adopted, or foster parent or any other individual who stood *in loco parentis* to the covered military member. The term does not include parents “in law.”
- c. “Son or daughter of a covered military member” means a covered military member’s biological, adopted, or foster child, stepchild, legal ward, or a child for whom the covered military member stood *in loco parentis*, and who is of any age.
- d. “Active duty or call to active duty status” means duty under a call or order to active duty (or notification of an impending call or order to active duty) in the Armed Forces.
- e. “Qualifying exigency” is defined as any one of the following, provided that the activity relates to the covered military member’s active duty or call to active duty status:
 - 1) Short notice deployment to address issues that arise due to the covered military member being notified of an impending call to active duty seven or fewer calendar days prior to the date of deployment
 - 2) Military events and activities, including official ceremonies
 - 3) Childcare and school activities for a child of the covered military member who is either under age 18 or incapable of self-care
 - 4) Financial and legal arrangements to address the covered military member’s absence or to act as the covered military member’s

representative for purposes of obtaining, arranging, or appealing military service benefits while the covered military member is on active duty or call to active duty status and for the 90 days after the termination of the covered military member's active duty status

- 5) Counseling (provided by someone other than a health care provider) for the employee, for the covered military member, or for the child of the covered military member who is either under age 18 or incapable of self-care
- 6) Rest and recuperation (up to 5 days of leave for each instance) to spend time with the covered military member who is on short-term, temporary rest and recuperation leave during deployment
- 7) Post-deployment activities to attend ceremonies sponsored by the military for a period of 90 days following termination of the covered military member's active duty and to address issues that arise from the death of the covered military member while on active duty status
- 8) Additional activities related to the covered military member's active duty or call to active duty status when the employer and employee agree that such activity qualifies as an exigency and agree to both the timing and duration of the leave

2. **Eligibility**

An employee who is the spouse, domestic partner, son, daughter, or parent of a covered military member is eligible for Qualifying Exigency Leave if the employee meets the eligibility requirements for Family Care and Medical Leave set forth in Section C.2.a.

3. **Leave Entitlement**

Eligible employees are entitled to up to 12 workweeks of Qualifying Exigency Leave during a calendar year.

As with other Family Care and Medical Leaves, Qualifying Exigency Leave also may be taken on an intermittent or reduced schedule basis.

4. **Documentation and Certification**

Employees may be required to provide a copy of the covered military member's active duty orders. Employees may also be required to provide certification of:

- (1) the reasons for requesting Qualified Exigency Leave,
- (2) the beginning and end dates of the qualifying exigency, and
- (3) other relevant information.

5. **Use of Accrued Paid Leave**

Qualified Exigency Leave is unpaid leave, except that an employee shall use accrued vacation time prior to taking leave without pay.

6. **Notice**

The employee shall provide notice of the need for leave as soon as practicable.

7. **Reinstatement**

Reinstatement shall be to the same position or, at the department's discretion, to an equivalent position with equivalent employment benefits, pay, and other terms and conditions of employment provided that the employee returns to work immediately following termination of the leave. If the employee would have been laid off or terminated had the employee been working during the leave period, the employee shall be afforded the same considerations afforded to other employees who are laid off or terminated pursuant to the provisions of Article 23 – Layoff and Reduction in Time.

8. **Continuation of Health Benefits**

An employee on an approved Qualified Exigency Leave shall be entitled to continue participation in health plan coverage (medical, dental, and optical) as if on pay status for a period of up to 12 workweeks in a calendar year.

G. MILITARY SPOUSE/DOMESTIC PARTNER LEAVE

An employee who is a spouse or domestic partner of a member of the Armed Forces, National Guard, or Reserves may take this leave during a "qualified leave period" when the employee's spouse or domestic partner is on leave from a period of military conflict. "Qualified leave period" means the period during which the "qualified member" is on leave from deployment

during a period of military conflict. An eligible employee shall be entitled to up to a maximum of ten (10) days of unpaid leave during a qualified leave period.

1. **Eligibility**

To be eligible, an employee must satisfy all of the following criteria:

- a. Be a spouse or domestic partner of a “qualified member” (defined below),
- b. Perform services for the University for an average of 20 or more hours per week,
- c. Provide the University with notice, within two business days of receiving official notice that the qualified member will be on leave from deployment, of the employee’s intention to take the leave, and
- d. Submit written documentation certifying that the qualified member will be on leave from deployment during the time that leave is being requested by the employee.

2. **Definitions**

- a. “Qualified member” means a person who is any of the following:
 - 1) A member of the Armed Forces of the United States who has been deployed during a period of military conflict to an area designated as a combat theater or combat zone by the President of the United States, or
 - 2) A member of the National Guard who has been deployed during a period of military conflict, or
 - 3) A member of the Reserves who has been deployed during a period of military conflict.
- b. “Period of military conflict” means either of the following:

A period of war declared by the United States Congress, or

A period of deployment for which a member of a reserve component is ordered to active duty, as defined in Military & Veterans Code section 395.10.

3. **Substitution of Paid Leave**

This leave is unpaid leave, except that an employee shall use accrued vacation time prior to taking leave without pay.

H. PERSONAL LEAVE OF ABSENCE

A nurse in a career position may be granted a Personal Leave of Absence Without Pay at the sole discretion of the University and without recourse to the grievance and arbitration procedures of this Agreement, except as provided in §20.C.12 above., Leave for Childcaring.

I. FUNERAL/BEREAVEMENT LEAVE

In the event a nurse has a personal obligation with regard to funeral attendance/bereavement, up to five (5) days of accumulated sick leave, vacation, holiday, or accumulated compensatory time may, at the option of the nurse, be used. Accumulated sick leave will be used if the nurse does not exercise an option. Requests for such leave shall be made to the nurse's supervisor.

J. LEAVES OF ABSENCE WITH PAY

1. **Jury Duty**

- a. During the time a nurse is on jury duty, the University will make every effort to convert the nurse's scheduled work shift to a Monday-Friday day shift basis, provided the nurse has notified the University of her/his jury duty within five (5) calendar days of receiving a jury summons.
- b. A career nurse who is summoned to serve on jury duty shall be granted paid release time from her/his scheduled day(s) and hours of work for the day(s) spent in jury service and related travel, not to exceed the number of hours in the nurse’s normal work day.
- c. The University reserves the right to require verification of jury service.

2. **Voting** – A nurse who is scheduled to work eight (8) hours or more on the day of a statewide primary or general election day and cannot vote outside of working hours shall be granted a maximum of two (2) hours leave with pay for voting in the election.

3. **Blood Donations** – A nurse may be granted leave with pay, up to a maximum of two (2) hours, for donating blood during regularly scheduled hours of work.

4. **Authorized Emergencies** – A nurse may be granted leave with pay during regularly scheduled hours of work for the period of time authorized by the University due to natural or man-made emergencies.
5. **Administrative or Legal Proceedings on Behalf of the University** – When a nurse is attending administrative proceedings, other than proceedings pursuant to Article 27, Grievance Procedure and Article 28, Arbitration of this Agreement, or legal proceedings on behalf of the University, the University shall provide leave with pay for actual time spent in the proceedings and in related travel. Such leave shall not exceed the number of hours in the nurse's normal work day and normal workweek. The University will treat such leave as time worked for the purposes of Article 14, Hours of Work of this Agreement.
6. **Attendance at other Administrative or Legal Proceedings**
 - a. The University shall grant leave with pay for actual time required to be present at an administrative or legal proceeding and in related travel, for a full-time nurse in a career position who is served with a subpoena that compels the nurse's presence as a witness. Such leave shall not to exceed the number of hours in the nurse's normal work day and the nurse's normal workweek. Similarly, the University shall grant a part-time nurse in a career position, when subpoenaed, leave with pay for time spent at the proceedings and in related travel that occur during the nurse's regularly scheduled hours of work.
 - b. Leave with pay shall not be granted when a nurse is the plaintiff or defendant in a proceeding, is called but not subpoenaed as a witness, or is called or subpoenaed as a paid expert witness not on behalf of the University, or is called or subpoenaed because of duties for another employer.

K. EMERGENCY RELIEF LEAVE

The University may designate a disaster as one which warrants emergency relief efforts. Upon such designation, nurses may request unpaid leave to join or otherwise perform services for a recognized emergency relief agency (such as the Red Cross or the RN Response Network). Unpaid leave may be granted subject to operational needs and staffing requirements. Nurses may use vacation / Comp Time when participating in such designated emergency relief efforts.

ARTICLE 21 MILITARY LEAVE

A. GENERAL PROVISIONS

A nurse is entitled to Reserve Training Leave for Inactive Duty, Temporary Military Leave for Active Duty Training, Extended Military Leave, Emergency National Guard Leave and Military Leave for Physical Examinations provided that the nurse gives advance verbal or written notice of the leave except when such notice is precluded by military necessity, impossibility or unreasonableness. In any event, the University may require verification of a nurse's military orders.

B. ELIGIBILITY FOR PAY AND BENEFITS

A nurse granted reserve-training leave for inactive duty, temporary military leave for active-duty training or extended military leave is entitled to receive regular University pay for the first thirty (30) calendar days of such leave in any one fiscal year, but not to exceed the actual period of service, provided:

1. The nurse has at least twelve (12) months of continuous University service immediately prior to the granting of the leave (any prior full-time military service shall be included in calculating this University service requirement); and
2. Such payment for reserve training, temporary and extended military leave in any combination, in addition to any University payment for military leave for physical examinations, does not exceed the pay due for a period of thirty (30) calendar days in any one fiscal year.
3. **Part-Time Nurse** - An eligible part-time nurse shall receive pay in proportion to the average percent of full-time worked during the three (3) completed monthly pay periods immediately preceding the leave.
4. **Ineligible Nurse** - A nurse not eligible for military leave pay may have such absence charged to accrued vacation or accrued compensatory time off, or the military leave may be without pay.
5. **Service Credit and Benefits** - A nurse on temporary military leave for active-duty training or extended military leave, who is not on pay status shall receive length-of-service credit, provided that the nurse returns to University service at the expiration of the

leave in accordance with applicable State and Federal laws. Such nurse shall accrue vacation and sick leave and receive holiday pay only in accordance with Article 17, Vacation Leave; Article 19, Sick Leave; and Article 18, Holidays. If on pay status, provided that the nurse returns to University service at the expiration of the leave in accordance with applicable State and Federal Laws, the nurse shall receive regular benefits. Retirement benefits and service credit shall be continued in accordance with the provisions of the applicable retirement system regulations. Health benefits may be continued at the nurse's request and expense for a limited period of time as outlined under the University's groups insurance regulations.

C. RESERVE TRAINING LEAVE FOR INACTIVE DUTY

Reserve training leave for inactive duty shall be granted to any employee who, as a member of a reserve component of the United States Armed Forces, must perform inactive duty such as weekly or monthly meetings or weekend drills.

D. TEMPORARY MILITARY LEAVE FOR ACTIVE-DUTY TRAINING

Temporary military leave for active-duty training shall be granted to any nurse who as a member of a reserve component of the United States Armed Forces is ordered to full-time active military duty for training for a period not to exceed one hundred eighty (180) days, including time spent traveling to and from such duty.

E. EXTENDED MILITARY LEAVE

Extended military leave shall be granted to a nurse who enlists or is ordered into active duty in the United States Armed Forces or a reserve component or who is ordered into active Federal military duty as a member of the National Guard or Naval Militia. Such leave shall be granted for active-duty service of any length or for active-duty training in excess of one-hundred eighty (180) days.

1. **Period of Leave** – A nurse shall be granted extended military leave for the initial period of enlistment, service, or tour of duty. In addition, leave shall be granted for a period up to six (6) months from the date of release from duty if the nurse requests such extension.
2. **Service Credit and Benefits** – A nurse granted extended military leave shall receive a lump-sum payment for earned salary, accrued vacation, and accrued overtime or compensatory time off. Upon written request, a nurse may elect to retain accrued vacation on the records for a period not to exceed one-hundred eighty (180) days. Vacation credits retained on the records in excess of one-hundred eighty (180) days shall be paid out at the pay rate in effect at the time of payment, taking into account any salary increases that may have occurred in the previous one-hundred eighty (180) day period.
3. Sick leave credit shall be retained on the records.
4. **Probationary Nurse** – A nurse who was serving a probationary period at the time extended military leave became effective shall be required to complete the probationary period upon reinstatement.
 - a. If the probationary nurse served in active military service for a period of more than thirty (30) days, but less than 181 days, s/he shall not be separated from employment by management action except for cause for six (6) months from the date of reinstatement.
 - b. If the probationary nurse served in active military service for a period in excess of one-hundred eighty (180) days, s/he shall not be separated from employment by management except for cause for one (1) year from the date of reinstatement.

F. EMERGENCY NATIONAL GUARD LEAVE

Military Leave shall be granted to a nurse who as a member of the National Guard is called to active duty by proclamation of the Governor of the State of California during a state of emergency. A nurse who as a member of the National Guard is called to active federal military duty at the request of the President of the United States is not eligible for emergency National Guard leave, but shall be granted extended military leave as set forth in §D., or for the period required to perform National Guard Duty service, whichever is greater.

1. **Eligibility for Pay** – A nurse granted military leave for emergency National Guard duty is entitled to receive regular University pay for a period not to exceed thirty (30) calendar days in any one (1) fiscal year. A nurse is eligible for pay regardless of the length of University service, and such pay is in addition to any University payment for temporary military leave for active-duty training, extended military leave, and military leave for physical examinations.
2. **Benefits** – A nurse on military leave with pay for emergency National Guard duty shall receive all benefits related to employment which are granted when an nurse is on pay

status. If not on pay status, the nurse shall receive length-of-service credit, provided that the nurse returns to University service immediately after the emergency service is over. Such nurse shall accrue vacation and sick leave and receive holiday pay in accordance with Article 17, Vacation Leave; Article 19, Sick Leave; and Article 18, Holidays.

G. PHYSICAL EXAMINATION

Military leave with pay shall be granted to a nurse in accordance with §B.2., regardless of length of service, when the nurse is required to take a pre-induction or pre-enlistment physical examination to fulfill a commitment under a Selective Service or comparable law, or during a period of war or comparable national emergency.

1. Time off for other physical examinations in connection with military service may be charged to accrued sick leave, accrued vacation leave, or accrued compensatory time off, or shall be without pay.
2. The University may require verification of a nurse's military orders to report for a physical examination.

H. REINSTATEMENT

Following release from military service, a nurse shall have such right to return, and only such right, as may be required by State and Federal law in effect at the time the nurse applies for reinstatement. Upon reinstatement, a nurse shall receive salary range adjustments and other terms and conditions applicable to the nurse's position during the military leave as provided by the Agreement.

**ARTICLE 22
WORK-INCURRED INJURY OR ILLNESS**

A. GENERAL CONDITIONS

A nurse unable to perform the normal duties of her/his job due to a work-incurred illness or injury compensable under the California Workers' Compensation Act may be granted leave for the duration of a verified disability but not to exceed twelve (12) months or a predetermined date of separation, whichever comes earlier. This Section defines the application of sick leave and vacation for nurses who are unable to work due to a work-incurred injury or illness compensable under the California Workers' Compensation Act, and provides extended sick leave benefits for such nurses when sick leave is exhausted and nurses are still unable to work because of such injury or illness. An approved leave of absence for work-incurred illnesses or injuries shall not be considered a break in service.

B. RETURN FROM WORK-INCURRED INJURY OR ILLNESS LEAVE

When possible, a nurse granted a Work-Incurred Injury or Illness Leave must provide the University with thirty (30) days notice of her/his ability to return to work. If 30 days notice is not possible, then the nurse must provide notice as soon as possible. Prior to returning to work, the nurse must provide a release from her/his medical provider. Upon the nurse's return to work, the University shall either reinstate the nurse to the same or a similar position in the same department or will determine what accommodation, if any, will be reasonably provided. If the position held has been abolished during the leave, the nurse shall be afforded the same considerations which would have been afforded had that nurse been on pay status when the position was abolished.

C. USE OF SICK LEAVE AND VACATION

1. A nurse who accumulates sick leave and vacation shall be permitted to use accumulated sick leave and vacation to supplement temporary disability payments received under the California Workers' Compensation Act.
2. Sick leave and vacation payments shall not exceed the difference between the amount payable to the nurse under the Workers' Compensation Act and the nurse's regular salary.
3. The additional payment made to a nurse to provide the nurse with full salary prior to receipt of disability payments shall be deemed an advance temporary disability payment within the Workers' Compensation Act. A nurse who receives an advance temporary disability payment shall reimburse the University for such payment. The reimbursement is used to restore the proportionate sick leave and vacation credit as appropriate.

D. EXTENDED SICK LEAVE

1. A nurse who is receiving temporary disability payments on account of a work-related injury or illness and who has exhausted all accumulated sick leave shall receive extended sick leave payments from the University in an amount equal to the difference between payments from Workers' Compensation and eighty percent (80%) of basic salary plus any shift differential which the nurse would have received. If such nurse returns to part-time University duties, the earnings plus any temporary disability payments, if less than eighty percent (80%) of basic salary plus shift differential, shall be supplemented to eighty

percent (80%) by extended sick leave payments, provided the nurse continues to be medically authorized for Workers' Compensation temporary disability. Total extended sick leave payments shall not exceed twenty-six (26) weeks for any one (1) injury or illness.

2. An eligible nurse who does not have sufficient accumulated sick leave to cover the three (3) calendar days' waiting period for receiving Workers' Compensation payments shall receive extended sick leave payment to cover any part of the waiting period not covered by sick leave. Payment shall be made only after determination that the injury or illness is compensable under Workers' Compensation.
3. A nurse must first exhaust all accumulated sick leave in order to be eligible for extended sick leave benefits.

E. EFFECT ON OTHER CONTRACT PROVISIONS

1. A nurse who is receiving temporary disability payments and supplemental sick leave or vacation as provided in §C., above, is considered on regular pay status for all purposes except completion of the probationary period. Sick leave and vacation accumulated during this period may be used as soon as they are accumulated.
2. A nurse who is receiving temporary disability payments and extended sick leave benefits as provided in §D., above, is considered to be on regular pay status for all purposes except completion of the probationary period. However, sick leave and vacation accumulated during this period is credited to the nurse only upon return to work. If a nurse separates from University employment without returning to work, the nurse shall be paid for vacation for the period the nurse received extended sick leave payment.
3. A nurse on leave without pay and receiving temporary disability payments accumulates sick leave and vacation on the same basis as if regularly employed, but such accumulation is credited to the nurse only upon return to work. If the nurse separates from University employment without returning to work, no payment shall be made for such vacation credit.
4. A nurse shall not use vacation, sick leave, or extended sick leave to supplement Workers' Compensation payments beyond a predetermined date of separation or leave without pay. Any vacation, or credit remaining on the date of separation, shall be paid on a lump-sum basis.

**ARTICLE 23
LAYOFF & REDUCTION IN TIME**

A. GENERAL

1. The University shall determine when temporary, emergency, or indefinite layoffs shall occur. If, in the judgment of the University, a layoff is necessary, staffing levels will be reduced in accordance with this Article. The University shall determine the unit of layoff, and which positions are to be subject to layoff.
2. Layoffs may be emergency, temporary or indefinite and may occur because of budgetary reasons, lack of work, reorganization, or redefinition of the University's or department's needs.
3. A layoff is an involuntary:
 - a. separation from employment, or
 - b. transfer to a non-career position, or
 - c. reduction in appointment rate of a non-probationary career Nurse.
4. When the University determines that there is to be a change in a layoff unit within the bargaining unit, it shall give the Association advance notice of at least thirty (30) calendar days, if feasible. The Association reserves the right to meet and discuss the proposed change.
5. In advance of an indefinite layoff, the University shall provide a listing of the names and seniority of affected nurses in the designated layoff unit. The list shall include the least senior nurse in the unit to the most senior nurse to be laid off, and the next five (5) highest nurses on the list.
6. The University shall provide advance notice of at least thirty (30) days to the Association of any proposed subcontracting resulting in layoffs of Nurses.
7. Any transfers, unit closures or layoffs caused by reorganization or restructuring shall be subject to meeting and discussing with the Association.

B. DEFINITIONS

1. An emergency layoff is one for which the need occurs suddenly, and shall not affect an individual Nurse longer than sixty (60) normally scheduled hours of work.
2. A temporary layoff is one for which the University specifies an affected Nurse's date for return to work of not more than of one-hundred and twenty (120) calendar days.
3. An indefinite layoff is one for which the affected Nurse receives no date for return to work, or no date of restoration to her/his former appointment rate.
4. "Concurrent Notice to the Association" is sent no more than two (2) business days after written Notice of Layoff is provided to a Nurse.

C. EMERGENCY LAYOFF

1. **Alternatives to Layoff** - In the event of a potential emergency layoff caused by a decrease in workload, the University shall attempt to reassign/cancel all non-career nurses as well as:
 - a. calling off registry, travelers, per diem and unit-based per diem nurses of that patient care unit impacted in that order,
 - b. assigning alternative employment where it exists and the Nurse is qualified for the work, including, but not limited to, as a meal and break relief nurse, or
 - c. scheduling the use of compensatory time, or
 - d. offering affected Nurses the opportunity to voluntarily use accrued vacation time or take a leave without pay.
 - e. In addition, nurses may use educational leave or take required classes in a manner consistent with Article 6.

Such alternatives to emergency layoff may be provided in an order determined by the University. If, however, after seeking and implementing available alternatives, the University determines that the need to lay Nurse(s) off continues to exist, the emergency layoff shall be implemented on a rotational basis.
2. **Notice** – An emergency layoff requires no advance notice. When an emergency layoff has occurred, the University shall notify the Association as soon as is reasonable under the circumstances. The notice shall describe the areas which have been affected.

D. TEMPORARY LAYOFF

If the University determines that a temporary layoff of one-hundred twenty (120) calendar days or less is imminent, it shall be implemented in accordance with the provisions of this Section.

1. **Alternatives to Layoff** – The University shall attempt to avoid a temporary layoff, or to ease its impact, by attempting to reassign/cancel all non-career nurses as well as implementing the following alternatives:
 - a. calling off registry, per diems and unit-based per diem nurses within the layoff unit in that order, or
 - b. temporarily reassigning the affected Nurse(s) to an alternative assignment for which s/he is qualified, or
 - c. scheduling the use of compensatory time, or
 - d. offering affected Nurse(s) the opportunity to use accrued vacation time.
2. **Notice**
 - a. When the University identifies particular Nurses to be affected by a temporary layoff, it shall give the individual Nurse written notice of the expected beginning and ending dates of the temporary layoff as follows:
 - 1) The University shall give, if feasible, fifteen (15) calendar days' notice of the expected beginning and ending dates of the layoff to the affected Nurse(s).
 - 2) If less than fifteen (15) calendar days' notice is granted, the affected Nurse(s) shall receive straight time pay in lieu of notice for each additional day the Nurse(s) would have been on pay status had the Nurse(s) been given fifteen (15) calendar days' notice. Pay in lieu of notice is provided for reductions in appointment rate only up to the Nurse(s) pre-layoff appointment rate.
 - 3) For conversion from temporary layoff to indefinite layoff, the University shall give fifteen (15) calendar days' notice, if feasible.

- 4) If the ending date of the temporary layoff is changed, the University shall give the affected Nurse such advance notice as is practicable. The Nurse shall return to work on the date provided in the notice. The Nurse shall make every reasonable attempt to return to work on the date provided in the notice, above, and will notify the University in advance if unable to do so. The University and the Nurse shall attempt to establish a mutually agreeable return date and the Nurse's reasonable request to postpone her/his return shall not be unreasonably denied. If the University cannot reasonably accommodate the Nurse, s/he will be considered to have resigned effective on the date provided in the notice, above.
- 5) Notice of a change in temporary layoff dates does not invoke the 'pay in lieu of notice' provisions of this Article.
- b. When the University determines that a temporary layoff is imminent, it shall give the Association such advance notice as is reasonable under the circumstances. The notice shall describe the general area(s) which may be affected. The University shall notify the Association concurrent with notification to affected Nurses that they are to be laid off, or that changes in the temporary layoff dates have occurred.
3. **Conversion of Temporary to Indefinite Layoff** – In the event the University converts a temporary layoff to an indefinite layoff, the affected Nurse shall be provided all rights under §E., Indefinite Layoff, beginning at the time of notification of conversion.

E. INDEFINITE LAYOFF

If the University determines that an indefinite layoff is imminent, it shall be implemented in accordance with the provisions of this Section.

1. **Alternatives to Layoff** – The University shall attempt to avoid an indefinite layoff, or to ease its impact, by implementing the following alternatives:
 - a. Calling off registry, travelers, per diem and unit-based per diem nurses within the layoff unit in that order,
 - b. Offering affected Nurse(s) an active vacant career position, if any, at the same appointment rate, at the same salary level as determined by the salary range maximum within the bargaining unit within the facility, provided the Nurse is qualified for the vacant position, or
 - c. Offering the use of accrued vacation and/or compensatory time, in accordance with the needs of the University.
 - d. Offering career Nurses priority acceptance into existing Medical Center based training programs, including those the University provides to newly graduated nurses.
2. **Selection for Layoff**
 - a. Seniority is determined by the nurse's most recent date of hire into a career nurse position at the University, including continuous employment at Mt. Zion Hospital or Santa Monica Hospital prior to acquisition by the University, and including any conversion credit as provided in Article 4, Section E.2.. If two nurses have the same date of hire, the nurse with the lower number formed by the last four digits of her/his California registered nurse license number will be considered the most senior nurse.
 - b. The order of indefinite layoff of Nurses in the same classification and specialty within the unit of layoff shall be in inverse order of seniority.
 - c. The University may retain Nurses irrespective of seniority who possess special knowledge, skills, or abilities which are not possessed by other Nurses in the same classification in the layoff unit and which are necessary to perform the ongoing functions of the affected area. However, senior nurses selected for layoff who have the ability to learn the necessary skills within thirty (30) days will be retained in the unit.
 - 1) If a Nurse with less seniority is to be retained, the University shall notify the Association in writing of the special knowledge, skills, or abilities which support the retention of the less senior Nurse.
 - 2) Nurses in the unit(s) affected by the layoff who have more seniority than those Nurses designated for layoff may volunteer to waive their seniority rights solely in order to be designated for the layoff.

- 3) The Nurse(s) who has been designated for layoff in accordance with §E.2.c.2), above, shall be provided all rights under §E.4. and §E.5., below, beginning at the time of notification of indefinite layoff.

d. CN III Layoff

- 1) When the University (except at UCLA) identifies a Medical Center funded CN III position for layoff in accordance with this Article, and has not been able to effectuate alternatives to layoff pursuant to §E.1., above, the affected CN III shall be reclassified to a CN II position for which the CN III is fully competent within the layoff unit, or, at the nurse's option, s/he may be laid off in lieu of being reclassified. In the event the CN III is reclassified, a CN II will then be subject to layoff in accordance with this Article. The wage rate of the reclassified nurse shall be unchanged, provided that her/his wage is not above the wage range for CN II. In that event, the nurse's wage shall be the top rate of the CN II range. The downwardly reclassified nurse shall retain her/his hourly salary rate at the time of layoff, even if the nurse is no longer on a salary step in her/his new classification, provided the rate does not exceed the maximum of the salary range in the classification into which s/he is placed. If the nurse's pre-layoff salary rate does exceed the maximum of the salary range, the nurse will be placed at the top step of the range. Further, the nurse may not move into a step that requires a specific amount of UC service until s/he meets the UC service requirement.
- 2) UCLA shall maintain its Reassignment Opportunity Program to retain UCLA nurses.
- 3) When UC San Francisco identifies a Medical Center funded CN III for layoff in accordance with this Article, the CN III may exercise seniority, and retain the CN III title, over the least senior CN II or CN III in the layoff unit, provided s/he has the required skills and abilities to perform in that role. If after six (6) months the nurse fails to demonstrate CN III competency, s/he will be reclassified downward to a CN II.

e. CN IV – AN I Charge Layoff

- 1) When the University (except at UCLA) identifies a Medical Center funded CN IV position, or an inpatient ANI dedicated charge nurse position, for layoff in accordance with this Article, and has not been able to effectuate alternatives to layoff pursuant to §E.1., above, the affected nurse is eligible to displace a less senior lower level clinical nurse in a classification position s/he previously held provided:
 - a) The affected nurse has achieved CN IV or AN I status as a result of promotion from a lower clinical nurse level at the same location in the same layoff unit and
 - b) The affected nurse is, or can become within thirty (30) calendar days, fully competent to perform the duties of a previously held clinical nurse position in the layoff unit from which s/he is being laid off.
- 2) In the event the affected nurse moves into a lower level clinical nurse position, s/he shall be reclassified to the clinical nurse level that s/he previously held.
- 3) The downwardly reclassified nurse shall retain her/his hourly salary rate at the time of layoff, even if the nurse is no longer on a salary step in her/his new classification, provided the rate does not exceed the maximum of the salary range in the classification into which s/he is placed. If the nurse's pre-layoff salary rate does exceed the maximum of the salary range, the nurse will be placed at the top step of the range. Further, the nurse may not move into a step that requires a specific amount of UC service until s/he meets the UC service requirement.
- 4) UCLA shall maintain its Reassignment Opportunity Program to retain UCLA nurses.
- 5) In the event the affected nurse is reclassified, the nurse who has been displaced by the CN IV or AN I will then be subject to layoff in accordance with this Article.
- 6) At the nurse's option, the CN IV or AN I identified for layoff may be laid off in lieu of being reclassified.

- f. Special Per Diem Scheduling – For purposes of Indefinite Layoffs, Special Per Diem Nurses who possess appropriate competencies will be scheduled based on seniority with respect to other Per Diem Nurses.

3. **Notice**

- a. When the University identifies particular Nurses to be affected by an indefinite layoff, it shall give individual written notice of the effective date of the layoff to each affected Nurse. Advance notice will be provided as follows:
 - 1) For indefinite layoff, the University shall give thirty (30) calendar days' notice, if feasible.
 - 2) If less than fifteen (15) calendar days' notice is granted, the Nurse shall receive straight time pay in lieu of notice for each additional day the Nurse would have been on pay status had the Nurse been given fifteen (15) calendar days' notice. Pay in lieu of notice is provided for involuntary reductions in appointment rate, only up to the Nurse(s) pre-layoff appointment rate.
- b. A Nurse shall be provided all rights under §E.4. and §E.5., below, beginning at the time of notification of indefinite layoff.
- c. When the University determines that a layoff is imminent, it shall give the Association such advance notice as is reasonable under the circumstances. The notice shall describe the general areas which may be affected. The University shall notify the Association concurrent with notification to affected Nurses that they are to be laid off.

4. **Recall**

- a. Non-probationary career Nurses who are indefinitely laid off shall be recalled in order of seniority to an active vacant career position provided the position is to be filled and is in the same classification and specialty within the layoff unit from which they were laid off, as determined by the University.
- b. Probationary, per diem, and limited term Nurses shall not have a right to recall. Nurses who are eligible for recall with less than five (5) years of seniority shall retain recall eligibility for one (1) year. Nurses who are eligible for recall with five (5) years or more seniority shall retain recall eligibility for two (2) years.
- c. The right to recall terminates:
 - 1) at the end of the eligibility period; or
 - 2) if a Nurse refuses and/or fails to respond to a University inquiry concerning the Nurse's desire to remain on the recall list for possible return to work; or
 - 3) if a Nurse refuses or fails to respond to a written recall to work in the same classification and specialty within the home unit, at the same or greater appointment rate, and at the same or greater rate of pay earned by the Nurse at the time of layoff, or
 - 4) if a Nurse refuses an offer of reemployment at the same or greater appointment rate, at the same or higher salary level as determined by the salary range maximum, and at the same or higher rate of pay earned by the Nurse at the time of layoff, or
 - 5) if a Nurse accepts a career position within the University at the same or higher salary level as determined by the salary range maximum, the same or greater appointment rate, and the same or higher rate of pay earned by the Nurse at the time of layoff.
- d. Recall rights, once terminated, may be reinstituted at the sole discretion of the University, upon the request of the Nurse.

5. **Preference for Reemployment**

- a. A non-probationary career Nurse who is on indefinite layoff, or who has received written notice of an indefinite layoff shall be granted preference for reemployment or transfer to any active vacant career bargaining unit position at the same campus/Laboratory from which the Nurse was laid off and for which the Nurse is qualified when the position is to be filled and is:
 - 1) at the same or lower salary level (as determined by the salary range maximum); and

- 2) at the same or lesser percentage of time as the position held by the Nurse at the time of layoff.
 - b. Preference for reemployment or transfer is not extended to probationary, per diem, or limited term Nurses. A regular status Nurse with preference for reemployment or transfer may be rejected only if the Nurse lacks qualifications required of the position sought.
 - c. Nurses eligible for preference for reemployment with less than five (5) years seniority at the time the layoff occurs shall retain preference for reemployment status for one (1) year. Nurses with five (5) or more years of seniority at the time the layoff occurs shall retain preference for reemployment for two (2) years.
 - d. The right to preference for reemployment terminates:
 - 1) at the end of the eligibility period; or
 - 2) if a Nurse refuses recall under the provisions of §E.4., Recall, above; or
 - 3) if a Nurse refuses and/or fails to respond to a University inquiry concerning the Nurse's desire to remain on the preference for reemployment list; or
 - 4) if a Nurse accepts a career position at the same or higher salary level as determined by the salary range maximum, at the same or higher salary rate paid at the time of layoff and at the same or higher appointment rate as the position held by the Nurse at the time of layoff; or
 - 5) if a Nurse refuses to accept a position offered by the University at the same campus/laboratory which is at the same or higher salary level (as determined by the salary range maximum); and, is at the same or higher appointment rate held by the Nurse at the time of layoff.
 - e. The right to preference for reemployment continues during, but is not extended by, temporary periods of employment in casual and/or Per Diem positions.
6. **Severance (UCSF Only)**
- a. A career nurse who has received his/her notice of indefinite layoff may be offered severance pay in lieu of preferential rehire and recall rights. Each campus/hospital department shall, in each instance of layoff where severance is being offered in lieu of preferential rehire and recall rights make this offer to all nurses in the department affected by the layoff. Nurses will receive one week of severance for each full year of service to a maximum of 16 weeks, and shall at a minimum, be guaranteed 2 weeks of severance pay.
 - b. The Association will be notified if a nurse has been offered severance rather than recall and preferential rehire rights. Should, as a result of a grievance, arbitration, or settlement agreement related to the layoff, a nurse be returned to work, the severance received will be deducted from the back pay award. In the event the nurse does not have sufficient funds to repay the severance, a repayment schedule shall be agreed to by the nurse and the University prior to the nurse's return to work. A nurse cannot be returned to work without first repaying the severance or signing a severance repayment agreement. The nurse's failure to complete his/her severance repayment obligation shall not increase the University's back pay liability.
 - c. Repayment of Severance - Prior to receiving severance pay, a nurse must sign an agreement to repay severance to the University if re-employed by the University at any of its locations within 16 weeks of layoff. In that event, the nurse may retain that portion of the severance pay equal to the base pay he/she would have earned if not laid off. The balance is to be paid either in full at the time of re-employment or by payroll deduction.

F. CONTINUITY OF SERVICE ON REEMPLOYMENT

1. A layoff of one-hundred twenty (120) calendar days or less does not create a break in service.
2. Reemployment in a career position within the period of right to recall or preference provides continuity of service and reinstates previous seniority.
3. Seniority accrues, and benefit accruals are accumulated, only when a Nurse is on pay status.

G. BENEFIT COVERAGE

1. Medical plan coverage may continue for up to four (4) calendar months after a temporary layoff begins. Medical plan contributions by the University are provided for a maximum of three (3) months in a calendar year for:
 - a. Nurses on temporary layoff, or
 - b. Nurses whose percent of straight time paid is, as a result of an emergency layoff or a temporary involuntary reduction in appointment rate, insufficient to qualify for the University's contribution.

For medical plans to remain in force, Nurses on temporary layoff must remit to the University the amount of the Nurse's contributions, if any.

2. Nurses on temporary layoff beyond one-hundred twenty (120) calendar days in a calendar year may continue medical plan coverage beyond the period of continued University contributions by remitting the full premiums as required by COBRA. Nurses on indefinite layoff may continue medical plan coverage by remitting the full premiums as required by COBRA.
3. Retirement system regulations determine the effect on retirement benefits while a Nurse is on indefinite or temporary layoff.

**ARTICLE 24
MEDICAL SEPARATION**

A. GENERAL CONDITIONS

1. A nurse in the bargaining unit who becomes unable to perform the essential assigned functions of her/his position due to any disability as defined by State and Federal law may be medically separated pursuant to this Article. Prior to medical separation, a determination must be made by the University that no reasonable accommodation exists without causing undue hardship. A nurse in the unit who is medically separated is eligible for special reemployment procedures as set forth in §E., below. Except by mutual consent, a nurse in the unit shall not be medically separated under this Article while on any authorized leave of absence.
2. Except as provided in §C., below, a medical separation shall be based on:
 - a. A University statement describing the essential functions the nurse in the unit is not performing satisfactorily; and
 - b. Any medical or other pertinent information provided by the nurse, the nurse's licensed health practitioner, or the University's physician or any other appropriate University officials.
 - c. A medical separation may be based on the receipt of long term disability payments from a retirement system to which the University contributes, such as UCRS or PERS, provided that the University has determined that no reasonable accommodation exists without causing undue hardship.

B. PROOF OF DISABILITY

Proof of the nurse's disability is required and is subject to verification by the University. When the University requests a medical opinion as verification of disability, the University shall bear the costs of the medical examination(s) requested.

C. NOTICE OF INTENT TO MEDICALLY SEPARATE

A written notice of intent to medically separate shall be given to the nurse either by delivery of the notice to the nurse in person, or by placing the notice of intent in the U.S. mail, first class postage paid, or by any other reliable method in an envelope addressed to the nurse at the nurse's last known home address. Proof of service shall accompany the notice of intent. The notice shall:

1. inform the nurse of the action intended, the reason for the action and the effective date of the action; and
2. inform the nurse of the right to respond and to whom to respond within ten (10) calendar days from the date of issuance of such notice of intent, in accordance with the instructions given by the University in the written notice provided to the nurse. A nurse may request a reasonable amount of additional time to respond to the notice of intent to medically separate. Such requests shall not be unreasonably denied.

D. UNIVERSITY RESPONSE

After review of the nurse's timely response, if any, the University shall notify the nurse of any action to be taken. An effective date of separation shall be at least fifteen (15) calendar days from

the date of issuance of notice of intention to separate (pursuant to §C., above) or timely receipt of the nurse's response, if any, whichever is later.

E. REEMPLOYMENT

1. For a period of one (1) year following the date of a medical separation, a medically separated nurse may be selected for a position within the unit without the requirement that the position be publicized. However, if the former nurse is receiving disability benefits from a retirement system to which the University contributes the period shall be three (3) years from the date benefits commenced. In order to be eligible for rehire under this Article, the medically separated nurse must provide a medical certification describing the medically separated nurse's ability to return to work, with or without accommodation and must set forth any limitation the nurse may have.
2. If a non-probationary career nurse separated under this Article is reemployed within one (1) year, a break in service does not occur. If a non-probationary career nurse is receiving disability payments from a retirement system to which the University contributes and is reemployed within three (3) years, a break in service does not occur.

F. NOTICE TO THE ASSOCIATION

The University shall provide concurrent notice to the Association of notice of intent to medically separate a nurse.

**ARTICLE 25
RESIGNATION**

A. NOTICE

A nurse is expected to give at least fifteen (15) calendar days notice prior to resignation.

B. AUTOMATIC RESIGNATION

A nurse who is absent for thirteen (13) calendar days without her/his supervisor's approval shall be considered to have automatically resigned from University employment as of the last day worked.

**ARTICLE 26
CORRECTIVE ACTION, DISCIPLINE AND DISCHARGE**

A. GENERAL PROVISIONS

Corrective Action is an action designed to improve conduct or performance which does not involve an adverse impact on rights, pay, or benefits. Discipline is an action imposed on a non-probationary nurse when corrective action has proven ineffectual or when the nurse's misconduct or failure to perform satisfactorily is serious enough to warrant discipline. The University has the authority to discharge or to take other appropriate disciplinary action against a non-probationary nurse for just cause.

B. TYPE OF ACTIVITY

The University may use an oral reprimand or counseling memorandum as corrective action. Discipline may involve a written warning, suspension without pay for up to five (5) working days for eight (8) hour nurses, four (4) working days for ten (10) hour nurses, or three (3) working days for twelve (12) hour nurses without prior notice; suspension beyond five (5) working days for eight (8) hour nurses, four (4) working days for ten (10) hour nurses, or three (3) working days for twelve (12) hour nurses with notice; demotion for failure to meet performance standards, as defined in §C., below, or discharge. Nurses who are suspended without pay for up to five (5) working days for eight (8) hour nurses, four (4) working days for ten (10) hour nurses, or three (3) working days for twelve (12) hour nurses, and who wish to contest the suspension, must grieve within the time limits established by the grievance procedure of this Agreement. Corrective actions are not subject to the grievance or arbitration procedures of this Agreement.

C. DEMOTION

The University may demote a nurse to a lower classification, with concurrent reassignment to work of lesser duties and responsibilities, based on a demonstrated failure to meet the performance standards of the higher classification. Such action shall take place only after reasonable attempts to correct the deficient performance have failed. Demotion shall be subject to the grievance and arbitration procedures.

D. INVESTIGATORY LEAVE

The University may place a nurse on investigatory leave with pay in order to review or investigate allegations of conduct which, in the University's view, would warrant relieving the nurse immediately from all work duties. A Per Diem nurse with special per diem rights as defined in Article 4, placed on investigatory leave shall be entitled to pay based on the average straight-

time hours worked for the prior twelve (12) months. An investigatory leave with pay shall not be considered corrective action or discipline as defined in this Article.

E. NOTICE

1. When the University intends to suspend for more than five (5) working days for eight (8) hour nurses, four (4) working days for ten (10) hour nurses, or three (3) working days for twelve (12) hour nurses, demote, or discharge a nurse, written notice of its intent shall be given to the nurse. Such notice shall be made, either by delivery of the notice to the nurse in person, or by placing the notice of intent in the United States mail, first class postage paid, in an envelope addressed to the nurse at the nurse's last known home address. In either case, a copy of the notice of intent shall be sent by United States mail, first class postage paid, to the Association. It shall be the responsibility of the nurse to inform the University in writing of any change of home address. Whether delivery is made in person or by mail, the notice of intent shall contain a proof of service indicating the date on which the notice of intent was personally delivered or mailed. Such date of personal delivery or mailing shall be the "date of issuance" of the notice of intent.
2. The notice shall:
 - a. inform the nurse of the action intended, the reason for the disciplinary action and the effective date of the action;
 - b. include a copy of the charge and material upon which the charge is based; and
 - c. inform the nurse of the right to respond and to whom to respond within the time limit in §F., below, either orally or in writing in accordance with §F., below.

F. NURSE RESPONSE

1. The nurse shall be entitled to respond, orally or in writing, to the notice of intent described in §E., above. If the written notice is delivered in person to the nurse, the nurse's response must be received within ten (10) calendar days from the date of issuance of such notice of intent in accordance with instructions given by the University in the written notice. If the written notice is mailed to the nurse and the Association, the nurse's response must be received within fourteen (14) calendar days from the date of issuance of such notice of intent.
2. After review of the nurse's timely response, if any, the University shall notify the nurse of any action to be taken. Such action to be taken may not include discipline more severe than that described in the notice of intent; however, the University may reduce such discipline without the issuance of a further notice of intent. When such action includes a suspension without pay for five (5) working days for eight (8) hour nurses, four (4) working days for ten (10) hour nurses, or three (3) working days for twelve (12) hour nurses or longer, a copy of the letter of discipline/suspension will be sent concurrently to the Association.

G. PERSONNEL RECORDS

1. A counseling memorandum shall be placed in the nurse's personnel records.
2. A copy of a written warning or notice of any further disciplinary action, given or mailed to a nurse shall be placed in the nurse's personnel records. The University agrees that written warnings and other disciplinary notices shall be accompanied by a proof of service.
3. Counseling memoranda and written warnings shall be destroyed after two (2) consecutive years during which there has been no further written warnings issued to the nurse.
4. There shall be no charge for the first copy of the contents of the nurse's personnel file.

H. REPRESENTATION

1. A non-probationary nurse shall have the right of representation at any scheduled meeting the outcome of which may be a disciplinary act of written warning, suspension without pay, demotion or discharge. The University shall advise a nurse of any scheduled meeting, the outcome of which may be a written warning, suspension without pay, disciplinary demotion or discharge. A nurse may request a representative of the nurse's choice other than a University employee who has been designated as supervisory, managerial, or confidential to be present when there is reason to believe that a meeting may result in disciplinary action as defined above. If the nurse's preferred representative is not available to attend a meeting scheduled by the University, the nurse shall arrange for an alternative representative for the meeting. If no alternative representative can be found for the scheduled meeting, the University may reschedule the meeting within eight (8) calendar days, unless otherwise agreed to by the parties.

2. The term "meeting" does not include the occasion in which the University only presents a nurse with written confirmation of the results of the prior meeting referenced in §H.1., above.

ARTICLE 27 GRIEVANCE PROCEDURE

A. GENERAL CONDITIONS

1. Definitions

- a. A grievance is a claim by an individual Nurse, a group of Nurses, or the Association that the University has violated, misapplied, or misinterpreted this Agreement during the term of this Agreement.
- b. All grievances must be initiated and filed at the location where the alleged violation occurred.
- c. A formal grievance must identify the specific Article(s) and Section(s) of this Agreement alleged to have been violated; describe the action(s) alleged to have violated the identified Article(s) and Section(s), the remedy requested, together with the following information that can be presented with the exercise of reasonable due diligence: the name(s) of the affected nurse(s), the location(s) in which the action(s) occurred, and the date(s) of the action(s).

2. Time Limits

- a. The labor relations representative at the location at which the alleged violation occurred must receive the formal grievance for an individual, group, or Association within thirty (30) calendar days after the date on which the Nurse or union knew or could be expected to know of the event or action which gave rise to the grievance. In the case of a nurse's separation from the University, the University must receive the grievance, within fifteen (15) calendar days after the date of the Nurse's separation from University employment. Grievances may be submitted via US mail, hand delivery, or electronic mail at the addresses listed in Appendix G. Grievances submitted by electronic mail after 5:00 PM will be considered to be filed on the following business day. The University shall notify CNA of the designated official, including title, mailing address, phone number and e-mail address, and whenever a change occurs.
 - b. The time limits specified in this Article may be extended by written agreement between the University and the Nurse, the Association, or the Nurse's representative, in writing in advance of the expiration of the time limits. Deadlines that fall on a day that is not a campus/Laboratory business day will automatically be extended to the next business day.
 - c. If a grievance is not appealed to the next step of the procedure within applicable time limits, and an extension has not been agreed to in advance, the grievance will be considered resolved on the basis of the last University response to the grievance.
3. **Waiver** – Any formal grievance which is not received in accordance with the procedures specified in §A.1. and §A.2., above, is waived by the Nurse or by the Association.
 4. **Association Grievances** – The Association shall have the right to present grievances under this procedure on behalf of an individual Nurse, on behalf of a group of Nurses, or on behalf of itself.
 5. **Group Grievances** – The grievances of two (2) or more Nurses and multiple grievances by, or related to, the same Nurse which relate to the same incident, issue, or course of conduct may be consolidated for the purposes of the grievance procedure. Consolidated grievances may be severed. Consolidation or severance of grievances shall occur by mutual agreement of the Nurse and the University, in those cases where the Nurse is self-represented, or by agreement between the Nurse's representative and the University where the Nurse has chosen a representative.
 6. **Offers of Settlement** – Settlement offers made at any step of the grievance procedure shall not be introduced as evidence in subsequent steps.
 7. **No Reprisal** – No Nurse shall be subject to reprisal for using or participating in the grievance procedure of this Agreement.
 8. The University shall not have the right to use the grievance procedure.

B. NURSE REPRESENTATION RIGHTS

A Nurse shall have the right to be represented at all steps of the grievance procedure by a Nurse Representative and/or an Association representative or one (1) person of the Nurse's choice other than a University employee who has been designated as supervisory, managerial, or confidential. In the event more than one (1) representative attends a meeting in the grievance process, only one person may be the primary spokesperson, and only one nurse representative shall be compensated unless it is a multi-department grievance.

C. SEXUAL HARASSMENT COMPLAINT RESOLUTION PROCEDURE

The Association agrees that a Nurse may elect to substitute the University Sexual Harassment Complaint Resolution Procedure for the Informal Review described in this Article. With this sole exception, the procedures described in this Article and in Article 28 Arbitration, of this Agreement shall be the sole and exclusive means of resolving grievances submitted by Nurses in the bargaining unit.

D. INFORMAL REVIEW

1. The Nurse(s) and/or the Nurse's representative shall discuss the grievance with the immediate supervisor. When such discussion with the immediate supervisor is not practicable, the Nurse(s) or the Nurse's representative shall discuss the grievance with the designated University official at the location where the alleged violation occurred. In the case of grievances which the Association wishes to present on its own behalf, the Association shall discuss the grievance with the designated University official.
2. Resolution of the grievance at Informal Review, although final, shall not be precedent setting. Attempts at resolution of the grievance at Informal Review do not extend the time limits for filing a formal grievance as described in §E., below, unless an exception is granted in advance and in writing by the designated University official.
3. If the grievance is not resolved at Informal Review, the formal grievance may be reduced to writing and advanced to Step 1.

E. STEP 1: FORMAL GRIEVANCE – DEPARTMENT REVIEW

1. Formal Grievance – A formal grievance shall be filed in writing on a mutually agreed to form and must be in accordance with the procedures specified in §A.1. and §A.2., above.
2. Department Review – The designated University official will forward the formal grievance to the appropriate office for review.
 - a. The University shall not agree to resolution of a formal grievance until the Association representative has received a copy of the proposed resolution and has been given the opportunity to file a response.
 - b. Unless the parties agree otherwise, the University shall convene a meeting with the grievant(s) and the grievant's representative, if any, to attempt to resolve the grievance. The meeting shall be convened no later than fifteen (15) calendar days following receipt of the formal grievance.
 - c. During the Step 1 meeting, the parties shall discuss information and contentions relative to the grievance and attempt to arrive at a mutually agreeable solution. In addition, the University shall, either orally or in writing, inform the Association of the known facts, issues, and allegations.
 - d. The University will issue its written response to the Nurse and the Nurse's representative, if any, within fifteen (15) calendar days after the formal grievance is filed or after the Step 1 meeting if such meeting is held. In cases where the Association is not directly involved, the University will issue its response within fifteen (15) calendar days of the Association's response or deadline for the opportunity to respond. If the University does not render its response within these time limits, or if the grievance is not resolved at Step 1, the grievance may proceed to Step 2.
 - e. Resolution of the grievance at Step 1, although final, shall not be precedent setting.

F. STEP 2 – LOCAL GRIEVANCE REVIEW

1. If the grievance is not resolved at Step 1, the Nurse or the Association may proceed to Step 2 by filing an appeal, as follows:
 - a. The Nurse or the Nurse's representative shall submit the written appeal on the mutually agreed-upon form.

- b. The written appeal must be postmarked, submitted via email, or hand delivered to the local labor relations office listed in Appendix G within fifteen (15) calendar days of the date on which the written response to Step 1 was given or due.
2. The University shall schedule a Step 2 meeting within ten (10) calendar days following receipt of the appeal to Step 2, to attempt to resolve the grievance. During the Step 2 meeting, the Nurse and the Nurse's representative, if any, shall present the known facts, issues and allegations relevant to the grievance.
3. Within fifteen (15) calendar days following the Step 2 meeting, or within fifteen (15) calendar days following receipt of the appeal to Step 2, if no Step 2 meeting is held, the University shall issue a written response. In cases where the Association is not directly involved, the University shall render the written response within fifteen (15) calendar days of the Association's response or the deadline for the opportunity to respond. Proof of service shall accompany the written decision.
4. Grievances alleging a dismissal or suspension in violation of Article 26, Corrective Action, Discipline and Discharge, only, that are not satisfactorily resolved at Step 2, may be appealed directly to arbitration in accordance with Article 28, Arbitration.
5. If the University does not render its response within these time limits, or if the grievance is not resolved at Step 2, the grievance may proceed to Step 3.

G. STEP 3 – UC OFFICE OF THE PRESIDENT REVIEW

1. CNA or a nurse may appeal a grievance to Step 3. To consider a grievance at Step 3, written notice of appeal of the Step 2 Local answer shall be served upon the Executive Director of Labor Relations of the University by the CNA Director-UC Division. The UCOP Executive Director must receive such notice within fifteen (15) calendar days of the date the Step 2 answer was given or due. Such notice shall identify the grievance being appealed and shall be signed and dated by CNA.
2. An appeal to Step 3 shall be accomplished by one of the following methods:
 - a. Delivery by U.S. Mail; or
 - b. Personal presentation with mutual acknowledgment from the person delivering the document(s) and the person accepting delivery of document(s) by signing and dating the document(s) and each of them retaining one of the signed and dated documents; or
 - c. Email to AppealAGrievance@ucop.edu.
 - 1) Appeals submitted by electronic mail after 5:00 PM will be considered to be filed on the following business day.
 - 2) The University shall acknowledge the Union's Appeal to Step 3 through a computer-generated, automatic email response.
3. A nurse or group of nurses using a representative other than CNA may appeal a Step 2 University answer to the UCOP Executive Director of Labor Relations. Such written appeal shall identify the grievance being appealed and shall be signed and dated by the nurse(s) and their representative.
4. The subject of the grievance as stated in Step 2 shall constitute the sole and entire subject matter of the appeal to Step 3.
5. The UCOP Executive Director or her/his designee shall issue the University's Step 3 decision within thirty (30) calendar days of the receipt of the appeal. Proof of Service shall accompany the written decision. The Step 3 decision shall be served upon the employee's designated representative and a copy shall also be provided to the CNA Director – UC Division. Time limits for appealing a UC written answer are found in Article 28, Arbitration Procedure.
6. The UCOP Executive Director or her/his designee shall have the authority to settle grievances appealed to Step 3.
7. If the University's Step 3 decision is not properly appealed to arbitration as provided in Article 28, Arbitration Procedure, the grievance shall be considered settled on the basis of the Step 3 decision and shall not be eligible for further appeal. Pursuant to the provision of Article 28 – Arbitration, only CNA shall have the right to submit a grievance to arbitration.
8. If the Association does not appeal the grievance to arbitration within thirty (30) calendar days, as specified in §F.4., above, the written decision shall become final but shall not be precedent setting.

H. PAY STATUS

Upon advance request, a grievant, a grievant's representative, and witnesses called by the University who are University nurses, shall be granted leave with pay to attend meetings convened by the University to consider the grievance, if such meetings occur during their regularly scheduled hours of work. Such leave with pay will be considered time worked. Time spent in meetings convened by the University outside of a Nurse's regularly scheduled hours of work is without pay. In the event the University is unable to schedule during the Nurse Representative's normal work schedule, the Nurse Representative will be compensated and such time will be considered as time worked.

I. OTHER REPRESENTATION

1. Whenever a Nurse has chosen a representative other than a Nurse Representative or other Association representative as defined in this Agreement, the Nurse shall provide written notice of such representation to the University. The University shall notify the Association of any formal grievance filed by a Nurse where an Association representative is not chosen by the Nurse.
2. In cases where the Association is not acting as the Nurse's representative, the University will send a copy of its proposed Step 1 or Step 2 or Step 3 written decision to the Association. The Association shall have fifteen (15) calendar days from the date of issuance of the University's proposed Step 1 or Step 2 or Step 3 written decision to respond to it. The University then has fifteen (15) calendar days to render the written decision to the Nurse or the Nurse's representative. The Association will be provided a copy of the University's written decision. Proof of service shall accompany the proposed University written decision.

J. GRIEVANCE FILE

Materials generated as a result of the filing of a grievance including the grievance form shall be maintained by the University in a file separate from the Nurse's personnel file.

ARTICLE 28 ARBITRATION

A. GENERAL CONDITIONS

Only the Association may file an appeal to arbitration after the timely exhaustion of Article 27, Grievance Procedure of this Agreement.

1. **Time Limits – Association Appeals**
 - a. The original appeal to arbitration must be postmarked with an official United States Postal Service postmark and received by the Office of the President within thirty (30) calendar days of the mailing of the Office of the President written decision to the Association. Proof of service must accompany the appeal to arbitration. In the appeal, the Association must set forth the issues and remedies remaining unresolved.
 - b. The Office of the President official shall forward the grievance to arbitration within twenty (20) calendar days after receiving the appeal, specifying the location responsible for further handling of the arbitration. Deadlines that fall on a day which is not a University business day will automatically be extended to the next business day.
2. The scheduling of the arbitration hearing date must be accomplished no later than sixty (60) calendar days from the date the grievance was originally appealed to arbitration. Should the parties be unable to agree to a hearing date, the authority to schedule the hearing rests with the arbitrator.
3. The parties may extend the sixty (60) day limit for scheduling the arbitration by mutual written agreement in advance of the expiration of the time limit. In such cases the arbitrator shall be informed of the parties' mutual agreement and shall be provided with a copy of such written agreement.
4. Failure to schedule the arbitration within sixty (60) calendar days will render the grievance ineligible for arbitration and the last preceding University written answer shall become final.
5. Time limits may be extended by mutual agreement of the parties in writing in advance of the expiration of the time limit.

B. SELECTION OF ARBITRATOR

1. The Association and the University shall select an arbitrator from the lists below:

- a. North List - Luella Nelson, Alexander Cohn, Barry Winograd, John Kagel and Norman Brand.
 - b. South List - Louis Zigman, Edna Francis, Fred Horowitz, Michael Prihar, and Mei Bickner.
2. The parties shall alternately strike one (1) name each from the above list(s), the first strike being determined by a flip of a coin, and the last name remaining shall be the arbitrator.

C. ARBITRATION PROCEEDING

1. The arbitration proceeding shall provide an opportunity for the Association and the University to examine and cross-examine witnesses under oath and to submit relevant evidence. The parties shall not seek to introduce new issues and allegations at the arbitration hearing which were not introduced during Step 2 of the grievance procedure. Settlement offers made during the grievance procedure shall not be introduced as evidence in arbitration.
2. When practicable, the University shall inform the Association in writing of its intent to assert the issue of arbitrability prior to the selection of the arbitrator. The issue(s) of arbitrability shall be resolved in a hearing prior to and separate from the hearing (if any) about the substantive facts and/or allegations in dispute, except as provided in §C.3., below. In the event an arbitrator, as a result of the arbitrability hearing referenced, above determines a matter to be arbitrable, s/he shall have no authority to decide the issues pursuant to the facts of the case unless the parties agree otherwise.
3. If, following the selection of the arbitrator, the University raises for the first time issue(s) of arbitrability, a single hearing on the issue of arbitrability and the substantive facts will be held, unless the parties agree otherwise. If the arbitrator finds the grievance to be not arbitrable, the substantive facts of the case need not be heard and the grievance shall be denied. If the arbitrator finds in favor of arbitrability, the hearing shall proceed to the substantive issues raised.
4. §C.2. and §C.3. above, shall not prevent the parties from agreeing in writing to combine the arbitrability hearing with the hearing on the merits of the case.
5. If either party requests a postponement of the scheduled arbitration hearing following the University's raising issue(s) of arbitrability, the hearings on arbitrability and facts, if any, shall be separate, and the provisions of §C.2. above, shall apply.
6. Prior to arbitration, the Association and the University shall attempt to stipulate as to the issue(s) to be arbitrated and to as many facts as possible. Relevant material and the names of all witnesses who are to be called shall be identified by the parties prior to the hearing. To the extent possible, witnesses and material should be identified at least seven (7) calendar days prior to the hearing.
7. The arbitration hearing shall be closed unless the parties otherwise agree in writing.
8. The arbitrator shall consider the evidence presented and render a written decision within thirty (30) calendar days of the close of the record of the hearing. The arbitrator's authority shall be limited to determining whether the University has violated the provision(s) of this Agreement. The arbitrator shall not have jurisdiction or authority to add to, amend, modify, nullify, or ignore in any way the provisions of this Agreement.
9. If the grievance is sustained in whole or in part, the remedy shall not exceed restoring to the nurse the pay, benefits, or rights lost as a result of a violation of the Agreement, less any compensation from any source, including, but not limited to, Workers' Compensation and Unemployment Insurance benefits. The decision of the arbitrator, within the limits described herein, shall be final and binding.
10. Except as otherwise specifically provided, the University will not be liable on a grievance claiming back wages or other monetary reimbursement for:
 - a. any period of time during which an extension of time limits has been granted at the request of the Association;
 - b. any period of time between the first date the arbitrator is available for an arbitration hearing and the date of the hearing, when the first date is rejected by the Association; and
 - c. any period of time greater than thirty (30) calendar days prior to the date of the Informal Review, under Article 27, Grievance Procedure except for mathematical, calculation, recording, or accounting errors.
11. The Association shall have full authority to settle, withdraw, or otherwise dispose of any grievance brought on behalf of the Association and/or on the behalf of nurses. An

agreement to settle, withdraw, or otherwise dispose of a grievance appealed to arbitration reached by and between the University and the Association shall be binding upon employees represented by the Association.

D. PAY STATUS

Upon advance request, the grievant, the grievant's representative, and witnesses called by the University who are University Nurses, shall be granted leave with pay to attend arbitration hearings and meetings convened by the University to consider grievances if such hearings and meetings occur during their regularly scheduled hours of work. Such leave with pay will be considered time worked. Time spent in arbitration hearings and meetings convened by the University outside of a nurse's regularly scheduled hours of work is without pay.

E. ARBITRATOR'S FEES

The arbitrator's fees shall be borne equally by the parties. Expenses for stenographic or other services or facilities shall be borne by the party requesting such services or facilities unless the parties otherwise agree in advance.

F. EXPEDITED ARBITRATION

The parties may agree to use an expedited form of arbitration. When the parties agree to use an expedited form of arbitration, the case shall be heard by the arbitrator at her/his earliest date. There shall be no transcript of the proceedings unless required by the arbitrator. Post-hearing briefs will be waived and the arbitrator will issue a written decision within ten (10) working days following the close of the hearing record.

G. ARBITRATION PANEL

1. In the event of a vacancy in the panel of arbitrators, such vacancy shall be filled by the parties within fifteen (15) calendar days if the parties agree that a replacement is necessary. In the event the parties mutually agree that a named arbitrator should be replaced, the parties shall meet to select a new arbitrator.
2. No later than one month following negotiations, the parties shall negotiate additions and/or deletions for the arbitration panel.

**ARTICLE 29
ASSOCIATION RIGHTS**

A. GENERAL PROVISIONS

1. The parties acknowledge that it is in the Association's interest that it be granted access to University facilities for the purposes of ascertaining whether the terms of this Agreement are being met; engaging in the investigation, preparation, and adjustment of grievances; conducting Association meetings; explaining to bargaining unit members their rights and responsibilities under the Agreement; and informing Registered Nurses of Association activities. In the interest of facilitating these purposes, and in accordance with local campus/Laboratory procedures, the parties agree to this Article.
2. The University has the right to enforce reasonable access rules and regulations as promulgated at each campus/Laboratory.

B. ACCESS BY THE ASSOCIATION/ASSOCIATION REPRESENTATIVES - GENERAL PROVISIONS

1. Designated Association representatives who are not University employees, or who are not employed at the facility visited, may visit the facility at reasonable times and upon notice to discuss with the University or bargaining unit members matters pertaining to this Agreement. In the case of visits for the purpose of conducting unscheduled meetings with bargaining unit members, the Association representative shall give notice upon arrival in accordance with local campus/Laboratory procedures.
2. The Association will furnish the University with a written list of all designated Association representatives, including those who are University Nurse Representatives. The Association shall update the list as changes to the original occur. The University need not provide any release time to any nurse whom CNA has failed to formally designate as a nurse representative, alternate representative, or Chief Nurse Representative prior to a request for release time.
3. Such internal Association business as membership recruitment, campaigning for Association office, hand billing or other distribution of literature, and all other Association activities shall take place during non-work time. Nurse rest and meal periods are non-work time for the purposes of this Article.
4. As currently provided, the Association shall be permitted to use a table in or near the main cafeteria at each facility, or in or near the lunchroom where no cafeteria exists.

5. Association representatives shall be given a campus/hospital/Laboratory orientation which shall review access areas, general safety and health requirements, and procedures for the scheduling and use of certain rooms. Attendance at the orientation shall be a prerequisite to access. The University and the Association may mutually agree to waive the prerequisite in the appropriate circumstances.

C. NURSE REPRESENTATIVES

1. The University shall recognize designated Nurse Representatives who are members of the bargaining unit. The function of the Nurse Representative shall be to inform nurses of their rights under this Agreement, to ascertain that the terms and conditions of this Agreement are being observed, and to investigate and assist in the processing of grievances.
2. CNA may designate one (1) Chief Nurse Representative for each medical center, and one Nurse Representative for each student health center on a campus, each medical center, and the Lawrence Berkeley Laboratory.
 - a. At medical centers with more than 100 nurses, CNA may designate one (1) additional Nurse Representative and an alternate representative for every one hundred (100) members of the bargaining unit or major portion thereof in that unit.
 - b. There shall be no more than one (1) Nurse Representative and one (1) alternate from a particular patient care unit or equivalent. A Chief Nurse Representative may be from the same patient care unit as a Nurse Representative or Alternate Nurse Representative. The alternate Nurse Representative may serve as a Nurse Representative only when the primary Nurse Representative is not at work.
 - c. The Nurse Representative and the Chief Nurse Representative, if any, shall not be allowed release time for the same block of time if they are from the same unit.

D. PAID RELEASE TIME FOR NURSE REPRESENTATIVE ACTIVITIES

1. **Amount of Time Provided**
 - a. Designated Nurse Representatives, Medical Center Chief Nurse Representatives, and alternative nurse representative(s) for each medical center are eligible to receive twelve (12) hours per month paid release time in accordance with the provisions of this article. The total cumulative use of paid release time for the primary and alternate Nurse Representative, per particular patient care unit or equivalent, shall be limited to twelve (12) hours per month.
 - b. Each medical center Chief Nurse Representative is also a designated medical center Nurse Representative as provided in §D.1.a., above. The Chief Nurse Representative is therefore eligible to receive a maximum of twenty-four (24) hours per month as follows:
 - 1) twelve (12) hours of nurse representative paid release time as provided in §D.1.a., above, and
 - 2) an additional twelve (12) hours of Chief Nurse Representative paid release time to attend one (1) Association meeting per month.
 - c. For Per Diem nurses who serve as Nurse Representatives or Chief Nurse Representatives, the University and CNA agree that any shift for which release time is granted shall not be counted toward the required minimum shift availability each month according to the location's Per Diem Scheduling Agreement.
2. **Authorized Purposes for Paid Release Time**
 - a. Within the twelve hours of paid release time provided in §D.1.a., above, the Nurse Representative shall be authorized paid release time for the following purposes:
 - 1) grievance meetings and for one-on-one meetings with a grievant related to the filing of a grievance,
 - 2) a meeting with a supervisor to resolve potential or formal grievances,
 - 3) to attend scheduled group orientation for new nurses,
 - 4) for nurse representatives in the Student Health Centers (SHCs), participation in SHC procedure and/or furlough scheduling meetings,
 - 5) for other grievance-related activity, such as that related to the initial filing of a formal grievance,

- 6) distribution of the printed labor agreement to nurses, and
 - 7) up to four (4) hours per month for attendance at monthly Nurse Representative meetings at her/his facility to deal with grievance resolution issues.
 - 8) In the event that at Nurse Representative also serves as the PPC Chair for a Medical Center, that Nurse Representative may use up to four (4) of the twelve (12) hours of paid release time for PPC activities.
 - b. When such time is used for the on-site grievance-related activities of witness interviewing and/or document collection, the Nurse Representative shall not interfere with the work activities of the witness(es) or possessor(s) of the documents, or the normal operations of the unit.
 - c. The release time provided is not to be used for grievance-related activity such as research, or writing or preparation of briefs or other such statements of position or argument.
 - d. The University shall not deduct hours from the time provided for time spent in meetings initiated by University officials, or time participating in an arbitration hearing.
3. **Requesting and Providing Paid Release Time**
- a. All nurse representatives shall request release time from her/his supervisor prior to the activity.
 - 1) When requesting release time for pre-scheduled meetings, requests shall be made prior to the time the work schedule is established, unless the nurse representative could not have known of the date of the meeting prior to the time the schedule is established.
 - 2) When requesting release time to assist nurses in grievance activity, requests shall be submitted as soon as practicable in advance of the hours intended for release time use.
 - b. The University will not unreasonably deny the release time if submitted in accordance with §D.3. Such release time shall not exceed the maximum amount of release time provided in §D.1., above. Upon receiving such a request, the University will make every attempt to find coverage for those hours using customary scheduling guidelines and will only deny such requests when not able to secure the required coverage to meet patient needs, and such denial to an individual nurses may be for all or part of the requested time off in the event of inability to secure the requested coverage to meet patient needs.
 - c. When practicable, prior to the establishment and posting of the unit work schedule, the Chief Nurse Representative will identify the shifts and times for which s/he requests the twelve (12) hours of paid time provided in §D.1.b.2), above. The University will schedule up to twelve (12) hours of this paid release time per monthly schedule, if the release time was requested in accordance with the provisions of this section.
4. At its sole discretion, the University may authorize use of release time for more than the time limits provided for in this Article. The exercise of this discretion and/or the enforcement by the University of the maximum time shall under no circumstances establish a precedent for the Nurse Representative, alternate, or represented area involved nor shall the allowance of greater than the maximum time in a month for a Nurse Representative have any effect or bearing on the ability of the University to enforce the maximum on any other Nurse Representative.
5. In the event the University questions if a nurse representative or the Chief Nurse Representative is not adhering to these release time provisions, the University will notify the Association and the parties will attempt to resolve the matter. If a question remains, the University may take corrective action when warranted.

E. PATIENT CARE AREAS

Association representatives shall have access to patient care areas only as necessary for travel to and from business in those places set forth in Appendix F. Association representatives shall not contact nurses in, linger in, or use patient care areas for the purpose of conducting Association business. When the designated campus/hospital/Laboratory official and the Association representative mutually agree that a visit to a patient care area is necessary in attempting to adjust grievances, access to patient care areas will be granted. "Patient care area" includes:

- 1. Chart rooms and rooms that function as or are in the nature of chart rooms;

2. Nursing stations;
3. Patient and/or visitor lounges including patient conference rooms, sitting rooms, and solarium;
4. Libraries or study areas located within patient care areas;
5. Patient floor and operating room area corridors; and
6. Patient rooms, operating rooms, laboratories, clinics, and other treatment and patient care areas.

F. MEETING ROOMS AND BULLETIN BOARDS

1. The University shall provide the Association use of general-purpose meeting rooms and those rooms set forth in Appendix F. The Association shall make advance arrangements for such use with the designated campus/Laboratory office.
 - a. The University will not unreasonably deny prearranged use of such meeting rooms. Room reservations shall not be canceled by the University except where unforeseen circumstances require the room to be used for teaching or patient care-related purposes, including staff conferences. If a reserved room is canceled, the University will attempt to provide a comparable alternative.
 - b. The Association may schedule classrooms and conference rooms outside of patient care areas for those times when such rooms are not used for teaching or patient care-related purposes and when nurse lounges would not be large enough or would otherwise be unsuitable for a given Association meeting.
2. The Association shall have access to general-purpose bulletin boards and shall have the use of those bulletin boards set forth in Appendix F. The Association representative responsible for the posting must date and initial any materials posted and must provide a copy of all materials posted to the appropriate University representative at the location at the time of posting. At those locations where the University is responsible for posting material on bulletin boards, the University will promptly post copies of the CNA-provided material.
3. The University and the Association shall, within thirty (30) calendar days of the conclusion of bargaining, meet and update Appendix F, Rooms and Boards for each facility.

G. ASSOCIATION ACCESS TO NURSE RECORDS

Upon reasonable notice, the nurse and/or the nurse's representative and/or an Association representative, if authorized in writing by the nurse, may examine or request material in the nurse's personnel records. The written authorization shall be valid for thirty (30) calendar days from the date of the signature of the authorization or within a written time limit specified by the nurse, whichever is later. Records protected by recognized legal privilege and records excepted from disclosure by law may be withheld from the nurse and the nurse's representative.

H. MAIL DELIVERY

United States mail which is received by the University bearing a nurse name and accurate address will be distributed to the nurse in the normal manner. In locations where nurse mailboxes exist, the Association shall have reasonable use of them. At each medical center, the University shall provide a secure mail drop for use by the Association and nurses. Nurse Representatives shall have the right to use their University e-mail account for the purposes of conducting Association business authorized under Article 27, Grievance Procedure.

ARTICLE 30

PAYROLL DEDUCTION FOR UNION DUES AND AGENCY FEES

A. GENERAL CONDITIONS

All nurses covered by the terms of this Agreement shall, as a condition of employment, either become and remain members in good standing of the Association, or pay an Agency Fee to the Association, pursuant to the provisions of HEERA. No nurse shall be required to join the Association as a condition of employment at the University.

B. DUES DEDUCTIONS

1. Each nurse who is a member of the Association on the effective date of this Agreement and each nurse who joins the Association thereafter during the term of this Agreement, shall have the periodic dues of the Association deducted as provided in Article 30, Dues Deduction for the term of this Agreement.
2. Upon receipt of a written authorization by a nurse using a form provided by the University, the University shall deduct and remit to the Association no less frequently

than once a month the standard initiation fee, periodic dues, and general assessments as established by the Association until such time as the nurse submits written notification to the University to discontinue the nurse's authorization. Such individual authorization for dues deductions shall be effective within thirty (30) calendar days from the date the University received the properly completed authorization form. The University shall not be responsible for deduction in any pay period in which the nurse's net earnings are insufficient to cover the deduction. The University shall also remit an alphabetical list showing the names of payees and the amounts deducted and remitted. Upon request of the Association, the appropriate University office shall supply dues deduction forms to the Association.

3. Bargaining unit members who are members of the Association on or after the effective date of this Agreement who wish to withdraw from Association membership may do so effective on the expiration date of this Agreement by filing a written notice with the University on or after the thirtieth (30th) day prior to the expiration date of this Agreement. No nurse shall be dropped from Association membership upon return from any leave of absence or layoff, unless such leave or layoff constitutes a break in service.
4. Withdrawal notices received by the University after the effective date of this Agreement and before thirty (30) days prior to the expiration of the Agreement, shall be returned to the nurse by the University with reference to this Article. The Association will receive copies of all such correspondence.

C. AGENCY FEES

Upon notification to the University by the Association, nurses in the bargaining unit who do not elect to pay dues as outlined in §B., above will, as a continued condition of employment, pay an Agency Fee in the amount established by the Association. The amount of the Agency Fee shall not exceed the monthly dues that are payable by members of the Association. The amount of the fee shall be deducted by the University from the wages of the employee and paid to the Association.

- D.** Upon presentation of a signed authorization form, executed by an employee, the University agrees to a voluntary check-off for CNA's Political Action and Education Fund, provided the authorization is for regular recurring payroll deductions and is not used for one-time payroll deductions.

E. INDEMNIFICATION

It is specifically agreed that the University assumes no obligation other than that specified in §B. and §C, above, or liability, financial or otherwise, arising out of the provisions of this Article. The Association shall inform the University once a year of the amount of the monthly dues under this provision. Such notice should be sent in time to provide for appropriate programming. Further, the Association hereby agrees that it will reimburse the University for any costs and indemnify and hold the University harmless from any claims, actions, or proceedings by any person or entity, arising from deductions made by the University pursuant to this Article.

F. CORRECTION OF ERRORS

If, through inadvertence or error, the University fails to make authorized deductions, or any part thereof, the University shall assume no responsibility to correct such omission or error retroactively. Once the funds are remitted to the designated representatives of the Association, their disposition thereafter shall be the sole and exclusive responsibility of the Association. It is expressly understood and agreed that the Association shall refund to the nurse any deductions erroneously withheld from a nurse's wages by the University and paid to the Association. In the event the Association fails to refund such deductions within a reasonable period of time following notification of the error, the University will make such refund and deduct the amount from the amount due to the Association.

G. FEES FOR PROVIDING PAYROLL DEDUCTIONS

1. For each monthly remittance to CNA, the University shall charge CNA and deduct from the dues/agency fee service amount being remitted \$10.00 plus \$.07 per employee for whom fee deductions are being made. Such charges shall be deducted from the dues/agency fee service amounts being remitted to CNA.
2. For the purpose of voluntary deductions for CNA's Political Action and Education Fund, fees deducted for administration shall not exceed the actual costs incurred by the University to establish such deductions.

ARTICLE 31
NURSE LISTS and DISTRIBUTION OF CONTRACTS

A. NURSE LISTS

1. On a yearly basis, the University shall provide the Association with an alphabetized list by campus/Laboratory of all nurses at each campus/Laboratory. This list will be via FTP (File Transfer Protocol) and will contain the name, title code, employee identification number, numerical identifiers of employees in the NX unit by utilizing the last five digits of the employee's Social Security number, last date of hire with continuous employment, pay rate and unit to which the nurse is assigned and an indicator as to whether the employee is paying dues or fair share / agency fee through the University payroll system. Home address will be provided if the nurse has agreed to release of the home address.
2. The University will provide to the Association a monthly list of changes (e.g., salary adjustment, new hire, transfer, promotion, discharge, home address, etc.) via FTP that have occurred within the bargaining unit.

B. DISTRIBUTION OF MATERIALS

1. Posting/Printing of the Agreement

- a. Within ten (10) calendar days following ratification, the University shall provide the Association with an electronic copy of the draft official version of the contract for Association review and concurrence.
- b. The University will not post the UC version of the agreement to its website until CNA has had at least ten (10) calendar days to review the draft referenced in §B.1.a., above.
- c. The University and CNA will use their best efforts to ensure that this agreement is printed within one hundred twenty (120) calendar days following ratification.
 - 1) Both parties must approve the camera ready copy of the Agreement prior to printing.
 - 2) UC and CNA shall share equally in the cost of printing the agreement for distribution to nurses. The number of copies to be printed at each location shall be equal to the number of nurses employed at each location on the date of ratification plus ten percent (10%) for each contract year. CNA will receive ninety-five percent (95%) of the printed agreements for distribution to nurses, and the University will receive five percent (5%) for distribution to management.
 - 3) The University is responsible for distribution of the agreement to UC management, and CNA is responsible for distribution of the agreement to UC nurses. The University shall make appropriate arrangements for CNA's access to the work sites to facilitate the Association's distribution of the contract to each nurse.

2. Distribution of Information During Orientation

- a. The University will provide to each new nurse a packet of information as supplied by CNA, and a copy of the Agreement. The University shall distribute the Agreement and packet in the normal manner.
- b. The University shall notify CNA in advance of scheduled nursing orientations upon request of the local CNA Representative.
- c. The Association shall be permitted to address nurses immediately after new orientation sessions for a reasonable period of time not to exceed thirty (30) minutes for the purpose of CNA new nurse orientation. When the orientation schedule at Medical Centers includes a meal period, CNA representatives will be permitted to make their 30-minute presentation during the meal period. The CNA presentation will be included in the written agenda for the meeting. The University and the Association agree to meet and confer over arrangements to accomplish this goal. The Chief Nurse Representative or designee shall be authorized to receive reasonable paid release time to attend such CNA new nurse orientation.
- d. Where the University conducts RN-only orientations, the University shall allow the Association
- e. to address nurses there in accordance with §B.2.c. above.

ARTICLE 32
LEAVE OF ABSENCE FOR UNION BUSINESS

A. GENERAL CONDITIONS

1. Extended

- a. Upon at least thirty (30) calendar days advance written request from the Association and the nurse, one (1) Association-represented nurse per campus/Laboratory shall be granted an extended leave of absence to engage in Association business. The Association will reimburse the University for the paid leave in accordance with the provisions of §A.2.b., below. At campuses with more than 1000 bargaining unit nurses, no more than two (2) nurses may be granted such a leave. No more than one Nurse per department will be granted such leave at any one time.
- b. The duration of the extended leave of absence shall be specified at the time the nurse commences the leave, and no such leave shall be granted unless the written request specifies the duration of the leave. Such leaves of absence shall be for a period of not less than thirty calendar days and no more than three (3) years.

2. Pay Status

- a. Employee Pay – During the paid reimbursed leave, the nurse shall be paid by the University, and shall continue to accrue service credit, and shall retain all benefits to which the employee was entitled prior to the start of the leave.
 - 1) During the paid reimbursed leave the nurse shall be eligible for increases in accordance with campus practices.
 - 2) Any leave granted in accordance with this section shall not constitute a break in service.
 - 3) During the paid reimbursed leave, the employee shall not be eligible for Workers Compensation benefits arising out of an injury occurring during the leave from the University. While on Association leave, University employees shall be covered by CNA's Workers Compensation carrier.
- b. Union reimbursement – The Association shall reimburse the University for all costs of employee compensation, including but not limited to salary plus all benefits paid to the employee for the time the employee is on leave without loss of compensation. The Association shall submit payment to the University within thirty (30) calendar days of receiving confirmation of payment to the employee. The University has the right to terminate the leave if the Association fails to provide timely payment.
- c. The University, due to operational requirements, may postpone the date such leave of absence without pay is scheduled to begin.
- d. Under no circumstance shall the University be required to return such nurse to an active employment status with the University prior to the completion of the stated duration of the extended leave of absence. At least forty-five (45) calendar days prior to the completion of the stated term of the leave of absence, the Association shall notify the University of the nurse's intent to return to the University's employ and the nurse shall likewise so advise the University. Upon return, the nurse shall be returned to the same or similar position, without loss of pay or seniority, from which the nurse took the leave of absence, consistent with staffing reductions and/or layoffs which may have occurred during the period of the leave of absence without pay.

3. Short Term

In accordance with the provisions of Article 17, Vacation; Article 14, Hours of Work, §M.3, Compensatory Time Bank; and Article 20, Leaves of Absence, §H., Personal Leave, nurses may apply for short term leave and receive scheduled vacation, compensatory time off, or personal leave in order to participate in bona fide Association activities. The duration of the requested time away from work shall be specified at the time the nurse requests the vacation, compensatory time off, or personal leave. The granting of such leave is dependent on the operational concerns of the University. Such leave shall be approved within a reasonable time frame. In no event shall such request for leave be unreasonably denied.

**ARTICLE 33
MANAGEMENT RIGHTS**

- A.** Management of the University is vested exclusively in the University. The parties agree that all rights not specifically granted in this Agreement are reserved solely to the University. Except as otherwise provided in this Agreement, the Association agrees that the University has the right to make and implement decisions relating to areas including but not limited to those enumerated below. Although the University may upon request consult with the Association concerning the following areas, the University is not obligated to bargain with the Association as to such areas during the term of this Agreement.
- B.** Examples of the rights reserved solely to the University administration and its agents and officials include, but are not limited to, the right:
1. to establish the University's missions, programs, objectives, activities, and priorities;
 2. to plan, direct and control the use of resources to achieve the University's missions, programs, objectives, activities, and priorities;
 3. to develop, implement and administer affirmative action programs;
 4. to establish and administer procedures, rules and regulations and determine the methods and means by which operations are to be carried on;
 5. to introduce new or improved methods, programs, equipment, or facilities or change or eliminate existing methods, equipment, or facilities;
 6. to determine the location or relocation, reorganization, or discontinuance of operations; to determine where nurses shall work; or subcontract all or any portion of any operation;
 7. to assign and schedule work; to determine the need for overtime;
 8. to establish the size, composition, and qualifications of the work force;
 9. to recruit, hire, develop, train, evaluate, promote, transfer, demote, or layoff casual, career, or probationary nurses;
 10. to establish, modify, and enforce standards of performance, conduct, and safety for nurses, and to determine the process by which nurse performance is evaluated;
 11. to reprimand, suspend, release, or otherwise discipline or discharge nurses for misconduct or failure to perform satisfactorily;
 12. to maintain safety standards and programs;
 13. to determine and modify job classifications and job descriptions.
- C.** The above enumerations of management rights are not inclusive and do not exclude other management rights not specified, nor shall the exercise or non-exercise of rights retained by the University be construed to mean that any right is waived.
- D.** No action taken by the University with respect to a management right shall be subject to the grievance or arbitration procedure or collateral suit, unless the exercise thereof violates an express written provision of this Agreement.

**ARTICLE 34
INDEMNITY**

The University shall provide the defense and indemnification for a nurse within the unit sued on account of acts or omissions in the course and scope of her/his employment where required by the provisions of California Government Code §995, et seq. (State Tort Claims Act). Disputes arising under this Article shall be subject to the grievance procedure but not the arbitration procedure in this Agreement.

**ARTICLE 35
NO STRIKES**

- A.** During the term of this Agreement or any written extension thereof, the University agrees that there shall be no lockouts by the University. The Association, on behalf of its officers, agents, and members agrees that there shall be no strikes, including sympathy strikes, stoppages or interruptions of work, or other concerted activities which interfere directly or indirectly with University operations during the life of this Agreement or any written extension thereof. The Association, on behalf of its officers, agents, and members, agrees that it shall not in any way authorize, assist, encourage, participate in, sanction, ratify, condone, or lend support to any activities in violation of this Article.
- B.** The Association shall immediately take whatever affirmative action is necessary to prevent and bring about an end to any concerted activity in violation of this Article. Such affirmative action shall include but not be limited to sending written notice to the home address of all nurses engaged in prohibited activity informing them that they must immediately return to work.

- C. Nothing herein constitutes a waiver of the University's right to seek appropriate legal relief in the event of a violation of this Article.
- D. Any discipline up to and including discharge arising out of the violation of this provision shall be in accordance with Article 26, Corrective Action Discipline and Discharge.

ARTICLE 36 SEVERABILITY

If any provision of this Agreement is found to be contrary to law by a court of competent jurisdiction, such provision shall be of no force or effect; but the remainder of this Agreement shall continue in full force and effect. The parties shall meet and confer in good faith with respect to any provision found to be in contravention of the law.

ARTICLE 37 WAIVER

The University and the Association acknowledge that during the negotiations which resulted in this Agreement, each party had the right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that this Agreement constitutes the entire contract arrived at by the parties after the exercise of that right and opportunity. This Agreement supersedes and replaces Staff Personnel Policies. This Agreement, to the extent provided by law, is the sole source of rights and terms and conditions of employment for nurses in this bargaining unit. Therefore, the University and the Association, for the term of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement, or with respect to any subject or matter not specifically referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement.

ARTICLE 38 DURATION

A. DURATION

The terms and conditions of this agreement shall remain in full force and effect commencing, November 26, 2013 and shall terminate at 11:59 p.m. on July 31, 2017 unless the University and the Association mutually and in writing agree to extend any or all of the terms and conditions of this Agreement during this term.

B. NEGOTIATION OF A SUCCESSOR AGREEMENT

1. The Association shall no later than March 15, 2017 serve upon the Office of Labor Relations of the University written notice of its intent to negotiate a successor Agreement. Included in such notice shall be the Association's written initial proposals regarding a successor Agreement.
 2. The University shall, no later than April 1, 2017, following receipt of the Association's timely notice of its intent to negotiate a successor Agreement including the Association's initial proposals, present its written initial proposals regarding a successor Agreement to the Association.
 3. Negotiations shall commence on or about fifteen calendar days following the University's submission of its initial proposals, unless the parties agree otherwise in writing prior to the effective dates specified above.
- C. Timely notice of intent to negotiate, as provided in §B above, shall impose the duty to engage in meeting and conferring for the purposes of negotiating amendments to the Articles so specified.
 - D. Neither party shall have an obligation or requirement to negotiate on any provision of any Article not timely designated.
 - E. During the period of negotiations on Articles properly designated for amendments the terms and conditions of the agreement shall remain in full force and effect.
 - F. In the event that neither CNA nor the University accomplishes timely notice of intent to reopen, the terms and conditions of the Agreement shall remain in full force and effect.

ARTICLE 39 RELEASE TIME FOR BARGAINING

- A. The University shall provide paid release time for up to eight (8) members of the bargaining unit for the purpose of negotiating this Agreement and any subsequent Agreement as provided in Article 38, Duration. At least two (2) weeks in advance of the onset of scheduled negotiations, the Association will provide the University with the names and locations of the nurses who are to receive paid release time.

1. No more than one nurse will be released from each location, with the sole exception of one (1) “at large” nurse. A location is defined as: UCLA Westwood, UCLA Santa Monica, UCLA, UCSDHS Hillcrest, UCSDHS Thornton, UCSD, UCDHS, UCD, UCIMC, UCI, UCSFMC, UCSF Mission Bay effective with opening of hospital, UCSF, UCB, UCSC, UCR, and UCSB.
 2. Association bargaining team members will remain constant; in the event that a substitution is required, CNA will make every reasonable effort to advise the University of the alternate's name and location as soon as practicable in advance of the session which the alternate will attend.
- B.** A designated Nurse Negotiator's schedule shall be changed to accommodate her/his participation in negotiations, and s/he shall be paid for all days spent in negotiation sessions. A Nurse Negotiator who is scheduled to work the night before and/or the night after a negotiating session may designate either (but not both) of those shifts as time off without loss of pay or benefits for the purpose of attending the negotiating session and s/he shall be paid for all days spent in negotiation sessions. Nurse Negotiators on furlough shall be paid for days spent in negotiation sessions. Nurse Negotiators shall not be paid for pre-negotiation preparation time. Attendance by a Nurse Negotiator at scheduled bargaining session shall constitute fulfillment of the employee's work obligation for that day. If the parties agree that a full-day CNA bargaining team caucus is necessary to the bargaining process, the University may designate such a day as a "negotiating session."
- C.** Paid release time for bargaining shall include any differentials to which the nurse would have been entitled had the nurse worked instead of attending the meet and confer session.
1. Paid release time shall not exceed the nurse's regular pay for her/his normally scheduled hours of work on the day(s) of the meet and confer session(s).
 2. No nurse shall receive paid release time for any travel and/or meet and confer time for any hours or any day for which the nurse was not otherwise scheduled to work.

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. UC proposes the same percentage ATB increase for all covered RN classifications, except as expressly noted below.
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 1st, 2014, July 1st, 2015, July 1st 2016 and July 1st, 2017.

C. ATB / RANGE INCREASES

1. **UCSD/UCSDMC:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
2. **UCI/UCIMC:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
3. **UCSF/UCSFMC:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
4. **UCLA/UCLAMC:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
5. **UCD/UCDMC:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
6. **UCSC:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
7. **UCB:** 7.0% January 1st, 2014; 7.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
8. **UCR:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
9. **UCSB:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
10. **UC Merced:** 4.0% January 1st, 2014; 4.0%, January 1, 2015; 4.0%, January 1, 2016; 4.0% January 1st, 2017.
11. **LBNL: 4.0%** ATB effective in October of each year of the contract (2013, 2014, 2015 and 2016) (step increase not applicable).

D. DIFFERENTIAL PAY - AS PROVIDED IN APPENDIX A

E. ADDITIONAL STEPS

1. **UCB:** Beginning July 1, 2014, add four (4) steps to the top of the range for all covered classifications, for a total of eighteen (18) steps.

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.

- H. PER DIEMS** - If the Affordable Care Act requires medical benefits be offered to per diems by the University, the per diem salary rate will be adjusted to offset the additional University cost.

ARTICLE 41 PARKING

A. GENERAL PROVISIONS

1. The University shall provide to career and special per diem nurses, parking and parking-related services at each campus or the laboratory to the same extent and under the same conditions as normally provided to other University employees at the nurse's location.
2. The parties understand and agree that parking spaces designated for employees may from time to time be eliminated or reassigned due to construction, special events, and/or operational needs of the University.

B. PARKING AND TRANSPORTATION RATES

1. The University, upon ratification by both parties, will implement the FY 2013-2014 parking and transportation rates at each location as set forth in Appendix E, effective on ratification of the Agreement. The University will make payroll deductions for nurses with parking permits in accordance with campus procedures.
2. For FY 2014-15, 2015-16, 2016-17 and 2017-18, the University shall limit the parking rate increases as specified in Appendix E.

ARTICLE 42 NEW TECHNOLOGY

A. GENERAL PROVISIONS

Clinical technology is intended to complement, not diminish, nursing skills, judgment and decision-making. The use of technology shall not limit the nurse's exercise of clinical judgment in assessment, evaluation, planning and implementation of care, nor from acting as a patient advocate. New technology may affect nursing duties, but shall not be used to replace the nurse's role in delivery of care to patients.

B. NURSE INPUT INTO NEW TECHNOLOGY

Representatives of the PPC shall be entitled to participate in the selection, design, building and validation processes whenever new technology affecting the delivery of nursing care is being considered. The committee shall recommend measures objectively to improve the delivery of safe, therapeutic, effective care in conjunction with the use of new technology.

- C.** A nurse's patient care assignment shall be taken into consideration when determining the appropriate method for training on new technology.

In situations where a nurse has been instructed to complete training and in the nurse's clinical judgment, he or she is unable to complete training while addressing patient care demands, the nurse may request assistance for the completion of the assigned training.

ARTICLE 43 DISCLOSURE OF PERSONAL INFORMATION

Except as provided by law or by an agreement which safeguards employees' rights, transmission of a nurse's social security number and other personal financial information to a third party by the University or CNA is prohibited without the express permission (Opt-in) of the individual nurses.

LAWRENCE BERKELEY NATIONAL LABORATORY Effective October 2013									
Job Code	Job Title	Grade	Range Minimum Hourly	Range Minimum Monthly	Range Midpoint Hourly	Range Midpoint Monthly	Range Maximum Hourly	Range Maximum Monthly	Range Maximum Monthly
600.1	Occupational Health Nurse I	T82	\$ 31.25	\$ 5,416.01	\$ 37.50	\$ 6,500.49	\$ 43.76	\$ 7,584.97	
600.2	Occupational Health Nurses II	T84	\$ 34.37	\$ 5,957.18	\$ 41.25	\$ 7,150.33	\$ 48.14	\$ 8,343.47	

LAWRENCE BERKELEY NATIONAL LABORATORY									
Effective October 2014									
Job Code	Job Title	Grade	Range Minimum Hourly	Range Minimum Monthly	Range Midpoint Hourly	Range Midpoint Monthly	Range Maximum Hourly	Range Maximum Monthly	Range Maximum Monthly
600.1	Occupational Health Nurse I	T82	\$ 32.50	\$ 5,632.65	\$ 39.00	\$ 6,760.51	\$ 45.51	\$ 7,888.37	
600.2	Occupational Health Nurses II	T84	\$ 35.74	\$ 6,195.47	\$ 42.90	\$ 7,436.34	\$ 50.06	\$ 8,677.21	

LAWRENCE BERKELEY NATIONAL LABORATORY								
Effective October 2015								
Job Code	Job Title	Grade	Range Minimum Hourly	Range Minimum Monthly	Range Midpoint Hourly	Range Midpoint Monthly	Range Maximum Hourly	Range Maximum Monthly
600.1	Occupational Health Nurse I	T82	\$ 33.80	\$ 5,857.96	\$ 40.56	\$ 7,030.93	\$ 47.33	\$ 8,203.90
600.2	Occupational Health Nurses II	T84	\$ 37.17	\$ 6,443.29	\$ 44.62	\$ 7,733.79	\$ 52.06	\$ 9,024.29

LAWRENCE BERKELEY NATIONAL LABORATORY									
Effective October 2016									
Job Code	Job Title	Grade	Range Minimum Hourly	Range Minimum Monthly	Range Midpoint Hourly	Range Midpoint Monthly	Range Maximum Hourly	Range Maximum Monthly	
600.1	Occupational Health Nurse I	T82	\$ 35.15	\$ 6,092.27	\$ 42.19	\$ 7,312.17	\$ 49.22	\$ 8,532.06	
600.2	Occupational Health Nurses II	T84	\$ 38.66	\$ 6,701.02	\$ 46.40	\$ 8,043.14	\$ 54.15	\$ 9,385.27	

UC BERKELEY Effective January 1, 2014													
Step	Years of Experience	Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse, Per Diem 9119		Nurse, Practitioner - Per Diem 9160	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
1.	<6 years	\$41.01	\$7,136.00	\$45.09	\$7,845.00	\$47.44	\$8,255.00	\$52.17	\$9,078.00	\$52.28	\$9,096.72	\$61.79	\$10,751.46
2.	6 years	\$41.83	\$7,278.00	\$45.98	\$8,001.00	\$48.39	\$8,419.00	\$53.22	\$9,261.00				
3.	9 years	\$42.67	\$7,425.00	\$46.93	\$8,165.00	\$49.36	\$8,588.00	\$54.28	\$9,444.00				
4.	12 years	\$43.52	\$7,572.00	\$47.85	\$8,326.00	\$50.34	\$8,759.00	\$55.35	\$9,631.00				
5.	15 years	\$44.39	\$7,724.00	\$48.82	\$8,494.00	\$51.36	\$8,937.00	\$56.47	\$9,826.00				
6.	18 years	\$45.26	\$7,876.00	\$49.78	\$8,662.00	\$52.38	\$9,114.00	\$57.59	\$10,021.00				
7.	21 years	\$46.19	\$8,037.00	\$50.78	\$8,835.00	\$53.43	\$9,297.00	\$58.75	\$10,223.00				
8.	24 years	\$47.10	\$8,196.00	\$51.80	\$9,014.00	\$54.50	\$9,483.00	\$59.92	\$10,426.00				
9.	27 years	\$48.05	\$8,361.00	\$52.83	\$9,193.00	\$55.60	\$9,675.00	\$61.11	\$10,634.00				
10.		\$49.01	\$8,527.00	\$53.90	\$9,379.00	\$56.70	\$9,866.00	\$62.34	\$10,847.00				
11.		\$49.99	\$8,698.00	\$54.99	\$9,568.00	\$57.83	\$10,063.00	\$63.59	\$11,064.00				
12.		\$50.98	\$8,871.00	\$56.07	\$9,757.00	\$59.00	\$10,266.00	\$64.86	\$11,285.00				
13.		\$52.01	\$9,049.00	\$57.20	\$9,952.00	\$60.18	\$10,471.00	\$66.16	\$11,512.00				
14.		\$53.05	\$9,231.00	\$58.34	\$10,152.00	\$61.39	\$10,681.00	\$67.49	\$11,744.00				
15		\$54.11	\$9,416.00	\$59.51	\$10,355.00	\$62.61	\$10,895.00	\$68.84	\$11,979.00				
16		\$55.20	\$9,604.00	\$60.70	\$10,562.00	\$63.87	\$11,113.00	\$70.22	\$12,219.00				
17		\$56.30	\$9,796.00	\$61.91	\$10,773.00	\$65.14	\$11,335.00	\$71.63	\$12,463.00				
18		\$57.43	\$9,992.00	\$63.15	\$10,988.00	\$66.45	\$11,562.00	\$73.06	\$12,712.00				
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$1.65		\$1.65		\$1.65		\$1.65		\$1.65		\$1.65	
Night		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
Weekend		\$1.00		\$1.00		\$1.00		\$1.00		\$1.00		\$1.00	
On-Call		-		-		-		-		-		-	
Charge Nurse		\$1.00		\$1.00		-		-		-		-	

UC BERKELEY Effective January 1, 2015													
Step	Years of Experience	Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse, Per Diem 9119		Nurse, Practitioner - Per Diem 9160	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
1.	<6 years	\$43.88	\$7,635.52	\$48.25	\$8,394.15	\$50.76	\$8,832.85	\$55.82	\$9,713.46	\$55.94	\$9,733.49	\$66.12	\$11,504.06
2.	6 years	\$44.76	\$7,787.46	\$49.20	\$8,561.07	\$51.78	\$9,008.33	\$56.95	\$9,909.27				
3.	9 years	\$45.66	\$7,944.75	\$50.22	\$8,736.55	\$52.82	\$9,189.16	\$58.08	\$10,105.08				
4.	12 years	\$46.57	\$8,102.04	\$51.20	\$8,908.82	\$53.86	\$9,372.13	\$59.22	\$10,305.17				
5.	15 years	\$47.50	\$8,264.68	\$52.24	\$9,088.58	\$54.96	\$9,562.59	\$60.42	\$10,513.82				
6.	18 years	\$48.43	\$8,427.32	\$53.26	\$9,268.34	\$56.05	\$9,751.98	\$61.62	\$10,722.47				
7.	21 years	\$49.42	\$8,599.59	\$54.33	\$9,453.45	\$57.17	\$9,947.79	\$62.86	\$10,938.61				
8.	24 years	\$50.40	\$8,769.72	\$55.43	\$9,644.98	\$58.32	\$10,146.81	\$64.11	\$11,155.82				
9.	27 years	\$51.41	\$8,946.27	\$56.53	\$9,836.51	\$59.49	\$10,352.25	\$65.39	\$11,378.38				
10.		\$52.44	\$9,123.89	\$57.67	\$10,035.53	\$60.67	\$10,556.62	\$66.70	\$11,606.29				
11.		\$53.49	\$9,306.86	\$58.84	\$10,237.76	\$61.88	\$10,767.41	\$68.04	\$11,838.48				
12.		\$54.55	\$9,491.97	\$59.99	\$10,439.99	\$63.13	\$10,984.62	\$69.40	\$12,074.95				
13.		\$55.65	\$9,682.43	\$61.20	\$10,648.64	\$64.39	\$11,203.97	\$70.79	\$12,317.84				
14.		\$56.76	\$9,877.17	\$62.42	\$10,862.64	\$65.69	\$11,428.67	\$72.21	\$12,566.08				
15		\$57.90	\$10,075.12	\$63.68	\$11,079.85	\$66.99	\$11,657.65	\$73.66	\$12,817.53				
16		\$59.06	\$10,276.28	\$64.95	\$11,301.34	\$68.34	\$11,890.91	\$75.14	\$13,074.33				
17		\$60.24	\$10,481.72	\$66.24	\$11,527.11	\$69.70	\$12,128.45	\$76.64	\$13,335.41				
18		\$61.45	\$10,691.44	\$67.57	\$11,757.16	\$71.10	\$12,371.34	\$78.17	\$13,601.84				
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$1.65		\$1.65		\$1.65		\$1.65		\$1.65		\$1.65	
Night		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
Weekend		\$1.00		\$1.00		\$1.00		\$1.00		\$1.00		\$1.00	
On-Call		-		-		-		-		-		-	
Charge Nurse		\$1.00		\$1.00		-		-		-		-	

UC BERKELEY Effective January 1, 2016													
Step	Years of Experience	Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse, Per Diem 9119		Nurse, Practitioner - Per Diem 9160	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
1.	<6 years	\$45.64	\$7,940.94	\$50.18	\$8,729.92	\$52.79	\$9,186.16	\$58.05	\$10,102.00	\$58.18	\$10,122.83	\$68.76	\$11,964.22
2.	6 years	\$46.55	\$8,098.96	\$51.17	\$8,903.51	\$53.85	\$9,368.66	\$59.22	\$10,305.64				
3.	9 years	\$47.48	\$8,262.54	\$52.22	\$9,086.01	\$54.93	\$9,556.73	\$60.40	\$10,509.28				
4.	12 years	\$48.43	\$8,426.12	\$53.25	\$9,265.17	\$56.02	\$9,747.02	\$61.59	\$10,717.38				
5.	15 years	\$49.40	\$8,595.27	\$54.33	\$9,452.12	\$57.15	\$9,945.09	\$62.84	\$10,934.37				
6.	18 years	\$50.37	\$8,764.41	\$55.40	\$9,639.07	\$58.29	\$10,142.06	\$64.09	\$11,151.37				
7.	21 years	\$51.40	\$8,943.57	\$56.51	\$9,831.59	\$59.46	\$10,345.70	\$65.38	\$11,376.15				
8.	24 years	\$52.41	\$9,120.51	\$57.64	\$10,030.78	\$60.65	\$10,552.68	\$66.68	\$11,602.05				
9.	27 years	\$53.47	\$9,304.12	\$58.79	\$10,229.97	\$61.87	\$10,766.34	\$68.00	\$11,833.52				
10.		\$54.54	\$9,488.85	\$59.98	\$10,436.95	\$63.10	\$10,978.88	\$69.37	\$12,070.54				
11.		\$55.63	\$9,679.13	\$61.19	\$10,647.27	\$64.35	\$11,198.11	\$70.76	\$12,312.02				
12.		\$56.73	\$9,871.65	\$62.39	\$10,857.59	\$65.66	\$11,424.00	\$72.18	\$12,557.95				
13.		\$57.88	\$10,069.73	\$63.65	\$11,074.59	\$66.97	\$11,652.13	\$73.62	\$12,810.55				
14.		\$59.03	\$10,272.26	\$64.92	\$11,297.15	\$68.31	\$11,885.82	\$75.10	\$13,068.72				
15		\$60.21	\$10,478.12	\$66.22	\$11,523.04	\$69.67	\$12,123.96	\$76.61	\$13,330.23				
16		\$61.43	\$10,687.33	\$67.55	\$11,753.39	\$71.07	\$12,366.55	\$78.14	\$13,597.30				
17		\$62.65	\$10,900.99	\$68.89	\$11,988.19	\$72.49	\$12,613.59	\$79.71	\$13,868.83				
18		\$63.91	\$11,119.10	\$70.27	\$12,227.45	\$73.95	\$12,866.19	\$81.30	\$14,145.91				
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$1.65		\$1.65		\$1.65		\$1.65		\$1.65		\$1.65	
Night		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
Weekend		\$1.00		\$1.00		\$1.00		\$1.00		\$1.00		\$1.00	
On-Call		-		-		-		-		-		-	
Charge Nurse		\$1.00		\$1.00		-		-		-		-	

UC BERKELEY Effective January 1, 2017													
Step	Years of Experience	Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse, Per Diem 9119		Nurse, Practitioner - Per Diem 9160	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
										\$60.50	\$10,527.74	\$71.51	\$12,442.79
1.	<6 years	\$47.46	\$8,258.58	\$52.18	\$9,079.11	\$54.90	\$9,553.61	\$60.38	\$10,506.08				
2.	6 years	\$48.41	\$8,422.92	\$53.21	\$9,259.65	\$56.00	\$9,743.41	\$61.59	\$10,717.87				
3.	9 years	\$49.38	\$8,593.04	\$54.31	\$9,449.45	\$57.12	\$9,939.00	\$62.82	\$10,929.65				
4.	12 years	\$50.37	\$8,763.17	\$55.38	\$9,635.78	\$58.26	\$10,136.90	\$64.06	\$11,146.07				
5.	15 years	\$51.37	\$8,939.08	\$56.50	\$9,830.21	\$59.44	\$10,342.90	\$65.35	\$11,371.75				
6.	18 years	\$52.38	\$9,114.99	\$57.61	\$10,024.64	\$60.62	\$10,547.74	\$66.65	\$11,597.42				
7.	21 years	\$53.46	\$9,301.32	\$58.77	\$10,224.85	\$61.84	\$10,759.53	\$67.99	\$11,831.20				
8.	24 years	\$54.51	\$9,485.33	\$59.95	\$10,432.01	\$63.07	\$10,974.79	\$69.35	\$12,066.13				
9.	27 years	\$55.61	\$9,676.29	\$61.14	\$10,639.17	\$64.35	\$11,196.99	\$70.72	\$12,306.86				
10.		\$56.72	\$9,868.40	\$62.38	\$10,854.43	\$65.62	\$11,418.04	\$72.15	\$12,553.36				
11.		\$57.85	\$10,066.30	\$63.64	\$11,073.16	\$66.93	\$11,646.03	\$73.59	\$12,804.50				
12.		\$59.00	\$10,266.51	\$64.89	\$11,291.89	\$68.28	\$11,880.96	\$75.06	\$13,060.27				
13.		\$60.19	\$10,472.52	\$66.20	\$11,517.57	\$69.65	\$12,118.21	\$76.57	\$13,322.98				
14.		\$61.40	\$10,683.15	\$67.52	\$11,749.03	\$71.05	\$12,361.25	\$78.11	\$13,591.47				
15.		\$62.62	\$10,897.25	\$68.87	\$11,983.97	\$72.46	\$12,608.91	\$79.67	\$13,863.44				
16.		\$63.88	\$11,114.82	\$70.25	\$12,223.53	\$73.92	\$12,861.21	\$81.27	\$14,141.20				
17.		\$65.16	\$11,337.03	\$71.65	\$12,467.72	\$75.39	\$13,118.13	\$82.90	\$14,423.58				
18.		\$66.46	\$11,563.86	\$73.08	\$12,716.54	\$76.90	\$13,380.84	\$84.55	\$14,711.75				
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$1.65		\$1.65		\$1.65		\$1.65		\$1.65		\$1.65	
Night		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
Weekend		\$1.00		\$1.00		\$1.00		\$1.00		\$1.00		\$1.00	
On-Call		-		-		-		-		-		-	
Charge Nurse		\$1.00		\$1.00		-		-		-		-	

UC DAVIS Effective January 2014									
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos	\$46.08	\$8,017.92						
1.	1 year			\$48.38	\$8,418.12	\$50.79	\$8,837.46	\$58.20	\$10,126.80
2.	2 years			\$49.34	\$8,585.16	\$51.82	\$9,016.68	\$59.37	\$10,330.38
3.	3 years			\$50.33	\$8,757.42	\$52.85	\$9,195.90	\$60.58	\$10,540.92
4.	4 years			\$51.34	\$8,933.16	\$53.90	\$9,378.60	\$61.78	\$10,749.72
5.	5 years			\$52.38	\$9,114.12	\$54.98	\$9,566.52	\$63.00	\$10,962.00
6.	6 years			\$53.42	\$9,295.08	\$56.08	\$9,757.92	\$64.27	\$11,182.98
7.	7 years			\$54.48	\$9,479.52	\$57.20	\$9,952.80	\$65.56	\$11,407.44
8.	9 years			\$55.58	\$9,670.92	\$58.38	\$10,158.12	\$66.88	\$11,637.12
9.	11 years			\$56.68	\$9,862.32	\$59.60	\$10,370.40	\$68.20	\$11,866.80
10.	13 years			\$57.80	\$10,057.20	\$60.73	\$10,567.02	\$69.56	\$12,103.44
11.	>16 years			\$58.99	\$10,264.26	\$61.92	\$10,774.08	\$70.95	\$12,345.30
12.				\$60.14	\$10,464.36	\$63.17	\$10,991.58	\$72.37	\$12,592.38
13.				\$61.35	\$10,674.90	\$64.42	\$11,209.08	\$73.80	\$12,841.20
14.				\$62.58	\$10,888.92	\$65.71	\$11,433.54	\$75.29	\$13,100.46
15.				\$63.82	\$11,104.68	\$67.01	\$11,659.74	\$76.79	\$13,361.46
16.				\$65.09	\$11,325.66	\$67.72	\$11,783.28	\$77.81	\$13,538.94
17.						\$69.11	\$12,025.14	\$79.37	\$13,810.38
18.						\$70.51	\$12,268.74	\$80.94	\$14,083.56
Shift Differential, On-Call and Charge Nurse Differential									
		Hourly		Hourly		Hourly		Hourly	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
Eve		\$6.00		\$6.00		\$6.00		\$6.00	
Night		\$6.00		\$6.00		\$6.00		\$6.00	
Weekend		\$3.50		\$3.50		\$3.50		\$3.50	
On-Call		\$12.00		\$12.00		\$12.00		\$12.00	
Charge Nurse		\$2.00		\$2.00		\$2.00		\$2.00	

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2014									
Step	Years of Experience	Home Health Nurse 1 9118		Home Health Nurse 2 9117		Home Health Nurse 3 9116		Nurse Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos								
1.	1 year	\$46.08	\$8,017.92	\$48.38	\$8,418.12	\$50.79	\$8,837.46	\$50.79	\$8,837.46
2.	2 years	\$47.00	\$8,178.00	\$49.34	\$8,585.16	\$51.82	\$9,016.68	\$51.82	\$9,016.68
3.	3 years	\$47.92	\$8,338.08	\$50.33	\$8,757.42	\$52.85	\$9,195.90	\$52.85	\$9,195.90
4.	4 years	\$48.90	\$8,508.60	\$51.34	\$8,933.16	\$53.90	\$9,378.60	\$53.90	\$9,378.60
5.	5 years	\$49.86	\$8,675.64	\$52.38	\$9,114.12	\$54.98	\$9,566.52	\$54.98	\$9,566.52
6.	6 years	\$50.88	\$8,853.12	\$53.42	\$9,295.08	\$56.08	\$9,757.92	\$56.08	\$9,757.92
7.	7 years	\$51.90	\$9,030.60	\$54.48	\$9,479.52	\$57.20	\$9,952.80	\$57.20	\$9,952.80
8.	8 years	\$52.95	\$9,213.30	\$55.58	\$9,670.92	\$58.38	\$10,158.12	\$58.38	\$10,158.12
9.	9 years	\$54.00	\$9,396.00	\$56.69	\$9,864.06	\$59.53	\$10,358.22	\$59.53	\$10,358.22
10.	11 years	\$55.07	\$9,582.18	\$57.82	\$10,060.68	\$60.73	\$10,567.02	\$60.73	\$10,567.02
11.	13 years	\$56.17	\$9,773.58	\$58.99	\$10,264.26	\$61.92	\$10,774.08	\$61.92	\$10,774.08
12.	>16 years	\$57.30	\$9,970.20	\$60.14	\$10,464.36	\$63.18	\$10,993.32	\$63.18	\$10,993.32
13.		\$58.45	\$10,170.30	\$61.36	\$10,676.64	\$64.42	\$11,209.08	\$64.42	\$11,209.08
14.		\$59.61	\$10,372.14	\$62.56	\$10,885.44	\$65.71	\$11,433.54	\$65.71	\$11,433.54
15.		\$60.80	\$10,579.20	\$63.80	\$11,101.20	\$67.00	\$11,658.00	\$67.01	\$11,659.74
16.						\$68.17	\$11,861.58		
17.									
18.									
Shift Differential, On-Call and Charge Nurse Differential									
		Hourly		Hourly		Hourly		Hourly	
Eve			\$6.00		\$6.00		\$6.00		\$6.00
Night			\$6.00		\$6.00		\$6.00		\$6.00
Weekend			\$3.50		\$3.50		\$3.50		\$3.50
On-Call			\$12.00		\$12.00		\$12.00		\$12.00
Charge Nurse			\$2.00		\$2.00		\$2.00		\$0.00

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2014						
Step	Years of Experience	Coordinator, Transplant 1 9110		Coordinator, Transplant 2 9111		Coordinator, Transplant 3 9125
		Hourly	Monthly	Hourly	Monthly	Hourly Monthly
	<6 mos					
1.	1 year	\$53.32	\$9,277.68	\$55.99	\$9,742.26	\$58.78 \$10,227.72
2.	2 years	\$54.40	\$9,465.60	\$57.13	\$9,940.62	\$59.99 \$10,438.26
3.	3 years	\$55.49	\$9,655.26	\$58.26	\$10,137.24	\$61.19 \$10,647.06
4.	4 years	\$56.60	\$9,848.40	\$59.43	\$10,340.82	\$62.40 \$10,857.60
5.	5 years	\$57.74	\$10,046.76	\$60.63	\$10,549.62	\$63.65 \$11,075.10
6.	6 years	\$58.87	\$10,243.38	\$61.84	\$10,760.16	\$64.92 \$11,296.08
7.	7 years	\$60.06	\$10,450.44	\$63.06	\$10,972.44	\$66.21 \$11,520.54
8.	9 years	\$61.27	\$10,660.98	\$64.33	\$11,193.42	\$67.55 \$11,753.70
9.	11 years	\$62.59	\$10,890.66	\$65.71	\$11,433.54	\$68.99 \$12,004.26
10.	13 years	\$63.76	\$11,094.24	\$66.94	\$11,647.56	\$70.29 \$12,230.46
11.	>16 years	\$65.02	\$11,313.48	\$68.27	\$11,878.98	\$71.69 \$12,474.06
12.		\$66.31	\$11,537.94	\$69.64	\$12,117.36	\$73.11 \$12,721.14
13.		\$67.64	\$11,769.36	\$71.03	\$12,359.22	\$74.57 \$12,975.18
14.		\$68.98	\$12,002.52	\$72.46	\$12,608.04	\$76.06 \$13,234.44
15.		\$70.36	\$12,242.64	\$73.88	\$12,855.12	\$77.57 \$13,497.18
16.		\$71.13	\$12,376.62	\$74.68	\$12,994.32	\$78.42 \$13,645.08
17.		\$72.55	\$12,623.70	\$76.19	\$13,257.06	\$80.00 \$13,920.00
18.		\$74.03	\$12,881.22	\$77.72	\$13,523.28	\$81.62 \$14,201.88
Shift Differential, On-Call and Charge Nurse Differential						
		Hourly		Hourly		Hourly
Eve		\$0.00		\$0.00		\$0.00
Night		\$0.00		\$0.00		\$0.00
Weekend		\$0.00		\$0.00		\$0.00
On-Call		\$0.00		\$0.00		\$0.00
Charge Nurse		\$0.00		\$0.00		\$0.00

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2014													
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse Anesthetist Sr. Ex 7864	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1.	1 year	\$54.83	\$9,540.42	\$57.55	\$10,013.70	\$63.29	\$11,012.46	\$59.40	\$10,335.60	1.	<1 year	\$89.66	\$15,600.84
2.	2 years	\$55.91	\$9,728.34	\$58.70	\$10,213.80	\$64.57	\$11,235.18	\$60.58	\$10,540.92	2.	5 years	\$94.53	\$16,448.22
3.	3 years	\$57.01	\$9,919.74	\$59.86	\$10,415.64	\$65.85	\$11,457.90	\$61.80	\$10,753.20	3.	10 years	\$101.15	\$17,600.10
4.	4 years	\$58.16	\$10,119.84	\$61.06	\$10,624.44	\$67.15	\$11,684.10	\$63.04	\$10,968.96	4.			
5.	5 years	\$59.32	\$10,321.68	\$62.28	\$10,836.72	\$68.52	\$11,922.48	\$64.28	\$11,184.72	5.			
6.	6 years	\$60.50	\$10,527.00	\$63.53	\$11,054.22	\$69.87	\$12,157.38	\$65.58	\$11,410.92	6.			
7.	7 years	\$61.71	\$10,737.54	\$64.79	\$11,273.46	\$71.27	\$12,400.98	\$66.89	\$11,638.86	7.			
8.	9 years	\$62.95	\$10,953.30	\$66.10	\$11,501.40	\$72.72	\$12,653.28	\$68.22	\$11,870.28	8.			
9.	11 years	\$64.20	\$11,170.80	\$67.42	\$11,731.08	\$74.15	\$12,902.10	\$69.60	\$12,110.40	9.			
10.	13 years	\$65.49	\$11,395.26	\$68.76	\$11,964.24	\$75.63	\$13,159.62	\$72.42	\$12,601.08	10.			
11.	>16 years	\$66.81	\$11,624.94	\$70.13	\$12,202.62	\$77.16	\$13,425.84	\$73.85	\$12,849.90	11.			
12.		\$68.14	\$11,856.36	\$71.55	\$12,449.70	\$78.70	\$13,693.80	\$75.32	\$13,105.68	12.			
13.		\$69.50	\$12,093.00	\$73.00	\$12,702.00	\$80.27	\$13,966.98	\$76.84	\$13,370.16	13.			
14.		\$70.90	\$12,336.60	\$74.44	\$12,952.56	\$81.88	\$14,247.12	\$78.37	\$13,636.38	14.			
15.		\$72.31	\$12,581.94	\$75.93	\$13,211.82	\$83.52	\$14,532.48	\$79.94	\$13,909.56	15.			
16.										16.			
17.										17.			
18.										18.			
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly		Hourly					
Eve		\$6.00		\$6.00		\$6.00		\$6.00					
Night		\$6.00		\$6.00		\$6.00		\$6.00					
Weekend		\$3.50		\$3.50		\$3.50		\$3.50					
On-Call		\$12.00		\$12.00		\$12.00		\$12.00					
Charge Nurse		\$2.00		\$2.00		\$2.00		\$2.00					

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2015									
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos	\$47.92	\$8,338.64						
1.	1 year			\$50.32	\$8,754.84	\$52.82	\$9,190.96	\$60.53	\$10,531.87
2.	2 years			\$51.31	\$8,928.57	\$53.89	\$9,377.35	\$61.74	\$10,743.60
3.	3 years			\$52.34	\$9,107.72	\$54.96	\$9,563.74	\$63.00	\$10,962.56
4.	4 years			\$53.39	\$9,290.49	\$56.06	\$9,753.74	\$64.25	\$11,179.71
5.	5 years			\$54.48	\$9,478.68	\$57.18	\$9,949.18	\$65.52	\$11,400.48
6.	6 years			\$55.56	\$9,666.88	\$58.32	\$10,148.24	\$66.84	\$11,630.30
7.	7 years			\$56.66	\$9,858.70	\$59.49	\$10,350.91	\$68.18	\$11,863.74
8.	9 years			\$57.80	\$10,057.76	\$60.72	\$10,564.44	\$69.56	\$12,102.60
9.	11 years			\$58.95	\$10,256.81	\$61.98	\$10,785.22	\$70.93	\$12,341.47
10.	13 years			\$60.11	\$10,459.49	\$63.16	\$10,989.70	\$72.34	\$12,587.58
11.	>16 years			\$61.35	\$10,674.83	\$64.40	\$11,205.04	\$73.79	\$12,839.11
12.				\$62.55	\$10,882.93	\$65.70	\$11,431.24	\$75.26	\$13,096.08
13.				\$63.80	\$11,101.90	\$67.00	\$11,657.44	\$76.75	\$13,354.85
14.				\$65.08	\$11,324.48	\$68.34	\$11,890.88	\$78.30	\$13,624.48
15.				\$66.37	\$11,548.87	\$69.69	\$12,126.13	\$79.86	\$13,895.92
16.				\$67.69	\$11,778.69	\$70.43	\$12,254.61	\$80.92	\$14,080.50
17.						\$71.87	\$12,506.15	\$82.54	\$14,362.80
18.						\$73.33	\$12,759.49	\$84.18	\$14,646.90
Shift Differential, On-Call and Charge Nurse Differential									
		Hourly		Hourly		Hourly		Hourly	
Eve		\$6.00		\$6.00		\$6.00		\$6.00	
Night		\$6.00		\$6.00		\$6.00		\$6.00	
Weekend		\$3.50		\$3.50		\$3.50		\$3.50	
On-Call		\$12.00		\$12.00		\$12.00		\$12.00	
Charge Nurse		\$2.00		\$2.00		\$2.00		\$2.00	

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2015									
Step	Years of Experience	Home Health Nurse 1 9118		Home Health Nurse 2 9117		Home Health Nurse 3 9116		Nurse Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos								
1.	1 year	\$47.92	\$8,338.64	\$50.32	\$8,754.84	\$52.82	\$9,190.96	\$52.82	\$9,190.96
2.	2 years	\$48.88	\$8,505.12	\$51.31	\$8,928.57	\$53.89	\$9,377.35	\$53.89	\$9,377.35
3.	3 years	\$49.84	\$8,671.60	\$52.34	\$9,107.72	\$54.96	\$9,563.74	\$54.96	\$9,563.74
4.	4 years	\$50.86	\$8,848.94	\$53.39	\$9,290.49	\$56.06	\$9,753.74	\$56.06	\$9,753.74
5.	5 years	\$51.85	\$9,022.67	\$54.48	\$9,478.68	\$57.18	\$9,949.18	\$57.18	\$9,949.18
6.	6 years	\$52.92	\$9,207.24	\$55.56	\$9,666.88	\$58.32	\$10,148.24	\$58.32	\$10,148.24
7.	7 years	\$53.98	\$9,391.82	\$56.66	\$9,858.70	\$59.49	\$10,350.91	\$59.49	\$10,350.91
8.	9 years	\$55.07	\$9,581.83	\$57.80	\$10,057.76	\$60.72	\$10,564.44	\$60.72	\$10,564.44
9.	11 years	\$56.16	\$9,771.84	\$58.96	\$10,258.62	\$61.91	\$10,772.55	\$61.91	\$10,772.55
10.	13 years	\$57.27	\$9,965.47	\$60.13	\$10,463.11	\$63.16	\$10,989.70	\$63.16	\$10,989.70
11.	>16 years	\$58.42	\$10,164.52	\$61.35	\$10,674.83	\$64.40	\$11,205.04	\$64.40	\$11,205.04
12.		\$59.59	\$10,369.01	\$62.55	\$10,882.93	\$65.71	\$11,433.05	\$65.71	\$11,433.05
13.		\$60.79	\$10,577.11	\$63.81	\$11,103.71	\$67.00	\$11,657.44	\$67.00	\$11,657.44
14.		\$61.99	\$10,787.03	\$65.06	\$11,320.86	\$68.34	\$11,890.88	\$68.34	\$11,890.88
15.		\$63.23	\$11,002.37	\$66.35	\$11,545.25	\$69.68	\$12,124.32	\$69.69	\$12,126.13
16.						\$70.90	\$12,336.04		
17.									
18.									
Shift Differential, On-Call and Charge Nurse Differential									
		Hourly		Hourly		Hourly		Hourly	
Eve		\$6.00		\$6.00		\$6.00		\$6.00	
Night		\$6.00		\$6.00		\$6.00		\$6.00	
Weekend		\$3.50		\$3.50		\$3.50		\$3.50	
On-Call		\$12.00		\$12.00		\$12.00		\$12.00	
Charge Nurse		\$2.00		\$2.00		\$2.00		\$0.00	

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2015						
Step	Years of Experience	Coordinator, Transplant 1 9110		Coordinator, Transplant 2 9111		Coordinator, Transplant 3 9125
		Hourly	Monthly	Hourly	Monthly	Hourly
	<6 mos					
1.	1 year	\$55.45	\$9,648.79	\$58.23	\$10,131.95	\$61.13
2.	2 years	\$56.58	\$9,844.22	\$59.42	\$10,338.24	\$62.39
3.	3 years	\$57.71	\$10,041.47	\$60.59	\$10,542.73	\$63.64
4.	4 years	\$58.86	\$10,242.34	\$61.81	\$10,754.45	\$64.90
5.	5 years	\$60.05	\$10,448.63	\$63.06	\$10,971.60	\$66.20
6.	6 years	\$61.22	\$10,653.12	\$64.31	\$11,190.57	\$67.52
7.	7 years	\$62.46	\$10,868.46	\$65.58	\$11,411.34	\$68.86
8.	9 years	\$63.72	\$11,087.42	\$66.90	\$11,641.16	\$70.25
9.	11 years	\$65.09	\$11,326.29	\$68.34	\$11,890.88	\$71.75
10.	13 years	\$66.31	\$11,538.01	\$69.62	\$12,113.46	\$73.10
11.	>16 years	\$67.62	\$11,766.02	\$71.00	\$12,354.14	\$74.56
12.		\$68.96	\$11,999.46	\$72.43	\$12,602.05	\$76.03
13.		\$70.35	\$12,240.13	\$73.87	\$12,853.59	\$77.55
14.		\$71.74	\$12,482.62	\$75.36	\$13,112.36	\$79.10
15.		\$73.17	\$12,732.35	\$76.84	\$13,369.32	\$80.67
16.		\$73.98	\$12,871.68	\$77.67	\$13,514.09	\$81.56
17.		\$75.45	\$13,128.65	\$79.24	\$13,787.34	\$83.20
18.		\$76.99	\$13,396.47	\$80.83	\$14,064.21	\$84.88
Shift Differential, On-Call and Charge Nurse Differential						
		Hourly		Hourly		Hourly
Eve		\$0.00		\$0.00		\$0.00
Night		\$0.00		\$0.00		\$0.00
Weekend		\$0.00		\$0.00		\$0.00
On-Call		\$0.00		\$0.00		\$0.00
Charge Nurse		\$0.00		\$0.00		\$0.00

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS													
Effective January 2015													
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse Anesthetist Sr. Ex 7864	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1.	1 year	\$57.02	\$9,922.04	\$59.85	\$10,414.25	\$65.82	\$11,452.96	\$61.78	\$10,749.02	1.	<1 year	\$93.25	\$16,224.87
2.	2 years	\$58.15	\$10,117.47	\$61.05	\$10,622.35	\$67.15	\$11,684.59	\$63.00	\$10,962.56	2.	5 years	\$98.31	\$17,106.15
3.	3 years	\$59.29	\$10,316.53	\$62.25	\$10,832.27	\$68.48	\$11,916.22	\$64.27	\$11,183.33	3.	10 years	\$105.20	\$18,304.10
4.	4 years	\$60.49	\$10,524.63	\$63.50	\$11,049.42	\$69.84	\$12,151.46	\$65.56	\$11,407.72	4.			
5.	5 years	\$61.69	\$10,734.55	\$64.77	\$11,270.19	\$71.26	\$12,399.38	\$66.85	\$11,632.11	5.			
6.	6 years	\$62.92	\$10,948.08	\$66.07	\$11,496.39	\$72.66	\$12,643.68	\$68.20	\$11,867.36	6.			
7.	7 years	\$64.18	\$11,167.04	\$67.38	\$11,724.40	\$74.12	\$12,897.02	\$69.57	\$12,104.41	7.			
8.	9 years	\$65.47	\$11,391.43	\$68.74	\$11,961.46	\$75.63	\$13,159.41	\$70.95	\$12,345.09	8.			
9.	11 years	\$66.77	\$11,617.63	\$70.12	\$12,200.32	\$77.12	\$13,418.18	\$72.38	\$12,594.82	9.			
10.	13 years	\$68.11	\$11,851.07	\$71.51	\$12,442.81	\$78.66	\$13,686.00	\$75.32	\$13,105.12	10.			
11.	>16 years	\$69.48	\$12,089.94	\$72.94	\$12,690.72	\$80.25	\$13,962.87	\$76.80	\$13,363.90	11.			
12.		\$70.87	\$12,330.61	\$74.41	\$12,947.69	\$81.85	\$14,241.55	\$78.33	\$13,629.91	12.			
13.		\$72.28	\$12,576.72	\$75.92	\$13,210.08	\$83.48	\$14,525.66	\$79.91	\$13,904.97	13.			
14.		\$73.74	\$12,830.06	\$77.42	\$13,470.66	\$85.16	\$14,817.00	\$81.50	\$14,181.84	14.			
15.		\$75.20	\$13,085.22	\$78.97	\$13,740.29	\$86.86	\$15,113.78	\$83.14	\$14,465.94	15.			
16.										16.			
17.										17.			
18.										18.			
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly		Hourly					
Eve		\$6.00		\$6.00		\$6.00		\$6.00				\$2.75	
Night		\$6.00		\$6.00		\$6.00		\$6.00				\$4.75	
Weekend		\$3.50		\$3.50		\$3.50		\$3.50				\$1.60	
On-Call		\$12.00		\$12.00		\$12.00		\$12.00				\$9.00	
Charge Nurse		\$2.00		\$2.00		\$2.00		\$2.00				\$2.00	

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2016									
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos	\$49.84	\$8,672.18						
1.	1 year			\$52.33	\$9,105.04	\$54.93	\$9,558.60	\$62.95	\$10,953.15
2.	2 years			\$53.37	\$9,285.71	\$56.05	\$9,752.44	\$64.21	\$11,173.34
3.	3 years			\$54.44	\$9,472.03	\$57.16	\$9,946.29	\$65.52	\$11,401.06
4.	4 years			\$55.53	\$9,662.11	\$58.30	\$10,143.89	\$66.82	\$11,626.90
5.	5 years			\$56.65	\$9,857.83	\$59.47	\$10,347.15	\$68.14	\$11,856.50
6.	6 years			\$57.78	\$10,053.56	\$60.66	\$10,554.17	\$69.51	\$12,095.51
7.	7 years			\$58.93	\$10,253.05	\$61.87	\$10,764.95	\$70.91	\$12,338.29
8.	9 years			\$60.12	\$10,460.07	\$63.14	\$10,987.02	\$72.34	\$12,586.71
9.	11 years			\$61.31	\$10,667.09	\$64.46	\$11,216.62	\$73.77	\$12,835.13
10.	13 years			\$62.52	\$10,877.87	\$65.69	\$11,429.29	\$75.24	\$13,091.08
11.	>16 years			\$63.80	\$11,101.82	\$66.97	\$11,653.24	\$76.74	\$13,352.68
12.				\$65.05	\$11,318.25	\$68.32	\$11,888.49	\$78.28	\$13,619.92
13.				\$66.36	\$11,545.97	\$69.68	\$12,123.74	\$79.82	\$13,889.04
14.				\$67.69	\$11,777.46	\$71.07	\$12,366.52	\$81.43	\$14,169.46
15.				\$69.03	\$12,010.82	\$72.48	\$12,611.17	\$83.06	\$14,451.76
16.				\$70.40	\$12,249.83	\$73.25	\$12,744.80	\$84.16	\$14,643.72
17.						\$74.75	\$13,006.39	\$85.85	\$14,937.31
18.						\$76.26	\$13,269.87	\$87.54	\$15,232.78
Shift Differential, On-Call and Charge Nurse Differential									
		Hourly		Hourly		Hourly		Hourly	
Eve		\$6.00		\$6.00		\$6.00		\$6.00	
Night		\$6.00		\$6.00		\$6.00		\$6.00	
Weekend		\$3.50		\$3.50		\$3.50		\$3.50	
On-Call		\$12.00		\$12.00		\$12.00		\$12.00	
Charge Nurse		\$2.00		\$2.00		\$2.00		\$2.00	

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2016									
Step	Years of Experience	Home Health Nurse 1 9118		Home Health Nurse 2 9117		Home Health Nurse 3 9116		Nurse Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos								
1.	1 year	\$49.84	\$8,672.18	\$52.33	\$9,105.04	\$54.93	\$9,558.60	\$54.93	\$9,558.60
2.	2 years	\$50.84	\$8,845.32	\$53.37	\$9,285.71	\$56.05	\$9,752.44	\$56.05	\$9,752.44
3.	3 years	\$51.83	\$9,018.47	\$54.44	\$9,472.03	\$57.16	\$9,946.29	\$57.16	\$9,946.29
4.	4 years	\$52.89	\$9,202.90	\$55.53	\$9,662.11	\$58.30	\$10,143.89	\$58.30	\$10,143.89
5.	5 years	\$53.93	\$9,383.57	\$56.65	\$9,857.83	\$59.47	\$10,347.15	\$59.47	\$10,347.15
6.	6 years	\$55.03	\$9,575.53	\$57.78	\$10,053.56	\$60.66	\$10,554.17	\$60.66	\$10,554.17
7.	7 years	\$56.14	\$9,767.50	\$58.93	\$10,253.05	\$61.87	\$10,764.95	\$61.87	\$10,764.95
8.	9 years	\$57.27	\$9,965.11	\$60.12	\$10,460.07	\$63.14	\$10,987.02	\$63.14	\$10,987.02
9.	11 years	\$58.41	\$10,162.71	\$61.32	\$10,668.97	\$64.39	\$11,203.45	\$64.39	\$11,203.45
10.	13 years	\$59.56	\$10,364.09	\$62.54	\$10,881.63	\$65.69	\$11,429.29	\$65.69	\$11,429.29
11.	>16 years	\$60.75	\$10,571.10	\$63.80	\$11,101.82	\$66.97	\$11,653.24	\$66.97	\$11,653.24
12.		\$61.98	\$10,783.77	\$65.05	\$11,318.25	\$68.34	\$11,890.37	\$68.34	\$11,890.37
13.		\$63.22	\$11,000.20	\$66.37	\$11,547.85	\$69.68	\$12,123.74	\$69.68	\$12,123.74
14.		\$64.47	\$11,218.51	\$67.66	\$11,773.69	\$71.07	\$12,366.52	\$71.07	\$12,366.52
15.		\$65.76	\$11,442.46	\$69.01	\$12,007.06	\$72.47	\$12,609.29	\$72.48	\$12,611.17
16.						\$73.73	\$12,829.48		
17.									
18.									
Shift Differential, On-Call and Charge Nurse Differential									
		Hourly		Hourly		Hourly		Hourly	
Eve		\$6.00		\$6.00		\$6.00		\$6.00	
Night		\$6.00		\$6.00		\$6.00		\$6.00	
Weekend		\$3.50		\$3.50		\$3.50		\$3.50	
On-Call		\$12.00		\$12.00		\$12.00		\$12.00	
Charge Nurse		\$2.00		\$2.00		\$2.00		\$2.00	

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2016						
Step	Years of Experience	Coordinator, Transplant 1 9110		Coordinator, Transplant 2 9111		Coordinator, Transplant 3 9125
		Hourly	Monthly	Hourly	Monthly	Hourly
	<6 mos					
1.	1 year	\$57.67	\$10,034.74	\$60.56	\$10,537.23	\$63.58
2.	2 years	\$58.84	\$10,237.99	\$61.79	\$10,751.77	\$64.89
3.	3 years	\$60.02	\$10,443.13	\$63.01	\$10,964.44	\$66.18
4.	4 years	\$61.22	\$10,652.03	\$64.28	\$11,184.63	\$67.49
5.	5 years	\$62.45	\$10,866.58	\$65.58	\$11,410.47	\$68.84
6.	6 years	\$63.67	\$11,079.24	\$66.89	\$11,638.19	\$70.22
7.	7 years	\$64.96	\$11,303.20	\$68.21	\$11,867.79	\$71.61
8.	9 years	\$66.27	\$11,530.92	\$69.58	\$12,106.80	\$73.06
9.	11 years	\$67.70	\$11,779.34	\$71.07	\$12,366.52	\$74.62
10.	13 years	\$68.96	\$11,999.53	\$72.40	\$12,598.00	\$76.03
11.	>16 years	\$70.33	\$12,236.66	\$73.84	\$12,848.30	\$77.54
12.		\$71.72	\$12,479.44	\$75.32	\$13,106.14	\$79.08
13.		\$73.16	\$12,729.74	\$76.83	\$13,367.73	\$80.65
14.		\$74.61	\$12,981.93	\$78.37	\$13,636.86	\$82.27
15.		\$76.10	\$13,241.64	\$79.91	\$13,904.10	\$83.90
16.		\$76.93	\$13,386.55	\$80.77	\$14,054.66	\$84.82
17.		\$78.47	\$13,653.79	\$82.41	\$14,338.84	\$86.53
18.		\$80.07	\$13,932.33	\$84.06	\$14,626.78	\$88.28
Shift Differential, On-Call and Charge Nurse Differential						
		Hourly		Hourly		Hourly
Eve		\$0.00		\$0.00		\$0.00
Night		\$0.00		\$0.00		\$0.00
Weekend		\$0.00		\$0.00		\$0.00
On-Call		\$0.00		\$0.00		\$0.00
Charge Nurse		\$0.00		\$0.00		\$0.00

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2016													
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse Anesthetist Sr. Ex 7864	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1.	1 year	\$59.30	\$10,318.92	\$62.25	\$10,830.82	\$68.45	\$11,911.08	\$64.25	\$11,178.98	1.	<1 year	\$96.98	\$16,873.87
2.	2 years	\$60.47	\$10,522.17	\$63.49	\$11,047.25	\$69.84	\$12,151.97	\$65.52	\$11,401.06	2.	5 years	\$102.24	\$17,790.39
3.	3 years	\$61.66	\$10,729.19	\$64.74	\$11,265.56	\$71.22	\$12,392.86	\$66.84	\$11,630.66	3.	10 years	\$109.40	\$19,036.27
4.	4 years	\$62.91	\$10,945.62	\$66.04	\$11,491.39	\$72.63	\$12,637.52	\$68.18	\$11,864.03	4.			
5.	5 years	\$64.16	\$11,163.93	\$67.36	\$11,721.00	\$74.11	\$12,895.35	\$69.53	\$12,097.39	5.			
6.	6 years	\$65.44	\$11,386.00	\$68.71	\$11,956.24	\$75.57	\$13,149.42	\$70.93	\$12,342.05	6.			
7.	7 years	\$66.75	\$11,613.72	\$70.08	\$12,193.37	\$77.09	\$13,412.90	\$72.35	\$12,588.59	7.			
8.	9 years	\$68.09	\$11,847.09	\$71.49	\$12,439.91	\$78.65	\$13,685.79	\$73.79	\$12,838.89	8.			
9.	11 years	\$69.44	\$12,082.34	\$72.92	\$12,688.34	\$80.20	\$13,954.91	\$75.28	\$13,098.61	9.			
10.	13 years	\$70.83	\$12,325.11	\$74.37	\$12,940.52	\$81.80	\$14,233.44	\$78.33	\$13,629.33	10.			
11.	>16 years	\$72.26	\$12,573.54	\$75.85	\$13,198.35	\$83.46	\$14,521.39	\$79.88	\$13,898.45	11.			
12.		\$73.70	\$12,823.84	\$77.39	\$13,465.60	\$85.12	\$14,811.21	\$81.47	\$14,175.10	12.			
13.		\$75.17	\$13,079.79	\$78.96	\$13,738.48	\$86.82	\$15,106.69	\$83.11	\$14,461.17	13.			
14.		\$76.69	\$13,343.27	\$80.51	\$14,009.49	\$88.56	\$15,409.68	\$84.76	\$14,749.11	14.			
15.		\$78.21	\$13,608.63	\$82.13	\$14,289.90	\$90.34	\$15,718.33	\$86.46	\$15,044.58	15.			
16.										16.			
17.										17.			
18.										18.			
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly		Hourly				Hourly	
Eve		\$6.00		\$6.00		\$6.00		\$6.00				\$2.75	
Night		\$6.00		\$6.00		\$6.00		\$6.00				\$4.75	
Weekend		\$3.50		\$3.50		\$3.50		\$3.50				\$1.60	
On-Call		\$12.00		\$12.00		\$12.00		\$12.00				\$9.00	
Charge Nurse		\$2.00		\$2.00		\$2.00		\$2.00				\$2.00	

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2017									
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos	\$51.83	\$9,019.07						
1.	1 year			\$54.42	\$9,469.24	\$57.13	\$9,940.94	\$65.47	\$11,391.27
2.	2 years			\$55.50	\$9,657.14	\$58.29	\$10,142.54	\$66.78	\$11,620.27
3.	3 years			\$56.61	\$9,850.91	\$59.45	\$10,344.14	\$68.14	\$11,857.10
4.	4 years			\$57.75	\$10,048.59	\$60.63	\$10,549.65	\$69.49	\$12,091.97
5.	5 years			\$58.92	\$10,252.15	\$61.85	\$10,761.03	\$70.87	\$12,330.76
6.	6 years			\$60.09	\$10,455.70	\$63.08	\$10,976.33	\$72.30	\$12,579.33
7.	7 years			\$61.28	\$10,663.17	\$64.34	\$11,195.55	\$73.75	\$12,831.82
8.	9 years			\$62.52	\$10,878.47	\$65.67	\$11,426.50	\$75.23	\$13,090.18
9.	11 years			\$63.76	\$11,093.77	\$67.04	\$11,665.29	\$76.72	\$13,348.54
10.	13 years			\$65.02	\$11,312.98	\$68.31	\$11,886.46	\$78.25	\$13,614.72
11.	>16 years			\$66.36	\$11,545.90	\$69.65	\$12,119.37	\$79.81	\$13,886.78
12.				\$67.65	\$11,770.98	\$71.06	\$12,364.03	\$81.41	\$14,164.71
13.				\$69.01	\$12,007.81	\$72.46	\$12,608.69	\$83.01	\$14,444.60
14.				\$70.39	\$12,248.55	\$73.91	\$12,861.18	\$84.69	\$14,736.24
15.				\$71.79	\$12,491.25	\$75.38	\$13,115.62	\$86.38	\$15,029.83
16.				\$73.22	\$12,739.83	\$76.18	\$13,254.59	\$87.53	\$15,229.47
17.						\$77.74	\$13,526.65	\$89.28	\$15,534.80
18.						\$79.31	\$13,800.66	\$91.05	\$15,842.09
Shift Differential, On-Call and Charge Nurse Differential									
		Hourly		Hourly		Hourly		Hourly	
Eve		\$6.00		\$6.00		\$6.00		\$6.00	
Night		\$6.00		\$6.00		\$6.00		\$6.00	
Weekend		\$3.50		\$3.50		\$3.50		\$3.50	
On-Call		\$12.00		\$12.00		\$12.00		\$12.00	
Charge Nurse		\$2.00		\$2.00		\$2.00		\$2.00	

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2017									
Step	Years of Experience	Home Health Nurse 1 9118		Home Health Nurse 2 9117		Home Health Nurse 3 9116		Nurse Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos								
1.	1 year	\$51.83	\$9,019.07	\$54.42	\$9,469.24	\$57.13	\$9,940.94	\$57.13	\$9,940.94
2.	2 years	\$52.87	\$9,199.14	\$55.50	\$9,657.14	\$58.29	\$10,142.54	\$58.29	\$10,142.54
3.	3 years	\$53.90	\$9,379.21	\$56.61	\$9,850.91	\$59.45	\$10,344.14	\$59.45	\$10,344.14
4.	4 years	\$55.01	\$9,571.02	\$57.75	\$10,048.59	\$60.63	\$10,549.65	\$60.63	\$10,549.65
5.	5 years	\$56.09	\$9,758.92	\$58.92	\$10,252.15	\$61.85	\$10,761.03	\$61.85	\$10,761.03
6.	6 years	\$57.23	\$9,958.56	\$60.09	\$10,455.70	\$63.08	\$10,976.33	\$63.08	\$10,976.33
7.	7 years	\$58.38	\$10,158.20	\$61.28	\$10,663.17	\$64.34	\$11,195.55	\$64.34	\$11,195.55
8.	9 years	\$59.56	\$10,363.71	\$62.52	\$10,878.47	\$65.67	\$11,426.50	\$65.67	\$11,426.50
9.	11 years	\$60.74	\$10,569.22	\$63.77	\$11,095.73	\$66.96	\$11,651.59	\$66.96	\$11,651.59
10.	13 years	\$61.95	\$10,778.65	\$65.04	\$11,316.90	\$68.31	\$11,886.46	\$68.31	\$11,886.46
11.	>16 years	\$63.18	\$10,993.95	\$66.36	\$11,545.90	\$69.65	\$12,119.37	\$69.65	\$12,119.37
12.		\$64.45	\$11,215.12	\$67.65	\$11,770.98	\$71.07	\$12,365.99	\$71.07	\$12,365.99
13.		\$65.75	\$11,440.20	\$69.02	\$12,009.77	\$72.46	\$12,608.69	\$72.46	\$12,608.69
14.		\$67.05	\$11,667.25	\$70.37	\$12,244.64	\$73.91	\$12,861.18	\$73.91	\$12,861.18
15.		\$68.39	\$11,900.16	\$71.77	\$12,487.34	\$75.37	\$13,113.66	\$75.38	\$13,115.62
16.						\$76.68	\$13,342.66		
17.									
18.									
Shift Differential, On-Call and Charge Nurse Differential									
		Hourly		Hourly		Hourly		Hourly	
Eve		\$6.00		\$6.00		\$6.00		\$6.00	
Night		\$6.00		\$6.00		\$6.00		\$6.00	
Weekend		\$3.50		\$3.50		\$3.50		\$3.50	
On-Call		\$12.00		\$12.00		\$12.00		\$12.00	
Charge Nurse		\$2.00		\$2.00		\$2.00		\$0.00	

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2017						
Step	Years of Experience	Coordinator, Transplant 1 9110		Coordinator, Transplant 2 9111		Coordinator, Transplant 3 9125
		Hourly	Monthly	Hourly	Monthly	Hourly
	<6 mos					
1.	1 year	\$59.98	\$10,436.13	\$62.98	\$10,958.72	\$66.12
2.	2 years	\$61.19	\$10,647.51	\$64.26	\$11,181.85	\$67.48
3.	3 years	\$62.42	\$10,860.85	\$65.53	\$11,403.02	\$68.83
4.	4 years	\$63.67	\$11,078.11	\$66.85	\$11,632.02	\$70.19
5.	5 years	\$64.95	\$11,301.24	\$68.20	\$11,866.89	\$71.60
6.	6 years	\$66.22	\$11,522.41	\$69.56	\$12,103.72	\$73.03
7.	7 years	\$67.56	\$11,755.32	\$70.93	\$12,342.50	\$74.48
8.	9 years	\$68.92	\$11,992.15	\$72.36	\$12,591.08	\$75.98
9.	11 years	\$70.41	\$12,250.51	\$73.91	\$12,861.18	\$77.60
10.	13 years	\$71.72	\$12,479.51	\$75.30	\$13,101.92	\$79.07
11.	>16 years	\$73.14	\$12,726.13	\$76.79	\$13,362.24	\$80.64
12.		\$74.59	\$12,978.61	\$78.34	\$13,630.38	\$82.24
13.		\$76.09	\$13,238.93	\$79.90	\$13,902.44	\$83.88
14.		\$77.59	\$13,501.20	\$81.51	\$14,182.33	\$85.56
15.		\$79.15	\$13,771.31	\$83.10	\$14,460.26	\$87.26
16.		\$80.01	\$13,922.01	\$84.00	\$14,616.84	\$88.21
17.		\$81.61	\$14,199.95	\$85.70	\$14,912.39	\$89.99
18.		\$83.27	\$14,489.62	\$87.42	\$15,211.85	\$91.81
Shift Differential, On-Call and Charge Nurse Differential						
		Hourly		Hourly		Hourly
Eve		\$0.00		\$0.00		\$0.00
Night		\$0.00		\$0.00		\$0.00
Weekend		\$0.00		\$0.00		\$0.00
On-Call		\$0.00		\$0.00		\$0.00
Charge Nurse		\$0.00		\$0.00		\$0.00

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC DAVIS Effective January 2017													
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse Anesthetist Sr. Ex 7864	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1.	1 year	\$61.68	\$10,731.68	\$64.74	\$11,264.05	\$71.19	\$12,387.52	\$66.82	\$11,626.14	1.	<1 year	\$100.86	\$17,548.82
2.	2 years	\$62.89	\$10,943.06	\$66.03	\$11,489.14	\$72.63	\$12,638.05	\$68.14	\$11,857.10	2.	5 years	\$106.33	\$18,502.01
3.	3 years	\$64.13	\$11,158.36	\$67.33	\$11,716.18	\$74.07	\$12,888.58	\$69.52	\$12,095.89	3.	10 years	\$113.78	\$19,797.72
4.	4 years	\$65.42	\$11,383.44	\$68.68	\$11,951.05	\$75.53	\$13,143.02	\$70.91	\$12,338.59	4.			
5.	5 years	\$66.73	\$11,610.49	\$70.06	\$12,189.84	\$77.08	\$13,411.17	\$72.31	\$12,581.29	5.			
6.	6 years	\$68.05	\$11,841.44	\$71.46	\$12,434.49	\$78.59	\$13,675.40	\$73.77	\$12,835.73	6.			
7.	7 years	\$69.42	\$12,078.27	\$72.88	\$12,681.11	\$80.17	\$13,949.42	\$75.24	\$13,092.13	7.			
8.	9 years	\$70.81	\$12,320.97	\$74.35	\$12,937.51	\$81.80	\$14,233.22	\$76.74	\$13,352.45	8.			
9.	11 years	\$72.22	\$12,565.63	\$75.84	\$13,195.87	\$83.41	\$14,513.11	\$78.29	\$13,622.55	9.			
10.	13 years	\$73.67	\$12,818.12	\$77.35	\$13,458.14	\$85.07	\$14,802.78	\$81.46	\$14,174.50	10.			
11.	>16 years	\$75.15	\$13,076.48	\$78.89	\$13,726.29	\$86.79	\$15,102.24	\$83.07	\$14,454.39	11.			
12.		\$76.65	\$13,336.79	\$80.48	\$14,004.22	\$88.53	\$15,403.66	\$84.72	\$14,742.11	12.			
13.		\$78.18	\$13,602.98	\$82.12	\$14,288.02	\$90.29	\$15,710.95	\$86.43	\$15,039.61	13.			
14.		\$79.75	\$13,877.00	\$83.73	\$14,569.87	\$92.10	\$16,026.07	\$88.16	\$15,339.07	14.			
15.		\$81.34	\$14,152.97	\$85.41	\$14,861.50	\$93.95	\$16,347.06	\$89.92	\$15,646.36	15.			
16.										16.			
17.										17.			
18.										18.			
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly		Hourly					
Eve		\$6.00		\$6.00		\$6.00		\$6.00					
Night		\$6.00		\$6.00		\$6.00		\$6.00					
Weekend		\$3.50		\$3.50		\$3.50		\$3.50					
On-Call		\$12.00		\$12.00		\$12.00		\$12.00					
Charge Nurse		\$2.00		\$2.00		\$2.00		\$2.00					

*Years of experience for initial step placement only. Each subsequent year, nurses will advance one step per year until reaching the top of the range.

UC IRVINE Effective January 2014										
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse, Administrative 1 9134
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 months	\$37.70	\$6,559.80							
1.	6 mos.			\$38.63	\$6,721.62	\$40.55	\$7,055.70	\$42.55	\$7,403.70	\$40.55
2.	1 year			\$39.41	\$6,857.34	\$41.36	\$7,196.64	\$43.39	\$7,549.86	\$41.36
3.	2 years			\$40.20	\$6,994.80	\$42.18	\$7,339.32	\$44.27	\$7,702.98	\$42.18
4.	3 years			\$41.00	\$7,134.00	\$43.02	\$7,485.48	\$45.16	\$7,857.84	\$43.02
5.	4 years			\$41.82	\$7,276.68	\$43.89	\$7,636.86	\$46.05	\$8,012.70	\$43.89
6.	5 years			\$42.65	\$7,421.10	\$44.77	\$7,789.98	\$46.99	\$8,176.26	\$44.77
7.	6 years			\$43.51	\$7,570.74	\$45.66	\$7,944.84	\$47.91	\$8,336.34	\$45.66
8.	7 years			\$44.38	\$7,722.12	\$46.58	\$8,104.92	\$48.89	\$8,506.86	\$46.58
9.	8 years			\$45.26	\$7,875.24	\$47.51	\$8,266.74	\$49.85	\$8,673.90	\$47.51
10.	9 years			\$46.18	\$8,035.32	\$48.44	\$8,428.56	\$50.86	\$8,849.64	\$48.44
11.	10 years			\$47.09	\$8,193.66	\$49.43	\$8,600.82	\$51.86	\$9,023.64	\$49.43
12.	11 years			\$48.04	\$8,358.96	\$50.41	\$8,771.34	\$52.92	\$9,208.08	\$50.41
13.	12 years			\$48.99	\$8,524.26	\$51.42	\$8,947.08	\$53.98	\$9,392.52	\$51.42
14.	13 years			\$49.98	\$8,696.52	\$52.46	\$9,128.04	\$55.06	\$9,580.44	\$52.46
15.	≥20 years			\$50.98	\$8,870.52	\$53.51	\$9,310.74	\$56.15	\$9,770.10	\$53.51
16.	>20 years + 20 years UC Service									
				\$52.00	\$9,048.00	\$54.57	\$9,495.18	\$57.27	\$9,964.98	\$54.57
17.	≥21 years + 20 years UC Service			\$53.04	\$9,228.96	\$55.66	\$9,684.84	\$58.42	\$10,165.08	\$55.66
Shift Differential, On-Call and Charge Nurse Differential										
Evening		Hourly		Hourly		Hourly		Hourly		Hourly
Night		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25
Weekend		\$3.50		\$3.50		\$3.50		\$3.50		\$3.50
On-Call		\$2.00		\$2.00		\$2.00		\$2.00		\$2.00
Charge Nurse		\$8.00		\$8.00		\$8.00		\$8.00		\$8.00
		\$0.00		\$2.50		\$2.50		\$0.00		\$0.00

UC IRVINE Effective January 2014											
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Anesthetist Nurse Sr. Nex 7865	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
	<6 months										
1.	6 mos.	\$49.97	\$8,694.78	\$52.48	\$9,131.52	\$55.11	\$9,589.14	\$71.40	\$12,423.60	\$74.99	\$13,048.26
2.	1 year	\$50.96	\$8,867.04	\$53.53	\$9,314.22	\$56.21	\$9,780.54	\$72.82	\$12,670.68	\$76.49	\$13,309.26
3.	2 years	\$51.99	\$9,046.26	\$54.59	\$9,498.66	\$57.32	\$9,973.68	\$74.28	\$12,924.72	\$78.02	\$13,575.48
4.	3 years	\$53.03	\$9,227.22	\$55.68	\$9,688.32	\$58.47	\$10,173.78	\$75.75	\$13,180.50	\$79.58	\$13,846.92
5.	4 years	\$54.09	\$9,411.66	\$56.79	\$9,881.46	\$59.64	\$10,377.36	\$77.28	\$13,446.72	\$81.17	\$14,123.58
6.	5 years	\$55.17	\$9,599.58	\$57.93	\$10,079.82	\$60.84	\$10,586.16	\$78.81	\$13,712.94	\$82.78	\$14,403.72
7.	6 years	\$56.27	\$9,790.98	\$59.09	\$10,281.66	\$62.07	\$10,800.18	\$80.39	\$13,987.86	\$84.45	\$14,694.30
8.	7 years	\$57.40	\$9,987.60	\$60.27	\$10,486.98	\$63.29	\$11,012.46	\$82.00	\$14,268.00	\$86.14	\$14,988.36
9.	8 years	\$58.55	\$10,187.70	\$61.47	\$10,695.78	\$64.56	\$11,233.44	\$83.65	\$14,555.10	\$87.87	\$15,289.38
10.	9 years	\$59.72	\$10,391.28	\$62.70	\$10,909.80	\$65.83	\$11,454.42	\$85.32	\$14,845.68	\$89.63	\$15,595.62
11.	10 years	\$60.91	\$10,598.34	\$63.96	\$11,129.04	\$67.16	\$11,685.84	\$87.02	\$15,141.48	\$91.43	\$15,908.82
12.	11 years	\$62.13	\$10,810.62	\$65.23	\$11,350.02	\$68.50	\$11,919.00	\$88.76	\$15,444.24	\$93.26	\$16,227.24
13.	12 years	\$63.36	\$11,024.64	\$66.54	\$11,577.96	\$69.87	\$12,157.38	\$90.53	\$15,752.22	\$95.12	\$16,550.88
14.	13 years	\$64.63	\$11,245.62	\$67.87	\$11,809.38	\$71.28	\$12,402.72	\$92.33	\$16,065.42	\$97.02	\$16,881.48
15.	≥20 years	\$65.93	\$11,471.82	\$69.22	\$12,044.28	\$72.71	\$12,651.54	\$94.18	\$16,387.32	\$98.96	\$17,219.04
16.	>20 years + 20 years UC Service										
		\$67.25	\$11,701.50	\$70.62	\$12,287.88	\$74.16	\$12,903.84	\$96.08	\$16,717.92	\$100.93	\$17,561.82
17.	≥21 years + 20 years UC Service										
		\$68.59	\$11,934.66	\$72.03	\$12,533.22	\$75.65	\$13,163.10	\$98.00	\$17,052.00	\$102.96	\$17,915.04
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Evening		\$3.00		\$3.00		\$3.00		\$3.50		\$3.50	
Night		\$4.50		\$4.50		\$4.50		\$5.25		\$5.25	
Weekend		\$2.00		\$2.00		\$2.00		\$2.00		\$2.00	
On-Call		\$8.00		\$8.00		\$8.00		\$9.00		\$9.00	
Charge Nurse		\$0.00		\$0.00		\$0.00		-		\$0.00	

UC IRVINE Effective January 2014					
Step	Nurse Per Diem 9119	Nurse Practitioner Per Diem 9160	Nurse Anesthetist Per Diem 9122	Sr Nurse Anesthetist Per Diem 9121	
	Hourly	Hourly	Hourly	Hourly	
1.	\$49.71	\$70.90	\$99.54	\$109.08	
Shift Differential, On-Call and Charge Nurse Differential					
	Hourly	Hourly	Hourly	Hourly	
Evening	\$2.25	\$3.00	\$3.50	\$3.50	
Night	\$3.50	\$4.50	\$5.25	\$5.25	
Weekend	\$2.00	\$2.00	\$2.00	\$2.00	
On-Call	\$8.00	\$8.00	\$9.00	\$9.00	
Charge Nurse	\$2.50	\$0.00	\$0.00	\$0.00	

UC IRVINE Effective January 2015											
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse, Administrative 1 9134	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
	<6 months	\$39.21	\$6,822.19								
1.	6 mos.			\$40.18	\$6,990.48	\$42.17	\$7,337.93	\$44.25	\$7,699.85	\$42.17	\$7,337.93
2.	1 year			\$40.99	\$7,131.63	\$43.01	\$7,484.51	\$45.13	\$7,851.85	\$43.01	\$7,484.51
3.	2 years			\$41.81	\$7,274.59	\$43.87	\$7,632.89	\$46.04	\$8,011.10	\$43.87	\$7,632.89
4.	3 years			\$42.64	\$7,419.36	\$44.74	\$7,784.90	\$46.97	\$8,172.15	\$44.74	\$7,784.90
5.	4 years			\$43.49	\$7,567.75	\$45.65	\$7,942.33	\$47.89	\$8,333.21	\$45.65	\$7,942.33
6.	5 years			\$44.36	\$7,717.94	\$46.56	\$8,101.58	\$48.87	\$8,503.31	\$46.56	\$8,101.58
7.	6 years			\$45.25	\$7,873.57	\$47.49	\$8,262.63	\$49.83	\$8,669.79	\$47.49	\$8,262.63
8.	7 years			\$46.16	\$8,031.00	\$48.44	\$8,429.12	\$50.85	\$8,847.13	\$48.44	\$8,429.12
9.	8 years			\$47.07	\$8,190.25	\$49.41	\$8,597.41	\$51.84	\$9,020.86	\$49.41	\$8,597.41
10.	9 years			\$48.03	\$8,356.73	\$50.38	\$8,765.70	\$52.89	\$9,203.63	\$50.38	\$8,765.70
11.	10 years			\$48.97	\$8,521.41	\$51.41	\$8,944.85	\$53.93	\$9,384.59	\$51.41	\$8,944.85
12.	11 years			\$49.96	\$8,693.32	\$52.43	\$9,122.19	\$55.04	\$9,576.40	\$52.43	\$9,122.19
13.	12 years			\$50.95	\$8,865.23	\$53.48	\$9,304.96	\$56.14	\$9,768.22	\$53.48	\$9,304.96
14.	13 years			\$51.98	\$9,044.38	\$54.56	\$9,493.16	\$57.26	\$9,963.66	\$54.56	\$9,493.16
15.	≥20 years			\$53.02	\$9,225.34	\$55.65	\$9,683.17	\$58.40	\$10,160.90	\$55.65	\$9,683.17
16.	>20 years + 20 years UC Service										
				\$54.08	\$9,409.92	\$56.75	\$9,874.99	\$59.56	\$10,363.58	\$56.75	\$9,874.99
17.	≥21 years + 20 years UC Service			\$55.16	\$9,598.12	\$57.89	#####	\$60.76	\$10,571.68	\$57.89	\$10,072.23
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Evening			\$2.25		\$2.25		\$2.25		\$2.25		\$2.25
Night			\$3.50		\$3.50		\$3.50		\$3.50		\$3.50
Weekend			\$2.00		\$2.00		\$2.00		\$2.00		\$2.00
On-Call			\$8.00		\$8.00		\$8.00		\$8.00		\$8.00
Charge Nurse			\$0.00		\$2.50		\$2.50		\$0.00		\$0.00

UC IRVINE Effective January 2015											
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Anesthetist Nurse Sr. Nex 7865	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
	<6 months										
1.	6 mos.	\$51.97	\$9,042.57	\$54.58	\$9,496.78	\$57.31	\$9,972.71	\$74.26	\$12,920.54	\$77.99	\$13,570.19
2.	1 year	\$53.00	\$9,221.72	\$55.67	\$9,686.79	\$58.46	\$10,171.76	\$75.73	\$13,177.51	\$79.55	\$13,841.63
3.	2 years	\$54.07	\$9,408.11	\$56.77	\$9,878.61	\$59.61	\$10,372.63	\$77.25	\$13,441.71	\$81.14	\$14,118.50
4.	3 years	\$55.15	\$9,596.31	\$57.91	\$10,075.85	\$60.81	\$10,580.73	\$78.78	\$13,707.72	\$82.76	\$14,400.80
5.	4 years	\$56.25	\$9,788.13	\$59.06	\$10,276.72	\$62.03	\$10,792.45	\$80.37	\$13,984.59	\$84.42	\$14,688.52
6.	5 years	\$57.38	\$9,983.56	\$60.25	\$10,483.01	\$63.27	\$11,009.61	\$81.96	\$14,261.46	\$86.09	\$14,979.87
7.	6 years	\$58.52	\$10,182.62	\$61.45	\$10,692.93	\$64.55	\$11,232.19	\$83.61	\$14,547.37	\$87.83	\$15,282.07
8.	7 years	\$59.70	\$10,387.10	\$62.68	\$10,906.46	\$65.82	\$11,452.96	\$85.28	\$14,838.72	\$89.59	\$15,587.89
9.	8 years	\$60.89	\$10,595.21	\$63.93	\$11,123.61	\$67.14	\$11,682.78	\$87.00	\$15,137.30	\$91.38	\$15,900.96
10.	9 years	\$62.11	\$10,806.93	\$65.21	\$11,346.19	\$68.46	\$11,912.60	\$88.73	\$15,439.51	\$93.22	\$16,219.44
11.	10 years	\$63.35	\$11,022.27	\$66.52	\$11,574.20	\$69.85	\$12,153.27	\$90.50	\$15,747.14	\$95.09	\$16,545.17
12.	11 years	\$64.62	\$11,243.04	\$67.84	\$11,804.02	\$71.24	\$12,395.76	\$92.31	\$16,062.01	\$96.99	\$16,876.33
13.	12 years	\$65.89	\$11,465.63	\$69.20	\$12,041.08	\$72.66	\$12,643.68	\$94.15	\$16,382.31	\$98.92	\$17,212.92
14.	13 years	\$67.22	\$11,695.44	\$70.58	\$12,281.76	\$74.13	\$12,898.83	\$96.02	\$16,708.04	\$100.90	\$17,556.74
15.	≥20 years	\$68.57	\$11,930.69	\$71.99	\$12,526.05	\$75.62	\$13,157.60	\$97.95	\$17,042.81	\$102.92	\$17,907.80
16.	>20 years + 20 years UC Service										
		\$69.94	\$12,169.56	\$73.44	\$12,779.40	\$77.13	\$13,419.99	\$99.92	\$17,386.64	\$104.97	\$18,264.29
17.	≥21 years + 20 years UC Service										
		\$71.33	\$12,412.05	\$74.91	\$13,034.55	\$78.68	\$13,689.62	\$101.92	\$17,734.08	\$107.08	\$18,631.64
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Evening											
Night		\$3.00		\$3.00		\$3.00		\$3.50		\$3.50	
Weekend		\$4.50		\$4.50		\$4.50		\$5.25		\$5.25	
On-Call		\$2.00		\$2.00		\$2.00		\$2.00		\$2.00	
Charge Nurse		\$8.00		\$8.00		\$8.00		\$9.00		\$9.00	
		\$0.00		\$0.00		\$0.00		-		\$0.00	

UC IRVINE Effective January 2015					
Step	Nurse Per Diem 9119	Nurse Practitioner Per Diem 9160	Nurse Anesthetist Per Diem 9122	Sr Nurse Anesthetist Per Diem 9121	
	Hourly	Hourly	Hourly	Hourly	
1.	\$51.70	\$73.74	\$103.52	\$113.44	
Shift Differential, On-Call and Charge Nurse Differential					
Evening	Hourly	Hourly	Hourly	Hourly	
Night	\$2.25	\$3.00	\$3.50	\$3.50	
Weekend	\$3.50	\$4.50	\$5.25	\$5.25	
On-Call	\$2.00	\$2.00	\$2.00	\$2.00	
Charge Nurse	\$8.00	\$8.00	\$9.00	\$9.00	
	\$2.50	\$0.00	\$0.00	\$0.00	

UC IRVINE Effective January 2016											
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse, Administrative 1 9134	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
	<6 months	\$40.78	\$7,095.08								
1.	6 mos.			\$41.78	\$7,270.10	\$43.86	\$7,631.45	\$46.02	\$8,007.84	\$43.86	\$7,631.45
2.	1 year			\$42.63	\$7,416.90	\$44.73	\$7,783.89	\$46.93	\$8,165.93	\$44.73	\$7,783.89
3.	2 years			\$43.48	\$7,565.58	\$45.62	\$7,938.21	\$47.88	\$8,331.54	\$45.62	\$7,938.21
4.	3 years			\$44.35	\$7,716.13	\$46.53	\$8,096.30	\$48.85	\$8,499.04	\$46.53	\$8,096.30
5.	4 years			\$45.23	\$7,870.46	\$47.47	\$8,260.03	\$49.81	\$8,666.54	\$47.47	\$8,260.03
6.	5 years			\$46.13	\$8,026.66	\$48.42	\$8,425.64	\$50.82	\$8,843.44	\$48.42	\$8,425.64
7.	6 years			\$47.06	\$8,188.51	\$49.39	\$8,593.14	\$51.82	\$9,016.59	\$49.39	\$8,593.14
8.	7 years			\$48.00	\$8,352.24	\$50.38	\$8,766.28	\$52.88	\$9,201.02	\$50.38	\$8,766.28
9.	8 years			\$48.95	\$8,517.86	\$51.39	\$8,941.31	\$53.92	\$9,381.69	\$51.39	\$8,941.31
10.	9 years			\$49.95	\$8,691.00	\$52.39	\$9,116.33	\$55.01	\$9,571.77	\$52.39	\$9,116.33
11.	10 years			\$50.93	\$8,862.26	\$53.46	\$9,302.65	\$56.09	\$9,759.97	\$53.46	\$9,302.65
12.	11 years			\$51.96	\$9,041.05	\$54.52	\$9,487.08	\$57.24	\$9,959.46	\$54.52	\$9,487.08
13.	12 years			\$52.99	\$9,219.84	\$55.62	\$9,677.16	\$58.38	\$10,158.95	\$55.62	\$9,677.16
14.	13 years			\$54.06	\$9,406.16	\$56.74	\$9,872.89	\$59.55	\$10,362.20	\$56.74	\$9,872.89
15.	≥20 years			\$55.14	\$9,594.35	\$57.88	\$10,070.50	\$60.73	\$10,567.34	\$57.88	\$10,070.50
16.	>20 years + 20 years UC Service										
				\$56.24	\$9,786.32	\$59.02	\$10,269.99	\$61.94	\$10,778.12	\$59.02	\$10,269.99
17.	≥21 years + 20 years UC Service										
				\$57.37	\$9,982.04	\$60.20	\$10,475.12	\$63.19	\$10,994.55	\$60.20	\$10,475.12
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Evening			\$2.25		\$2.25		\$2.25		\$2.25		\$2.25
Night			\$3.50		\$3.50		\$3.50		\$3.50		\$3.50
Weekend			\$2.00		\$2.00		\$2.00		\$2.00		\$2.00
On-Call			\$8.00		\$8.00		\$8.00		\$8.00		\$8.00
Charge Nurse			\$0.00		\$2.50		\$2.50		\$0.00		\$0.00

UC IRVINE Effective January 2016											
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Anesthetist Nurse Sr. Nex 7865	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
	<6 months										
1.	6 mos.	\$54.05	\$9,404.27	\$56.76	\$9,876.65	\$59.61	\$10,371.61	\$77.23	\$13,437.37	\$81.11	\$14,113.00
2.	1 year	\$55.12	\$9,590.59	\$57.90	\$10,074.26	\$60.80	\$10,578.63	\$78.76	\$13,704.61	\$82.73	\$14,395.30
3.	2 years	\$56.23	\$9,784.43	\$59.04	\$10,273.75	\$62.00	\$10,787.53	\$80.34	\$13,979.38	\$84.39	\$14,683.24
4.	3 years	\$57.36	\$9,980.16	\$60.22	\$10,478.89	\$63.24	\$11,003.96	\$81.93	\$14,256.03	\$86.07	\$14,976.83
5.	4 years	\$58.50	\$10,179.65	\$61.42	\$10,687.79	\$64.51	\$11,224.15	\$83.59	\$14,543.97	\$87.79	\$15,276.06
6.	5 years	\$59.67	\$10,382.91	\$62.66	\$10,902.33	\$65.80	\$11,449.99	\$85.24	\$14,831.92	\$89.53	\$15,579.06
7.	6 years	\$60.86	\$10,589.92	\$63.91	\$11,120.64	\$67.13	\$11,681.47	\$86.95	\$15,129.27	\$91.34	\$15,893.35
8.	7 years	\$62.08	\$10,802.59	\$65.19	\$11,342.72	\$68.45	\$11,911.08	\$88.69	\$15,432.27	\$93.17	\$16,211.41
9.	8 years	\$63.33	\$11,019.02	\$66.49	\$11,568.56	\$69.83	\$12,150.09	\$90.48	\$15,742.80	\$95.04	\$16,536.99
10.	9 years	\$64.59	\$11,239.21	\$67.82	\$11,800.04	\$71.20	\$12,389.10	\$92.28	\$16,057.09	\$96.94	\$16,868.22
11.	10 years	\$65.88	\$11,463.16	\$69.18	\$12,037.17	\$72.64	\$12,639.40	\$94.12	\$16,377.02	\$98.89	\$17,206.98
12.	11 years	\$67.20	\$11,692.77	\$70.55	\$12,276.18	\$74.09	\$12,891.59	\$96.00	\$16,704.49	\$100.87	\$17,551.38
13.	12 years	\$68.53	\$11,924.25	\$71.97	\$12,522.72	\$75.57	\$13,149.42	\$97.92	\$17,037.60	\$102.88	\$17,901.43
14.	13 years	\$69.90	\$12,163.26	\$73.41	\$12,773.03	\$77.10	\$13,414.78	\$99.86	\$17,376.36	\$104.94	\$18,259.01
15.	≥20 years	\$71.31	\$12,407.92	\$74.87	\$13,027.09	\$78.64	\$13,683.91	\$101.87	\$17,724.53	\$107.04	\$18,624.11
16.	>20 years + 20 years UC Service										
		\$72.74	\$12,656.34	\$76.38	\$13,290.57	\$80.21	\$13,956.79	\$103.92	\$18,082.10	\$109.17	\$18,994.86
17.	≥21 years + 20 years UC Service										
		\$74.19	\$12,908.53	\$77.91	\$13,555.93	\$81.82	\$14,237.21	\$106.00	\$18,443.44	\$111.36	\$19,376.91
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Evening		\$3.00		\$3.00		\$3.00		\$3.50		\$3.50	
Night		\$4.50		\$4.50		\$4.50		\$5.25		\$5.25	
Weekend		\$2.00		\$2.00		\$2.00		\$2.00		\$2.00	
On-Call		\$8.00		\$8.00		\$8.00		\$9.00		\$9.00	
Charge Nurse		\$0.00		\$0.00		\$0.00		-		\$0.00	

UC IRVINE Effective January 2016					
Step	Nurse Per Diem 9119	Nurse Practitioner Per Diem 9160	Nurse Anesthetist Per Diem 9122	Sr Nurse Anesthetist Per Diem 9121	
	Hourly	Hourly	Hourly	Hourly	
1.	\$53.77	\$76.69	\$107.66	\$117.98	
Shift Differential, On-Call and Charge Nurse Differential					
Evening Night Weekend On-Call Charge Nurse	Hourly	Hourly	Hourly	Hourly	Hourly
	\$2.25	\$3.00	\$3.50	\$3.50	\$3.50
	\$3.50	\$4.50	\$5.25	\$5.25	\$5.25
	\$2.00	\$2.00	\$2.00	\$2.00	\$2.00
	\$8.00	\$8.00	\$9.00	\$9.00	\$9.00
	\$2.50	\$0.00	\$0.00	\$0.00	\$0.00

UC IRVINE Effective January 2017											
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse, Administrative 1 9134	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
	<6 months	\$42.41	\$7,378.88								
1.	6 mos.			\$43.45	\$7,560.91	\$45.61	\$7,936.70	\$47.86	\$8,328.16	\$45.61	\$7,936.70
2.	1 year			\$44.33	\$7,713.57	\$46.52	\$8,095.24	\$48.81	\$8,492.57	\$46.52	\$8,095.24
3.	2 years			\$45.22	\$7,868.20	\$47.45	\$8,255.74	\$49.80	\$8,664.80	\$47.45	\$8,255.74
4.	3 years			\$46.12	\$8,024.78	\$48.39	\$8,420.15	\$50.80	\$8,839.00	\$48.39	\$8,420.15
5.	4 years			\$47.04	\$8,185.28	\$49.37	\$8,590.43	\$51.80	\$9,013.20	\$49.37	\$8,590.43
6.	5 years			\$47.98	\$8,347.73	\$50.36	\$8,762.67	\$52.86	\$9,197.18	\$50.36	\$8,762.67
7.	6 years			\$48.94	\$8,516.05	\$51.36	\$8,936.86	\$53.89	\$9,377.25	\$51.36	\$8,936.86
8.	7 years			\$49.92	\$8,686.33	\$52.40	\$9,116.93	\$54.99	\$9,569.06	\$52.40	\$9,116.93
9.	8 years			\$50.91	\$8,858.57	\$53.44	\$9,298.96	\$56.07	\$9,756.96	\$53.44	\$9,298.96
10.	9 years			\$51.95	\$9,038.64	\$54.49	\$9,480.98	\$57.21	\$9,954.64	\$54.49	\$9,480.98
11.	10 years			\$52.97	\$9,216.75	\$55.60	\$9,674.75	\$58.34	\$10,150.37	\$55.60	\$9,674.75
12.	11 years			\$54.04	\$9,402.69	\$56.70	\$9,866.56	\$59.53	\$10,357.84	\$56.70	\$9,866.56
13.	12 years			\$55.11	\$9,588.63	\$57.84	\$10,064.25	\$60.72	\$10,565.31	\$57.84	\$10,064.25
14.	13 years			\$56.22	\$9,782.40	\$59.01	\$10,267.80	\$61.94	\$10,776.69	\$59.01	\$10,267.80
15.	≥20 years			\$57.35	\$9,978.13	\$60.19	\$10,473.32	\$63.16	\$10,990.03	\$60.19	\$10,473.32
16.	>20 years + 20 years UC Service										
				\$58.49	\$10,177.77	\$61.38	\$10,680.79	\$64.42	\$11,209.25	\$61.38	\$10,680.79
17.	≥21 years + 20 years UC Service										
				\$59.66	\$10,381.32	\$62.61	\$10,894.13	\$65.71	\$11,434.33	\$62.61	\$10,894.13
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Evening			\$2.25		\$2.25		\$2.25		\$2.25		\$2.25
Night			\$3.50		\$3.50		\$3.50		\$3.50		\$3.50
Weekend			\$2.00		\$2.00		\$2.00		\$2.00		\$2.00
On-Call			\$8.00		\$8.00		\$8.00		\$8.00		\$8.00
Charge Nurse			\$0.00		\$2.50		\$2.50		\$0.00		\$0.00

UC IRVINE Effective January 2017											
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Anesthetist Nurse Sr. Nex 7865	
		Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
	<6 months										
1.	6 mos.	\$56.21	\$9,780.45	\$59.03	\$10,271.72	\$61.99	\$10,786.48	\$80.32	\$13,974.86	\$84.35	\$14,677.52
2.	1 year	\$57.32	\$9,974.21	\$60.21	\$10,477.23	\$63.23	\$11,001.78	\$81.91	\$14,252.79	\$86.04	\$14,971.11
3.	2 years	\$58.48	\$10,175.81	\$61.41	\$10,684.70	\$64.48	\$11,219.03	\$83.55	\$14,538.55	\$87.76	\$15,270.57
4.	3 years	\$59.65	\$10,379.37	\$62.63	\$10,898.04	\$65.77	\$11,444.12	\$85.21	\$14,826.27	\$89.52	\$15,575.90
5.	4 years	\$60.84	\$10,586.84	\$63.88	\$11,115.30	\$67.09	\$11,673.12	\$86.93	\$15,125.73	\$91.31	\$15,887.11
6.	5 years	\$62.06	\$10,798.22	\$65.16	\$11,338.43	\$68.44	\$11,907.99	\$88.65	\$15,425.19	\$93.12	\$16,202.23
7.	6 years	\$63.30	\$11,013.52	\$66.47	\$11,565.47	\$69.82	\$12,148.73	\$90.43	\$15,734.44	\$94.99	\$16,529.09
8.	7 years	\$64.57	\$11,234.69	\$67.80	\$11,796.43	\$71.19	\$12,387.52	\$92.24	\$16,049.56	\$96.90	\$16,859.87
9.	8 years	\$65.86	\$11,459.78	\$69.15	\$12,031.30	\$72.62	\$12,636.09	\$94.09	\$16,372.51	\$98.84	\$17,198.47
10.	9 years	\$67.18	\$11,688.78	\$70.53	\$12,272.04	\$74.05	\$12,884.66	\$95.97	\$16,699.37	\$100.82	\$17,542.95
11.	10 years	\$68.52	\$11,921.69	\$71.95	\$12,518.66	\$75.55	\$13,144.98	\$97.89	\$17,032.11	\$102.85	\$17,895.26
12.	11 years	\$69.89	\$12,160.48	\$73.37	\$12,767.23	\$77.05	\$13,407.25	\$99.84	\$17,372.67	\$104.90	\$18,253.44
13.	12 years	\$71.27	\$12,401.22	\$74.85	\$13,023.63	\$78.59	\$13,675.40	\$101.83	\$17,719.11	\$107.00	\$18,617.49
14.	13 years	\$72.70	\$12,649.79	\$76.34	\$13,283.95	\$80.18	\$13,951.37	\$103.86	\$18,071.41	\$109.13	\$18,989.37
15.	≥20 years	\$74.16	\$12,904.24	\$77.86	\$13,548.18	\$81.79	\$14,231.26	\$105.94	\$18,433.51	\$111.32	\$19,369.08
16.	>20 years + 20 years UC Service										
		\$75.65	\$13,162.60	\$79.44	\$13,822.19	\$83.42	\$14,515.07	\$108.08	\$18,805.39	\$113.53	\$19,754.66
17.	≥21 years + 20 years UC Service										
		\$77.15	\$13,424.87	\$81.02	\$14,098.17	\$85.10	\$14,806.70	\$110.24	\$19,181.18	\$115.82	\$20,151.98
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Evening			\$3.00		\$3.00		\$3.00		\$3.50		\$3.50
Night			\$4.50		\$4.50		\$4.50		\$5.25		\$5.25
Weekend			\$2.00		\$2.00		\$2.00		\$2.00		\$2.00
On-Call			\$8.00		\$8.00		\$8.00		\$9.00		\$9.00
Charge Nurse			\$0.00		\$0.00		\$0.00		-		\$0.00

UC IRVINE Effective January 2017					
Step	Nurse Per Diem 9119	Nurse Practitioner Per Diem 9160	Nurse Anesthetist Per Diem 9122	Sr Nurse Anesthetist Per Diem 9121	
	Hourly	Hourly	Hourly	Hourly	
1.	\$55.92	\$79.75	\$111.97	\$122.70	
Shift Differential, On-Call and Charge Nurse Differential					
	Hourly	Hourly	Hourly	Hourly	
Evening	\$2.25	\$3.00	\$3.50	\$3.50	
Night	\$3.50	\$4.50	\$5.25	\$5.25	
Weekend	\$2.00	\$2.00	\$2.00	\$2.00	
On-Call	\$8.00	\$8.00	\$9.00	\$9.00	
Charge Nurse	\$2.50	\$0.00	\$0.00	\$0.00	

UC LOS ANGELES Effective January 2014													
Step	Years of Experience	Nurse Clinical 1 9140		Nurse Clinical 2 9139		Step	Years of Experience	Nurse Clinical 3 9138		Step	Years of Experience	Nurse Clinical 4 9137	
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly			Hourly	Monthly
	<6 mos		\$38.36		\$7,130.52				\$43.98				
	6 mos				\$7,130.52		1 year		\$7,652.52		1 year		\$8,245.86
1	6 mos			\$40.98	\$7,130.52	1	1 year		\$43.98		1 year		\$47.39
2	1 year			\$41.91	\$7,292.34	2	2 years		\$44.89		2 years		\$48.35
3	2 years			\$42.74	\$7,436.76	3	3 years		\$45.77		3 years		\$49.29
4	3 years			\$43.59	\$7,584.66	4	4 years		\$46.70		4 years		\$50.29
5	4 years			\$44.45	\$7,734.30	5	5 years		\$47.62		5 years		\$51.29
6	5 years			\$45.34	\$7,889.16	6	6 years		\$48.58		6 years		\$52.31
7	6 years			\$46.25	\$8,047.50	7	7 years		\$49.54		7 years		\$53.35
8	7 years			\$47.17	\$8,207.58	8	8 years		\$50.55		8 years		\$54.42
9	8 years			\$48.12	\$8,372.88	9	9 years		\$51.54		9 years		\$55.52
10	9 years			\$49.10	\$8,543.40	10	10 years		\$52.57		10 years		\$56.63
11	10 years			\$50.09	\$8,715.66	11	11 years		\$53.63		11 years		\$57.76
12	11 years			\$51.07	\$8,886.18	12	15 years		\$54.71		15 years		\$58.91
13	15 years			\$52.09	\$9,063.66	13	20 years		\$55.79		20 years		\$60.11
14	20years			\$53.15	\$9,248.10	14	25 years		\$56.90		25 years		\$61.30
15	25 years			\$54.19	\$9,429.06	15	15-19 years + 5 years UC service		\$57.93		15-19 years + 5 years UC service		\$62.49
16	15 years-19 years +5 years UC service			\$55.15	\$9,596.10	16	15-19 years + 7 years UC service		\$59.09		15-19 years + 7 years UC service		\$63.76
17	15 years-19 years +7years UC service			\$56.25	\$9,787.50	17	15-19 years + 9 years UC service		\$60.27		15-19 years + 9 years UC service		\$65.04
18	15 years-19 years +9 years UC service			\$57.39	\$9,985.86	18	20 years +10 years UC service		\$61.47		20 years +10 years UC service		\$66.34
19	20 years +10 years UC service			\$58.53	\$10,184.22	19	20 years +12 years UC service		\$62.69		25 years +15 years UC service		\$67.67
20	20 years +15 years UC service			\$59.71	\$10,389.54	20	20 years +15 years UC service		\$63.94				\$66.34
21	25 years			\$60.90	\$10,596.60	21	20 years		\$65.22				\$66.34
						22	25 years +20 years UC service		\$66.53				\$67.67

Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$3.00		\$3.00		\$3.00		\$3.00		\$3.00	
Night		\$6.00		\$6.00		\$6.00		\$6.00		\$6.00	
Weekend		\$2.50		\$2.50		\$2.50		\$2.50		\$2.50	
On-Call		\$12.00		\$12.00		\$12.00		\$12.00		\$12.00	
Charge Nurse		\$0.00		\$2.50		\$2.50		\$2.50		\$2.50	

UC LOS ANGELES Effective January 2014									
Step	Years of Experience	Home Health Nurse 1 9118		Step	Years of Experience	Home Health Nurse 2 9117		Home Health Nurse 3 9116	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly
1	<6 mos	\$36.05	\$6,272.70	1	1 year	\$41.68	\$7,252.32	\$47.34	\$8,237.16
2	6 mos	\$36.78	\$6,399.72	2	2 years	\$42.52	\$7,398.48	\$48.31	\$8,405.94
3	1 year	\$37.53	\$6,530.22	3	3 years	\$43.36	\$7,544.64	\$49.25	\$8,569.50
4	2 years	\$38.27	\$6,658.98	4	4 years	\$44.24	\$7,697.76	\$50.24	\$8,741.76
5	3 years	\$39.04	\$6,792.96	5	5 years	\$45.13	\$7,852.62	\$51.27	\$8,920.98
6	4 years	\$39.82	\$6,928.68	6	6 years	\$46.03	\$8,009.22	\$52.29	\$9,098.46
7	5 years	\$40.62	\$7,067.88	7	7 years	\$46.95	\$8,169.30	\$53.33	\$9,279.42
8	6 years	\$41.43	\$7,208.82	8	8 years	\$47.87	\$8,329.38	\$54.39	\$9,463.86
9	7 years	\$42.27	\$7,354.98	9	9 years	\$48.87	\$8,503.38	\$55.47	\$9,651.78
10	8 years	\$43.11	\$7,501.14	10	10 years	\$49.82	\$8,668.68	\$56.60	\$9,848.40
11	9 years	\$43.97	\$7,650.78	11	11 years	\$50.84	\$8,846.16	\$57.72	\$10,043.28
12	10 years	\$44.84	\$7,802.16	12	15 years	\$51.82	\$9,016.68	\$58.87	\$10,243.38
13	11 years	\$45.73	\$7,957.02	13	20 years	\$52.85	\$9,195.90	\$60.07	\$10,452.18
14	15 years	\$46.69	\$8,124.06	14	25 years	\$53.92	\$9,382.08	\$61.28	\$10,662.72
15	20 years			15	15-19 years + 5 years UC service	\$55.01	\$9,571.74	\$62.48	\$10,871.52
16	25 years			16	15-19 years + 7 years UC service				
17	15-19 years + 5 years UC service	\$48.57	\$8,451.18		15-19 years + 9 years UC service	\$56.12	\$9,764.88	\$63.74	\$11,090.76
18	15-19 years + 7 years UC service	\$49.51	\$8,614.74	17	20 years +10 years UC service	\$57.25	\$9,961.50	\$65.00	\$11,310.00
19	15-19 years + 9 years UC service	\$50.51	\$8,788.74	18				\$66.31	\$11,537.94
20	20 years +10 years UC service	\$51.50	\$8,961.00			\$58.38	\$10,158.12		
		\$52.56	\$9,145.44						
Shift Differential, On-Call and Charge Nurse Differential									
		Hourly				Hourly		Hourly	
Eve		\$3.00				\$3.00		\$3.00	
Night		\$6.00				\$6.00		\$6.00	
Weekend		\$2.50				\$2.50		\$2.50	
On-Call		\$12.00				\$12.00		\$12.00	
Charge Nurse		\$2.50				\$2.50		\$2.50	

UC LOS ANGELES Effective January 2014									
Step	Years of Experience*	Coordinator, Transplant 1 9110		Step	Years of Experience**	Coordinator, Transplant 2 9111		Coordinator, Transplant 3 9125	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly
1	1 year	\$54.02	\$9,399.48	1	5 years	\$65.09	\$11,325.66	\$69.11	\$12,025.14
2	3 years	\$55.12	\$9,590.88	2	7 years	\$66.39	\$11,551.86	\$70.50	\$12,267.00
3	5 years	\$56.22	\$9,782.28	3	9 years	\$67.71	\$11,781.54	\$71.92	\$12,514.08
4	5 years	\$60.77	\$10,573.98	4	12 years	\$69.08	\$12,019.92	\$73.34	\$12,761.16
5	7 years	\$61.98	\$10,784.52	5	16 years	\$70.46	\$12,260.04	\$74.82	\$13,018.68
6	9 years	\$63.23	\$11,002.02	6	18 years	\$71.86	\$12,503.64	\$76.29	\$13,274.46
7	12 years	\$64.48	\$11,219.52	7	>20 years	\$73.29	\$12,752.46	\$77.83	\$13,542.42
8	16 years	\$65.79	\$11,447.46	8	15 years + 7 UC service	\$74.78	\$13,011.72	\$79.70	\$13,867.80
9	18 years	\$67.11	\$11,677.14	9	15 years + 9 UC service	\$76.25	\$13,267.50	\$80.95	\$14,085.30
10	> 20 years	\$68.43	\$11,906.82	10	20 years + 10 UC service	\$77.79	\$13,535.46	\$82.59	\$14,370.66
11	15 years + 7 UC service	\$69.79	\$12,143.46	** CCTC and minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).					
12	15 years + 9 UC service	\$71.20	\$12,388.80						
13	20 years + 10 UC service	\$72.63	\$12,637.62						
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UC LOS ANGELES Effective January 2014													
Step	Years of Experience	Nurse Administrative 1 9134		Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Step	Years of Experience	Nurse Practitioner 3 9146	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
					<6 mos	\$52.72	\$9,173.28						
1	1 year	\$46.20	\$8,038.80	1	6 mos			\$58.44	\$10,168.56	1	1 year	\$62.59	\$10,890.66
2	2 years	\$47.11	\$8,197.14	2	1 year			\$59.59	\$10,368.66	2	2 years	\$63.84	\$11,108.16
3	3 years	\$48.05	\$8,360.70	3	2 years			\$60.79	\$10,577.46	3	3 years	\$65.12	\$11,330.88
4	4 years	\$49.03	\$8,531.22	4	3 years			\$62.02	\$10,791.48	4	4 years	\$66.41	\$11,555.34
5	5 years	\$50.00	\$8,700.00	5	4 years			\$63.27	\$11,008.98	5	5 years	\$67.76	\$11,790.24
6	6 years	\$50.99	\$8,872.26	6	5 years			\$64.51	\$11,224.74	6	6 years	\$69.11	\$12,025.14
7	7 years	\$52.01	\$9,049.74	7	6 years			\$65.80	\$11,449.20	7	7 years	\$70.50	\$12,267.00
8	8 years	\$53.05	\$9,230.70	8	7 years			\$67.13	\$11,680.62	8	8 years	\$71.92	\$12,514.08
9	9 years	\$54.12	\$9,416.88	9	8 years			\$68.45	\$11,910.30	9	9 years	\$73.34	\$12,761.16
10	10 years	\$55.18	\$9,601.32	10	9 years			\$69.84	\$12,152.16	10	10 years	\$74.82	\$13,018.68
11	11 years	\$56.30	\$9,796.20	11	10 years			\$71.23	\$12,394.02	11	11 years	\$76.29	\$13,274.46
12	15 years	\$57.42	\$9,991.08	12	11 years			\$72.66	\$12,642.84	12	15 years	\$77.83	\$13,542.42
13	20 years	\$58.58	\$10,192.92	13	15 years			\$74.12	\$12,896.88	13	20 years	\$79.70	\$13,867.80
14	25 years	\$59.77	\$10,399.98	14	20 years			\$75.62	\$13,157.88	14	25 years	\$80.95	\$14,085.30
15	15 years-19 years +5years UC service			15	25 years			\$77.12	\$13,418.88	15	15 years-19 years +5 years UC service	\$82.59	\$14,370.66
16	15 years-19 years +7years UC service			16	15 years-19 years +5years UC service					16	15 years-19 years +7 years UC service		
17	15 years-19 years +9years UC service			17	15 years-19 years +7 years UC service			\$78.67	\$13,688.58	17	15 years-19 years +9 years UC service	\$84.25	\$14,659.50
18	20 years +10 years UC service			18	15 years-19 years +9 years UC service			\$80.23	\$13,960.02	18	20 years +10 years UC service	\$85.90	\$14,946.60
19	20 years +12 years UC service			19	20 years +10 years UC service			\$81.83	\$14,238.42				
20	25 years +15 years UC service							\$83.46	\$14,522.04			\$87.62	\$15,245.88

Shift Differential, On-Call and Charge Nurse Differential				
Eve Night Weekend On-Call Charge Nurse	Hourly		Hourly	
		\$3.00		Hourly
		\$6.00		\$3.00
		\$2.50		\$6.00
		\$12.00		\$2.50
		\$2.50		\$12.00
				\$0.00

UC LOS ANGELES Effective Janaury 2014									
Step	Years of Experience	Anesthetist Nurse Reg Grad 9346		Nurse Anesthetist 9144		Step	Years of Experience	Nurse Anesthetist Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
1	<6 mos	\$67.67	\$11,774.58	\$75.76	\$13,182.24	1	1 year	\$82.76	\$14,400.24
2	6 mos			\$77.28	\$13,446.72	2	2 years	\$84.44	\$14,692.56
3	1 year			\$78.81	\$13,712.94	3	3 years	\$86.11	\$14,983.14
4	2 years			\$80.41	\$13,991.34	4	4 years	\$87.85	\$15,285.90
5	3 years			\$82.02	\$14,271.48	5	5 years	\$89.62	\$15,593.88
6	4 years			\$83.68	\$14,560.32	6	6 years	\$91.41	\$15,905.34
7	5 years			\$85.33	\$14,847.42	7	7 years	\$93.25	\$16,225.50
8	6 years			\$87.03	\$15,143.22	8	8 years	\$95.09	\$16,545.66
9	7 years			\$88.77	\$15,445.98	9	9 years	\$96.99	\$16,876.26
10	8 years			\$90.55	\$15,755.70	10	10 years	\$98.94	\$17,215.56
11	9 years			\$92.36	\$16,070.64	11	11 years	\$100.90	\$17,556.60
12	10 years			\$94.20	\$16,390.80	12	15 years	\$102.92	\$17,908.08
13	11 years			\$96.11	\$16,723.14	13	20 years w/10years UC service	\$104.99	\$18,268.26
14	15 years			\$98.04	\$17,058.96				
15	20 years			\$100.01	\$17,401.74				

Shift Differential, On-Call and Charge Nurse Differential			
	Hourly	Hourly	Hourly
Eve		\$3.00	\$3.00
Night		\$6.00	\$6.00
Weekend		\$2.50	\$2.50
On-Call		\$12.00	\$12.00
Charge Nurse		\$0.00	\$0.00

UC LOS ANGELES Effective January 2014						
Step	Nurse, Per Diem 9119	Resource Per Diem Nurse 9123	Home Health Nurse Per Diem 9114	Nurse Practitioner Per Diem 9160	Nurse Anesthetist Per Diem 9122	Nurse Anesthetist Sr Per Diem 9121
	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
1	\$60.27	\$72.68	\$49.16	\$61.64	\$71.10	\$93.61
Shift Differential, On-Call and Charge Nurse Differential						
Eve Night Weekend On-Call Charge Nurse	Hourly	Hourly	Hourly	Hourly	Hourly	Hourly
	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00	\$3.00
	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00	\$6.00
	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50	\$2.50
	\$12.00	\$12.00	\$12.00	\$12.00	\$10.50	\$12.00
	\$2.50	\$2.50	\$0.00	\$0.00	\$0.00	\$0.00

UC LOS ANGELES Effective January 2015													
Step	Years of Experience	Nurse Clinical 1 9140		Nurse Clinical 2 9139		Step	Years of Experience	Nurse Clinical 3 9138		Step	Years of Experience	Nurse Clinical 4 9137	
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly			Hourly	Monthly
	<6 mos	\$39.89	\$6,941.63										
1	6 mos			\$42.62	\$7,415.74	1	1 year	\$45.74	\$7,958.62	1	1 year	\$49.29	\$8,575.69
2	1 year			\$43.59	\$7,584.03	2	2 years	\$46.69	\$8,123.29	2	2 years	\$50.28	\$8,749.42
3	2 years			\$44.45	\$7,734.23	3	3 years	\$47.60	\$8,282.54	3	3 years	\$51.26	\$8,919.52
4	3 years			\$45.33	\$7,888.05	4	4 years	\$48.57	\$8,450.83	4	4 years	\$52.30	\$9,100.48
5	4 years			\$46.23	\$8,043.67	5	5 years	\$49.52	\$8,617.32	5	5 years	\$53.34	\$9,281.44
6	5 years			\$47.15	\$8,204.73	6	6 years	\$50.52	\$8,791.04	6	6 years	\$54.40	\$9,466.02
7	6 years			\$48.10	\$8,369.40	7	7 years	\$51.52	\$8,964.76	7	7 years	\$55.48	\$9,654.22
8	7 years			\$49.06	\$8,535.88	8	8 years	\$52.57	\$9,147.53	8	8 years	\$56.60	\$9,847.84
9	8 years			\$50.04	\$8,707.80	9	9 years	\$53.60	\$9,326.68	9	9 years	\$57.74	\$10,046.90
10	9 years			\$51.06	\$8,885.14	10	10 years	\$54.67	\$9,513.07	10	10 years	\$58.90	\$10,247.76
11	10 years			\$52.09	\$9,064.29	11	11 years	\$55.78	\$9,704.88	11	11 years	\$60.07	\$10,452.25
12	11 years			\$53.11	\$9,241.63	12	15 years	\$56.90	\$9,900.32	12	15 years	\$61.27	\$10,660.35
13	15 years			\$54.17	\$9,426.21	13	20 years	\$58.02	\$10,095.76	13	20 years	\$62.51	\$10,877.51
14	20 years			\$55.28	\$9,618.02	14	25 years	\$59.18	\$10,296.62	14	25 years	\$63.75	\$11,092.85
15	25 years					15	15-19 years + 5 years UC service			15	15-19 years + 5 years UC service		
16	15 years-19 years +5 years UC service			\$56.36	\$9,806.22		15-19 years + 7 years UC service	\$60.25	\$10,483.01		15-19 years + 7 years UC service	\$64.99	\$11,308.19
17	15 years-19 years +7years UC service			\$57.36	\$9,979.94	16	15-19 years + 9 years UC service	\$61.45	\$10,692.93	16	15-19 years + 9 years UC service	\$66.31	\$11,538.01
18	15 years-19 years +9 years UC service			\$58.50	\$10,179.00	17	15-19 years + 9 years UC service	\$62.68	\$10,906.46	17	15-19 years + 9 years UC service	\$67.64	\$11,769.64
19	20 years +10 years UC service			\$59.69	\$10,385.29	18	20 years +10 years UC service	\$63.93	\$11,123.61	18	20 years +10 years UC service	\$68.99	\$12,004.89
20	20 years +15 years UC service			\$60.87	\$10,591.59	19	20 years +12 years UC service	\$65.20	\$11,344.38	19	25 years +15 years UC service		
21	25 years +15 years UC service			\$62.10	\$10,805.12	20	20 years +15 years UC service	\$66.50	\$11,570.58			\$70.38	\$12,245.56
				\$63.34	\$11,020.46	21	20 years +18 years UC service	\$67.83	\$11,802.21				
						22	25 years +20 years UC service	\$69.19	\$12,039.27				
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly				Hourly				Hourly	
Eve		\$3.00		\$3.00				\$3.00				\$3.00	
Night		\$6.00		\$6.00				\$6.00				\$6.00	
Weekend		\$2.50		\$2.50				\$2.50				\$2.50	
On-Call		\$12.00		\$12.00				\$12.00				\$12.00	
Charge Nurse		\$0.00		\$2.50				\$2.50				\$2.50	

UC LOS ANGELES Effective January 2015									
Step	Years of Experience	Home Health Nurse 1 9118		Step	Years of Experience	Home Health Nurse 2 9117		Home Health Nurse 3 9116	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly
1	<6 mos	\$37.49	\$6,523.61	1	1 year	\$43.35	\$7,542.41	\$49.23	\$8,566.65
2	6 mos	\$38.25	\$6,655.71	2	2 years	\$44.22	\$7,694.42	\$50.24	\$8,742.18
3	1 year	\$39.03	\$6,791.43	3	3 years	\$45.09	\$7,846.43	\$51.22	\$8,912.28
4	2 years	\$39.80	\$6,925.34	4	4 years	\$46.01	\$8,005.67	\$52.25	\$9,091.43
5	3 years	\$40.60	\$7,064.68	5	5 years	\$46.94	\$8,166.72	\$53.32	\$9,277.82
6	4 years	\$41.41	\$7,205.83	6	6 years	\$47.87	\$8,329.59	\$54.38	\$9,462.40
7	5 years	\$42.24	\$7,350.60	7	7 years	\$48.83	\$8,496.07	\$55.46	\$9,650.60
8	6 years	\$43.09	\$7,497.17	8	8 years	\$49.78	\$8,662.56	\$56.57	\$9,842.41
9	7 years	\$43.96	\$7,649.18	9	9 years	\$50.82	\$8,843.52	\$57.69	\$10,037.85
10	8 years	\$44.83	\$7,801.19	10	10 years	\$51.81	\$9,015.43	\$58.86	\$10,242.34
11	9 years	\$45.73	\$7,956.81	11	11 years	\$52.87	\$9,200.01	\$60.03	\$10,445.01
12	10 years	\$46.63	\$8,114.25	12	15 years	\$53.89	\$9,377.35	\$61.22	\$10,653.12
13	11 years	\$47.56	\$8,275.30	13	20 years	\$54.96	\$9,563.74	\$62.47	\$10,870.27
14	15 years	\$48.56	\$8,449.02	14	25 years	\$56.08	\$9,757.36	\$63.73	\$11,089.23
15	20 years	\$49.51	\$8,615.51	15	15-19 years + 5 years UC service	\$57.21	\$9,954.61	\$64.98	\$11,306.38
16	25 years	\$50.51	\$8,789.23	16	15-19 years + 7 years UC service	\$58.36	\$10,155.48	\$66.29	\$11,534.39
17	15-19 years + 5 years UC service	\$51.49	\$8,959.33	17	15-19 years + 9 years UC service	\$59.54	\$10,359.96	\$67.60	\$11,762.40
18	15-19 years + 7 years UC service	\$52.53	\$9,140.29	18	20 years +10 years UC service	\$60.72	\$10,564.44	\$68.96	\$11,999.46
19	15-19 years + 9 years UC service	\$53.56	\$9,319.44						
20	20 years +10 years UC service	\$54.66	\$9,511.26						
Shift Differential, On-Call and Charge Nurse Differential									
		Hourly				Hourly		Hourly	
Eve		\$3.00				\$3.00		\$3.00	
Night		\$6.00				\$6.00		\$6.00	
Weekend		\$2.50				\$2.50		\$2.50	
On-Call		\$12.00				\$12.00		\$12.00	
Charge Nurse		\$2.50				\$2.50		\$2.50	

UC LOS ANGELES Effective January 2015									
Step	Years of Experience*	Coordinator, Transplant 1 9110		Step	Years of Experience**	Coordinator, Transplant 2 9111		Coordinator, Transplant 3 9125	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly
1	1 year	\$56.18	\$9,775.46	1	5 years	\$67.69	\$11,778.69	\$71.87	\$12,506.15
2	3 years	\$57.32	\$9,974.52	2	7 years	\$69.05	\$12,013.93	\$73.32	\$12,757.68
3	5 years	\$58.47	\$10,173.57	3	9 years	\$70.42	\$12,252.80	\$74.80	\$13,014.64
4	5 years	\$63.20	\$10,996.94	4	12 years	\$71.84	\$12,500.72	\$76.27	\$13,271.61
5	7 years	\$64.46	\$11,215.90	5	16 years	\$73.28	\$12,750.44	\$77.81	\$13,539.43
6	9 years	\$65.76	\$11,442.10	6	18 years	\$74.73	\$13,003.79	\$79.34	\$13,805.44
7	12 years	\$67.06	\$11,668.30	7	>20 years	\$76.22	\$13,262.56	\$80.94	\$14,084.12
8	16 years	\$68.42	\$11,905.36	8	15 years + 7 UC service	\$77.77	\$13,532.19	\$82.89	\$14,422.51
9	18 years	\$69.79	\$12,144.23	9	15 years + 9 UC service	\$79.30	\$13,798.20	\$84.19	\$14,648.71
10	> 20 years	\$71.17	\$12,383.09	10	20 years + 10 UC service	\$80.90	\$14,076.88	\$85.89	\$14,945.49
11	15 years + 7 UC service	\$72.58	\$12,629.20	** CCTC and minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).					
12	15 years + 9 UC service	\$74.05	\$12,884.35						
13	20 years + 10 UC service	\$75.54	\$13,143.12						
* Steps 4-13: Minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).									
Stipends									
		Per Day				Per Day		Per Day	
Weeknight		\$360.00				\$360.00		\$360.00	
Weekend		\$450.00				\$450.00		\$450.00	
Holiday		\$540.00				\$540.00		\$540.00	
Charge Nurse		\$522.00				\$522.00		\$522.00	

UC LOS ANGELES Effective January 2015													
Step	Years of Experience	Nurse Administrative 1 9134		Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Step	Years of Experience	Nurse Practitioner 3 9146	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
					<6 mos	\$54.83	\$9,540.21						
1	1 year	\$48.05	\$8,360.35	1	6 mos			\$60.78	\$10,575.30	1	1 year	\$65.09	\$11,326.29
2	2 years	\$48.99	\$8,525.03	2	1 year			\$61.97	\$10,783.41	2	2 years	\$66.39	\$11,552.49
3	3 years	\$49.97	\$8,695.13	3	2 years			\$63.22	\$11,000.56	3	3 years	\$67.72	\$11,784.12
4	4 years	\$50.99	\$8,872.47	4	3 years			\$64.50	\$11,223.14	4	4 years	\$69.07	\$12,017.55
5	5 years	\$52.00	\$9,048.00	5	4 years			\$65.80	\$11,449.34	5	5 years	\$70.47	\$12,261.85
6	6 years	\$53.03	\$9,227.15	6	5 years			\$67.09	\$11,673.73	6	6 years	\$71.87	\$12,506.15
7	7 years	\$54.09	\$9,411.73	7	6 years			\$68.43	\$11,907.17	7	7 years	\$73.32	\$12,757.68
8	8 years	\$55.17	\$9,599.93	8	7 years			\$69.82	\$12,147.84	8	8 years	\$74.80	\$13,014.64
9	9 years	\$56.28	\$9,793.56	9	8 years			\$71.19	\$12,386.71	9	9 years	\$76.27	\$13,271.61
10	10 years	\$57.39	\$9,985.37	10	9 years			\$72.63	\$12,638.25	10	10 years	\$77.81	\$13,539.43
11	11 years	\$58.55	\$10,188.05	11	10 years			\$74.08	\$12,889.78	11	11 years	\$79.34	\$13,805.44
12	15 years	\$59.72	\$10,390.72	12	11 years			\$75.57	\$13,148.55	12	15 years	\$80.94	\$14,084.12
13	20 years	\$60.92	\$10,600.64	13	15 years			\$77.08	\$13,412.76	13	20 years	\$82.89	\$14,422.51
14	25 years	\$62.16	\$10,815.98	14	20 years			\$78.64	\$13,684.20	14	25 years	\$84.19	\$14,648.71
15	15 years-19 years +5years UC service	\$63.26	\$11,007.80	15	25 years					15	15 years-19 years +5 years UC service	\$85.89	\$14,945.49
16	15 years-19 years +7years UC service	\$64.52	\$11,226.76	16	15 years-19 years +5years UC service			\$80.20	\$13,955.64	16	15 years-19 years +7 years UC service	\$87.62	\$15,245.88
17	15 years-19 years +9years UC service	\$65.81	\$11,451.15	17	15 years-19 years +7 years UC service			\$81.82	\$14,236.12	17	15 years-19 years +9 years UC service	\$89.34	\$15,544.46
18	20 years +10 years UC service	\$67.11	\$11,677.35	18	15 years-19 years +9 years UC service			\$83.44	\$14,518.42	18	20 years +10 years UC service	\$91.12	\$15,855.72
19	20 years +12 years UC service	\$68.44	\$11,908.98	19	20 years +10 years UC service			\$85.10	\$14,807.96				
20	25 years +15 years UC service	\$69.82	\$12,147.84					\$86.80	\$15,102.92				
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly				Hourly		Hourly				Hourly	
Eve		\$3.00				\$3.00		\$3.00				\$3.00	
Night		\$6.00				\$6.00		\$6.00				\$6.00	
Weekend		\$2.50				\$2.50		\$2.50				\$2.50	
On-Call		\$12.00				\$12.00		\$12.00				\$12.00	
Charge Nurse		\$2.50				\$2.50		\$0.00				\$0.00	

UC LOS ANGELES Effective January 2016													
Step	Years of Experience	Nurse Clinical 1 9140		Nurse Clinical 2 9139		Step	Years of Experience	Nurse Clinical 3 9138		Step	Years of Experience	Nurse Clinical 4 9137	
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly			Hourly	Monthly
	<6 mos		\$41.49		\$7,219.29								
1	6 mos			\$44.32	\$7,712.37	1	1 year	\$47.57	\$8,276.97	1	1 year	\$51.26	\$8,918.72
2	1 year			\$45.33	\$7,887.39	2	2 years	\$48.55	\$8,448.23	2	2 years	\$52.30	\$9,099.39
3	2 years			\$46.23	\$8,043.60	3	3 years	\$49.50	\$8,613.84	3	3 years	\$53.31	\$9,276.30
4	3 years			\$47.15	\$8,203.57	4	4 years	\$50.51	\$8,788.87	4	4 years	\$54.39	\$9,464.50
5	4 years			\$48.08	\$8,365.42	5	5 years	\$51.51	\$8,962.01	5	5 years	\$55.48	\$9,652.70
6	5 years			\$49.04	\$8,532.92	6	6 years	\$52.54	\$9,142.68	6	6 years	\$56.58	\$9,844.66
7	6 years			\$50.02	\$8,704.18	7	7 years	\$53.58	\$9,323.35	7	7 years	\$57.70	\$10,040.38
8	7 years			\$51.02	\$8,877.32	8	8 years	\$54.67	\$9,513.43	8	8 years	\$58.86	\$10,241.76
9	8 years			\$52.05	\$9,056.11	9	9 years	\$55.75	\$9,699.75	9	9 years	\$60.05	\$10,448.78
10	9 years			\$53.11	\$9,240.54	10	10 years	\$56.86	\$9,893.59	10	10 years	\$61.25	\$10,657.68
11	10 years			\$54.18	\$9,426.86	11	11 years	\$58.01	\$10,093.08	11	11 years	\$62.47	\$10,870.34
12	11 years			\$55.24	\$9,611.29	12	15 years	\$59.17	\$10,296.33	12	15 years	\$63.72	\$11,086.77
13	15 years			\$56.34	\$9,803.25	13	20 years	\$60.34	\$10,499.59	13	20 years	\$65.01	\$11,312.61
14	20 years			\$57.49	\$10,002.74	14	25 years	\$61.54	\$10,708.49	14	25 years	\$66.30	\$11,536.56
15	25 years			\$58.61	\$10,198.47	15	15-19 years + 5 years UC service	\$62.66	\$10,902.33	15	15-19 years + 5 years UC service	\$67.59	\$11,760.52
16	15 years-19 years +5 years UC service			\$59.65	\$10,379.14	16	15-19 years + 7 years UC service	\$63.91	\$11,120.64	16	15-19 years + 7 years UC service	\$68.96	\$11,999.53
17	15 years-19 years +7 years UC service			\$60.84	\$10,586.16	17	15-19 years + 9 years UC service	\$65.19	\$11,342.72	17	15-19 years + 9 years UC service	\$70.35	\$12,240.42
18	15 years-19 years +9 years UC service			\$62.07	\$10,800.71	18	20 years +10 years UC service	\$66.49	\$11,568.56	18	20 years +10 years UC service	\$71.75	\$12,485.08
19	20 years +10 years UC service			\$63.31	\$11,015.25	19	20 years +12 years UC service	\$67.81	\$11,798.16	19	25 years +15 years UC service	\$73.19	\$12,735.39
20	20 years +15 years UC service			\$64.58	\$11,237.33	20	20 years +15 years UC service	\$69.16	\$12,033.41				
21	25 years +15 years UC service			\$65.87	\$11,461.28	21	20 years +18 years UC service	\$70.54	\$12,274.30				
						22	25 years +20 years UC service	\$71.96	\$12,520.84				
Shift Differential, On-Call and Charge Nurse Differential													
Eve		Hourly		Hourly				Hourly				Hourly	
Night		\$3.00		\$3.00				\$3.00				\$3.00	
Weekend		\$6.00		\$6.00				\$6.00				\$6.00	
On-Call		\$2.50		\$2.50				\$2.50				\$2.50	
Charge Nurse		\$12.00		\$12.00				\$12.00				\$12.00	
		\$0.00		\$2.50				\$2.50				\$2.50	

UC LOS ANGELES Effective January 2016									
Step	Years of Experience	Home Health Nurse 1 9118		Step	Years of Experience	Home Health Nurse 2 9117		Home Health Nurse 3 9116	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly
1	<6 mos	\$38.99	\$6,784.55	1	1 year	\$45.08	\$7,844.11	\$51.20	\$8,909.31
2	6 mos	\$39.78	\$6,921.94	2	2 years	\$45.99	\$8,002.20	\$52.25	\$9,091.86
3	1 year	\$40.59	\$7,063.09	3	3 years	\$46.90	\$8,160.28	\$53.27	\$9,268.77
4	2 years	\$41.39	\$7,202.35	4	4 years	\$47.85	\$8,325.90	\$54.34	\$9,455.09
5	3 years	\$42.23	\$7,347.27	5	5 years	\$48.81	\$8,493.39	\$55.45	\$9,648.93
6	4 years	\$43.07	\$7,494.06	6	6 years	\$49.79	\$8,662.77	\$56.56	\$9,840.89
7	5 years	\$43.93	\$7,644.62	7	7 years	\$50.78	\$8,835.91	\$57.68	\$10,036.62
8	6 years	\$44.81	\$7,797.06	8	8 years	\$51.78	\$9,009.06	\$58.83	\$10,236.11
9	7 years	\$45.72	\$7,955.15	9	9 years	\$52.86	\$9,197.26	\$60.00	\$10,439.37
10	8 years	\$46.63	\$8,113.23	10	10 years	\$53.89	\$9,376.04	\$61.22	\$10,652.03
11	9 years	\$47.56	\$8,275.08	11	11 years	\$54.99	\$9,568.01	\$62.43	\$10,862.81
12	10 years	\$48.50	\$8,438.82	12	15 years	\$56.05	\$9,752.44	\$63.67	\$11,079.24
13	11 years	\$49.46	\$8,606.31	13	20 years	\$57.16	\$9,946.29	\$64.97	\$11,305.08
14	15 years	\$50.50	\$8,786.98	14	25 years	\$58.32	\$10,147.66	\$66.28	\$11,532.80
15	20 years	\$51.49	\$8,960.13	15	15-19 years + 5 years UC service	\$59.50	\$10,352.79	\$67.58	\$11,758.64
16	25 years	\$52.53	\$9,140.80	16	15-19 years + 7 years UC service	\$60.70	\$10,561.69	\$68.94	\$11,995.77
17	15-19 years + 5 years UC service	\$53.55	\$9,317.70	17	15-19 years + 9 years UC service	\$61.92	\$10,774.36	\$70.30	\$12,232.90
18	15-19 years + 7 years UC service	\$54.63	\$9,505.90	18	20 years +10 years UC service	\$63.14	\$10,987.02	\$71.72	\$12,479.44
19	15-19 years + 9 years UC service	\$55.70	\$9,692.22						
20	+10 years UC service	\$56.85	\$9,891.71						
Shift Differential, On-Call and Charge Nurse Differential									
		Hourly				Hourly		Hourly	
Eve		\$3.00				\$3.00		\$3.00	
Night		\$6.00				\$6.00		\$6.00	
Weekend		\$2.50				\$2.50		\$2.50	
On-Call		\$12.00				\$12.00		\$12.00	
Charge Nurse		\$2.50				\$2.50		\$2.50	

UC LOS ANGELES Effective January 2016									
Step	Years of Experience*	Coordinator, Transplant 1 9110		Step	Years of Experience**	Coordinator, Transplant 2 9111		Coordinator, Transplant 3 9125	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly
1	1 year	\$58.43	\$10,166.48	1	5 years	\$70.40	\$12,249.83	\$74.75	\$13,006.39
2	3 years	\$59.62	\$10,373.50	2	7 years	\$71.81	\$12,494.49	\$76.25	\$13,267.99
3	5 years	\$60.81	\$10,580.51	3	9 years	\$73.24	\$12,742.91	\$77.79	\$13,535.23
4	5 years	\$65.73	\$11,436.82	4	12 years	\$74.72	\$13,000.75	\$79.32	\$13,802.47
5	7 years	\$67.04	\$11,664.54	5	16 years	\$76.21	\$13,260.46	\$80.93	\$14,081.00
6	9 years	\$68.39	\$11,899.78	6	18 years	\$77.72	\$13,523.94	\$82.52	\$14,357.66
7	12 years	\$69.74	\$12,135.03	7	>20 years	\$79.27	\$13,793.06	\$84.18	\$14,647.48
8	16 years	\$71.16	\$12,381.57	8	15 years + 7 UC service	\$80.88	\$14,073.48	\$86.20	\$14,999.41
9	18 years	\$72.59	\$12,629.99	9	15 years + 9 UC service	\$82.47	\$14,350.13	\$87.56	\$15,234.66
10	> 20 years	\$74.01	\$12,878.42	10	20 years + 10 UC service	\$84.14	\$14,639.95	\$89.33	\$15,543.31
11	15 years + 7 UC service	\$75.48	\$13,134.37						
12	15 years + 9 UC service	\$77.01	\$13,399.73						
13	20 years + 10 UC service	\$78.56	\$13,668.85						
				** CCTC and minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).					
				* Steps 4-13: Minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).					
				** CCTC and minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).					
Stipends									
		Per Day				Per Day		Per Day	
Weeknight		\$360.00				\$360.00		\$360.00	
Weekend		\$450.00				\$450.00		\$450.00	
Holiday		\$540.00				\$540.00		\$540.00	
Charge Nurse		\$522.00				\$522.00		\$522.00	

UC LOS ANGELES Effective January 2016													
Step	Years of Experience	Nurse Administrative 1 9134		Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Step	Years of Experience	Nurse Practitioner 3 9146	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
					<6 mos	\$57.02	\$9,921.82						
1	1 year	\$49.97	\$8,694.77	1	6 mos			\$63.21	\$10,998.31	1	1 year	\$67.70	\$11,779.34
2	2 years	\$50.95	\$8,866.03	2	1 year			\$64.45	\$11,214.74	2	2 years	\$69.05	\$12,014.59
3	3 years	\$51.97	\$9,042.93	3	2 years			\$65.75	\$11,440.58	3	3 years	\$70.43	\$12,255.48
4	4 years	\$53.03	\$9,227.37	4	3 years			\$67.08	\$11,672.06	4	4 years	\$71.83	\$12,498.26
5	5 years	\$54.08	\$9,409.92	5	4 years			\$68.43	\$11,907.31	5	5 years	\$73.29	\$12,752.32
6	6 years	\$55.15	\$9,596.24	6	5 years			\$69.77	\$12,140.68	6	6 years	\$74.75	\$13,006.39
7	7 years	\$56.25	\$9,788.20	7	6 years			\$71.17	\$12,383.45	7	7 years	\$76.25	\$13,267.99
8	8 years	\$57.38	\$9,983.93	8	7 years			\$72.61	\$12,633.76	8	8 years	\$77.79	\$13,535.23
9	9 years	\$58.54	\$10,185.30	9	8 years			\$74.04	\$12,882.18	9	9 years	\$79.32	\$13,802.47
10	10 years	\$59.68	\$10,384.79	10	9 years			\$75.54	\$13,143.78	10	10 years	\$80.93	\$14,081.00
11	11 years	\$60.89	\$10,595.57	11	10 years			\$77.04	\$13,405.37	11	11 years	\$82.52	\$14,357.66
12	15 years	\$62.11	\$10,806.35	12	11 years			\$78.59	\$13,674.50	12	15 years	\$84.18	\$14,647.48
13	20 years	\$63.36	\$11,024.66	13	15 years			\$80.17	\$13,949.27	13	20 years	\$86.20	\$14,999.41
14	25 years	\$64.65	\$11,248.62	14	20 years			\$81.79	\$14,231.56	14	25 years	\$87.56	\$15,234.66
15	15 years-19 years +5years UC service			15	25 years			\$83.41	\$14,513.86	15	15 years-19 years +5 years UC	\$89.33	\$15,543.31
16	15 years-19 years +7years UC service			16	15 years-19 years +5years UC service					16	15 years-19 years		
								\$85.09	\$14,805.57		+7 years UC	\$91.12	\$15,855.72
17	15 years-19 years +9years UC service			17	15 years-19 years +7 years UC service					17	15 years-19 years		
								\$86.78	\$15,099.16		+9 years UC	\$92.91	\$16,166.24
18	20 years +10 years UC service			18	15 years-19 years +9 years UC service						20 years +10 years UC service		
								\$88.51	\$15,400.28	18		\$94.77	\$16,489.94
19	20 years +12 years UC service			19	20 years +10 years UC service								
								\$90.27	\$15,707.04				
20	25 years +15 years UC service												
Shift Differential, On-Call and Charge Nurse Differential													
Eve		Hourly				Hourly		Hourly				Hourly	
Night		\$3.00				\$3.00		\$3.00				\$3.00	
Weekend		\$6.00				\$6.00		\$6.00				\$6.00	
On-Call		\$2.50				\$2.50		\$2.50				\$2.50	
Charge Nurse		\$12.00				\$12.00		\$12.00				\$12.00	
		\$2.50				\$0.00		\$0.00				\$0.00	

UC LOS ANGELES Effective January 2017													
Step	Years of Experience	Nurse Clinical 1 9140		Nurse Clinical 2 9139		Step	Years of Experience	Nurse Clinical 3 9138		Step	Years of Experience	Nurse Clinical 4 9137	
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly			Hourly	Monthly
	<6 mos	\$43.15	\$7,508.06										
1	6 mos			\$46.10	\$8,020.87	1	1 year	\$49.47	\$8,608.04	1	1 year	\$53.31	\$9,275.47
2	1 year			\$47.14	\$8,202.89	2	2 years	\$50.50	\$8,786.16	2	2 years	\$54.39	\$9,463.37
3	2 years			\$48.08	\$8,365.34	3	3 years	\$51.49	\$8,958.39	3	3 years	\$55.44	\$9,647.35
4	3 years			\$49.03	\$8,531.71	4	4 years	\$52.53	\$9,140.42	4	4 years	\$56.57	\$9,843.08
5	4 years			\$50.00	\$8,700.04	5	5 years	\$53.57	\$9,320.49	5	5 years	\$57.69	\$10,038.80
6	5 years			\$51.00	\$8,874.23	6	6 years	\$54.65	\$9,508.39	6	6 years	\$58.84	\$10,238.44
7	6 years			\$52.02	\$9,052.34	7	7 years	\$55.73	\$9,696.28	7	7 years	\$60.01	\$10,442.00
8	7 years			\$53.06	\$9,232.41	8	8 years	\$56.86	\$9,893.97	8	8 years	\$61.22	\$10,651.43
9	8 years			\$54.13	\$9,418.35	9	9 years	\$57.98	\$10,087.74	9	9 years	\$62.45	\$10,866.73
10	9 years			\$55.23	\$9,610.16	10	10 years	\$59.13	\$10,289.33	10	10 years	\$63.70	\$11,083.98
11	10 years			\$56.34	\$9,803.93	11	11 years	\$60.33	\$10,496.80	11	11 years	\$64.97	\$11,305.15
12	11 years			\$57.45	\$9,995.74	12	15 years	\$61.54	\$10,708.19	12	15 years	\$66.27	\$11,530.24
13	15 years			\$58.59	\$10,195.38	13	20 years	\$62.76	\$10,919.57	13	20 years	\$67.62	\$11,765.11
14	20 years			\$59.79	\$10,402.85	14	25 years	\$64.00	\$11,136.83	14	25 years	\$68.95	\$11,998.02
15	25 years			\$60.96	\$10,606.41	15	15-19 years + 5 years UC service	\$65.16	\$11,338.43	15	15-19 years + 5 years UC service	\$70.29	\$12,230.94
16	15 years-19 years +5 years UC service			\$62.04	\$10,794.31	16	15-19 years + 7 years UC service	\$66.47	\$11,565.47	16	15-19 years + 7 years UC service	\$71.72	\$12,479.51
17	15 years-19 years +7 years UC service			\$63.27	\$11,009.61	17	15-19 years + 9 years UC service	\$67.80	\$11,796.43	17	15-19 years + 9 years UC service	\$73.16	\$12,730.04
18	15 years-19 years +9 years UC service			\$64.56	\$11,232.73	18	20 years +10 years UC service	\$69.15	\$12,031.30	18	20 years +10 years UC service	\$74.62	\$12,984.49
19	20 years +10 years UC service			\$65.84	\$11,455.86	19	20 years +12 years UC service	\$70.52	\$12,270.08	19	25 years +15 years UC service	\$76.12	\$13,244.80
20	20 years +15 years UC service			\$67.17	\$11,686.82	20	20 years +15 years UC service	\$71.92	\$12,514.74				
21	25 years +15 years UC service			\$68.50	\$11,919.73	21	+18 years UC service	\$73.36	\$12,765.27				
						22	25 years +20 years UC service	\$74.84	\$13,021.67				
Shift Differential, On-Call and Charge Nurse Differential													
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$3.00		\$3.00		\$3.00		\$3.00		\$3.00		\$3.00	
Night		\$6.00		\$6.00		\$6.00		\$6.00		\$6.00		\$6.00	
Weekend		\$2.50		\$2.50		\$2.50		\$2.50		\$2.50		\$2.50	
On-Call		\$12.00		\$12.00		\$12.00		\$12.00		\$12.00		\$12.00	
Charge Nurse		\$0.00		\$2.50		\$2.50		\$2.50		\$2.50		\$2.50	

UC LOS ANGELES Effective January 2017									
Step	Years of Experience	Home Health Nurse 1 9118		Step	Years of Experience	Home Health Nurse 2 9117		Home Health Nurse 3 9116	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly
1	<6 mos	\$40.55	\$7,055.93	1	1 year	\$46.88	\$8,157.87	\$53.25	\$9,265.68
2	6 mos	\$41.37	\$7,198.81	2	2 years	\$47.83	\$8,322.28	\$54.34	\$9,455.54
3	1 year	\$42.22	\$7,345.61	3	3 years	\$48.77	\$8,486.69	\$55.40	\$9,639.52
4	2 years	\$43.05	\$7,490.45	4	4 years	\$49.76	\$8,658.93	\$56.51	\$9,833.29
5	3 years	\$43.91	\$7,641.16	5	5 years	\$50.77	\$8,833.13	\$57.67	\$10,034.89
6	4 years	\$44.79	\$7,793.82	6	6 years	\$51.78	\$9,009.28	\$58.82	\$10,234.53
7	5 years	\$45.69	\$7,950.40	7	7 years	\$52.81	\$9,189.35	\$59.99	\$10,438.09
8	6 years	\$46.60	\$8,108.94	8	8 years	\$53.85	\$9,369.42	\$61.18	\$10,645.56
9	7 years	\$47.55	\$8,273.35	9	9 years	\$54.97	\$9,565.15	\$62.40	\$10,856.94
10	8 years	\$48.49	\$8,437.76	10	10 years	\$56.04	\$9,751.09	\$63.67	\$11,078.11
11	9 years	\$49.46	\$8,606.09	11	11 years	\$57.19	\$9,950.73	\$64.93	\$11,297.32
12	10 years	\$50.44	\$8,776.37	12	15 years	\$58.29	\$10,142.54	\$66.22	\$11,522.41
13	11 years	\$51.44	\$8,950.57	13	20 years	\$59.45	\$10,344.14	\$67.57	\$11,757.28
14	15 years	\$52.52	\$9,138.46	14	25 years	\$60.65	\$10,553.56	\$68.93	\$11,994.11
15	20 years	\$53.55	\$9,318.53	15	15-19 years + 5 years UC service	\$61.88	\$10,766.91	\$70.28	\$12,228.98
16	25 years	\$54.63	\$9,506.43	16	15-19 years + 7 years UC service	\$63.13	\$10,984.16	\$71.70	\$12,475.60
17	15-19 years + 5 years UC service	\$55.69	\$9,690.41	17	15-19 years + 9 years UC service	\$64.40	\$11,205.33	\$73.12	\$12,722.21
18	15-19 years + 7 years UC service	\$56.82	\$9,886.14	18	20 years +10 years UC service	\$65.67	\$11,426.50	\$74.59	\$12,978.61
19	15-19 years + 9 years UC service	\$57.93	\$10,079.91						
20	20 years +10 years UC service	\$59.12	\$10,287.38						
Shift Differential, On-Call and Charge Nurse Differential									
		Hourly				Hourly		Hourly	
Eve		\$3.00				\$3.00		\$3.00	
Night		\$6.00				\$6.00		\$6.00	
Weekend		\$2.50				\$2.50		\$2.50	
On-Call		\$12.00				\$12.00		\$12.00	
Charge Nurse		\$2.50				\$2.50		\$2.50	

UC LOS ANGELES Effective January 2017									
Step	Years of Experience*	Coordinator, Transplant 1 9110		Step	Years of Experience**	Coordinator, Transplant 2 9111		Coordinator, Transplant 3 9125	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly
1	1 year	\$60.77	\$10,573.14	1	5 years	\$73.22	\$12,739.83	\$77.74	\$13,526.65
2	3 years	\$62.00	\$10,788.44	2	7 years	\$74.68	\$12,994.27	\$79.30	\$13,798.71
3	5 years	\$63.24	\$11,003.73	3	9 years	\$76.16	\$13,252.63	\$80.90	\$14,076.64
4	5 years	\$68.36	\$11,894.29	4	12 years	\$77.71	\$13,520.78	\$82.50	\$14,354.57
5	7 years	\$69.72	\$12,131.12	5	16 years	\$79.26	\$13,790.88	\$84.16	\$14,644.24
6	9 years	\$71.13	\$12,375.78	6	18 years	\$80.83	\$14,064.89	\$85.82	\$14,931.96
7	12 years	\$72.53	\$12,620.43	7	>20 years	\$82.44	\$14,344.78	\$87.55	\$15,233.38
8	16 years	\$74.00	\$12,876.84	8	15 years + 7 UC service	\$84.12	\$14,636.42	\$89.65	\$15,599.39
9	18 years	\$75.49	\$13,135.19	9	15 years + 9 UC service	\$85.77	\$14,924.13	\$91.06	\$15,844.05
10	> 20 years	\$76.97	\$13,393.55	10	20 years + 10 UC service	\$87.50	\$15,225.55	\$92.90	\$16,165.04
11	15 years + 7 UC service	\$78.50	\$13,659.74	** CCTC and minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).					
12	15 years + 9 UC service	\$80.09	\$13,935.72						
13	20 years + 10 UC service	\$81.70	\$14,215.60						
				* Steps 4-13: Minimum 5 years relevant RN experience with a combination of critical care and/or transplant preferred (per program requirements).					
Stipends									
Weeknight		Per Day				Per Day		Per Day	
Weekend		\$360.00				\$360.00		\$360.00	
Holiday		\$450.00				\$450.00		\$450.00	
Charge Nurse		\$540.00				\$540.00		\$540.00	
		\$522.00				\$522.00		\$522.00	

UC LOS ANGELES Effective January 2017													
Step	Years of Experience	Nurse Administrative 1 9134		Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Step	Years of Experience	Nurse Practitioner 3 9146	
		Hourly	Monthly			Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
					<6 mos	\$59.30	\$10,318.69						
1	1 year	\$51.97	\$9,042.56	1	6 mos			\$65.74	\$11,438.25	1	1 year	\$70.41	\$12,250.51
2	2 years	\$52.99	\$9,220.67	2	1 year			\$67.03	\$11,663.33	2	2 years	\$71.81	\$12,495.17
3	3 years	\$54.05	\$9,404.65	3	2 years			\$68.38	\$11,898.20	3	3 years	\$73.25	\$12,745.70
4	4 years	\$55.15	\$9,596.46	4	3 years			\$69.76	\$12,138.95	4	4 years	\$74.70	\$12,998.19
5	5 years	\$56.24	\$9,786.32	5	4 years			\$71.17	\$12,383.61	5	5 years	\$76.22	\$13,262.42
6	6 years	\$57.36	\$9,980.09	6	5 years			\$72.56	\$12,626.31	6	6 years	\$77.74	\$13,526.65
7	7 years	\$58.50	\$10,179.73	7	6 years			\$74.02	\$12,878.79	7	7 years	\$79.30	\$13,798.71
8	8 years	\$59.67	\$10,383.28	8	7 years			\$75.51	\$13,139.11	8	8 years	\$80.90	\$14,076.64
9	9 years	\$60.88	\$10,592.71	9	8 years			\$77.00	\$13,397.47	9	9 years	\$82.50	\$14,354.57
10	10 years	\$62.07	\$10,800.18	10	9 years			\$78.56	\$13,669.53	10	10 years	\$84.16	\$14,644.24
11	11 years	\$63.33	\$11,019.39	11	10 years			\$80.12	\$13,941.59	11	11 years	\$85.82	\$14,931.96
12	15 years	\$64.59	\$11,238.61	12	11 years			\$81.73	\$14,221.48	12	15 years	\$87.55	\$15,233.38
13	20 years	\$65.89	\$11,465.65	13	15 years			\$83.37	\$14,507.24	13	20 years	\$89.65	\$15,599.39
14	25 years	\$67.23	\$11,698.56	14	20 years			\$85.06	\$14,800.83	14	25 years	\$91.06	\$15,844.05
15	15 years-19 years +5years UC service	\$68.43	\$11,906.03	15	25 years			\$86.75	\$15,094.42	15	15 years-19 years +5 years UC service	\$92.90	\$16,165.04
16	15 years-19 years +7years UC service	\$69.79	\$12,142.86	16	15 years-19 years +5years UC service			\$88.49	\$15,397.79	16	15 years-19 years +7 years UC service	\$94.77	\$16,489.94
17	15 years-19 years +9years UC service	\$71.18	\$12,385.56	17	15 years-19 years +7 years UC service			\$90.25	\$15,703.12	17	15 years-19 years +9 years UC service	\$96.63	\$16,812.89
18	20 years +10 years UC service	\$72.59	\$12,630.22	18	15 years-19 years +9 years UC service			\$92.05	\$16,016.29	18	20 years +10 years UC service	\$98.56	\$17,149.54
19	20 years +12 years UC service	\$74.03	\$12,880.75	19	20 years +10 years UC service			\$93.88	\$16,335.32				
20	25 years +15 years UC service	\$75.51	\$13,139.11										
Shift Differential, On-Call and Charge Nurse Differential													
Eve		Hourly				Hourly		Hourly				Hourly	
Night		\$3.00				\$3.00		\$3.00				\$3.00	
Weekend		\$6.00				\$6.00		\$6.00				\$6.00	
On-Call		\$2.50				\$2.50		\$2.50				\$2.50	
Charge Nurse		\$12.00				\$12.00		\$12.00				\$12.00	
		\$2.50				\$0.00		\$0.00				\$0.00	

UC LOS ANGELES Effective January 2017										
Step	Years of Experience	Anesthetist Nurse Reg Grad 9134		Nurse Anesthetist 9144		Step	Years of Experience	Nurse Anesthetist Sr. Nex 9143		
		Hourly	Monthly	Hourly	Monthly			Hourly	Monthly	
1	<6 mos	\$76.12	\$13,244.80	\$85.22	\$14,828.23	1	1 year	\$93.09	\$16,198.31	
2	6 mos			\$86.93	\$15,125.73	2	2 years	\$94.98	\$16,527.13	
3	1 year			\$88.65	\$15,425.19	3	3 years	\$96.86	\$16,853.99	
4	2 years			\$90.45	\$15,738.35	4	4 years	\$98.82	\$17,194.56	
5	3 years			\$92.26	\$16,053.47	5	5 years	\$100.81	\$17,540.99	
6	4 years			\$94.13	\$16,378.38	6	6 years	\$102.82	\$17,891.34	
7	5 years			\$95.98	\$16,701.33	7	7 years	\$104.89	\$18,251.48	
8	6 years			\$97.90	\$17,034.06	8	8 years	\$106.96	\$18,611.62	
9	7 years			\$99.85	\$17,374.63	9	9 years	\$109.10	\$18,983.50	
10	8 years			\$101.86	\$17,723.02	10	10 years	\$111.29	\$19,365.16	
11	9 years			\$103.89	\$18,077.28	11	11 years	\$113.50	\$19,748.79	
12	10 years			\$105.96	\$18,437.42	12	15 years	\$115.77	\$20,144.15	
13	11 years			\$108.11	\$18,811.26	13	20 years w/10years UC service	\$118.10	\$20,549.31	
14	15 years			\$110.28	\$19,189.01					
15	20 years			\$112.50	\$19,574.59					
Shift Differential, On-Call and Charge Nurse Differential										
		Hourly		Hourly		Hourly		Hourly		
Eve		\$3.00		\$3.00						\$3.00
Night		\$6.00		\$6.00						\$6.00
Weekend		\$2.50		\$2.50						\$2.50
On-Call		\$12.00		\$12.00						\$12.00
Charge Nurse		\$0.00		\$0.00						\$0.00

UC MERCED Effective January 2014														
Step	Years of Experience	Nurse, Clinical II 9139		Nurse, Clinical III 9138		Nurse Practitioner I 9148		Nurse Practitioner II 9147			Nurse Practitioner III 9146		Nurse Practitioner, Per Diem 9160	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			
1.	<1 yr	\$42.07	\$7,320.18	\$44.16	\$7,683.84	\$42.97	\$7,476.78	\$43.85		\$7,629.90	\$47.59	\$8,280.66	Hourly	\$50.96
2.	1 yr <2 yrs	\$42.90	\$7,464.60	\$45.05	\$7,838.70			\$44.72	1.98%	\$7,781.28	\$48.56	\$8,449.44		
3.	2 yrs < 3 yrs	\$43.76	\$7,614.24	\$45.96	\$7,997.04			\$45.60	1.97%	\$7,934.40	\$49.54	\$8,619.96		
4.	3 yrs < 4 yrs	\$44.64	\$7,767.36	\$46.87	\$8,155.38			\$46.51	2.00%	\$8,092.74	\$50.50	\$8,787.00		
5.	4 yrs < 5 yrs	\$45.54	\$7,923.96	\$47.81	\$8,318.94			\$47.46	2.04%	\$8,258.04	\$51.52	\$8,964.48		
6.	5 yrs < 6 yrs	\$46.45	\$8,082.30	\$48.77	\$8,485.98			\$48.39	1.96%	\$8,419.86	\$52.54	\$9,141.96		
7.	6 yrs < 7 yrs	\$47.37	\$8,242.38	\$49.73	\$8,653.02			\$49.37	2.03%	\$8,590.38	\$53.61	\$9,328.14		
8.	7 yrs < 8 yrs	\$48.32	\$8,407.68	\$50.74	\$8,828.76			\$50.35	1.99%	\$8,760.90	\$54.67	\$9,512.58		
9.	8 yrs < 9 yrs	\$49.28	\$8,574.72	\$51.82	\$9,016.68			\$51.37	2.03%	\$8,938.38	\$55.75	\$9,700.50		
10.	9 yrs < 10 yrs	\$50.25	\$8,743.50	\$52.86	\$9,197.01			\$52.38	1.97%	\$9,114.12	\$56.89	\$9,898.86		
11.	10 yrs < 11 yrs	\$51.28	\$8,922.72	\$53.91	\$9,380.95			\$53.42	1.99%	\$9,295.08	\$58.01	\$10,093.74		
12.	11 yrs < 12 yrs	\$52.29	\$9,098.46	\$54.98	\$9,568.57			\$54.50	2.02%	\$9,483.00	\$59.18	\$10,297.32		
13.	12 yrs < 13 yrs	\$53.34	\$9,281.16	\$56.08	\$9,759.94			\$55.59	2.00%	\$9,672.66	\$60.36	\$10,502.64		
14.	13 yrs < 14 yrs	\$54.40	\$9,465.60	\$57.20	\$9,955.14			\$56.70	2.00%	\$9,865.80	\$61.58	\$10,714.92		
15.	≥ 14 yrs	\$55.49	\$9,655.26	\$58.33	\$10,154.25			\$57.83	1.99%	\$10,062.42	\$62.81	\$10,928.94		
16.				\$59.50	\$10,357.33									
17.				\$60.69	\$10,564.48									
18.				\$61.92	\$10,775.77									
Shift Differential, On-Call and Charge Nurse Differential														
Eve Night Weekend On-Call Charge Nurse		Hourly		Hourly				Hourly		Hourly		Hourly		
		\$2.75		\$2.75				\$2.40		\$2.40		\$2.40		
		\$4.75		\$4.75				\$4.30		\$4.30		\$4.30		
		\$1.60		\$1.60				\$1.00		\$1.00		\$1.00		
		\$9.00		\$9.00							\$7.00		\$7.00	
		-		-						-			-	

UC MERCED												
Effective January 2015												
Step	Years of Experience	Nurse, Clinical II 9139		Nurse, Clinical III 9138		Nurse Practitioner I 9148		Nurse Practitioner II 9147		Nurse Practitioner III 9146		Nurse Practitioner, Per Diem 9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
1.	<1 yr	\$43.75	\$7,612.99	\$45.93	\$7,991.19	\$44.69	\$7,775.85	\$45.60	\$7,935.10	\$49.49	\$8,611.89	Hourly \$53.00
2.	1 yr <2 yrs	\$44.62	\$7,763.18	\$46.85	\$8,152.25			\$46.51	\$8,092.53	\$50.50	\$8,787.42	
3.	2 yrs < 3 yrs	\$45.51	\$7,918.81	\$47.80	\$8,316.92			\$47.42	\$8,251.78	\$51.52	\$8,964.76	
4.	3 yrs < 4 yrs	\$46.43	\$8,078.05	\$48.74	\$8,481.60			\$48.37	\$8,416.45	\$52.52	\$9,138.48	
5.	4 yrs < 5 yrs	\$47.36	\$8,240.92	\$49.72	\$8,651.70			\$49.36	\$8,588.36	\$53.58	\$9,323.06	
6.	5 yrs < 6 yrs	\$48.31	\$8,405.59	\$50.72	\$8,825.42			\$50.33	\$8,756.65	\$54.64	\$9,507.64	
7.	6 yrs < 7 yrs	\$49.26	\$8,572.08	\$51.72	\$8,999.14			\$51.34	\$8,934.00	\$55.75	\$9,701.27	
8.	7 yrs < 8 yrs	\$50.25	\$8,743.99	\$52.77	\$9,181.91			\$52.36	\$9,111.34	\$56.86	\$9,893.08	
9.	8 yrs < 9 yrs	\$51.25	\$8,917.71	\$53.89	\$9,377.35			\$53.42	\$9,295.92	\$57.98	\$10,088.52	
10.	9 yrs < 10 yrs	\$52.26	\$9,093.24	\$54.97	\$9,564.89			\$54.48	\$9,478.68	\$59.17	\$10,294.81	
11.	10 yrs < 11 yrs	\$53.33	\$9,279.63	\$56.06	\$9,756.19			\$55.56	\$9,666.88	\$60.33	\$10,497.49	
12.	11 yrs < 12 yrs	\$54.38	\$9,462.40	\$57.18	\$9,951.32			\$56.68	\$9,862.32	\$61.55	\$10,709.21	
13.	12 yrs < 13 yrs	\$55.47	\$9,652.41	\$58.32	\$10,150.34			\$57.81	\$10,059.57	\$62.77	\$10,922.75	
14.	13 yrs < 14 yrs	\$56.58	\$9,844.22	\$59.49	\$10,353.35			\$58.97	\$10,260.43	\$64.04	\$11,143.52	
15.	≥ 14 yrs	\$57.71	\$10,041.47	\$60.67	\$10,560.42			\$60.14	\$10,464.92	\$65.32	\$11,366.10	
16.				\$61.88	\$10,771.62							
17.				\$63.12	\$10,987.06							
18.				\$64.40	\$11,206.80							
Shift Differential, On-Call and Charge Nurse Differential												
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly
Eve		\$2.75		\$2.75				\$2.40		\$2.40		\$2.40
Night		\$4.75		\$4.75				\$4.30		\$4.30		\$4.30
Weekend		\$1.60		\$1.60				\$1.00		\$1.00		\$1.00
On-Call		\$9.00		\$9.00				\$7.00		\$7.00		\$7.00
Charge Nurse		-		-				-		-		-

UC MERCED Effective January 2016												
Step	Years of Experience	Nurse, Clinical II 9139		Nurse, Clinical III 9138		Nurse Practitioner I 9148		Nurse Practitioner II 9147		Nurse Practitioner III 9146		Nurse Practitioner, Per Diem 9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
1.	<1 yr	\$45.50	\$7,917.51	\$47.76	\$7,991.19	\$46.48	\$8,086.89	\$47.43	\$8,252.50	\$51.47	\$8,956.36	Hourly \$53.00
2.	1 yr <2 yrs	\$46.40	\$8,073.71	\$48.73	\$8,152.25			\$48.37	\$8,416.23	\$52.52	\$9,138.91	
3.	2 yrs < 3 yrs	\$47.33	\$8,235.56	\$49.71	\$8,316.92			\$49.32	\$8,581.85	\$53.58	\$9,323.35	
4.	3 yrs < 4 yrs	\$48.28	\$8,401.18	\$50.69	\$8,481.60			\$50.31	\$8,753.11	\$54.62	\$9,504.02	
5.	4 yrs < 5 yrs	\$49.26	\$8,570.56	\$51.71	\$8,651.70			\$51.33	\$8,931.90	\$55.72	\$9,695.98	
6.	5 yrs < 6 yrs	\$50.24	\$8,741.82	\$52.75	\$8,825.42			\$52.34	\$9,106.92	\$56.83	\$9,887.94	
7.	6 yrs < 7 yrs	\$51.24	\$8,914.96	\$53.79	\$8,999.14			\$53.40	\$9,291.36	\$57.98	\$10,089.32	
8.	7 yrs < 8 yrs	\$52.26	\$9,093.75	\$54.88	\$9,181.91			\$54.46	\$9,475.79	\$59.13	\$10,288.81	
9.	8 yrs < 9 yrs	\$53.30	\$9,274.42	\$56.05	\$9,377.35			\$55.56	\$9,667.75	\$60.30	\$10,492.06	
10.	9 yrs < 10 yrs	\$54.35	\$9,456.97	\$57.17	\$9,552.88			\$56.65	\$9,857.83	\$61.53	\$10,706.61	
11.	10 yrs < 11 yrs	\$55.46	\$9,650.81	\$58.31	\$9,742.89			\$57.78	\$10,053.56	\$62.74	\$10,917.39	
12.	11 yrs < 12 yrs	\$56.56	\$9,840.89	\$59.47	\$9,936.51			\$58.95	\$10,256.81	\$64.01	\$11,137.58	
13.	12 yrs < 13 yrs	\$57.69	\$10,038.50	\$60.66	\$10,135.57			\$60.13	\$10,461.95	\$65.29	\$11,359.66	
14.	13 yrs < 14 yrs	\$58.84	\$10,237.99	\$61.87	\$10,338.24			\$61.33	\$10,670.85	\$66.60	\$11,589.26	
15.	≥ 14 yrs	\$60.02	\$10,443.13	\$63.09	\$10,542.73			\$62.55	\$10,883.51	\$67.94	\$11,820.74	
16.				\$64.36	\$10,658.54							
17.				\$65.64	\$10,872.08							
18.				\$66.98	\$11,092.85							
Shift Differential, On-Call and Charge Nurse Differential												
Eve Night Weekend On-Call Charge Nurse		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly
		\$2.75		\$2.75				\$2.40		\$2.40		\$2.40
		\$4.75		\$4.75				\$4.30		\$4.30		\$4.30
		\$1.60		\$1.60				\$1.00		\$1.00		\$1.00
		\$9.00		\$9.00				\$7.00		\$7.00		\$7.00
		-		-				-		-		-

UC MERCED Effective January 2017												
Step	Years of Experience	Nurse, Clinical II 9139		Nurse, Clinical III 9138		Nurse Practitioner I 9148		Nurse Practitioner II 9147		Nurse Practitioner III 9146		Nurse Practitioner, Per Diem 9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly
1.	<1 yr	\$47.32	\$8,234.21	\$49.67	\$8,310.84	\$48.34	\$8,410.36	\$49.33	\$8,582.60	\$53.53	\$9,314.62	\$55.12
2.	1 yr <2 yrs	\$48.26	\$8,396.66	\$50.68	\$8,478.34			\$50.30	\$8,752.88	\$54.62	\$9,504.47	
3.	2 yrs < 3 yrs	\$49.22	\$8,564.98	\$51.70	\$8,649.60			\$51.29	\$8,925.12	\$55.73	\$9,696.28	
4.	3 yrs < 4 yrs	\$50.21	\$8,737.22	\$52.72	\$8,820.86			\$52.32	\$9,103.23	\$56.81	\$9,884.18	
5.	4 yrs < 5 yrs	\$51.23	\$8,913.38	\$53.78	\$8,997.77			\$53.39	\$9,289.17	\$57.95	\$10,083.82	
6.	5 yrs < 6 yrs	\$52.25	\$9,091.49	\$54.86	\$9,178.44			\$54.43	\$9,471.20	\$59.10	\$10,283.46	
7.	6 yrs < 7 yrs	\$53.28	\$9,271.56	\$55.94	\$9,359.11			\$55.53	\$9,663.01	\$60.30	\$10,492.89	
8.	7 yrs < 8 yrs	\$54.35	\$9,457.50	\$57.08	\$9,549.19			\$56.64	\$9,854.82	\$61.50	\$10,700.36	
9.	8 yrs < 9 yrs	\$55.43	\$9,645.39	\$58.29	\$9,752.44			\$57.78	\$10,054.46	\$62.71	\$10,911.74	
10.	9 yrs < 10 yrs	\$56.52	\$9,835.25	\$59.46	\$9,934.99			\$58.92	\$10,252.15	\$63.99	\$11,134.87	
11.	10 yrs < 11 yrs	\$57.68	\$10,036.85	\$60.64	\$10,132.60			\$60.09	\$10,455.70	\$65.25	\$11,354.08	
12.	11 yrs < 12 yrs	\$58.82	\$10,234.53	\$61.84	\$10,333.97			\$61.31	\$10,667.09	\$66.57	\$11,583.08	
13.	12 yrs < 13 yrs	\$60.00	\$10,440.04	\$63.08	\$10,540.99			\$62.53	\$10,880.43	\$67.90	\$11,814.04	
14.	13 yrs < 14 yrs	\$61.19	\$10,647.51	\$64.34	\$10,751.77			\$63.78	\$11,097.68	\$69.27	\$12,052.83	
15.	≥ 14 yrs	\$62.42	\$10,860.85	\$65.62	\$10,964.44			\$65.05	\$11,318.85	\$70.65	\$12,293.57	
16.				\$66.93	\$11,084.89							
17.				\$68.27	\$11,306.96							
18.				\$69.66	\$11,536.56							
Shift Differential, On-Call and Charge Nurse Differential												
		Hourly		Hourly				Hourly		Hourly		Hourly
Eve		\$2.75		\$2.75				\$2.40		\$2.40		\$2.40
Night		\$4.75		\$4.75				\$4.30		\$4.30		\$4.30
Weekend		\$1.60		\$1.60				\$1.00		\$1.00		\$1.00
On-Call		\$9.00		\$9.00				\$7.00		\$7.00		\$7.00
Charge Nurse		-		-				-		-		-

UC RIVERSIDE Effective January 2014																
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Step	Years of Experience	Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse, Per Diem 9119	Nurse Practitioner - Per Diem Hourly	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly	Hourly	Monthly			
	< 6 mos	\$24.74	\$4,304.76													
1.	6 mos			\$30.25	\$5,263.50	\$33.19	\$5,775.06	1.	6 mos	\$37.03	\$6,443.22	\$38.89	\$6,766.86	\$42.17	\$61.81	
2.	1.5 yrs			\$30.87	\$5,371.38	\$33.84	\$5,888.16	2.	1.5 yrs	\$37.77	\$6,571.98	\$39.67	\$6,902.58			
3.	2.5 yrs			\$31.47	\$5,475.78	\$34.53	\$6,008.22	3.	2.5 yrs	\$38.55	\$6,707.70	\$40.48	\$7,043.52			
4.	3.5 yrs			\$32.10	\$5,585.40	\$35.20	\$6,124.80	4.	3.5 yrs	\$39.30	\$6,838.20	\$41.28	\$7,182.72			
5.	4.5 yrs			\$32.75	\$5,698.50	\$35.91	\$6,248.34	5.	4.5 yrs	\$40.10	\$6,977.40	\$42.10	\$7,325.40			
6.	5.5 yrs			\$33.40	\$5,811.60	\$36.63	\$6,373.62	6.	5.5 yrs	\$40.89	\$7,114.86	\$42.93	\$7,469.82			
7.	6.5 yrs			\$34.08	\$5,929.92	\$37.36	\$6,500.64	7.	6.5 yrs	\$41.72	\$7,259.28	\$43.80	\$7,621.20			
8.	7.5 yrs			\$34.78	\$6,051.72	\$38.12	\$6,632.88	8.	7.5 yrs	\$42.54	\$7,401.96	\$44.67	\$7,772.58			
9.	8.5 yrs			\$35.45	\$6,168.30	\$38.88	\$6,765.12	9.	8.5 yrs	\$43.41	\$7,553.34	\$45.57	\$7,929.18			
10.	10.5 yrs			\$36.16	\$6,291.84	\$39.67	\$6,902.58	10.	9.5 yrs	\$44.26	\$7,701.24	\$46.48	\$8,087.52			
11.	12.5 yrs			\$36.89	\$6,418.86	\$40.45	\$7,038.30	11.	10.5 yrs	\$45.15	\$7,856.10	\$47.39	\$8,245.86			
12.	15.5 yrs			\$37.62	\$6,545.88	\$41.27	\$7,180.98	12.	12.5 yrs	\$46.05	\$8,012.70	\$48.34	\$8,411.16			
13.	18.5 yrs			\$38.38	\$6,678.12	\$42.08	\$7,321.92	13.	14.5 yrs	\$46.98	\$8,174.52	\$49.33	\$8,583.42			
14.	21.5 yrs			\$39.15	\$6,812.10	\$42.92	\$7,468.08	14.	16.5 yrs	\$47.91	\$8,336.34	\$50.30	\$8,752.20			
15.	25 yrs			\$39.93	\$6,947.82	\$43.79	\$7,619.46	15.	18.5 yrs	\$48.86	\$8,501.64	\$51.31	\$8,927.94			
16.	≥28 yrs			\$40.73	\$7,087.02	\$44.66	\$7,770.84	16.	21.5 yrs	\$49.85	\$8,673.90	\$52.33	\$9,105.42			
								17.	25 yrs	\$50.84	\$8,846.16	\$53.38	\$9,288.12			
								18.	≥28 yrs	\$51.85	\$9,021.90	\$54.45	\$9,474.30			
Shift Differential, On-Call and Charge Nurse Differential																
Eve Night Weekend On-Call Charge Nurse	Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-
	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-	-

UC RIVERSIDE Effective January 2015																
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Step	Years of Experience	Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse, Per Diem 9119		Nurse Practitioner - Per Diem 9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	
	< 6 mos	\$25.73	\$4,476.95													
1.	6 mos			\$31.46	\$5,474.04	\$34.52	\$6,006.06	1.	6 mos	\$38.51	\$6,700.95	\$40.45	\$7,037.53	\$43.86	\$64.28	
2.	1.5 yrs			\$32.10	\$5,586.24	\$35.19	\$6,123.69	2.	1.5 yrs	\$39.28	\$6,834.86	\$41.26	\$7,178.68			
3.	2.5 yrs			\$32.73	\$5,694.81	\$35.91	\$6,248.55	3.	2.5 yrs	\$40.09	\$6,976.01	\$42.10	\$7,325.26			
4.	3.5 yrs			\$33.38	\$5,808.82	\$36.61	\$6,369.79	4.	3.5 yrs	\$40.87	\$7,111.73	\$42.93	\$7,470.03			
5.	4.5 yrs			\$34.06	\$5,926.44	\$37.35	\$6,498.27	5.	4.5 yrs	\$41.70	\$7,256.50	\$43.78	\$7,618.42			
6.	5.5 yrs			\$34.74	\$6,044.06	\$38.10	\$6,628.56	6.	5.5 yrs	\$42.53	\$7,399.45	\$44.65	\$7,768.61			
7.	6.5 yrs			\$35.44	\$6,167.12	\$38.85	\$6,760.67	7.	6.5 yrs	\$43.39	\$7,549.65	\$45.55	\$7,926.05			
8.	7.5 yrs			\$36.17	\$6,293.79	\$39.64	\$6,898.20	8.	7.5 yrs	\$44.24	\$7,698.04	\$46.46	\$8,083.48			
9.	8.5 yrs			\$36.87	\$6,415.03	\$40.44	\$7,035.72	9.	8.5 yrs	\$45.15	\$7,855.47	\$47.39	\$8,246.35			
10.	10.5 yrs			\$37.61	\$6,543.51	\$41.26	\$7,178.68	10.	9.5 yrs	\$46.03	\$8,009.29	\$48.34	\$8,411.02			
11.	12.5 yrs			\$38.37	\$6,675.61	\$42.07	\$7,319.83	11.	10.5 yrs	\$46.96	\$8,170.34	\$49.29	\$8,575.69			
12.	15.5 yrs			\$39.12	\$6,807.72	\$42.92	\$7,468.22	12.	12.5 yrs	\$47.89	\$8,333.21	\$50.27	\$8,747.61			
13.	18.5 yrs			\$39.92	\$6,945.24	\$43.76	\$7,614.80	13.	14.5 yrs	\$48.86	\$8,501.50	\$51.30	\$8,926.76			
14.	21.5 yrs			\$40.72	\$7,084.58	\$44.64	\$7,766.80	14.	16.5 yrs	\$49.83	\$8,669.79	\$52.31	\$9,102.29			
15.	25 yrs			\$41.53	\$7,225.73	\$45.54	\$7,924.24	15.	18.5 yrs	\$50.81	\$8,841.71	\$53.36	\$9,285.06			
16.	≥28 yrs			\$42.36	\$7,370.50	\$46.45	\$8,081.67	16.	21.5 yrs	\$51.84	\$9,020.86	\$54.42	\$9,469.64			
								17.	25 yrs	\$52.87	\$9,200.01	\$55.52	\$9,659.64			
								18.	≥28 yrs	\$53.92	\$9,382.78	\$56.63	\$9,853.27			
Shift Differential, On-Call and Charge Nurse Differential																
Eve		Hourly		Hourly		Hourly				Hourly		Hourly		Hourly		
Night		-		-		-				-		-		-		
Weekend		-		-		-				-		-		-		
On-Call		-		-		-				-		-		-		
Charge Nurse		-		-		-				-		-		-		

UC RIVERSIDE Effective January 2016																				
Step	Years of Experience	Nurse, Clinical 1 9140			Nurse, Clinical 2 9139			Nurse, Clinical 3 9138			Step	Years of Experience	Nurse Practitioner 2 9147			Nurse Practitioner 3 9146			Nurse, Per Diem 9119 Hourly	Nurse Practitioner - Per Diem 9160 Hourly
		Hourly	Monthly		Hourly	Monthly		Hourly	Monthly				Hourly	Monthly		Hourly	Monthly			
	< 6 mos			\$26.76		\$4,656.03														
1.	6 mos				\$32.72	\$5,693.00		\$35.90	\$6,246.30	1.	6 mos		\$40.05	\$6,968.99		\$42.06	\$7,319.04	\$45.61	\$66.85	
2.	1.5 yrs				\$33.39	\$5,809.68		\$36.60	\$6,368.63	2.	1.5 yrs		\$40.85	\$7,108.25		\$42.91	\$7,465.83			
3.	2.5 yrs				\$34.04	\$5,922.60		\$37.35	\$6,498.49	3.	2.5 yrs		\$41.70	\$7,255.05		\$43.78	\$7,618.27			
4.	3.5 yrs				\$34.72	\$6,041.17		\$38.07	\$6,624.58	4.	3.5 yrs		\$42.51	\$7,396.20		\$44.65	\$7,768.83			
5.	4.5 yrs				\$35.42	\$6,163.50		\$38.84	\$6,758.20	5.	4.5 yrs		\$43.37	\$7,546.76		\$45.54	\$7,923.15			
6.	5.5 yrs				\$36.13	\$6,285.83		\$39.62	\$6,893.71	6.	5.5 yrs		\$44.23	\$7,695.43		\$46.43	\$8,079.36			
7.	6.5 yrs				\$36.86	\$6,413.80		\$40.41	\$7,031.09	7.	6.5 yrs		\$45.12	\$7,851.64		\$47.37	\$8,243.09			
8.	7.5 yrs				\$37.62	\$6,545.54		\$41.23	\$7,174.12	8.	7.5 yrs		\$46.01	\$8,005.96		\$48.32	\$8,406.82			
9.	8.5 yrs				\$38.34	\$6,671.63		\$42.05	\$7,317.15	9.	8.5 yrs		\$46.95	\$8,169.69		\$49.29	\$8,576.20			
10.	10.5 yrs				\$39.11	\$6,805.25		\$42.91	\$7,465.83	10.	9.5 yrs		\$47.87	\$8,329.66		\$50.27	\$8,747.46			
11.	12.5 yrs				\$39.90	\$6,942.64		\$43.75	\$7,612.63	11.	10.5 yrs		\$48.83	\$8,497.16		\$51.26	\$8,918.72			
12.	15.5 yrs				\$40.69	\$7,080.02		\$44.64	\$7,766.95	12.	12.5 yrs		\$49.81	\$8,666.54		\$52.28	\$9,097.51			
13.	18.5 yrs				\$41.51	\$7,223.05		\$45.51	\$7,919.39	13.	14.5 yrs		\$50.81	\$8,841.56		\$53.36	\$9,283.83			
14.	21.5 yrs				\$42.34	\$7,367.97		\$46.42	\$8,077.48	14.	16.5 yrs		\$51.82	\$9,016.59		\$54.40	\$9,466.38			
15.	25 yrs				\$43.19	\$7,514.76		\$47.36	\$8,241.21	15.	18.5 yrs		\$52.85	\$9,195.37		\$55.50	\$9,656.46			
16.	≥28 yrs				\$44.05	\$7,665.32		\$48.30	\$8,404.94	16.	21.5 yrs		\$53.92	\$9,381.69		\$56.60	\$9,848.42			
										17.	25 yrs		\$54.99	\$9,568.01		\$57.74	\$10,046.03			
										18.	≥28 yrs		\$56.08	\$9,758.09		\$58.89	\$10,247.40			
Shift Differential, On-Call and Charge Nurse Differential																				
		Hourly			Hourly			Hourly					Hourly			Hourly				
Eve		-			-			-					-			-				
Night		-			-			-					-			-				
Weekend		-			-			-					-			-				
On-Call		-			-			-					-			-				
Charge Nurse		-			-			-					-			-				

UC RIVERSIDE Effective January 2017																			
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2		Nurse, Clinical 3 9138		Step	Years of Experience	Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse, Per Diem 9119	Nurse Practitioner - Per Diem 9160				
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly	Hourly	Monthly						
	< 6 mos	\$27.83	\$4,842.27																
1.	6 mos			\$34.03	\$5,920.72	\$37.33	\$6,496.16	1.	6 mos	\$41.65	\$7,247.75	\$43.75	\$7,611.80	\$47.44	\$69.53				
2.	1.5 yrs			\$34.72	\$6,042.07	\$38.07	\$6,623.38	2.	1.5 yrs	\$42.49	\$7,392.58	\$44.62	\$7,764.46						
3.	2.5 yrs			\$35.40	\$6,159.51	\$38.84	\$6,758.43	3.	2.5 yrs	\$43.36	\$7,545.25	\$45.53	\$7,923.00						
4.	3.5 yrs			\$36.11	\$6,282.82	\$39.60	\$6,889.57	4.	3.5 yrs	\$44.21	\$7,692.05	\$46.43	\$8,079.58						
5.	4.5 yrs			\$36.84	\$6,410.04	\$40.39	\$7,028.53	5.	4.5 yrs	\$45.11	\$7,848.63	\$47.36	\$8,240.08						
6.	5.5 yrs			\$37.57	\$6,537.26	\$41.20	\$7,169.46	6.	5.5 yrs	\$46.00	\$8,003.25	\$48.29	\$8,402.53						
7.	6.5 yrs			\$38.34	\$6,670.35	\$42.02	\$7,312.34	7.	6.5 yrs	\$46.93	\$8,165.70	\$49.27	\$8,572.81						
8.	7.5 yrs			\$39.12	\$6,807.36	\$42.88	\$7,461.09	8.	7.5 yrs	\$47.85	\$8,326.20	\$50.25	\$8,743.10						
9.	8.5 yrs			\$39.88	\$6,938.50	\$43.73	\$7,609.84	9.	8.5 yrs	\$48.83	\$8,496.48	\$51.26	\$8,919.25						
10.	10.5 yrs			\$40.68	\$7,077.46	\$44.62	\$7,764.46	10.	9.5 yrs	\$49.79	\$8,662.85	\$52.28	\$9,097.36						
11.	12.5 yrs			\$41.50	\$7,220.34	\$45.50	\$7,917.13	11.	10.5 yrs	\$50.79	\$8,837.04	\$53.31	\$9,275.47						
12.	15.5 yrs			\$42.32	\$7,363.22	\$46.42	\$8,077.63	12.	12.5 yrs	\$51.80	\$9,013.20	\$54.38	\$9,461.41						
13.	18.5 yrs			\$43.17	\$7,511.98	\$47.33	\$8,236.16	13.	14.5 yrs	\$52.85	\$9,195.22	\$55.49	\$9,655.18						
14.	21.5 yrs			\$44.04	\$7,662.69	\$48.28	\$8,400.57	14.	16.5 yrs	\$53.89	\$9,377.25	\$56.58	\$9,845.03						
15.	25 yrs			\$44.92	\$7,815.35	\$49.26	\$8,570.86	15.	18.5 yrs	\$54.96	\$9,563.19	\$57.72	\$10,042.72						
16.	≥28 yrs			\$45.82	\$7,971.93	\$50.24	\$8,741.14	16.	21.5 yrs	\$56.07	\$9,756.96	\$58.86	\$10,242.36						
								17.	25 yrs	\$57.19	\$9,950.73	\$60.05	\$10,447.87						
								18.	≥28 yrs	\$58.32	\$10,148.41	\$61.25	\$10,657.30						
Shift Differential, On-Call and Charge Nurse Differential																			
Eve		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly					
Night		-		-		-		-		-		-		-					
Weekend		-		-		-		-		-		-		-					
On-Call		-		-		-		-		-		-		-					
Charge Nurse		-		-		-		-		-		-		-					

UC SANTA BARBARA Effective January 2014																
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Practitioner - Per Diem 9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	
1.	<3	\$27.12	\$4,718.88	\$29.83	\$5,190.42	\$32.67	\$5,684.58	\$37.48	\$6,521.52	\$38.90	\$6,768.60	\$42.78	\$7,443.72	\$47.05	\$8,186.70	Hourly 55.68
2.	3<5			\$30.44	\$5,296.56	\$33.33	\$5,799.42	\$38.23	\$6,652.02	\$39.70	\$6,907.80	\$43.66	\$7,596.84	\$48.02	\$8,355.48	
3.	5<7			\$31.06	\$5,404.44	\$34.00	\$5,916.00	\$39.01	\$6,787.74	\$40.50	\$7,047.00	\$44.53	\$7,748.22	\$48.99	\$8,524.26	
4.	7<8			\$31.70	\$5,515.80	\$34.69	\$6,036.06	\$39.81	\$6,926.94	\$41.32	\$7,189.68	\$45.45	\$7,908.30	\$49.98	\$8,696.52	
5.	8<9			\$32.34	\$5,627.16	\$35.41	\$6,161.34	\$40.63	\$7,069.62	\$42.16	\$7,335.84	\$46.36	\$8,066.64	\$51.01	\$8,875.74	
6.	9<10			\$33.00	\$5,742.00	\$36.13	\$6,286.62	\$41.44	\$7,210.56	\$43.02	\$7,485.48	\$47.32	\$8,233.68	\$52.03	\$9,053.22	
7.	10<11			\$33.69	\$5,862.06	\$36.87	\$6,415.38	\$42.30	\$7,360.20	\$43.91	\$7,640.34	\$48.28	\$8,400.72	\$53.10	\$9,239.40	
8.	11<13			\$34.37	\$5,980.38	\$37.62	\$6,545.88	\$43.16	\$7,509.84	\$44.79	\$7,793.46	\$49.26	\$8,571.24	\$54.18	\$9,427.32	
9.	13<15			\$35.06	\$6,100.44	\$38.40	\$6,681.60	\$44.03	\$7,661.22	\$45.71	\$7,953.54	\$50.27	\$8,746.98	\$55.30	\$9,622.20	
10.	15<17			\$35.79	\$6,227.46	\$39.17	\$6,815.58	\$44.94	\$7,819.56	\$46.63	\$8,113.62	\$51.29	\$8,924.46	\$56.42	\$9,817.08	
11.	17<19			\$36.51	\$6,352.74	\$39.97	\$6,954.78	\$45.84	\$7,976.16	\$47.58	\$8,278.92	\$52.35	\$9,108.90	\$57.55	\$10,013.70	
12.	19<21			\$37.24	\$6,479.76	\$40.78	\$7,095.72	\$46.78	\$8,139.72	\$48.57	\$8,451.18	\$53.42	\$9,295.08	\$58.72	\$10,217.28	
13.	21<25			\$38.01	\$6,613.74	\$41.61	\$7,240.14	\$47.73	\$8,305.02	\$49.55	\$8,621.70	\$54.52	\$9,486.48	\$59.92	\$10,426.08	
14.	≥25			\$38.78	\$6,747.72	\$42.47	\$7,389.78	\$48.71	\$8,475.54	\$50.56	\$8,797.44	\$55.61	\$9,676.14	\$61.16	\$10,641.84	
Shift Differential, On-Call and Charge Nurse Differential																
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly
Eve		-		-		-		-		-		-		-		-
Night		-		-		-		-		-		-		-		-
Weekend		-		-		-		-		-		-		-		-
On-Call		-		-		-		-		-		-		-		-
Charge Nurse		-		-		-		-		-		-		-		-

UC SANTA BARBARA Effective January 2015																	
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Practitioner - Per Diem 9160	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	
1.	<3	\$27.12	\$4,718.88	\$31.02	\$5,398.04	\$33.98	\$5,911.96	\$38.98	\$6,782.38	\$40.46	\$7,039.34	\$44.49	\$7,741.47	\$48.93	\$8,514.17	\$57.91	
2.	3<5			\$31.66	\$5,508.42	\$34.66	\$6,031.40	\$39.76	\$6,918.10	\$41.29	\$7,184.11	\$45.41	\$7,900.71	\$49.94	\$8,689.70		
3.	5<7			\$32.30	\$5,620.62	\$35.36	\$6,152.64	\$40.57	\$7,059.25	\$42.12	\$7,328.88	\$46.31	\$8,058.15	\$50.95	\$8,865.23		
4.	7<8			\$32.97	\$5,736.43	\$36.08	\$6,277.50	\$41.40	\$7,204.02	\$42.97	\$7,477.27	\$47.27	\$8,224.63	\$51.98	\$9,044.38		
5.	8<9			\$33.63	\$5,852.25	\$36.83	\$6,407.79	\$42.26	\$7,352.40	\$43.85	\$7,629.27	\$48.21	\$8,389.31	\$53.05	\$9,230.77		
6.	9<10			\$34.32	\$5,971.68	\$37.58	\$6,538.08	\$43.10	\$7,498.98	\$44.74	\$7,784.90	\$49.21	\$8,563.03	\$54.11	\$9,415.35		
7.	10<11			\$35.04	\$6,096.54	\$38.34	\$6,672.00	\$43.99	\$7,654.61	\$45.67	\$7,945.95	\$50.21	\$8,736.75	\$55.22	\$9,608.98		
8.	11<13			\$35.74	\$6,219.60	\$39.12	\$6,807.72	\$44.89	\$7,810.23	\$46.58	\$8,105.20	\$51.23	\$8,914.09	\$56.35	\$9,804.41		
9.	13<15			\$36.46	\$6,344.46	\$39.94	\$6,948.86	\$45.79	\$7,967.67	\$47.54	\$8,271.68	\$52.28	\$9,096.86	\$57.51	\$10,007.09		
10.	15<17			\$37.22	\$6,476.56	\$40.74	\$7,088.20	\$46.74	\$8,132.34	\$48.50	\$8,438.16	\$53.34	\$9,281.44	\$58.68	\$10,209.76		
11.	17<19			\$37.97	\$6,606.85	\$41.57	\$7,232.97	\$47.67	\$8,295.21	\$49.48	\$8,610.08	\$54.44	\$9,473.26	\$59.85	\$10,414.25		
12.	19<21			\$38.73	\$6,738.95	\$42.41	\$7,379.55	\$48.65	\$8,465.31	\$50.51	\$8,789.23	\$55.56	\$9,666.88	\$61.07	\$10,625.97		
13.	21<25			\$39.53	\$6,878.29	\$43.27	\$7,529.75	\$49.64	\$8,637.22	\$51.53	\$8,966.57	\$56.70	\$9,865.94	\$62.32	\$10,843.12		
14.	≥25			\$40.33	\$7,017.63	\$44.17	\$7,685.37	\$50.66	\$8,814.56	\$52.58	\$9,149.34	\$57.83	\$10,063.19	\$63.61	\$11,067.51		
Shift Differential, On-Call and Charge Nurse Differential																	
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve			-		-		-		-		-		-		-	-	
Night			-		-		-		-		-		-		-	-	
Weekend			-		-		-		-		-		-		-	-	
On-Call			-		-		-		-		-		-		-	-	
Charge Nurse			-		-		-		-		-		-		-	-	

UC SANTA BARBARA Effective January 2016																
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Practitioner - Per Diem 9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	
1.	<3	\$28.20	\$4,907.64	\$32.26	\$5,613.96	\$35.34	\$6,148.44	\$40.54	\$7,053.68	\$42.07	\$7,320.92	\$46.27	\$8,051.13	\$50.89	\$8,854.73	\$60.22
2.	3<5			\$32.92	\$5,728.76	\$36.05	\$6,272.65	\$41.35	\$7,194.82	\$42.94	\$7,471.48	\$47.22	\$8,216.74	\$51.94	\$9,037.29	
3.	5<7			\$33.59	\$5,845.44	\$36.77	\$6,398.75	\$42.19	\$7,341.62	\$43.80	\$7,622.04	\$48.16	\$8,380.47	\$52.99	\$9,219.84	
4.	7<8			\$34.29	\$5,965.89	\$37.52	\$6,528.60	\$43.06	\$7,492.18	\$44.69	\$7,776.36	\$49.16	\$8,553.62	\$54.06	\$9,406.16	
5.	8<9			\$34.98	\$6,086.34	\$38.30	\$6,664.11	\$43.95	\$7,646.50	\$45.60	\$7,934.44	\$50.14	\$8,724.88	\$55.17	\$9,600.00	
6.	9<10			\$35.69	\$6,210.55	\$39.08	\$6,799.61	\$44.82	\$7,798.94	\$46.53	\$8,096.30	\$51.18	\$8,905.55	\$56.28	\$9,791.96	
7.	10<11			\$36.44	\$6,340.40	\$39.88	\$6,938.88	\$45.75	\$7,960.79	\$47.49	\$8,263.79	\$52.22	\$9,086.22	\$57.43	\$9,993.34	
8.	11<13			\$37.17	\$6,468.38	\$40.69	\$7,080.02	\$46.68	\$8,122.64	\$48.44	\$8,429.41	\$53.28	\$9,270.65	\$58.60	\$10,196.59	
9.	13<15			\$37.92	\$6,598.24	\$41.53	\$7,226.82	\$47.62	\$8,286.38	\$49.44	\$8,602.55	\$54.37	\$9,460.73	\$59.81	\$10,407.37	
10.	15<17			\$38.71	\$6,735.62	\$42.37	\$7,371.73	\$48.61	\$8,457.64	\$50.44	\$8,775.69	\$55.48	\$9,652.70	\$61.02	\$10,618.15	
11.	17<19			\$39.49	\$6,871.12	\$43.23	\$7,522.29	\$49.58	\$8,627.01	\$51.46	\$8,954.48	\$56.62	\$9,852.19	\$62.25	\$10,830.82	
12.	19<21			\$40.28	\$7,008.51	\$44.11	\$7,674.73	\$50.60	\$8,803.92	\$52.53	\$9,140.80	\$57.78	\$10,053.56	\$63.51	\$11,051.01	
13.	21<25			\$41.11	\$7,153.42	\$45.01	\$7,830.94	\$51.62	\$8,982.71	\$53.59	\$9,325.23	\$58.97	\$10,260.58	\$64.81	\$11,276.85	
14.	>25			\$41.94	\$7,298.33	\$45.94	\$7,992.79	\$52.68	\$9,167.14	\$54.69	\$9,515.31	\$60.15	\$10,465.71	\$66.15	\$11,510.21	
Shift Differential, On-Call and Charge Nurse Differential																
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	
Eve		-		-		-		-		-		-		-		-
Night		-		-		-		-		-		-		-		-
Weekend		-		-		-		-		-		-		-		-
On-Call		-		-		-		-		-		-		-		-
Charge Nurse		-		-		-		-		-		-		-		-

UC SANTA BARBARA Effective January 2017																
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Practitioner - Per Diem 9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	
1.	<3	\$29.33	\$5,103.94	\$33.55	\$5,838.52	\$36.75	\$6,394.38	\$42.16	\$7,335.82	\$43.76	\$7,613.75	\$48.12	\$8,373.17	\$52.92	\$9,208.92	Hourly \$62.63
2.	3<5			\$34.24	\$5,957.91	\$37.49	\$6,523.56	\$43.00	\$7,482.62	\$44.66	\$7,770.34	\$49.11	\$8,545.41	\$54.02	\$9,398.78	
3.	5<7			\$34.94	\$6,079.26	\$38.25	\$6,654.70	\$43.88	\$7,635.28	\$45.56	\$7,926.92	\$50.09	\$8,715.69	\$55.11	\$9,588.63	
4.	7<8			\$35.66	\$6,204.52	\$39.02	\$6,789.75	\$44.78	\$7,791.87	\$46.48	\$8,087.41	\$51.13	\$8,895.76	\$56.22	\$9,782.40	
5.	8<9			\$36.38	\$6,329.79	\$39.83	\$6,930.67	\$45.70	\$7,952.36	\$47.42	\$8,251.82	\$52.15	\$9,073.87	\$57.38	\$9,984.00	
6.	9<10			\$37.12	\$6,458.97	\$40.64	\$7,071.59	\$46.61	\$8,110.90	\$48.39	\$8,420.15	\$53.23	\$9,261.77	\$58.53	\$10,183.64	
7.	10<11			\$37.90	\$6,594.02	\$41.47	\$7,216.43	\$47.58	\$8,279.22	\$49.39	\$8,594.34	\$54.31	\$9,449.67	\$59.73	\$10,393.07	
8.	11<13			\$38.66	\$6,727.11	\$42.32	\$7,363.22	\$48.55	\$8,447.55	\$50.38	\$8,766.58	\$55.41	\$9,641.48	\$60.95	\$10,604.45	
9.	13<15			\$39.44	\$6,862.17	\$43.19	\$7,515.89	\$49.53	\$8,617.83	\$51.42	\$8,946.65	\$56.55	\$9,839.16	\$62.20	\$10,823.67	
10.	15<17			\$40.26	\$7,005.05	\$44.06	\$7,666.60	\$50.55	\$8,795.94	\$52.45	\$9,126.72	\$57.69	\$10,038.80	\$63.46	\$11,042.88	
11.	17<19			\$41.07	\$7,145.97	\$44.96	\$7,823.18	\$51.56	\$8,972.10	\$53.52	\$9,312.66	\$58.89	\$10,246.27	\$64.74	\$11,264.05	
12.	19<21			\$41.89	\$7,288.85	\$45.87	\$7,981.72	\$52.62	\$9,156.08	\$54.63	\$9,506.43	\$60.09	\$10,455.70	\$66.05	\$11,493.05	
13.	21<25			\$42.76	\$7,439.56	\$46.81	\$8,144.17	\$53.69	\$9,342.02	\$55.74	\$9,698.24	\$61.33	\$10,671.00	\$67.40	\$11,727.92	
14.	>25			\$43.62	\$7,590.27	\$47.77	\$8,312.50	\$54.79	\$9,533.83	\$56.87	\$9,895.92	\$62.55	\$10,884.34	\$68.80	\$11,970.62	
Shift Differential, On-Call and Charge Nurse Differential																
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly
Eve				-		-		-		-		-		-		-
Night				-		-		-		-		-		-		-
Weekend				-		-		-		-		-		-		-
On-Call				-		-		-		-		-		-		-
Charge Nurse				-		-		-		-		-		-		-

UC SANTA CRUZ Effective January 2014																	
Step	Years of Experience	Nurse, Clinical 1 9140			Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Description	Nurse, Per Diem 9119 Hourly	Nurse Practitioner - Per Diem 9160 Hourly
		Hourly \$27.06	Monthly \$4,708.44		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			
	< 6 mos																
1.	1 year			\$29.54	\$5,139.96	\$32.43	\$5,642.82	\$37.19	\$6,471.06	\$36.84	\$6,410.16	\$40.54	\$7,053.96	Weekday	\$41.18	\$51.40	
2.	2 years			\$30.12	\$5,240.88	\$33.06	\$5,752.44	\$37.93	\$6,599.82	\$37.59	\$6,540.66	\$41.32	\$7,189.68	Weekend	\$42.67	\$52.87	
3.	3 years			\$30.72	\$5,345.28	\$33.73	\$5,869.02	\$38.69	\$6,732.06	\$38.31	\$6,665.94	\$42.15	\$7,334.10				
4.	4 years			\$31.34	\$5,453.16	\$34.40	\$5,985.60	\$39.46	\$6,866.04	\$39.08	\$6,799.92	\$43.00	\$7,482.00				
5.	5 years			\$31.97	\$5,562.78	\$35.09	\$6,105.66	\$40.24	\$7,001.76	\$39.87	\$6,937.38	\$43.87	\$7,633.38				
6.	6 years			\$32.60	\$5,672.40	\$35.80	\$6,229.20	\$41.06	\$7,144.44	\$40.67	\$7,076.58	\$44.74	\$7,784.76				
7.	7 years			\$33.26	\$5,787.24	\$36.51	\$6,352.74	\$41.87	\$7,285.38	\$41.50	\$7,221.00	\$45.64	\$7,941.36				
8.	8 years			\$33.92	\$5,902.08	\$37.23	\$6,478.02	\$42.71	\$7,431.54	\$42.32	\$7,363.68	\$46.55	\$8,099.70				
9.	9 years			\$34.61	\$6,022.14	\$37.98	\$6,608.52	\$43.56	\$7,579.44	\$43.16	\$7,509.84	\$47.49	\$8,263.26				
10.	10 years			\$35.30	\$6,142.20	\$38.74	\$6,740.76	\$44.43	\$7,730.82	\$44.02	\$7,659.48	\$48.42	\$8,425.08				
11.	11 years			\$36.00	\$6,264.00	\$39.52	\$6,876.48	\$45.32	\$7,885.68	\$44.91	\$7,814.34	\$49.40	\$8,595.60				
12.	15 years			\$36.72	\$6,389.28	\$40.31	\$7,013.94	\$46.23	\$8,044.02	\$45.81	\$7,970.94	\$50.39	\$8,767.86				
13.	> 20 years			\$37.45	\$6,516.30	\$41.11	\$7,153.14	\$47.14	\$8,202.36	\$46.72	\$8,129.28	\$51.39	\$8,941.86				
Shift Differential, On-Call and Charge Nurse Differential																	
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly			Hourly	Hourly	
Eve		-		-		-		-		-		-			-	-	
Night		-		-		-		-		-		-			-	-	
Weekend		\$1.30		\$1.30		\$1.30		\$1.30		\$1.30		\$1.30			-	-	
On-Call		-		-		-		-		-		-			-	-	
Charge Nurse		-		-		-		-		-		-			-	-	

UC SANTA CRUZ Effective Janauary 2015																
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Description	Nurse, Per Diem 9119	Nurse Practitioner - Per Diem 9160
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly		Hourly	Hourly
	< 6 mos	\$28.14	\$4,896.78													
1.	1 year			\$30.72	\$5,345.56	\$33.73	\$5,868.53	\$38.68	\$6,729.90	\$38.31	\$6,666.57	\$42.16	\$7,336.12	Weekday	\$42.83	\$53.46
2.	2 years			\$31.32	\$5,450.52	\$34.38	\$5,982.54	\$39.45	\$6,863.81	\$39.09	\$6,802.29	\$42.97	\$7,477.27	Weekend	\$44.38	\$54.98
3.	3 years			\$31.95	\$5,559.09	\$35.08	\$6,103.78	\$40.24	\$7,001.34	\$39.84	\$6,932.58	\$43.84	\$7,627.46			
4.	4 years			\$32.59	\$5,671.29	\$35.78	\$6,225.02	\$41.04	\$7,140.68	\$40.64	\$7,071.92	\$44.72	\$7,781.28			
5.	5 years			\$33.25	\$5,785.29	\$36.49	\$6,349.89	\$41.85	\$7,281.83	\$41.46	\$7,214.88	\$45.62	\$7,938.72			
6.	6 years			\$33.90	\$5,899.30	\$37.23	\$6,478.37	\$42.70	\$7,430.22	\$42.30	\$7,359.64	\$46.53	\$8,096.15			
7.	7 years			\$34.59	\$6,018.73	\$37.97	\$6,606.85	\$43.54	\$7,576.80	\$43.16	\$7,509.84	\$47.47	\$8,259.01			
8.	8 years			\$35.28	\$6,138.16	\$38.72	\$6,737.14	\$44.42	\$7,728.80	\$44.01	\$7,658.23	\$48.41	\$8,423.69			
9.	9 years			\$35.99	\$6,263.03	\$39.50	\$6,872.86	\$45.30	\$7,882.62	\$44.89	\$7,810.23	\$49.39	\$8,593.79			
10.	10 years			\$36.71	\$6,387.89	\$40.29	\$7,010.39	\$46.21	\$8,040.05	\$45.78	\$7,965.86	\$50.36	\$8,762.08			
11.	11 years			\$37.44	\$6,514.56	\$41.10	\$7,151.54	\$47.13	\$8,201.11	\$46.71	\$8,126.91	\$51.38	\$8,939.42			
12.	15 years			\$38.19	\$6,644.85	\$41.92	\$7,294.50	\$48.08	\$8,365.78	\$47.64	\$8,289.78	\$52.41	\$9,118.57			
13.	≥ 20 years			\$38.95	\$6,776.95	\$42.75	\$7,439.27	\$49.03	\$8,530.45	\$48.59	\$8,454.45	\$53.45	\$9,299.53			
Shift Differential, On-Call and Charge Nurse Differential																
		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly			Hourly	Hourly
Eve															-	-
Night															-	-
Weekend															-	-
On-Call															-	-
Charge Nurse															-	-

UC SANTA CRUZ Effective January 2016																						
Step	Years of Experience	Nurse, Clinical 1 9140			Nurse, Clinical 2 9139			Nurse, Clinical 3 9138			Nurse, Clinical 4 9137			Nurse Practitioner 2 9147			Nurse Practitioner 3 9146			Description	Nurse, Per Diem 9119 Hourly	Nurse Practitioner - Per Diem 9160 Hourly
		Hourly \$29.27	Monthly \$5,092.65		Hourly	Monthly		Hourly	Monthly		Hourly	Monthly		Hourly	Monthly		Hourly	Monthly				
	< 6 mos				\$31.95	\$5,559.38		\$35.08	\$6,103.27		\$40.22	\$6,999.10		\$39.85	\$6,933.23		\$43.85	\$7,629.56		Weekday	\$44.54	\$55.59
1.	1 year				\$32.58	\$5,668.54		\$35.76	\$6,221.84		\$41.03	\$7,138.37		\$40.66	\$7,074.38		\$44.69	\$7,776.36		Weekend	\$46.15	\$57.18
2.	2 years				\$33.23	\$5,781.45		\$36.48	\$6,347.93		\$41.85	\$7,281.40		\$41.44	\$7,209.88		\$45.59	\$7,932.56				
3.	3 years				\$33.90	\$5,898.14		\$37.21	\$6,474.02		\$42.68	\$7,426.31		\$42.27	\$7,354.79		\$46.51	\$8,092.53				
4.	4 years				\$34.58	\$6,016.70		\$37.95	\$6,603.88		\$43.52	\$7,573.10		\$43.12	\$7,503.47		\$47.45	\$8,256.26				
5.	5 years				\$35.26	\$6,135.27		\$38.72	\$6,737.50		\$44.41	\$7,727.43		\$43.99	\$7,654.03		\$48.39	\$8,420.00				
6.	6 years				\$35.97	\$6,259.48		\$39.49	\$6,871.12		\$45.29	\$7,879.87		\$44.89	\$7,810.23		\$49.36	\$8,589.37				
7.	7 years				\$36.69	\$6,383.69		\$40.27	\$7,006.63		\$46.20	\$8,037.95		\$45.77	\$7,964.56		\$50.35	\$8,760.64				
8.	8 years				\$37.43	\$6,513.55		\$41.08	\$7,147.78		\$47.11	\$8,197.92		\$46.68	\$8,122.64		\$51.37	\$8,937.54				
9.	9 years				\$38.18	\$6,643.40		\$41.90	\$7,290.81		\$48.06	\$8,361.65		\$47.61	\$8,284.49		\$52.37	\$9,112.57				
10.	10 years				\$38.94	\$6,775.14		\$42.74	\$7,437.60		\$49.02	\$8,529.15		\$48.57	\$8,451.99		\$53.43	\$9,297.00				
11.	11 years				\$39.72	\$6,910.65		\$43.60	\$7,586.28		\$50.00	\$8,700.41		\$49.55	\$8,621.37		\$54.50	\$9,483.32				
12.	15 years				\$40.51	\$7,048.03		\$44.46	\$7,736.84		\$50.99	\$8,871.67		\$50.53	\$8,792.63		\$55.58	\$9,671.52				
13.	≥ 20 years																					
Shift Differential, On-Call and Charge Nurse Differential																						
		Hourly			Hourly			Hourly			Hourly			Hourly			Hourly			Hourly		
Eve																						
Night																						
Weekend																						
On-Call																						
Charge Nurse																						

UC SANTA CRUZ Effective January 2017														
Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse, Per Diem 9119	Nurse Practitioner - Per Diem 9160
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Hourly
< 6 mos	\$30.44	\$5,296.35												
1. 1 year			\$33.23	\$5,781.76	\$36.48	\$6,347.41	\$41.83	\$7,279.06	\$41.44	\$7,210.56	\$45.60	\$7,934.75		
2. 2 years			\$33.88	\$5,895.28	\$37.19	\$6,470.71	\$42.67	\$7,423.90	\$42.28	\$7,357.35	\$46.48	\$8,087.41	\$46.32	\$57.82
3. 3 years			\$34.56	\$6,012.71	\$37.94	\$6,601.85	\$43.52	\$7,572.65	\$43.09	\$7,498.28	\$47.41	\$8,249.87	\$48.00	\$59.47
4. 4 years			\$35.25	\$6,134.06	\$38.70	\$6,732.99	\$44.39	\$7,723.36	\$43.96	\$7,648.99	\$48.37	\$8,416.23		
5. 5 years			\$35.96	\$6,257.37	\$39.47	\$6,868.04	\$45.26	\$7,876.03	\$44.85	\$7,803.61	\$49.35	\$8,586.51		
6. 6 years			\$36.67	\$6,380.68	\$40.27	\$7,007.00	\$46.19	\$8,036.52	\$45.75	\$7,960.19	\$50.33	\$8,756.80		
7. 7 years			\$37.41	\$6,509.86	\$41.07	\$7,145.97	\$47.10	\$8,195.06	\$46.68	\$8,122.64	\$51.34	\$8,932.95		
8. 8 years			\$38.16	\$6,639.04	\$41.88	\$7,286.89	\$48.04	\$8,359.47	\$47.60	\$8,283.14	\$52.36	\$9,111.06		
9. 9 years			\$38.93	\$6,774.09	\$42.72	\$7,433.69	\$49.00	\$8,525.84	\$48.55	\$8,447.55	\$53.42	\$9,295.04		
10. 10 years			\$39.71	\$6,909.14	\$43.58	\$7,582.44	\$49.98	\$8,696.12	\$49.52	\$8,615.87	\$54.47	\$9,477.07		
11. 11 years			\$40.50	\$7,046.15	\$44.45	\$7,735.10	\$50.98	\$8,870.32	\$50.52	\$8,790.07	\$55.57	\$9,668.88		
12. 15 years			\$41.31	\$7,187.07	\$45.34	\$7,889.73	\$52.00	\$9,048.43	\$51.53	\$8,966.22	\$56.68	\$9,862.65		
13. > 20 years			\$42.13	\$7,329.95	\$46.24	\$8,046.31	\$53.03	\$9,226.54	\$52.55	\$9,144.33	\$57.81	\$10,058.38		
Shift Differential, On-Call and Charge Nurse Differential														
	Hourly		Hourly		Hourly		Hourly		Hourly		Hourly		Hourly	Hourly
	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Hourly
Eve	-		-		-		-		-		-		-	-
Night	-		-		-		-		-		-		-	-
Weekend	\$1.30		\$1.30		\$1.30		\$1.30		\$1.30		\$1.30		-	-
On-Call	-		-		-		-		-		-		-	-
Charge Nurse	-		-		-		-		-		-		-	-

UC SAN DIEGO Effective January 2014											
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse, Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	< 6 mos	\$38.96	\$6,779.04								
1.	6 mos			\$39.37	\$6,850.38	\$41.56	\$7,231.44	\$45.12	\$7,850.88	\$41.68	\$7,252.32
2.	1 year			\$40.16	\$6,987.84	\$42.39	\$7,375.86	\$46.03	\$8,009.22	\$42.49	\$7,393.26
3.	2 years			\$40.96	\$7,127.04	\$43.25	\$7,525.50	\$46.94	\$8,167.56	\$43.34	\$7,541.16
4.	3 years			\$41.77	\$7,267.98	\$44.12	\$7,676.88	\$47.87	\$8,329.38	\$44.22	\$7,694.28
5.	4 years			\$42.63	\$7,417.62	\$45.00	\$7,830.00	\$48.84	\$8,498.16	\$45.09	\$7,845.66
6.	5 years			\$43.47	\$7,563.78	\$45.91	\$7,988.34	\$49.81	\$8,666.94	\$46.01	\$8,005.74
7.	6 years			\$44.34	\$7,715.16	\$46.82	\$8,146.68	\$50.81	\$8,840.94	\$46.92	\$8,164.08
8.	7 years			\$45.23	\$7,870.02	\$47.75	\$8,308.50	\$51.82	\$9,016.68	\$47.86	\$8,327.64
9.	8 years			\$46.14	\$8,028.36	\$48.69	\$8,472.06	\$52.85	\$9,195.90	\$48.83	\$8,496.42
10.	9 years			\$47.05	\$8,186.70	\$49.67	\$8,642.58	\$53.92	\$9,382.08	\$49.78	\$8,661.72
11.	10 years			\$47.99	\$8,350.26	\$50.68	\$8,818.32	\$54.98	\$9,566.52	\$50.79	\$8,837.46
12.	11 years			\$48.93	\$8,513.82	\$51.69	\$8,994.06	\$56.09	\$9,759.66	\$51.80	\$9,013.20
13.	12 years			\$49.95	\$8,691.30	\$52.70	\$9,169.80	\$57.20	\$9,952.80	\$52.83	\$9,192.42
14.	13 years			\$50.94	\$8,863.56	\$53.79	\$9,359.46	\$58.36	\$10,154.64	\$53.89	\$9,376.86
15.	14 years			\$51.96	\$9,041.04	\$54.88	\$9,549.12	\$59.52	\$10,356.48	\$54.97	\$9,564.78
16.	15 < 20 years & 10 years UC Service										
				\$53.01	\$9,223.74	\$55.97	\$9,738.78	\$60.73	\$10,567.02	\$56.08	\$9,757.92
17.	20+ years & 15 years UC Service										
				\$54.07	\$9,408.18	\$57.09	\$9,933.66	\$61.92	\$10,774.08	\$57.20	\$9,952.80
18.	More than 25 yrs nsg & 20 yrs at UC										
				\$55.15	\$9,596.10	\$58.22	\$10,130.28	\$63.17	\$10,991.58	\$58.34	\$10,151.16
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
Night		\$4.00		\$4.00		\$4.00		\$4.00		\$4.00	
Weekend		\$2.80		\$2.80		\$2.80		\$2.80		\$2.80	
On-Call		\$9.50		\$9.50		\$9.50		\$9.50		\$9.50	
Charge Nurse		-		\$2.50		\$2.50		-		-	

UC SAN DIEGO Effective January 2014											
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse, Anesthetist 9144		Nurse, Anesthetist, Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
1.	<1 yr	\$49.23	\$8,566.02	\$50.23	\$8,740.02	\$54.53	\$9,488.22	\$71.41	\$12,425.34	\$74.99	\$13,048.26
2.	1 yr			\$51.23	\$8,914.02	\$55.63	\$9,679.62	\$72.83	\$12,672.42	\$76.50	\$13,311.00
3.	2 years			\$52.24	\$9,089.76	\$56.74	\$9,872.76	\$74.30	\$12,928.20	\$78.03	\$13,577.22
4.	3 years			\$53.29	\$9,272.46	\$57.87	\$10,069.38	\$75.77	\$13,183.98	\$79.60	\$13,850.40
5.	4 years			\$54.36	\$9,458.64	\$59.02	\$10,269.48	\$77.29	\$13,448.46	\$81.18	\$14,125.32
6.	5 years			\$55.44	\$9,646.56	\$60.20	\$10,474.80	\$78.83	\$13,716.42	\$82.82	\$14,410.68
7.	6 years			\$56.56	\$9,841.44	\$61.42	\$10,687.08	\$80.39	\$13,987.86	\$84.47	\$14,697.78
8.	7 years			\$57.69	\$10,038.06	\$62.65	\$10,901.10	\$82.02	\$14,271.48	\$86.16	\$14,991.84
9.	8 years			\$58.84	\$10,238.16	\$63.88	\$11,115.12	\$83.66	\$14,556.84	\$87.88	\$15,291.12
10.	9 years			\$60.01	\$10,441.74	\$65.17	\$11,339.58	\$85.33	\$14,847.42	\$89.65	\$15,599.10
11.	10 years			\$61.21	\$10,650.54	\$66.47	\$11,565.78	\$87.05	\$15,146.70	\$91.44	\$15,910.56
12.	11 years			\$62.44	\$10,864.56	\$67.80	\$11,797.20	\$88.80	\$15,451.20	\$93.27	\$16,228.98
13.	12 years			\$63.70	\$11,083.80	\$69.16	\$12,033.84	\$90.56	\$15,757.44	\$95.13	\$16,552.62
14.	13 years			\$64.96	\$11,303.04	\$70.54	\$12,273.96	\$92.37	\$16,072.38	\$97.03	\$16,883.22
15.	14 years			\$66.26	\$11,529.24	\$71.97	\$12,522.78	\$94.21	\$16,392.54	\$98.97	\$17,220.78
16.	15 < 20 years & 10 years UC Service			\$67.58	\$11,758.92	\$73.40	\$12,771.60	\$96.11	\$16,723.14	\$100.95	\$17,565.30
17.	20+ years & 15 years UC Service			\$68.94	\$11,995.56	\$74.87	\$13,027.38	\$98.04	\$17,058.96	\$102.98	\$17,918.52
18.	More than 25 yrs nsg & 20 yrs at UC			\$70.32	\$12,235.68	\$76.36	\$13,286.64	\$100.00	\$17,400.00	\$105.03	\$18,275.22
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
Night		\$4.00		\$4.00		\$4.00		\$4.00		\$4.00	
Weekend		\$2.80		\$2.80		\$2.80		\$2.80		\$2.80	
On-Call		\$9.50		\$9.50		\$9.50		\$9.50		\$9.50	
Charge Nurse		-		-		-		-		-	

UC SAN DIEGO Effective January 2014				
Step	Nurse - Per Diem 9119 Hourly	Nurse Practitioner - Per Diem 9160 Hourly	Nurse Anesthetist - Per Diem 9122 Hourly	Nurse Anesthetist, Sr. - Per Diem 9121 Hourly
1.	\$54.11	\$70.28	\$94.38	\$102.29
Shift Differential, On-Call and Charge Nurse Differential				
	Hourly	Hourly	Hourly	Hourly
Eve	\$2.25	\$2.25	\$2.25	\$2.25
Night	\$4.00	\$4.00	\$4.00	\$4.00
Weekend	\$2.80	\$2.80	\$2.80	\$2.80
On-Call	\$9.50	\$9.50	\$9.50	\$9.50
Charge Nurse	-	-	-	-

UC SAN DIEGO Effective January 2015											
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse, Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	< 6 mos	\$40.52	\$7,050.20								
1.	6 mos			\$40.94	\$7,124.40	\$43.22	\$7,520.70	\$46.92	\$8,164.92	\$43.35	\$7,542.41
2.	1 year			\$41.77	\$7,267.35	\$44.09	\$7,670.89	\$47.87	\$8,329.59	\$44.19	\$7,688.99
3.	2 years			\$42.60	\$7,412.12	\$44.98	\$7,826.52	\$48.82	\$8,494.26	\$45.07	\$7,842.81
4.	3 years			\$43.44	\$7,558.70	\$45.88	\$7,983.96	\$49.78	\$8,662.56	\$45.99	\$8,002.05
5.	4 years			\$44.34	\$7,714.32	\$46.80	\$8,143.20	\$50.79	\$8,838.09	\$46.89	\$8,159.49
6.	5 years			\$45.21	\$7,866.33	\$47.75	\$8,307.87	\$51.80	\$9,013.62	\$47.85	\$8,325.97
7.	6 years			\$46.11	\$8,023.77	\$48.69	\$8,472.55	\$52.84	\$9,194.58	\$48.80	\$8,490.64
8.	7 years			\$47.04	\$8,184.82	\$49.66	\$8,640.84	\$53.89	\$9,377.35	\$49.77	\$8,660.75
9.	8 years			\$47.99	\$8,349.49	\$50.64	\$8,810.94	\$54.96	\$9,563.74	\$50.78	\$8,836.28
10.	9 years			\$48.93	\$8,514.17	\$51.66	\$8,988.28	\$56.08	\$9,757.36	\$51.77	\$9,008.19
11.	10 years			\$49.91	\$8,684.27	\$52.71	\$9,171.05	\$57.18	\$9,949.18	\$52.82	\$9,190.96
12.	11 years			\$50.89	\$8,854.37	\$53.76	\$9,353.82	\$58.33	\$10,150.05	\$53.87	\$9,373.73
13.	12 years			\$51.95	\$9,038.95	\$54.81	\$9,536.59	\$59.49	\$10,350.91	\$54.94	\$9,560.12
14.	13 years			\$52.98	\$9,218.10	\$55.94	\$9,733.84	\$60.69	\$10,560.83	\$56.05	\$9,751.93
15.	14 years			\$54.04	\$9,402.68	\$57.08	\$9,931.08	\$61.90	\$10,770.74	\$57.17	\$9,947.37
16.	15 < 20 years & 10 years UC Service			\$55.13	\$9,592.69	\$58.21	\$10,128.33	\$63.16	\$10,989.70	\$58.32	\$10,148.24
17.	20+ years & 15 years UC Service			\$56.23	\$9,784.51	\$59.37	\$10,331.01	\$64.40	\$11,205.04	\$59.49	\$10,350.91
18.	More than 25 yrs nsg & 20 yrs at UC			\$57.36	\$9,979.94	\$60.55	\$10,535.49	\$65.70	\$11,431.24	\$60.67	\$10,557.21
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
Night		\$4.00		\$4.00		\$4.00		\$4.00		\$4.00	
Weekend		\$2.80		\$2.80		\$2.80		\$2.80		\$2.80	
On-Call		\$9.50		\$9.50		\$9.50		\$9.50		\$9.50	
Charge Nurse		-		\$2.50		\$2.50		-		-	

UC SAN DIEGO Effective January 2015												
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practioner 2 9147		Nurse Practitioner 3 9146		Nurse, Anesthetist 9144		Nurse, Anesthetist, Sr. Nex 7865		
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	
1.	<1 yr	\$51.20	\$8,908.66	\$52.24	\$9,089.62	\$56.71	\$9,867.75	\$74.27	\$12,922.35	\$77.99	\$13,570.19	
2.	1 yr			\$53.28	\$9,270.58	\$57.86	\$10,066.80	\$75.74	\$13,179.32	\$79.56	\$13,843.44	
3.	2 years			\$54.33	\$9,453.35	\$59.01	\$10,267.67	\$77.27	\$13,445.33	\$81.15	\$14,120.31	
4.	3 years			\$55.42	\$9,643.36	\$60.18	\$10,472.16	\$78.80	\$13,711.34	\$82.78	\$14,404.42	
5.	4 years			\$56.53	\$9,836.99	\$61.38	\$10,680.26	\$80.38	\$13,986.40	\$84.43	\$14,690.33	
6.	5 years			\$57.66	\$10,032.42	\$62.61	\$10,893.79	\$81.98	\$14,265.08	\$86.13	\$14,987.11	
7.	6 years			\$58.82	\$10,235.10	\$63.88	\$11,114.56	\$83.61	\$14,547.37	\$87.85	\$15,285.69	
8.	7 years			\$60.00	\$10,439.58	\$65.16	\$11,337.14	\$85.30	\$14,842.34	\$89.61	\$15,591.51	
9.	8 years			\$61.19	\$10,647.69	\$66.44	\$11,559.72	\$87.01	\$15,139.11	\$91.40	\$15,902.76	
10.	9 years			\$62.41	\$10,859.41	\$67.78	\$11,793.16	\$88.74	\$15,441.32	\$93.24	\$16,223.06	
11.	10 years			\$63.66	\$11,076.56	\$69.13	\$12,028.41	\$90.53	\$15,752.57	\$95.10	\$16,546.98	
12.	11 years			\$64.94	\$11,299.14	\$70.51	\$12,269.09	\$92.35	\$16,069.25	\$97.00	\$16,878.14	
13.	12 years			\$66.25	\$11,527.15	\$71.93	\$12,515.19	\$94.18	\$16,387.74	\$98.94	\$17,214.72	
14.	13 years			\$67.56	\$11,755.16	\$73.36	\$12,764.92	\$96.06	\$16,715.28	\$100.91	\$17,558.55	
15.	14 years			\$68.91	\$11,990.41	\$74.85	\$13,023.69	\$97.98	\$17,048.24	\$102.93	\$17,909.61	
16.	15 < 20 years & 10 years UC Service			\$70.28	\$12,229.28	\$76.34	\$13,282.46	\$99.95	\$17,392.07	\$104.99	\$18,267.91	
17.	20+ years & 15 years UC Service			\$71.70	\$12,475.38	\$77.86	\$13,548.48	\$101.96	\$17,741.32	\$107.10	\$18,635.26	
18.	More than 25 yrs nsg & 20 yrs at UC			\$73.13	\$12,725.11	\$79.41	\$13,818.11	\$104.00	\$18,096.00	\$109.23	\$19,006.23	
Shift Differential, On-Call and Charge Nurse Differential												
		Hourly		Hourly		Hourly		Hourly		Hourly		
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	
Eve		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25		
Night		\$4.00		\$4.00		\$4.00		\$4.00		\$4.00		
Weekend		\$2.80		\$2.80		\$2.80		\$2.80		\$2.80		
On-Call		\$9.50		\$9.50		\$9.50		\$9.50		\$9.50		
Charge Nurse		-		-		-		-		-		

UC SAN DIEGO Effective January 2016											
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse, Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	< 6 mos	\$42.14	\$7,332.21								
1.	6 mos			\$42.58	\$7,409.38	\$44.95	\$7,821.53	\$48.80	\$8,491.52	\$45.08	\$7,844.11
2.	1 year			\$43.44	\$7,558.04	\$45.85	\$7,977.73	\$49.78	\$8,662.77	\$45.96	\$7,996.55
3.	2 years			\$44.30	\$7,708.60	\$46.78	\$8,139.58	\$50.77	\$8,834.03	\$46.87	\$8,156.52
4.	3 years			\$45.18	\$7,861.05	\$47.72	\$8,303.32	\$51.77	\$9,009.06	\$47.83	\$8,322.13
5.	4 years			\$46.11	\$8,022.89	\$48.67	\$8,468.93	\$52.82	\$9,191.61	\$48.77	\$8,485.87
6.	5 years			\$47.02	\$8,180.98	\$49.66	\$8,640.18	\$53.87	\$9,374.16	\$49.76	\$8,659.01
7.	6 years			\$47.95	\$8,344.72	\$50.64	\$8,811.45	\$54.95	\$9,562.36	\$50.75	\$8,830.27
8.	7 years			\$48.92	\$8,512.21	\$51.65	\$8,986.47	\$56.05	\$9,752.44	\$51.76	\$9,007.18
9.	8 years			\$49.91	\$8,683.47	\$52.67	\$9,163.38	\$57.16	\$9,946.29	\$52.81	\$9,189.73
10.	9 years			\$50.89	\$8,854.74	\$53.73	\$9,347.81	\$58.32	\$10,147.65	\$53.84	\$9,368.52
11.	10 years			\$51.91	\$9,031.64	\$54.82	\$9,537.89	\$59.47	\$10,347.15	\$54.93	\$9,558.60
12.	11 years			\$52.93	\$9,208.54	\$55.91	\$9,727.97	\$60.66	\$10,556.05	\$56.02	\$9,748.68
13.	12 years			\$54.03	\$9,400.51	\$57.00	\$9,918.05	\$61.87	\$10,764.95	\$57.14	\$9,942.52
14.	13 years			\$55.10	\$9,586.82	\$58.18	\$10,123.19	\$63.12	\$10,983.26	\$58.29	\$10,142.01
15.	14 years			\$56.20	\$9,778.79	\$59.36	\$10,328.32	\$64.38	\$11,201.57	\$59.46	\$10,345.26
16.	15 < 20 years & 10 years UC Service										
17.	20+ years & 15 years UC Service			\$57.34	\$9,976.40	\$60.54	\$10,533.46	\$65.69	\$11,429.29	\$60.65	\$10,554.17
18.	More than 25 yrs nsg & 20 yrs at UC			\$58.48	\$10,175.89	\$61.74	\$10,744.25	\$66.98	\$11,653.24	\$61.87	\$10,764.95
				\$59.65	\$10,379.14	\$62.97	\$10,956.91	\$68.33	\$11,888.49	\$63.10	\$10,979.50
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve											
Night				\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25
Weekend				\$4.00	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00
On-Call				\$2.80	\$2.80	\$2.80	\$2.80	\$2.80	\$2.80	\$2.80	\$2.80
Charge Nurse				\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50
				-	\$2.50	\$2.50	\$2.50	-	-	-	-

UC SAN DIEGO Effective January 2016											
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practioner 2 9147		Nurse Practitioner 3 9146		Nurse, Anesthetist 9144		Nurse, Anesthetist, Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
1.	<1 yr	\$53.25	\$9,265.01	\$54.33	\$9,453.20	\$58.98	\$10,262.46	\$77.24	\$13,439.24	\$81.11	\$14,113.00
2.	1 yr			\$55.41	\$9,641.40	\$60.17	\$10,469.47	\$78.77	\$13,706.49	\$82.74	\$14,397.18
3.	2 years			\$56.50	\$9,831.48	\$61.37	\$10,678.38	\$80.36	\$13,983.14	\$84.40	\$14,685.12
4.	3 years			\$57.64	\$10,029.09	\$62.59	\$10,891.05	\$81.95	\$14,259.79	\$86.09	\$14,980.60
5.	4 years			\$58.79	\$10,230.47	\$63.84	\$11,107.47	\$83.60	\$14,545.86	\$87.81	\$15,277.94
6.	5 years			\$59.97	\$10,433.72	\$65.11	\$11,329.54	\$85.26	\$14,835.68	\$89.58	\$15,586.59
7.	6 years			\$61.17	\$10,644.50	\$66.44	\$11,559.14	\$86.95	\$15,129.26	\$91.36	\$15,897.12
8.	7 years			\$62.40	\$10,857.16	\$67.77	\$11,790.63	\$88.71	\$15,436.03	\$93.19	\$16,215.17
9.	8 years			\$63.64	\$11,073.60	\$69.10	\$12,022.11	\$90.49	\$15,744.67	\$95.06	\$16,538.87
10.	9 years			\$64.91	\$11,293.79	\$70.49	\$12,264.89	\$92.29	\$16,058.97	\$96.97	\$16,871.98
11.	10 years			\$66.21	\$11,519.62	\$71.90	\$12,509.55	\$94.15	\$16,382.67	\$98.90	\$17,208.86
12.	11 years			\$67.54	\$11,751.11	\$73.33	\$12,759.85	\$96.04	\$16,712.02	\$100.88	\$17,553.27
13.	12 years			\$68.90	\$11,988.24	\$74.81	\$13,015.80	\$97.95	\$17,043.25	\$102.90	\$17,903.31
14.	13 years			\$70.26	\$12,225.37	\$76.29	\$13,275.52	\$99.90	\$17,383.89	\$104.95	\$18,260.89
15.	14 years			\$71.67	\$12,470.03	\$77.84	\$13,544.64	\$101.90	\$17,730.17	\$107.05	\$18,625.99
16.	15 < 20 years & 10 years UC Service			\$73.09	\$12,718.45	\$79.39	\$13,813.76	\$103.95	\$18,087.75	\$109.19	\$18,998.63
17.	20+ years & 15 years UC Service			\$74.57	\$12,974.40	\$80.97	\$14,090.42	\$106.04	\$18,450.97	\$111.38	\$19,380.67
18.	More than 25 yrs nsg & 20 yrs at UC			\$76.06	\$13,234.11	\$82.59	\$14,370.83	\$108.16	\$18,819.84	\$113.60	\$19,766.48
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve		\$2.25		\$2.25		\$2.25		\$2.25		\$2.25	
Night		\$4.00		\$4.00		\$4.00		\$4.00		\$4.00	
Weekend		\$2.80		\$2.80		\$2.80		\$2.80		\$2.80	
On-Call		\$9.50		\$9.50		\$9.50		\$9.50		\$9.50	
Charge Nurse		-		-		-		-		-	

UC SAN DIEGO Effective January 2016				
Step	Nurse - Per Diem 9119 Hourly	Nurse Practitioner - Per Diem 9160 Hourly	Nurse Anesthetist - Per Diem 9122 Hourly	Nurse Anesthetist, Sr. - Per Diem 9121 Hourly
1.	\$58.52	\$76.01	\$102.09	\$110.64
Shift Differential, On-Call and Charge Nurse Differential				
	Hourly	Hourly	Hourly	Hourly
Eve	\$2.25	\$2.25	\$2.25	\$2.25
Night	\$4.00	\$4.00	\$4.00	\$4.00
Weekend	\$2.80	\$2.80	\$2.80	\$2.80
On-Call	\$9.50	\$9.50	\$9.50	\$9.50
Charge Nurs	-	-	-	-

UC SAN DIEGO Effective January 2017											
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		Nurse, Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	< 6 mos	\$43.83	\$7,625.50								
1.	6 mos			\$44.28	\$7,705.76	\$46.75	\$312.86	\$50.75	\$8,831.18	\$46.88	\$8,157.87
2.	1 year			\$45.18	\$7,860.36	\$47.68	\$319.11	\$51.77	\$9,009.28	\$47.80	\$8,316.41
3.	2 years			\$46.07	\$8,016.94	\$48.65	\$325.58	\$52.80	\$9,187.39	\$48.74	\$8,482.78
4.	3 years			\$46.99	\$8,175.49	\$49.63	\$332.13	\$53.84	\$9,369.42	\$49.74	\$8,655.02
5.	4 years			\$47.95	\$8,343.81	\$50.62	\$338.76	\$54.93	\$9,559.27	\$50.72	\$8,825.30
6.	5 years			\$48.90	\$8,508.22	\$51.65	\$345.61	\$56.02	\$9,749.13	\$51.75	\$9,005.37
7.	6 years			\$49.87	\$8,678.51	\$52.67	\$352.46	\$57.15	\$9,944.85	\$52.78	\$9,183.48
8.	7 years			\$50.88	\$8,852.70	\$53.72	\$359.46	\$58.29	\$10,142.54	\$53.83	\$9,367.47
9.	8 years			\$51.91	\$9,030.81	\$54.78	\$366.54	\$59.45	\$10,344.14	\$54.92	\$9,557.32
10.	9 years			\$52.93	\$9,208.93	\$55.88	\$373.91	\$60.65	\$10,553.56	\$55.99	\$9,743.26
11.	10 years			\$53.99	\$9,392.91	\$57.01	\$381.52	\$61.85	\$10,761.04	\$57.13	\$9,940.94
12.	11 years			\$55.05	\$9,576.88	\$58.15	\$389.12	\$63.09	\$10,978.29	\$58.26	\$10,138.63
13.	12 years			\$56.19	\$9,776.53	\$59.28	\$396.72	\$64.34	\$11,195.55	\$59.43	\$10,340.22
14.	13 years			\$57.30	\$9,970.29	\$60.51	\$404.93	\$65.64	\$11,422.59	\$60.62	\$10,547.69
15.	14 years			\$58.45	\$10,169.94	\$61.73	\$413.13	\$66.96	\$11,649.63	\$61.84	\$10,759.07
16.	15 < 20 years & 10 years UC Service										
17.	20+ years & 15 years UC Service			\$59.63	\$10,375.46	\$62.96	\$421.34	\$68.32	\$11,886.46	\$63.08	\$10,976.34
18.	More than 25 yrs nsg & 20 yrs at UC			\$60.82	\$10,582.93	\$64.21	\$429.77	\$69.66	\$12,119.37	\$64.34	\$11,195.55
				\$62.04	\$10,794.31	\$65.49	\$438.28	\$71.06	\$12,364.03	\$65.62	\$11,418.68
Shift Differential, On-Call and Charge Nurse Differential											
		Hourly		Hourly		Hourly		Hourly		Hourly	
Eve											
Night				\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25	\$2.25
Weekend				\$4.00	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00	\$4.00
On-Call				\$2.80	\$2.80	\$2.80	\$2.80	\$2.80	\$2.80	\$2.80	\$2.80
Charge Nurse				\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50	\$9.50
				-	\$2.50	\$2.50	\$2.50	-	-	-	-

UC SAN DIEGO Effective January 2017											
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practioner 2 9147		Nurse Practitioner 3 9146		Nurse, Anesthetist 9144		Nurse, Anesthetist, Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
1.	<1 yr	\$55.38	\$9,635.61	\$56.50	\$9,831.33	\$61.34	\$10,672.96	\$80.33	\$13,976.81	\$84.35	\$14,677.52
2.	1 yr			\$57.63	\$10,027.06	\$62.58	\$10,888.25	\$81.92	\$14,254.75	\$86.05	\$14,973.07
3.	2 years			\$58.76	\$10,224.74	\$63.82	\$11,105.52	\$83.57	\$14,542.47	\$87.78	\$15,272.52
4.	3 years			\$59.95	\$10,430.25	\$65.09	\$11,326.69	\$85.23	\$14,830.18	\$89.53	\$15,579.82
5.	4 years			\$61.14	\$10,639.69	\$66.39	\$11,551.77	\$86.94	\$15,127.69	\$91.32	\$15,889.06
6.	5 years			\$62.37	\$10,851.07	\$67.71	\$11,782.72	\$88.67	\$15,429.11	\$93.16	\$16,210.05
7.	6 years			\$63.62	\$11,070.28	\$69.10	\$12,021.51	\$90.43	\$15,734.43	\$95.01	\$16,533.00
8.	7 years			\$64.90	\$11,291.45	\$70.48	\$12,262.26	\$92.26	\$16,053.47	\$96.92	\$16,863.78
9.	8 years			\$66.19	\$11,516.54	\$71.86	\$12,502.99	\$94.11	\$16,374.46	\$98.86	\$17,200.42
10.	9 years			\$67.51	\$11,745.54	\$73.31	\$12,755.49	\$95.98	\$16,701.33	\$100.85	\$17,546.86
11.	10 years			\$68.86	\$11,980.40	\$74.78	\$13,009.93	\$97.92	\$17,037.98	\$102.86	\$17,897.21
12.	11 years			\$70.24	\$12,221.15	\$76.26	\$13,270.24	\$99.88	\$17,380.50	\$104.92	\$18,255.40
13.	12 years			\$71.66	\$12,467.77	\$77.80	\$13,536.43	\$101.87	\$17,724.98	\$107.02	\$18,619.44
14.	13 years			\$73.07	\$12,714.38	\$79.34	\$13,806.54	\$103.90	\$18,079.25	\$109.15	\$18,991.33
15.	14 years			\$74.54	\$12,968.83	\$80.95	\$14,086.43	\$105.98	\$18,439.38	\$111.33	\$19,371.03
16.	15 < 20 years & 10 years UC Service										
17.	20+ years & 15 years UC Service			\$76.01	\$13,227.19	\$82.57	\$14,366.31	\$108.11	\$18,811.26	\$113.56	\$19,758.58
18.	More than 25 yrs nsg & 20 yrs at UC			\$77.55	\$13,493.38	\$84.21	\$14,654.04	\$110.28	\$19,189.01	\$115.84	\$20,155.90
				\$79.10	\$13,763.47	\$85.89	\$14,945.66	\$112.49	\$19,572.63	\$118.14	\$20,557.14
Shift Differential, On-Call and Charge Nurse Differential											
Eve Night Weekend On-Call Charge Nurse		Hourly		Hourly		Hourly		Hourly		Hourly	
			\$2.25		\$2.25		\$2.25		\$2.25		\$2.25
			\$4.00		\$4.00		\$4.00		\$4.00		\$4.00
			\$2.80		\$2.80		\$2.80		\$2.80		\$2.80
			\$9.50		\$9.50		\$9.50		\$9.50		\$9.50
			-		-		-		-		-

UC SAN DIEGO Effective January 2017				
Step	Nurse - Per Diem 9119 Hourly	Nurse Practitioner - Per Diem 9160 Hourly	Nurse Anesthetist - Per Diem 9122 Hourly	Nurse Anesthetist, Sr. - Per Diem 9121 Hourly
1.	\$60.86	\$79.05	\$106.17	\$115.07
Shift Differential, On-Call and Charge Nurse Differential				
	Hourly	Hourly	Hourly	Hourly
Eve	\$2.25	\$2.25	\$2.25	\$2.25
Night	\$4.00	\$4.00	\$4.00	\$4.00
Weekend	\$2.80	\$2.80	\$2.80	\$2.80
On-Call	\$9.50	\$9.50	\$9.50	\$9.50
Charge Nurse	-	-	-	-

UC SAN FRANCISCO Effective January 2014									
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos	\$55.64	\$9,681.36						
1.	6 mos			\$58.41	\$10,163.34	\$61.10	\$10,631.40	\$64.13	\$11,158.62
2.	1.5 years			\$60.53	\$10,532.22	\$63.29	\$11,012.46	\$66.41	\$11,555.34
3.	2.5 years			\$62.69	\$10,908.06	\$65.58	\$11,410.92	\$68.81	\$11,972.94
4.	3.5 years			\$64.95	\$11,301.30	\$67.94	\$11,821.56	\$71.27	\$12,400.98
5.	4.5 years			\$67.29	\$11,708.46	\$70.37	\$12,244.38	\$73.80	\$12,841.20
6.	7.5 years			\$68.62	\$11,939.88	\$71.77	\$12,487.98	\$75.32	\$13,105.68
7.	10.5 years			\$70.00	\$12,180.00	\$73.22	\$12,740.28	\$76.82	\$13,366.68
8.	15 years			\$71.41	\$12,425.34	\$74.70	\$12,997.80	\$78.36	\$13,634.64
9.	20 years			\$72.82	\$12,670.68	\$76.18	\$13,255.32	\$79.91	\$13,904.34
10.	25 years			\$74.19	\$12,909.06	\$77.70	\$13,519.80	\$81.49	\$14,179.26
11.	30 years			\$75.69	\$13,170.06	\$79.24	\$13,787.76	\$83.14	\$14,466.36
Shift Differential, On-Call and Charge Nurse Differential									
		Percent		Percent		Percent		Percent	
Eve		10%		10%		10%		10%	
Night		16%		16%		16%		16%	
Weekend		5%		5%		5%		5%	
On-Call		50%		50%		50%		50%	
Charge Nurse		-		\$2.50/Hr.		\$2.50/Hr.		\$0.00	

UC SAN FRANCISCO Effective January 2014												
Step	Years of Experience	Home Health Nurse 1 9118		Home Health Nurse 2 9117		Home Health Nurse 3 9116		Nurse Coordinator 9141		Nurse, Administrative 1 9134		
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	
1.	<6 mos	\$58.41	\$10,163.34	\$61.10	\$10,631.40	\$67.26	\$11,703.24	\$62.85	\$10,935.90	\$61.10	\$10,631.40	
2.	6 mos	\$60.53	\$10,532.22	\$63.29	\$11,012.46	\$69.70	\$12,127.80	\$65.12	\$11,330.88	\$63.29	\$11,012.46	
3.	1.5 years	\$62.69	\$10,908.06	\$65.58	\$11,410.92	\$72.21	\$12,564.54	\$67.45	\$11,736.30	\$65.58	\$11,410.92	
4.	2.5 years	\$64.95	\$11,301.30	\$67.94	\$11,821.56	\$74.80	\$13,015.20	\$69.89	\$12,160.86	\$67.94	\$11,821.56	
5.	3.5 years	\$67.29	\$11,708.46	\$70.37	\$12,244.38	\$77.48	\$13,481.52	\$72.39	\$12,595.86	\$70.37	\$12,244.38	
6.	4.5 years	\$68.62	\$11,939.88	\$71.77	\$12,487.98	\$79.03	\$13,751.22	\$73.84	\$12,848.16	\$71.77	\$12,487.98	
7.	7.5 years	\$70.00	\$12,180.00	\$73.22	\$12,740.28	\$80.61	\$14,026.14	\$75.33	\$13,107.42	\$73.22	\$12,740.28	
8.	10.5 years	\$71.41	\$12,425.34	\$74.70	\$12,997.80	\$82.23	\$14,308.02	\$76.84	\$13,370.16	\$74.70	\$12,997.80	
9.	15 years	\$72.82	\$12,670.68	\$76.18	\$13,255.32	\$83.89	\$14,596.86	\$78.38	\$13,638.12	\$76.18	\$13,255.32	
10.	20 years	\$74.19	\$12,909.06	\$77.70	\$13,519.80	\$85.54	\$14,883.96	\$79.94	\$13,909.56	\$77.70	\$13,519.80	
11.	25 years	\$75.69	\$13,170.06	\$79.24	\$13,787.76	\$87.27	\$15,184.98	\$81.54	\$14,187.96	\$79.24	\$13,787.76	
	30 years											
Shift Differential, On-Call and Charge Nurse Differential												
		Percent		Percent		Percent		Percent		Percent		
Eve		10%		10%		10%		10%		10%		
Night		16%		16%		16%		16%		16%		
Weekend		5%		5%		5%		5%		5%		
On-Call		50%		50%		50%		50%		50%		
Charge Nurse		\$2.50/Hr.		\$2.50/Hr.		\$2.50/Hr.		-		-		

UC SAN FRANCISCO Effective January 2014													
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse, Anesthetist Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1.	6 mos	\$59.36	\$10,328.64	\$62.30	\$10,840.20	\$65.42	\$11,383.08	\$73.66	\$12,816.84	1.	Up to 3 years	\$94.61	\$16,462.14
2.	1.5 years	\$61.48	\$10,697.52	\$64.52	\$11,226.48	\$67.75	\$11,788.50	\$76.61	\$13,330.14	2.	3.1 - 5.9 years	\$98.40	\$17,121.60
3.	2.5 years	\$63.72	\$11,087.28	\$66.86	\$11,633.64	\$70.18	\$12,211.32	\$79.70	\$13,867.80	3.	6 - 7.9 years	\$102.33	\$17,805.42
4.	3.5 years	\$66.01	\$11,485.74	\$69.24	\$12,047.76	\$72.72	\$12,653.28	\$82.87	\$14,419.38	4.	8 - 9.9 years	\$106.43	\$18,518.82
5.	4.5 years	\$68.38	\$11,898.12	\$71.71	\$12,477.54	\$75.33	\$13,107.42	\$86.18	\$14,995.32	5.	10+ years	\$110.69	\$19,260.06
6.	7.5 years	\$69.75	\$12,136.50	\$73.17	\$12,731.58	\$76.84	\$13,370.16	\$89.63	\$15,595.62	6.	30+ years	\$112.92	\$19,648.08
7.	10.5 years	\$71.17	\$12,383.58	\$74.65	\$12,989.10	\$78.37	\$13,636.38	\$93.22	\$16,220.28				
8.	15 years	\$72.57	\$12,627.18	\$76.14	\$13,248.36	\$79.96	\$13,913.04	\$96.93	\$16,865.82				
9.	20 years	\$74.04	\$12,882.96	\$77.67	\$13,514.58	\$81.54	\$14,187.96	\$100.82	\$17,542.68				
10.	25 years	\$75.50	\$13,137.00	\$79.20	\$13,780.80	\$83.18	\$14,473.32	\$104.85	\$18,243.90				
11.	30 years	\$77.03	\$13,403.22	\$80.80	\$14,059.20	\$84.82	\$14,758.68	\$106.95	\$18,609.30				
Shift Differential, On-Call and Charge Nurse Differential													
		Percent		Percent		Percent		Percent				Percent	
Eve		10%		10%		10%		10%		Eve		10%	
Night		16%		16%		16%		16%		Night		16%	
Weekend		5%		5%		5%		5%		Weekend		5%	
On-Call		50%		50%		50%		50%		On-Call		50%	
Charge Nurse		-		-		-		-		Charge Nurse		-	

UC SAN FRANCISCO Effective January 2014												
Step	Years of Experience	Nurse, Per Diem 9119		Home Health Nurse - Per Diem 9114		Nurse Practitioner - Per Diem 9160		Nurse Anesthetist - Per Diem 9122		Nurse Anesthetist Sr - Per Diem 9121		
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	
	<6 mos											
1.	6 mos	\$73.03	\$12,707.22	\$73.03	\$12,707.22	\$83.78	\$14,577.72	\$105.77	\$18,403.98	\$113.44	\$19,738.56	
2.	1.5 years	\$75.65	\$13,163.10	\$75.65	\$13,163.10							
3.	2.5 years	\$78.37	\$13,636.38	\$78.37	\$13,636.38							
4.	3.5 years	\$81.19	\$14,127.06	\$81.19	\$14,127.06							
5.	4.5 years	\$84.13	\$14,638.62	\$84.13	\$14,638.62							
6.	7.5 years	\$85.78	\$14,925.72	\$85.78	\$14,925.72							
7.	10.5 years	\$87.52	\$15,228.48	\$87.52	\$15,228.48							
8.	15 years	\$89.25	\$15,529.50	\$89.25	\$15,529.50							
9.	20 years	\$91.02	\$15,837.48	\$91.02	\$15,837.48							
10.	25 years	\$92.75	\$16,138.50	\$92.75	\$16,138.50							
11.	30 years	\$94.60	\$16,460.40	\$94.60	\$16,460.40							
Shift Differential, On-Call and Charge Nurse Differential												
		Percent		Percent		Percent		Percent		Percent		
Eve		10%		10%		10%		10%		10%		
Night		16%		16%		16%		16%		16%		
Weekend		5%		5%		5%		5%		5%		
On-Call		50%		50%		50%		50%		50%		
Charge Nurse		-		-		-		-		-		

UC SAN FRANCISCO Effective January 2015										
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	
	<6 mos	\$57.87	\$10,068.61							
1.	6 mos			\$60.75	\$10,569.87	\$63.54	\$11,056.66	\$66.70	\$11,604.96	
2.	1.5 years			\$62.95	\$10,953.51	\$65.82	\$11,452.96	\$69.07	\$12,017.55	
3.	2.5 years			\$65.20	\$11,344.38	\$68.20	\$11,867.36	\$71.56	\$12,451.86	
4.	3.5 years			\$67.55	\$11,753.35	\$70.66	\$12,294.42	\$74.12	\$12,897.02	
5.	4.5 years			\$69.98	\$12,176.80	\$73.18	\$12,734.16	\$76.75	\$13,354.85	
6.	7.5 years			\$71.36	\$12,417.48	\$74.64	\$12,987.50	\$78.33	\$13,629.91	
7.	10.5 years			\$72.80	\$12,667.20	\$76.15	\$13,249.89	\$79.89	\$13,901.35	
8.	15 years			\$74.27	\$12,922.35	\$77.69	\$13,517.71	\$81.49	\$14,180.03	
9.	20 years			\$75.73	\$13,177.51	\$79.23	\$13,785.53	\$83.11	\$14,460.51	
10.	25 years			\$77.16	\$13,425.42	\$80.81	\$14,060.59	\$84.75	\$14,746.43	
11.	30 years			\$78.72	\$13,696.86	\$82.41	\$14,339.27	\$86.47	\$15,045.01	
Shift Differential, On-Call and Charge Nurse Differential										
		Percent		Percent		Percent		Percent		
Eve			10%		10%		10%		10%	
Night			16%		16%		16%		16%	
Weekend			5%		5%		5%		5%	
On-Call			50%		50%		50%		50%	
Charge Nurse			-		\$2.50/Hr.		\$2.50/Hr.		\$0.00	

UC SAN FRANCISCO											
Effective January 2015											
Step	Years of Experience	Home Health Nurse 1 9118			Home Health Nurse 2 9117			Home Health Nurse 3 9116			Nurse, Administrative 1 9134
		Hourly	Monthly		Hourly	Monthly		Hourly	Monthly		
	<6 mos										
1.	6 mos	\$60.75	\$10,569.87		\$63.54	\$11,056.66		\$69.95	\$12,171.37	\$65.36	\$63.54
2.	1.5 years	\$62.95	\$10,953.51		\$65.82	\$11,452.96		\$72.49	\$12,612.91	\$67.72	\$65.82
3.	2.5 years	\$65.20	\$11,344.38		\$68.20	\$11,867.36		\$75.10	\$13,067.12	\$70.15	\$68.20
4.	3.5 years	\$67.55	\$11,753.35		\$70.66	\$12,294.42		\$77.79	\$13,535.81	\$72.69	\$70.66
5.	4.5 years	\$69.98	\$12,176.80		\$73.18	\$12,734.16		\$80.58	\$14,020.78	\$75.29	\$73.18
6.	7.5 years	\$71.36	\$12,417.48		\$74.64	\$12,987.50		\$82.19	\$14,301.27	\$76.79	\$74.64
7.	10.5 years	\$72.80	\$12,667.20		\$76.15	\$13,249.89		\$83.83	\$14,587.19	\$78.34	\$76.15
8.	15 years	\$74.27	\$12,922.35		\$77.69	\$13,517.71		\$85.52	\$14,880.34	\$79.91	\$77.69
9.	20 years	\$75.73	\$13,177.51		\$79.23	\$13,785.53		\$87.25	\$15,180.73	\$81.52	\$79.23
10.	25 years	\$77.16	\$13,425.42		\$80.81	\$14,060.59		\$88.96	\$15,479.32	\$83.14	\$80.81
11.	30 years	\$78.72	\$13,696.86		\$82.41	\$14,339.27		\$90.76	\$15,792.38	\$84.80	\$82.41
Shift Differential, On-Call and Charge Nurse Differential											
Eve	Night	Percent		Percent		Percent		Percent		Percent	
		10%		10%		10%		10%		10%	
Weekend	On-Call	16%		16%		16%		16%		16%	
		5%		5%		5%		5%		5%	
Charge Nurse		50%		50%		50%		50%		50%	
		\$2.50/Hr.		\$2.50/Hr.		\$2.50/Hr.		\$2.50/Hr.		-	

UC SAN FRANCISCO Effective January 2015													
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse, Anesthetist Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1.	6 mos	\$61.73	\$10,741.79	\$64.79	\$11,273.81	\$68.04	\$11,838.40	\$76.61	\$13,329.51	1.	Up to 3 years	\$98.39	\$17,120.63
2.	1.5 years	\$63.94	\$11,125.42	\$67.10	\$11,675.54	\$70.46	\$12,260.04	\$79.67	\$13,863.35	2.	3.1 - 5.9 years	\$102.34	\$17,806.46
3.	2.5 years	\$66.27	\$11,530.77	\$69.53	\$12,098.99	\$72.99	\$12,699.77	\$82.89	\$14,422.51	3.	6 - 7.9 years	\$106.42	\$18,517.64
4.	3.5 years	\$68.65	\$11,945.17	\$72.01	\$12,529.67	\$75.63	\$13,159.41	\$86.18	\$14,996.16	4.	8 - 9.9 years	\$110.69	\$19,259.57
5.	4.5 years	\$71.12	\$12,374.04	\$74.58	\$12,976.64	\$78.34	\$13,631.72	\$89.63	\$15,595.13	5.	10+ years	\$115.12	\$20,030.46
6.	7.5 years	\$72.54	\$12,621.96	\$76.10	\$13,240.84	\$79.91	\$13,904.97	\$93.22	\$16,219.44	6.	30+ years	\$117.44	\$20,434.00
7.	10.5 years	\$74.02	\$12,878.92	\$77.64	\$13,508.66	\$81.50	\$14,181.84	\$96.95	\$16,869.09				
8.	15 years	\$75.47	\$13,132.27	\$79.19	\$13,778.29	\$83.16	\$14,469.56	\$100.81	\$17,540.45				
9.	20 years	\$77.00	\$13,398.28	\$80.78	\$14,055.16	\$84.80	\$14,755.48	\$104.85	\$18,244.39				
10.	25 years	\$78.52	\$13,662.48	\$82.37	\$14,332.03	\$86.51	\$15,052.25	\$109.04	\$18,973.66				
11.	30 years	\$80.11	\$13,939.35	\$84.03	\$14,621.57	\$88.21	\$15,349.03	\$111.23	\$19,353.67				
Shift Differential, On-Call and Charge Nurse Differential													
		Percent		Percent		Percent		Percent				Percent	
Eve		10%		10%		10%		10%		Eve		10%	
Night		16%		16%		16%		16%		Night		16%	
Weekend		5%		5%		5%		5%		Weekend		5%	
On-Call		50%		50%		50%		50%		On-Call		50%	
Charge Nurse		-		-		-		-		Charge Nurse		-	

UC SAN FRANCISCO Effective January 2015											
Step	Years of Experience	Nurse, Per Diem 9119		Home Health Nurse - Per Diem 9114		Nurse Practitioner - Per Diem 9160		Nurse Anesthetist - Per Diem 9122		Nurse Anesthetist Sr - Per Diem 9121	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1.	6 mos	\$75.95	\$13,215.51	\$75.95	\$13,215.51	\$87.13	\$15,160.83	\$110.00	\$19,140.14	\$117.98	\$20,528.10
2.	1.5 years	\$78.68	\$13,689.62	\$78.68	\$13,689.62						
3.	2.5 years	\$81.50	\$14,181.84	\$81.50	\$14,181.84						
4.	3.5 years	\$84.44	\$14,692.14	\$84.44	\$14,692.14						
5.	4.5 years	\$87.50	\$15,224.16	\$87.50	\$15,224.16						
6.	7.5 years	\$89.21	\$15,522.75	\$89.21	\$15,522.75						
7.	10.5 years	\$91.02	\$15,837.62	\$91.02	\$15,837.62						
8.	15 years	\$92.82	\$16,150.68	\$92.82	\$16,150.68						
9.	20 years	\$94.66	\$16,470.98	\$94.66	\$16,470.98						
10.	25 years	\$96.46	\$16,784.04	\$96.46	\$16,784.04						
11.	30 years	\$98.38	\$17,118.82	\$98.38	\$17,118.82						
Shift Differential, On-Call and Charge Nurse Differential											
Eve		Percent		Percent		Percent		Percent		Percent	
		10%		10%		10%		10%		10%	
Night		16%		16%		16%		16%		16%	
		5%		5%		5%		5%		5%	
Weekend		50%		50%		50%		50%		50%	
		-		-		-		-		-	
On-Call		-		-		-		-		-	
		-		-		-		-		-	
Charge Nurse		-		-		-		-		-	
		-		-		-		-		-	

UC SAN FRANCISCO Effective January 2016										
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	
	<6 mos	\$60.18	\$10,471.36							
1.	6 mos			\$63.18	\$10,992.67	\$66.09	\$11,498.92	\$69.36	\$12,069.16	
2.	1.5 years			\$65.47	\$11,391.65	\$68.45	\$11,911.08	\$71.83	\$12,498.26	
3.	2.5 years			\$67.81	\$11,798.16	\$70.93	\$12,342.05	\$74.42	\$12,949.93	
4.	3.5 years			\$70.25	\$12,223.49	\$73.48	\$12,786.20	\$77.09	\$13,412.90	
5.	4.5 years			\$72.78	\$12,663.87	\$76.11	\$13,243.52	\$79.82	\$13,889.04	
6.	7.5 years			\$74.22	\$12,914.17	\$77.63	\$13,507.00	\$81.47	\$14,175.10	
7.	10.5 years			\$75.71	\$13,173.89	\$79.19	\$13,779.89	\$83.09	\$14,457.40	
8.	15 years			\$77.24	\$13,439.25	\$80.80	\$14,058.42	\$84.75	\$14,747.23	
9.	20 years			\$78.76	\$13,704.61	\$82.40	\$14,336.95	\$86.43	\$15,038.93	
10.	25 years			\$80.24	\$13,962.44	\$84.04	\$14,623.02	\$88.14	\$15,336.29	
11.	30 years			\$81.87	\$14,244.74	\$85.71	\$14,912.84	\$89.92	\$15,646.81	
Shift Differential, On-Call and Charge Nurse Differential										
		Percent		Percent		Percent		Percent		
Eve		10%		10%		10%		10%		
Night		16%		16%		16%		16%		
Weekend		5%		5%		5%		5%		
On-Call		50%		50%		50%		50%		
Charge Nurse		-		\$2.50/Hr.		\$2.50/Hr.		\$0.00		

UC SAN FRANCISCO Effective January 2016											
Step	Years of Experience	Home Health Nurse 1 9118		Home Health Nurse 2 9117		Home Health Nurse 3 9116		Nurse Coordinator 9141		Nurse, Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1.	6 mos	\$63.18	\$10,992.67	\$66.09	\$11,498.92	\$72.75	\$12,658.22	\$67.98	\$11,828.27	\$66.09	\$11,498.92
2.	1.5 years	\$65.47	\$11,391.65	\$68.45	\$11,911.08	\$75.39	\$13,117.43	\$70.43	\$12,255.48	\$68.45	\$11,911.08
3.	2.5 years	\$67.81	\$11,798.16	\$70.93	\$12,342.05	\$78.10	\$13,589.81	\$72.95	\$12,693.98	\$70.93	\$12,342.05
4.	3.5 years	\$70.25	\$12,223.49	\$73.48	\$12,786.20	\$80.90	\$14,077.24	\$75.59	\$13,153.19	\$73.48	\$12,786.20
5.	4.5 years	\$72.78	\$12,663.87	\$76.11	\$13,243.52	\$83.80	\$14,581.61	\$78.30	\$13,623.68	\$76.11	\$13,243.52
6.	7.5 years	\$74.22	\$12,914.17	\$77.63	\$13,507.00	\$85.48	\$14,873.32	\$79.87	\$13,896.57	\$77.63	\$13,507.00
7.	10.5 years	\$75.71	\$13,173.89	\$79.19	\$13,779.89	\$87.19	\$15,170.67	\$81.48	\$14,176.99	\$79.19	\$13,779.89
8.	15 years	\$77.24	\$13,439.25	\$80.80	\$14,058.42	\$88.94	\$15,475.55	\$83.11	\$14,461.17	\$80.80	\$14,058.42
9.	20 years	\$78.76	\$13,704.61	\$82.40	\$14,336.95	\$90.74	\$15,787.96	\$84.78	\$14,750.99	\$82.40	\$14,336.95
10.	25 years	\$80.24	\$13,962.44	\$84.04	\$14,623.02	\$92.52	\$16,098.49	\$86.46	\$15,044.58	\$84.04	\$14,623.02
11.	30 years	\$81.87	\$14,244.74	\$85.71	\$14,912.84	\$94.39	\$16,424.07	\$88.19	\$15,345.70	\$85.71	\$14,912.84
Shift Differential, On-Call and Charge Nurse Differential											
		Percent		Percent		Percent		Percent		Percent	
Eve Night Weekend		10%		10%		10%		10%		10%	
		16%		16%		16%		16%		16%	
		5%		5%		5%		5%		5%	
On-Call		50%		50%		50%		50%		50%	
Charge Nurse		\$2.50/Hr.		\$2.50/Hr.		\$2.50/Hr.		-		-	

UC SAN FRANCISCO Effective January 2016													
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse, Anesthetist Sr. Nex 7865	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
	<6 mos												
1.	6 mos	\$64.20	\$11,171.46	\$67.38	\$11,724.76	\$70.76	\$12,311.94	\$79.67	\$13,862.69	1.	Up to 3 years	\$102.33	\$17,805.45
2.	1.5 years	\$66.50	\$11,570.44	\$69.78	\$12,142.56	\$73.28	\$12,750.44	\$82.86	\$14,417.88	2.	3.1 - 5.9 years	\$106.43	\$18,518.72
3.	2.5 years	\$68.92	\$11,992.00	\$72.32	\$12,582.95	\$75.91	\$13,207.76	\$86.20	\$14,999.41	3.	6 - 7.9 years	\$110.68	\$19,258.34
4.	3.5 years	\$71.40	\$12,422.98	\$74.89	\$13,030.86	\$78.65	\$13,685.79	\$89.63	\$15,596.00	4.	8 - 9.9 years	\$115.11	\$20,029.96
5.	4.5 years	\$73.96	\$12,869.01	\$77.56	\$13,495.71	\$81.48	\$14,176.99	\$93.21	\$16,218.94	5.	10+ years	\$119.72	\$20,831.68
6.	7.5 years	\$75.44	\$13,126.84	\$79.14	\$13,770.48	\$83.11	\$14,461.17	\$96.94	\$16,868.22	6.	30+ years	\$122.13	\$21,251.36
7.	10.5 years	\$76.98	\$13,394.08	\$80.74	\$14,049.01	\$84.76	\$14,749.11	\$100.83	\$17,543.85				
8.	15 years	\$78.49	\$13,657.56	\$82.35	\$14,329.43	\$86.48	\$15,048.34	\$104.84	\$18,242.07				
9.	20 years	\$80.08	\$13,934.21	\$84.01	\$14,617.37	\$88.19	\$15,345.70	\$109.05	\$18,974.16				
10.	25 years	\$81.66	\$14,208.98	\$85.66	\$14,905.31	\$89.97	\$15,654.34	\$113.41	\$19,732.60				
11.	30 years	\$83.32	\$14,496.92	\$87.39	\$15,206.43	\$91.74	\$15,962.99	\$115.68	\$20,127.82				
Shift Differential, On-Call and Charge Nurse Differential													
		Percent		Percent		Percent		Percent				Percent	
Eve		10%		10%		10%		10%		Eve		10%	
Night		16%		16%		16%		16%		Night		16%	
Weekend		5%		5%		5%		5%		Weekend		5%	
On-Call		50%		50%		50%		50%		On-Call		50%	
Charge Nurse		-		-		-		-		Charge Nurse		-	

UC SAN FRANCISCO Effective January 2016											
Step	Years of Experience	Nurse, Per Diem 9119		Home Health Nurse - Per Diem 9114		Nurse Practitioner - Per Diem 9160		Nurse Anesthetist - Per Diem 9122		Nurse Anesthetist Sr - Per Diem 9121	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1.	6 mos	\$78.99	\$13,744.13	\$78.99	\$13,744.13	\$90.62	\$15,767.26	\$114.40	\$19,905.74	\$122.70	\$21,349.23
2.	1.5 years	\$81.82	\$14,237.21	\$81.82	\$14,237.21						
3.	2.5 years	\$84.76	\$14,749.11	\$84.76	\$14,749.11						
4.	3.5 years	\$87.82	\$15,279.83	\$87.82	\$15,279.83						
5.	4.5 years	\$91.00	\$15,833.13	\$91.00	\$15,833.13						
6.	7.5 years	\$92.78	\$16,143.66	\$92.78	\$16,143.66						
7.	10.5 years	\$94.66	\$16,471.12	\$94.66	\$16,471.12						
8.	15 years	\$96.53	\$16,796.71	\$96.53	\$16,796.71						
9.	20 years	\$98.45	\$17,129.82	\$98.45	\$17,129.82						
10.	25 years	\$100.32	\$17,455.40	\$100.32	\$17,455.40						
11.	30 years	\$102.32	\$17,803.57	\$102.32	\$17,803.57						
Shift Differential, On-Call and Charge Nurse Differential											
		Percent		Percent		Percent		Percent		Percent	
Eve		10%		10%		10%		10%		10%	
Night		16%		16%		16%		16%		16%	
Weekend		5%		5%		5%		5%		5%	
On-Call		50%		50%		50%		50%		50%	
Charge Nurse		-		-		-		-		-	

UC SAN FRANCISCO Effective January 2017										
Step	Years of Experience	Nurse, Clinical 1 9140		Nurse, Clinical 2 9139		Nurse, Clinical 3 9138		Nurse, Clinical 4 9137		
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	
	<6 mos	\$62.59	\$10,890.21							
1.	6 mos			\$65.70	\$11,432.38	\$68.73	\$11,958.88	\$72.14	\$12,551.93	
2.	1.5 years			\$68.09	\$11,847.32	\$71.19	\$12,387.52	\$74.70	\$12,998.19	
3.	2.5 years			\$70.52	\$12,270.08	\$73.77	\$12,835.73	\$77.40	\$13,467.93	
4.	3.5 years			\$73.06	\$12,712.43	\$76.42	\$13,297.65	\$80.17	\$13,949.42	
5.	4.5 years			\$75.69	\$13,170.43	\$79.16	\$13,773.26	\$83.01	\$14,444.60	
6.	7.5 years			\$77.19	\$13,430.74	\$80.73	\$14,047.28	\$84.72	\$14,742.11	
7.	10.5 years			\$78.74	\$13,700.84	\$82.36	\$14,331.08	\$86.41	\$15,035.70	
8.	15 years			\$80.33	\$13,976.82	\$84.03	\$14,620.76	\$88.14	\$15,337.12	
9.	20 years			\$81.91	\$14,252.79	\$85.69	\$14,910.43	\$89.89	\$15,640.49	
10.	25 years			\$83.45	\$14,520.94	\$87.40	\$15,207.94	\$91.67	\$15,949.74	
11.	30 years			\$85.14	\$14,814.53	\$89.13	\$15,509.35	\$93.52	\$16,272.69	
Shift Differential, On-Call and Charge Nurse Differential										
		Percent		Percent		Percent		Percent		
Eve		10%		10%		10%		10%		
Night		16%		16%		16%		16%		
Weekend		5%		5%		5%		5%		
On-Call		50%		50%		50%		50%		
Charge Nurse		-		\$2.50/Hr.		\$2.50/Hr.		\$0.00		

UC SAN FRANCISCO Effective January 2017											
Step	Years of Experience	Home Health Nurse 1 9118		Home Health Nurse 2 9117		Home Health Nurse 3 9116		Nurse Coordinator 9141		Nurse, Administrative 1 9134	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1.	6 mos	\$65.70	\$11,432.38	\$68.73	\$11,958.88	\$75.66	\$13,164.55	\$70.70	\$12,301.40	\$68.73	\$11,958.88
2.	1.5 years	\$68.09	\$11,847.32	\$71.19	\$12,387.52	\$78.40	\$13,642.13	\$73.25	\$12,745.70	\$71.19	\$12,387.52
3.	2.5 years	\$70.52	\$12,270.08	\$73.77	\$12,835.73	\$81.23	\$14,133.40	\$75.87	\$13,201.74	\$73.77	\$12,835.73
4.	3.5 years	\$73.06	\$12,712.43	\$76.42	\$13,297.65	\$84.14	\$14,640.33	\$78.62	\$13,679.31	\$76.42	\$13,297.65
5.	4.5 years	\$75.69	\$13,170.43	\$79.16	\$13,773.26	\$87.15	\$15,164.88	\$81.43	\$14,168.63	\$79.16	\$13,773.26
6.	7.5 years	\$77.19	\$13,430.74	\$80.73	\$14,047.28	\$88.90	\$15,468.25	\$83.06	\$14,452.43	\$80.73	\$14,047.28
7.	10.5 years	\$78.74	\$13,700.84	\$82.36	\$14,331.08	\$90.68	\$15,777.50	\$84.74	\$14,744.06	\$82.36	\$14,331.08
8.	15 years	\$80.33	\$13,976.82	\$84.03	\$14,620.76	\$92.50	\$16,094.58	\$86.43	\$15,039.61	\$84.03	\$14,620.76
9.	20 years	\$81.91	\$14,252.79	\$85.69	\$14,910.43	\$94.36	\$16,419.48	\$88.17	\$15,341.03	\$85.69	\$14,910.43
10.	25 years	\$83.45	\$14,520.94	\$87.40	\$15,207.94	\$96.22	\$16,742.43	\$89.92	\$15,646.36	\$87.40	\$15,207.94
11.	30 years	\$85.14	\$14,814.53	\$89.13	\$15,509.35	\$98.17	\$17,081.04	\$91.72	\$15,959.53	\$89.13	\$15,509.35
Shift Differential, On-Call and Charge Nurse Differential											
		Percent		Percent		Percent		Percent		Percent	
Eve		10%		10%		10%		10%		10%	
Night		16%		16%		16%		16%		16%	
Weekend		5%		5%		5%		5%		5%	
On-Call		50%		50%		50%		50%		50%	
Charge Nurse		\$2.50/Hr.		\$2.50/Hr.		\$2.50/Hr.		-		-	

UC SAN FRANCISCO Effective January 2017													
Step	Years of Experience	Nurse Practitioner 1 9148		Nurse Practitioner 2 9147		Nurse Practitioner 3 9146		Nurse Anesthetist 9144		Step	Years of Experience	Nurse, Anesthetist Sr. Nex 7865	
	<6 mos	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly			Hourly	Monthly
1.	6 mos	\$66.77	\$11,618.32	\$70.08	\$12,193.75	\$73.59	\$12,804.42	\$82.86	\$14,417.20	1.	Up to 3 years	\$106.42	\$18,517.67
2.	1.5 years	\$69.16	\$12,033.26	\$72.58	\$12,628.26	\$76.21	\$13,260.46	\$86.18	\$14,994.59	2.	3.1 - 5.9 years	\$110.69	\$19,259.47
3.	2.5 years	\$71.68	\$12,471.68	\$75.21	\$13,086.26	\$78.94	\$13,736.07	\$89.65	\$15,599.39	3.	6 - 7.9 years	\$115.11	\$20,028.68
4.	3.5 years	\$74.25	\$12,919.90	\$77.89	\$13,552.09	\$81.80	\$14,233.22	\$93.22	\$16,219.84	4.	8 - 9.9 years	\$119.72	\$20,831.15
5.	4.5 years	\$76.92	\$13,383.77	\$80.66	\$14,035.54	\$84.74	\$14,744.06	\$96.94	\$16,867.70	5.	10+ years	\$124.51	\$21,664.95
6.	7.5 years	\$78.46	\$13,651.91	\$82.31	\$14,321.30	\$86.43	\$15,039.61	\$100.82	\$17,542.95	6.	30+ years	\$127.02	\$22,101.42
7.	10.5 years	\$80.06	\$13,929.84	\$83.97	\$14,610.97	\$88.16	\$15,339.07	\$104.86	\$18,245.61				
8.	15 years	\$81.63	\$14,203.86	\$85.65	\$14,902.60	\$89.94	\$15,650.28	\$109.03	\$18,971.75				
9.	20 years	\$83.28	\$14,491.58	\$87.37	\$15,202.06	\$91.72	\$15,959.53	\$113.41	\$19,733.13				
10.	25 years	\$84.93	\$14,777.34	\$89.09	\$15,501.53	\$93.57	\$16,280.52	\$117.94	\$20,521.91				
11.	30 years	\$86.65	\$15,076.80	\$90.89	\$15,814.69	\$95.41	\$16,601.51	\$120.30	\$20,932.93				
Shift Differential, On-Call and Charge Nurse Differential													
		Percent		Percent		Percent		Percent				Percent	
Eve		10%		10%		10%		10%		Eve		10%	
Night		16%		16%		16%		16%		Night		16%	
Weekend		5%		5%		5%		5%		Weekend		5%	
On-Call		50%		50%		50%		50%		On-Call		50%	
Charge Nurse		-		-		-		-		Charge Nurse		-	

UC SAN FRANCISCO Effective January 2017											
Step	Years of Experience	Nurse, Per Diem 9119		Home Health Nurse - 9114		Nurse Practitioner - 9160		Nurse Anesthetist - 9122		Nurse Anesthetist Sr - 9121	
		Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly	Hourly	Monthly
	<6 mos										
1.	6 mos	\$82.15	\$14,293.89	\$82.15	\$14,293.89	\$94.24	\$16,397.95	\$118.98	\$20,701.97	\$127.60	\$22,203.20
2.	1.5 years	\$85.10	\$14,806.70	\$85.10	\$14,806.70						
3.	2.5 years	\$88.16	\$15,339.07	\$88.16	\$15,339.07						
4.	3.5 years	\$91.33	\$15,891.02	\$91.33	\$15,891.02						
5.	4.5 years	\$94.63	\$16,466.46	\$94.63	\$16,466.46						
6.	7.5 years	\$96.49	\$16,789.41	\$96.49	\$16,789.41						
7.	10.5 years	\$98.45	\$17,129.97	\$98.45	\$17,129.97						
8.	15 years	\$100.39	\$17,468.58	\$100.39	\$17,468.58						
9.	20 years	\$102.39	\$17,815.01	\$102.39	\$17,815.01						
10.	25 years	\$104.33	\$18,153.62	\$104.33	\$18,153.62						
11.	30 years	\$106.41	\$18,515.71	\$106.41	\$18,515.71						
Shift Differential, On-Call and Charge Nurse Differential											
		Percent		Percent		Percent		Percent		Percent	
Eve		10%		10%		10%		10%		10%	
Night		16%		16%		16%		16%		16%	
Weekend		5%		5%		5%		5%		5%	
On-Call		50%		50%		50%		50%		50%	
Charge Nurse		-		-		-		-		-	

APPENDIX B-1
ENUMERATION OF UNIVERSITY BENEFITS

A. HEALTH BENEFITS

1. **Medical Program** – A variety of Health Maintenance Organizations (HMOs) and fee-for-service plans are available to cover eligible employees and their eligible family members. Choice of plans may vary from location to location. Eligible part-time employees appointed and paid by the University to work a specified minimum appointment and average regular paid time may be covered by the CORE major medical plan. The plan is available to the employee and eligible family members.
2. **Dental Program** – Dental plans are available to eligible employees. Employees may cover themselves and their family members.
3. **Vision Program** – A vision plan is available to eligible employees. Employees may cover themselves and their eligible family members.

B. UNIVERSITY OF CALIFORNIA RETIREMENT SYSTEM (UCRS)

1. **University of California Retirement Plan (UCRP)** – Eligible employees covered by this Agreement shall be covered by the University of California Retirement Plan (UCRP). The level of required contributions to UCRP is determined annually by the Plan actuary and The Regents.
2. **UCRP Tier Two Benefits** – The Tier Two membership classification of UCRP was closed on July 1, 1990, and is only available on a continuing basis to active UCRP members who previously elected Tier Two.
3. **Tax Deferred 403 (B) Plan** – Voluntary participation in the UC Tax-Deferred 403(b) Plan is available to all University employees except students who normally work less than twenty (20) hours per week. The plan provides a mix of internally and externally managed investment options.
4. **Defined Contribution Plan (DC Plan)**
 - a. **Pre-Tax Account** – Member contributions to the University of California Retirement Plan (UCRP) that had been redirected to the Pretax Account prior to 2010 continue to be held in the pre-tax account. Member contributions were made through payroll reductions which defaulted to the Savings Fund if another fund was not selected. Participants are offered a mix of internally and externally managed investment options.

- b. **Pre-Tax/Safe Harbor Account** – Employees who are not in a UC-sponsored defined benefit retirement plan make mandatory contributions of 7.5% of earnings up to the Social Security wage base to the Pretax Account in lieu of paying the Old Age, Survivors and Disability Insurance portion of Social Security taxes (Safe Harbor contributions). Although payroll deductions default to the Savings Fund, participants are offered a mix of internally and externally managed investment options.
 - c. **After Tax Account** – Voluntary participation in the After-Tax Account is available to all University employees except students who normally work less than twenty (20) hours per week. The plan provides a mix in internally and externally managed investment options.
- 5. **457(b) Deferred Compensation Plan** – Voluntary participation in the UC 457(b) Plan became available October 1 2004, to all University employees except students who normally work less than twenty (20) hours per week. The Plan provides a mix of internally and externally managed investment options.

C. LIFE INSURANCE

- 1. **University-Paid** – Two University-Paid life insurance plans –Basic Life and Core Life – provide basic life insurance coverage. The amount varies, depending on your appointment rate and average regular paid time. Eligible employees are automatically covered by the plan for which they qualify.
- 2. **Supplemental** – Optional personal life insurance and dependent life insurance is available and may be purchased by eligible employees.

D. OTHER INSURANCE

- 1. **Accidental Death & Dismemberment Insurance** – Eligible employees may purchase Optional AD&D insurance. A variety of coverages and amounts are available to cover employees and their eligible family members.
- 2. **Business Travel Accident Insurance** – Employees who are traveling on official University business are covered for 10 times the annual salary or up to a maximum of \$500,000 of accidental death and a scheduled dismemberment insurance.

3. **Disability Insurance**

- a. **Short-Term Disability Insurance** – Short Term disability insurance is available to eligible employees. Eligible employees are automatically covered by the plan.
- b. **Supplemental Disability Insurance** – Optional supplemental disability insurance may be purchased by eligible employees. This optional coverage augments the Short-Term Disability Insurance referenced above, and provides Long Term Disability Coverage.

4. **Legal Expense Insurance Plan** – A legal expense insurance plan may be purchased by eligible employees. The plan is employee-paid through payroll deductions.

5. **Auto/Homeowners Insurance** – Individual auto and home insurance policies are available which may be purchased by eligible employees through payroll deduction.

E. OTHER BENEFITS

1. **Tax Effective Salary Reduction Programs**

- a. Retirement Tax Savings Plan – Required monthly participant contributions to the University of California Retirement Plan (UCRP) and the DC Plan Pretax Account are automatically deducted from gross pay before federal and state taxes are calculated.
- b. Tax Savings on Insurance Premiums (TIP) – Employees enrolled in certain benefit plans are automatically enrolled in TIP, unless the employee makes an election to withdraw. After the University contribution (if any) is applied, the net insurance premiums are deducted from gross pay before federal and state taxes.

2. **Dependent Care Reimbursement Account (DepCare)** – DepCare is available to eligible employees and allows employees to pay for eligible dependent care expenses on a pre-tax, salary reduction basis.

3. **Health Care Reimbursement Account (HCRA)** – The Health Care Reimbursement Account is available to eligible employees and allows them to pay for eligible health care expenses not covered by the employee's medical, dental, or vision plans on a pretax, salary reduction basis.

4. **U.S. Savings Bonds** – Through payroll deductions, investments can be made in United States Series EE Savings Bonds.

5. **Death Payments** – Death payments are provided upon the death of an employee who has been on pay status at least fifty percent (50%) time at least six (6) continuous months prior to death. Payment is a sum equal to the deceased's regular salary for one (1) month, and shall be paid to the person or persons in the first of the following categories in which there is a survivor: legal spouse or domestic partner; child or children' parent or parents; or siblings. If there is no survivor in any of the foregoing categories, the benefit will be paid to the estate, or if there is no estate, to the beneficiary designated in the deceased's University-paid life insurance policy. All monies due and payable to the employee at the time of death shall be paid to the employee's surviving spouse or domestic partner and/or eligible dependent(s).
3. **Alternate Retirement Plans** – Employees covered by alternate retirement plans are subject to those plans' rules and regulation, and not subject to UCRP coverage.

APPENDIX B-2

UNIVERSITY OF CALIFORNIA:
MONTHLY COST OF MEDICAL PLANS
FOR EMPLOYEES WITH FULL-TIME SALARY RATE OF \$51,000 AND UNDER AND ACTIVE EMPLOYEES WITH PRIMARY MEDICARE COVERAGE

1/1/2014 - 12/31/2014

Version #: 2014-1
FINAL

MEDICAL PLAN											
Non-Medicare				Medicare				Split-Medicare			
U	UC	UA	UAC	M	MM	MMM	MA	MC	MAC	MMC	
Single	Adult plus Child(ren)	Two Adults	Family	Single	Two Party	Family	Two Adults	Adult plus Child(ren)	Family (1)	Family (2)	
2014 GROSS/NET EMPLOYEE COST											
Health Net Blue & Gold HMO (HB) (3)											
Gross Rates	611.00	1,097.89	1,280.47	1,767.36	344.03	688.06	1,032.09	1,013.50	830.92	1,500.39	1,174.95
Employer Contribution	581.51	1,046.72	1,170.97	1,636.18	344.03	688.06	1,032.09	1,013.50	830.92	1,500.39	1,174.95
Net Cost	29.49	51.17	109.50	131.18	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Kaiser Permanente - CA (KN & KS)											
Gross Rates	545.02	978.91	1,141.61	1,575.50	241.51	483.02	724.53	838.10	674.98	1,271.99	916.91
Employer Contribution	533.24	957.71	1,115.81	1,540.29	241.51	483.02	724.53	838.10	674.98	1,271.99	916.91
Net Cost	11.78	21.20	25.80	35.21	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Western Health Advantage (WH)											
Gross Rates	564.21	1,013.78	1,182.37	1,631.94	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employer Contribution	552.43	992.58	1,156.57	1,596.73	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Net Cost	11.78	21.20	25.80	35.21	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CORE Major Medical (CM) (4)											
Gross Rates	113.19	203.74	237.70	328.25	N/A	N/A	N/A	405.94	371.98	496.49	653.41
Employer Contribution	113.19	203.74	237.70	328.25	N/A	N/A	N/A	405.94	371.98	496.49	653.41
Net Cost	0.00	0.00	0.00	0.00	N/A	N/A	N/A	0.00	0.00	0.00	0.00
Blue Shield Health Savings Plan (SP)											
Gross Rates	515.57	925.68	1,079.47	1,489.58	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employer Contribution	505.90	908.27	1,058.28	1,460.66	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Net Cost	9.67	17.41	21.19	28.92	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UC Care (SU) (4)											
Gross Rates	653.47	1,174.55	1,369.96	1,891.05	N/A	N/A	N/A	997.92	802.51	1,519.01	1,083.95
Employer Contribution	581.51	1,046.72	1,170.97	1,636.18	N/A	N/A	N/A	997.92	802.51	1,519.01	1,083.95
Net Cost	71.96	127.83	198.99	254.87	N/A	N/A	N/A	0.00	0.00	0.00	0.00

NOTES:

- (1) MAC = Split Medicare family with at least one Non-Medicare Adult
- (2) MMC = Split Medicare family with two Medicare Adults plus Child(ren)
- (3) Rates for Medicare families in Seniority Plus with Non-Medicare members enrolled in Health Net Blue & Gold
- (4) Rates for Split-Medicare families with Medicare members enrolled in Blue Shield Medicare PPO

UNIVERSITY OF CALIFORNIA:
MONTHLY COST OF MEDICAL PLANS
FOR EMPLOYEES WITH FULL-TIME SALARY RATE OF \$51,001 TO \$101,000 AND ACTIVE EMPLOYEES WITH PRIMARY MEDICARE COVERAGE

1/1/2014 - 12/31/2014

Version #: 2014-1
FINAL

MEDICAL PLAN											
Non-Medicare				Medicare				Split-Medicare			
U	UC	UA	UAC	M	MM	MMM	MA	MC	MAC	MMC	
Single	Adult plus Child(ren)	Two Adults	Family	Single	Two Party	Family	Two Adults	Adult plus Child(ren)	Family (1)	Family (2)	
2014 GROSS/NET EMPLOYEE COST											
Health Net Blue & Gold HMO (HB) (3)											
Gross Rates	611.00	1,097.89	1,280.47	1,767.36	344.03	688.06	1,032.09	830.92	1,500.39	1,174.95	
Employer Contribution	545.46	981.83	1,088.67	1,525.04	344.03	688.06	1,032.09	830.92	1,500.39	1,174.95	
Net Cost	65.54	116.06	191.80	242.32	0.00	0.00	0.00	0.00	0.00	0.00	
Kaiser Permanente - CA (KN & KS)											
Gross Rates	545.02	978.91	1,141.61	1,575.50	241.51	483.02	724.53	674.98	1,271.99	916.91	
Employer Contribution	497.19	892.82	1,033.51	1,429.15	241.51	483.02	724.53	674.98	1,271.99	916.91	
Net Cost	47.83	86.09	108.10	146.35	0.00	0.00	0.00	0.00	0.00	0.00	
Western Health Advantage (WH)											
Gross Rates	564.21	1,013.78	1,182.37	1,631.94	N/A	N/A	N/A	N/A	N/A	N/A	
Employer Contribution	516.38	927.69	1,074.27	1,485.59	N/A	N/A	N/A	N/A	N/A	N/A	
Net Cost	47.83	86.09	108.10	146.35	N/A	N/A	N/A	N/A	N/A	N/A	
CORE Major Medical (CM) (4)											
Gross Rates	113.19	203.74	237.70	328.25	N/A	N/A	N/A	371.98	496.49	653.41	
Employer Contribution	113.19	203.74	237.70	328.25	N/A	N/A	N/A	371.98	496.49	653.41	
Net Cost	0.00	0.00	0.00	0.00	N/A	N/A	N/A	0.00	0.00	0.00	
Blue Shield Health Savings Plan (SP)											
Gross Rates	515.57	925.68	1,079.47	1,489.58	N/A	N/A	N/A	N/A	N/A	N/A	
Employer Contribution	469.85	843.38	975.98	1,349.52	N/A	N/A	N/A	N/A	N/A	N/A	
Net Cost	45.72	82.30	103.49	140.06	N/A	N/A	N/A	N/A	N/A	N/A	
UC Care (SU) (4)											
Gross Rates	653.47	1,174.55	1,369.96	1,891.05	N/A	N/A	N/A	802.51	1,519.01	1,083.95	
Employer Contribution	545.46	981.83	1,088.67	1,525.04	N/A	N/A	N/A	802.51	1,519.01	1,083.95	
Net Cost	108.01	192.72	281.29	366.01	N/A	N/A	N/A	0.00	0.00	0.00	

NOTES:

- (1) MAC = Split Medicare family with at least one Non-Medicare Adult
- (2) MMC = Split Medicare family with two Medicare Adults plus Child(ren)
- (3) Rates for Medicare families in Seniority Plus with Non-Medicare members enrolled in Health Net Blue & Gold
- (4) Rates for Split-Medicare families with Medicare members enrolled in Blue Shield Medicare PPO

UNIVERSITY OF CALIFORNIA:
MONTHLY COST OF MEDICAL PLANS
FOR EMPLOYEES WITH FULL-TIME SALARY RATE OF \$101,001 TO \$151,000 AND ACTIVE EMPLOYEES WITH PRIMARY MEDICARE COVERAGE

1/1/2014 - 12/31/2014

Version #: 2014-1
FINAL

MEDICAL PLAN											
Non-Medicare				Medicare				Split-Medicare			
U	UC	UA	UAC	M	MM	MMM	MA	MC	MAC	MMC	
Single	Adult plus Child(ren)	Two Adults	Family	Single	Two Party	Family	Two Adults	Adult plus Child(ren)	Family (1)	Family (2)	
2014 GROSS/NET EMPLOYEE COST											
Health Net Blue & Gold HMO (HB) (3)											
Gross Rates	611.00	1,097.89	1,280.47	1,767.36	344.03	688.06	1,032.09	1,013.50	830.92	1,500.39	1,174.95
Employer Contribution	508.46	915.23	1,014.91	1,421.68	344.03	688.06	1,032.09	1,013.50	830.92	1,500.39	1,174.95
Net Cost	102.54	182.66	265.56	345.68	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Kaiser Permanente - CA (KN & KS)											
Gross Rates	545.02	978.91	1,141.61	1,575.50	241.51	483.02	724.53	838.10	674.98	1,271.99	916.91
Employer Contribution	460.19	826.22	959.75	1,325.79	241.51	483.02	724.53	838.10	674.98	1,271.99	916.91
Net Cost	84.83	152.69	181.86	249.71	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Western Health Advantage (WH)											
Gross Rates	564.21	1,013.78	1,182.37	1,631.94	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employer Contribution	479.38	861.09	1,000.51	1,382.23	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Net Cost	84.83	152.69	181.86	249.71	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CORE Major Medical (CM) (4)											
Gross Rates	113.19	203.74	237.70	328.25	N/A	N/A	N/A	405.94	371.98	496.49	653.41
Employer Contribution	113.19	203.74	237.70	328.25	N/A	N/A	N/A	405.94	371.98	496.49	653.41
Net Cost	0.00	0.00	0.00	0.00	N/A	N/A	N/A	0.00	0.00	0.00	0.00
Blue Shield Health Savings Plan (SP)											
Gross Rates	515.57	925.68	1,079.47	1,489.58	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employer Contribution	432.85	776.78	902.22	1,246.16	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Net Cost	82.72	148.90	177.25	243.42	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UC Care (SU) (4)											
Gross Rates	653.47	1,174.55	1,369.96	1,891.05	N/A	N/A	N/A	997.92	802.51	1,519.01	1,083.95
Employer Contribution	508.46	915.23	1,014.91	1,421.68	N/A	N/A	N/A	997.92	802.51	1,519.01	1,083.95
Net Cost	145.01	259.32	355.05	469.37	N/A	N/A	N/A	0.00	0.00	0.00	0.00

NOTES:

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- (3) Rates for Medicare families in Seniority Plus with Non-Medicare members enrolled in Health Net Blue & Gold
- (4) Rates for Split-Medicare families with Medicare members enrolled in Blue Shield Medicare PPO

UNIVERSITY OF CALIFORNIA:
MONTHLY COST OF MEDICAL PLANS
FOR EMPLOYEES WITH FULL-TIME SALARY RATE OVER \$151,000 AND ACTIVE EMPLOYEES WITH PRIMARY MEDICARE COVERAGE

1/1/2014 - 12/31/2014

Version #: 2014-1
FINAL

MEDICAL PLAN											
Non-Medicare				Medicare				Split-Medicare			
U	UC	UA	UAC	M	MM	MMM	MA	MC	MAC	MMC	
Single	Adult plus Child(ren)	Two Adults	Family	Single	Two Party	Family	Two Adults	Adult plus Child(ren)	Family (1)	Family (2)	
2014 GROSS/NET EMPLOYEE COST											
Health Net Blue & Gold HMO (HB) (3)											
Gross Rates	611.00	1,097.89	1,280.47	1,767.36	344.03	688.06	1,032.09	1,013.50	830.92	1,500.39	1,174.95
Employer Contribution	470.15	846.27	938.49	1,314.61	344.03	688.06	1,032.09	1,013.50	830.92	1,500.39	1,174.95
Net Cost	140.85	251.62	341.98	452.75	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Kaiser Permanente - CA (KN & KS)											
Gross Rates	545.02	978.91	1,141.61	1,575.50	241.51	483.02	724.53	838.10	674.98	1,271.99	916.91
Employer Contribution	421.88	757.26	883.33	1,218.72	241.51	483.02	724.53	838.10	674.98	1,271.99	916.91
Net Cost	123.14	221.65	258.28	356.78	0.00	0.00	0.00	0.00	0.00	0.00	0.00
Western Health Advantage (WH)											
Gross Rates	564.21	1,013.78	1,182.37	1,631.94	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employer Contribution	441.07	792.13	924.09	1,275.16	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Net Cost	123.14	221.65	258.28	356.78	N/A	N/A	N/A	N/A	N/A	N/A	N/A
CORE Major Medical (CM) (4)											
Gross Rates	113.19	203.74	237.70	328.25	N/A	N/A	N/A	405.94	371.98	496.49	653.41
Employer Contribution	113.19	203.74	237.70	328.25	N/A	N/A	N/A	405.94	371.98	496.49	653.41
Net Cost	0.00	0.00	0.00	0.00	N/A	N/A	N/A	0.00	0.00	0.00	0.00
Blue Shield Health Savings Plan (SP)											
Gross Rates	515.57	925.68	1,079.47	1,489.58	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Employer Contribution	394.54	707.82	825.80	1,139.09	N/A	N/A	N/A	N/A	N/A	N/A	N/A
Net Cost	121.03	217.86	253.67	350.49	N/A	N/A	N/A	N/A	N/A	N/A	N/A
UC Care (SU) (4)											
Gross Rates	653.47	1,174.55	1,369.96	1,891.05	N/A	N/A	N/A	997.92	802.51	1,519.01	1,083.95
Employer Contribution	470.15	846.27	938.49	1,314.61	N/A	N/A	N/A	997.92	802.51	1,519.01	1,083.95
Net Cost	183.32	328.28	431.47	576.44	N/A	N/A	N/A	0.00	0.00	0.00	0.00

NOTES:

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- (3) Rates for Medicare families in Seniority Plus with Non-Medicare members enrolled in Health Net Blue & Gold
- (4) Rates for Split-Medicare families with Medicare members enrolled in Blue Shield Medicare PPO

Appendix B-3

Retiree Health Eligibility

Graduated Eligibility based on Age and Service

Age at Retirement

Any nurse in a UCRP-eligible position as of November 26, 2013 will be grandfathered for the purpose of determining retiree health program eligibility in accordance with the yellow column below. Any nurse hired, rehired following a break in service, or who becomes UCRP eligible after November 26, 2013, will be covered by the blue-headed portion of the chart below.

Years of UCRP Service Credit At Retirement		Current Minimum Age 50	50- 55	56	57	58	59	60	61	62	63	64	65
	10	50%	0%	5.0%	10.0%	15.0%	20.0%	25.0%	30.0%	35.0%	40.0%	45.0%	50.0%
	11	55%	0%	5.5%	11.0%	16.5%	22.0%	27.5%	33.0%	38.5%	44.0%	49.5%	55.0%
	12	60%	0%	6.0%	12.0%	18.0%	24.0%	30.0%	36.0%	42.0%	48.0%	54.0%	60.0%
	13	65%	0%	6.5%	13.0%	19.5%	26.0%	32.5%	39.0%	45.5%	52.0%	58.5%	65.0%
	14	70%	0%	7.0%	14.0%	21.0%	28.0%	35.0%	42.0%	49.0%	56.0%	63.0%	70.0%
	15	75%	0%	7.5%	15.0%	22.5%	30.0%	37.5%	45.0%	52.5%	60.0%	67.5%	75.0%
	16	80%	0%	8.0%	16.0%	24.0%	32.0%	40.0%	48.0%	56.0%	64.0%	72.0%	80.0%
	17	85%	0%	8.5%	17.0%	25.5%	34.0%	42.5%	51.0%	59.5%	68.0%	76.5%	85.0%
	18	90%	0%	9.0%	18.0%	27.0%	36.0%	45.0%	54.0%	63.0%	72.0%	81.0%	90.0%
	19	95%	0%	9.5%	19.0%	28.5%	38.0%	47.5%	57.0%	66.5%	76.0%	85.5%	95.0%
	20	100%	0%	10.0%	20.0%	30.0%	40.0%	50.0%	60.0%	70.0%	80.0%	90.0%	100.0%
To find the University contribution for a particular age and number of years UCRP service credit, look down the far left column for the number of years UCRP service credit; then look across that row to the appropriate age. That will show the amount of the University contribution. Example: with 15 years of UCRP service credit at age 60, the retiree receives 37.5% of the University contribution.													

APPENDIX C VACATION CREDIT TABLES

Vacation Credit for Employees Having **Less Than 10 Years** of Qualifying Service

Number of Hours on Pay Status				Percent of Time on Pay Status	Hours of Vacation Earned
160 Hour* Month	168 Hour* Month	176 Hour* Month	184 Hour* Month		
0 – 79	0 – 83	0 – 87	0 – 91	0 – 49	0
80 – 87	84 – 92	88 – 96	92 – 101	50 – 54	5
88 – 103	93 – 109	97 – 114	102 – 119	55 – 64	6
104 – 119	110 – 125	115 – 131	120 – 137	65 – 74	7
120 – 135	126 – 142	132 – 149	138 – 156	75 – 84	8
136 – 151	143 – 159	150 – 167	157 – 174	85 – 94	9
152 – 160	160 – 168	168 – 176	175 – 184	95 – 100	10

Vacation Credit for Employees Having **10 but less than 15 Years** of Qualifying Service

Number of Hours on Pay Status				Percent of Time on Pay Status	Hours of Vacation Earned
160 Hour* Month	168 Hour* Month	176 Hour* Month	184 Hour* Month		
0 – 79	0 – 83	0 – 87	0 – 91	0 – 49	0
80 – 85	84 – 91	88 – 95	92 – 99	50 – 54	6
86 – 97	92 – 104	96 – 109	100 – 114	55 – 62	7
97 – 108	105 – 119	110 – 124	115 – 130	63 – 70	8
109 – 119	120 – 133	125 – 139	131 – 145	71 – 79	9
120 – 139	134 – 146	140 – 153	146 – 160	80 – 87	10
140 – 153	147 – 161	154 – 168	161 – 176	88 – 95	11
154 – 160	162 – 168	169 – 176	177 – 184	96 – 100	12

Vacation Credit for Employees Having **15 but less than 20 Years** of Qualifying Service

Number of Hours on Pay Status				Percent of Time on Pay Status	Hours of Vacation Earned
160 Hour* Month	168 Hour* Month	176 Hour* Month	184 Hour* Month		
0 – 9	0 – 83	0 – 87	0 – 91	0 – 49	0
80 – 85	84 – 90	88 – 94	92 – 98	50 – 53	7
86 – 97	91 – 102	95 – 106	99 – 111	54 – 60	8
98 – 108	103 – 114	107 – 119	112 – 124	61 – 67	9
109 – 119	115 – 125	120 – 131	125 – 137	68 – 74	10
120 – 131	126 – 138	132 – 144	138 – 151	75 – 82	11
132 – 142	139 – 150	145 – 157	152 – 164	83 – 89	12
143 – 154	151 – 162	158 – 169	165 – 177	90 – 96	13
155 – 160	163 – 168	170 – 176	178 – 184	97 – 100	14

Vacation Credit for Employees Having **More than 20 Years** of Qualifying Service

Number of Hours on Pay Status				Percent of Time on Pay Status	Hours of Vacation Earned
160 Hour* Month	168 Hour* Month	176 Hour* Month	184 Hour* Month		
0 – 79	0 – 83	0 – 87	0 – 91	0 – 49	0
80 – 84	84 – 89	88 – 93	92 – 97	50 – 53	8
85 – 94	90 – 99	94 – 104	98 – 109	54 – 59	9
95 – 104	100 – 110	105 – 115	110 – 120	60 – 65	10
105 – 114	111 – 120	116 – 126	121 – 132	66 – 71	11
115 – 124	121 – 131	127 – 137	133 – 143	72 – 78	12
125 – 134	132 – 141	138 – 148	144 – 155	79 – 84	13
135 – 144	142 – 152	149 – 159	156 – 166	85 – 90	14
145 – 154	153 – 162	160 – 170	167 – 178	91 – 96	15
155 – 160	163 – 168	171 – 176	179 – 184	97 – 100	16

* Hours on pay status, including paid holiday hours, but excluding all paid overtime hours.

APPENDIX D
HOLIDAY PAY FOR PART-TIME EMPLOYEES

HOURS ON PAY STATUS

144-HOUR* MONTH	152 HOUR* MONTH	160 HOUR* MONTH	168 HOUR* MONTH	176 HOUR* MONTH	Percent of Time on Pay Status **	Hours of Holiday Pay***
0 - 71	0 - 75	0 - 79	0 - 83	0 - 87	---	0
72 - 81	76 - 85	80 - 89	84 - 94	88 - 98	50 - 56	4
82 - 99	86 - 104	90 - 109	95 - 115	99 - 120	57 - 68	5
100 - 117	105 - 123	110 - 129	116 - 136	121 - 142	69 - 80	6
118 - 135	124 - 142	130 - 149	137 - 157	143 - 164	81 - 93	7
136 - 144	143 - 152	150 - 160	158 - 168	165 - 176	94 - 100	8

*Paid hours, excluding holiday hours.

**An employee appointed on a percent of time basis earns in accordance with the appointment, provided the employee is not off pay status during the month.

***When more than one holiday occurs in a month, multiply the Hours of Holiday Pay by the number of holidays for which the employee is eligible in the month to determine the total holiday hours with pay.

Appendix E

Parking

Each location may increase monthly parking rates annually for the life of the Agreement in accordance with the chart below:

Berkeley Campus	10% maximum
Davis Campus	\$5 maximum
Davis Health System	\$10 maximum
Irvine Campus	\$10 maximum
Irvine Medical Center	\$12 maximum
Los Angeles Campus	Please see attached
Los Angeles Health System	Please see attached
Merced Campus	\$5 maximum
Riverside Campus	\$10 maximum
San Diego Campus	\$10 maximum
San Diego Health System	Please see attached
San Francisco Campus & Health System	10% maximum
Santa Barbara Campus	Please see attached
Santa Cruz Campus	Please see attached
Lawrence Berkeley National Laboratory	No charge

Please note, UCLA Campus and RR Medical Center are currently increasing rates in January, not July, through January 2015. Fee increases are then planned to revert to a July schedule beginning in July 2017.

UC LOS ANGELES CAMPUS and MEDICAL CENTER							
Permit Name	Permit Description	2012-13 Current Rates	2013-14 Proposed Rates	2014-15 Proposed Rates	2015-16 Proposed Rates	2016-17 Proposed Rates	2017-18 Proposed Rates
Yellow (Commuter)	General Use Monthly Permit for Staff/Faculty/Student	\$68/\$71	\$71/\$74	\$74/\$77	\$77/\$80	\$80	\$84
Blue	Mobility Monthly Permit for Staff/Faculty	\$86/\$89	\$89/\$93	\$93/\$96	\$96/\$100	\$100	\$105
X	Reserved Monthly Permit for Staff/Faculty	\$125/\$130	\$130/\$136	\$136/\$141	\$141/\$146	\$146	\$153
2Person Carpool (per person)	2 person Carpool Monthly Permit for Staff/Faculty/Students	\$27/\$28.50	\$28.50/\$30	\$30/\$31.50	\$31.50/\$33	\$33	\$35
3Person Carpool (per person)	3 person Carpool Monthly Permit for Staff/Faculty/Students	\$11/\$12	\$12	\$12	\$12	\$12	\$13
Disabled	Monthly Permit for Disabled Staff/Faculty/Students	\$68/\$71	\$71/\$74	\$74/\$77	\$77/\$80	\$80	\$84
Night	Night (after 4:30) Monthly Permit for Staff/Faculty/Students	\$39/\$41	\$41/\$43	\$43/\$46	\$46/\$48	\$48	\$51
Weekend	Weekend Monthly Permit for Staff/Faculty/Student	\$28/\$30	\$30/\$32	\$32/\$34	\$34/\$36	\$36	\$39
Clean Fuel Permit	Ultra Low Emissions Vehicle Monthly Permit for Staff/Faculty/ and Students	\$54/\$57	\$57/\$60	\$60/\$63	\$63/\$66	\$66	\$70

UC LOS ANGELES – Santa Monica Hospital							
Permit Name	Permit Description	2012-13 Current Rates	2013-14 Proposed Rates	2014-15 Proposed Rates	2015-16 Proposed Rates	2016-17 Proposed Rates	2017-18 Proposed Rates
Orange Tag	Arizona Lot Monthly Permit for Employees	\$68/\$71	\$71/\$74	\$74/\$77	\$77/\$80	\$80	\$84
Blue Tag	Medical Office Monthly Permit for Employees	\$68/\$71	\$71/\$74	\$74/\$77	\$77/\$80	\$80	\$84
Night/Weekend	Night / Weekend Permit for Employees	\$38/\$41	\$38/41	\$10 (cap)	\$10 (cap)	\$10 (cap)	\$10 (cap)

UC SANTA BARBARA							
Permit Name	Permit Description	2012-13 Current Rates	2013-14 (cap level)	2014-15 (cap level)	2015-16 (cap level)	2016-17 (cap level)	2017-18 (cap level)
"B" Annual or "B" Multi-Year (Monthly Rate)	Annual or Multi-Year Staff Permit	\$37.50	+\$10	+\$10	+\$10	+\$10	+\$10
"B" Quarterly (Fall/Winter/Spring/Summer)	Quarterly Staff Permit	\$118	+\$32	+\$32	+\$32	+\$32	+\$32
"B" One-Month	One-Month Only Staff Permit	\$56	+\$15	+\$15	+\$15	+\$15	+\$15
"M" Motorcycle (Monthly Rate)	Annual Motorcycle Permit	\$0*	+\$23.75	+\$5	+\$5	+\$5	+\$5
"B" Carpool (Monthly Rate)	Annual Carpool Permit	\$18.75**	+\$28.75	+\$10	+\$10	+\$10	+\$10
"N/WE" Annual or Monthly (Monthly Rate)	Annual or One-Month Night & Weekend Permit	\$16	+\$4	+\$4	+\$4	+\$4	+\$4

*Permit requirement for motorcycles currently suspended during pilot period. Campus may reinstate the rate of \$18.75 per month, plus annual increases within agreed cap level. Campus will provide 30-day notice to union prior to reinstating the rate.

**Carpool permit is at a reduced rate during pilot period. Campus may reinstate the rate to the same amount as the Annual and Multi-Year Rate, plus annual increases within agreed cap level between 2013 and 2018. Campus will provide 30-day notice to union prior to reinstating the rate.

UC SANTA CRUZ				
Permit Name	Permit Description	2012-13 Current Rate	2013-14 Proposed Rates**	2014-15 2015-16 2016-17 2017-18 (cap level)
A Permit	Close-In A Lots (all permit lots except Apts.)	\$66.00/mo	\$69.00/mo	10% annual
A Permit Quarterly	Close-In A Lots (all permit lots except Apts.)	\$226.50	\$226.50/mo	
Night Permit	Staff who only need to park starting at 3:30PM or after	\$9.25/mo	\$10.00/mo	
A Carpool	Close-In A Lots (all permit lots except Apts.)	\$47.50/mo	May be eliminated	May be eliminated
A Carpool Quarterly	Close-In A Lots (all permit lots except Apts.)	\$142.50	May be eliminated	May be eliminated
A Scratchers w/ A Carpool/Vanpool (packet of 50)	Close-In A Lots (all permit lots except Apts.)	No longer available		
A Scratchers (1/2 packet of 25)	Close-In A Lots (all permit lots except Apts.)	\$99.00	\$99.00	10% annual
A Scratchers (1st packet of 50)	Close-In A Lots (all permit lots except Apts.)	\$198.00	\$198.00	
A Scratchers (2nd packet of 50)	Close-In A Lots (all permit lots except Apts.)	\$198.00	\$198.00	
A Scratchers (3rd packet of 50)	Close-In A Lots (all permit lots except Apts.)	\$198.00	\$198.00	
R Scratchers packet of 25)	New	\$90.00	\$90.00	
R Carpool	Remote Carpool Permit	\$39.50/mo	\$42.50/mo	
Motorcycle Permits	All Motorcycle spaces	\$16.50/mo	\$17.50/mo	

UC SANTA CRUZ				
Quarterly A 1-Day Limited Permit	Staff that work a regular schedule of 1 day per week, valid in all "A" and remote parking lots on-campus	\$43.50	\$45.00	
Quarterly A 2-Day Limited Permit	Staff that work a regular schedule of 2 days per week, valid in all "A" and remote parking lots on-campus	\$87.00	\$90.00	
Quarterly A 3-Day Limited Permit	Staff that work a regular schedule of 3 days per week, valid in all "A" and remote parking lots on-campus	\$130.50	\$135.00	
Quarterly A 4-Day Limited Permit	Staff that work a regular schedule of 4 days per week, valid in all "A" and remote parking lots on-campus	\$174.00	\$180.00	

**Anticipated rates for review and approval during Winter/Spring 2013

UC San Diego Medical Center							
Permit Name	Permit Description	2012-13 Current Rates	2013-14 Proposed Rates	2014-15 (cap level)	2015-16 (cap level)	2016-17 (cap level)	2017-18 (cap level)
B	Main Staff permit, deducted monthly	\$81	\$89	\$91	\$93	\$10	\$10
M	Motorcycle	\$22	\$22	\$32	\$10	\$10	\$10
NW	Night/Weekend	\$14	\$14	\$24	\$10	\$10	\$10

APPENDIX F MEETING ROOMS AND BULLETIN BOARDS

1. UC DAVIS

MEETING ROOMS - Pre-scheduling Required

Medical Center

Hospital	ACSU Auditorium, 1655 (Director's Conference Center) 4310
Professional Building	G011, G013, 2025
Primary Care Center	B104
Cancer Center	Auditorium Conference Rooms: 1101/1103
Glassrock	7106
Ellison	3010A, 3013, 3015 A/B, 3030C, 3300E
Ticon	3326

Cowell Student Health

Conference Room 1136
Room G – (M-F) 8:00 am – 5:00 pm

School of Medicine

TB 168

BULLETIN BOARDS

Posting will be done by the University in restricted areas

Medical Center

D3-3824	E6 – 6138	T2 – 2607
D5 NICU - 5824	ER – 1107B	T3 - 3607
D6 - 6817	G (near elevators 3, 4, 5)	T4-4607
D7 - 7817	IR-1614A outside hallway	T5 BURN - 5704
D8 – 8705	N6 – 6219	T5 NSICU - 5656
D12 - 12812	OR2 – 2630 OR lounge	T6 - 6607
D14 – 14812	S3 – 3304-C	T7 – 7612
DRI - 0337	S4-4302	T8 – 8607
E4 - 4001	T1-Break Room	TNU – Room 1005
		TNU – Room 11793

Primary Care Center

Outside Room 1214

Professional Building

Suite 1; Suite 2

Ticon I

Break Room (2nd Floor)

Ticon II

Break Room (3rd Floor)

Cancer Center

Lounge (2nd Floor), Basement

Ellison

Near 1st floor. Elevators, Break Room (3rd floor)

Glassrock

5th floor (ENT), Break Room (7th Floor)

School of Medicine

TB 168 – Near the Dean's Office

Employee Health Services Building

Coffee Room

Davis PCN	Break Room (2 nd Floor)
Auburn Bell Rd	Staff Break Room
Auburn Professional	Staff Break Room
Grass Valley	Staff Break Room
Rancho Cordova	Hallway outside break room
Elk Grove	Break Room
251 & 271 Turn Pike Drive,	Kitchen Break Room
1379 Prairie City Road	Kitchen Break Room
Colusa, UPA, J Street, Rocklin	Break Room
Roseville	2 Break Rooms
ACC	Break Room 3009, 1 st Fl Staff Elevator Lobby

2. UC IRVINE

MEETING ROOMS

Douglas Hospital	1806, 3005
Building 53	Auditorium, 1001; Classroom D, 121
Library	2103, 2104, 2105, 2106, 2107, , 2114, 2116
Pavilion 3	Room 223
Building 3	Rooms 101 & 302

BULLETIN BOARDS

Douglas Hospital	1022, 2807-1, 2846, 3805,3249, 4405, 4605, 5400, 5605, 6400, 6605, 7400, 7605
Tower Staff Lounges	Ed Lounge, 1T, 2T, 3T, 4T, 5T
Building 3:	168, 202

Medical Library Breezeway: Glass-enclosed bulletin board in the northwest corner

UCIMC various: Non-glass enclosed bulletin board in the following units/locations:

Medical Center Pavilion 1	Nurses Lounge -2 nd floor
Chao Cancer Center	Infusion Center Staff Lounge, 355
Family Health Center Anaheim	Staff Lounge, 1 st floor, room 126
Family Health Center Santa Ana	Staff Lounge, 2 nd floor, room 2021
Building 200 – 8 th floor	Staff Lounge

UCI Campus

Gottschalk Medical Plaza	Staff Lounge
Beckman Laser Institute	Nurses Station (2)
Student Health Center	

3. UC SAN FRANCISCO

MEETING ROOMS

Langley Porter	LP01 A222	LP220 A224	LP371	LP376
Parnassus campus	Classroom Scheduling (415) 476-4436 https://25live.collegenet.com/ucsf/#home_my25live[0			
Ambulatory Care Center	(415) 476-4021			
School of Nursing, Dean's Office	N217 N527	N417 N617	N423 N721	N517 N729
Medical Sciences Bldg, Cole Hall	S-18 S-158 S-162 S-171 S-175 S-182	S-20 S-159 S-163 S-172 S-176 S-214	S-22 S-160 S-166 S-173 S-178	S-157 S-161 S-170 S-174 S-180
Laurel Heights	HR #330 D&T #307 Huddle Rooms #305-Q, N, M Conference Rooms 272, 275, 366, 376, 382, , 384 Conference Rooms 454, 456, 457, 476, 474			
Mount Zion	Hellman Building Herbst Hall Executive Board Room			
HSW	HSW300	HSW301	HSW302	HSW303
Mission Bay Hospital	To be determined following 2015 opening			
Moffitt Long Hospital	U70 U460	U506 Toland Hall	U456	U458
Clinical Sciences	C130	C417	C517	C701
Dentistry	D1008 D3209	D2002 D4035	D2211	

San Francisco General Hospital

Administration	# 2A6
Business Office	Building 20, 4 th Floor
Nursing	Caf Conference #1
Dean's Office	Caf Conference #3
OB / GYN	6D #12
Pediatrics	6E7
Medical Library	Building 30, Room 101, 201, 208, 2 nd floor
Psychiatry	7M30 A 7M30 B 7M27 7E2
Pathology	Carr Auditorium (BLdg 3)
Surgery	3 A
Experimental Medicine	Building 3, 5 th Floor, Rm 505
Emergency Services	NH #1E35
Information Systems	4H2
Medicine	#5KB
Quality Mgmt	Bldg 20, WD 23, Bldg 40, 5 th Fl Computer Lab

BULLETIN BOARDS

Parnassus Campus	Reasonable use of general purpose bulletin boards and boards at nursing stations and break rooms in Moffitt/Long in accordance with campus procedures. Bulletin board on 2 nd floor near entrance to Medical Sciences bldg
Mission Bay Campus	To be determined following Hospital opening in 2015
Mount Zion	Bulletin boards for exclusive use of CNA are located in the basement near the dining rooms, near the OR on the 4 th floor and in break rooms

4. UC LOS ANGELES**MULTI-UNION USE MEETING ROOMS & BULLETIN BOARDS**

In accordance with existing campus procedures, the following bulletin boards are available:

RONALD REAGAN UCLA Medical Center**Meeting Rooms**

B-120	B-124 A & B	B-130	3-102	3-307
3-309	6-234	7-234	8-234	

Bulletin Boards

1 st Floor	GOU	1257
	ED/IR	1515
	1 West NRRU	
	Blood Donor Bank	

3 rd Floor	PACU/PTU/MPU Breakroom	2135
	3 Peds Floor Staff Lounge	3516
	Interventional Floor Staff Lounge	3323
	Interventional Floor Staff Lounge	3323A
4 th Floor	4 ICU Staff Lounge	4481
	4 North Staff Lounge	4612D
	4 West Staff Lounge	4300F
	4 East Staff Lounge	4160E
5 th Floor	5 ICU Staff Lounge	5461
	5 North Staff Lounge	5655
	5 West Staff Lounge	4312A
	5 East Staff Lounge	5160D
6 th Floor	6 ICU Staff Lounge	6481
	6 North Staff Lounge	6612D
	GCRC Staff Lounge	6215
	6 West Staff Lounge	6312B
	6 East Staff Lounge	6160D
7 TH Floor	7 ICU Staff Lounge	7481
	7 North Staff Lounge	7612C
	7 West Staff Lounge	7312B
	7 East Staff Lounge	7160D
8 TH Floor	8 ICU Staff Lounge	8481
	8 North Staff Lounge	8612D
	8 West Staff Lounge	8312B
	8 East Staff Lounge	8160D
	Dialysis Staff Lounge/Conference	8237D
B-Level	Nursing Staff Office	B-106

NPH Conference Room 4265 and 2467

Arthur Ashe Student Health & Wellness Center – Meeting Room

Large Conference Room – Suite 414

Small Conference Room – suite 420A

Arthur Ashe Student Health & Wellness Center – Bulletin Board

Break Room (2nd floor)

Break Room (4th floor)

Jules Stein Eye Institute - Meeting Room & Bulletin Board

A Level – A128

200 Medical Plaza – Bulletin Boards

B-124–Employee Lounge	B265-67	B265-78
120-18 Boyer Clinic	17-240 Staff Lockers	241
301-Staff Lounge	320-21 (Med Procedure unit)	401 Staff Lounge
501-1 Staff Lounge	660-15 Pre-Op (outside)	
Vending Area 660-47 Surgical Center		

300 Medical Plaza – Bulletin Board

1st Floor Staff Lounge

SANTA MONICA – UCLA Medical Center And Orthopaedic Hospital**Meeting Room:** 1, 2, & 3 on first level & auditorium & board room on first level**Bulletin Boards:**

Operating Room	Hallway Between Locker Rooms
PACU	Employee Lounge – Room 3401A
PTU	Staff Lounge 3588
Cath Lab, IR and OR staff	Union board – Room 3314
Critical Care/Adult ICU	Staff Lounge– Room 4398
Post Partum	Hallway Room 2411
2SW – Pavilion L&D	Staff Lounge – Room 2561
2SW – Pavilion NICU	Staff Lounge – Room 2571
Emergency Room	Staff Lounge - A501
ACU	
5MN Intermediate Care	Staff Lounge
4MN Medicine	Staff Lounge – Room 4445
4SW Pavilion – ONC	Staff Lounge - Room 4545
4MNP Medicine	Locker Room 4429/ Multi union 4445
5MNP Intermediate Care	Staff Lounge
6NW Pediatrics	Staff Lounge – Room 6218
5NW Geriatrics	Staff Lounge – Room 5218
4NW Med/Surg	Staff Lounge – Room 4218
3NW Orthopaedics	Staff Lounge – Room 3218
Surgery Center(MOB)	Staff Lounge – Room 2313

5. UC SAN DIEGO**MEETING ROOMS –**

Scheduling is done through the Medical Center Labor Relations Office

Hillcrest The cafeteria, conference rooms (on the first floor and the new tower link) and the auditorium may be scheduled for use by CNA.**Thornton** The general purpose conference rooms may be scheduled.**BULLETIN BOARDS**

An enclosed bulletin board in the hallway leading to the Hillcrest cafeteria, a general union board adjacent to the first floor employee elevators, and existing union boards in employee lounges may be used. CNA materials to be posted should be provided to the Medical Center Labor Relations Office.

6. **UC BERKELEY - Tang Health Center**

MEETING ROOMS

By appointment with the administration

Education Center

Sections A & B

BULLETIN BOARDS

Main Staff Lounge –

First Floor break room on the 2nd floor between clinics 3 & 4

7. **UC RIVERSIDE**

MEETING ROOMS

The following rooms are available in accordance with local campus procedures:

Student Health Room 205

BULLETIN BOARDS

The following Bulletin Boards are available in accordance with existing campus posting procedures:

Student Health Room 245

7. **UC SANTA BARBARA**

MEETING ROOMS & BULLETIN BOARDS

Pre-scheduling of meeting rooms is required

MEETING ROOMS

By appointment with the administration

Conference Room	1908
Classroom 1	1913
Classroom 2	1911

BULLETIN BOARDS

Staff Break Room	1904A
Staff Break Room	1312C

9. **UC SANTA CRUZ**

MEETING ROOMS

Pre-scheduling is required

The Association may reserve meeting rooms anywhere on campus in accordance with campus procedures.

Health Center

Room 1102

BULLETIN BOARDS

In accordance with existing campus posting procedures, the following bulletin board is available:

Health Center

Room 1307 (Staff Mailroom, located in the South wing)

Room 1328 (Staff Break room located in the South wing)

Room 2224 (2nd floor, within the upstairs appointment area. This area is not available to the general public since it is a patient care area)

10. UC MERCED

MEETING ROOMS & BULLETIN BOARDS

Pre-scheduling is required for meeting room, and posting on bulletin board must be done in accordance with campus posting procedures

Health Center

Room 225

APPENDIX G
MEDICAL CENTER/CAMPUS/LABORATORY DESIGNATED GRIEVANCE OFFICE

Written grievances at Step 1 and written appeals to Step 2 are to be filed with the following offices:

Berkeley

Labor Relations Office
University of California
192 University Hall
Berkeley, CA 94720-3540
(510) 643-6001
labrel@berkeley.edu

Davis Health System

Employee & Labor Relations
2730 Stockton Blvd.
Ticon III, 3rd Floor,
Sacramento, CA 95817
ELRGrievances@ucdmc.ucdavis.edu

Davis

Employee and Labor Relations
University of California
One Shields Ave
Davis, CA 95616
(530) 754-8892
ucdgrievance@ucdavis.edu

Irvine Medical Center

Labor/Employee Relations
UCI Health/Human Resources
200 South Manchester Ave, Suite 800
Orange, CA 92868
mclrfil@uci.edu

Irvine

Labor Relations
University of California
111 Theory, Suite 200
Irvine, CA 92697-4600
(949) 824-4257
fileagrv@uci.edu

Los Angeles Medical Center

Employee and Labor Relations
University of California
10920 Wilshire Blvd., Suite 400
Los Angeles, CA 90024-6504
rdwilliams@mednet.ucla.edu

Los Angeles

Employee and Labor Relations
University of California
10920 Wilshire Blvd., Suite 200
Los Angeles, CA 90024-6504
(310) 794-0860
erlr@chr.ucla.edu

Merced

Mailing:
Labor Relations
U. C. Merced
5200 North Lake Road
Merced, CA 95343
(209) 228-8247
laborrelations@ucmerced.edu

Physical:
767 East Yosemite
Suite A/B
Merced, CA 95340

Riverside

Labor Relations Office
University of California
1160 University Avenue
Suite A
Riverside, CA 92521
(951) 827-3641
grievances@ucr.edu

San Diego Health System

Employee/Labor Relations
200 W. Arbor Drive #8912
San Diego, CA 92103-8912
hserlr@ucsd.edu

Physical:
UC San Diego Health Sciences
Human Resources
Employee and Labor Relations
1450 Frazee Road, Suite 500
San Diego, CA 92108

San Diego

Mailing:
Labor Relations
University of California
9500 Gilman Drive
Mail Code 0921
La Jolla, CA 92093-0921
(858) 534-2810
laborrelations@ucsd.edu

Physical:
Torrey Pines Center, South
10280 North Torrey Pines Road
Suite 265
La Jolla, CA 92037

San Francisco Medical Center & Campus

Labor & Employee Relations
University of California
3360 Geary Boulevard
Suite 301
San Francisco, CA 94188-3324
(415) 353-4170
ELR@ucsfmedctr.org

Santa Barbara

Employee and Labor Relations
University of California
3101 SAASB Building
(805) 893-4119
laborrelations@hr.ucsb.edu

Santa Cruz

Mailing:
Employee and Labor Relations
University of California
1156 High Street
Santa Cruz, CA 95064
(831) 459-2017
grievance@ucsc.edu

Physical:
1201 Shaffer Road
Santa Cruz, CA 95060

Written appeals to Step 3 appeals and written appeals to arbitration are to be filed with:

UCOP

Labor Relations Office
University of California, Office of the President
300 Lakeside Drive, 10th Floor
Oakland, CA 94612
AppealAGrievance@ucop.edu

SIDELETTER CONCERNING ADHERENCE TO ARTICLE 16

Within five business days of the notice of ratification from CNA, the Vice President of Human Resources will distribute a letter to the five medical centers reminding them of their responsibilities under Article 16, Section C., Health and Safety, of the Agreement between the University and CNA. Specifically,

“Each hospital location shall implement and maintain a lift policy for all patient care units, and shall provide training for employees in the implementation of the unit lift programs in UC medical centers. For the purposes of this Article, a “lift policy” means replacing manual lifting and transferring of patients with powered patient transfer devices, lifting devices, and/or lift teams, consistent with the professional judgment and clinical assessment of the RN. Each hospital location will provide training to health care workers on the appropriate use of lifting devices and equipment. Training for these health care workers shall include body mechanics and the use of lifting devices to safely handle patients.”

The purpose of this letter shall be to reinforce the facilities’ responsibility to provide the tools listed above in order to comply with the language above and to ensure patient and staff safety.

For the University

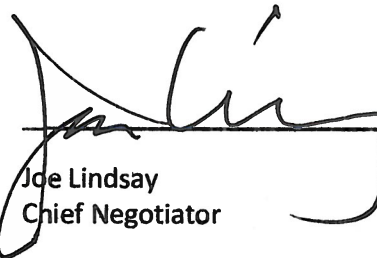
For California Nurses Association



Dwaine Duckett
Vice President
Human Resources and Benefits

Date

11/15/2013



Joe Lindsay
Chief Negotiator

Date

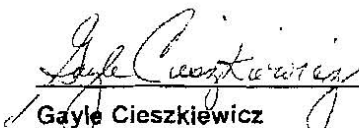
11/16/13

TA 12/7/05
jl

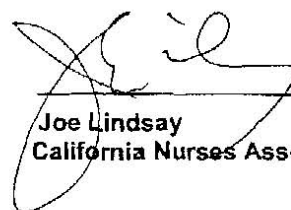
For factfinding settlement

SIDE LETTER

The union understands that the University sometimes hires physicians who bring with them, as a condition of employment, a RN from her/his prior place of employment. When an individual nurse has been included into the employment agreement of faculty and/or physicians, the terms and conditions of the physician's employment agreement that specifically refer to the nurse will override the terms and conditions of the CNA agreement.



Gayle Cieszkiewicz date
University of California



Joe Lindsay date
California Nurses Association

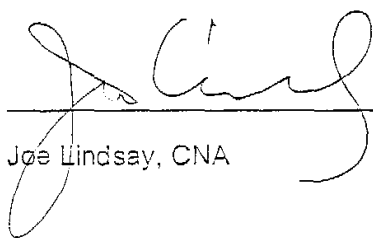
Side Letter

Management Rights – Deletion of Merit Pay section

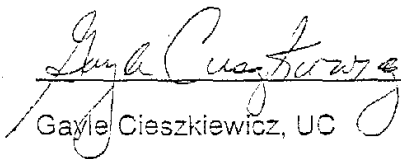
The parties agree that the deletion of §B.10, from Article 34-Management Rights,

"to determine the basis for, and to determine the amount granted for merit increases"

only reflects the fact that the parties agreed in 2002 to eliminate the merit-based pay system and replace it with a system that provides for automatic within-range movement based on experience. The elimination of §B.10 has no other effect.

 5/20/05

Joe Lindsay, CNA date

 5-20-05

Gayle Cieszkiewicz, UC date

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)

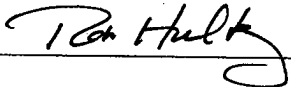
6. New Salary Ranges Effective February 6, 2011:

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

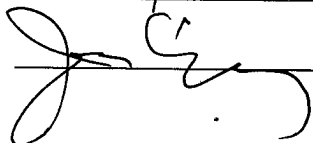
**SIDELETTER REGARDING NP CAREER LADDER FOR INTERNAL STAFF
(APPLICABLE AT UCLA ONLY)**

The Parties recognize that Clinical Nurse II, IIIs or IVs, or Administrative Nurse Is, who receive their NP license may qualify for an NP position or may expand their scope of practice in an NP role. At UCLA, a newly licensed NP shall be placed in an NP I position for 6 months under Article 2, after which s/he would advance to an NP II, except that if the NP I would result in less than a 5% salary increase, the new NP shall be placed on the NP II pay scale at the nearest step which results in at least a 5% pay increase for the RN.

Dated: 01/25/2011

 On behalf of the University of California

Dated: 1/25/2011

 On behalf of the California Nurses Association

EXECUTION OF AGREEMENT

The foregoing Agreement between the California Nurses Association and the Regents of the University of California, having been duly approved by both parties, is hereby executed by the undersigned authorized representative(s) of each party.

THE REGENTS OF THE UNIVERSITY OF CALIFORNIA

By: 
Dwaine B. Duckett
Vice President
Human Resources

Date: 2/3/2014

By: 
Peter Chester
Director, Labor Relations

Date: 1-17-14

By: 
Anthony DiGrazia
Associate Director, Labor Relations

Date: 1/17/2014

CALIFORNIA NURSES ASSOCIATION

By: 
Rose Ann DeMoro
Executive Director
California Nurses Association

Date: 1/17/14

By: 
Joe Lindsay
Chief Negotiator
California Nurses Association

Date: 1/17/2014

MEMORANDUM OF THE NEGOTIATORS

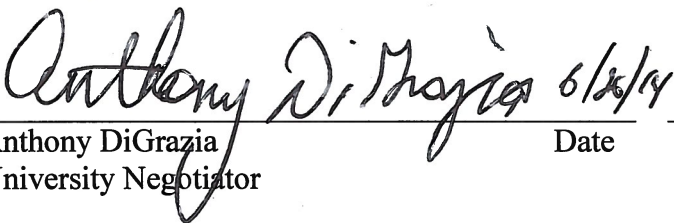
The negotiators of this proposed Collective Bargaining Agreement agree that they have reached a tentative agreement and have concluded negotiations on the development of the proposed Collective Bargaining Agreement.

The parties understand that the signature of the approving authority for either party may post-date the ratification date by the Union. The parties agree that the effective date of this agreement will be the first day following the Association’s written notice to the University that the Agreement has been ratified by UC nurses. In the event the nurses do not ratify the proposed Agreement, the parties will return to the negotiation table in an effort to reach agreement.

The signatures below are those of the members of each bargaining team, and reflect each team’s support for the terms of the proposed Agreement, and their commitment to recommend its ratification to their constituents.

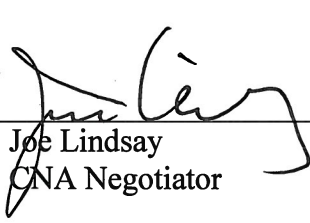
For the University of California

For the California Nurses Association



Anthony DiGrazia
University Negotiator
Date 6/16/14

Team Members

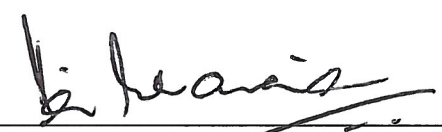


Joe Lindsay
CNA Negotiator
Date 6/17/14

Team Members



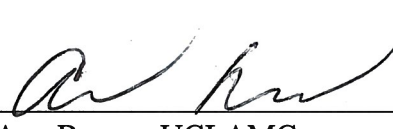
Patty Donnelly, UCOP



Hari Subramanian, CNA
Date 6/17/14



Julia Halladay, UCD



Ann Brown, UCLAMC
Date 6/17/14



Marci Hoze, UCD



Erin Carrera, UCSFMC
Date 6/17/14



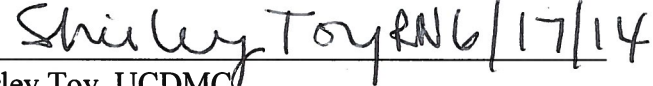
Dawn Skirvin, UCI



Emmanuel Punzalan, UCLAMC
Date 06/17/14



Rhonda Williams, UCLAMC



Shirley Toy, UCDFMC
Date 6/17/14



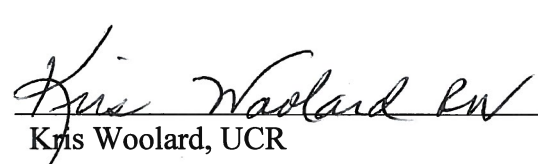
Rebecca Heffler, UCLAMC



Tam Nguyen, UCIMC



Judith Pfeiffer, UCSDMC



Kris Woolard, UCR



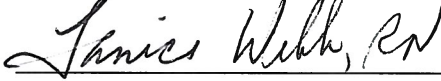
Connie Handley, UCSFMC



Randy Howell, UCSFMC
Date 6/17/14



Cindy Weiner, UCSFMC



Janice Webb, UCSDMC

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