

UCSD 2020- 2021 Salary Program Summary
July 2020

Note: The purpose of this document is to attempt to condense complex terms that deal with wages from various UCSD contracts into a simplified overall summary. Where the contract language differs from this document, the contract language governs.

2020-2021 Teamsters Clerical Unit (CX)

Effective Date: 06/28/20 BW & 07/01/20 MO

- A 3% range adjustment to all ranges. All employees eligible.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see CX Contract Article 45 Wages)

2020-2021 UAPD Student Health Physicians, Dentist, Podiatrist (DX)

Effective Date: 07/01/20 MO & 07/12/20 BW

- A 3% range adjustment to all ranges. All employees eligible.
- 1% market equity for career non probationary employees.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see DX Contract Article 19 Compensation)

2020-2021 AFSCME Patient Care Technical Unit (EX)

Effective Date: 07/01/20 MO & 07/12/20 BW

- One step increase for non-probationary employees with range.
- \$1,000 Longevity Lump Sum Payment for career employees with 20 or more years of UC from the most recent date of hire as of July 1, 2020. Lump sum payment is retirement eligible.

Effective Date: 04/01/21 MO & 04/04/21 BW

- A 3% range adjustment to all ranges. All employees eligible.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see EX Contract Article 44 Wages)

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2020-2021 UPTE Health Care Professional Unit (HX)

Effective Date 07/01/20 MO & 07/12/20 BW

- A 3% range adjustment to all ranges. All employees eligible

Effective Date 01/01/21 MO & 01/10/21 BW

- One-step advancement for career, non-probationary employees with a rating of satisfactory or better.
- 2% lump sum payment for employees at the maximum step prorated based on appointment percentage.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see HX Contract Article 5 Compensation)

2020-2021 SETC Skilled Crafts Unit (K6)

Effective Date: 06/28/20 BW & 07/01/20 MO

- A 3% range adjustment to all ranges. All employees eligible.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see K6 Contract Article 43 Wages)

2020-2021 CNA Nurses Unit (NX)

Effective Date: 06/28/20 BW & 07/01/20 MO

- All NX employees on a step structure and currently on steps 1-14 will receive a one-step increase.
- Nurses currently on step 15 will be reviewed for possible advancement to step 16 (which requires 15 years of licensed nursing experience and 10 years UC experience). Nurses currently at step 16 will be reviewed for possible advancement to step 17 (which requires 20 years of licensed nursing experience and 15 years UC experience). Nurses currently at step 17 will be reviewed for possible advancement to step 18 (which requires 25 years of licensed nursing experience and 20 years UC experience). Advancements to step 16-18 will be determined by departments.

Effective Date: 12/27/20 BW & 01/01/21 MO

- A 4% range adjustment to all ranges. All employees eligible.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see NX Contract Article 40 Wages)

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2020-2021 FUPOA Police Unit (PA)

Effective Date: 07/01/20 MO & 07/12/20

- A 3% range adjustment to all ranges. All employees eligible.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see PA Contract Article 29 Wages)

2020-2021 UPTE Research Unit (RX)

Effective Date: 07/01/20 MO & 07/12/20 BW

- A 3% range adjustment to all ranges. Those employees who pay equal or exceeds the salary range maximum after the adjustment are not eligible for a salary increase.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see RX Contract Article 6 Compensation)

2020-2021 AFSCME Service Unit (SX)

Effective Date: 07/01/20 MO & 07/12/20 BW

- One step increase for non-probationary employees with range.
- \$1,000 Longevity Lump Sum Payment for career employees with 20 or more years of UC from the most recent date of hire as of July 1, 2020. Lump sum payment is retirement eligible.

Effective Date: 10/01/20 MO & 10/04/20 BW

- A 3% range adjustment to all ranges. All employees eligible.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see SX Contract Article 44 Wages)

2020-2021 UPTE Technical Unit (TX)

Effective Date: 07/01/20 MO & 07/12/20 BW

- A 3% range adjustment to all ranges. All employees eligible.

Collective Bargaining Agreements: <http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html> (see TX Contract Article 6 Compensation)

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2020-2021 Policy Covered Employees (Unit 99)

No merit program announced by UCOP.

Link to Past Merit Guidelines: <https://blink.ucsd.edu/HR/comp-class/compensation/salaryprograms/index.html>