

**UCSD 2018 - 2019 Salary Program Summary**  
**July 2018**

*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.*

**2018-2019 Teamsters Clerical Unit (CX)**

**Effective Date: 07/01/18 BW & 07/01/18 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)

**2018-2019 UAPD Student Health Physicians, Dentist, Podiatrist (DX)**

**Effective Date: 07/01/18 BW & 07/01/18 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 DX Contract Article 19 Compensation)

**2018-2019 AFSCME Patient Care Technical Unit (EX)**

**Contract Expired – 12/31/17**

**Effective Date: 11/01/18 MO & 11/04/18 BW**

- A 2% range adjustment to all ranges. All EX employees in the unit on the effective date and the date of the compute will receive a 2% range adjustment.

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

**2018-2019 UPTE Health Care Professional Unit (HX)**

**Contract Expired on 10/31/17.**

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

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**2018-2019 SETC Skilled Crafts Unit (K6)**

**Effective Date: 07/01/18 BW & 07/01/18 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)

**2018-2019 CNA Nurses Unit (NX)**

**Effective Date: 07/01/18 BW & 07/01/18 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.

**Contract Expired on 07/31/17**

**Effective Date: 12/01/18 BW & 12/02/18 MO**

- A 3% range adjustment to all ranges. All NX employees in the unit on the effective date and the date of the compute will receive a 3% range adjustment.

**Effective Date: 12/30/18 BW & 01/01/19 MO**

- A 4% range adjustment to all ranges. All NX employees in the unit on the effective date and the date of the compute will receive a 4% range adjustment.

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

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**2018-2019 FUPOA Police Unit (PA)**

**Effective Date: 07/01/18 BW & 07/01/18 MO**

- A 3% range adjustment to all ranges. All employees eligible.
- 5% System-wide Response Team Premium
- \$1.50 - Shift Differential (11:00 pm to 6:00 am)

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

**2018-2019 UPTE Research Unit (RX)**

**Contract Expired on 09/30/17**

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

**2018-2019 AFSCME Service Unit (SX)**

**Contract Expired on 06/30/17**

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

**2018-2019 UPTE Technical Unit (TX)**

**Contract Expired on 09/30/17**

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

## UCSD 2018 - 2019 Salary Program Summary July 2018

### 2018-2019 Policy Covered Employees (Unit 99)

#### Effective Date: 07/01/18 BW & 07/01/18 MO

- To be eligible for the merit-based increase, non-represented employees (SMG, MSP and PSS) must have been hired on or before **01/03/18** into a career or contract position with an appointment at 50% or more for at least a year. Contracts should be amended via the addendum process to reflect the new rate. Employees' most recent performance rating must be satisfactory/solid or better.
- Employees who were hired on or before **01/03/18** and who will complete their probationary period by **07/31/18** are eligible for the merit-based increase. Supervisors/Managers will need to send Caprece an email stating that the employee will not be a probationary employee as of **July 31, 2018**. Otherwise, the employee will not be eligible for the increase. In cases where an employee does not receive a performance appraisal, the supervisor will use the most recent overall rating. The deadline to send this information is by close of business on **06/15/18**.
- Employees who transfer from another department or another UC location are eligible if they would otherwise qualify prior to transferring from their current department or other UC location.
- Employees who received a salary increase during the past 12 months are eligible.

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