

UCSD 2019 - 2020 Salary Program Summary
November 2019

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.

2019-2020 Teamsters Clerical Unit (CX)

Effective Date: 06/30/19 BW & 07/01/19 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)

2019-2020 UAPD Student Health Physicians, Dentist, Podiatrist (DX)

Effective Date: 07/01/19 MO & 07/14/19 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 DX Contract Article 19 Compensation)

2019-2020 AFSCME Patient Care Technical Unit (EX)

Contract Expired – 12/31/17

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

2019-2020 UPTE Health Care Professional Unit (HX)

Effective Date 07/01/19 MO & 07/14/19 BW

- A 5% range adjustment and a 2% counseling Psychologists range adjustments. All employees eligible
- One-step advancement for career, non-probationary employees with a rating of satisfactory or better. No lump sum for employees at the maximum step.

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2019-2020 UPTE Health Care Professional Unit (HX)

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

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

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

2019-2020 SETC Skilled Crafts Unit (K6)

Effective Date: 06/30/19 BW & 07/01/19 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)

2019-2020 CNA Nurses Unit (NX)

Effective Date: 06/30/19 BW & 07/01/19 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: 12/29/20 BW & 01/01/20 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 NX Contract Article 40 Wages)

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2019-2020 FUPOA Police Unit (PA)

Effective Date: 06/30/19 BW & 07/01/19 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 PA Contract Article 29 Wages)

2019-2020 UPTE Research Unit (RX)

Effective Date: 07/01/19 MO & 07/14/19 BW

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

Effective Date: 01/01/20 MO & 01/12/20 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 RX Contract Article 6 Compensation)

2019-2020 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)

2019-2020 UPTE Technical Unit (TX)

Effective Date: 07/01/19 MO & 07/14/19 BW

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

Effective Date: 01/01/20 MO & 01/12/20 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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2019-2020 Policy Covered Employees (Unit 99)

Effective Date: 06/30/19 BW & 07/01/19 MO

- To be eligible for the merit-based increase, non-represented employees (SMG, MSP and PSS) must have been hired on or before **01/02/19** 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.
- In cases where an employee does not receive a performance appraisal, the overall performance rating on the most recent performance appraisal will be used. In cases where employees who were hired on or before **01/02/19**, and would otherwise be non-probationary, but did not receive a performance appraisal by the deadline, they will receive an overall rating of "Solid". Supervisors who did not complete performance appraisals by the **06/14/19** deadline are not eligible to receive a merit-based increase this year.
- 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>