

UC SANTA BARBARA

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Wage Increases and Changes in Overtime for UPTE Employees (HX, RX, and TX)

1 message

UCSB UCPATH <ucpathhelp@ucsb.edu>
 To: ucpathgo-liveupdates@pmo.ucsb.edu

Tue, Sep 3, 2019 at 3:45 PM

9/3/19

TO: Department Heads, Managers, and Business Officers
 FR: Kathy Moore, Compensation Manager, Human Resources
 RE: Wage Increases and Changes in Overtime for UPTE Employees (HX, RX, and TX)

*****This message is being sent on behalf of Kathy Moore. Please do not reply to this message.*****

As you may have heard the University and UPTE (HX, RX, and TX) have come to agreement on multi-year collective bargaining agreements. The following information outlines upcoming wage increases and changes in overtime.

Wage Increases:

Employees covered by the HX, RX and TX collective bargaining units are scheduled to receive pay increases and retroactive pay according to the following schedule (administered by the UCPATH Center):

	Wage Increase	Effective Date of Increase	Scheduled Pay Date Reflecting New Rate and Retroactive Pay
HX/UPTE (not including Counseling Psychologists)	5% Across the Board	July 1, 2019 (Monthly) July 14, 2019 (Bi-weekly)	September 4, 2019 (Bi-weekly) – New Rate September 18, 2019 (Bi-weekly) – Retro Pay October 1, 2019 (Monthly) – New Rate + Retro
HX/UPTE - Counseling Psychologists Only	2% Across the Board	July 1, 2019 (Monthly) July 14, 2019 (Bi-weekly)	September 4, 2019 (Bi-weekly) – New Rate September 18, 2019 (Bi-weekly) – Retro Pay October 1, 2019 (Monthly) – New Rate + Retro
HX/UPTE – all Employees	One Step Increase*	July 1, 2019 (Monthly) July 14, 2019 (Bi-weekly)	September 4, 2019 (Bi-weekly) – New Rate September 18, 2019 (Bi-weekly) – Retro Pay October 1, 2019 (Monthly) – New Rate + Retro
RX/UPTE	3% Across the Board	July 1, 2019 (Monthly) July 14, 2019 (Bi-weekly)	September 4, 2019 (Bi-weekly) – New Rate September 18, 2019 (Bi-weekly) – Retro Pay October 1, 2019 (Monthly) – New Rate + Retro
TX/UPTE (including BTSA 2 and 3)	3% Across the Board	July 1, 2019 (Monthly) July 14, 2019 (Bi-weekly)	September 4, 2019 (Bi-weekly) – New Rate September 18, 2019 (Bi-weekly) – Retro Pay October 1, 2019 (Monthly) – New Rate + Retro

*Employees who are on probation or at maximum of their salary range on the effective date of the increases are not eligible for the one-step increase upon ratification.

Overtime:

Effective October 6 the new HX, RX, and TX contracts require a change in the way overtime will be calculated for non-exempt HX, RX, and TX employees. In summary, non-exempt employees will be eligible to receive (or accrue) 1 ½ times their regular rate of pay if they work more than 8 or 10 hours in a regular shift. They will also be eligible to receive double

time pay if they work more than 12 hours in a shift. The contracts will soon be available on-line containing the specific language under the Hours of Work article. The change in overtime rules has been communicated to the Kronos team.

Training:

HR Labor Relations is planning to provide training on the three new bargaining unit contracts in early October. Dates and times of training will be announced soon.

Questions:

If you have any questions regarding these increases or overtime changes, please email me at kathy.moore@hr.ucsb.edu or contact a member of the Employee and Labor Relations Unit (<https://www.hr.ucsb.edu/labor-relations/contacts>).

Thank you.