

Deans, Department Heads, Business Officers, Administrative Assistants:

The memo below is being sent to the dlist-l listserv. Thank you for serving as one of the representatives for your department to receive this memo. Please distribute this message to colleagues in your department.

Thank you

*****PLEASE GIVE WIDEST DISTRIBUTION*****

June 10, 2024

TO: Campus Community

FR: Kathy Moore, Director of Compensation, Human Resources

RE: Wage Increases for Represented Staff Employees in CX, EX, HX, K8, NX, PA, RX, SX and TX

The following pre-negotiated wage increases will be implemented in UCPath in the months of June and July 2024. Human Resources is coordinating most of these increases with the UCPath center, therefore **departments do not need to take any action** unless you receive separate instructions from Human Resources.

| Bargaining Unit | Wage Increase | Effective Date of Increase | Scheduled Pay Date Reflecting New Rate | Eligibility* |
|---------------------|--|---|--|---|
| CX/Teamsters | 4.2% Across the board (pending any changes in the state budget allocation) | 7/7/2024 - biweekly 7/1/2024 - monthly | 7/31/2024 - biweekly 8/1/2024 - monthly | All employees, including those in accreted titles** |
| CX/Teamsters | One step increase (~2%) | 7/7/2024 - biweekly 7/1/2024 - monthly | 7/31/2024 - biweekly 8/1/2024 - monthly | Career, non-probationary employees; If at top step, pensionable lump sum |
| CX/Teamsters | \$1,000 One-time Lump Sum (Longevity-based) | 7/7/2024 - biweekly 7/1/2024 - monthly | 7/31/2024 - biweekly 8/1/2024 - monthly | Non-probationary, career employees who have reached 20 years of continuous service as of 7/1/24 (See contract for full eligibility criteria)* |
| EX/AFSCME | One step increase (~2%) | 7/7/2024 - biweekly | 7/31/2024 - biweekly | Career, non-probationary employees, not at top step |
| EX/AFSCME | \$1,000 One-time Lump Sum (Longevity-based) | 7/7/2024 - biweekly | 7/31/2024 - biweekly | Non-probationary, career employees who have reached 20 years of continuous service as of 7/1/24 (See contract for full eligibility criteria)* |

| | | | | |
|---------------------|---|---|--|---|
| HX/UPTE | 3% Across the board | 7/7/2024 - biweekly 7/1/2024 - monthly | 7/31/2024 - biweekly 8/1/2024 - monthly | All employees, including those in accreted titles** |
| K8/Teamsters | 4% Across the board | 7/7/2024 - biweekly | 7/31/2024 - biweekly | All employees |
| NX/CNA | One step increase (~2%) | 6/23/24 - biweekly | 7/17/24 - biweekly | Experienced based step increase; See contract for eligibility criteria* |
| PA/FUPOA | 5% Across the board | 6/23/24 - biweekly | 7/17/24 - biweekly | All employees |
| RX/UPTE | 3% Across the board | 7/7/2024 - biweekly 7/1/2024 - monthly | 7/31/2024 - biweekly 8/1/2024 - monthly | All employees |
| SX/AFSCME | One step increase (~2%) | 7/7/2024 - biweekly | 7/31/2024 - biweekly | Career, non-probationary employees, not at top step |
| SX/AFSCME | \$1,000 One-time Lump Sum (Longevity-based) | 7/7/2024 - biweekly | 7/31/2024 - biweekly | Non-probationary, career employees who have reached 20 years of continuous service as of 7/1/24 (See contract for full eligibility criteria)* |
| TX/UPTE | 3% Across the board | 7/7/2024 - biweekly 7/1/2024 - monthly | 7/31/2024 - biweekly 8/1/2024 - monthly | All employees, including those in accreted titles** |

Employees on Unpaid Leave or Short Work Break: Increases will be processed centrally by UCPATH according to the schedule above, but will not become effective or paid out until the employee returns to active pay status.

Questions: For more information about planned increases for represented employees, please refer to the [Wage Increases](#) section of the HR Website. If you have any questions regarding represented wage increases, please submit an [HR ServiceNow](#) ticket to Compensation & Classification > General Questions.

**For more information on eligibility criteria, refer to the appropriate collective bargaining agreement posted on [UCnet](#) or contact a member of Compensation or Employee and Labor Relations via [HR ServiceNow](#). A separate communication containing a list of lump sum recipients will be sent to individual departments.*

***The following titles have been accreted by a union: Behavioral Health Counselors 1-4 (HX), Research Administrator 1 and 2 (CX), Facility Management Spec 1, 2 and 3 (CX), and Educational Technical Specialists 3 and 4 (TX).*