UC and UPTE Reach Agreement for Case Managers

We are pleased to report that the University, as a system, and UPTE have reached an agreement on the terms and conditions for Case Managers throughout the UC system, now that this group is represented by UPTE in the Health Care Professionals (HX) bargaining unit, per the final PERB decision.

Health & Welfare Benefits: **No change.** Case Managers will continue to be covered by the same health & welfare benefits plans they are currently enrolled in and will continue to pay the same rates for calendar year 2010.

Pension Contributions: **No change.** Case Managers will continue to have their Deferred Compensation Plan (CDP) deductions redirected to the pension plan (UCRP) at the same rate.

Paid Time Off (PTO)

- **Current Case Managers:** **No change.** Case Managers will continue to be covered by the PTO program, *unless they wish to opt out.* Case Managers wishing to change from PTO to the Vacation and Sick Leave provisions of the HX contract will have until **August 23, 2010** to exercise a one-time, irrevocable opportunity to opt out of PTO. Case Managers wishing to exercise this option need to submit a written request to Human Resources: via email at debbie.caldwell@ucdmc.ucdavis.edu, or via facsimile to Debbie Caldwell at 734-3080, or via inter-office mail to Debbie Caldwell, Compensation Unit, Human Resources, Ticon III. Such request must include the Case Manager’s name, employee ID number, statement of desire to change from PTO to the Vacation and Sick Leave provisions of the HX contract, and the Case Manager’s signature. Case Managers wishing to remain in the PTO program do not have to do anything.

- **Newly-Hired Case Managers:** including those who are hired from outside UC, as well as those who internally promote, demote or transfer into the Case Manager title, will be covered by the PTO program.

**Step Structure:** The current open range will be divided into a step-based salary structure. It will have 25 steps that are approximately 2% apart, $35.98 - $57.88 per hour. Case Managers will be moved onto the new structure on the first pay period following 60 days after the date of the agreement, which will be the October 3, 2010, biweekly pay period. A Case Manager’s individual placement will be made to the step that equals his or her current salary, or, if there is not a step equal to the current salary, to the step that is the next higher step (i.e., if current salary = $44.00/hour and Step 11 = $43.86, then placement will be to Step 12 = $44.74).
Other Terms & Conditions: Case Managers will be covered by all other terms & conditions of the HX contract and will be eligible for any wage increases that are negotiated for the rest of the HX unit as part of the current re-opener negotiations. The HX contract can be found at the following website: http://atyourservice.ucop.edu/employees/policies_employee_labor_relations/collective_bargaining_units/healthcare_hx/agreement.html

While we understand there were many concerns with this process, we sincerely hope that having more definition around the above items will add certainty to the immediate implications of the PERB ruling.

Case Managers can direct their questions to Human Resources at 734-2718, or to their UPTE union representative.