May 2014 Wage Increases for Represented Research (RX) and Technical (TX), Service (SX) and Patient Care Technical (EX) Unit Employees

$100 Signing Bonus Payment for Research (RX) and Technical (TX) Employees
Eligible employees that meet the following criteria received a one-time, non-base-building, retirement eligible $100 lump sum payment on May 21st. All appropriate taxes and contributions were deducted from the payment:

- Employees must be on pay status or on an approved leave of absence, employed in the Research or Technical units on the date of ratification (12/20/13) and the date of payout and must be eligible for participation in the University of California Retirement Program (UCRP).

Service (SX) and Patient Care Technical (EX) Employees
The UC-AFSCME contracts provide that all eligible employees in the Service (SX) and Patient Care Technical (EX) bargaining units will receive a within-range across-the-board 4.5% wage increase effective May 11, 2014. The wage increases or range adjustments will be paid out on the June 4th bi-weekly pay date. Eligibility criteria and provisions are as follow:

4.5% Range Adjustment for Service (SX) and Patient Care Technical (EX) unit:

- Employees must be on pay status or on an approved leave of absence, employed in the Service or Patient Care units on the effective date of the increase and on the date of payout.
- Salary ranges will be increased by 4.5% and employees must be paid within the new salary ranges. If determined to not be eligible for the full amount of the within range increase, or employees paid above the range shall be compensated so that the employee’s individual salary rate is raised to the maximum of the range, and then paid a one-time, annualized, non-base building lump sum on the remaining percentage not provided within range. Employees paid above the new maximum rates will instead be paid out an equivalent annualized lump sum.

Service Unit (SX) $200 Signing Bonus Payment:
Eligible employees will also receive a $200 signing bonus payment on June 4th. To be eligible, employees must be in the Service unit or on an approved leave on the date of ratification and in the service unit on the date of payout; and must have a 50% or greater Career or Limited Term appointment.
**Patient Care Technical Unit (EX) Lump Sum Payment Update**

Eligible employees will receive a one-time lump sum payment in lieu of retroactive pay based on 3% of actual earnings for the period between April 1, 2013 and March 31, 2014. This lump sum is retirement eligible and all appropriate taxes and UCRP contributions will be deducted from the payment. To be eligible, employees must be in the Patient Care unit or on an approved leave on the date of ratification (3/28/14) and on the date of payment. The lump sum is scheduled to be paid on August 27, 2014, additional information will be provided when available closer to this date.

Pay increases are available in PeopleSoft rosters for departmental review. Pay rate increases are also available for employees to view in the earnings statement and employment verification links on [UC Net’s At Your Service online at](https://atyourserviceonline.ucop.edu/ayso/)

The new salary step structures are updated and available on the UCDHS Human Resources Compensation Unit webpage under “News and Updates” at: [http://www.ucdmc.ucdavis.edu/hr/hrdepts/compensation/index.html](http://www.ucdmc.ucdavis.edu/hr/hrdepts/compensation/index.html)

Questions can be directed to the Compensation Unit at 4-5009.