**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.

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### CUE Clerical Unit (CX)

#### Previous Wage Increase

**2007-2008**

7/1/07 Wage Implementation. Evening and Night Shift Differential rates were increased $0.10 per hour.

10/1/07 Wage Implementation. A 4.5% wage increase was implemented. Rates (steps) were adjusted and all CX employees were eligible for the increase. Two half-steps were added to the top of each range for all classifications except the Library Assistant series.

**2008-2009:** none.

**2009-2010:** Contract expired 9/30/08. A Temporary Layoff Program effective February 2010 through January 2011 was implemented.

#### Link to Collective Bargaining Agreements:


(see CX Contract Article 45 Wages)
### AFSCME Patient Care Technical Unit (EX)

#### Previous Wage Increase

**2008-2009**

12/1/08 Wage Implementation: A 4% across the board increase was implemented. A new salary structure was implemented and bring to minimum increases were granted as appropriate. A lump sum bonus was granted in lieu of retroactive pay back to October 2007 on the 4% increase.

1/1/09 Wage Implementation: A new experience-based step structure was implemented and a 2.5% across the board increase. A lump sum bonus was granted in lieu of retroactive pay back to September 2008 on the increases related to placement on the new step structure.

**2009-2010:**

7/1/09 Wage Implementation. A 2.5% wage increase was implemented. Rates (steps) were adjusted and all EX employees were eligible for the increase. Within range employees received a one-step increase.

1/1/10 Wage Implementation. A 3% wage increase was implemented. Rates (steps) were adjusted and all EX employees were eligible for the increase.

3/1/10 Wage Implementation. EX employees were placed on their final experience-based step.

#### Link to Collective Bargaining Agreements:


(see EX Contract Article 42 Wages)
## UCSD 2009-2010 Salary Program Summary

### UPTE Health Care Professional Unit (HX)

### Previous Wage Increase

**2008-2009**

- **7/1/08**: Wage Implementation. Career nonprobatoinary HX employees received a one-step merit increase, based on satisfactory (solid) or better performance. The first round of experience-based step placement was implemented, and employees were eligible to advance up to two additional steps.
- **1/1/09**: Wage Implementation. HX employees who were below their experience step received a one-step advancement.
- **6/1/09**: Wage Implementation. HX employees were placed on their final experience-based step.

**2009-2010**: Subject to re-opener negotiations.

### Link to Collective Bargaining Agreements:


(see HX Contract Article 5 Compensation)
## SETC Skilled Crafts Unit (K6)

### Previous Wage Increase

#### 2008-2009

10/1/2008 Wage Implementation. Market equity increases ranging from 2.5% to 4.0% were granted. Evening shift differential pay increased $0.50 per hour and night shift differential pay increased $0.75 per hour.

#### 2009-2010

10/1/09 Wage Implementation. Market equity increases ranging from 2.5% to 3.5% were granted.

### Link to Collective Bargaining Agreements:


(See K6 Contract Article 43 Wages)
## CNA Nurses Unit (NX)

### Previous Wage Increase

#### 2008-2009

7/1/08 Wage Implementation. A one-step increase was granted to NX employees. Two new longevity steps were implemented.

3/1/09 Wage Implementation: A 4% wage increase was implemented. NX rates (steps) were adjusted and all NX employees were eligible for the increase. A new single (one step) per diem salary rate was implemented, and per diem nurses are to be paid shift differential in addition to the base per diem rate going forward. On-call pay was increased $0.50.

#### 2009-2010

7/1/09 Wage Implementation. A one-step increase was granted to NX employees.

### Link to Collective Bargaining Agreements:


(See NX Contract Article 40 Compensation)
## UCSD 2009-2010 Salary Program Summary

### FUPOA Police Unit (PA)

#### Previous Wage Increase

**2008-2009**

10/1/2008 Wage Implementation. An 8% wage increase was implemented. Rates (steps) were adjusted and all PA employees were eligible for the increase. PA employees were eligible for merit step increases, in accordance with the modified merit eligibility rules. A new longevity step was implemented and POST certification pay increased $50.

**2009-2010:** Salary increases frozen through 6/30/11.

#### Link Collective Bargaining Agreements:


(see PA Contract Article 30 Wages)
UPTE  Research Unit (RX)

Previous Wage Increase

2007-2008

7/1/07 Wage Implementation. Evening and Night Shift Differential rates were increased $0.15 per hour.

10/1/07 Wage Implementation. A 3.8% wage increase was implemented. Rates (steps) were adjusted and all RX employees were eligible for the increase.

1/1/08 Wage Implementation. Career nonprobationary RX employees were eligible for a one-step merit increase, based on satisfactory (solid) or better performance.


2009-2010: Contract expired 6/30/08.

Link to Collective Bargaining Agreements:
http://blink.ucsd.edu/HR/labor/bargaining/agreements/index.html

(See RX Contract Article 6 Compensation)
### AFSCME Service Unit (SX)

#### Previous Wage Increase

**2008-2009**

10/1/08 Wage Implementation. A 3.0% wage increase was implemented. The SX ranges were adjusted by 3.0%, and all SX employees were eligible for the increase.

**2009-2010**

7/1/09 Wage Implementation. A 1% wage increase was implemented. The SX ranges were adjusted by 1.0%, and all SX employees were eligible for the increase. A $12.00 minimum rate was implemented.

10/1/09 Wage Implementation. A 3% across-the-board increase and a new experience-based step structure with a $12.50 minimum rate were implemented.

#### Link Collective Bargaining Agreements:


(see SX Contract Article 41 Wages)
**UPTE Technical Unit (TX)**

**Previous Wage Increase**

**2007-2008**

7/1/07 Wage Implementation. Evening and Night Shift Differential rates were increased $0.15 per hour.

10/1/07 Wage Implementation. A 3.7% wage increase was implemented. Rates (steps) were adjusted and all TX employees were eligible for the increase.

1/1/08 Wage Implementation. Career nonprobationary TX employees were eligible for a one-half step merit increase, based on satisfactory (solid) or better performance.

**2008-2009:** none.

**2009-2010:** Contract expired 6/30/08.

**Link to Collective Bargaining Agreements:**

(see TX Contract Article 6 Compensation)
## UCSD 2009-2010 Salary Program Summary

**Policy Covered Employees (Unit 99)**

### Previous Wage Increase

#### 2007-2008

10/1/07 Merit Program. A merit program was implemented for career, nonprobationary policy-covered employees. The merit pool was funded at 4.0%.

10/1/07 Equity/Parity Program. A special equity/parity program was implemented for policy-covered employees. The equity pool was funded at 1.0%.

#### 2008-2009

7/1/2008: A new salary structure was implemented and bring to minimum increases granted where necessary.

No 2008-2009 merit program.

#### 2009-2010

9/1/09 Salary Reduction/Furlough Program. Salary cuts ranging from 4% to 10% were implemented with a corresponding furlough program to provide time-off in proportion to the cut percentage.

### Link to Past Merit Guidelines:

[http://blink.ucsd.edu/Blink/External/Topics/Policy/0,1162,18860,00.html?coming_from=Content](http://blink.ucsd.edu/Blink/External/Topics/Policy/0,1162,18860,00.html?coming_from=Content)