

New Contract Implementation Timeline: Health Care Professionals (HX) Unit

Ratification date: December 20, 2013

Expiration date: October 31, 2017

(1) Wages:

- The initial wage increase of 5.5% for medical centers will be effective on January 5, 2014 (the first full bi-weekly pay period). Over the next 3 years of the contract (2015, 2016, 2017), the medical centers will receive 2% wage increases each year, effective the first full pay period in January.
- The initial wage increase of 4% for the campus student health centers (UCB, UCM, UCR, UCSB, UCSC) will be effective on January 5, 2014. In 2015 and 2017, the student health centers will receive 2% wage increases the first full pay period in January. In 2016, the student health centers will receive a 3% wage increase effective the first full pay period in January.
- The effective date for step increases shall be the first full pay period each January for each year of the contract (January 5th in 2014). Each step increase shall be about 2%. Those who are topped out shall receive a 2% lump sum equivalent of a year's salary effective on the first full pay period in January for 2014.
- Experience based step increases shall be based on total years in January of each year. Experience based increases at UCLA will be based on years of experience on January 1 prior to the effective date of the step increase.
- Implementation dates may vary by location. A lump sum for the general wage increase will be paid for the difference between effective date and implementation date. Implementation dates may be as late as first full bi-weekly pay period in March.
- The various increases (general wage increases, step increases, lump sums and/or equity increases) may be implemented in different pay periods. Most general wage increases should arrive with the January 29th bi-weekly paycheck.
- All wage increases should be implemented no later than the March 13th bi-weekly paycheck.

(2) Healthcare:

- 2014 plans and rates shall go into effect the first full pay period following 2014.

(3) Pension:

- UCRP contributions shall increase to 8.6% on February 1, 2014 to June 30, 2014.
- Effective July 1, 2014 UCRP contributions shall increase 0.4% for a total of 9%. No further contributions increases are anticipated for the life of the contract.
- All employees hired, rehired or became UCRP eligible on or after July 1, 2013 shall have the same pension as the 1976 UCRP pension tier, with two exceptions: **(1)** they shall not receive the UC paid survivor's benefit or the inactive COLA; **(2)** they shall receive the same age factor, retirement eligibility dates and lump sum cash out option as the 1976 tier.
- All employees hired on or rehired after a break in service or who become UCRP eligible on or after the December 20, 2013 ratification date, shall be placed on the 2013 Graduated Retiree Health Program.



