

**ARTICLE 40
COMPENSATION**

A. GENERAL PROVISIONS

1. Nurses are compensated in accordance with the location-specific compensation programs established for nurses at their respective employment locations as set forth below.
2. **Effective date of salary increases** – Except as provided in §A.3.a., below, salary increases shall be effective on the first day of the payroll period nearest the first day of the month in which the increase occurs. In the event the first day of the payroll periods are equidistant from the first day of a month, the earlier payroll period shall be used.
3. **Range Adjustment, Ancillary Pay, and Within-Range Increase Effective Dates resulting from 2007 negotiations.**
 - a. The effective date of the salary range increases at all locations, and increases to on-call, charge, night, evening or weekend differentials at specific locations, will be, the first day of the first payroll period after the Agreement is ratified.
 - b. In addition to the adjustments and effective date provided in §A.3.a., above, the locations named below will provide increases pursuant to the provision of A. 2., above:
 - 1) For UCI, equalize the distance between steps to 2% and change step eligibility criteria for steps 14 and 15; effective the first pay period after ratification.
 - 2) For UCD and UCM, an April 2009 range adjustment.
 - 3) For UCI, a June 28, 2009 range adjustment.
 - 4) For all eligible nurses except those at LBNL, a July 2009 within range step increase.
4. **Appendix A** - The salaries resulting from the range adjustment increases are reflected in Appendix A. The parties recognize that the actual salary rates paid to nurses may slightly vary from those reflected in Appendix A due to rounding.
 - a. **Salary Ranges and Step Placement**
 - 1) Nurses are placed on the appropriate step according to the location's hiring grid or hiring plan. Each campus/hospital/laboratory's method of providing credit for relevant experience for nurses, including service for Student Health Center nurses, will be measured up to the first day of May (or the first day of July at UCI and UCB) coinciding with or prior to their date of hire.
 - 2) Step tables for all locations are shown in Appendix A.
 - b. All provisions in this Article applicable to career nurses shall apply equally to limited appointment nurses unless otherwise agreed to by the parties.
 - c. Unless otherwise specified, pay increases (regardless of type) shall be base-building only up to the maximum of the applicable salary range. The campus or Medical Center's normal pay practices shall be followed in implementing pay increases.
 - d. Where no compensation changes are reflected in this Article 40 for any particular job classification(s), pay for such classification(s) remains unchanged.

B. SAN DIEGO, DAVIS, SAN FRANCISCO AND IRVINE SPECIALTY CERTIFICATION DIFFERENTIAL

1. Full-time, part-time career and special per diem Nurses will receive Specialty Certification Differential when:
 - a. The certification is from a University-recognized professional organization Board or Agency; and

- b. The Nurse is in a position in the specialty in which s/he is certified; and
 - c. The Nurse maintains current certification.
 - d. Qualifying full-time career Nurses will receive \$100.00 per month (or \$92.31 per quadri-weekly cycle), and qualifying part-time Nurses will receive a prorated amount on the basis of the appointment rate.
2. Qualifying Per Diem Nurses who have worked at least 1000 hours in the previous contract year shall receive a one-time non-base building lump sum payment of \$600. Review of qualifying hours shall be accomplished in the first month of the new contract year, and shall be paid as soon as practicable thereafter.

C. LOS ANGELES SPECIALTY CERTIFICATION DIFFERENTIAL

1. Full-time, part-time and special per diem Nurses will receive Specialty Certification Differential when:
- a. The certification is from a University-recognized professional organization, Board or Agency; and
 - b. The Nurse is in at least a 50% position in the specialty in which s/he is certified; and
 - c. The nurse maintains current certification.
2. Qualifying full-time nurses will receive \$100.00 per month (or \$92.31 per quadri-weekly cycle), and qualifying part-time nurses will receive a prorated amount on the basis of the appointment rate.