

October 2, 2018

Dear colleague:

I am writing to inform you that the university has reached an agreement with the University Professional and Technical Employees (UPTE) union concerning the terms governing the transition of counseling psychologists (CP) into UPTE's Healthcare Professionals unit.

As you may recall, negotiations between UC and UPTE were required as the result of the state Public Employment Relations Board's decision to approve the union's petition to move your title code into their healthcare professionals bargaining unit and become your exclusive representative.

As required by PERB, we have been bargaining with UPTE for a long period of time to hammer out the terms of your moving into the union, and we recently reached an agreement with the union on these terms.

Highlights of the agreement include:

- **Compensation:**

Salary increases and transition to step structure: Every CP will receive a 1 percent salary increase and then be placed on the step-based salary structure for the Healthcare Professionals bargaining unit at the rate equal to or next exceeding their rate after the 1 percent increase. Following the transition to the step-based salary structure, each CP will receive a one-step (2%) salary increase. The salary increases will be effective the first full pay period following written notification of ratification of the agreement. Increases shall be implemented within ninety days (90) of receipt of written notification of ratification of the agreement. Implementation is subject to UC Path blackout periods.

One-time lump sum payment: No later than ninety (90) days after ratification of the agreement, each eligible CP will receive a one-time, non-base building lump sum payment equivalent to 3 percent of her/his base-pay earnings for the period July 1, 2017 through June 30, 2018.

Request for Local Equity Review: UPTE may request a location to review any perceived internal equities within 30 days of the agreement.

Bonus and Incentive Program: CPs will be eligible for bonus and incentive award programs in accordance with the [UC-UPTE contract](#).

- **Health benefits:** CPs will continue to receive the same health benefits at the same rates as other employees in UPTE's Healthcare Professionals unit.
- **Retirement benefits:**  
CPs will participate in the same [retirement benefit program](#) as other employees in the UPTE Healthcare Professionals unit. CPs hired (or rehired) in a UCRP-eligible appointment on or after July 1, 2013 will be placed in UC's "modified UCRP 2013 tier" as outlined in the UC-UPTE agreement and will contribute 9 percent of their pay toward their UCRP benefits. CPs hired prior to July 1, 2013, will continue in UC's 1976 UCRP tier and will contribute 9 percent of their pay (minus \$19 per month) toward their UCRP benefits.
- **Workplace Committees:** UC and UPTE agree that staffing and workload issues of concern to CPs may be discussed at local labor-management meetings as provided for by the [UC-UPTE contract](#).

Thank you for everything you do to support our students' well-being and academic success at UC.

Sincerely,

Dwaine B. Duckett  
Vice President of Systemwide Human Resources