Overview
There are currently sixteen worksheets established for Service (SX) and Patient Care Technical (EX) Wage and Benefit Parity. It will increase to eighteen once UCSF and UCSD implement UCPATH, which will split them into Campus and Medical Center. That will happen in June 2020.

The worksheets are by UC location (campus or medical center) with the following information in each worksheet:

- Location - Column A
- Job Code - Column B
- Job Code Description - Column C
- Union Code - Column D
- Step - Column E or Column F for ANR
- Hrly Rate - Column F or Column G for ANR
- 2019 Pension Parity (per hour) - Column G or Column H for ANR
- 2019 Benefits Parity (per hour) - Column H or Column I for ANR
- 2019 Total UC Cost (per hour) - Column I or Column J for ANR.

The ANR Worksheet has an additional column for location, which is Column E. The worksheets are sorted alphabetically by Job Code Description.

To establish the appropriate job code/job code description for contracted work, procurement and the department requesting the contract will work collaboratively with local compensation and local labor relations staff. If there are classification questions, they should be brought to Systemwide Labor Relations for discussion. Once the work has been classified and matched to job code/job code description, procurement/department can look up the wage and benefit parity rate which would be the Total UC Cost (per hour) on the current published worksheets when contracts are being renewed.

Instructions for Using the Worksheets
To look up an hourly rate on the Service (SX) and Patient Care Technical (EX) Wage and Benefit Parity Worksheets:
1) Go to the worksheet folder, located in Box. You may request access from Tracy Babbitt in Systemwide Labor at UCOP.
2) Choose the worksheet for your location
3) Use the filter to search by Job Code or Job Code Description to look up appropriate wage. Column I or Column J for ANR, marked 2019 Total UC Cost (per hour) is the hourly wage that should be used in contracts for the minimum wage paid by the contract for employees doing work.

Below are instructions to look by Job Code:

Go to Column B and click on the down arrow
Type in the job code. For example 5117 for Custodian at UCR.

Below are instructions to look by Job Code Description:

Go to Column C and click on the down arrow

The results would be

<table>
<thead>
<tr>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
<th>G</th>
<th>H</th>
<th>I</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location</td>
<td>Job Code</td>
<td>Job Code Description</td>
<td>Union Code</td>
<td>Step</td>
<td>Hourly Rate</td>
<td>2019 Pension Parity (per hour)</td>
<td>2019 Benefits Parity (per hour)</td>
<td>2019 Total UG Cost (per hour)</td>
</tr>
<tr>
<td>RVC/CP</td>
<td>00517</td>
<td>Custodian</td>
<td>SX</td>
<td>1</td>
<td>$16.80</td>
<td>$2.30</td>
<td>$4.33</td>
<td>$23.43</td>
</tr>
</tbody>
</table>
Type in the job code description. For example Food Svc Worker at UCB.

Then uncheck the boxes for all but the Food Svc Worker.

The results would be:

<table>
<thead>
<tr>
<th>A</th>
<th>B</th>
<th>C</th>
<th>D</th>
<th>E</th>
<th>F</th>
<th>G</th>
<th>H</th>
<th>I</th>
</tr>
</thead>
<tbody>
<tr>
<td>Location</td>
<td>Job Code</td>
<td>Job Code Description</td>
<td>Union Code</td>
<td>Step</td>
<td>Wty Rate</td>
<td>2019 Pension Parity (per hour)</td>
<td>2019 Benefits Parity (per hour)</td>
<td>2019 Total UC Cost (per hour)</td>
</tr>
<tr>
<td>BK&amp;MP</td>
<td>003562</td>
<td>FOOD SVC WORKER</td>
<td>SX</td>
<td>1</td>
<td>$10.81</td>
<td>$2.35</td>
<td>$6.53</td>
<td>$25.49</td>
</tr>
</tbody>
</table>