

## UCSB REVISED PROPOSAL TO UPTE - 9-30-2016

**Eligibility = Must be in HX on date of ratification AND date of payout.**

Effective within 120 days of the date of ratification and in the following order:

1. Place employees on nearest step of new structure (attached) = 0% increase
2. Increase steps by 4% ATB
3. One-step increase for each employee (2%)
4. Lump sum payment\* (non-base building, covered comp) of 4% of final pay rate times 12 or 18 months, depending on date of hire. Lump sum totals attached.
5. TOTAL INCREASES RECEIVED = 6% + lump sum.

*\*We did not initially propose a lump sum b/c we did not anticipate bargaining to last so long. We feel it is only fair to propose this now to make up for the lost non-rep increases from July 2015 and July 2016.*

### New Initial Step Structure (before 4% ATB):

| 7945 - Physical Therapist 1 NEX |         |              | 7944 - Physical Therapist 2 NEX |         |              | 7943 - Physical Therapist 3 NEX |         |              |
|---------------------------------|---------|--------------|---------------------------------|---------|--------------|---------------------------------|---------|--------------|
| Step                            | Rate    | % btwn steps | Step                            | Rate    | % btwn steps | Step                            | Rate    | % btwn steps |
| 1                               | \$37.25 | 2%           | 1                               | \$40.98 | 2%           | 1                               | \$45.07 | 2%           |
| 2                               | \$38.00 | 2%           | 2                               | \$41.80 | 2%           | 2                               | \$45.97 | 2%           |
| 3                               | \$38.75 | 2%           | 3                               | \$42.64 | 2%           | 3                               | \$46.89 | 2%           |
| 4                               | \$39.53 | 2%           | 4                               | \$43.49 | 2%           | 4                               | \$47.83 | 2%           |
| 5                               | \$40.32 | 2%           | 5                               | \$44.36 | 2%           | 5                               | \$48.79 | 2%           |
| 6                               | \$41.13 | 2%           | 6                               | \$45.25 | 2%           | 6                               | \$49.76 | 2%           |
| 7                               | \$41.95 | 2%           | 7                               | \$46.15 | 2%           | 7                               | \$50.76 | 2%           |
| 8                               | \$42.79 | 2%           | 8                               | \$47.07 | 2%           | 8                               | \$51.77 | 2%           |
| 9                               | \$43.64 | 2%           | 9                               | \$48.01 | 2%           | 9                               | \$52.81 | 2%           |
| 10                              | \$44.52 | 2%           | 10                              | \$48.97 | 2%           | 10                              | \$53.83 | 2%           |
| 11                              | \$45.41 | 2%           | 11                              | \$49.95 | 2%           | 11                              | \$54.94 | 2%           |
| 12                              | \$46.32 | 2%           | 12                              | \$50.95 | 2%           | 12                              | \$56.04 | 2%           |
| 13                              | \$47.24 | 2%           | 13                              | \$51.97 | 2%           | 13                              | \$57.16 | 2%           |
| 14                              | \$48.19 | 2%           | 14                              | \$53.01 | 2%           | 14                              | \$58.30 | 2%           |
| 15                              | \$49.15 | 2%           | 15                              | \$54.07 | 2%           | 15                              | \$59.47 | 2%           |