



TEAMSTERS LOCAL 2010
PATIENT NAVIGATOR 2 NON-CLINICAL (CX-4199)
ACCRETION BARGAINING
PAY STEP STRUCTURE TENTATIVE AGREEMENT
June 22, 2023

INCLUDES NEGOTIATED 6% WAGE INCREASE FOR FY 22-23

ALL WORKERS TO BE PLACED ON THE STEP CLOSEST TO, BUT NOT LESS THAN THEIR
 CURRENT RATE OF PAY WITH AN EFFECTIVE DATE OF JUNE 26, 2022
 MUST BE RATIFIED BY FULL VOTING PATIENT NAVIGATOR 2s PRIOR TO IMPLEMENTATION

SEE OVERALL AGREEMENT FOR MORE DETAILS

STEP	UC DAVIS	UC IRVINE	UCLA	UC RIVERSIDE	UC SAN DIEGO	UC SAN FRANCISCO
1	\$23.76	\$23.51	\$31.53	\$22.59	\$22.79	\$28.67
2	\$24.24	\$23.98	\$32.18	\$23.04	\$23.25	\$29.24
3	\$24.72	\$24.46	\$32.83	\$23.50	\$23.71	\$29.83
4	\$25.21	\$24.95	\$33.50	\$23.97	\$24.18	\$30.42
5	\$25.71	\$25.45	\$34.18	\$24.45	\$24.67	\$31.03
6	\$26.22	\$25.96	\$34.88	\$24.94	\$25.16	\$31.65
7	\$26.74	\$26.48	\$35.59	\$25.44	\$25.67	\$32.29
8	\$27.27	\$27.01	\$36.32	\$25.95	\$26.18	\$32.93
9	\$27.82	\$27.55	\$37.04	\$26.47	\$26.70	\$33.59
10	\$28.38	\$28.10	\$37.78	\$27.00	\$27.24	\$34.26
11	\$28.95	\$28.66	\$38.54	\$27.54	\$27.78	\$34.95
12	\$29.53	\$29.23	\$39.31	\$28.09	\$28.34	\$35.65
13	\$30.12	\$29.81	\$40.10	\$28.65	\$28.90	\$36.36
14	\$30.72	\$30.41	\$40.90	\$29.22	\$29.48	\$37.09
15	\$31.33	\$31.02	\$41.72	\$29.81	\$30.07	\$37.83
16	\$31.96	\$31.64	\$42.55	\$30.40	\$30.67	\$38.59
17	\$32.60	\$32.27	\$43.40	\$31.01	\$31.29	\$39.36
18	\$33.25	\$32.92		\$31.63	\$31.91	\$40.14
19	\$33.92	\$33.58		\$32.26	\$32.55	\$40.95
20	\$34.60	\$34.25		\$32.91	\$33.20	\$41.77
21	\$35.29	\$34.94				\$42.60
22	\$36.00	\$35.64				\$43.45
23	\$36.72					\$44.32
24						\$45.21
25						\$46.11

June 22, 2023
Patient Navigator Non-Clinical 2
University of California Proposal No. 12

1. PTO (TA 2.16.2023)

Any employee in the Patient Navigator Non-Clinical 2 (Pat. Nav.) title will be subject to Article 36 – Sick or Vacation – Article 44 of the Local Teamsters memorandum of understanding and will have their PTO converted in accordance with the policy at each location. Any unit members whose accrual rate is at or above the maximum allowed by the CX collective bargaining agreement at the date of ratification, shall within (90) ninety days of the University receiving written notice the agreement has been ratified shall receive a lump sum payout to reduce their accrual to eighty percent of what is allowed by the contract.

2. Incentive Plans

Upon receipt of PERB Order in SF-CE-1339-H, the parties agree to follow that decision as to Patient Navigator 2 employees and on this understanding the Union will withdraw SF-CE-1417-H and within thirty days of receipt of the PERB order in SF-CE-1339-H, the parties will meet and confer regarding the CEMRP program for Patient Navigator 2 employees at UCSF and UCD.

~~Upon receipt of an order of judgment for SF-CE-1339-H, the parties agree to meet and confer within thirty days of receipt of the PERB order regarding the removal of the Patient Navigator 2 employees from the CEMRP program prior to June 22, 2023. The parties understand and agree that the meet and confer process is limited to discussing the implementation for those employees who participate in the plan prior to June 22, 2023.~~

3. Wage Proposal

- a. UC Salary step proposal #10 presented June 22, 2023.
- b. Increases shall be implemented in accordance with Article 45 – Wages.
- c. Within ninety (90) (University TAs and accepts the CX proposal for implementation within 90 days) days following notice of ratification from the Union, the University shall place Patient Navigator 2's in the negotiated range on the step closest to, but not less than, their current rate of pay with an effective date June 26, 2022 The University TAs and accepts CX implementation date for placement on steps of June 26, 2022.) (TA 1.18.2023)
- d. ~~Effective May 26, 2022, Patient Navigator 2 shall receive an additional 2 step increase.~~

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4. **Withdrawal of ULPs, RFIs and Grievances.**

Teamsters Local 2010, agrees to withdraw within thirty days of ratification of the accretion agreement for the Patient Navigator 2's. any ULPs, RFIs or grievances which are related in any manner to the accretion of the title. No other actions need to be taken by the University. Except for the following:

[\(a\) UCSF/UCD IAP ULP PERB SF CE 1417 H](#)

[\(b\) Holiday Pay Grievance UCD Grievance # 00669041](#)

[\(c\) New OT Rates not being paid UCD Grievance # 00676331](#)

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5. **Shift Differential**

The Union understands that Patient Navigator 2s at UCSF have been receiving agreed upon shift differential amounts since March 19, 2023. The parties agree to continue this practice and no additional compensation will be provided to these employees. (TA 6.22.2023)

A shift differential of \$1.00 (campus) and \$1.25 (medical centers) shall be extended to Patient Navigators in accordance with the terms and conditions provided in Article 35 and 45 of the CX contract.

The following UC Davis employees shall receive a one-time non-pensionable lump sum of \$500.00 to represent the hours worked which were eligible for a shift differential between the time frame of March 19, 2023 to August 19, 2023;

LaVonne Robinson

Leslie Alvarez

Rosemary Herrera

Jenna Chavarria

Leon Stroughter

Ahmani Scott

Mariano Gomes

Sabrina Faulin

Ralph Rosario

Geny Gonzalez

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In addition, the following UC Davis employees will receive a one-time non-pensionable lump sum of \$150.00 to represent hours worked for shift differential until August 19, 2023.

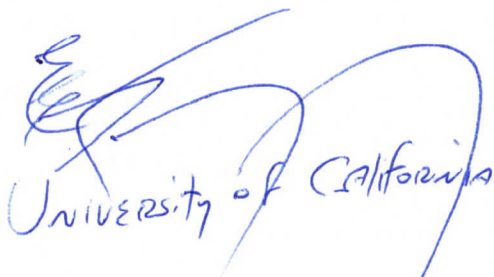
Ahijah Jones


Doua Cha

The payment shall be made within ~~sixty~~ ninety days of the University receiving written notification the Agreement was ratified. No additional payment shall be received or owed for shift differentials.

The University shall implement the shift differential rate for all other Patient Navigator 2 ~~no~~ later than ~~September 17, 2023~~ on the first full bi-weekly pay period after 60 days following the University receiving written notice of ratification of the agreement. **As part of this agreement, CX agrees to withdraw any grievance, ULP, or RFI related to shift differentials for the Patient Navigator 2 title.**

6/22/2023


University of California


6/22/2023
Teamsters Local 2010
Melissa Munia