

The memo below is being sent to the HR Leadership Forum, the HR Business Partners and the UCPATH listserv.

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July 29, 2026

TO: Campus Community

FR: Kathy Moore, Director of Total Rewards, Human Resources

RE: Wage Increases for Staff Employees in 99/Policy-Covered, CM, CX, EX, SA and SX

The following negotiated wage increases will be processed in UCPATH according to the dates below.

Human Resources is coordinating most of these increases with the UCPATH center, therefore **departments do not need to take any action** unless you receive separate instructions from Human Resources.

Bargaining Unit	Wage Increase	Effective Date of Increase	Scheduled Pay Date Reflecting New Rate	Eligibility*
99/Policy-Covered	4% ATB	6/21/26 BW 7/1/26 MO	7/29/26 BW 7/31/26 MO	Applies to all non-probationary career, P/Y career employees who meet or exceed expectations and who were hired into an eligible position by 1/5/26 with no break in service.
CM/UAW - Communications, Marketing and Sales	4% ATB	7/5/26 BW 7/1/26 MO	7/29/26 BW 7/31/26 MO	Applies to all employees;HR to coordinate with UCPATH center to implement.
CX/Teamsters	Bring to Minimum \$25/hr	4/12/26 BW	TBD	Applies to any employee with a rate below \$25/hr; HR to coordinate with UCPATH center to implement.
CX/Teamsters	5% ATB	7/1/26 MO 7/5/26 BW	TBD	Applies to all employees; HR to coordinate with UCPATH center to implement.
CX/Teamsters	One Step Increase (~2%)	7/1/26 MO 7/5/26 BW	TBD	Applies to career, non-probationary, within range employees (~2% lump sum for employees at top step); HR

				to coordinate with UCPATH center to implement.
CX/Teamsters	\$1500 Ratification Lump Sum	July 2026	8/31/26	Applies to non-probationary career employees; must be in the unit as of the date of ratification (7/2/26) and the date of payment. ** HR to coordinate with UCPATH center to implement.
CX/Teamsters	\$1000 One-time Longevity Lump Sum	TBD	TBD	Applies to non-probationary, career employees who have reached 20 years of service as of 7/1/26 (includes employees in accreted titles); HR to implement locally.
EX/AFSCME - Patient Care Technical	Bring to Minimum \$25/hr	4/12/26 BW	7/29/26 BW	Applies to any employee with a rate below \$25/hr; HR to coordinate with UCPATH center to implement.
EX/AFSCME - Patient Care Technical	5% ATB	4/12/26 BW	8/12/26 BW	Applies to all employees; HR to coordinate with UCPATH center to implement.
EX/AFSCME - Patient Care Technical	1% Equity	4/12/26 BW	8/26/26 BW	Applies to all employees; HR to coordinate with UCPATH center to implement.
EX/AFSCME - Patient Care Technical	\$1500 Ratification Lump Sum	June 2026	TBD	Applies to non-probationary career employees; must be in the unit as of the date of ratification (5/22/26) and the date of payment. HR to coordinate with UCPATH center to implement.
EX/AFSCME - Patient Care Technical	One Step Increase (~2%)	7/5/26 BW	9/9/26 BW	Applies to career, non-probationary, within range employees (~2% lump sum for employees at top step); HR to coordinate with UCPATH center to implement.
EX/AFSCME - Patient Care Technical	\$1000 One-time Longevity Lump Sum	7/5/26 BW	7/29/26 BW	Applies to non-probationary, career employees who have reached 20 years of service as of 7/1/26 (includes employees in accreted titles); HR to

				implement locally.
SA/FUPOA - Sergeants	4% ATB	7/5/26 BW	8/12/26 BW	Applies to all employees; HR to implement locally.
SX/AFSCME - Service	Bring to Minimum \$25/hr	4/12/26 BW	7/29/26 BW	Applies to any employee with a rate below \$25/hr; HR to coordinate with UCPATH center to implement.
SX/AFSCME - Service	5% ATB	4/12/26 BW	8/12/26 BW	Applies to all employees; HR to coordinate with UCPATH center to implement.
SX/AFSCME - Service	1% Equity	4/12/26 BW	8/26/26 BW	Applies to all employees; HR to coordinate with UCPATH center to implement.
SX/AFSCME - Service	\$1500 Ratification Lump Sum	June 2026	TBD	Applies to non-probationary career employees; must be in the unit as of the date of ratification (5/22/26) and the date of payment. HR to coordinate with UCPATH center to implement.
SX/AFSCME - Service	One Step Increase (~2%)	7/5/26 BW	9/9/26 BW	Applies to career, non-probationary, within range employees (~2% lump sum for employees at top step). HR to coordinate with UCPATH center to implement.
SX/AFSCME - Service	\$1000 One-time Longevity Lump Sum	7/5/26 BW	8/12/26 BW	Applies to non-probationary, career employees who have reached 20 years of service as of 7/1/26 (includes employees in accreted titles); HR to implement locally.

Employees in K8 (Skilled Trades) and PA (Police Officers): Wage increases for July 2026 are pending negotiations.

Employees on Unpaid Leave or Short Work Break: Increases will be processed centrally by UCPATH according to the schedule above, but will not be effective or paid out until the employee returns to active pay status.

Questions: For more information about planned increases for represented employees, please refer to the [Wage Increases](#) section of the HR Website. If you have any questions regarding represented wage increases, please submit an [HR ServiceNow](#) ticket to Compensation & Classification > General Questions.

**For more information on eligibility criteria, refer to the appropriate collective bargaining agreement posted on [UCnet](#) or contact a member of Compensation or Employee and Labor Relations via [HR ServiceNow](#).*

***Employees who are less than full-time (1.0 FTE) will have their payment prorated based on their average hours worked in the quadri-weekly or monthly cycle prior to ratification (BW: 05/24-06/06/26 & 06/07-06/20/26 & MO: 06/01-06/30/26) or by their standard FTE, whichever is greater.*

Thank you.

Kathy Moore, UCSB Alum '90

Director of Total Rewards

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[UCSB Human Resources](#)

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