

Divisional Control Points and HR Business Partners: Thank you for serving as one of the representatives for your department or division to receive this memo. **Please distribute this message to colleagues in your department.** Thank you

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November 6, 2025

TO: Divisional Control Points and HR Business Partners

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

RE: Wage Increases for UPTe Represented Staff Employees (HX, RX, TX)

The following wage increases for UPTe employees were recently implemented in UCPath by the UCPath Center. These increases include retroactive step increases and across-the-board increases. **Departments do not need to take any action** unless you receive separate instructions from Human Resources. Due to the retroactivity of these increases, some adjustments are needed for some employee's records which means you may continue to see adjustments occurring over the next few weeks. Please note that bargaining between UC and UPTe is ongoing.

Bargaining Unit	Wage Increase	Effective Date of Increase	Pay Date Reflecting New Rate**	Eligibility*
HX/Health Care (UPTe)	One step increase (~2%)	1/5/25 - biweekly 1/1/25 - monthly	11/5/25 - biweekly 11/1/25 - monthly	Career, non-probationary employees, including those in accreted titles***; If at top step, pensionable lump sum.
HX/Health Care (UPTe)	5% Across the board increase (or minimum of \$25.00/hr, whichever is greater)	7/6/25 - biweekly 7/1/25 - monthly	11/5/25 - biweekly 11/1/25 - monthly	All employees, including those in accreted titles***
RX/Research (UPTe)	One step increase (~2%)	1/5/25 - biweekly 1/1/25 - monthly	11/5/25 - biweekly 11/1/25 - monthly	Career, non-probationary employees, including those in accreted titles***
RX/Research (UPTe)	5% Across the board increase (or minimum of \$25.00/hr, whichever is greater)	7/6/25 - biweekly 7/1/25 - monthly	11/5/25 - biweekly 11/1/25 - monthly	All employees, including those in accreted titles***
TX/Technical (UPTe)	One step increase (~2%)	1/5/25 - biweekly 1/1/25 - monthly	11/5/25 - biweekly 11/1/25 - monthly	Career, non-probationary

				employees, including those in accreted titles***
TX/Technical (UPTE)	5% Across the board increase (or minimum of \$25.00/hr, whichever is greater)	7/6/25 - biweekly 7/1/25 - monthly	11/5/25 - biweekly 11/1/25 - monthly	All employees, including those in accreted titles***

Employees on Unpaid Leave or Short Work Break: Increases will be processed centrally by UCPath according to the schedule above, but will not become 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](#).*

***Some employees may see a delay in their payout if their records required additional retroactive corrections.*

****Only those in titles accreted by the effective date of the increase are eligible. A 2% proxy increase replaces a step increase for accreted titles in open ranges. If an employee was at or near maximum of range, they only received a portion of the 2% proxy increase to bring them up to the maximum.*