

## Side Letter

### UCLA/UPTE--SIDE LETTER OF AGREEMENT Speech Pathologists at UCLA Health System's Speech Pathology Clinic

UPTE and UCLA agree to the 'After Hour Schedules' as set forth below that outline the provisions for weekend (Saturday and Sunday) on-call requirement for Senior Speech Pathologists (9472), Speech Pathologists (7959) and Senior Per Diem Speech Pathologists (9469), hereinafter referred to as "Employees", in the Speech Pathology Clinic at all locations of the UCLA Health System pursuant to the following:

- Senior Speech Pathologists and Speech Pathologists are considered salaried, exempt employees. These terms provide for the assignment of on-call for 'after hour schedules'. Pay for working an after hour schedule is outlined below.
- Employees will be scheduled to be on-call on Saturday and/or Sunday, as needed, from 8:00am to 10:00am.
- For 'after hour schedules', employees who are in on-call status on Saturday and/or Sunday will be paid \$10/hour, including per diem employees.
- Career employees who come to the work site from on-call status will be paid a stipend of \$150 and will not receive any other additional pay (e.g., on-call, overtime, shift differential).
- On-call will first be offered to employees who volunteer and are competent to perform the work; selection of career employee will be based on departmental seniority and rotated in declining order of seniority.
- If no career employees volunteer to be on-call, per diem employees who are competent to perform the work will be assigned.
- Employees assigned weekend on-call will be those who have been identified as having the requisite abilities to provide swallow services pursuant to departmental competencies. In special circumstances, the on-call assignment may require competency in communication and cognitive services.
- Employees who do not provide swallow services to inpatients will be required to achieve competency in clinical swallow evaluations for the Comprehensive Stroke Program patients within 6 months from the commencement of training. Upon competency, employees will be added to the on-call rotation.

FOR THE UNIVERSITY:

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8/14/14  
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