

MAPPING TO UCI HEALTH JOB TITLES

Frequently Asked Questions

1. Why are positions being mapped to a different job title?

The job mapping initiative was designed to align positions within the Community Network with those at UCI Health. This represents a significant step towards fully integrating our Community Network co-workers into the UCI Health family.

2. How will mapping affect co-workers?

Each co-worker will be assigned to the UCI Health job title that most closely represents the work they perform. Applicable job title attributes will also be assigned, including FLSA exemption status, bargaining unit, and salary range (for non-represented co-workers) or step (for represented co-workers).

3. How will co-workers be notified of their new UCI Health job title?

Notification letters will be sent to all Community Network co-workers in July and August 2024. The letter will provide details about the co-worker's new UCI Health job details and applicable job title attributes. Visit the [Job Mapping web page](#) for applicable letter distribution date.

4. When will the mapping be effective?

The changes will take effect in September or October 2024 and will be retroactive to March 27, 2024. Visit the [Job Mapping web page](#) for applicable effective date.

5. Will working titles change as a result of mapping?

No, only job titles (aka "payroll titles") will change. Co-workers may continue to use their current working titles.

6. Will job duties change as a result of mapping?

No, job duties and responsibilities will not change. Co-workers will be assigned a job title that best fits the current job/role performed.

7. Will pay change as a result of mapping?

The purpose of the mapping initiative is to move Community Network positions to UCI Health job titles. In some cases, it will be necessary to increase a co-worker's salary to align with the appropriate salary range (for non-represented co-workers) or to the appropriate step placement (for represented co-workers). There may be additional changes to pay, other than salary rates, to align with UCI Health's collective bargaining agreements (i.e., shift differentials, weekend differentials, on-call rates, etc.)

8. What happens if a co-worker's salary is above the new salary range maximum or top step?

Co-workers with salaries above the new pay range maximum or top step will not experience a change in salary. Their salary will remain unchanged.

9. What if a co-worker believes their position was mapped incorrectly?

Co-workers may submit a request to have their mapping reconsidered if they believe their position was mapped incorrectly. Please use the following forms to request reconsideration:

[Reconsideration Request Form for Unions](#)

[Reconsideration Request Form for Represented Co-Workers](#)

[Reconsideration Request Form for Non-Represented Co-Workers](#)

10. What is the deadline to submit a reconsideration request?

Visit the [Job Mapping web page](#) for applicable deadline. We encourage co-workers to submit as soon as possible. Any approved changes will be retroactive to March 27, 2024.

11. Are there descriptions for the new job titles?

Co-workers may find general descriptions for each UCI job title, such as job duties and minimum qualifications, using the following links: [Job Standards for Non-Represented Titles](#) (requires SSO to access) and [Classification Specifications for Represented Titles](#).

12. Where can co-workers go find out more about the policies or collective bargaining agreements that apply to their new job title?

Co-workers in non-represented job titles may refer to the [Personnel Policies for Staff Members \(PPSM\)](#) and co-workers in represented job titles may refer to their [collective bargaining agreement](#) for this information.

13. Where can additional information regarding mapping be found?

Additional information can be found at the [Job Mapping web page](#). Co-workers may also reach out to the [UCI Employee Experience Center](#) with questions.