



**COLLECTIVE BARGAINING  
AGREEMENT**

**Between**

**NATIONAL UNION OF HEALTHCARE  
WORKERS**

**and**

**KECK HOSPITAL OF USC**

**April 10, 2012 through April 30, 2015**

# WEINGARTEN RIGHTS/STATEMENT

## **Additional Representation Rights:**

The following holding of the U.S. Supreme Court in NLRB v. Weingarten, Inc., shall apply to investigatory interviews conducted by the employer that an employee, upon his/her request, is entitled to have a Union Representative present during an investigatory interview in which the employee is required to participate where the employee reasonably believes that such investigation will result in disciplinary action. The right to the presence of a Union Representative (Union Representative or Union Steward) is conditioned upon a requirement that the Union Representative be available for participation in such investigatory interview within twenty-four hours, excluding Saturday, Sunday, and Holidays, of the employee's request for his or her presence.

## **Weingarten Rules/Statement:**

“I request to have a Union Representative present on my behalf during the meeting because I believe it may lead to disciplinary action being taken against me. If I am denied my right to have a Union Representative present, I will refuse to answer accusatory questions and any I believe may lead to discipline.”

**Rule 1:** The employee must make a clear request for Union representation before or during the interview. The employee cannot be punished for making this request.

**Rule 2:** After the employee makes the request, the employer must choose from among three options:

1. Grant the request and delay questioning until Union representation arrives and has a chance to consult privately with the employee;
2. Deny the request and end the interview immediately;
3. Give the employee a choice of having the interview without representation or ending the interview.

**Rule 3:** If the employer denies the request for Union representation and continues to ask questions, the employer commits an unfair labor practice and the employee has the right to refuse to answer. The employer may not discipline the employee for such refusal.

## **TABLE OF CONTENTS**

PREAMBLE .....	1
ARTICLE 1 – RECOGNITION .....	1
ARTICLE 2 – UNION REPRESENTATION .....	1
ARTICLE 3 – EMPLOYEE STATUS .....	5
ARTICLE 4A – SENIORITY .....	6
ARTICLE 4B – REDUCTIONS IN FORCE AND RECALL .....	7
ARTICLE 5 – JOB VACANCIES, POSTING AND BIDDING .....	10
ARTICLE 6 – NON DISCRIMINATION AND HARASSMENT .....	12
ARTICLE 7 – UNION NON DISCRIMINATION .....	13
ARTICLE 8 – QUALITY OF CARE .....	13
ARTICLE 9 – GRIEVANCE PROCEDURE .....	13
ARTICLE 10 – DISCIPLINE .....	15
ARTICLE 11 – HOURS OF WORK, OVERTIME AND SCHEDULING .....	17
ARTICLE 12 - FLOATING .....	24
ARTICLE 13 - COMPENSATION .....	25
ARTICLE 14 – MINIMUM RATES .....	36
ARTICLE 15 - BENEFITS .....	36
ARTICLE 16 – HOLIDAYS .....	38
ARTICLE 17 - HEALTH AND SAFETY .....	40
ARTICLE 18 - EDUCATION BENEFITS .....	42
ARTICLE 19 - LEAVES OF ABSENCE .....	45
ARTICLE 20 – SUCCESSORSHIP .....	50
ARTICLE 21 – MANAGEMENT RIGHTS .....	50
ARTICLE 22 - SUBCONTRACTING .....	51
ARTICLE 23 - UNION SECURITY .....	52
ARTICLE 24 – WORK STOPPAGE .....	53
ARTICLE 25 – NOTICES TO THE PARTIES .....	54
ARTICLE 26 – SAVINGS CLAUSE .....	54
ARTICLE 27 – ENTIRE AGREEMENT .....	54
ARTICLE 28 – VACATION SCHEDULING .....	55
ARTICLE 29 – EMPLOYMENT & INCOME SECURITY .....	56
ARTICLE 30 – BARGAINING UNIT WORK .....	56
ARTICLE 31– UNIFORMS .....	57
ARTICLE 32 – MEAL AND REST PERIODS .....	57
ARTICLE 33 – PARKING .....	58
ARTICLE 34 – TERM .....	59
SIDE LETTER OF AGREEMENT #1 .....	61
SIDE LETTER OF AGREEMENT #2 .....	62
SIDE LETTER OF AGREEMENT #3 .....	63
SIDE LETTER OF AGREEMENT #4 .....	64
APPENDIX A - DEPARTMENT DEFINITIONS .....	65
APPENDIX B –WAGE SCALES 2012 .....	66
APPENDIX B – WAGE SCALES 2013 .....	67
APPENDIX B – WAGE SCALES 2014 .....	68

## **PREAMBLE**

Keck Hospital of USC (the “Hospital”) and National Union of Healthcare Workers (the “Union”) hereby agree to become parties to the following collective bargaining agreement (hereinafter referred to as “Contract” or “Agreement”).

## **ARTICLE 1 – RECOGNITION**

Pursuant to an election conducted on May 26 and 27, 2010, the Hospital recognizes the Union as the exclusive bargaining representative of the employees employed by the Hospital at its facility located at 1500 San Pablo Street, Los Angeles, California in the following bargaining unit:

Included: All full-time, regular part-time, and per diem service, maintenance, technical, and skilled maintenance employees employed by the Hospital at its facility located at 1500 San Pablo Street, Los Angeles, California;

Excluded: All other employees, managers, supervisors, confidential employees, guards, physicians, residents, central business office employees (whether facility based or not) who are solely engaged in qualifying or collection activities, employees of outside registries and other agencies supplying labor to the Hospital and already represented employees.

## **ARTICLE 2 – UNION REPRESENTATION**

### **A. UNION STEWARD**

1. The Union shall provide the Hospital with a written list of Union Stewards after their designation, and shall notify the Hospital of changes as they occur. The Union shall designate one steward as Chief Steward. Prior to the Hospital's receipt of such Union designation, the Hospital is not obligated to recognize a Union steward under this Article.
2. The functions of the Union Steward include the authority 1) to settle or assist in settling problems arising in connection with the application or interpretation of the agreement, 2) to resolve grievances at Step 1 or 2 of the grievance procedure and 3) to serve as a Union representative for Weingarten meetings.
3. Union Stewards shall perform their functions or Union-related activities on their own time except as provided for in paragraph 5, “Paid Release Time for Union Stewards” (below). However, if a meeting is mutually agreed to with the Union Steward during the Steward’s work shift, that time will be paid for by the Hospital. If a Union Steward wishes to schedule a meeting with employees during the union steward's work shift, unpaid leave time shall not be unreasonably denied.
4. Whenever a bargaining unit employee requests a Steward's presence at a Step 1 grievance meeting with a supervisor, every effort will be made to schedule such

meeting a minimum of 24 hours in advance. The Steward will notify his/her supervisor of such meeting and arrange for his/her own release, when possible, to attend. Should the supervisor determine that releasing the requested Steward is not possible, the Union Steward or Field Representative will either reschedule the grievance meeting or select an alternate Steward. Steward release will not affect the grievance procedure timelines as outlined in Article 9-Grievance Procedure. Nothing in this provision overrides the grievance procedure as detailed in Article 9.

5. Paid Release Time for Union Stewards

- a. The Hospital shall provide a maximum of four (4) hours per month of paid release time for six specifically authorized Union Stewards. This paid release time shall not be scheduled in such a way as to create overtime.
  - b. The four (4) hours provided may be utilized for monthly steward meetings, steward education, and steward training, designed to further the relationship between the Hospital and the Union. At least fourteen (14) days prior to the posting of the staffing schedule, the union shall provide written notice to the Director of Employee and Labor Relations that paid release time is requested and the individuals for whom it is being requested. Paid release time is subject to staffing and scheduling needs. Stewards who are specifically authorized for paid release time will be permitted to leave their normal work to utilize these hours. The parties agree to work together on scheduling issues that may arise, including last minute scheduling changes by either party.
6. Union Stewards shall not direct any employee as to how to perform or not perform his/her work, shall not countermand the order of any supervisor, and shall not interfere with the normal operations of the Hospital or any employee.

**B. UNION ACCESS**

1. One duly authorized Field Representative of the Union shall be permitted to enter the Hospital at reasonable times for the purpose of observing whether this Agreement is being adhered to and/or to check on complaints of bargaining unit employees. The Union will notify the Director of Employee and Labor Relations or his/her designee who has been selected as the Field Representative. The Union Field Representative shall advise the Director of Employee and Labor Relations or his/her designee of each visit upon entering the Hospital. If the Director of Employee and Labor Relations or his/her designee is not on site and/or on duty, the Union Field Representative will call and/or page the Director of Employee and Labor Relations or his/her designee. The Union Field Representative will abide by patient confidentiality, infection control, and other Hospital policies applicable to such areas. When at the Hospital the Union Field Representative will wear his/her Union Representative badge issued by the Hospital visibly displayed above the waist, in accordance with policies applicable to all employees.

In the following special circumstances: steward elections, steward meetings, and steward trainings, one (1) additional Union Field Representative will be allowed access to a conference room that has been reserved in accordance with Section D below, provided the Director of Employee and Labor Relations is given at least one week advance notice.

2. The Union Field Representative shall not interfere with the work of any employee. This shall not prevent the Union Field Representative from conferring with an employee and his/her supervisor or a Hospital representative on Hospital time in connection with the complaint or problem concerning the employee.
3. During the term of the Agreement, if the Hospital believes that a Union representative is violating the limitations on access as set forth above, the Hospital may request an immediate meeting with representatives of the Union to discuss and attempt to informally resolve the Hospital's concerns. This meeting will be held in person or telephonically within twenty-four (24) hours of the Hospital's request. In the event that the Hospital's concerns are not resolved to the Hospital's satisfaction within forty-eight (48) hours of its request for such a meeting, the Hospital may submit the issue to expedited arbitration. The arbitrator will be selected in the same manner as set forth in Article 9.

#### **C. BULLETIN BOARDS**

The Hospital shall provide one (1) glass-enclosed locking bulletin board in a mutually agreed location. In addition, in departments where NUHW bargaining unit members work, an 8½ x 14 posting space will be provided in currently existing non-public employee break rooms. The bulletin board and designated break room space is for posting of notices and announcements regarding Union business, such as meetings, internal Union election results, education, and social events. No materials which are derogatory of the hospital, management, or the University of Southern California shall be posted. Both the Union and the Hospital shall have a key to the bulletin board. The Hospital shall not access the bulletin board until a request has been made to the Union, in writing, and a reasonable time given for discussion.

#### **D. USE OF HOSPITAL CONFERENCE ROOMS**

The Hospital shall provide the Union reasonable access to on-site conference rooms upon request, based upon availability, in accordance with scheduling procedures below:

1. The Hospital will provide the Union with a maximum of eight (8) hours per month of conference room access for Hospital employee meetings or conferences regarding union business related to the Hospital.
2. The Union must schedule such conference room usage in accordance with the conference room scheduling practice of the Hospital. The Hospital is not required to displace or bump groups or organizations that have scheduled conference room usage or otherwise have established periodic meeting schedules.

3. Up to a total of six (6) hours per year of conference room time which is not utilized in the appropriate month may be utilized at a later date. After these hours are utilized, additional unused hours cannot be banked for later usage. Any unused hours will be lost if not used by the end of the calendar year.

For example, if in January the Union utilizes only two (2) hours of its conference room time, it may bank six (6) hours. Subject to the scheduling procedure noted above, the Union may utilize those six (6) hours in subsequent months. If in any subsequent month the Union again does not utilize its full 8 hours of conference room time, it may not utilize these additional unused hours to add to or replenish its 6-hour bank.

#### **E. EMPLOYEE ORIENTATION**

1. The Hospital will allow a Union steward or Union representative up to thirty (30) minutes during the general part of the Hospital's orientation program for new employees to discuss the Union and the terms of the collective bargaining agreement. Such time will normally be scheduled immediately prior to the lunch break, or as the final item on the orientation program agenda.
2. In connection with Paragraph 1 above, the Union steward shall be released from work without loss of pay to participate provided that patient care permits. Where such orientation program is regularly scheduled such release should normally occur.
3. The Hospital will make available the items described below along with other orientation materials provided to new employees in the bargaining units represented by the Union subject to timely prior receipt of such materials from the Union:
  - a. Copy of the applicable collective bargaining agreement.
  - b. Copy of a Union membership application and dues authorization card.
  - c. List of Union stewards, prepared by the Union, showing their departments and/or work areas and telephone numbers.

- F.** On a monthly basis, no later than the tenth (10th) of the month, the Hospital will provide the Union with a complete list of employees, which will include deletions, including terminations and additions to the bargaining unit in the previous month and the effective dates thereof. The list will be provided on hard copy and a disk or electronically (on Excel, ASCII delimited text, or another compatible format) showing the following information for such employees: name, home address, cell phone numbers, email address, date of termination and the reason for termination (e.g., resignation, discharge, layoff, retirement), social security number, classification, job title, department, cost center, base rate, and date of hire, shift, status (e.g., regular full-time, regular part-time, per diem, temporary).

The Union shall indemnify the Hospital and hold it harmless against any and all suits, claims, demands and liabilities that arise out of, or by reason of, any action taken by the

Hospital in providing the Union with the information set forth in Paragraph 1 above or otherwise complying with said paragraph.

## **ARTICLE 3 – EMPLOYEE STATUS**

### **A. FULL-TIME EMPLOYEE**

A regular Full-Time Employee is an employee who is not in a temporary status and is regularly scheduled to work thirty-two (32) hours or more per work week. Regular Full-Time Employees are benefits eligible.

### **B. PART-TIME EMPLOYEE**

A Regular Part-Time Employee is an employee who is not in a temporary status and is regularly scheduled to work at least twenty-four (24) but less than thirty-two (32) hours per work week. Regular Part-Time Employees are benefits eligible.

### **C. PER DIEM EMPLOYEES**

A Per Diem Employee is an employee who has executed the Hospital's Per Diem Agreement and who is not a Regular Full-Time or Regular Part-Time Employee. Per Diem Employees do not receive any insurance, retirement or other fringe benefits under this Agreement, including without limitation any vacation or other paid time off, except that they may participate in the applicable retirement plan if they meet the qualification/eligibility requirements of the plan.

### **D. TEMPORARY EMPLOYEE**

A Temporary Employee is one who is hired to work either part-time or full-time for a specified limited period of time and for a specific and temporary purpose, to replace a specific employee on a leave of absence or for a short term project when bargaining unit employees have been solicited and the need cannot be filled without incurring overtime or other premium pay. The specified period of employment for a Temporary Employee shall not extend beyond one hundred and twenty (120) calendar days. The one hundred and twenty (120) calendar days may be extended in any given case by mutual agreement of the Hospital and the Union, and the Union's agreement to such extension will not be unreasonably denied. This period may not be extended by the use of temporary assignments beyond a twelve (12) month period. Temporary Employment lasting for more than the period above or any extension agreed upon shall be reclassified as a regular hours position and shall be posted as a job vacancy in accordance with Article 5 (Job Vacancies, Posting, and Bidding). Additional hours, beyond the originally scheduled hours for the temporary position, shall be offered to temporary employees as a last resort, meaning if those hours cannot be filled by other bargaining unit employees, or cannot be filled without incurring overtime or other premium pay. If the hours can only be filled by incurring overtime, then any overtime hours shall be awarded based on the provision in Article 11 dealing with assigning overtime hours. Any additional hours worked by a



Temporary Employee shall not be used to qualify for reclassification as outlined in subparagraph E.

#### **E. RECLASSIFICATION OF HOURS**

1. Part-Time or Per Diem Employees who are working a regular full time schedule for ninety (90) days or more, in the same classification and department shall cause a reclassification of the additional hours to Regular hours if he/she is not working such hours as approved in accordance with paragraph 3, below. The additional regular hours will be posted as a vacancy in accordance with Article 5 (Job Vacancies, Posting and Bidding).
2. A Per Diem Employee working regular hours as described in paragraph 1 above may continue to work in a per diem capacity subject to agreement between the Hospital, the Union and the Per Diem Employee.
3. This section E. does not apply to any hours worked by part time or per diem employees who are filling in for leaves of absence, transitional work time, or similar protected leaves.

### **ARTICLE 4a – SENIORITY**

#### **A. SENIORITY DEFINED**

1. **How Calculated** – The Hospital will recognize seniority from the employee's most recent uninterrupted date of hire at the Hospital. An employee's seniority will be interrupted if he/she suffers a loss of seniority under section B below. An employee's hire date is not interrupted if he/she is on an approved leave of absence. No employee shall suffer any reduction in seniority as a result of the execution of this Agreement except as provided for in this Agreement.
2. **Per Diem Employees**– Per Diem Employees shall accrue seniority from their most recent date of employment only for use within the Per Diem Employee pool.
3. **Change of Status** – An employee who changes his/her status from Per Diem status to a regular Full/Part-Time status or a regular Full/Part-Time status to Per Diem status after the effective date of this Agreement retains his/her applicable seniority date.
4. **Return to Unit** – Any bargaining unit employee who accepts a non-bargaining unit position with the Hospital may return to the bargaining unit without a break in seniority, provided that there exists a vacancy to return to and that such return occurs within ninety (90) days of the acceptance of the non-bargaining unit position.
5. **Seniority List** – The Hospital shall maintain seniority lists, which will be provided to the Union monthly. In addition, employee seniority lists by department will be updated and available in each department quarterly.

## **B. LOSS OF SENIORITY**

Seniority shall be lost by:

1. Termination for cause;
2. Failure to return from a leave of absence;
3. Voluntary resignation;
4. Lay-off with no recall within twelve (12) months;
5. Termination of employment without rehire within twelve (12) months.

## **ARTICLE 4b – REDUCTIONS IN FORCE AND RECALL**

1. In a reduction in force and subsequent recall, the principle of seniority, as defined in Article 4 - Seniority, shall govern, providing that abilities are adequate.
2. A reduction in force shall be defined as the elimination of an employee's position in a department, a reduction in headcount in a department, or a reduction from Full-Time to Part-Time or to Per Diem status. A reduction in hours of a Full-Time or Part-Time employee(s) which results in an employment status change to Per Diem or results in the loss of the Health Plan or Paid Time-Off Coverage is also deemed to be a reduction in force.
3. Reduction in force language outlined in this Article will only apply to Full-Time, Part-Time Employees, except as otherwise specifically referenced
4. In the event of a reduction in force, the following steps will be followed in order to determine placement of the affected employee(s):
  - a. **Step One.** The affected employee(s) will be offered the ability to elect a voluntary layoff status at any step of the reduction in force process and shall be eligible to receive full severance benefits. An affected employee may elect to be placed in per diem status at any time during Steps 1 - 5 of the reduction in force process outlined below. An employee who elects either status will retain his/her recall rights.
  - b. **Step Two.** The affected employee(s) may apply for and will be given any open position within the bargaining unit for which they are qualified and for which they meet position requirements within the bargaining unit. Affected employees may exercise this option at any time during Steps 1 - 5 of the reduction in force process, which shall supersede the bidding process. An affected full-time employee, at his/her option, may be placed into any vacant part-time position in the above order, provided he/she meets the position requirements.
  - c. **Step Three.** The affected employee(s) will be placed into any vacant position of the same employment category, pay, shift and classification provided he/she meets the position requirements within the bargaining unit. Employee(s) placed into a comparable vacant/open position(s) within the bargaining unit will not have recall rights. If an employee rejects an open comparable position offered at this

Step, then the employee will forfeit all displacement rights. Such refusal would result in the employee being laid off and the forfeiture of recall rights, however, such employee shall be eligible to receive full severance benefits.

- d. **Step Four.** Employees who do not qualify for placement in Step 2 or Step 3 may displace the least senior employee in his/her current classification and employment category, provided he/she meets the minimum position requirements, in the following order:
  - i. Department (as defined in Appendix A- Department Definitions)
  - ii. The Hospital.
- e. **Step Five.** If there is no less senior employee in his/her current classification, the employee may displace the least senior employee in another classification if the employee affected by the reduction in force has worked in the other classification within the past twelve (12) months, meets the minimum position requirements, is able to pass the basic skills competency for the position as determined by the Hospital, and is able to satisfactorily perform the job with minimal orientation.

No recall rights will be given to any employee who rejects to displace another employee in his/her classification, shift, and employment category in their Department or the Hospital. An affected Full-Time Employee, at his/her option and at any time within the Steps above, may elect to displace the least senior benefited Part-Time Employee or an employee on another shift in his/her classification, or return to his/her former classification, provided he/she meets the minimum position requirements.

- f. Definition of Departments for Reduction in Force is established in Appendix A and made a part of this Agreement hereto.

## 5. Recall

- a. An employee on layoff status or whose status was changed as a result of a reduction in hours, shall have recall rights in accordance with this provision for twelve (12) months from the date the employee was laid off or had his/her employment category reduced. Recall will be by seniority, as defined in Article 4.
- b. Employees placed into a position on a different shift, employment category, or former classification in Step 3, Step 4 or Step 5 shall have rights to return to his/her former shift, employment category and classification (within the bargaining unit), under the recall rights provisions for the defined "recall" period. If an employee rejects the open comparable position, then the employee will be taken off the recall list.
- c. A laid off employee may refuse a job offer and retain full recall rights if the job is not comparable in employment category, shift, classification, and pay to his/her former position at the time of layoff. Additionally, a laid off employee who

accepts a job that is not comparable shall retain recall rights for the remaining term back to a comparable employment category, shift, classification, and pay at the time of layoff.

- d. In order to be eligible for recall, the employee must keep the Hospital informed as to his/her current address and current telephone number. Recall notice to employees on layoff shall be sent by certified mail, return receipt requested, to the employee's last known address, with a copy sent to the Union. The employee must return from layoff within ten (10) working days after receipt of notice to return to work, unless there are mitigating circumstances or by mutual agreement with the employee or the Union, or lose all recall privileges.

#### 6. Per Diem Reduction in Force

In the event of a reduction in force, Per Diem positions shall be reduced before any Full-Time or Part-Time positions. The number of Per Diem Employees in the classification(s) in which reductions are needed will be laid off in inverse order, using Per Diem seniority.

#### 7. Reduction in Force Notice

The Hospital agrees to give the Union and each employee as much notice of a reduction in force as possible, and shall provide such notice immediately upon the Hospital's knowledge and/or realization of the need to implement reductions in force which will affect bargaining unit employees. In no event, shall notice be given to the Union and each employee less than two (2) weeks before any implementation of a reduction in force. WARN notices shall be provided if required by State or Federal law.

#### 8. Application of Reduction in Force Procedure

The parties recognize that reductions in force are extremely serious matters and that even well intentioned procedures may result in unintended applications. Therefore, the parties agree to communicate and meet during any application of the procedures to ensure its correct application to employees. Nothing contained herein shall prevent the parties from mutually agreeing to modify the procedure in a specific reduction in force application should the need arise.

#### 9. Severance Pay

- a. Severance pay will be provided to a regular Full-Time and regular Part-Time Employee whose employment is terminated as a result of a reduction in force provided he/she executes the Hospital's standard release, which shall not require waiver of any recall rights provided by this Agreement. The amount of severance pay will be one (1) week of pay per year of service, up to twelve (12) weeks, with a minimum of two (2) weeks' pay. Payment will be at the employee's current base rate and partial years will not be prorated.

- b. Effective beginning the date of this Agreement, an employee who is laid off, receives severance pay and is returned to work before the period which severance pay covered, shall have their future entitlement for severance pay adjusted accordingly (e.g., the employee who receives ten (10) weeks' severance pay and is returned in five (5) weeks would have five (5) weeks' less of severance pay in the future).

## **ARTICLE 5 – JOB VACANCIES, POSTING AND BIDDING**

### **A. POSTING OF VACANCIES**

When a vacancy subject to this Agreement occurs in any department, a notice of that vacancy shall be posted in a location or locations accessible to all employees including but not limited to, the bulletin board by Human Resources, the Tunnel and on the intranet for a minimum period of seven (7) days before the Hospital fills the vacancy on a permanent basis. Qualifications for vacant positions shall appear on position postings. Postings shall include the hours, shift, wage range, days off (if fixed), and whether the days off are fixed or variable, holiday rotation schedule, and primary assignment and work duties (where applicable). This does not prevent the Hospital from filling the vacancy on a temporary basis until such position is filled. The hospital may hire a new employee for any vacancy for which no qualified employee has bid within the seven (7) day period.

### **B. BIDDING ON POSTED VACANCIES**

Any current employee who has completed his/her probationary period may apply for a posted vacancy by submitting a written bid form to Human Resources and applying through the Hospital's online application system. Probationary Employees may apply for posted vacancies only within the same department, and only with hospital approval, which shall not be unreasonably withheld.

### **C. RESTRICTIONS IN BIDDING**

An employee who applies for and is awarded a posted position may not be awarded another posted vacancy within the next six (6) months. This rule shall not apply:

1. If the posted vacancy arises in the same department (for the Nursing department, only within the Unit) which would result in a lateral transfer and not a promotion, including a change in the number of pre-scheduled hours of the bidding employee, or the scheduled start and end times, or the days of work and days off, or the employee's shift or would change the employee's classification.
2. If the bidding employee is in his/her current position as a direct result of a job change or layoff.

#### **D. PREFERENCE ORDER**

1. Preference among those bidding shall be given in the following order among bidding employees from the same preference level. Among bidding employees from the same preference level, seniority shall govern. The prior sentence is subject to the provision that 1) the bidding employee must meet all reasonable qualifications of the job established by the Hospital (the Union has the burden of establishing that the Hospital's qualifications are unreasonable), and 2) ability and performance must meet minimum qualifications in the Hospital's reasonable judgment, and if the Hospital's judgment is disputed, the Hospital has the burden of establishing that its judgment was reasonable.
  - a. Full-Time and Part-Time Employees from within the bargaining unit, including Full-Time and Part-Time Employees on layoff, and regular employees who remain on the Per Diem list who have been laid off.
  - b. Per Diem Employees from within the bargaining unit. For purposes of this section, date of hire shall be substituted for Seniority for Per Diem Employees.
  - c. Other applicants. The Hospital shall be the sole judge of the fitness of any applicant.

Departments Defined for Job Bidding Purposes: Set forth in Appendix A, which is made a part of this agreement hereto.

2. Notification of Selection: Employees submitting a written bid for a posted vacancy under this subsection shall be timely informed by the Hospital whether or not they are awarded the position.
3. Seniority Application: The seniority of bidding employees shall be determined by the employee's most recent uninterrupted date of employment, as defined in Article 4, within the preference order in this Article, rather than in the particular classification or employee category.
4. Limitation: It is understood that any bid under this Section is limited to vacancies in bargaining unit positions and not day to day assignments arising from rotation of personnel, paid time off, or sickness relief.
5. Potential Vacancies: Within sixty (60) days of the ratification of this agreement, the parties will develop a system which will enable the following: employees expected to be on vacation for a period of more than seven (7) days may submit an Application for Promotion and Transfer Form for a potentially available position. Such request must be submitted in writing to the Human Resources Department. Such written request shall constitute an automatic bid for thirty (30) days or for the period of vacation, whichever is less. It is understood that any written request under this Section is limited to vacancies or potential vacancies in permanent positions subject to this Agreement. When completing the Hospital required form, the employee shall be responsible for providing contact information. Should the employee qualify for the position during this

period, the Hospital shall contact them and the employee must be available for an interview in person or by telephone within seven (7) business days of notification.

6. Evaluation Period after Promotion or Transfer: Employees who are promoted to a new position or who transfer to another position through the bidding process shall have orientation as necessary, and such employees shall have up to thirty (30) days of evaluation of their performance. The employee may have the option to return to their former position within ten (10) days of starting the new position with no loss. If, at any time within the thirty (30) day period, the employee fails to perform satisfactorily, such employee shall be returned to his/her former position including shift, assignment, and scheduled hours without loss of seniority, provided that the position still exists; if the position no longer exists, such employee will be returned to a position that is as nearly comparable to the former position including shift, assignment and scheduled hours as possible.

## **ARTICLE 6 – NON DISCRIMINATION AND HARASSMENT**

### **A. DISCRIMINATION**

The Hospital and the Union agree that there shall be no discrimination against any employee or applicant because of race, color, religion, national origin, sex, sexual orientation, gender identity, age, disability, marital status, Union status, or any other characteristic protected by applicable state and federal laws including, the California Fair Employment and Housing Act, Title VII of the 1964 Civil Rights Act, the Age Discrimination in Employment Act, and the Americans With Disabilities Act.

### **B. HARASSMENT**

1. The Hospital and the Union are committed to providing a work environment free from unlawful harassment. The Hospital will not tolerate actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, sexual orientation, gender identity, or any other legally protected characteristic.
2. The Hospital will take all reasonable steps to protect any employee who, in good faith, reports harassment from continuing harassment and from retaliation because of having reported the harassment. The Hospital will also take all reasonable steps to protect witnesses who cooperate in any investigation of alleged harassment from retaliation. If the investigation reveals that the complaint is valid, appropriate remedial steps will be taken in an effort to stop the harassment and prevent its recurrence.

### **C. REMEDIES**

1. Any employee who believes him or herself to have experienced unlawful harassment, discrimination, or retaliation or to have been unfairly accused of engaging in discrimination or harassment must, as a prerequisite to any relief, make use of the

complaint and investigation procedures provided by the Office of Equity and Diversity of the University of Southern California (“OED”).

2. After OED has issued its final decision as to the outcome of the complaint and the Hospital has taken final action pursuant to that decision, an employee who is not satisfied with the results of that investigation, or any actions taken or not taken by the Hospital pursuant to that investigation, may either pursue the grievance procedures set forth in Article 9 of this Agreement or, in the alternative, a civil action under state or federal law, but not both.

## **ARTICLE 7 – UNION NON DISCRIMINATION**

There shall be no discrimination by the Hospital or the Union against any employee because of membership in or activity on behalf of the Union. Union Representatives shall not be transferred or reassigned to another area of work as a result of Union activities.

## **ARTICLE 8 – QUALITY OF CARE**

### **A. ADEQUATE STAFFING LEVELS**

The Hospital reaffirms its commitment to maintain adequate staffing levels based on patient census and patient acuity, as required by law. Should an employee believe staffing levels are insufficient to permit the delivery of adequate patient care, he/she shall undertake work assignments but may do so under oral or written protest. In an emergency situation where there is a potential danger to patient, the employee shall immediately notify the supervisor/manager/designee who will physically visit the unit to assess the situation. Corrective action will be implemented if necessary. The Hospital shall not require an employee in any case to perform a work assignment outside the lawful scope of his/her license.

The parties agree there shall be total compliance with Title 22, Section 70217, “Nursing Service Staff” in California to the extent it is applicable to bargaining unit employees.

## **ARTICLE 9 – GRIEVANCE PROCEDURE**

### **A. DEFINITION**

1. **Employee grievance:** An employee grievance is a grievance filed by the Union on behalf of any employee over a dispute as to the interpretation, meaning, or application of a specific provision of this agreement.
2. **Hospital grievance:** A Hospital grievance is a grievance filed by the Hospital that the Union is violating one or more terms or provisions of this Agreement.



## **B. PROCEDURE**

### **STEP 1**

1. An employee must make a reasonable effort to resolve any possible dispute informally in a discussion with the immediate supervisor, or with the Director of the Department in which the employee works. If an employee is unable to resolve the possible grievance, the union steward (if requested by the employee) and the employee will have a discussion with the Manager/Director of the Department. This requirement must be satisfied before a written grievance is submitted at Step 2.
2. The Hospital must discuss any claim of violation of this Agreement with the duly authorized Field Representative in an effort to resolve the dispute. This requirement must be satisfied before the Hospital submits the grievance to arbitration in Step 3.
3. If the grievance is the result of a suspension or termination, the grievance may begin at Step 2.

### **STEP 2**

If the dispute cannot be resolved informally, it shall be reduced to writing. The written grievance shall be submitted to the Director of Employee and Labor Relations or his/her designee within fifteen (15) calendar days after the event on which the grievance is based. Each grievance will be assigned a case number by the Director of Employee and Labor Relations or his/her designee. All subsequent communication regarding the grievance must include this case number. The written grievance form must (1) allege the violation of a specific provision or provisions of this Agreement and (2) set forth all factual grounds upon which the allegation is based. Within fifteen (15) business days after receipt of the written grievance, a meeting shall be held with the Director of Employee and Labor Relations or his/her designee to discuss the grievance. In the case of any employee grievance both the grievant and the union Steward or Field Representative may be present at the meeting. Within ten (10) business days after the meeting, the designated representative of the party charged with the violation shall respond to the grievance in writing.

### **STEP 3**

If the response of the party charged with the violation in Step 2 is not satisfactory to the other party, the other party may submit the grievance to arbitration by providing notice in writing of its intent to do so. In order to be timely, the notice to the charged party must be received within twenty-one (21) calendar days after the receipt of the Step 2 response. All notices are deemed received five (5) days after the date of mailing.

## **C. ARBITRATION**

1. An impartial arbitrator shall be selected from the following panels of arbitrators:

Fred Horowitz, Barry Winograd, Michael Prihar, Doug Collins

2. The arbitrator will be selected by going to the first arbitrator on the list. The arbitrator must be notified of his selection by a joint letter signed by both parties. Once the selection letter has been sent, the arbitrator's name goes to the bottom of the list, even if the arbitration is never commenced and/or completed. The next arbitration will go to the arbitrator next in order on the list. The selection of the arbitrator must be completed no later than thirty (30) calendar days from receipt by the non-grieving party of the appeal to arbitration.
3. A hearing on the grievance shall be held at a time and place designated by the arbitrator, at which the Hospital and the Union shall present their respective positions, evidence and arguments. The sole parties to the arbitration proceeding shall be the Hospital and the Union. The arbitrator's decision shall be rendered in writing and shall be final and binding on the parties and on all affected bargaining unit employees. It shall be issued not more than thirty (30) calendar days after the close of the hearing or the filing' of briefs, whichever is later.
4. The arbitrator's authority is derived from this Agreement and his/her jurisdiction is limited to the interpretation and application thereof. He/She shall not have authority to (a) amend or modify any provision of this Agreement; or (b) render an award on any grievance arising before the effective date, or after the termination date.
5. The fee and expenses of the arbitrator, the court reporter's appearance fee, and the cost of neutral facilities shall be borne equally by the Hospital and the Union.

**D. TIME LIMITS**

The time limits and other procedural requirements set forth in this Article must be strictly adhered. If a party is unable to comply with a time limit, the other party must be notified in writing prior to the expiration of the time limit. A party may not extend a time limit unreasonably, and in no event for more than thirty days unless mutually extended by the express written agreement of the Union and the Hospital. If either party fails to respond to a grievance within the applicable time limits, (including any extensions) the grievance may be appealed immediately to the next step. In the event of a dispute over whether any party has failed to adhere to any timing requirements, the arbitrator shall make that determination.

## **ARTICLE 10 – DISCIPLINE**

**A. JUST CAUSE**

The Hospital may only discipline or terminate an employee for just cause. Any discipline or discharge may be subject to the grievance procedure in Article 9.

**B. PROGRESSIVE DISCIPLINE**

Unless circumstances warrant more severe actions, the Hospital will attempt to utilize a system of progressive discipline. Progressive steps may include verbal counseling,

written counseling and/or warnings, disciplinary suspensions without pay, and termination of employment.

**C. INVESTIGATORY SUSPENSION**

No employee shall be held in unpaid investigatory suspension for more than 7 calendar days.

**D. WRITTEN DISCIPLINARY ACTION**

A written warning is a document designated as such by the Hospital. An employee who receives a written warning shall be given a copy of the warning and shall sign a receipt to acknowledge having received the document. Acknowledging receipt of the warning shall not constitute an admission of the employee's agreement with the substance of the warning. A Union grievance contesting a written warning shall be subject to the requirements of the grievance procedure in Article 9.

**E. DISCIPLINARY NOTICES, REBUTTAL, AND INSPECTION OF PERSONNEL FILES**

1. There shall be one official personnel file for all bargaining unit employees and they shall have the right to inspect and to be provided, on request, with one copy of any document in the employee's file.
2. Employees will receive copies of all disciplinary notice(s) placed in their personnel files and shall have the right to rebut in writing any disciplinary notice. Such rebuttals, other than grievances, shall be attached to the disciplinary notice and placed in the personnel file.
3. In any case where the Hospital and the Union agree to revise personnel record material, the Hospital shall, upon request, provide evidence of the revision.
4. No disciplinary document shall be utilized for progressive discipline beyond eighteen (18) months of its issuance.

Specific to excessive occurrences of attendance or punctuality, no disciplinary documents shall be utilized for progressive discipline beyond twelve (12) months of its issuance.

**F. ADDITIONAL REPRESENTATION RIGHTS**

The following holding of the U.S. Supreme Court in NLRB v. Weingarten, Inc., shall apply to investigatory interviews conducted by the Hospital that an employee, upon his/her request, is entitled to have a Union representative present during an investigatory interview in which the employee is required to participate where the employee reasonably believes that such investigation will result in disciplinary action. The right to the presence of a Union representative (Field Representative or Union Steward) is conditioned upon a requirement that the Union representative be available for participation in such investigatory interview within twenty-four hours, excluding Saturday, Sunday, and Holidays, of the employee's request for his or her presence.

**G. PROBATIONARY EMPLOYEES**

An employee will be on probation for the first ninety (90) calendar days and may be discharged or disciplined in the Hospital's discretion without establishing just cause, and such probationary period may be extended for an additional ninety (90) calendar days upon written notice to the employee and the Union.

**ARTICLE 11 – HOURS OF WORK, OVERTIME AND SCHEDULING**

**A. STATE AND FEDERAL WAGE AND HOUR LAWS**

The Hospital will comply with all applicable local, State, and Federal wage and hour requirements.

**B. WORKDAY AND WORKWEEK**

1. A workday is defined as the consecutive twenty-four (24) hour period beginning at 12:00 midnight each day.
2. A workweek is defined as the seven (7) calendar day period that starts at 12:00 midnight on Sunday and ends at 11:59 p.m. the following Saturday.
3. It is understood and agreed that the workday and workweek are defined above for the purposes of complying with the overtime requirements under state and federal wage and hour laws and that the workday and workweek may be changed by the Hospital to comply with such laws so long as such changes are not designed to evade the overtime requirements.
4. Nothing herein shall be deemed or construed to change the Hospital's current practice as to the aggregation of consecutive hours into a single workday in which a shift commences for purposes of calculating for overtime compensation.
5. Each employee will receive two (2) consecutive days off each week, provided that the days off may be split or rotated at his/her written request, or for eight (8) hour shift employees, in order to achieve every other weekend off scheduling.

Except in a department(s)/unit(s) where an employee(s) is regularly scheduled to be on standby/on-call status, no employee will be scheduled to work in excess of five (5) consecutive days without his/her consent.

Twelve (12) hour shift employees will not normally work more than the schedule they were hired into with up to three (3) shifts of twelve (12) or more hours per week (or a three (3) and four (4) shift schedule per pay period), except by mutual agreement.

Past practices of consecutive or non-consecutive day schedule in which employees may have fewer than two (2) consecutive days off each week may be continued at the

employee's discretion. No twelve (12) hour shift shall be required to work two (2) shifts within a period of twenty-four (24) hours except in cases of emergency.

The hospital and the union may negotiate a certain number of regular schedules in a department not to exceed 10% of the schedules in a department in which employees may work a regular schedule that involves working every weekend. The Hospital will notify the Union of such intent in writing, no less than thirty (30) days prior to the proposed implementation date and upon request of the union to negotiate over the proposal. No employee who is currently assigned a schedule that includes at least every other weekend off can be involuntarily assigned to work an every weekend schedule. Once the schedules are posted, they will be filled in accordance with Article 5. Employees who work regular schedules providing for working every weekend are not entitled to the every other weekend off provisions outlined above.

### **C. PAYROLL PERIOD**

The payroll period will consist of a fourteen (14) day period that begins on Sunday at 12:00 midnight and ends on Saturday of the following week at 11:59 p.m.

### **D. OVERTIME**

#### **1. Mandatory Overtime**

The Hospital and the Union recognize that mandatory overtime is not desirable and represents a burden on the employee. Acceptance of overtime and shifts beyond the employee's schedule shall be voluntary and in accordance with state law or regulations, except where patient care would be endangered by an internal or external emergency declared by state, local or federal government or declared by the administrator on duty. An external or internal emergency, for the purposes of this section, is defined as an unexpected situation of sudden occurrence of a serious and urgent nature that demands immediate attention, such as an unpredictable or unavoidable occurrence at unscheduled or unpredictable intervals relating to healthcare delivery requiring immediate interventions and care such as natural disasters, situations of mass casualties or an internal emergency endangering patient care such as fire, structural collapse, bomb threats, hazardous material spills or any other unanticipated event.

2. An employee must obtain supervisory approval prior to working any hours that would require the payment of overtime unless to do so would jeopardize patient care. An employee unable to obtain prior authorization must document the reason in Kronos on the day the overtime was incurred and must verbally notify his/her supervisor of the situation prior to leaving at the end of the shift.

## **E. SHIFTS**

### **1. “8 and 40” Work Schedule**

An employee who is assigned to an “(8) and 40” work schedule will be paid at the rate of one and one-half (1½) times his/her regular rate of pay for all hours worked after the first eight (8) hours in a workday or over forty (40) hours in a workweek and two (2) times his/her regular rate of pay for all hours worked after the first twelve (12) hours in a workday.

### **2. “8 and 80” Work Schedule**

An employee who is assigned to an “8 and 80” work schedule will be paid one and one-half (1½) times his/her regular rate of pay for all hours worked after the first eight (8) hours in a workday or over eighty (80) hours in a fourteen (14) day pay period and two (2) times his/her regular rate of pay for all hours worked after the first twelve (12) hours in a workday.

### **3. Ten (10) Hour Shifts**

An employee who is assigned to work ten (10) hour shifts will be paid at the rate of one and one-half (1½) times his/her regular rate of pay for all hours worked after the first ten (10) hours in a workday or over forty (40) hours in a workweek and two (2) times his/her regular rate of pay for all hours worked after the first twelve (12) hours in a workday.

### **4. Twelve (12) Hour Shifts**

An employee who is assigned to work twelve (12) hour shifts will be paid two (2) times his/her regular rate of pay for all hours worked after the first twelve (12) hours in a work day and will be paid at one-half (1 ½) times his/her regular rate of pay for all hours worked over forty (40) in a workweek.

### **5. Regular Rate**

For the purpose of computing overtime pay, the regular rate of pay shall be calculated in accordance with the Fair Labor Standards Act, as amended.

## **F. WORK SCHEDULES AND POSTING**

1. The Employer will post work schedules at least fourteen (14) days in advance of their commencement dates and may at the Hospital’s discretion, also be posted on a web based scheduling software program. Once posted, every employee is required to review the schedule and ensure they are aware of the dates and times they are expected to work. Such schedules will cover a minimum period of four (4) weeks.
2. As an exception to a. above, a department/unit that permits self-scheduling in accordance with c., below will attempt to post work schedules at least fourteen (14)

days in advance of their commencement dates and such schedules will cover a minimum period of four (4) weeks. Such employees shall make every effort to submit scheduling requests to their department head at least twenty-one (21) days in advance of scheduled commencement date.

3. Wherever applicable, the Employer shall continue its existing practice(s) of permitting employees to self-schedule on a department/unit-by-department/unit basis. The respective department Director or his/her designee will consider and make a reasonable effort to grant employees' self-scheduling requests, provided such requests are submitted in a timely way and that they are consistent with departmental/unit needs and the operating requirements of the Employer.
4. Changes to the posted schedule will be made only by agreement between the employee and the Hospital consistent with department and patient care needs. Requests by employees for changes to a posted schedule must be made and approved in writing or online via the scheduling program, if applicable by the department Director or his/her designee.
5. A regularly scheduled employee may trade a shift or workday (including Holiday shifts) with another regularly scheduled employee provided they have substantially equal competencies. Such trades are subject to the written or electronic approval of the department Director or his/her designee and, except in emergency situations, should be submitted at least forty-eight (48) hours in advance. A shift trade will not be approved if it would increase overtime or extra shift premium costs for the Employer.
6. Should the Employer determine that it is necessary to change/revise a schedule (s) for more than sixty (60) minutes, and if the changes affects more than three (3) current employee(s) in positions covered by the CBA, the Employer agrees to notify the union in writing no less than thirty (30) days prior to the implementation date. If the Union requests, the Employer will meet with the union steward and union representative to make a reasonable attempt to review/revise the schedule so as to have the least impact on the fewest number of full-time and part-time staff possible. Once the new schedule is established, bidding will accomplished by seniority within each classification. None of the foregoing shall affect the Employer's ability to make any changes or exercise any rights provided for in Article 21-Management Rights.

#### **G. WEEKEND SCHEDULING**

1. An employee whose regular schedule does not provide for working every weekend but who is working in a department/unit with weekend scheduling may be scheduled to work every other weekend, up to a maximum of two (2) weekend shifts per scheduled weekend. However, employees will be scheduled with at least every other weekend off. If one shift is scheduled and worked on a weekend it shall constitute the weekend worked.

2. A weekend means Saturday and Sunday; except for the night shift, when a weekend means Friday, Saturday and Sunday.
3. Nothing herein shall preclude an employee from volunteering to be scheduled for additional weekend shifts.
4. An employee may request to share his/her weekend shift requirement with another employee with substantially equal competencies. Approval of such requests will be at the discretion of the Employer and will not be unreasonably withheld, except that an employee's request will not be approved if it would increase overtime or extra shift premium costs for the Employer.
5. Notwithstanding the above, Per Diem Employees will be scheduled to work weekends in accordance with their per diem agreements and employees hired specifically to work weekends will continue to be scheduled to work weekends.
6. Employees shall not be required to "make up" missed weekend days; however this shall not be interpreted as diminishing an employee's overall attendance obligation.

## **H. ADDITIONAL HOURS**

Departments/units will maintain a shift or departmental availability list and will attempt to cover any additional hours from such list, subject to competency, in accordance with the steps below. Regular Full-time and Part-time Employees will be placed on the availability list to be selected in seniority order. Using their dates of hire, Per Diem Employees will be placed on the availability list after all Regular Full-Time and Part-Time Employees. This section applies only to the system for allocation of additional hours, not pay practices associated with the allocation of those additional hours.

### **1. Straight Time**

Additional hours shall first be offered on a rotational basis beginning with the most senior employee from the volunteer availability list who has the necessary competency and whose acceptance of such additional hours will not result in overtime. The department/classification specific volunteer availability list will be posted and maintained by employees in the department/unit or the staffing office, whichever is appropriate. Employees will be responsible to maintain the accuracy of their availability and desire to be considered for additional hours. Straight time hours will be distributed starting with the senior-most volunteer, including per diems, and continue down the availability list, so that no employee works more than one additional shift without all employees on the list offered the opportunity to work an additional shift.

### **2. Overtime**

If the Employer is unable to cover the additional hours without incurring overtime, then such additional overtime hours will be offered on a rotational basis beginning with the most senior employee from the availability list who has the necessary



competency. If the senior-most competent volunteer is not available, the Employer will proceed down the availability list, so that no employee works more than one additional overtime shift without all employees on the list offered the opportunity to work an additional overtime shift.

In the event there are no volunteers on the availability list, the Employer will be free to offer the additional hours to any other qualified employee volunteer who is at work, in seniority order. In the event there are no volunteers on the availability list or at work, the Employer will be free to offer additional hours to any other qualified employee.

### 3. Confirmation/Scheduling

- a. At least two (2) hours prior to the start of the shift, an employee who has indicated his/her availability will be notified by the hospital that he/she is needed for the additional hours or overtime that he/she has signed up for.
- b. At least two (2) hours prior to the start of the shift, an employee has made himself/herself available for additional hours or overtime, that employee may remove his/her name from the availability list without penalty, unless that employee has already been confirmed.
- c. Once the hours/shift/overtime has been confirmed, this is considered a scheduled shift and will default to any and all provisions surrounding scheduling, time and attendance, including Call off/Flexing.
- d. It is understood that the hospital will first attempt to fill its staffing needs through the straight time hours process outlined above prior to making use of overtime.

## **I. CALL-IN PROCEDURE**

An employee reporting absent for a shift, or portion thereof, will call in the absence and will describe the reason for such absence to his/her department Director or his/her designee as soon as he/she knows the absence will occur. An employee calling in less than two (2) hours prior to the commencement of an absence may be required on request to provide reasonable substantiation to explain why such absence could not have been called in earlier by the employee or another person acting on his/her behalf. Compliance with this call in requirement is necessary for staffing reliability and will not operate to excuse unscheduled or unauthorized absences.

## **J. CALL OFF/FLEXING**

1. It may be necessary to require an employee to take time off without pay during temporary periods of low census or on other occasions when staffing needs to be adjusted on a temporary basis (Call Off/Flexing). Call Off/Flexing must be approved by a supervisor or department manager or designee. Eligible employees who are cancelled may take the day off without pay or use Paid Time Off (where applicable), at the employee's discretion.

## 2. Call Off/Flexing as Time Worked

If an employee is cancelled or volunteers to take time off, the hours that an employee was scheduled to work shall count as time worked for the following, including but not limited to:

- a. Vesting and service credit under the retirement (401-k) plan;
- b. Waiting periods under health insurance and other fringe benefit plans;
- c. PTO accruals.

## 3. Order of Call Off/Flexing

Subject to patient care staffing needs, including adequate qualifications of employees, when it is necessary and unavoidable to call off an employee, the Employer shall Call Off/Flex employees in the following order:

- a. Registry
  - b. Employees receiving overtime or In House Registry
  - c. Volunteers
  - d. Temporary Employees
  - e. Per Diem Employees
  - f. Part-Time Employees
  - g. Full-Time Employees
4. Within each category above, Call Off/Flexing shall be by rotation beginning in reverse order of seniority provided the remaining employee(s) are able to perform the work. Unit or department Call Off/Flexing rotation list shall be maintained, posted and made available to Union stewards and staff representatives, upon request.

Each instance of Call/Off/Flexing is considered an incident, regardless of the number of hours not worked as a result of Call Off/Flexing.

5. The Hospital will accept volunteers for Call Off/Flexing before any other employees provided that such voluntary Call Off/Flexing do not result in retaining an employee at premium pay who would have been Call Off/Flexed if the Employer had followed the list above, unless the Employer permits.

## 6. Call Off/Flexing Notice

For employees called off before the shift commences, the Hospital will attempt to Call Off/Flex Employees at least two (2) hours prior to the commencement of their scheduled shift. Nothing herein shall be construed as preventing a call off/flex during the shift, when necessary.

7. Call Off/Flexed Employees Off the Schedule

Once called-off, an employee is considered off the schedule and shall not be required to maintain contact or be available to work, unless the employee has agreed to accept Standby status and is compensated accordingly, for the shift or portion thereof.

**K. NO GUARANTEE**

Nothing in this Agreement shall be construed to constitute a guarantee of hours of work per day or per week or of days of work per week.

**L. NO PYRAMIDING**

There will be no pyramiding of overtime and premium payments for the same hours worked. To the extent that hours are compensable as overtime under provisions of this Agreement and where two (2) or more overtime provisions apply, the greater will prevail.

## **ARTICLE 12 - FLOATING**

**A. DEFINITION**

1. Floating is defined as the temporary reassignment of a staff member to a department other than the department into which he or she was hired.
2. Employees may be assigned to float to a department other than the department into which they were hired, subject to the limitations provided in this Article.

**B. FLOATING ORDER**

Employees shall float in the following order:

1. Registry
2. Volunteers
3. Employees receiving overtime or extra shift bonus
4. Temporary
5. Per Diem
6. Part-Time
7. Full-Time

**C. FLOATING ROTATION**

The order of float for employees within a department will be on a rotational basis within each of the categories of employees described above. Nothing shall preclude any employee from volunteering to float outside of his/her rotational order. Floating decisions shall be based on the needs of the patients on the sending and receiving departments and the floating conditions and provisions in this Article.

## **D. FLOATING CONDITIONS**

Floating shall be subject to the following conditions and limitations:

1. **Orientation**: Fully qualified employees may be floated to a different department provided the employee has received orientation in that department and has demonstrated current competency in providing care to patients in that department. In the event an employee with limited qualifications is floated to another department to assist other qualified employees, they will be oriented and limited to performing only those tasks they are qualified and competent to perform.
2. **Compliance with Law**: Floating of employees shall be in compliance with all federal and state laws and regulations, including Title XXII of the California Administrative Code.
3. **Voluntary Floating**: Nothing herein shall prohibit an employee from volunteering to float to other departments, provided that the conditions in this Article are satisfied.
4. **Floating Records**: The Hospital will maintain competency validation, float orientation, and other such relevant float documentation. Float rotation lists will be maintained and will be available for inspection by affected employees in the unit and job classification. Information in this paragraph will be made available and provided to the Union upon request.
5. **Shifts at Other Hospitals**: Employees will be permitted to bid on and work shifts at the Norris Cancer Center & Hospital, located 1441 Eastlake Ave Los Angeles, CA 90033, on a voluntary basis, as long as such work does not conflict with their schedule at the Hospital.

## **ARTICLE 13 - COMPENSATION**

### **A. CHANGES IN COMPENSATION**

1. Effective on April 22, 2012, the Hospital will implement the agreed upon wage scales for 2012. Please see agreed upon wage scales in Appendix B.
2. The 2013 wage scale will go into effect in the pay period that includes May 1, 2013. Please see agreed upon wage scales in Appendix B.
3. The 2014 wage scale will go into effect in the pay period that includes May 1, 2014. Please see agreed upon wage scales in Appendix B.
4. Employees who are at the top of the scale will receive a minimum wage increase of 2.75% for each of the contract years, April 2012, April 2013, and April 2014.
5. For employees not currently on a wage step, employees will be initially placed on the 2012 scale for their classification based on the closest step which provides for a wage increase. In the event the placement on the closest step which represents an increase

does not result in a wage increase of at least 2.75%, such an employee will be placed on the next closest step which provides an increase of at least 2.75% at the time each of the respective annual scales is implemented.

6. No employee will receive less than a 2.75% increase in each year of the agreement.
7. Retroactivity: Within thirty-five (35) days of ratification of the contract, all employees will receive a retroactive payment equivalent to 1.5% across the board increase back to August 21, 2011.

## **B. PAY PRACTICES**

### **1. New Hires**

Employees may be hired at any rate deemed appropriate, based on the Hospital's evaluation of experience and qualifications. Commencing April 22, 2012 and thereafter, new hires will receive increases as provided in the remainder of this Article.

### **2. Pay Rate upon Promotion**

- a. A promotion is defined as a change in classification or classification level to a higher rated position in which the minimum of the rate range of the new classification exceeds the minimum of the employee's current classification. A promotion must always result in an increase of pay of at least five percent (5%) or to the classification minimum, whichever is greater. Incumbent employees, similarly situated within the job classification, will not be brought up automatically to the promoted employee's wage rate based on the five percent (5%) promotion increase.
- b. Pay raises to promoted employees referenced herein shall be effective on the date the promoted employee assumes the duties of the new classification.

### **3. Pay Rates Preserved**

Should an employee be placed in a lower paid job classification for a reason other than a reduction in force, bumping, or the employee's choice, the employee shall be placed on the wage scale in the appropriate step based on years of service at Keck Hospital of USC. However, the employee shall suffer no reduction in their wage rate.

## **C. JOB CLASSIFICATIONS AND RECLASSIFICATION**

The right to determine job content and to make necessary changes to jobs and job descriptions remains with the Hospital. The Hospital shall timely notify the Union of all meaningful changes to job content and responsibilities. In the event an employee believes his or her job is inaccurately described or that it has changed and, as a result of that change, should be upgraded, the employee may appeal such rating and seek an upgrade by bringing such claim to the attention of his/her supervisor. If a satisfactory resolution is

not forthcoming at that level, the matter may be appealed by the union through the grievance procedure and, if necessary, to arbitration. In the event it is determined that a wage increase is in order, the adjustment shall be retroactive to the implementation date of the subject job changes.

#### **D. PAYMENT IN LIEU OF HEALTH BENEFITS**

1. A Regular Full-Time or Part-Time Employee may have the option to waive all health benefits provided herein and will be paid thirty-five dollars (\$35) per pay period in lieu of being covered by such health benefits. The employee must elect this option during the annual benefit open enrollment period. Such employee is otherwise fully participating in all features of the Agreement.

#### **2. Opt-Out of Benefits Program**

A regular Full-Time LVN, Radiology Technician, or Respiratory Therapist may waive health and welfare benefits (Option 1), or the opportunity to waive health and welfare benefits and Paid Time Off (Option 2) in exchange for additional pay in accordance with the following. The eligible employee must elect this option during the annual benefit open enrollment period. Such employee is otherwise fully participating in all features of this Agreement.

##### **a. Option 1: Opt-Out of Health and Welfare Benefits**

Eligible employees will be reimbursed a flat rate of two dollars (\$2) per budgeted hour per pay period. For example: Waive Health/Welfare Reimbursement – 80 hours X \$2.00 = \$160.00 per pay period.

##### **b. Option 2: Opt-Out of Health and Welfare Benefits and Paid Time Off**

Eligible employees will be reimbursed a rate that is based on his/her hourly rate as follows:

<b><i>HOURLY RATE RANGE</i></b>	<b><i>REIMBURSEMENT</i></b>
<b>- \$15.00</b>	<b>\$3.38/hr</b>
<b>\$15.01 - \$20.00</b>	<b>\$3.93/hr</b>
<b>\$20.01 - \$25.00</b>	<b>\$4.48/hr</b>
<b>\$25.01 - \$30.00</b>	<b>\$5.02/hr</b>
<b>\$30.01 - \$35.00</b>	<b>\$5.58/hr</b>
<b>\$35.01 -</b>	<b>\$6.13/hr</b>

For example (assuming the employee hourly rate is \$21.00/hr): Waive Health + Welfare + Paid Time Off Reimbursement – 80 hours X \$4.48 = \$358.40 per pay period.

c. If Option 2 is selected, the employee will have the choice of cashing out

remaining Paid Time Off, cashing out a portion of remaining Paid Time Off, or leave for future use. Extended sick balances will remain and be available per policy, however the accrual will stop.

- d. The additional pay received for waiving benefits will be calculated in a lump sum amount payable each pay period. These lump sums will not be used in the calculation of overtime or other premium pay.

## **E. PAYDAY AND PAYCHECK**

1. Wages will be paid every two (2) weeks. Paychecks will be distributed on payday. Payday is the Friday after the end of a pay period, except where such Friday is a bank holiday, in which case the payday will be Thursday.
2. The Hospital will continue its current practice regarding the direct deposit of paychecks.
3. Where an error by the Hospital results in paycheck underpayment, upon employee request, such error will be corrected by the close of business on the next business day. However, where the underpayment results from an employee error, it will be corrected on the next paycheck.
4. The Hospital will comply with its obligations under state law regarding paycheck stubs.

## **F. BONUSES**

### **1. Referral Bonus**

The Hospital will continue its current practice of paying referral bonuses on an as-needed basis. In the event a referral bonus is to be instituted, modified or discontinued, notice will be given to the Union.

### **2. Extra Shift Bonus**

- a. In addition to an employee's base hourly rate, overtime pay, shift and/or weekend differentials, the Hospital shall continue its current practice of paying an additional Extra Shift Bonus (ESB) to bargaining unit employees working in the job classifications listed below when they sign up to work an extra shift(s) or partial shift(s) as follows:

<b>POSITION</b>	<b>BONUS AMOUNT</b>
<i>Asst – Patient care</i>	<i>\$50.00</i>
<i>Asst – Nursing Cert</i>	<i>\$50.00</i>
<i>Secretary – Unit</i>	<i>\$50.00</i>
<i>Tech—Instrument</i>	<i>\$50.00</i>
<i>Tech – Licensed Psych</i>	<i>\$50.00</i>
<i>Tech – Monitor</i>	<i>\$50.00</i>
<i>Tech – Medical Lab</i>	<i>\$100.00</i>

<b>POSITION</b>	<b>BONUS AMOUNT</b>
<i>LVN</i>	<i>\$100.00</i>
<i>Tech – Pulmonary</i>	<i>\$125.00</i>
<i>Tech – OR Blood Gas</i>	<i>\$125.00</i>
<i>Tech – Surgical</i>	<i>\$50.00</i>
<i>Therapist - Respiratory</i>	<i>\$125.00</i>

- b. In order to be eligible to receive an ESB, an employee must work all hours in his/her posted schedule (i.e., 72 hours per pay period for FT 12-hour employee and 80 hours per pay period for FT 8 and 10-hour employees, etc.). Employees may not use ESB shifts to make up for scheduled or unscheduled absences. If an employee is unable to work his/her regularly scheduled shift in the same pay period an ESB shift is worked, the ESB will be forfeited.
- c. An employee who is scheduled to work an ESB shift may be called off/flexed off by the Hospital. If an employee works an incomplete ESB shift for any reason, he/she will be paid a prorated ESB for the actual hours worked. If an employee is called off/flexed off for a regularly scheduled work day, an ESB shift(s) worked prior to the date on which the call off/flex off occurred will still qualify for the ESB.
- d. An employee may not work an ESB shift and collect any other compensation, including Paid Time Off, for the same day worked.

### 3. Certification Bonus

- a. The Hospital will continue its current practice of paying an advanced certification recognition bonus to eligible bargaining unit employees in certain job classifications in accordance with the following:
- b. Certain Licensed/Certified Employees who have been actively employed in a regular full-time or part-time benefit eligible position for the previous six (6) consecutive calendar months and who obtain a recognized advanced certification that has been pre-approved in writing by the Hospital will be eligible to receive certification recognition bonus consideration.
- c. Eligible employees can receive certification bonuses for up to a maximum of two (2) qualifying certifications based on the terms and conditions of the Employer's policy in effect as of June 11, 2004.
- d. Certifications must be directly related to the area in which the employee regularly works in order to be eligible for recognition bonus compensation. Determination of whether the certification is sufficiently related to the employee's regular work assignment will be made by the Hospital. Certifications that are a minimum requirement of the job as established by the Hospital or are required by law or regulation are not eligible for bonus consideration.
- e. Certification Recognition Bonuses will be paid to eligible employees as follows:
  - i. Initial Certification (the first time an employee has acquired the certification while an eligible employee at the hospital): The initial Certification Recognition Bonus is one thousand dollars (\$1,000).



- ii. Re-certification (renewal of existing certification while an eligible employee at the hospital): The Re-certification Recognition Bonus is five hundred dollars (\$500).
  - iii. Initial Re-certification (where prior certification has lapsed and certifying agency certifies that conditions for certification have now been satisfied while an eligible employee at the hospital): The initial Re-certification Bonus is five hundred dollars (\$500).
- f. Certification Recognition Bonuses and application for reimbursement are deemed approved and payable upon receipt of the completed Certification Recognition Bonus Form including a copy of the following items as appropriate:
  - i. Certification Certificate
  - ii. Certification exam results
  - iii. Dated letter from certifying agency asserting that conditions for continuing certification have been satisfied.
  - iv. Copy of the cancelled check submitted for the application fee or a receipt.
  - v. Other evidence deemed necessary by the Hospital.
- g. Certification Recognition Bonuses are paid when all conditions are met, and are not prorated or extended. Employees must complete and submit the necessary documentation within sixty (60) days of qualifying event (certification or re-certification). Employees must be actively employed on the date the Recognition Bonus is paid, and not be in a notice period in order to receive the bonus.
- h. Certification/Re-certification bonuses are taxable income subject to federal, state, and/or local withholdings.
- i. Certification Recognition Bonuses for certifications acquired prior to employment at the hospital will not be provided retroactively; however, upon becoming an employee at the hospital eligible under the program, the original certification or subsequent re-certifications will be eligible for recognition compensation at the re-certification rate of five hundred dollars (\$500) after the completion of six (6) months of employment.
- j. Employees who are under active formal disciplinary action are not eligible to receive the Certification Recognition Bonuses.
- k. Employees achieving certification or re-certification while on a leave of absence of thirty (30) days or greater shall receive certification recognition bonuses if and when they return to work in an eligible status.

1. Recognized National Certifications

<b>CERTIFICATION/CERTIFYING AGENCY</b>	<b>PRACTICE AREA</b>
<i>AOTA</i>	<i>Occupational Therapy Asst</i>
<i>ARDMS</i>	<i>One (1) Ultrasound Sub-Specialty: OB/Vascular/Cardio/Abdominal</i>
<i>ARRT</i>	<i>CRT, MRI, CT, Nuclear Medicine, Invasive, Ultrasound</i>
<i>CPFT</i>	<i>Pulmonary Tech</i>
<i>CPhT</i>	<i>Pharmacy Tech</i>
<i>RCVT</i>	<i>Cardiovascular Tech</i>
<i>RCS</i>	<i>Cardiology</i>
<i>REEGT</i>	<i>Electroencephalographic Tech</i>
<i>RPFT</i>	<i>Pulmonary Tech</i>
<i>RRT</i>	<i>Respiratory Therapist</i>
<i>CORT</i>	<i>Operating Room Tech</i>

**G. SHIFT DIFFERENTIALS**

1. The Hospital will continue its current practice of paying evening and night shift differentials at the following rates when a majority of the hours worked fall within the respective evening and/or night shift hours.

<b>POSITION</b>	<b>EVE. DIFF.</b>	<b>NIGHT DIFF.</b>
<i>Aide – OR</i>	<i>\$0.50</i>	<i>\$0.75</i>
<i>Aide – Therapy</i>	<i>\$0.50</i>	<i>\$0.75</i>
<i>Asst – Cardiovascular</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Asst – Laboratory</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Asst – Occupational Therapy</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Asst – Patient Care</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Asst – Physical Therapy</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Asst – Nursing Certificate</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Asst – Radiology</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Attendant-Patient</i>	<i>\$0.50</i>	<i>\$0.75</i>
<i>Clerk – Material Management</i>	<i>\$0.50</i>	<i>\$0.75</i>
<i>Coord – Imaging</i>	<i>\$1.50</i>	<i>\$3.00</i>
<i>Courier – Blood Product</i>	<i>\$0.50</i>	<i>\$0.75</i>
<i>Engineer</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>LVN</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Maintenance</i>	<i>\$0.50</i>	<i>\$0.75</i>
<i>Patient Companion</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Secretary – Unit</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Specialist – Media</i>	<i>\$1.00</i>	<i>\$1.50</i>

<b>POSITION</b>	<b>EVE. DIFF.</b>	<b>NIGHT DIFF.</b>
<i>Tech – Anesthesia</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Tech –Biomed</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Tech –Cardiovascular</i>	<i>\$1.50</i>	<i>\$2.00</i>
<i>Tech – Central Services</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Tech – CT</i>	<i>\$1.50</i>	<i>\$2.00</i>
<i>Tech – Decontamination</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Tech – Echo</i>	<i>\$1.50</i>	<i>\$2.00</i>
<i>Tech – EKG</i>	<i>\$1.50</i>	<i>\$2.00</i>
<i>Tech – Endoscopy</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Tech – Instrument</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Tech – Licensed Psych</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Tech – Med Lab</i>	<i>\$1.65</i>	<i>\$2.75</i>
<i>Tech – Monitor</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Tech – MRI</i>	<i>\$1.50</i>	<i>\$2.00</i>
<i>Tech – Neurodiagnostics</i>	<i>\$1.50</i>	<i>\$2.00</i>
<i>Tech – Nuclear Medicine</i>	<i>\$1.50</i>	<i>\$2.00</i>
<i>Tech – Orthopedic</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Tech – Pharmacy</i>	<i>\$1.00</i>	<i>\$1.50</i>
<i>Tech – Pulmonary</i>	<i>\$1.50</i>	<i>\$2.00</i>
<i>Tech – Radiology</i>	<i>\$1.50</i>	<i>\$3.00</i>
<i>Tech – Special Procedure</i>	<i>\$1.50</i>	<i>\$2.00</i>
<i>Tech – Surgical</i>	<i>\$1.50</i>	<i>\$2.00</i>
<i>Tech – Ultrasound</i>	<i>\$1.50</i>	<i>\$2.00</i>
<i>Tech – Vascular</i>	<i>\$1.50</i>	<i>\$2.00</i>
<i>Tech – OR Blood Gas</i>	<i>\$1.50</i>	<i>\$3.00</i>
<i>Therapist – Respiratory</i>	<i>\$1.50</i>	<i>\$5.00</i>
<i>Transport/Courier</i>	<i>\$0.75</i>	<i>\$1.50</i>
<i>Worker – EVS</i>	<i>\$0.50</i>	<i>\$0.75</i>

## 2. **Eight and Ten Hour Shifts**

For employees on eight (8) and ten (10) hour shifts, the evening shift is defined for shift differential purposes as 3:00 p.m. to 10:59 p.m. and the night shift is defined as 11:00 p.m. to 6:59 a.m.

## 3. **Twelve Hour Shifts**

For twelve (12)-hour shift employees the night shift for shift differential purposes is from 7:00 p.m. to 6:59 a.m.

## H. **WEEKEND DIFFERENTIAL**

The Hospital shall continue its current practice of paying a weekend differential for

bargaining unit employees working in the job classifications listed below as follows:

<b><i>POSITION</i></b>	<b><i>WEEKEND DIFF. RATE</i></b>
<i>Asst—Laboratory</i>	<b><i>\$0.60</i></b>
<i>Asst—Occupational Therapy</i>	<b><i>\$3.00</i></b>
<i>Asst—Physical Therapy</i>	<b><i>\$3.00</i></b>
<i>LVN</i>	<b><i>\$1.50</i></b>
<i>Tech—Med Lab</i>	<b><i>\$1.50</i></b>
<i>Tech – OR Blood Gas</i>	<b><i>\$2.00</i></b>
<i>Tech—Radiology</i>	<b><i>\$2.00</i></b>
<i>Therapist – Respiratory</i>	<b><i>\$3.00</i></b>

#### **I. LEAD DIFFERENTIAL**

The Hospital will continue its current practice of paying a lead differential of five percent (5%) of the base rate when assigning lead responsibilities to Instrument Techs in Central Processing, Pharmacy Techs, Echo Techs, Ultrasound Techs, Vascular Techs, Respiratory Therapists, Physical Therapy Assistants, Occupational Therapy Assistants and EVS Workers.

#### **J. STAND-BY/ON-CALL AND CALL-BACK PAY**

##### **1. Stand-By/On-Call Pay**

An employee assigned to stand-by/on-call status by the department Director or his/her designee will be paid as follows for each hour he/she is assigned to such status. No other compensation will be paid for such stand-by/on-call status. Hours of stand-by/on-call will not be considered hours worked for purposes of paying differentials, overtime or any other form of premium pay under this Agreement.

<b><i>POSITION</i></b>	<b><i>STANDBY RATE</i></b>
<i>Asst—Laboratory</i>	<b><i>\$4.00</i></b>
<i>Engineer</i>	<b><i>\$4.00</i></b>
<i>Maintenance</i>	<b><i>\$4.00</i></b>
<i>Tech—Anesthesia</i>	<b><i>\$4.00</i></b>
<i>Tech—Biomed</i>	<b><i>\$4.00</i></b>
<i>Tech—Cardiovascular</i>	<b><i>\$5.00</i></b>
<i>Tech—Central Service</i>	<b><i>\$4.00</i></b>
<i>Tech—Echo</i>	<b><i>\$5.75</i></b>
<i>Tech—Endoscopy</i>	<b><i>\$4.00</i></b>
<i>Tech-Instrument</i>	<b><i>\$4.00</i></b>
<i>Tech—Med Lab</i>	<b><i>\$5.00</i></b>
<i>Tech—MRI</i>	<b><i>\$5.75</i></b>

<b><i>POSITION</i></b>	<b><i>STANDBY RATE</i></b>
<i>Tech—Nuclear Med</i>	<b><i>\$5.75</i></b>
<i>Tech—Pharmacy</i>	<b><i>\$4.00</i></b>
<i>Tech – Pulmonary</i>	<b><i>\$5.00</i></b>
<i>Tech—Radiology</i>	<b><i>\$5.75</i></b>
<i>Tech—Spec Proced</i>	<b><i>\$5.75</i></b>
<i>Tech - Surgical</i>	<b><i>\$5.75</i></b>
<i>Tech - Ultrasound</i>	<b><i>\$5.75</i></b>
<i>Tech – Vascular</i>	<b><i>\$5.75</i></b>
<i>Tech – OR Blood Gas</i>	<b><i>\$5.75</i></b>
<i>Therapist – Respiratory</i>	<b><i>\$5.75</i></b>
<i>Worker – EVS</i>	<b><i>\$4.00</i></b>

2. **Call-Back From Standby Pay**

An employee who is assigned to stand-by/on-call status will be guaranteed a minimum of two (2) hours work each time he/she is called in by the department Director or his/her designee. When called back, an Employee will be required to work until released by his/her Department Director or his/her designee. An Employee will receive one and one-half (1-1/2) times his/her base rate of pay, rather than stand-by/on-call pay, for all hours actually worked when he/she is called back to work from stand-by status. The work time of an employee who is called in from stand-by/on-call status shall commence when he/she arrives at the work site and clocks in and will end when he/she clocks out.

3. **OR Employee Exception**

An employee who is scheduled to work a shift in the Operating Room the day after being called back to work from standby will have the following options:

**7 am - 3:30pm shift:** An employee will not be required to report to work the next morning if e/she has worked until 3am or later.

**11 am -7:30pm shift:** An employee will not be required to report to work at 11 am the next morning if he/she has worked until 7am or later. Such employee will be required to call the OR Charge Nurse at 2pm of the same day to see if they will be needed to report to work for the last four (4) hours for his/her scheduled shift.

**3pm -11:30pm shift:** An employee will be required to report to work at 3pm the next afternoon if he/she has worked until 7am. Such employee may call the OR Charge Nurse at 2pm of the same day to request to be off if staffing permits.

4. Stand-by/on-call and call-back hours are not subject to the weekend scheduling or call-off provisions of this Agreement.

5. **Call-Back - Not on Standby**

An employee on standby status who is called back and either i) completes that assignment, or ii) is released and/or is no longer on standby status, but subsequently agrees to return to work later that same day will be paid in accordance with paragraph 2.a., above.

**K. REPORT PAY**

1. Each workday an employee is required to report to work and does report to work, he/she will be provided with at least half of their scheduled shift up to a maximum of four (4) hours' work or any combination of work and pay totaling four (4) hours. If the employee agrees to report to work a second time in any one (1) workday and does report, he/she will be provided with a minimum of two (2) hours' work or any

combination of work and pay totaling two (2) hours. If the Hospital offers an employee an assignment other than the regular assignment and the employee refuses the alternate work no report pay will be paid.

2. The employee will not be paid report pay if the Hospital makes a reasonable effort to notify the employee at least two (2) hours prior to the start time that the employee should not report to work. It shall be the employee's responsibility to keep his/her current phone number on file with the Hospital.
3. Report pay will not be paid to an employee who is called back to work from stand-by/on-call status.
4. The Hospital shall not be required to pay report pay if no work is available due to acts of God such as fires, floods, earthquakes, power failure or other causes not within the Hospital's control.

#### **L. WORKING OUT OF JOB CLASSIFICATION**

Any employee directed to relieve another employee in a higher paid classification shall receive the higher rate, or five percent (5%) increase, whichever is higher, for all hours worked in the higher classification, except when the employee works one-half (1/2) or more of the shift in the higher classification and then the employee shall receive the higher rate or five percent (5%) increase for the entire shift. Overtime rates shall be calculated on the higher rate for all hours of overtime worked in the higher pay classification. An employee assigned to relieve another employee in a lower paid classification shall continue to receive his/her own wage rate, and shall not be reduced to the lower wage rate.

#### **M. NEW CLASSIFICATIONS AND JOB DESCRIPTIONS**

1. In the event that the Hospital wishes to establish a new job classification in the bargaining unit, the Hospital and the Union will meet and negotiate over rate of pay and job duties, prior to the Hospital implementing the job. The parties will make a good faith effort to reach a settlement. If the parties are unable to reach agreement, the Hospital may implement and the Union, within fifteen days, may submit the dispute to expedited arbitration for final and binding resolution. Any monetary remedy resulting in a higher rate of pay for employee shall be paid retroactively to the start of the job or the start date of each individual employee in the new position.
2. The Hospital shall maintain and review job descriptions for all classification which will be timely and remitted to the Union.
3. Upon request to the Human Resources Director, or designee, the Hospital shall provide the Union or employee with any existing job description and/or individual position descriptions, for covered employees. These shall be mailed and made available to the requesting party within five (5) calendar days of any such request.

**N. EMPLOYER MEALS**

The Hospital will continue its current practice of providing all employees with a cafeteria meal discount of twenty percent (20%).

**O. BILINGUAL SERVICES**

Translating and/or Interpreting services, verbal or written, shall be voluntary for all bargaining unit employees. An employee has the right to refuse to translate or interpret when requested, and there shall be no reprisal for such refusal. An employee who provides such services on a voluntary basis shall be held harmless for any legal or other adverse action arising from an unintentional misrepresentation as a result of translating or interpreting activities.

**P. PER DIEM WAGE RATES**

In the event Per Diem Employees are utilized by the Employer, and are not covered by an established "Per Diem" wage rate, the parties shall meet to determine the wage rate.

**Q. MODIFICATION OF PRACTICES**

There shall be no individual bargaining with employees over wages, hours and working conditions. Where the Agreement explicitly allows employee agreement, it shall not be coercive. If requested, by either party, the parties agree to discuss modifications or improvements to terms and conditions of current practices.

**ARTICLE 14 – MINIMUM RATES**

No employee shall suffer any reduction in wages or benefits as a result of the execution of this Agreement, except as provided for in the Agreement.

**ARTICLE 15 - BENEFITS**

**A. BENEFITS OFFERED**

The Hospital will offer the following benefits during the term of this Agreement: paid time off, medical plan, dental plan, vision plan, disability plan, life insurance, and 401(k) Plan, including the RMBA which is part of the plan.

**B. HEALTH INSURANCE**

Employees shall be eligible to participate in the health, dental, and vision insurance plans in the same terms and conditions as currently offered to bargaining unit employees.

**C. RETIREMENT**

The current 401(k) plan shall continue to cover employees under this agreement. With respect to the 401(k) plan, the Hospital will increase its maximum matching contribution to 4%.

**D. DISABILITY AND LIFE INSURANCE**

1. The Hospital will continue to offer Life Insurance as currently available to bargaining unit employees.
2. The Disability Insurance will be offered on the same terms and conditions as offered to other non-union University employees. Such plans may be changed, modified, terminated or amended as long as such revisions are applicable University wide.

**E. RETIREE MEDICAL BENEFIT**

Effective January 1, 2004, the Hospital shall establish a medical savings account as an ancillary benefit to its existing 401k plan. Thereafter, the Hospital shall make an annual medical savings account contribution of 1% of gross pay for all eligible employees. To be eligible for an annual medical savings account contribution an employee must work one thousand five hundred (1,500) hours in the calendar year and be employed on December 31 of that year.

Consistent with the Summary Plan document, the Medical Savings Account may not be accessed by the employee until his/her date of termination or age sixty-five (65) whichever is later. Withdrawals from this account may only be utilized for eligible medical expenses as defined under Section 213(d) of the Internal Revenue Code.

**F. PAID TIME OFF**

1. The Hospital will grant Regular Full-Time and Part-Time Employees paid time off (PTO) as income replacement to enable them to take approved time off from scheduled work for vacations, holidays, and short term illnesses. Each eligible employee accrues PTO hours, which may be used to replace missed scheduled hours when taking time off for those purposes.
2. Eligible employees will earn PTO hours each pay period, based on length of service and scheduled hours. For purposes of this Section “scheduled hours” are defined as the number of hours an employee was offered at the time of their hire or transfer.



3. The standard bi-weekly and annual accrual schedule will be as follows:

Length of Service	Bi-Weekly Accrual	Annual Accrual
31 days – 4 years	7.5 hours	195 hours
4+ years – 8 years	9.1 hours	236.6 hours
8+ years	10.7 hours	278.2 hours

4. The maximum amount of PTO hours an employee can accumulate is 150% of the employee's annual accrual (the “Cap”). At the point the Cap is reached, accruals will cease until the hours balance is reduced below the Cap.
5. PTO hours accrued by employees prior to the effective date of this Agreement are vested and count towards the Cap. Any future accrual will be in addition to those hours. During any period in which an employee is on Leave of Absence, paid or unpaid, and has no scheduled hours, he or she will not accrue PTO hours.
6. Consistent with Hospital policy, in December of each year, employees have the opportunity to elect for the following year to cash out up to 80 hours of PTO provided they have at least 120 hours of PTO in their bank at the time of distribution. The payouts occur in the first pay period in June and December.

## **ARTICLE 16 – HOLIDAYS**

### **A. HOLIDAY DIFFERENTIAL FOR WORK ON HOLIDAYS**

Employees working the following holidays will be paid a holiday differential of one and one-half (1½) times the regular rate of pay:

New Year’s Day	Labor Day
President’s Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Day
Martin Luther King Jr. Day	

### **B. ELIGIBILITY FOR HOLIDAY DIFFERENTIAL**

1. An employee will be paid the holiday differential for up to the first eight (8) hours of a holiday shift worked when at least fifty percent (50%) of his/her worked hours fall between 12:00 midnight and 11:59 p.m. on the designated holiday.
2. As an exception to Paragraph B.1., above, an employee who works on the Independence Day holiday will be paid the holiday differential for up to the first eight (8) hours of his/her shift when at least fifty percent (50%) of his/her worked hours fall between 7:00 a.m. on July 4<sup>th</sup> and 6:59 a.m. on July 5<sup>th</sup>.

### **C. SCHEDULED OFF ON HOLIDAYS**

Each Department Director, in conjunction with Administration, will determine the appropriateness of closing the department(s), or if volume allows, operate on a reduced schedule. Employees who are scheduled off for the Holiday due to pre-approved time off or department closure will use accrued Paid Time Off. If an employee is cancelled/flexed off due to low volume, the employee may choose to use accrued Paid Time Off

### **D. MISCELLANEOUS**

In addition to these eight (8) holidays, there may be other days during the year when it may be determined by the Department Director and Administration to close a department or operate with a minimal staff. Those who work these other days are not eligible for premium pay. Employees who are scheduled off due to pre-approved time off or department closure will use accrued Paid Time Off. If an employee is cancelled/flexed off due to low volume, the employee may choose to use accrued Paid Time Off.

### **E. HOLIDAY SCHEDULING**

1. Except as provided below, employees will not be scheduled to work on a designated holiday.
2. Assuming more than three (3) employees, the Hospital will schedule bargaining unit employees within a department/unit and shift to work on the following on the designated holidays according to an ABC rotational system, as follows:

	<i>2012</i>	<i>2013</i>	<i>2014</i>	<i>2015</i>
“A” Rotation	New Year’s Day, Presidents’ Day & Labor Day	Christmas Day, Independence Day & Martin Luther King	Thanksgiving Day, Day After Thanksgiving & Memorial Day	New Year’s Day, Presidents’ Day & Labor Day
“B” Rotation	Thanksgiving Day, Day After Thanksgiving & Memorial Day	New Year’s Day, Presidents’ Day & Labor Day	Christmas Day, Independence Day & Martin Luther King	Thanksgiving Day, Day After Thanksgiving & Memorial Day
“C” Rotation	Christmas Day, Independence Day & Martin Luther King	Thanksgiving Day, Day After Thanksgiving & Memorial Day	New Year’s Day, Presidents’ Day & Labor Day	Christmas Day, Independence Day & Martin Luther King

3. In a department/unit within a shift with three (3) or fewer employees, holiday scheduling shall be determined by seniority or by rotation, as determined by an annual vote of bargaining unit members.

4. Upon the effective date of this Agreement, each employee may initially bid for which holiday rotation into which they wish to be placed and such bids will be honored in seniority order. Once an employee has been placed into a holiday rotation, he/she will remain in that rotation unless or until he/she changes position and/or shift. Each of the three (3) rotations will contain a balanced number of employees but should an adjustment to balance be necessary that cannot be resolved through attrition, the parties shall meet to resolve the problem by mutual agreement.
5. When a new employee is hired into department/unit and/or shift, the employee will be assigned into the holiday rotation schedule of the former employee, or if a new position, the Hospital will assign such employee into one (1) of the three (3) holiday rotations with the intention of maintaining a balanced number of employees in each holiday rotation. When an employee transfers into a department/unit and/or shift, the employee will be assigned into a holiday rotation schedule of the former employee.
6. In the event there are more employees scheduled to work in a holiday rotation than are necessary to staff the unit on a designated holiday, such employees may request to be scheduled off. Requests to be scheduled off shall be awarded on the basis of seniority or date of hire, whichever is applicable, subject to the operational needs of the Hospital.
7. Scheduled holiday shifts may be traded pursuant to Article 11.E.5.
8. All designated holidays will be observed on the actual calendar day, and all conditions and benefits applying to such holiday will be in effect on that day only. A department where staff is not regularly scheduled on the holiday, i.e., Saturday and/or Sunday, may close the department on the preceding Friday or following Monday (herein referred to as "alternatively-observed holiday"). Employees who do not work on an alternatively-observed holiday will use Paid Time Off as income replacement for such day.

## **ARTICLE 17 - HEALTH AND SAFETY**

### **A. GENERAL**

The Hospital has the obligation to provide a safe and healthy environment for employees and patients. The Hospital shall comply with all applicable federal and California laws and regulations pertaining to occupational and general safety and health standards.

#### **1. Reporting of Health and Safety Hazards**

It is the duty of all employees and Management to comply with health and safety regulations, and if any safety or health hazard is detected by an employee, the employee shall promptly report it to the Hospital and the Hospital shall take prompt positive measures to remedy the situation. The Union shall promptly notify the Hospital of any potential health and safety hazards, violations, or problems of which it is aware and the Hospital shall take prompt positive measures to remedy the

situation. No adverse action shall be taken against any employee for reporting health and safety concerns to the Hospital, to the Union, or to federal or state authorities.

2. **In-Service**

The Hospital shall provide regular in-service or other training and information to employee concerning health and safety.

3. **Personal Protective Equipment**

Personal protective equipment, as appropriate, will be provided to all employees who will utilize such equipment in accordance with the Hospital-wide exposure control plan.

**B. COMMUNICABLE DISEASES**

1. The Hospital will work to eliminate or minimize employee exposure to communicable diseases. The employees shall work collaboratively with management to achieve this goal.
2. The Hospital shall provide appropriate and relevant information and training to employees on communicable diseases to which they may have routine workplace exposure. The Hospital shall make appropriate vaccinations available to employees who are at risk of exposure to infectious agents.
3. Hepatitis B vaccine shall be made available free of charge and at an employee's request.
4. Other Testing and or Treatment for On-the Job Exposure

The Hospital will continue existing practices with regard to testing and/or treatment for on-the-job exposure to health and safety hazards at no cost to the employee.

5. **Needlestick Injury Log**

The Hospital will comply with all laws regarding maintaining a Needlestick Injury Log.

**C. WORKPLACE VIOLENCE**

The Hospital will maintain a comprehensive workplace violence prevention program.

**D. COUNSELING**

The Hospital will make available the resources of the University Center for Work and Family Life to bargaining unit employees under the same terms and conditions as made for non-union employees.

**E. PHYSICAL EXAMINATIONS**

1. All physical examinations required of an employee in connection with his/her employment, according to the practice of the Hospital, shall be given without charge,

provided such examination is conducted by a Hospital-designated physician, Nurse Practitioner, or designated Registered Nurse. Physical examinations shall include all laboratory and other clinical tests as required by the Hospital, Title XXII, or the Department of Health Services. All time spent by an employee in such physical examination(s) will be considered as hours worked regardless of whether it occurs during the employee's normal working hours or nonworking hours; however, time spent in a pre-employment physical examination and/or test will not be compensable.

2. An examination conducted by any other physician, Nurse Practitioner or designated employee may be acceptable at the Hospital's option for purposes of compliance with state law, but in these cases the Hospital shall have no financial obligation for such examination(s). The amount of time that would have been spent in having the Hospital-designated physician or employee Registered Nurse perform the examination(s) shall be considered as hours worked.

#### **F. PARKING AND SECURITY**

The Hospital will provide reasonable security for employees at all times in and around the Hospital's premises. After dark and subject to operational needs of the Hospital, a security escort to the employee parking area(s) will be made available at the request of an employee.

The Hospital will meet with employees to discuss concerns related to security, if requested to do so.

#### **G. INJURY PREVENTION**

The Hospital will comply with state and federal regulations regarding employee injury prevention.

### **ARTICLE 18 - EDUCATION BENEFITS**

#### **A. TUITION ASSISTANCE BENEFITS**

Tuition assistance shall be available to eligible Regular Full-Time and Part-Time Employees upon satisfactory completion of pre-approved qualified college or university coursework.

##### **1. Employee Eligibility**

To be eligible to receive tuition assistance, an employee must satisfy the following requirements:

- a. The employee must be on the payroll and classified as a Regular Full-Time or Part-Time Employee at the time of course registration through and including the course completion date.
- b. The employee must have completed at least one (1) year of continuous service in

a benefits-eligible status at the Hospital at the time of registration.

- c. The Hospital shall not unreasonably deny an employee time off from work to utilize the education benefits.

## **2. Qualified Courses**

To be eligible for reimbursement, courses must fall within one (1) of the following categories:

- a. A long term program or course (minimum of one (1) quarter or semester in length) taken through an accredited college or university toward a health occupation career goal. The course must offer a letter grade and the employee must receive a grade of “C” or better.
- b. Courses offering Continuing Education Units (CEUs), as required for job related license or certification.
- c. Courses, conferences, seminars, etc. sponsored by a national or state organization not offering a letter grade or CEUs, if related to advancement within the employee’s field or other healthcare position not covered by the employee’s department.

## **3. Participation Requirements**

To receive tuition assistance, an eligible employee must satisfy the following requirements:

- a. Complete a Request for Educational Assistance form and secure written approval from the Department Head/Director and the Director of Employee and Labor Relations at least thirty (30) calendar days prior to the start of the requested course, and
- b. Submit to Human Resources proof of payment (i.e., receipt(s), or photo copy of front/back of canceled checks), etc.) and evidence of satisfactory completion of the course(s) (i.e., letter grade, transcript, CEU certificate or certificate of completion, etc.) if applicable.

## **4. Reimbursement Levels**

- a. Full-Time Employees
  - i. Eligible Full-Time Employees will be reimbursed for the cost of tuition (including class fees, textbooks, enrollment fees, test fees, and laboratory fees) up to three thousand dollars (\$3,000) per calendar year.
  - ii. Up to one thousand dollars (\$1,000) of the three thousand dollars (\$3,000) per calendar year may be used for authorized national or state professional

organization seminars and conventions in accordance with the Hospital's policy in effect upon ratification of the local Agreement.

b. Part-Time Employees

- i. Eligible Part-Time Employees will be reimbursed for the cost of tuition (including class fees, textbooks, enrollment fees, test fees, and laboratory fees) up to two thousand dollars (\$2,000) per calendar year.
  - ii. Up to five hundred (\$500) of the two thousand dollars (\$2,000) per calendar year may be used for authorized national or state professional organization seminars and conventions in accordance with the Hospital's policy in effect upon ratification of the local Agreement.
- c. Where the reimbursement provided by the Hospital and the amount paid through other sources such as government agencies (e.g., G.I. Bill, etc.) or other educational benefits (i.e., scholarships or grants) exceeds the total cost of tuition, reimbursement will be reduced by the amount in excess of the cost of tuition. If outside financial assistance is obtained, documentation of the outside financial assistance is required before reimbursement by the Hospital.

**B. MANDATORY IN-SERVICE AND EDUCATIONAL CLASSES**

1. Employees will be compensated as time worked for all in-service meetings or classes designated by the Hospital as mandatory.
2. Except where required for licensure or renewal, the Hospital will pay employees at their benefited rate of pay (or overtime, if applicable) for all hours spent attending courses required by the Hospital in order to retain their current positions. In order to be eligible for payment, eligible employees must obtain prior written approval from their Director to attend any such course offered at the Hospital's facility. If no such course is reasonably available at the Hospital's facility, the employees may, with prior written approval from their Director, attend the course at a nearby location or facility. No tuition fee will be charged to employees for such courses.
3. The Hospital will pay employees at their benefited rate of pay (or overtime, if applicable) for all hours spent attending courses and will reimburse the employees for the tuition fee provided such courses are attended by the employees at the request of their Director and the employees have obtained prior written approval from their Director to attend such courses.
4. With respect to Paragraphs 2 and 3, "travel time" to and from such course will be paid in accordance with the requirements of federal and state wage and hour laws.
5. Employees will only be scheduled to attend in-service meetings or classes on days on which they are regularly scheduled to work and will earn the same pay than they would be entitled to had they been working those hours as part of their regular schedule. When it is not possible to schedule an employee to attend a meeting or

class on a day he/she is regularly scheduled to work, the employee may attend only if he/she has signed up for the class beforehand and his/her attendance is approved in writing by his/her department's director.

**C. EDUCATION FUND**

The Union recognizes that the increased amount payable for tuition assistance set forth in this article is in lieu of any contribution to any NUHW Taft-Hartley fund.

**ARTICLE 19 - LEAVES OF ABSENCE**

**A. STATUTORY LEAVES**

The Hospital will comply with its obligations under federal and state law regarding leaves of absence, including but not limited to leaves of absence under the Pregnancy Leave Act, California Family Rights Act, California Paid Family Leave Act, the federal Family and Medical Leave Act of 1993, California Workers' Compensation laws, and the federal Uniform Services Employment and Reemployment Act (29 U.S.C. §§ 84301).

**B. UNION LEAVE**

Notwithstanding the above, employees who have been in the employ of the Hospital for at least one (1) year may request a Union leave of absence (without pay) in writing at least thirty (30) days prior to the leave commencing. Such leave of absence without pay will not exceed one (1) year. No more than one (1) employee per facility may take such a leave at any one time. Should the Hospital grant such leave, permission shall be in writing confirming the date of such leave as requested by the Union.

**1. Health Insurance**

Benefits may be continued under the provision of COBRA.

**2. Unpaid**

Union leaves of absence are unpaid.

**3. Accrual of Benefits**

A Union leave of absence will not affect previously accumulated benefits. However, employees taking this type of leave will not accrue benefits while on unpaid leave.

**4. Return to Work**

When an employee returns to duty in compliance with the authorized leave of absence, such employee shall be reinstated in the same classification, position, shift, unit and scheduled hours in which such employee was employed before his/her absence. If conditions in the Hospital have so changed that it would not be feasible to reinstate him/her in such manner, then the Employer will reinstate the employee to as



nearly comparable position and shift as is reasonable under the circumstances. If an employee wishes to return from leave early he/she must give the Hospital at least four (4) weeks' notice prior to reinstatement.

### **C. GENERAL LEAVE OF ABSENCE**

An employee may request a General Leave of Absence. Such leave may be granted for reasons other than an employee's own serious health condition or disability or the employee's need to fulfill family obligations relating directly to childbirth, adoption, or placement of a foster child; or to care for a child, spouse, or parent with a serious health condition. An employee requiring a leave for those reasons should apply for Family Leave or Medical leave. A General Leave of Absence may be granted for up to thirty (30) days; however, such leave may not be used to extend a vacation, or other paid time off. The leave may be extended beyond the initial thirty (30) days at the discretion of the employee's Department Head/Director and Director of Employee and Labor Relations.

#### **1. Benefit Accrual**

A benefit-eligible employee on a General Leave of Absence will continue to accrue all benefits in accordance with the benefit plans. A benefit-eligible employee on a General Leave of Absence will not continue to accrue PTO or other paid time off, but may use PTO until the PTO account has been exhausted.

#### **2. Continuation of Health Benefits**

Subject to the terms, conditions and limitations of the applicable benefits plans, health insurance benefits will not be subsidized by the Hospital after the end of the month in which the employee enters a general leave status. An employee will become responsible for the full leave of absence cost of these benefits if he/she wishes coverage to continue during such leave.

#### **3. Requests in Writing**

A request for a General Leave of Absence must be submitted in writing and must be approved in writing by the employee's Department Head/Director and Hospital Human Resources Department before the leave begins.

### **D. RETURN TO WORK FROM A LEAVE**

When an employee returns to work, in compliance with the authorized leave of absence, such employee shall be reinstated in the same classification, position, shift, unit and scheduled hours in which such employee was employed before his/her absence, if vacant. If not, the Hospital will reinstate the employee to a comparable vacant position, provided the employee satisfies the job requirements and it is reasonable to believe that he/she can satisfactorily perform the job with minimal orientation and training within two (2) weeks. Notwithstanding the foregoing, the Hospital will provide additional return to work protection should it be required by law. Any return to work is contingent upon the

employee's ability to perform the essential functions of the position with or without reasonable accommodation.

**E. MEDICAL DISABILITY LEAVE**

1. Employees shall be granted leaves of absence when an employee is unable to work because of disability or illness. The Employer will grant such leaves according to state and federal law and this Agreement.
2. Additionally, employees shall be granted leaves of absence for physical or mental disabilities, where the necessity for such absence has been certified by the employees' attending physician; such leaves shall be subject to the Return From Leave provisions of Section D., above.

**F. CONTINUATION OF HEALTH BENEFITS**

Benefits may be continued under Keck Hospital of USC's Leave of Absence policy and according to state and federal law.

**G. LENGTH OF LEAVES**

Leaves (whether paid, unpaid, or a combination of paid and unpaid) shall not exceed one (1) year unless:

1. otherwise required by law;
2. otherwise provided in this Article;
3. except in the case of Workers' Compensation leaves which will be handled on a case-by-case basis, but in no event shall be less than required by law and no less than that provided for other Medical leaves; and
4. except in the case of pregnancy disability leave.

**H. USE OF PAID TIME OFF DURING LEAVES**

Except as otherwise agreed, employees will use any accumulated Paid Time Off Plan and extended illness benefits, in accordance with the Paid Time Off Plan policy, in connection with leaves of absence granted pursuant to this Article. If the employee elects to utilize paid time off and/or reserve sick benefits during a leave covered by state Workers Compensation or State Disability benefits, such paid time off or accrued reserved sick benefits shall be integrated with the state benefits in order to fully replace the employee's regular wages, until such benefits are exhausted.

**I. MODIFIED DUTY PROGRAMS**

1. In the case of worker compensation injury, the Employer will make every effort to return an employee with temporary restrictions to a job which he/she can perform

with comparable wages, shift, and hours in accordance with the Transitional Duty/Modified Duty Program.

2. Prior to participating in the Transitional Duty/Modified Duty Program, an employee shall be provided Transitional Duty/Modified Duty Program Information.

## **J. BEREAVEMENT LEAVE**

In the event of a death in the immediate family, an employee will be allowed three (3) scheduled shifts off with pay to a maximum of thirty-six (36) hours, immediately following the death, to arrange or attend the funeral. Bereavement Leave should be taken within the seven (7) day period following the death. In the event of extenuating circumstance, bereavement leave may be taken at a later date. Cases will be decided on a case by case basis by Human Resource Director or his/her designee.

### **1. Immediate Family**

“Immediate family” is defined as: spouse, parents, children, brothers, sisters, grandparents, grandchildren and current: brothers-and sisters-in-law, fathers-and mothers-in-law, stepsisters, stepchildren, step-grandchildren, legal wards, domestic partners, and individuals who are not legally related but who reside with the employee.

### **2. Pay**

The employee will be paid his/her base hourly rate for each of the scheduled shift(s) missed (up to thirty-six (36) hours), and may be required to furnish satisfactory evidence to support the leave.

### **3. Additional Bereavement Leave**

At the employee’s option, two (2) additional days of time off may be used for bereavement purposes in addition to the paid bereavement leave above and Paid Time Off Plan must be utilized. At the Hospital’s discretion, additional bereavement day or days may be granted.

## **K. JURY DUTY LEAVE**

### **1. Eligibility**

Regular Full-Time Employees and Part-Time Employees called to jury duty after completing ninety (90) days of employment may be eligible to receive a portion of their hourly base pay for a limited time while serving on jury duty. In the event that a regular full time employee cannot be excused or cannot rearrange her/his working schedule to avoid a conflict, the employee will be paid her/his base daily rate for each full working day missed because of jury duty for a maximum of eighty (80) hours pay within a thirty-six (36) month period, except where otherwise required by law. A Part-Time employee may receive up to a maximum of forty (40) hours pay within a

thirty-six (36) month period, except as otherwise required by law. Any additional time served on jury duty by the employee during this period shall be without pay.

**2. Jury Duty Attendance and Work Requirement**

- a. Evidence of jury duty attendance must be presented to the Hospital.
- b. An employee required to report for jury duty will be excused from work on the day(s) the employee is required to report to the court for jury duty. However, if excused from Jury Duty two (2) hours or more prior to the start of an employee's regular shift, the employee will contact the staffing office, house supervisor or department director to determine if needed, and if needed the employee will come to work for that shift. Night shift employees will be excused the shift before and the shift after they are required to report to court for jury duty.

**3. Return to Work**

It is the employee's responsibility to report for employment at the end of an approved leave (not daily) for jury duty. Failure to do so may result in disciplinary action up to and including termination of employment.

**4. Continuation of Benefits**

All employee benefit accruals and other benefits in which the employee is enrolled will continue while the Employee is on jury duty leave. The employee will be required to continue payment of any required contributions for employee benefits during the jury duty leave.

**L. WITNESS LEAVE**

An employee who is required by law to appear in court as a witness may take time off for such purpose provided he/she gives the Hospital reasonable advance notice. An employee who appears as a witness at the request of the Hospital will receive pay at his/her base rate during such time.

**M. PAY AND BENEFITS**

Unless otherwise required by law or otherwise required by this Agreement, leaves of absence under this Article and Agreement shall be unpaid. Employees on leaves of absence other than Union leaves of absence shall be eligible to continue to participate in the Hospital's insurance and benefits plans in accordance with the terms and conditions of those plans.

**N. REDUCTION IN FORCE**

If business conditions require a reduction in force, employees on approved leaves of absence will be considered for layoff under the same terms and conditions as other employees actively at work.

**O. TERMINATION DURING LEAVE OF ABSENCE**

Unless otherwise required by law, an employee may be subject to termination during a leave of absence for reasons including but not limited to the following:

1. Failure to keep the Employer informed of changes in medical status if on a medical disability leave, including maternity/pregnancy-related leave.
2. Misrepresentations regarding the reasons for applying for the leave of absence, or any facts related hereto.

**P. PHYSICAL EXAMINATIONS**

The Employer reserves the right to require any employee on any medical or disability leave, including maternity/pregnancy leave, to be examined at the Hospital's expense by a Hospital selected physician prior to his/her return to work.

**ARTICLE 20 – SUCCESSORSHIP**

**A. SUCCESSORSHIP PROTECTION**

In the event of sale or transfer of control of the hospital, Keck Hospital of USC shall, within a reasonable period of time but not less than twenty-one (21) days of the effective date of the sale or transfer, provide the Union with the new employer's or entity's name, address and designated representative. Prior to the sale or transfer, Keck Hospital of USC shall inform the new owner and/or employer or entity of the existence of this Agreement and of its terms and conditions; shall require the new owner, employer or entity to retain all or substantially all of the bargaining unit employees, recognize the Union as the collective bargaining representative and to assume any existing bargaining agreement. The parties agree that compliance with this Article shall constitute full satisfaction of any and all obligations to bargain regarding such sale or transfer, and Keck Hospital of USC shall have no further obligation to the Union with respect to a sale or transfer of control of the hospital.

**B. TRANSFER OPTION**

Job openings at other Keck Medical Center of USC facilities will be posted on the Keck Medical Center of USC web-site and will be available to bargaining unit employees on the same basis as other employees.

**ARTICLE 21 – MANAGEMENT RIGHTS**

Subject to the laws and regulations governing the healthcare industry, the Hospital retains, solely and exclusively, all the rights, powers and authority exercised or possessed by it prior to the execution of this Agreement, except as expressly limited, delegated or deleted by a provision of this Agreement. Without limiting the generality of the foregoing, the rights, powers and authority retained solely and exclusively by the

Hospital and not abridged by this Agreement include, but are not limited to, the following: (i) to manage, direct and maintain the efficiency of its business and personnel; (ii) to manage and control its departments, buildings, facilities, equipment and operations; (iii) to create, change, combine or abolish jobs, departments and facilities in whole or in part; (iv) to subcontract or discontinue work for business, economic, medical or operational reasons; (v) to utilize personnel from registries or other temporary help agencies; (vi) to direct the work force; (vii) to increase or decrease the work force; (viii) to determine staffing patterns and levels and the number of employees needed; (ix) to lay off employees; (x) to hire, transfer and promote employees; (xi) to demote, suspend, discipline and discharge employees; (xii) to maintain the discipline and efficiency of its employees; (xiii) to establish work standards and schedules of operations; (xiv) to specify or assign work requirements and overtime; (xv) to assign work and decide which employees are qualified to perform such work; (xvi) to determine working hours, shift assignments, and days off; (xvii) to adopt rules of conduct, appearance and safety, and penalties for violations thereof; (xviii) to determine the type and scope of work to be performed and for the services to be provided to patients; (xix) to determine whether work will be assigned to bargaining unit employees or other employees; (xx) to determine the methods, processes, means and places of providing service to patients; (xxi) to determine the quality of patient services; (xxii) to acquire and dispose of equipment and facilities; (xxiii) to determine the places where work will be performed; (xxiv) to hire temporary employees for designated periods of time; (xxv) to pay wages and benefits in excess of those required by this Agreement; (xxvi) to effect technological changes in its equipment and operations; and (xxvii) to sell, close, or dispose of all or part of the Hospital. The Hospital's failure to exercise any right, prerogative, or function hereby reserved to it or the Hospital's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the Hospital's right to exercise such right, prerogative, or function, or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

## **ARTICLE 22 - SUBCONTRACTING**

1. The Hospital may subcontract all or part of any operation performed by employees. Where such subcontracting would displace an employee, the Hospital shall provide the Union with thirty (30) days prior notice of its decision to subcontract so that the Union can discuss the effects of such subcontracting. In the event that the subcontracting of any operation would result in the displacement of twenty (20) or more employees, the Hospital will require any subcontracting entity to offer employment to the affected employees and to maintain their current rate of pay for a period of not less than ninety (90) days.
2. The parties desire to maximize stability in their labor relations. This effort includes their concern for the working environment and labor practices of subcontractors operating within the Hospital. The Hospital supports and shall encourage its contractors to honor "a position of neutrality in the event there is a legitimate attempt by a labor organization to organize the subcontractor's employees."

## **ARTICLE 23 - UNION SECURITY**

### **A. UNION MEMBERSHIP AS A CONDITION OF EMPLOYMENT**

During the life of this Agreement, employees of the Hospital who are subject to this Agreement shall be required as a condition of employment to maintain membership in the Union in good standing, subject to federal law. Compliance is required by the 31st day after employment. Concurrent with new employee orientation, the Union will be afforded an opportunity to distribute and collect union membership application/Payroll Deduction Forms.

As a condition of employment, all employees hired on or after the effective date of this Agreement shall, on the thirty-first (31st) day following the beginning of such employment, become and remain members in good standing of the Union and tender to the Union the initiation fees and periodic dues that are the obligations of members.

### **B. FAILURE TO MAKE REQUIRED PAYMENTS**

The Union shall notify the Hospital and the affected employee in writing of an employee's failure to comply with the provisions of this Article and shall afford each such employee fifteen (15) work days, after the employee has been mailed such notice at his/her last known address, in which to comply.

If said employee does not comply with the provisions of this Article within the ten (10) day period following actual notice, the employee shall be promptly terminated upon written notice of such fact from the Union to the Hospital.

### **C. DEDUCTION AND REMITTANCE OF UNION INITIATION FEES AND DUES**

Upon receipt of an individual, voluntary, written, and un-revoked check-off authorization form which has been signed by an employee in the bargaining unit covered by this Agreement, the Hospital shall deduct from the pay of such employee during the first pay period of each calendar month a sum equal to the employee's union initiation fees or monthly membership dues, uniformly required, and only so long as such employee was employed by the Hospital at the time such obligation became due.

The Hospital shall promptly remit to the Union the sums which are deducted under this Section, together with a list on hard copy and a disk or electronically (on Excel, ASCII delimited text, or another compatible format) showing the following information for Union members: their names, Social Security number, home address and phone number (as provided by the employee), classification, regular wage rate, regular hours worked during the period, regular earnings during the period, department, status (e.g. Regular Full-Time, Regular Part-Time, Per Diem, or Temporary), and date of hire.

The Union shall indemnify the Hospital and hold it harmless against any and all suits, claims, demands and liabilities that arise out of, or by reason of, any action that shall be

taken by the Hospital for the purpose of complying with the foregoing provisions of this Article.

The Hospital will honor written assignment of wages to the Union's Committee on Political Education (C.O.P.E.) fund, where such assignments are submitted in a form agreed to by the Hospital and the Union, and will remit such contributions to the Union.

## **ARTICLE 24 – WORK STOPPAGE**

### **A. PROHIBITED ACTIVITY**

During the term of this Agreement, neither the Union nor its agents or representatives, nor any employees, individually or collectively, shall call, sanction, support or participate in any strike, work stoppage, boycott, sit-down, sickout or slow-down, any refusal to cross a picket line at the Hospital, or refusal to enter the Hospital's premises, or any other interference with any of the Hospital's services or operations, or with the movement or transportation of goods to or from the Hospital's premises.

The Union agrees that no informational picketing shall take place during the term of the Agreement unless the Union has provided ten (10) days' notice prior to such picketing.

### **B. WAIVER BY UNION**

The prohibitions of this Article are intended to apply regardless of the motivation for the strike or other conduct. By way of illustration only, this article expressly prohibits (1) sympathy strikes (individual or concerted failure to cross a picket line established by another labor organization or by members of another bargaining unit); (2) strikes over disputes that are not subject to arbitration; and (3) strikes in protest of alleged violations of state or federal law. Any statutory right under the NLRA which an employee may otherwise have to engage in such conduct is hereby expressly waived by the Union.

### **C. UNION OBLIGATION**

If a violation of this Article should occur, the Union shall immediately do everything within its power to terminate the violation.

### **D. PENALTY**

Any employee who participates in any activity prohibited by this article shall be subject to discharge or such lesser discipline as the Hospital in its discretion shall determine, provided, however, that such employee shall have recourse to the grievance and arbitration procedure as to the sole questions of whether he/she in fact participated in such prohibited activity and whether the discipline is discriminatory.

### **E. UNION OFFICIALS**

The Union's Labor Representatives and Stewards shall attempt to end any violation of this article by personally complying with the article, and by urging others to do so.



Should they fail to do so, they may be selectively disciplined, including discharge; provided they shall have recourse to the grievance and arbitration procedure as to the question of whether they complied with this section.

**F. NO LOCKOUTS**

The Hospital agrees that there shall be no lockout during the term of this Agreement. As used herein, the term "lockout" shall not include the closing down or curtailment of operations or layoffs due to economic conditions, business or operational reasons, natural disaster, or reasons beyond the Hospital's control.

**ARTICLE 25 – NOTICES TO THE PARTIES**

Notices by the Union to the Hospital shall be mailed, by certified mail, return receipt requested, or delivered to the following:

Director of Employee and Labor Relations  
Keck Hospital of USC  
1500 San Pablo Street  
Los Angeles, CA 90033

and

Chief Human Resources Officer  
Keck Hospital of USC  
1500 San Pablo Street  
Los Angeles, CA 90033

Notices by the Hospital to the Union shall be mailed, by certified mail, return receipt requested, or delivered to the following address:

President  
National Union of Healthcare Workers  
5801 Christie Avenue, Suite 525  
Emeryville, CA 94608-1986

**ARTICLE 26 – SAVINGS CLAUSE**

If any provision of this Agreement is held to be in conflict with any State or Federal law, or if compliance with or enforcement of any provision is restrained, the remainder of this Agreement shall remain in full force and effect.

**ARTICLE 27 – ENTIRE AGREEMENT**

The parties agree that this Agreement is intended to constitute the entire contract between them governing wages, hours and conditions of employment of bargaining unit employees covered during the term hereof, and settles all demands and issues on all matters subject to collective

bargaining. Notwithstanding, the parties understand that issues may arise from time to time during the term of this Agreement that may not have been covered by this Agreement that one party or the other feel need to be discussed. It is agreed therefore, that either party may raise such issues and the other agrees to meet and confer with respect to such issue(s) in an attempt to try to reach a mutual resolution of such issue, however, arbitration is not a remedy in the event the parties are unable to reach agreement.

## **ARTICLE 28 – VACATION SCHEDULING**

1. Employees shall be solicited during the month of January of each year in order to determine their preferences for vacation. Prior to March first (1<sup>st</sup>), the Hospital shall advise all employees as to when their vacation is scheduled and shall post the full twelve (12) month vacation schedule in a location in each department accessible to all employees.
2. Vacation will be granted, subject to patient care and operational necessity, at times most desired by employees, Employees being given preference as to choice based on seniority. Vacation allotment schedules for each year will be provided to the Union in January, for each department, with updates provided timely throughout the year. For those employees choosing to split their vacation into two (2) or more increments, seniority will apply only to the first (1<sup>st</sup>) choice of vacation in each year. The highest senior employee will then go to the bottom of the list and will be considered for their second choice after a full rotation by seniority, then to the bottom of the list again for a third choice, etc. All vacation request forms will allow the employee to indicate which requested vacation period is his or her first (1<sup>st</sup>) choice, which is his/her second (2<sup>nd</sup>) choice, and which is third (3<sup>rd</sup>) choice.
3. Vacation requests in any department will be considered at any time of the year. Requests received after the annual vacation scheduling period above shall be granted, subject to patient care and operational necessity, on a first come, first serve basis, except that in the case of competing requests submitted on the same calendar day, the request shall be granted by seniority.
4. The Hospital will notify an employee in writing of approval or denial as soon as possible of vacation requests submitted after the annual vacation scheduling period above, but no later than two (2) weeks after receipt of said request.
5. Transferring employees will be required to select vacation from open dates, at their new department/location, not previously filled by scheduled vacations or approved leaves.
6. The employee may request vacation be attached to the employee's scheduled day(s) off and such request will be granted, when possible.
7. Employees granted vacation time will use accrued Paid Time Off. An employee who does not have Paid Time Off will be granted non-paid vacation time, not to exceed three (3) weeks, subject to patient care and operational necessity, and under the same procedures in this Article.

8. When requesting vacations, employee may request less than five (5) work days at a time or that the vacation start on any day of the week. The total amount of vacation earned in any given year may be taken in one (1) consecutive period or vacation periods may be split at the request of the employee.

## **ARTICLE 29 – EMPLOYMENT & INCOME SECURITY**

The parties acknowledge the common goal of providing employment and income security to employees. As such, it is the intent of the parties to avoid displacement of employees, but recognize there are circumstances where avoiding displacement cannot be achieved. The parties acknowledge a mutual intention to make use of attrition, business growth, job matching, retraining and/or other mutually agreed upon mechanisms to accomplish this goal. The Hospital will make every effort to maintain employment and income security and to avoid displacing employees, i.e., reductions in force, reduction in hours, daily cancellations and job elimination on a temporary, indefinite, or permanent basis.

## **ARTICLE 30 – BARGAINING UNIT WORK**

### **A. SUPERVISORS**

The Hospital and the Union agree that the term “supervisory employee” or “supervisor” as used in this Agreement is as defined in the National Labor Relations Act. The Hospital will not establish jobs or job titles for the purpose of excluding work or employees from the bargaining unit. Bargaining unit employees will not perform the work of supervisors or assume supervisory responsibilities or authority. Supervisors will not perform duties normally performed by bargaining unit employees except for emergencies such as natural disasters, situations of mass casualties or an internal emergency endangering patient care (such as fire, structural collapse, bomb threats, hazardous material spills broken pipes, power outages, gas leaks, shut downs, or any other event that might compromise patient safety or care), or under circumstances that are beyond the control of the Hospital, or for training situations where the performance of bargaining unit work may be required but is limited and minimal, or where necessary to maintain competencies or in an emergency and/or a situation where the delivery of health care services of important operations could be compromised and it would be necessary for a supervisor to assist until an appropriate bargaining unit employee is available.

### **B. EXCEPTION FOR CHARGE RN’S**

Notwithstanding Paragraph A, above, the parties have agreed that Charge RN’s shall be allowed to continue performing bargaining unit work, as they have in the past and pursuant to past practice.

### **C. SPECIAL PROGRAMS**

1. The Hospital agrees that programs such as JTPA, Developmentally Disabled Programs, volunteers, students, student interns or other student programs and summer youth programs shall not be utilized to displace bargaining unit employees, or to fill

positions previously occupied by bargaining unit employees, nor shall they be used to reduce or limit hours of work for bargaining unit employees.

2. The Hospital shall notify the Union of the commencement of JTPA, Developmentally Disabled Programs, volunteers, student interns or other student programs and summer youth programs including the number of participants, their classification, duties, work location, hours per week, and the duration of the program. Information including the number of participants, their classification, duties, work locations, hours per week, and the duration of the program shall be furnished to the Union at any time, upon request.

## **ARTICLE 31– UNIFORMS**

To provide uniform appearance and ready identification, certain employees shall wear uniforms prescribed by the Hospital from time to time while performing their work. These uniforms shall be worn in the course of the performance of this work and may be worn to and from the employee's home. "Uniform" is defined as any wearing apparel and accessories of distinctive design or color. Uniforms will be provided based on employment status, one uniform for each day regularly scheduled to work per week. Additional uniforms will be provided if required by change in employment status. Clothing which is a general ordinary type of street clothing or which is standard in the industry and can be worn from one job to the next is not considered a uniform.

The Hospital will maintain only those uniforms that employees are required to wear in order to maintain a sterile environment.

Employees are expected to take reasonable care of their uniforms, and new uniforms will not be issued except as expected based on normal wear and tear. Employees who damage, destroy, lose, or otherwise need to replace their uniforms outside of the normal wear and tear replacement schedule must do so at their own expense.

## **ARTICLE 32 – MEAL AND REST PERIODS**

1. The Hospital will comply with all applicable state and federal laws pertaining to meal and rest periods, meal period waivers, missed meal period penalties, and "on duty" meal period agreements.
2. Unpaid, un-worked meal periods will not be counted as hours worked in calculating overtime to be paid under any provision of this Agreement.
3. An employee will notify his/her supervisor in advance of his/her inability to leave the workstation for a meal period. Department schedules are prepared so as to allow employees to take meal and break rest periods.
4. Employees are required to take all meal period and rest periods as scheduled and may not miss a meal or rest period without the express authorization of his or her supervisor,

unless patient safety requirements prevent the obtaining of prior authorization, in which case the supervisor must be notified as soon as the patient safety issue has been resolved.

5. Any meal or rest period not taken or otherwise not in compliance with the provisions of this section must be noted on the appropriate Hospital form each day that it occurs. The Hospital Payroll Department will pay employees the appropriate sanctions for missed or non-compliant meal or rest period pursuant to the applicable wage and hour laws.

## **ARTICLE 33 – PARKING**

### **A. AFFECTED EMPLOYEES**

Effective July 1, 2012 all employees who wish to park on campus have to buy a permit or pay for daily parking, except that the Hospital will not require parking if shuttle transportation to and from the Valley Lot is not available through 11:30 p.m. Monday – Friday.

### **B. PARKING ALLOWANCE**

The Hospital will provide a parking allowance of \$51 per month to each staff member who purchases a University parking pass for each month that he/she purchases the pass from July 2012 through April 2015 which amount equals the full cost of a parking pass for the Valley lot. For off hours, which is Monday – Friday after 5 p.m. (or 5 p.m. to 8 a.m.), and all weekends, Valley Lot passes purchased will be honored at the structured parking lot.

## ARTICLE 34 – TERM

Once ratified, except as otherwise provided in this Agreement, this Agreement shall become effective April 10, 2012 and shall continue in full force and effect until April 30, 2015. This Agreement shall be automatically renewed and extended from year to year without addition, change or amendment, unless either party serves notice in writing to the other party no less than ninety (90) days before the end of the term of its desire to terminate, change, amend or add to this Agreement.

In Witness Whereof:

### For the National Union of Healthcare Workers

By: \_\_\_\_\_  
Sal Rosselli Date

By: \_\_\_\_\_  
John Borsos Date

By: \_\_\_\_\_ 1/21/14  
Antonio Orea Date

By: \_\_\_\_\_ 1/21/14  
Sophia Mendoza Date

By: \_\_\_\_\_  
Michael Torres Date

By: \_\_\_\_\_ 07/31/13  
Noemi Aguirre Date

By: \_\_\_\_\_  
William Hooper Date

By: \_\_\_\_\_  
Basil Nasir Date

By: \_\_\_\_\_  
Julio Estrada Date

By: \_\_\_\_\_ 8-1-13  
Oscar Mata Date

By: \_\_\_\_\_ 8-1-13  
Melissa Lynch Date

By: \_\_\_\_\_ 9/6/13  
Adela Rea Date

By: \_\_\_\_\_ 9/3/13  
James Ayers Date

By: \_\_\_\_\_ 9/12/13  
Herbert Palacios Date

### For Keck Hospital of USC

By: \_\_\_\_\_ 9-3-13  
Scott Evans Date  
CEO

By: \_\_\_\_\_ 9-3-13  
Matt McElrath Date  
CHRO

By: \_\_\_\_\_ 9-3-13  
Linda Deacon, Esq. Date  
Chief Negotiator

### For USC Health

By: \_\_\_\_\_ 9-3-13  
Thomas Jackiewicz Date  
Senior Vice President and  
CEO for USC Health

### For the University of Southern California

By: \_\_\_\_\_ 9-3-13  
Todd Dickey Date  
Senior Vice President, Administration

By: Alex Corea 8/11/13  
Alex Corea Date

By: \_\_\_\_\_  
Matias Cajina Date

By: Traci Mills  
Traci Mills Date

By: C. Fontenelle 07/31/13  
Creight Fontenelle Date

By: Otis Leonard 8/1/13  
Otis Leonard Date

By: Nichole Ambriz  
Nichole Ambriz Date

By: Barry T. Martin 8-29-13  
Barry Martin Date

By: \_\_\_\_\_  
Raul Gomez Date

By: Jose Marquez  
Jose Marquez Date

By: Susie Ruvalcaba  
Susie Ruvalcaba Date

By: Mandel Ramirez 9/4/13  
Mandel Ramirez Date

## **SIDE LETTER OF AGREEMENT #1**

### **ATTENDANCE AND PUNCTUALITY**

The parties agree that discipline may be imposed for absence or tardiness under circumstances where there is a pattern of successive written warnings or greater discipline, contingent upon the revision of the Hospital policy on Attendance and Punctuality to reflect the same.

USCUH Proposal

Date Presented: July 15, 2011

Page 1 of 1

\_\_\_\_\_  
Initials

TA  
7/15/11  
A-V  
EP

### **Side Letter of Agreement – Attendance and Punctuality**

The parties agree that discipline may be imposed for absence or tardiness under circumstances where there is a pattern of successive written warnings or greater discipline, contingent upon the revision of the Hospital policy on Attendance and Punctuality to reflect the same.



## **SIDE LETTER OF AGREEMENT #2**

### **SUBCONTRACTING**

The parties agree that during the period April 22, 2012 to April 30, 2015, the Hospital will not exercise its right to subcontract bargaining unit work pursuant to the provisions of Article 21 and 22.

10. Article 22: Subcontracting: Side Letter: The parties agree that during the period April 22, 2012 to April 30, 2015 the Hospital will not exercise its right to subcontract bargaining unit work pursuant to the provisions of Article 22.

2/83 JB  
JB

21a  
JB LB

## **SIDE LETTER OF AGREEMENT #3**

### **PAID TIME OFF**

For the remainder of the existing contract, through April 30, 2015, the NUHW and Keck Hospital of USC agree that in lieu of the articulated language of Article 15, Section E, Subsection 7, the parties agree that bargaining unit members will be allowed to cash out PTO balances on only four occasions: the first check of the month of March, June, September, and December. Requests must be submitted to payroll, no later than two weeks prior to the date of the paycheck. The amounts and conditions for the cash outs remain the same as expressed in Article 15, Section E, Subsection 7.

## **SIDE LETTER OF AGREEMENT #4**

### **SURGICAL TECH 10 AND 12 HOURS SHIFTS**

There will be an incentive bonus of \$100 for bargaining unit members who volunteer to be on call and are assigned to take the uncovered standby on call shifts. This bonus will be effective through June 28, 2014. This is the same bonus and conditions agreed upon by the Nurses bargaining unit. The parties commit to meeting in April or May of 2014 to discuss the possible extension of the bonus.

There will be an increase of standby pay for NUHW bargaining unit members beginning June 29, 2014 to the rate of \$8.50 per hour. This increase will be in effect, along with all economic provisions of the current (2012-2015) collective bargaining agreement until the contract expires in April 2015.

Individuals in the Operating Room who are currently working the 8 hour shift will be able to maintain their current positions and shifts, without being adversely impacted by the new positions, subject to all other contractual provisions.

Call-off/Flexing in the Operating Room will continue to be rotated among all employees. Eight, ten, and twelve hour employees will be in the same call-off order and rotation for days and night shifts. The length of an employee's shift will not be a factor in determining call-off.

Full Time Employees who accept twelve hour shift schedules will work a 72 hour a pay period schedule but will be paid for 80 hours. All benefit accruals (PTO etc) will be based on 80 hours.

The length of an employee's shift in the Operating room will not be a factor in determining vacation approval.

No employee will suffer any involuntary reduction in FTE status as a result of the implementation of this agreement or ten and twelve hour shifts.

No employee will suffer an involuntary change in their start or end times for their shifts as a result of the implementation of this agreement or ten and twelve hour shifts.

## **APPENDIX A - DEPARTMENT DEFINITIONS**

For purposes of Article 4 –Seniority, Article 4b – Reductions in Force and Recall and Article 5- Job Vacancies, Posting and Bidding, the following Department Definitions will apply:

1. Nursing: Critical Care, Med/Surg, Telemetry, Step Down, ETC, Float Pool and Psych
2. Surgery/Procedure Areas: Outpatient Surgery, Same Day Surgery, PACU, GI Lab/Endoscopy, Main OR, Open Heart Surgery and Central Service and Supply (Central Sterile)
3. EEG and EMG
4. Vascular Lab, EKG Electrocardiography (Cardiology) and Ultrasound
5. Pulmonary and Respiratory Services
6. Radiology-Diagnostics, Cardiovascular-Lab, CT Scanner, Interventional Radiology, MRI, Nuclear Medicine, and Gamma Knife
7. Clinical Laboratory and Pathology Lab
8. Pharmacy
9. Physical Therapy and Occupational Therapy
10. Grounds, Plant Maintenance, Plant Operations and Bio-Medical Engineering
11. Environmental Service including Out Patient Surgery Center, 1<sup>st</sup> floor Doheny
12. Central Services and Supply (Materials Management)

Other department groupings or changes or modifications to the above groupings may be agreed to by the parties.

## **APPENDIX B –WAGE SCALES 2012**

<b>2012 NUHW STEPS</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
AIDE - OR	\$ 13.75	\$ 14.16	\$ 14.58	\$ 15.02	\$ 15.47	\$ 15.94	\$ 16.41	\$ 16.91	\$ 17.41	\$ 17.94	\$ 18.48
AIDE - THERAPY	\$ 14.93	\$ 15.38	\$ 15.84	\$ 16.31	\$ 16.80	\$ 17.31	\$ 17.83	\$ 18.36	\$ 18.91	\$ 19.48	\$ 20.06
ASST - LABORATORY	\$ 17.35	\$ 17.87	\$ 18.41	\$ 18.96	\$ 19.53	\$ 20.11	\$ 20.71	\$ 21.33	\$ 21.97	\$ 22.63	\$ 23.31
ASST - OCCUPATIONAL THER	\$ 26.34	\$ 27.13	\$ 27.94	\$ 28.78	\$ 29.65	\$ 30.54	\$ 31.46	\$ 32.40	\$ 33.37	\$ 34.37	\$ 35.41
ASST - PATIENT CARE	\$ 15.41	\$ 15.87	\$ 16.35	\$ 16.84	\$ 17.34	\$ 17.86	\$ 18.40	\$ 18.95	\$ 19.52	\$ 20.10	\$ 20.71
ASST - PHYSICAL THERAPY	\$ 26.34	\$ 27.13	\$ 27.94	\$ 28.78	\$ 29.65	\$ 30.54	\$ 31.46	\$ 32.40	\$ 33.37	\$ 34.37	\$ 35.41
ASST-LAB NON-PHLEBOTOMY	\$ 16.55	\$ 17.05	\$ 17.56	\$ 18.09	\$ 18.63	\$ 19.19	\$ 19.77	\$ 20.36	\$ 20.97	\$ 21.60	\$ 22.25
ASST-RADIOLOGY	\$ 15.37	\$ 15.83	\$ 16.30	\$ 16.79	\$ 17.29	\$ 17.81	\$ 18.35	\$ 18.90	\$ 19.46	\$ 20.05	\$ 20.65
CLERK-MATERIEL MGT	\$ 16.33	\$ 16.82	\$ 17.32	\$ 17.84	\$ 18.38	\$ 18.93	\$ 19.49	\$ 20.08	\$ 20.68	\$ 21.30	\$ 21.94
COORD - IMAGING	\$ 38.09	\$ 39.24	\$ 40.41	\$ 41.62	\$ 42.87	\$ 44.16	\$ 45.48	\$ 46.85	\$ 48.25	\$ 49.70	\$ 51.19
COURIER-BLOOD PRODUCT	\$ 11.45	\$ 11.79	\$ 12.15	\$ 12.51	\$ 12.89	\$ 13.28	\$ 13.68	\$ 14.09	\$ 14.51	\$ 14.95	\$ 15.40
ENGINEER - STATIONARY	\$ 28.64	\$ 29.50	\$ 30.38	\$ 31.30	\$ 32.23	\$ 33.20	\$ 34.20	\$ 35.23	\$ 36.28	\$ 37.37	\$ 38.49
GROUNDKEEPER	\$ 13.69	\$ 14.10	\$ 14.53	\$ 14.96	\$ 15.41	\$ 15.87	\$ 16.35	\$ 16.84	\$ 17.35	\$ 17.87	\$ 18.40
LVN/LPN	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76	\$ 25.50	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.71	\$ 29.57	\$ 30.46
MAINT/SKILL HVAC MECHAN	\$ 24.18	\$ 24.90	\$ 25.65	\$ 26.42	\$ 27.21	\$ 28.03	\$ 28.87	\$ 29.74	\$ 30.63	\$ 31.55	\$ 32.49
MAINT/SKILLED - ELECTRI	\$ 30.07	\$ 30.97	\$ 31.90	\$ 32.86	\$ 33.84	\$ 34.86	\$ 35.91	\$ 36.99	\$ 38.10	\$ 39.24	\$ 40.42
MAINT/SKILLED CRAFTSMAN	\$ 24.18	\$ 24.90	\$ 25.65	\$ 26.42	\$ 27.21	\$ 28.03	\$ 28.87	\$ 29.74	\$ 30.63	\$ 31.55	\$ 32.49
MAINTENANCE - GENERAL	\$ 21.31	\$ 21.95	\$ 22.61	\$ 23.29	\$ 23.98	\$ 24.70	\$ 25.44	\$ 26.20	\$ 26.99	\$ 27.80	\$ 28.63
PAINTER	\$ 21.31	\$ 21.95	\$ 22.61	\$ 23.29	\$ 23.98	\$ 24.70	\$ 25.44	\$ 26.20	\$ 26.99	\$ 27.80	\$ 28.63
PATIENT COMPANION	\$ 10.11	\$ 10.41	\$ 10.73	\$ 11.05	\$ 11.38	\$ 11.72	\$ 12.07	\$ 12.43	\$ 12.80	\$ 13.19	\$ 13.58
SECRETARY - UNIT	\$ 16.24	\$ 16.73	\$ 17.23	\$ 17.75	\$ 18.28	\$ 18.83	\$ 19.39	\$ 19.98	\$ 20.58	\$ 21.19	\$ 21.83
SPECIALIST - MEDIA	\$ 27.12	\$ 27.93	\$ 28.77	\$ 29.63	\$ 30.52	\$ 31.44	\$ 32.38	\$ 33.35	\$ 34.35	\$ 35.38	\$ 36.44
TECH - ANESTHESIA	\$ 20.80	\$ 21.42	\$ 22.07	\$ 22.73	\$ 23.41	\$ 24.11	\$ 24.83	\$ 25.58	\$ 26.34	\$ 27.13	\$ 27.95
TECH - BIOMED	\$ 25.83	\$ 26.60	\$ 27.40	\$ 28.23	\$ 29.07	\$ 29.94	\$ 30.84	\$ 31.76	\$ 32.71	\$ 33.70	\$ 34.71
TECH - CARDIOVASCULAR	\$ 20.16	\$ 20.76	\$ 21.39	\$ 22.03	\$ 22.69	\$ 23.37	\$ 24.07	\$ 24.80	\$ 25.54	\$ 26.31	\$ 27.09
TECH - CARDIOVASCULAR CRT	\$ 20.16	\$ 20.76	\$ 21.39	\$ 22.03	\$ 22.69	\$ 23.37	\$ 24.07	\$ 24.79	\$ 25.53	\$ 26.30	\$ 27.09
TECH - CT	\$ 36.25	\$ 37.34	\$ 38.46	\$ 39.61	\$ 40.80	\$ 42.03	\$ 43.29	\$ 44.59	\$ 45.93	\$ 47.31	\$ 48.73
TECH - DECON	\$ 17.94	\$ 18.47	\$ 19.03	\$ 19.60	\$ 20.19	\$ 20.79	\$ 21.42	\$ 22.06	\$ 22.72	\$ 23.40	\$ 24.11
TECH - ECHO	\$ 33.98	\$ 35.00	\$ 36.05	\$ 37.13	\$ 38.24	\$ 39.39	\$ 40.57	\$ 41.79	\$ 43.04	\$ 44.34	\$ 45.67
TECH - ENDOSCOPY	\$ 22.01	\$ 22.67	\$ 23.35	\$ 24.05	\$ 24.77	\$ 25.51	\$ 26.28	\$ 27.07	\$ 27.88	\$ 28.72	\$ 29.58
TECH - INSTRUMENT	\$ 17.94	\$ 18.47	\$ 19.03	\$ 19.60	\$ 20.19	\$ 20.79	\$ 21.42	\$ 22.06	\$ 22.72	\$ 23.40	\$ 24.11
TECH - MED LAB (MLT)	\$ 21.31	\$ 21.95	\$ 22.61	\$ 23.29	\$ 23.98	\$ 24.71	\$ 25.45	\$ 26.21	\$ 27.00	\$ 27.81	\$ 28.64
TECH - MONITOR	\$ 16.73	\$ 17.23	\$ 17.75	\$ 18.28	\$ 18.83	\$ 19.40	\$ 19.99	\$ 20.59	\$ 21.20	\$ 21.84	\$ 22.50
TECH - MRI	\$ 37.50	\$ 38.63	\$ 39.78	\$ 40.98	\$ 42.21	\$ 43.47	\$ 44.77	\$ 46.11	\$ 47.50	\$ 48.92	\$ 50.39
TECH - NUCLEAR MED	\$ 41.06	\$ 42.29	\$ 43.56	\$ 44.87	\$ 46.21	\$ 47.60	\$ 49.02	\$ 50.49	\$ 52.01	\$ 53.57	\$ 55.18
TECH - PHARMACY	\$ 19.67	\$ 20.26	\$ 20.87	\$ 21.49	\$ 22.14	\$ 22.80	\$ 23.48	\$ 24.19	\$ 24.91	\$ 25.66	\$ 26.43
TECH - PHARMACY, SR	\$ 20.65	\$ 21.27	\$ 21.91	\$ 22.56	\$ 23.24	\$ 23.94	\$ 24.66	\$ 25.40	\$ 26.16	\$ 26.95	\$ 27.76
TECH - PULMONARY	\$ 31.52	\$ 32.46	\$ 33.44	\$ 34.44	\$ 35.47	\$ 36.54	\$ 37.63	\$ 38.76	\$ 39.93	\$ 41.12	\$ 42.36
TECH - RAD	\$ 28.95	\$ 29.82	\$ 30.71	\$ 31.63	\$ 32.58	\$ 33.56	\$ 34.57	\$ 35.61	\$ 36.68	\$ 37.78	\$ 38.91
TECH - RAD, SR	\$ 31.92	\$ 32.88	\$ 33.86	\$ 34.88	\$ 35.93	\$ 37.00	\$ 38.11	\$ 39.25	\$ 40.43	\$ 41.64	\$ 42.89
TECH - SPECIAL PROCEDURE	\$ 34.22	\$ 35.25	\$ 36.30	\$ 37.39	\$ 38.51	\$ 39.67	\$ 40.86	\$ 42.09	\$ 43.35	\$ 44.65	\$ 45.99
TECH - SURGICAL	\$ 22.54	\$ 23.22	\$ 23.91	\$ 24.63	\$ 25.37	\$ 26.28	\$ 27.07	\$ 27.88	\$ 28.72	\$ 29.58	\$ 30.47
TECH - ULTRASOUND	\$ 37.39	\$ 38.51	\$ 39.67	\$ 40.86	\$ 42.08	\$ 43.35	\$ 44.65	\$ 45.99	\$ 47.37	\$ 48.79	\$ 50.25
TECH - VASCULAR	\$ 39.36	\$ 40.54	\$ 41.76	\$ 43.01	\$ 44.30	\$ 45.63	\$ 47.00	\$ 48.41	\$ 49.86	\$ 51.35	\$ 52.89
TECH-EKG	\$ 19.20	\$ 19.78	\$ 20.37	\$ 20.98	\$ 21.61	\$ 22.26	\$ 22.93	\$ 23.61	\$ 24.32	\$ 25.05	\$ 25.80
TECH-NEURODIAGNOSTICS I/II	\$ 35.53	\$ 36.60	\$ 37.69	\$ 38.83	\$ 39.99	\$ 41.19	\$ 42.43	\$ 43.70	\$ 45.01	\$ 46.36	\$ 47.75
TECH-NEURODIAGNOSTICSIII	\$ 37.30	\$ 38.42	\$ 39.57	\$ 40.77	\$ 41.98	\$ 43.24	\$ 44.54	\$ 45.88	\$ 47.26	\$ 48.67	\$ 50.13
TECH-OR BLOOD GAS	\$ 31.52	\$ 32.46	\$ 33.44	\$ 34.44	\$ 35.47	\$ 36.54	\$ 37.63	\$ 38.76	\$ 39.93	\$ 41.12	\$ 42.36
THERAPIST- RESP	\$ 31.52	\$ 32.46	\$ 33.44	\$ 34.44	\$ 35.47	\$ 36.54	\$ 37.63	\$ 38.76	\$ 39.93	\$ 41.12	\$ 42.36
WKR - ENVIRONMENTAL SVCS	\$ 13.51	\$ 13.92	\$ 14.34	\$ 14.77	\$ 15.21	\$ 15.67	\$ 16.14	\$ 16.62	\$ 17.12	\$ 17.63	\$ 18.16

## **APPENDIX B – WAGE SCALES 2013**

<b>2013 NUHW STEPS</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
AIDE - OR	\$ 13.75	\$ 14.16	\$ 14.58	\$ 15.02	\$ 15.47	\$ 15.94	\$ 16.41	\$ 16.91	\$ 17.41	\$ 17.94	\$ 18.48
AIDE - THERAPY	\$ 15.33	\$ 15.79	\$ 16.26	\$ 16.75	\$ 17.25	\$ 17.77	\$ 18.30	\$ 18.85	\$ 19.42	\$ 20.00	\$ 20.60
ASST - LABORATORY	\$ 17.80	\$ 18.33	\$ 18.88	\$ 19.45	\$ 20.03	\$ 20.64	\$ 21.26	\$ 21.90	\$ 22.56	\$ 23.23	\$ 23.93
ASST - OCCUPATIONAL THER	\$ 27.05	\$ 27.86	\$ 28.70	\$ 29.56	\$ 30.45	\$ 31.36	\$ 32.30	\$ 33.27	\$ 34.26	\$ 35.29	\$ 36.35
ASST - PATIENT CARE	\$ 15.50	\$ 15.97	\$ 16.44	\$ 16.94	\$ 17.45	\$ 17.97	\$ 18.51	\$ 19.06	\$ 19.64	\$ 20.23	\$ 20.83
ASST - PHYSICAL THERAPY	\$ 27.05	\$ 27.86	\$ 28.70	\$ 29.56	\$ 30.45	\$ 31.36	\$ 32.30	\$ 33.27	\$ 34.26	\$ 35.29	\$ 36.35
ASST-LAB NON-PHLEBOTOMY	\$ 16.55	\$ 17.05	\$ 17.56	\$ 18.09	\$ 18.63	\$ 19.19	\$ 19.77	\$ 20.36	\$ 20.97	\$ 21.60	\$ 22.25
ASST-RADIOLOGY	\$ 15.37	\$ 15.83	\$ 16.30	\$ 16.79	\$ 17.29	\$ 17.81	\$ 18.35	\$ 18.90	\$ 19.46	\$ 20.05	\$ 20.65
CLERK-MATERIEL MGT	\$ 16.33	\$ 16.82	\$ 17.32	\$ 17.84	\$ 18.38	\$ 18.93	\$ 19.49	\$ 20.08	\$ 20.68	\$ 21.30	\$ 21.94
COORD - IMAGING	\$ 38.09	\$ 39.24	\$ 40.41	\$ 41.62	\$ 42.87	\$ 44.16	\$ 45.48	\$ 46.85	\$ 48.25	\$ 49.70	\$ 51.19
COURIER-BLOOD PRODUCT	\$ 11.76	\$ 12.11	\$ 12.48	\$ 12.85	\$ 13.24	\$ 13.63	\$ 14.04	\$ 14.46	\$ 14.89	\$ 15.34	\$ 15.80
ENGINEER - STATIONARY	\$ 29.41	\$ 30.29	\$ 31.20	\$ 32.14	\$ 33.10	\$ 34.10	\$ 35.12	\$ 36.18	\$ 37.26	\$ 38.38	\$ 39.53
GROUNDSKEEPER	\$ 13.69	\$ 14.10	\$ 14.53	\$ 14.96	\$ 15.41	\$ 15.87	\$ 16.35	\$ 16.84	\$ 17.35	\$ 17.87	\$ 18.40
LVN/LPN	\$ 23.26	\$ 23.96	\$ 24.68	\$ 25.42	\$ 26.18	\$ 26.97	\$ 27.78	\$ 28.62	\$ 29.47	\$ 30.36	\$ 31.27
MAINT/SKILL HVAC MECHAN	\$ 24.18	\$ 24.90	\$ 25.65	\$ 26.42	\$ 27.21	\$ 28.03	\$ 28.87	\$ 29.74	\$ 30.63	\$ 31.55	\$ 32.49
MAINT/SKILLED - ELECTRI	\$ 30.88	\$ 31.81	\$ 32.76	\$ 33.74	\$ 34.76	\$ 35.80	\$ 36.88	\$ 37.99	\$ 39.13	\$ 40.30	\$ 41.51
MAINT/SKILLED CRAFTSMAN	\$ 24.18	\$ 24.90	\$ 25.65	\$ 26.42	\$ 27.21	\$ 28.03	\$ 28.87	\$ 29.74	\$ 30.63	\$ 31.55	\$ 32.49
MAINTENANCE - GENERAL	\$ 21.88	\$ 22.54	\$ 23.21	\$ 23.91	\$ 24.63	\$ 25.36	\$ 26.12	\$ 26.90	\$ 27.71	\$ 28.54	\$ 29.40
PAINTER	\$ 21.88	\$ 22.54	\$ 23.21	\$ 23.91	\$ 24.63	\$ 25.36	\$ 26.12	\$ 26.90	\$ 27.71	\$ 28.54	\$ 29.40
PATIENT COMPANION	\$ 10.38	\$ 10.69	\$ 11.01	\$ 11.34	\$ 11.68	\$ 12.03	\$ 12.39	\$ 12.76	\$ 13.15	\$ 13.54	\$ 13.95
SECRETARY - UNIT	\$ 16.67	\$ 17.17	\$ 17.69	\$ 18.22	\$ 18.76	\$ 19.33	\$ 19.91	\$ 20.51	\$ 21.13	\$ 21.76	\$ 22.41
SPECIALIST - MEDIA	\$ 27.84	\$ 28.68	\$ 29.54	\$ 30.42	\$ 31.33	\$ 32.27	\$ 33.24	\$ 34.24	\$ 35.27	\$ 36.33	\$ 37.42
TECH - ANESTHESIA	\$ 21.35	\$ 21.99	\$ 22.65	\$ 23.33	\$ 24.03	\$ 24.75	\$ 25.49	\$ 26.26	\$ 27.05	\$ 27.86	\$ 28.69
TECH - BIOMED	\$ 26.52	\$ 27.32	\$ 28.14	\$ 28.98	\$ 29.85	\$ 30.74	\$ 31.66	\$ 32.61	\$ 33.59	\$ 34.60	\$ 35.63
TECH - CARDIOVASCULAR	\$ 20.70	\$ 21.32	\$ 21.96	\$ 22.62	\$ 23.30	\$ 24.00	\$ 24.72	\$ 25.46	\$ 26.22	\$ 27.01	\$ 27.82
TECH - CARDIOVASCULAR CRT	\$ 20.69	\$ 21.31	\$ 21.95	\$ 22.61	\$ 23.29	\$ 23.99	\$ 24.71	\$ 25.45	\$ 26.22	\$ 27.00	\$ 27.81
TECH - CT	\$ 37.22	\$ 38.34	\$ 39.49	\$ 40.67	\$ 41.89	\$ 43.15	\$ 44.45	\$ 45.78	\$ 47.16	\$ 48.57	\$ 50.03
TECH - DECON	\$ 17.94	\$ 18.47	\$ 19.03	\$ 19.60	\$ 20.19	\$ 20.79	\$ 21.42	\$ 22.06	\$ 22.72	\$ 23.40	\$ 24.11
TECH - ECHO	\$ 34.88	\$ 35.93	\$ 37.00	\$ 38.11	\$ 39.26	\$ 40.44	\$ 41.66	\$ 42.91	\$ 44.19	\$ 45.52	\$ 46.88
TECH - ENDOSCOPY	\$ 22.01	\$ 22.67	\$ 23.35	\$ 24.05	\$ 24.77	\$ 25.51	\$ 26.28	\$ 27.07	\$ 27.88	\$ 28.72	\$ 29.58
TECH - INSTRUMENT	\$ 17.94	\$ 18.47	\$ 19.03	\$ 19.60	\$ 20.19	\$ 20.79	\$ 21.42	\$ 22.06	\$ 22.72	\$ 23.40	\$ 24.11
TECH - MED LAB (MLT)	\$ 21.88	\$ 22.54	\$ 23.21	\$ 23.91	\$ 24.63	\$ 25.37	\$ 26.13	\$ 26.91	\$ 27.72	\$ 28.55	\$ 29.41
TECH - MONITOR	\$ 17.18	\$ 17.70	\$ 18.23	\$ 18.77	\$ 19.34	\$ 19.92	\$ 20.52	\$ 21.14	\$ 21.77	\$ 22.42	\$ 23.10
TECH - MRI	\$ 38.50	\$ 39.66	\$ 40.84	\$ 42.07	\$ 43.33	\$ 44.63	\$ 45.97	\$ 47.34	\$ 48.77	\$ 50.23	\$ 51.73
TECH - NUCLEAR MED	\$ 42.16	\$ 43.42	\$ 44.73	\$ 46.07	\$ 47.45	\$ 48.87	\$ 50.33	\$ 51.84	\$ 53.40	\$ 55.00	\$ 56.65
TECH - PHARMACY	\$ 20.19	\$ 20.80	\$ 21.42	\$ 22.06	\$ 22.72	\$ 23.41	\$ 24.11	\$ 24.83	\$ 25.58	\$ 26.35	\$ 27.14
TECH - PHARMACY, SR	\$ 21.20	\$ 21.84	\$ 22.49	\$ 23.17	\$ 23.86	\$ 24.58	\$ 25.32	\$ 26.08	\$ 26.86	\$ 27.67	\$ 28.50
TECH - PULMONARY	\$ 31.52	\$ 32.46	\$ 33.44	\$ 34.44	\$ 35.47	\$ 36.54	\$ 37.63	\$ 38.76	\$ 39.93	\$ 41.12	\$ 42.36
TECH - RAD	\$ 29.72	\$ 30.61	\$ 31.53	\$ 32.48	\$ 33.45	\$ 34.46	\$ 35.49	\$ 36.56	\$ 37.65	\$ 38.78	\$ 39.95
TECH - RAD, SR	\$ 32.77	\$ 33.75	\$ 34.77	\$ 35.81	\$ 36.88	\$ 37.99	\$ 39.13	\$ 40.30	\$ 41.51	\$ 42.75	\$ 44.04
TECH - SPECIAL PROCEDURE	\$ 35.13	\$ 36.18	\$ 37.27	\$ 38.39	\$ 39.54	\$ 40.73	\$ 41.95	\$ 43.21	\$ 44.51	\$ 45.84	\$ 47.22
TECH - SURGICAL	\$ 23.28	\$ 23.98	\$ 24.70	\$ 25.44	\$ 26.20	\$ 26.98	\$ 27.79	\$ 28.62	\$ 29.48	\$ 30.37	\$ 31.28
TECH - ULTRASOUND	\$ 37.39	\$ 38.51	\$ 39.67	\$ 40.86	\$ 42.08	\$ 43.35	\$ 44.65	\$ 45.99	\$ 47.37	\$ 48.79	\$ 50.25
TECH - VASCULAR	\$ 40.19	\$ 41.40	\$ 42.64	\$ 43.92	\$ 45.23	\$ 46.59	\$ 47.98	\$ 49.42	\$ 50.91	\$ 52.43	\$ 54.01
TECH-EKG	\$ 19.71	\$ 20.30	\$ 20.91	\$ 21.54	\$ 22.18	\$ 22.85	\$ 23.54	\$ 24.24	\$ 24.97	\$ 25.72	\$ 26.49
TECH-NEURODIAGNOSTICS I/II	\$ 35.53	\$ 36.60	\$ 37.69	\$ 38.83	\$ 39.99	\$ 41.19	\$ 42.43	\$ 43.70	\$ 45.01	\$ 46.36	\$ 47.75
TECH-NEURODIAGNOSTICSIII	\$ 37.30	\$ 38.42	\$ 39.57	\$ 40.77	\$ 41.98	\$ 43.24	\$ 44.54	\$ 45.88	\$ 47.26	\$ 48.67	\$ 50.13
TECH-OR BLOOD GAS	\$ 31.71	\$ 32.66	\$ 33.64	\$ 34.65	\$ 35.69	\$ 36.76	\$ 37.86	\$ 39.00	\$ 40.17	\$ 41.37	\$ 42.61
THERAPIST- RESP	\$ 31.71	\$ 32.66	\$ 33.64	\$ 34.65	\$ 35.69	\$ 36.76	\$ 37.86	\$ 39.00	\$ 40.17	\$ 41.37	\$ 42.61
WKR - ENVIRONMENTAL SVCS	\$ 13.65	\$ 14.06	\$ 14.48	\$ 14.92	\$ 15.36	\$ 15.82	\$ 16.30	\$ 16.78	\$ 17.29	\$ 17.81	\$ 18.34

## **APPENDIX B – WAGE SCALES 2014**

<b>2014 NUHW STEPS</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>
AIDE - OR	\$ 13.78	\$ 14.19	\$ 14.62	\$ 15.06	\$ 15.51	\$ 15.97	\$ 16.45	\$ 16.94	\$ 17.45	\$ 17.97	\$ 18.51
AIDE - THERAPY	\$ 15.73	\$ 16.20	\$ 16.69	\$ 17.19	\$ 17.70	\$ 18.24	\$ 18.79	\$ 19.36	\$ 19.94	\$ 20.53	\$ 21.15
ASST - LABORATORY	\$ 18.28	\$ 18.83	\$ 19.39	\$ 19.98	\$ 20.57	\$ 21.19	\$ 21.83	\$ 22.48	\$ 23.16	\$ 23.85	\$ 24.57
ASST - OCCUPATIONAL THER	\$ 27.77	\$ 28.60	\$ 29.46	\$ 30.35	\$ 31.26	\$ 32.19	\$ 33.16	\$ 34.15	\$ 35.18	\$ 36.23	\$ 37.32
ASST - PATIENT CARE	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 19.00	\$ 19.57	\$ 20.16	\$ 20.77	\$ 21.39
ASST - PHYSICAL THERAPY	\$ 27.77	\$ 28.60	\$ 29.46	\$ 30.35	\$ 31.26	\$ 32.19	\$ 33.16	\$ 34.15	\$ 35.18	\$ 36.23	\$ 37.32
ASST-LAB NON-PHLEBOTOMY	\$ 16.55	\$ 17.05	\$ 17.56	\$ 18.09	\$ 18.63	\$ 19.19	\$ 19.77	\$ 20.36	\$ 20.97	\$ 21.60	\$ 22.25
ASST-RADIOLOGY	\$ 15.37	\$ 15.83	\$ 16.30	\$ 16.79	\$ 17.29	\$ 17.81	\$ 18.35	\$ 18.90	\$ 19.46	\$ 20.05	\$ 20.65
CLERK-MATERIEL MGT	\$ 16.33	\$ 16.82	\$ 17.32	\$ 17.84	\$ 18.38	\$ 18.93	\$ 19.49	\$ 20.08	\$ 20.68	\$ 21.30	\$ 21.94
COORD - IMAGING	\$ 38.09	\$ 39.24	\$ 40.41	\$ 41.62	\$ 42.87	\$ 44.16	\$ 45.48	\$ 46.85	\$ 48.25	\$ 49.70	\$ 51.19
COURIER-BLOOD PRODUCT	\$ 12.08	\$ 12.44	\$ 12.82	\$ 13.20	\$ 13.60	\$ 14.00	\$ 14.42	\$ 14.85	\$ 15.30	\$ 15.76	\$ 16.23
ENGINEER - STATIONARY	\$ 30.21	\$ 31.12	\$ 32.05	\$ 33.01	\$ 34.00	\$ 35.02	\$ 36.07	\$ 37.15	\$ 38.27	\$ 39.42	\$ 40.60
GROUNDSKEEPER	\$ 14.01	\$ 14.43	\$ 14.86	\$ 15.31	\$ 15.77	\$ 16.24	\$ 16.73	\$ 17.23	\$ 17.75	\$ 18.28	\$ 18.83
LVN/LPN	\$ 23.88	\$ 24.60	\$ 25.33	\$ 26.09	\$ 26.88	\$ 27.69	\$ 28.52	\$ 29.38	\$ 30.26	\$ 31.17	\$ 32.10
MAINT/SKILLED - ELECTRI	\$ 31.72	\$ 32.67	\$ 33.65	\$ 34.66	\$ 35.70	\$ 36.77	\$ 37.87	\$ 39.01	\$ 40.18	\$ 41.39	\$ 42.63
MAINT/SKILLED CRAFTSMAN	\$ 24.18	\$ 24.90	\$ 25.65	\$ 26.42	\$ 27.21	\$ 28.03	\$ 28.87	\$ 29.74	\$ 30.63	\$ 31.55	\$ 32.49
MAINTENANCE - GENERAL	\$ 22.45	\$ 23.12	\$ 23.82	\$ 24.53	\$ 25.27	\$ 26.03	\$ 26.82	\$ 27.62	\$ 28.45	\$ 29.30	\$ 30.18
PAINTER	\$ 22.45	\$ 23.12	\$ 23.82	\$ 24.53	\$ 25.27	\$ 26.03	\$ 26.82	\$ 27.62	\$ 28.45	\$ 29.30	\$ 30.18
PATIENT COMPANION	\$ 10.65	\$ 10.97	\$ 11.30	\$ 11.64	\$ 11.99	\$ 12.35	\$ 12.72	\$ 13.10	\$ 13.50	\$ 13.90	\$ 14.32
SECRETARY - UNIT	\$ 17.12	\$ 17.63	\$ 18.16	\$ 18.71	\$ 19.27	\$ 19.85	\$ 20.44	\$ 21.06	\$ 21.69	\$ 22.34	\$ 23.01
SPECIALIST - MEDIA	\$ 28.59	\$ 29.45	\$ 30.33	\$ 31.24	\$ 32.18	\$ 33.14	\$ 34.13	\$ 35.15	\$ 36.21	\$ 37.30	\$ 38.41
TECH - ANESTHESIA	\$ 21.92	\$ 22.58	\$ 23.25	\$ 23.95	\$ 24.67	\$ 25.41	\$ 26.17	\$ 26.96	\$ 27.77	\$ 28.60	\$ 29.46
TECH - BIOMED	\$ 27.22	\$ 28.04	\$ 28.88	\$ 29.74	\$ 30.64	\$ 31.56	\$ 32.51	\$ 33.48	\$ 34.48	\$ 35.52	\$ 36.59
TECH - CARDIOVASCULAR	\$ 21.25	\$ 21.89	\$ 22.54	\$ 23.22	\$ 23.92	\$ 24.64	\$ 25.38	\$ 26.14	\$ 26.92	\$ 27.73	\$ 28.56
TECH - CARDIOVASCULAR CRT	\$ 21.25	\$ 21.89	\$ 22.54	\$ 23.22	\$ 23.92	\$ 24.63	\$ 25.37	\$ 26.13	\$ 26.92	\$ 27.72	\$ 28.56
TECH - CT	\$ 38.22	\$ 39.37	\$ 40.55	\$ 41.76	\$ 43.02	\$ 44.31	\$ 45.64	\$ 47.01	\$ 48.42	\$ 49.87	\$ 51.36
TECH - DECON	\$ 17.94	\$ 18.47	\$ 19.03	\$ 19.60	\$ 20.19	\$ 20.79	\$ 21.42	\$ 22.06	\$ 22.72	\$ 23.40	\$ 24.11
TECH - ECHO	\$ 35.81	\$ 36.88	\$ 37.99	\$ 39.13	\$ 40.30	\$ 41.52	\$ 42.77	\$ 44.05	\$ 45.37	\$ 46.73	\$ 48.14
TECH - ENDOSCOPY	\$ 22.01	\$ 22.67	\$ 23.35	\$ 24.05	\$ 24.77	\$ 25.51	\$ 26.28	\$ 27.07	\$ 27.88	\$ 28.72	\$ 29.58
TECH - INSTRUMENT	\$ 17.94	\$ 18.47	\$ 19.03	\$ 19.60	\$ 20.19	\$ 20.79	\$ 21.42	\$ 22.06	\$ 22.72	\$ 23.40	\$ 24.11
TECH - MED LAB (MLT)	\$ 22.47	\$ 23.14	\$ 23.84	\$ 24.55	\$ 25.29	\$ 26.05	\$ 26.83	\$ 27.63	\$ 28.46	\$ 29.31	\$ 30.19
TECH - MONITOR	\$ 17.64	\$ 18.17	\$ 18.71	\$ 19.28	\$ 19.85	\$ 20.45	\$ 21.07	\$ 21.70	\$ 22.35	\$ 23.02	\$ 23.71
TECH - MRI	\$ 39.52	\$ 40.71	\$ 41.93	\$ 43.18	\$ 44.48	\$ 45.82	\$ 47.19	\$ 48.61	\$ 50.07	\$ 51.57	\$ 53.12
TECH - NUCLEAR MED	\$ 43.28	\$ 44.58	\$ 45.92	\$ 47.29	\$ 48.71	\$ 50.17	\$ 51.68	\$ 53.23	\$ 54.82	\$ 56.47	\$ 58.16
TECH - PHARMACY	\$ 20.73	\$ 21.35	\$ 21.99	\$ 22.65	\$ 23.33	\$ 24.03	\$ 24.76	\$ 25.50	\$ 26.26	\$ 27.05	\$ 27.86
TECH - PHARMACY, SR	\$ 21.77	\$ 22.42	\$ 23.10	\$ 23.79	\$ 24.50	\$ 25.24	\$ 26.00	\$ 26.78	\$ 27.58	\$ 28.41	\$ 29.26
TECH - PULMONARY	\$ 31.52	\$ 32.46	\$ 33.44	\$ 34.44	\$ 35.47	\$ 36.54	\$ 37.63	\$ 38.76	\$ 39.93	\$ 41.12	\$ 42.36
TECH - RAD	\$ 30.52	\$ 31.44	\$ 32.38	\$ 33.35	\$ 34.35	\$ 35.38	\$ 36.44	\$ 37.53	\$ 38.66	\$ 39.82	\$ 41.01
TECH - RAD, SR	\$ 33.64	\$ 34.65	\$ 35.69	\$ 36.76	\$ 37.86	\$ 39.00	\$ 40.17	\$ 41.38	\$ 42.62	\$ 43.90	\$ 45.21
TECH - SPECIAL PROCEDURE	\$ 36.07	\$ 37.15	\$ 38.27	\$ 39.41	\$ 40.60	\$ 41.82	\$ 43.07	\$ 44.37	\$ 45.70	\$ 47.07	\$ 48.48
TECH - SURGICAL	\$ 23.91	\$ 24.63	\$ 25.37	\$ 26.13	\$ 26.91	\$ 27.72	\$ 28.55	\$ 29.41	\$ 30.29	\$ 31.20	\$ 32.14
TECH - ULTRASOUND	\$ 37.51	\$ 38.64	\$ 39.79	\$ 40.99	\$ 42.22	\$ 43.48	\$ 44.78	\$ 46.13	\$ 47.51	\$ 48.94	\$ 50.41
TECH - VASCULAR	\$ 41.26	\$ 42.50	\$ 43.77	\$ 45.09	\$ 46.44	\$ 47.83	\$ 49.26	\$ 50.74	\$ 52.26	\$ 53.83	\$ 55.45
TECH-EKG	\$ 20.24	\$ 20.85	\$ 21.47	\$ 22.12	\$ 22.78	\$ 23.46	\$ 24.17	\$ 24.89	\$ 25.64	\$ 26.41	\$ 27.20
TECH-NEURODIAGNOSTICS I/II	\$ 35.53	\$ 36.60	\$ 37.69	\$ 38.83	\$ 39.99	\$ 41.19	\$ 42.43	\$ 43.70	\$ 45.01	\$ 46.36	\$ 47.75
TECH-NEURODIAGNOSTICSIII	\$ 37.30	\$ 38.42	\$ 39.57	\$ 40.77	\$ 41.98	\$ 43.24	\$ 44.54	\$ 45.88	\$ 47.26	\$ 48.67	\$ 50.13
TECH-OR BLOOD GAS	\$ 32.56	\$ 33.54	\$ 34.54	\$ 35.58	\$ 36.65	\$ 37.75	\$ 38.88	\$ 40.05	\$ 41.25	\$ 42.49	\$ 43.76
THERAPIST- RESP	\$ 31.71	\$ 32.66	\$ 33.64	\$ 34.65	\$ 35.69	\$ 36.76	\$ 37.86	\$ 39.00	\$ 40.17	\$ 41.37	\$ 42.61
WKR - ENVIRONMENTAL SVCS	\$ 14.02	\$ 14.44	\$ 14.87	\$ 15.32	\$ 15.78	\$ 16.25	\$ 16.74	\$ 17.24	\$ 17.75	\$ 18.29	\$ 18.84

## NOTES



## NOTES

## NOTES

## THE SEVEN TESTS OF JUST CAUSE

1. Was the Employee adequately warned of the consequences of his or her conduct? The warning may have been made orally or in writing. There are exceptions for certain conduct, such as insubordination, coming to work drunk or stealing the Employer's property.
2. Was the Employer's rule or order reasonably related to efficient and safe operation? Were the rules posted, communicated, and understandable?
3. Did the Employer investigate before administering discipline? Was there due process? Was the investigation fair and objective?
4. Did the investigation produce substantial evidence or proof of guilt? Can the Employer meet its burden of proof?
  - Clear and convincing evidence
  - Preponderance of evidence
  - Evidence sufficient to convince a reasonable mind
  - Evidence beyond a reasonable doubt
5. Were rules, orders and discipline applied evenhandedly and without discrimination? If enforcement has been lax in the past, management can't suddenly begin to crack down without first warning employees.
6. Did the company use progressive discipline?
7. Was the discipline reasonably related to the seriousness of the offense and to the employee's past record and length of service?

*This is for informational purposes only and is not part of the collective bargaining agreement.*

