



**National Union of Healthcare
Workers**

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Collective Bargaining Agreement

with

**Salinas Valley Memorial Healthcare
System**

August 25, 2016 – July 31, 2020

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AGREEMENT

THIS AGREEMENT is effective the 25th day of August, 2016, by and between SALINAS VALLEY MEMORIAL HEALTHCARE SYSTEM (hereinafter called the “Hospital” and the “Employer”) and the NATIONAL UNION OF HEALTHCARE WORKERS (hereinafter called the “Union”).

PREAMBLE

Section A. Purpose of Agreement.

Both parties recognize that it is to their mutual advantage and for the protection of the patients to have efficient and uninterrupted operation of the Hospital. This Agreement is for the purpose of establishing such harmonious and constructive relationships between the parties that such results will be possible.

Section B. Duty and Rights of CEO.

It is mutually agreed that it is the duty and right of the President/Chief Executive Officer or his/her designee to manage the Hospital and to direct the working forces. This includes the right to hire, transfer, promote, reclassify, layoff and discharge employees, as herein set forth.

Section C. Section Titles.

Section and subsection titles are for organizational purposes only and are not otherwise a part of the substantive terms of the Agreement. No inference into substance of this Agreement shall be derived therefrom.

ARTICLE 1 – RECOGNITION

Section A. Recognition and Exclusions.

The Hospital accepts the Union as the recognized employee organization for employees covered by this Agreement whose classifications are listed in Appendix A through Appendix E, attached. For purposes of this Agreement, status is defined as full time, part time, or per diem. Excluded from the bargaining unit are stationary engineers, laboratory technologists (scientists), registered nurses, doctors, temporary employees, trainees, registered physical therapists, guards and supervisors and such other classifications as may have been historically excluded from the unit.

Section B. New or Changed Classifications.

The Hospital shall notify Union in the event the Hospital hereafter establishes within the bargaining unit a new or changed classification with new job content substantially and materially different from existing job content in a facility the Hospital owns and operates. Operates shall mean the Hospital is directly responsible for the management control function of the facility on a day-to-day basis.

1. Upon written request made by Union, within fifteen (15) calendar days after the receipt of such notice, the Hospital shall meet and confer with Union to study the matter for thirty (30) days or such longer period as the Hospital and the Union agree in writing is appropriate.
2. Any unresolved dispute concerning the appropriateness of the rate assigned by the Hospital may be made the subject of a grievance which shall be presented directly to the arbitration step of the grievance procedure within ten (10) days of the conclusion of the meeting period of this Article.
3. The arbitrator's authority shall be limited to determining the proper rate relative to existing rates set forth within the attached wage rate exhibits of this Agreement. The wage rates set by the arbitrator shall be effective from the date of arbitration.

Section C. Neutrality.

The Hospital recognizes the right of employees to unionize. Toward that end, the employer agrees to remain neutral and to insist that its management services contractor (if appropriate) will remain neutral in the event of a unionization attempt.

Section D. Offsite Locations.

The Hospital agrees that it will recognize Union as the exclusive bargaining representative for those employees currently performing work at any offsite location operating under the Hospital's State of California, Department of Public Health license who are performing work currently performed by bargaining unit members within the Hospital.

ARTICLE 2 – INTRODUCTORY PERIOD

An introductory period of ninety (90) days, from date of first hiring, shall be established for new employees. During such introductory period, the employees may be discharged for any reason which, in the opinion of the Hospital, is just and sufficient. This is not subject to grievance procedure. The Hospital and the Union may extend the introductory period by mutual agreement.

ARTICLE 3 – UNION MEMBERSHIP

Section A. Agency Shop.

The employees covered by this Agreement shall be covered by the following Agency Shop provision. "Agency shop," as used in this Agreement, shall mean an arrangement that requires employees, as a condition of continued employment, to join, not later than the thirty-first (31st) day following the commencement of their employment, the recognized employee organization, or to pay the organization a service fee in an amount not to exceed the standard initiation fee, periodic dues, and general assessments of such organization for the duration of the Agreement. However, any employee who is a member of a bona fide religion,

body, or sect which has historically held conscientious objections to joining or financially supporting public employee organizations shall not be required to join or financially support any public employee organization as a condition of employment. Such employee may be required, in lieu of periodic dues, initiation fees, or agency shop fees, to pay sums equal to such dues, initiation fees, or agency shop fees to Salinas Valley Memorial Hospital Foundation, Inc., a California nonprofit corporation or any such other nonreligious, non-labor Charitable fund exempt from taxation under Section 501(c)(3) of the Internal Revenue Code, chosen by such employee. Proof of such payments shall be made on a monthly basis to the public agency as a condition of continued exemption from the requirement of financial support to the public agency and to the public employee organization.

Section B. Indemnification.

The Union will hold harmless the Hospital against any claim or obligation which may be made by any person by reason of agency shop, including the cost of defending against any such claim or obligation. The Union will have no monetary claim against the Hospital by reason of failure to perform under this Article.

Section C. Rescinding Agency Shop.

In accordance with Government Code Section 3502.5, this agency shop provision may be rescinded by a majority vote of all the employees in the unit covered by this Agreement; provided that:

1. a request for such a vote is supported by a petition containing the signatures of at least thirty percent (30%) of the employees in the unit;
2. such vote is by secret ballot; and
3. such vote may be taken at any time during the term of such Agreement, but in no event shall there be more than one vote taken during the term of this Agreement.

Section D. Written Financial Report.

The Union agrees to keep an adequate itemized record of its financial transactions and shall make available annually, to the Hospital and to the employees who are members of the Union, within sixty (60) days after the end of its fiscal year, a detailed written financial report thereof in the form of a balance sheet and an operating statement, certified as to accuracy by its president and treasurer or corresponding principal officer, or by a certified public accountant.

Section E. Written Notice of Terminated Employees.

The Employer shall supply the Union with a written notice of the names and addresses and classifications of work of new employees, and the names of employees terminated, such notice to be furnished not later than the 10th of the month.

Section F. New Employee Packet.
Pursuant to current practice, the Employer will continue to provide new employees with a packet containing but not necessarily limited to the following: various Hospital policies; Hospital guidance; benefit information/enrollment forms; employee handbook; copy of Collective Bargaining Agreement; and dues/COPE deduction forms.

Section G. Conformity with Section 3502.
In applying the above provisions, it is the intent of the parties to act in conformity with the provisions of Section 3502 of the Government Code of the State of California.

ARTICLE 4 – VOLUNTARY WRITTEN ASSIGNMENT OF WAGES

Section A. Written Assignment of Wages.
During the term of this Agreement, the Hospital will honor written assignments of wages to the Union for payment of Union Membership fees, dues, and COPE provided such assignments are voluntarily entered into by Union members, and provided such assignments are submitted in a form agreed to by the Hospital and the Union.

Section B. Remittance of Deductions.
The Hospital will promptly remit the monies deducted pursuant to such assignments, with a written statement of the names of employees for whom deductions were made.

Section C. Schedule of Deductions.
Normally, the deduction of such assigned wages will be made on each pay period for the then current Union membership fees; however, the Union and the Hospital may make other arrangements by mutual consent.

Section D. Indemnification.
The Union will hold harmless the Hospital against any claim or obligation which may be made by any person by reason of the deduction of Union membership fees, dues, and COPE including the cost of defending against any such claim or obligation. The Union will have no monetary claim against the Hospital by reason of failure to perform under this Article.

Section E. Written Notice of Termination of Assignment of Wages.
Assignment of wages shall be subject to termination by written notice of the employee to the Hospital.

ARTICLE 5 – DISCHARGE OR DISCIPLINE

Section A.

Dischargeable Offenses.

The Hospital shall have the right to discharge any employee for dishonesty, insubordination, insobriety or negligence. Examples of dischargeable offenses are provided below. For illustration purposes, this list is not intended to be exhaustive.

1. Dishonesty.

Examples:

- (a) Unauthorized possession of hospital, employee, or patient property
- (b) Falsification of records, statements, timecards, and/or employment application
- (c) Punching, recording, or altering time on another employees' timecard

2. Insubordination.

Examples:

- (a) Refusing to accept work, work shift or work location assignments by supervisor
- (b) Refusing to perform work as instructed
- (c) Refusing to cooperate as normally expected under supervision
- (d) Disrespectful attitude to supervisors
- (e) Threat to or intimidation of supervisory personnel

3. Insobriety.

Examples:

- (a) Reporting to work under the influence of alcohol, narcotics, or central nervous system stimulants or depressants; possession or consumption of alcohol, narcotics or central nervous system stimulants or depressants on Hospital premises; the sale of alcohol, narcotics or central nervous system stimulants or depressants
- (b) Reporting to work in a condition rendering the employee incapable of working at reasonable efficiency

4. Negligence.

Examples:

- (a) Intent to inflict bodily harm on anyone at any time on hospital property whether or not injury actually occurs
- (b) Possession of explosives, firearms, or any weapon on hospital property
- (c) Violation of safety rules posted by hospital or violation of general safe practices in performance of work or in the use of hospital facilities for any purposes

- (d) Negligence in the commission of careless and/or destructive acts
- (e) Violation of confidentiality, e.g., disclosure of patient and hospital business related information

Section B. Reasonable Cause, Just Cause and Skelly Rights.

1. Discipline shall be administered only for reasonable cause. Discharge shall only be for just cause. All complaints will be investigated.
2. Employees shall receive rights afforded to them under California law governing public sector employees, including Skelly rights.

Section C. Violations that Warrant an Opportunity to Improve.

Employees shall receive written notice in the event Hospital determines the employee is incompetent, has failed to perform work as required, violated Hospital rules and regulations applying to such employee, or for other causes, except those mentioned in the above paragraphs justifying discharge. Examples of issues that warrant the opportunity to improve through corrective action include:

Incompetency.

Examples:

- (a) Failure to adhere to established departmental and hospital standards
- (b) Creating unsanitary conditions in or near the hospital
- (c) Acting in any way detrimental to patient care
- (d) Violation of hospital rules and regulations which are similar in nature
- (e) Interfering with employees work
- (f) Conduct which at any time causes discord or disharmony within the hospital environment
- (g) Profane language, arguing, loud voice or expression of anger towards patients, co-workers and supervisors
- (h) Use of hospital supplies or equipment for any purpose not related to patient care and/or hospital operation
- (i) Failure to adhere to established departmental and hospital uniform and appearance policy
- (j) Posting of notices, bulletins, etc., or any type on hospital premises without written approval of Administration
- (k) Unexcused absenteeism
- (l) Sick leave abuse
- (m) Failure to notify supervisor in advance of absences in accordance with departmental policy

(n) Tardiness

(o) Leaving work assignment and/or area without permission of supervisor

Section D. Discussion Regarding Discipline.

If discipline is considered by the Employer, the Employer will discuss such discipline with the employee. A Union representative may be present at the meeting between the Employer and the employee if the employee desires.

Section E. Written Notices of Violation.

The first written notice of violation as herein provided shall be placed in the personnel file of the employee after discussion with the employee of the alleged violation. A second written notice to the employee for a subsequent offense or violation shall cause a suspension from services at the Hospital for a period of five (5) days without pay; however, such suspension shall not affect seniority or other benefits dependent upon length of service with the Hospital. Upon receipt by the employee of a third notice of violation for a subsequent offense, the employee shall be discharged. As used in this Section, an "offense," shall not include discipline for absenteeism/tardiness.

Section F. First Written Notice.

The first written notice of violation as herein provided shall be given to the employee within thirty (30) days from the date the Hospital discovers the violation. A copy of the first written notice of violation shall remain in the personnel file of the employee; provided, however, said first written notice may not be used as the basis for a second written notice for an offense after expiration of twelve (12) months from the date of the issuance of said first written notice.

Section G. Second Written Notice.

A second warning notice may not be used as the basis for a third written notice for an offense after the expiration of twelve (12) months from the date of the issuance of said second written notice.

Section H. Employee's Ability to Obtain Representation.

The employee will be given notice prior to a conference concerning a warning notice, so the employee may, if the employee so chooses, obtain representation at such warning conference. The Hospital reserves the right to schedule warning conferences at times consistent with maintaining efficient Hospital operations.

Section I. Rebuttal to Warning Notices.

In connection with warning notices, if an employee feels that a counter statement is necessary, a statement may be presented by the employee or his/her representative and become a part of their record.

Section J. House Rules Available to Employees and Reasonable Judgment.

The rules and regulations of the Hospital will be made available to each employee. The Hospital agrees to exercise fair and reasonable judgment in the application of this Article.

Section K. Access to Grievance Procedure.

If, in the opinion of the Union, an employee has been unjustifiably discharged, or has been discharged or laid off to avoid advancement, or because of Union activity, such discharge or layoff shall be subject to the grievance procedure provided below.

ARTICLE 6 – EVALUATIONS

Section A. Use of Evaluations and Performance Standards.

It is the intent of the Hospital that evaluations shall be a constructive and objective method of assisting employees to develop their work related skills, relationships, and performance. The Hospital shall have the right to establish reasonable and objective minimum performance standards subject to the meet and confer process.

Section B. Evaluations and Counseling.

The Hospital may utilize counseling techniques or letters where appropriate. Counseling, whether written or oral, shall not be a prerequisite to the issuance of a warning notice. Evaluations shall not be utilized in place of counseling.

Section C. Rights of Employee Prior to Placement of Evaluation in Personnel File.

Employees shall be given an opportunity to read, sign, and attach written comments to formal performance evaluations prior to the placement of such material into the employee's personnel file; provided, however, all such material may be placed in the Employee's personnel file forty-eight (48) hours after discussion with the employee.

Section D. Signature as Proof of Receipt.

Each employee shall be required to sign their evaluation as proof of receipt of the evaluation. The act of signing by the employee shall not be interpreted as meaning the employee agrees or disagrees with the evaluation.

Section E. Inspection of Personnel File.

The employee may inspect his/her own personnel file maintained by the Hospital, provided the employee gives reasonable advance notice to the Human Resources Department.

ARTICLE 7 – COMPENSATION

Section A. Wage Increases.

1. Effective May 23, 2016, a two percent (2%) across-the-board wage increase.
2. Effective the first full pay period following August 25, 2016 a one and one half percent (1.5%) across-the-board wage increase.

3. Effective the first full pay period following August 1, 2017 a two and one quarter percent (2.25%) across-the-board wage increase.
4. Effective the first full pay period following August 1, 2018 a two and one half percent (2.5%) across-the-board wage increase.
5. Effective the first full pay period following August 1, 2019 a two and one half percent (2.5%) across-the-board wage increase.

Section B. Special Adjustments.

The following classifications shall not receive the across-the-board increases set forth in Section A of this Article which take place on May 23, 2016, and the first full pay period following August 25, 2016, due to the special increases set forth below. However, the remaining across-the-board increases set forth in Section A of this Article for August 1, 2017, August 1, 2018, and August 1, 2019 will be provided to the following classifications:

1. Breast Ultrasonographer.
Rates at all steps adjusted to match Cardiac Sonographer I, including adjusted rates following August 25, 2016.
2. Instrument & Supply Tech (formerly SSPD Tech II).
Hospital agrees to change classification title to Instrument and Supply Technician. Hospital further agrees to increase wage rate at step one by two dollars (\$2.00) per hour. All other steps will be adjusted accordingly (applicable to both certified and non-certified Technicians, preserving 10% differential for per diem Technicians).
3. Surgical Tech (Scrub Tech).
Hospital agrees to increase hourly rate at step one by six dollars (\$6.00) per Hour. The 10% differential for per diem Surgical Techs will be preserved. Wage rates at all other steps will be adjusted accordingly.
4. Pathology Clerk.
Wage rates at all steps adjusted to match Registration Float Clerk II, including adjusted rates following August 25, 2016.
5. Lab Tech Assistant (LTA).
 - (a) On the effective date of this Agreement, two LTA classifications shall be created: LTA I and LTA II. LTA I shall perform all of the duties of the current LTA. LTA II shall perform all of the duties of the current LTA as well as the setup/processing of specimens.
 - (b) Hospital agrees to increase the hourly rate at step one for LTA I by one dollar (\$1.00) per hour from the current LTA wage rate at step one. Wage rates at all other steps shall be adjusted accordingly.

(c) Wage rates for LTA II shall be five percent (5%) above the LTA I wage rates.

(d) Wage rates for Lead LTA shall be five percent (5%) above the LTA II.

Special Adjustments, April 10, 2017:

The following classifications shall not receive the across-the-board increase set forth in Section A of this Article which takes place on August 1, 2017, due to the 10% wage rate increase that they will receive effective April 10, 2017. However, the remaining across-the-board increases set forth in Section A of this Article for August 1, 2018, and August 1, 2019, will be provided to the following classifications:

1. Cath Lab I, II, III, PD:
2. Radiology Tech I, II, III, PD; and
3. Clinical Coordinator – Xray, Angio, and CT.

Section C. Wage Notations Specific to LVN III and Lead Pharmacist.

1. Individuals previously classified as LVN IIIs, who are now classified as OB Techs, will be paid at \$37.148 effective July 6, 2015. No pay rate increase will apply to those individuals unless and until the OB Tech pay scale catches up with the aforementioned agreed upon rate. Any NUHW contractual increase agreed to in the upcoming negotiations will be paid to the former LVN IIIs (now classified as OB Techs) in the form of a lump sum payment based on their hired FTE (i.e. it will not be added to the hourly rate).
2. Assigned Lead Pharmacists shall receive five percent (5%) above their own base pay rate.

Section D. Incentive Compensation.

The incentive compensation plan shall be made available to all eligible unit employees. Eligible employees include all those who have one thousand (1,000) hours in combined compensated and drop time in the fiscal year. The plan allows employees to share in the financial performance of the Hospital. The target incentive compensation shall be one and one-half percent (1.5%) for each fiscal year of the Agreement. Each employee's incentive target, which shall be paid out in a single lump sum, shall be based on the employee's base rate of pay at the end of the fiscal year multiplied by hours actually worked during the fiscal year.

The Union has been provided with the terms of the Incentive Plan for FY 2016. The first Incentive Plan for which unit employees shall be eligible will be the FY 2017 Plan. Incentive Plans are expected to change from year to year, but the Hospital will maintain the same three categories of metrics set forth in the FY 2016 Plan. The Union shall receive notice of the terms of future Incentive Plans within the first quarter of the fiscal year.

- Section E. Appendix – Wage Scales.
Rates of pay for the classifications of work covered by this Agreement, as provided in Sections A, B, and C of this Article, shall be as set forth in APPENDIX A through APPENDIX E.
- Section F. Advancement on the Wage Scales at Ten (10) Years.
1. Employees who have ten (10) years continuous service with the Hospital, who are at Step V at the time of reaching ten (10) years, shall be advanced to Step VI.
 2. Employees who have ten (10) years continuous service with the Hospital, who are not at Step V at the time of reaching ten (10) years, shall advance an additional step in recognition of their longevity in addition to their regular tenured step progression, and shall progress thereafter to the next step on the employee's next anniversary date.
- Section G. Advancement on the Wage Scale at Fifteen (15) Years.
Employees who have fifteen (15) years continuous service with the Hospital, who are at Step VI at the time of reaching fifteen (15) years, shall be advanced to Step VII.
- Section H. Advancement on the Wage Scale at Twenty (20) Years.
Employees who have twenty (20) years continuous service with the Hospital, who are at Step VII at the time of reaching twenty (20) years, shall be advanced to Step VIII.
- Section I. Wage Rate Upon Promotion.
1. The employee who is promoted will be placed in the new step range at a point that will assure an increase in wages and will continue to advance through the new step range on the employee's anniversary date. Anniversary date shall mean date on which the employee was hired, so long as there is continuous service with the Hospital from that date.
 2. When an employee is promoted from one classification to another, the following will apply: If there is at least a five percent (5%) differential between the employee's current step in their classification and the same step in the employee's new classification, the employee will be paid in their new classification at a step which will result in a wage increase of at least four percent (4%) over their previous wage rate; provided that no one will receive more than provided in the steps in their classification. Employees who do not meet the above criteria will remain in their same step in the new classification.

ARTICLE 8 – JOB DESCRIPTIONS

- Section A. Job Descriptions Maintained by the Employer.
The Employer shall maintain descriptions setting forth job duties in accordance with duties necessary and traditional in the operation of hospitals concerned with the care, treatment and recovery of patients. An employee who commences work or is assigned a new position will be provided with a job description outlining the duties and assignments of that position as an aid to understanding the requirements of the new job. Job descriptions maintained by the Employer shall be made available to the Union upon request.
- Section B. Classification Review.
An employee may request a classification review when such employee has a question whether such employee is properly classified within the listed classifications. Such request shall be made in writing to the employee's respective department head and shall be presented with documentation and pertinent facts to support the employee's position. The department head shall review the employee's request and supporting material and notify the employee within forty-five (45) days in writing of the department head's position regarding such employee's request.
- Section C. No Consolidation of Separate Classifications Without Mutual Agreement.
The Hospital will not consolidate two (2) separate classifications into one (1) without mutual agreement by the Union with notice and bargaining with the Union.

ARTICLE 9 – HOURS OF WORK

- Section A. Standard Pay Period.
The standard pay period shall include eighty (80) hours in a fourteen (14) day period, starting each Monday at 12:00 a.m. and ending on the second Sunday at 11:59 p.m. A shift shall be fully paid in the pay period during which the shift began.
- Section B. 8-Hour Shifts, Work Schedules and Overtime.
If an employee is required to work in excess of an eight (8) hour shift, or in excess of eighty (80) hours in any two (2) week pay period, the employee shall be paid over-time at the rate of time and one-half (1½) straight-time pay. If an employee is required to work in excess of twelve consecutive hours in any one day, the employee shall be paid overtime at the rate of double time his/her regular straight-time hourly rate for hours worked in excess of twelve (12) in that day, exclusive of meal periods. The Hospital will make its best efforts to schedule two (2) consecutive days off a week for all employees covered by this Agreement. Also, whenever the Hospital deems it practical and possible in light of Hospital requirements, the Hospital may institute a schedule of work six (6) days in one (1) week and four (4) days in the next week, or other schedule of fewer hours based on FTE, for rotation purposes; provided that overtime shall be paid for all hours

worked in excess of eighty (80) over a two (2) week period, or in excess of eight (8) hours in any given day.

Section C. Reporting Pay.

A regular full-time or regular part-time employee will be guaranteed four (4) hours of pay at straight-time for reporting to work as scheduled, unless the employee chooses to voluntarily cancel all or part of the four (4) hours. In the cases where the employee is entitled to overtime, the employee will receive overtime at the rate of time and one-half (1½) for actual hours worked or the guarantee, whichever is greater, unless the employee chooses to voluntarily cancel all or part of the four (4) hours.

Section D. Posting of Schedules.

Schedules of starting and quitting times and days off of regular employees will be posted by the Hospital seven (7) days in advance subject to emergency situation changes, and as much advance notice of overtime requirements will be given as permitted by operational circumstances.

Section E. Rest Periods.

Each employee is to be allowed a rest period of fifteen (15) minutes, to be scheduled by Hospital during each four (4) hours of continuous work.

Section F. Full-time Employees Working on a Day Off.

No employee shall be required to work on a previously scheduled day off; however, in the event an employee is requested to work on a previously scheduled day off and accepts such request, he or she shall be paid at the rate of one and one-half (1½) times such employee's regular rate of pay for all hours worked on such day. The penalty provision in this paragraph does not apply to part-time employees. The Hospital is under no duty to request an employee to work on a previously scheduled day off and may secure personnel to perform such needed work from whatever source in the Hospital's judgment may be available.

Section G. Work for Seven (7) or More Consecutive Days.

An employee who works seven (7) or more consecutive days shall be paid at the rate of double time for all hours worked on the seventh and subsequent consecutive day(s) until the employee receives a day off. The Hospital reserves the right to change the existing time schedule to alter the employee's day off. Requests by employees for changes in the normal rotation schedule may not be honored.

Section H. Rest Period For Eight (8) Hour Shift Employees.

Employees working a shift of eight (8) hours without a twelve (12) hour rest between shifts shall be compensated as follows: all hours worked in each shift until broken by a rest period of twelve (12) hours shall be compensated at a rate of one and one-half (1½) times the employee's regular rate of pay. All hours worked without the twelve (12) hour rest period shall be paid at the rate of time and one-half (1½) for the first four (4) hours and double time (2x) for the last four hours. Should the employee be called back again without the twelve (12) hour rest

period, the employee shall be paid time and one-half (1½) for all hours worked in each shift until broken by at least twelve (12) hours off. Should an employee work additional hours on a shift, the Hospital reserves the right to adjust schedules to avoid premium pay.

Section I. No Pyramiding of Overtime.

The provisions regarding overtime pay are not cumulative nor a penalty on a penalty. In the event of a conflict between two applicable provisions, the provision providing for a higher rate of overtime pay shall apply.

Section J. Weekends Off for Part-time Employees.

Whenever possible, part-time employees shall be given consideration for weekends off.

Section K. Employees Called into Work with Less than One (1) Hours' Notice.

Employees who are called into work with less than one (1) hours' notice before the start of the shift shall be paid for the entire shift provided the employee arrives no later than one (1) hour after the call.

Section L. On-Call.

An employee who is required to remain on-call to the Hospital shall be paid at the rate of one-half (½) the regular straight time hourly rate for any time spent on required on-call status. On-call status pay shall cease once the employee reports to work. When called, on-call employees shall be compensated for work performed during such call in time at the rate of time and one-half (1½) the regular straight time rate of pay with one (1) hour minimum in addition to the compensation previously earned while on on-call status. No premium pay shall apply for work performed while on on-call status as the employee is compensated by on-call pay. Employees on call are required to report to work within no more than thirty (30) minutes.

Section M. Standby.

When a temporary drop in cases or patient census is in effect, a unit may be overstaffed temporarily. However, due to the fluctuations in cases, employees cannot always be sent home or canceled under "temporary reduction in force." Therefore, upon mutual agreement between the employee and management, the employee can be put on "Standby."

An employee on "Standby" status shall be paid at the rate of one-half (1/2) the employee's regular straight time hourly rate for any time spent on "Standby," not to exceed the employee's scheduled shift. Standby is offered for the remainder of a scheduled shift. If required to come in, "Standby" pay stops and the employee shall be paid his/her regular straight time hourly rate for hours actually worked up to the end of his/her scheduled shift. After that, Article 9 Section B, Section R, or Section S shall apply, depending on the length of the scheduled shift. In order to qualify for "Standby" pay, an employee must be able to report to work within no more than thirty (30) minutes. The Hospital, in its discretion, may discontinue "Standby" at any time. Participation in "Standby" will be voluntary. However, in

the event there are several employees desiring to be put on “Standby” and management feels that all cannot be accommodated, seniority will determine who will be allowed to utilize “Standby.”

Section N. Barista Management.

Management personnel may, on occasion, perform the functions of barista.

Section O. Anchor Day Off for Part-time Clinical Pharmacist/Set Schedule for Full-time Clinical Pharmacists.

The Hospital will continue to give a set/template schedule to Full-Time Clinical Pharmacists. The Hospital will endeavor to give each Part-Time Clinical Pharmacist an anchor day off work.

Section P. Night Shift Clinical Pharmacists’ Schedule.

The schedules of the Night Shift Clinical Pharmacists shall be compliant with FLSA Section 207(b)(1). Night Shift Clinical Pharmacists shall not receive premium pay for seven (7) consecutive shifts under Section G of this Article.

Section Q. Pay for Working in a Higher Paid Classification.

If an employee works four (4) hours or more in a day in a higher paid classification, the employee shall receive the rate of pay for the higher paid classification for the hours worked in that classification.

Section R. 12-Hour Shifts.

1. The Hospital may, at its sole discretion, establish 12-hour shifts with the concurrence of the employees in the unit/department by majority vote in a secret ballot.
2. The usual full-time 12-hour shift staffing pattern will be six (6) 12-hour shifts in a 14 day pay period except that, normally, no more than 40 hours shall be scheduled in any work week. Employees who are regularly scheduled for six (6) complete 12-hour shifts (72 hours) per pay period will be recognized as full-time employees for seniority purposes.
3. The Union hereby waives daily overtime for employees who are assigned 12-hour shifts except that any employee required to work more than 12 hours in a day shall be compensated at the double time (2x) rate for all hours more than twelve.
4. Employees working a 12-hour schedule shall be paid their regular hourly rate.
5. If the Hospital establishes 12-hour shifts for specified classifications within a department, it reserves the right to designate the number of 8 hour and 12 hour shifts in the department. Employees will bid for shifts based on seniority.
6. For 12-hour scheduled shifts, the applicable rest period shall be eight hours.
7. Employees working a 12-hour shift who work seventy-two (72) hours in a pay period shall accrue benefits the same as full time employees.

8. The Hospital reserves the right to discontinue 12-hour shifts upon 60 days' notice.

Section S. 10-Hour Shifts.

1. The Hospital, at its sole discretion, may establish 10-Hour Shifts with concurrence of the affected employee and the Union.
2. The usual full-time 10-Hour Shift staffing pattern will be eight (8) 10-Hour Shifts in a fourteen (14) day period except that normally no more than forty (40) hours shall be scheduled in any work week; work week being defined as Monday through Sunday.
3. Employees who are regularly scheduled for eight (8) complete 10-Hour Shifts per pay period will be recognized as full-time employees for seniority purposes.
4. Employees working a 10-hour shift will be paid their regular hourly rate.
5. The Union hereby waives daily overtime for employees who are assigned 10-Hour shifts.
6. Any employee who is assigned 10-hour Shifts and works for greater than ten (10) hours up to twelve (12) hours shall be compensated; at time and a half.
7. Any employee required, to work more than twelve (12) hours in a day shall be compensated at double time rate for all hours in excess of twelve (12).
8. For 10-hour scheduled shifts, the applicable rest period will be eight (8) hours.
9. The Hospital reserves the right to discontinue 10-Hour Shifts upon reasonable notice, not less than thirty (30) days.
10. Employees who work a holiday will be paid time and one-half for that day. Bereavement, PTO and Sick will be taken in 10-hour increments.
11. Bereavement, PTO and Sick will be taken in 10-hour increments.

ARTICLE 10 – SHIFT DIFFERENTIAL

Section A. Application.

This Article shall not apply to any employee whose scheduled shift begins at 7:00 a.m. or after and ends at 6:00 p.m. or before. Shift differential shall be paid only for full hours worked. Aside from hours actually worked, employees shall only receive a shift differential for time spent on paid sick leave pursuant to Article 18 and bereavement, to the extent it is not extended by PTO, pursuant to Article 17.

Section B. Shift Defined.

1. An evening shift is defined as hours worked between the hours of 3:00 p.m. and 11:00 p.m.

2. A night shift is defined as hours worked between the hours of 11:00 p.m. and 7:30 a.m.

Section C. Differential.

1. The Hospital shall pay evening shift differential of two dollars (\$2.00) per hour per shift.
2. The Hospital shall pay night shift differential of four dollars (\$4.00) per hour per shift.
3. For Clinical Pharmacists:
 - (a) The Hospital shall pay evening shift differential of \$2.75 per hour per shift.
 - (b) The Hospital shall pay night shift differential of \$4.75 per hour per shift (see exception below).
 - (c) Exceptions:
 - (i.) When staff in the “Clinical Pharmacist” job classification fills in for a Night Shift, the Clinical Pharmacist will be paid based on the pay scale for the “Clinical Pharmacist – Night” job classification, same step, with no shift differential. This exception provision does not apply to “Clinical Pharmacist – Per Diem.”
 - (ii.) Due to the premium pay already included in their classification rate, night shift Clinical Pharmacists shall not receive a shift differential.

ARTICLE 11 – SENIORITY

Section A. Seniority Defined.

Seniority is defined as length of service with the Hospital from the employee’s date of hire as calculated by credited hours. Employees receive credited hours for seniority as follows:

1. Full-time Employees.
Full-time employees shall be credited with eighty (80) hours per pay period provided they are not on an unpaid leave of absence in excess of thirty (30) days.
2. Part-time Employees.
Part-time employees shall be credited with one (1) hour for each hour paid or cancelled at the Hospital’s request
3. Per Diem Employees.
Per Diem employees shall be credited with one (1) hour for each hour paid or cancelled at the Hospital’s request.

4. Exceptions to the Definition and Application of Seniority.
The seniority of an employee in the following classifications is the employee's date of hire:
 - (a) Laboratory Technician Assistant I, Laboratory Technician Assistant II and Lead Laboratory Technician Assistant
 - (b) Clinical Pharmacist/Clinical Pharmacist-Night
 - (c) For these classifications there will be no distinction between Full Time and Part Time employees in the application of seniority in the Agreement with seniority first applying to full-time and part-time as a group and (as provided elsewhere in the Agreement) to Per Diem employees.

5. Tie Breaker for Seniority.
In the event two (2) employees have equal seniority, seniority priority will be determined by (1) the date of hire; and if the dates are the same, (2) the employees' W-4 Form date; and if the dates are the same, (3) the employees' date of application for employment.

6. Seniority Lists.
Seniority lists shall be prepared by the Employer effective March 31st and September 30th and provided to the Union no later than three (3) weeks after those dates. In each department there shall be three (3) seniority lists, a list for Full-Time employees, a list for Part Time employees, and a list for Per Diem employees. There will be no separate full-time and part-time listing for the classifications listed in Article 11, Section A(4).

7. Credit for Prior Seniority.
An employee who leaves the bargaining unit and returns, without having terminated his/her employment, shall be credited with his/her prior seniority.

Section B. Seniority Applied.

1. Application of Seniority by Department (or Unit Grouping), Classification and FTE Status.
Application of seniority shall be by classification and by department and, in the case of Nursing, by classification, and, as applicable, by Unit Grouping, as provided in this Article. Seniority shall be applied within each department or Unit Grouping by job classification as follows: First to full-time employees, second to part-time employees, and third to Per Diem employees.

2. Seniority Not Applicable during Introductory Period.
Seniority shall have no application for an employee, until he/she has completed his/her Introductory Period.

Section C. Transfers and Promotions.

1. Posting of Vacancies.
The Hospital shall post a notice of a vacancy for a period of five (5) days from the date of notice of such vacancy. Any employee will be eligible to apply for a vacant position with preference given to employees who transfer within the same job classification.
2. Seniority Among Applicants.
In the event there is more than one (1) applicant for the vacancy in a department, seniority applied by classification shall prevail, provided that active discipline may be considered, so long as the active discipline is not in the grievance process. However, in the case of a promotion or transfer outside one's classification, the Hospital shall have the ability to exercise its judgment with respect to skills, ability and performance history. Otherwise, seniority shall prevail.
3. Evaluation Period.
For each employee who fills a vacancy there shall be an evaluation period of thirty (30) days. At any time during the thirty (30) day period, the employee may return to his/her previous position at either the employee's or Hospital's request.
4. Transfer Defined.
A transfer within a classification is defined as a.) a change in shift or assignment within a department or b.) a change in department.

Section D. Transfer Limits.

1. Twelve (12) Month Waiting Period for an Employee Returning to His/Her Former Position.
If an employee transfers and returns to his/her former position within the Evaluation Period, the employee may not transfer again for a period of twelve (12) months from the date of his/her return, unless otherwise approved by the Employer.
2. Twelve (12) Month Waiting Period for an Employee to Bid into a Different Classification.
An employee is not eligible to bid into a different classification until she/he has worked twelve (12) months in his/her position, unless otherwise approved by the Employer.

Section E. Floating.

1. Floating to Maintain Safe Patient Care.
Employees may be floated as needed to maintain safe patient care. Floating will occur according to job classification, skill and required qualifications. In the event there are two (2) employees with equal skills, the less senior employee will float.

2. An Employee Working an Extra Shift—First to Float.
If an employee is working an extra shift/hours, he/she will be the first to float before any employee who is working his/her regularly scheduled shift.
3. Regular Assignment.
Because employees apply for and are granted positions with regular assignments that include work location, e.g. floor, department, work area etc., the Hospital will not use floating to the extent that it undermines the employee's choice of regular assignment.
4. Floating Specific to Nursing Departments.
 - (a) Responsibilities.
When an employee in a Nursing Department is floated, it is not expected that he/she will be responsible for providing specialized care unusual to his/her skill level but will be responsible to participate as a team member performing routine duties associated with his/her job classification.
 - (b) Floating within and across Unit Groupings.
Nurse Aides and Unit Assistants may be floated within and across Unit Groupings before the Hospital will be required to consider cancellations.
 - (c) Training/Orientation.
Non-float pool staff, who are assigned to float to a department in which they have not been previously trained/oriented or substantially experienced, will receive one (1) day training/orientation in that department.
 - (d) Option of Floating or Being Cancelled.
An employee who has been asked to float and who does not meet requirements as outlined in Article 11, Section 4(c), will be given the option to float or be canceled.
 - (e) Certified Nurse Aides.
Nurse Aides must be certified. The eight (8) Nurse Aides who are not certified as of August 25, 2016 due to prior agreement, will not be required to be certified.

Section F. Call Off/Call In Procedures for All Employees.

1. Daily Cancellations and Accrual of PTO and Sick Leave.
Because the Hospital may have sudden drops in workload/patient census, there may be a need for temporary reductions in staffing for a shift of a day or several days, not to exceed a period of three (3) calendar weeks. Such days are referred to as drop days or cancelled days and shall be recorded and credited as days paid for purposes of accrual of benefits. Employees will have the option to use PTO or drop time if cancelled involuntarily. If the employee accepts a voluntary cancellation, he/she will be required to use PTO.
2. Call Off and Call In by Seniority.

In the event of call off or call in, seniority shall be applied by classification based on pre-existing competence in the department (and in the case of Nurse Aides and Unit Assistants, first within a Unit Grouping and then outside of a Unit Grouping), provided that the employees have the skill to perform the work to be done. Employees will be called off in reverse order of seniority in groupings (i.) through (vi.) as follows:

- (i.) Registry/Travelers
- (ii.) Employees working extra shift receiving overtime/double time
- (iii.) Volunteers (must use PTO)
- (iv.) Per Diem employees
- (v.) Employees working extra shifts
- (vi.) Part-time employees
- (vii.) Full-time employees

(a) Notice of Call Off.

Personnel not required to satisfy the staffing needs will be contacted as early as possible but no later than one (1) hour before the beginning of their assigned shift.

(b) Logs for Administration of This Article.

Contact of an employee for a call off/call in or overtime will be demonstrated by recording the method of contact (phone call, verbal, or message) on a log maintained in the department. The log will indicate the date, time of day, and method of contact. This log will be maintained for six (6) months. In the event the employee does not receive notice of call off and the Hospital can demonstrate by entry on the log that a reasonable attempt was made to contact him/her, the Hospital is under no obligation to pay reporting pay.

(c) Failure to Accept Call for Call In.

When an employee does not personally accept a call for call in, the employee is deemed unavailable and Hospital has the right to call the next employee on the list.

(d) Bumping the Least Senior Employee.

An employee who has been called off may bump the least senior employee scheduled in the department (or in the cases of Nurse Aides and Unit Assistants by Unit Grouping), within twelve (12) hours of the call off, unless such bumping would cause the employee to receive overtime/premium pay on that or any subsequent day. The employee must have the skill to perform the work to be done.

Section G. Unit Groupings for the Nursing Department.

Definition of Unit Grouping.

The following Unit Groupings shall be used for purposes of this Article:

1. General Care Beds Grouping.

Medical/Surgical	Pediatrics
Ortho/Neuro/Spine	L & D/Mother Baby
Comprehensive Cancer Center	NICU
Patient Care Resources (Float Pool)	

2. Monitored Beds Grouping.

ICU/CCU	Telemetry
ER	Heart Center
OCU	Outpatient Surgery

Section H. Distribution of Additional Available Hours.

1. Offer of Additional Hours to Full Time and Part Time Employees.

Additional available hours shall be offered by seniority within classification to Full-time and Part-time employees who have expressed an interest in working additional hours indicating their availability by entering appropriate information in the Hospital's scheduling system/procedure, provided that no overtime pay will be incurred.

2. Offer of Additional Hours to Per Diem Employees.

Thereafter, if additional available hours remain, they will be offered to per diem employees by seniority in accordance with the terms of this Agreement.

3. Final Schedule.

Once the final schedule is posted, employees seeking additional hours may not use their seniority to override H(1) and H(2), above.

4. Offer of Overtime by Classification.

Except as otherwise outlined in this Sub-Section, once the Employer has determined that it will utilize overtime, the Employer will offer overtime by seniority to employees in a classification who have expressed an interest in working additional hours indicating their availability by entering appropriate information in the Hospital's scheduling system/procedure or by using the current department practice. Such work will be offered to full-time employees first, then part-time employees and then to Per Diem employees.

When there is an emergent need for an immediate staff assignment, which shall be filled by a request in seniority order, the Hospital will offer the overtime in the following order:

- (a) Staff within the classification in the relevant department or unit; and then

- (b) Staff within the classification in other departments or units; and then finally,
- (c) If no employees within the classification are willing or available to work overtime, the Hospital may offer the overtime work to employees outside of that classification who possess the requisite skills and qualifications.

Section I. Departments.

For purposes of this Agreement the terms of unit and department are synonymous. The following are the departments of the Hospital:

General Accounting	Patient Registration	Patient Financial Services
Patient Care Resources	Wound Care	Coffee Shop
Case Management	Nutrition Services	Materials Management
Diagnostic Imaging	Respiratory Care	Environmental Services
Laboratory	Surgery	Medical Records/HIM
Endoscopy	Pharmacy	Interpreters
Telecommunications	Cardiology/Cath Lab	Rehabilitation Services
Emergency Department	Outpatient Services	ICU/CCU
Transport	Mammography	Ortho/Neuro/Spine
Telemetry	Heart Center	Labor and Delivery
Observation Care Unit	Medical/Surgical Unit	Pediatrics
Comprehensive Cancer Care	SSPD	
Mother/Baby	NICU	

Section J. Classifications.

1. Each job classification shall have a separate seniority list. However, the following groups of classifications are considered one (1) classification for purposes of the application of seniority provided the employee in a specific classification is qualified to perform the duties of the other classification(s) in his/her group.

Group I	Group II	Group III	Group IV	Group V	Group VI
Cardiac Sonographer I	Cath Lab Tech I	Pharm Tech I	Rad Tech I	Sonographer I	RCP-Cert.
Cardiac Sonographer II	Cath Lab Tech II	Pharm Tech II	Rad Tech II	Sonographer II	RCP-Cert, NICU
	Cath Lab Tech III		Rad Tech III	Sonographer III	RCP –Reg.
				Sonographer IV	RCP Reg, NICU

2. The classifications in the following groups are considered separate classifications for purposes of seniority:

Group I	Group II
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Diet Clerk I	Unit Assistant I
Diet Clerk II	Unit Assistant II

Section K.

The following groups of classifications are considered one (1) classification for purposes of the application of seniority provided the employee in a specific classification is qualified to perform the duties of the other classification(s) in his/her group. Movement to the higher paid classification within these groups is automatic based on the employee attaining the requirements of that higher paid classification:

Group I	Group II	Group III
Medical Records Specialist II	Tech Assistant I	Transcriptionist II
Medical Records Specialist III	Tech Assistant II	Transcriptionist III

Section L. Reduction in Force of Three (3) Weeks or More and Recall.

1. Reduction in Force.

If it becomes necessary to conduct a reduction in force as an indefinite layoff of three (3) weeks or more, the Employer will meet and confer with the Union regarding the reduction in force, the existence of any practical alternatives to avoid an indefinite reduction in force, and the effects of any such reduction in force. Seniority for a reduction in force shall be Hospital-wide within a job classification. Reducing the number of employees by classification will begin with any registry/agency employees, and then the Employer will reduce the number of employees by classification by seniority in the following order:

- (a) Part Time employees
- (b) Full Time employees

Full-time or part-time employees who are subject to a reduction in force will be offered any Per Diem work in their classification by seniority.

2. Recall.

Employees will be recalled by classification based on their seniority at the time of the reduction in force. Laid off employees will remain on the recall list for one (1) year.

3. Mutually Agreed, Alternate Procedures.

Nothing contained in this Article shall prevent the parties from mutually agreeing to alternate arrangements or procedures in conducting a specific reduction in force.

ARTICLE 12 – FULL-TIME & PART-TIME EMPLOYEES

- Section A. Full-Time Employees.
A “full-time” employee, for purposes of this Agreement, is defined as an employee who is hired or transferred into a position with a 1.0 FTE.
- Section B. Part-Time Employees.
A “part-time” employee, for purposes of this Agreement, is defined as an employee who is hired or transferred into a position with an FTE of less than a 1.0 but no less than a 0.5 FTE.
- Section C. References to FTE (Full Time Equivalent).
References to FTE in this Article are subject to the other provisions of this Agreement.
- Section D. Full-Time & Part-Time Employee Availability.
All employees must be available and willing to work as scheduled at least forty (40) hours per pay period. Staffing requirements will be determined by the Hospital and employees will not be used when they are not required based on the established seniority of the employees in the unit involved. Failure to accept an assignment by the employee which results in less than forty (40) hours in a pay period will automatically result in loss of benefits.
- Section E. Benefited Employees and Accrual of PTO and Sick Leave.
The term “Benefited Employees,” for purposes of this Agreement, is defined to include only full-time and part-time employees and does not include per diem employees. For benefited employees, Paid Time Off and Sick Leave shall be accrued based upon hours paid and call-off (drop time). An employee who takes a leave of absence in accordance with Article 20 shall cease to accrue Sick Leave and PTO upon exhaustion of the sick leave.

ARTICLE 13 – PER DIEM EMPLOYEES

- Section A. Definition of Per Diem Employee.
A “per diem” employee, for purposes of this Agreement, is defined as an employee who works on an intermittent basis to replace full time or part time employees who may be absent for any reason and/or who are utilized to address fluctuations in workload. All per diem employees remain in per diem status regardless of the number of hours worked, so long as they meet the minimum requirements.
- Section B. Step Advancement and Shift Differentials for Per Diem Employees.
There shall be five (5) pay steps for per diem employees. Per diem employees shall advance after completing a minimum of eight hundred and thirty-two (832) actual hours worked. Advancement is limited to one (1) advancement per year. Shift differential as set forth in Article 10 shall be added as applicable. Per diem employees do not receive fringe benefits.

Section C. Required Availability for Per Diem Employees.

Per diem employees are required to provide availability, take call, or standby (where applicable) for at least four (4) shifts in a twenty-eight (28) day schedule. For the purpose of satisfying the four (4) shift requirement, two (2) of the four (4) required shifts must be night or weekend shifts. Per diem employees are required to work, or take call (where applicable), on one (1) of the following: Thanksgiving, Christmas Day, or New Year's Day. In any event, a per diem employee who is not available, does not take call or standby (where applicable) over a three (3) month period for any shift on which the Hospital has a need for a per diem employee may be dropped from the payroll roster and relinquish all seniority rights.

Section D. Unavailable Time.

1. A per diem employee may take up to six weeks of "unavailable time," provided that the time is taken in increments of no fewer than three (3) weeks.
2. Requests for unavailable time must be made in writing in accordance with the Vacation Scheduling provisions of Article 19 PTO of this Agreement.

Section E. Transfer to a Benefited Position.

Per diem employees who transfer into a benefited position will receive compensation and benefits subject to appropriate insurance and other waiting periods.

Section F. Status Change Based on Hours Worked.

A per diem employee will have the option of having his/her status changed based on hours he/she has worked within thirteen (13) consecutive pay periods provided the following criteria are met:

1. The employee has not been filling a position vacated because of another employee's approved PTO, sick leave, or leave of absence.
2. The employee has no break in work during the defined thirteen (13) consecutive pay periods (i.e.: 80 hours per pay period = 1.0 FTE; 64 hours per pay period = 0.8 FTE, 56 hours per pay period = 0.7 FTE, 48 hours per pay period = 0.6 FTE and 40 hours per pay period = 0.5 FTE.)
3. The thirteen (13) consecutive pay periods must coincide with the established twenty-eight (28) day schedule.
4. The employee must make the request no more than once within a twelve (12) month period.

ARTICLE 14 – MEALS

- Section A. Meals in Nutritional Services.
Employees working in the Nutrition Services shall be entitled to regular meals customarily occurring within their shift without cost to them. All such meals shall be the same as are served in the employee’s dining room in the Hospital and in no event shall more than one (1) portion of any item served be taken.
- Section B. Badging Out When Leaving Hospital Property.
Employees who leave Hospital property are required to badge in and out for their thirty (30) minute meal breaks. Should the Hospital relocate additional Departments to offsite locations, the parties will meet and confer to establish meal break policies.

ARTICLE 15 – UNIFORMS

- Section A. Provision and Laundering of Uniforms.
The Hospital will provide and launder uniforms for the classifications that are required to wear uniforms.
- Section B. Clocking In and Out in Uniform.
The Hospital will require all employees who wear uniforms to clock in and out in uniform.

ARTICLE 16 – JURY DUTY

- Section A. Jury Duty Benefit.
Regular full-time and part-time employees shall be granted time off work without loss of pay and benefits. Jury duty leave is for scheduled days of work only, and employees do not receive a shift differential for pay during jury duty service.
- Section B. Rescheduling for Jury Duty; Time for Which Jury Duty Benefit is Paid.
Employees who are normally scheduled to work between 3:00 p.m. and 7:00 a.m. and on Saturday and/or Sunday shall be rescheduled for Monday through Friday 8:00 a.m. to 4:30 p.m. for the days they are scheduled for jury duty. An employee entitled to jury duty shall be paid in eight (8) hour daily increments up to a maximum of five (5) days per week or, for those who work twelve (12) hours shifts, twelve (12) hour daily increments up to a maximum of three (3) days per week. In no event should an employee be scheduled for more than five (5) days in a work week concurrent with jury duty service.
- Section C. Proof of Jury Duty Service.
Eligible employees must submit, to their department head, a copy of the jury summons within three (3) working days of receiving the same and a copy of the proof of jury duty service prior to close of payroll for each pay period.

Section D. Excused Early/Return to Work.
If the employee is excused as a juror and has a minimum of four (4) hours remaining in the workday, the employee must be available to return to work.

ARTICLE 17 – BEREAVEMENT

Section A. Family Members to Whom the Benefit Applies; When Benefit Applies.
In case of the death of a current family member, namely, the mother, father, sister, brother, spouse, child, mother-in-law, father-in-law, sister-in-law, brother-in-law, grandparents, grandchildren, stepmother, stepfather, son-in-law, daughter-in-law, stepchild or domestic partner of a regular employee, time off from work to attend funerals or handle affairs immediately associated with the death shall be allowed.

Section B. Benefit.
Up to three (3) paid working days, including, if applicable, shift differential, will be allowed for bereavement leave for regular full-time and part-time employees, when so requested for that purpose. Upon request, an additional two (2) working days, charged against the PTO bank will be allowed, excluding shift differential. When necessary, an additional time chargeable against PTO may be granted on a case-by-case basis. If the employee has a schedule that is consistently ten (10) hours or twelve (12) hours per day, the Employer will recognize each shift as one (1) working day.

Section C. Deaths of Aunt, Uncle, Niece, or Nephew.
In the case of the death of an aunt, uncle, niece, or nephew, the employee may use up to three (3) days of available PTO to attend funerals or handle affairs immediately associated with the death.

Section D. Funeral or Memorial Service Held at a Later Date.
If circumstances exist so that the funeral or memorial service occurs at a later date, exception may be granted with written documentation of the funeral or memorial service. This request must be submitted within seven (7) days of the death.

Section E. Evidence of Death.
Evidence of death may be requested by Administration. Requests should be submitted to the President/Chief Executive Officer or designee by the Department Head for approval.

ARTICLE 18 – SICK LEAVE

- Section A. Accrual of Sick Leave.
Sick leave benefits shall accrue to all full-time and part-time employees after three (3) months' continuous employment. Accrual shall be as follows: one (1) day per month up to five (5) years of continuous service, and one-and-one-quarter (1.25) days thereafter. Sick leave shall be earned based upon hours paid and call off (drop time) as set forth in Article 12, Section E. Sick leave is cumulative up to one hundred and thirty (130) working days.
- Section B. Sick Leave Credited Upon Completion of Introductory Period.
Paid sick leave shall not be credited to an employee during his/her introductory period; however, upon completion of the introductory period, such employee shall be credited with all of the sick leave that he/she would have accrued since his/her first the date of employment.
- Section C. Reasonable Proof of Physical Disability.
Sick leave shall be paid for normal working days, including shift differential, and shall not exceed five (5) days in any week. If an employee claims sick leave, the Hospital may require reasonable proof of physical disability sufficient to justify the employee's absence from work for the period claimed, if the Hospital has reasonable doubt of the validity of the disability.
- Section D. Integration of Sick Leave with Disability/Workers' Compensation.
Payment of sick leave shall not affect and shall be supplementary to disability payments of workers' compensation. An employee entitled to disability or workers' compensation benefit shall receive, in addition thereto, such portion of their accumulated sick leave as will meet, but not exceed the standard earnings of such employee for their normal work week, up to a maximum of five (5) days.
- Section E. Sick Leave Accrual Noted on Employee's Paycheck.
Accumulated sick leave and the changes therein shall be reflected on each paycheck delivered by the Hospital to the employee.

ARTICLE 19 – PAID TIME OFF

- Section A. Paid Time Off.
1. Purposes For Which Paid Time Off May Be Used.
PTO may be used for vacations, holidays, personal time off, or other excused elective absences.
 2. Eligibility.
All full-time and permanent part-time employees are eligible for the PTO program.

3. PTO Accrual.

PTO is accrued every pay period and is based on hours paid and drop time (call off).

The pay period accrual below is based on a full-time status employee who is scheduled to work eighty (80) hours in each pay period:

Years of Service	Hours Accrued Per Pay Period	Approximate Number of Hours Per Year	Approximate Number of Days per Year
0 to 1.999 yrs.	6.49 hrs.	168.74 hrs.	21.09 days
2 to 5.999 yrs.	8.09 hrs.	210.34 hrs.	26.29 days
6 to 13.999 yrs.	9.59 hrs.	249.34 hrs.	31.17 days
14 to 18.999 yrs.	10.48 hrs.	272.48 hrs.	34.06 days
19 to 23.999 yrs.	11.70 hrs.	304.20 hrs.	38.03 days
24 to 28.999 yrs.	12.01 hrs.	312.26 hrs.	39.03 days
29 yrs. +	13.55 hrs.	352.30 hrs.	44.04 days

4. Maximum Accrual.

The maximum number of PTO hours that may be accrued is two (2x) times the annual accrual rate and as set forth in the following table. Once accrual maximum is achieved, the accrual will cease until the balance drops below the maximum.

Years of Service	Maximum Accrual
0 to 1.999 yrs.	337.48
2 to 5.999 yrs.	420.68
6 to 13.999 yrs.	498.68
14 to 18.999 yrs.	544.96
19 to 23.999 yrs.	608.40
24 to 28.999 yrs.	624.52
29 yrs. +	704.60

5. Sick Leave Accrual.

Sick accruals will continue to be separate from PTO hours. Established policies in use for sick accruals will apply. If an employee requests time off and sick leave accrual is exhausted, the employee must use available PTO hours.

6. PTO Accrual/Pay Out.

Payment of PTO after six (6) months of employment will be limited to the employee's earned PTO balance. Payments of PTO may result in negative balances during the first six (6) months of employment. This practice will be allowed only for nationally observed legal holidays as described in Section B of this Article. Part-time employees will be paid the greater of their PTO

balance (up to eight hours) or four (4) hours for nationally observed legal holidays as described in Section B of this Article that occur during the first six (6) months of employment.

7. Terminated Employees.

Terminated employees will be paid for the balance of PTO hours earned but not used at the time of termination. If an employee terminates during the first three months of employment and has a negative PTO balance, the negative balance is subject to review.

8. PTO Cash Out.

PTO cash outs are based on the employee's base hourly rate (i.e., They do not include shift differentials). When permissible, PTO cash outs can only be done in increments of at least sixteen (16) hours. No handwritten checks will be done for PTO Cash Outs. PTO may not be cashed out if the request is made in the same pay period that a disciplinary action (suspension) has occurred.

PTO cash outs will be allowed only to the extent allowed by IRS and State regulations as follows:

(a) Hardship Cash Out.

An unforeseeable emergency is a severe financial hardship resulting from an illness or accident of the employee, the employee's spouse or dependents, loss of the employee's property due to casualty, or other similar extraordinary and unforeseeable circumstances arising as a result of events beyond the control of the employee. It is "unforeseeable" if it could not be planned for or anticipated. The employee must be left with a balance of at least forty (40) hours in PTO. The employee must provide documentation that:

- (i.) A financial emergency exists that was unforeseeable;
- (ii.) The amount requested is necessary to pay expenses associated with the emergency; and
- (iii.) The financial emergency cannot be relieved by other means.

(b) Elective Cash Out.

Employees with a minimum of eighty (80) hours in their PTO bank as of December 31 of a calendar year shall have the option to choose an elective cash-out of PTO. The election must be made prior to the beginning of the calendar year in which the cash out will be received. The employee may elect one (1) or two (2) cash out payments in the subsequent calendar year, so long as the total amount of PTO to be cashed out does not exceed the PTO hours to be earned in that subsequent year. Administration of PTO cash outs shall be subject to Hospital policy.

Section B. Holidays.

1. Schedule of Holidays.

The PTO accrual rates in Section A of this Article include the following nationally recognized holidays:

New Year's Day	Labor Day
Washington's Birthday	Thanksgiving Day
Memorial Day	Christmas Day
Fourth of July	

2. Work on a Holiday.

Employees, including per diem employees, who work in the Hospital on nationally recognized holidays listed above will be paid at a rate of time and one-half (1½) for that day.

3. Definition of a Holiday Shift for Pay Purposes.

A holiday shift is defined as a shift in which the major portion of the shift is worked on the holiday.

Section C. Vacations.

1. Part-Time Employees.

Part-time employees may utilize Paid Time Off for the shift and hours they are scheduled.

2. Vacation Scheduling.

(a) Between January 1 and January 31 of each year, each department shall post available vacation times for the current year (April 1 through March 31). Available vacation times shall be posted until close of business day January 31st. A current seniority list shall be posted each year during the first week of January. Vacations shall be granted, whenever possible, in Hospital's judgment, according to the employee's preference.

Employees shall be given preference on their first and second choice on the basis of seniority (as defined in Article 11) in the choice of vacation periods, whenever possible in Hospital's judgment. After all eligible employees in the unit/department have made the first two choices, the remaining vacation time available shall be allotted on a first-come, first-serve basis, except that if conflicting vacation requests are presented on the same day, seniority shall apply.

Vacations shall be posted in each unit/department by March 1st of each calendar year. The choice of vacation period shall be according to seniority, hereinafter defined, provided it does not conflict with the Hospital's obligation to maintain an effective working force.

In the event an employee transfers or is promoted after his/her vacation request is approved, unit/department needs may prevail; however, reasonable attempts will be made to honor the vacation request.

(b) Requests for remaining PTO shall be entered into the scheduling software or submitted on the PTO request form as deemed appropriate by department management and may be submitted on or after January 31st. Employees must submit their request no fewer than two (2) weeks prior to the posting of a schedule in which PTO is being requested. Approval or denial shall be in writing and given within a reasonable time period but no later than four (4) weeks after the request or one (1) week prior to posting of the schedule for which PTO is requested, whichever occurs first.

(c) PTO Bonus.

Benefited employees who do not miss work because of illness or other unscheduled time off in a quarter shall earn a PTO bonus up to one (1) eight (8) hour PTO day as provided in Section A.3 of this Article per such quarter up to a maximum of four (4) days per year. The PTO bonus will not be paid for a quarter during which the employee took a leave of absence. The days shall be used or paid in accordance with procedures on vacations. Employees who fail to complete the first six (6) months of continuous service shall not be eligible for this program.

ARTICLE 20 – LEAVE OF ABSENCE

Section A. Request for Leave of Absence.

1. Application for a leave of absence without pay shall be made in writing by an employee requesting leave to the President/Chief Executive Officer or his/her designee. Authorized leave of absence shall be in writing. Authorized leave of absence for any purpose shall not affect previously accumulated sick leave, PTO, or other benefits.
2. Leave of absence up to thirty (30) days without pay, but without loss of accrued benefits, may be granted for serious family illness, death in the family, or other valid personal reasons.
3. Except to the extent required by statute or otherwise provided in A(2) above and outlined below, total leave of absence following exhaustion of sick leave shall not exceed six (6) months in any rolling twelve (12) month period. No leave of absence shall exceed 12 months. While sick leave and PTO may be used to integrate with Disability or Workers' Compensation, the integration of PTO does not extend the leave time beyond the twelve (12) month period.
4. Employees on approved leave of absence who comply with this Article shall be returned to the same position, classification, and shift, if available, upon return from leave. However, if the position and shift is not available at the time the employee seeks to return from approved leave of absence, the employee shall be offered a comparable position. However, when the

employee has exceeded the cap on allowable leave, he/she shall be offered the opportunity to be moved to per diem status for a period of up to six months, which would commence on the day after the employee's allowable leave has expired. The employee is free to accept or reject this offer.

Section B. Maternity Leave.

Maternity leave shall be granted to employees with six (6) months or more of continuous service provided it is recommended by the employee's physician.

Section C. Physical Disability Leave.

Regular part-time and regular full-time employees with six (6) months or more of continuous service shall be granted leave of absence, as defined in Section A, above, in cases of physical disability occurring off the job, upon proper proof that the employee needs the requested period of time because of his/her disability. The Hospital may require reasonable proof of physical disability and reasonable proof that the employee will be able to return to duty within the time for which the leave is requested. Employees who receive a leave of absence because of physical disability or maternity shall not lose their seniority date, or their insurance benefits, but shall not accrue other benefits under Article 12 Section E following exhaustion of sick leave.

Section D. Industrial Injury Leave.

1. Industrial injury leaves shall be granted to employees consistent with the terms of this Article.
2. It is the policy of the Hospital to return employees who are temporarily incapacitated as the result of an occupational injury to modified work as soon as medically feasible. A modified work program will be available to those employees who are medically capable and meet the qualifications to perform other job duties. The modified work policy is not intended for application to employees requiring a permanent job reassignment as a result of job injury. Employees may be assigned to the modified work program for a period not to exceed ninety (90) days.

Section E. Educational Leave.

Leaves of absence for periods more than or fewer than six (6) months may be granted upon approval for employees desiring to further their work-related education; provided, however, that persons who are granted such leave shall only have their seniority protected, and shall not accrue any benefits and provided they return to the service of the Hospital upon completion of their authorized educational leave. The Hospital shall not unreasonably deny such requests.

ARTICLE 21 – HEALTH PROGRAM

Section A. Health, Dental, Vision and Retiree Health Coverage.
 The Hospital shall provide health, dental, and vision insurance coverage for eligible full time and part-time employees, under plans adopted and approved by Hospital District from time to time. Employees will be provided with health insurance coverage upon the first of the month following the completion of 90 days of employment with the Hospital, or earlier if required by law.

Section B. Point of Service Plan.
 Effective January 1, 2017 the following shall be the Health Plan (Point of Service) offered to employees:

Effective 1/1/2017	Point of Service Plan		
	Tier 1	Tier 2	Tier 3
Lifetime Benefit Maximum	Unlimited	Unlimited	Unlimited
Annual Deductible	No deductible	\$250/person	\$1,000/person
Out of Pocket Max	\$750 per person to \$2,250 Family Max	\$1,500 per person to \$4,500 Family Max	\$6000 per person to \$18,000 Family Max
Preventive Benefits	No charge	\$25 copay	Not covered
Physician - Outpatient PCP	\$20 copay	\$25 copay	30% aft ded
Physician - Outpatient Specialist	\$40 copay	\$50 copay	30% aft ded
Physician - Inpatient	10%	20% aft ded	30% aft ded
Hospital - Facility	At SVMH: No charge (all other network facilities charged at Tier 2 level)	20% aft ded	30% aft ded
Hospital - Professional	10%	20% aft ded	30% aft ded
Mental Health / Substance Abuse	-	-	-
Outpatient (33 visits/CY)	10%	20% aft ded	30% aft ded
Inpatient (30 days/CY)	10%	20% aft ded	30% aft ded
Residential (60 days/CY)	10%	20% aft ded	30% aft ded
Emergency Room	\$75 copay; <i>copay waived if admitted</i>		
Urgent Care	At SVMH UCC only: \$20 copay (all other network UCCs charged at Tier 2 level)	20 % aft ded	30% aft ded
Ambulance	20%	20% aft ded	20% aft ded
Prescription Drugs	Generic-20% / Brand-20% / NonFormulary-20%		

1. Deductibles and Out-of-Pocket Maximums will cross-accumulate: In-Network expenses (Tiers 1 and 2) will accumulate to Out-of-Network (Tier 3) and Out-of-Network expenses will accumulate to In-Network. Services not available at SVMH are payable at the Tier 1 level.

2. A dependent who receives medical services at a time the dependent is enrolled in a higher education institution located more than one hundred (100) miles from SVMH shall receive benefits at the Tier 1 level subject to the eligibility terms of the Plan Document.

Medical Plan Per Pay Period (26) Employee Contributions:

Year	Employee Only	Employee +1	Employee + 2/more
Effective 1/1/2017	\$0.00	\$22.00	\$44.00

Section C. Group Dental Insurance.

1. Dental.
\$2,000 maximum per person per year
2. Orthodontics.
Usual, Customary and Reasonable Fee Concept
 - (a) Orthodontics for Adults and Dependent Children
 - (b) Co-payment – Orthodontics: 50%
 - (c) \$2,000 lifetime maximum per patient

Dental Plan Per Pay Period (26) Employee Contributions:

Year	Employee Only	Employee +1	Employee + 2/more
Effective 1/1/2017	\$0.00	\$0.00	\$5.00

Section D. Vision Coverage.

The Hospital will provide a vision plan for full-time and part-time employees, as well as their dependents, at the Hospital’s cost.

Section E. Retiree Health Plan.

The Hospital will provide a Health Plan for Retirees from the Hospital as provided under the conditions specified below:

1. Employees must be between the ages of 60 & 65.
2. This benefit applies to the employee only.
3. Employees must have worked in a benefited position for a minimum of twenty (20) years at SVMHS immediately prior to retirement.
4. Employees must retire under the SVMHS pension plan, but do not have to be collecting the retirement pension at the time of enrollment.
5. Employees who retire with twenty (20) to twenty-four (24) years of service will receive a career maximum of \$13,000.
6. Employees who retire with twenty-five (25) or more years of service will receive a career maximum account of \$16,000.

7. Upon retirement, employees may use as much of their account, as needed, each year to purchase health insurance.
8. Employees have the option to purchase COBRA and/or private health insurance using SVMHS health savings account funds.
9. Employees will not be eligible for SVMHS Health Insurance Plan upon expiration of COBRA benefits.
10. Employees must pay the insurance premium then submit receipts for reimbursement.
11. Employee's unused account balance expires at age sixty-five (65) or Medicare eligibility, whichever comes first.

ARTICLE 22 – LONG TERM DISABILITY INSURANCE

The Hospital will provide up to \$30.00 per employee per month for a long term disability plan. Any premium amounts charged in excess of this maximum shall be paid by employee for whom the premiums are charged by payroll deductions made automatically by the Hospital.

ARTICLE 23 – PENSION PLAN

Section A. Vesting.

Eligible employees shall have 100% vesting rights at the end of five (5) years of continuous service as defined in the Operation Manual of the Pension Plan but shall not be eligible for a retirement benefit at age 65 unless they have ten (10) or more years of service.

Section B. Benefit Effective January 1, 2000.

Effective January 1, 2000, the Hospital shall provide for an annuity retirement plan for the employees retiring after that date for future benefits service of two and twenty-five hundredths percent (2.25%) of the first \$400 of base monthly salary on January 1 for each year of credited future service with the hospital, and future benefits service of two and twenty-five hundredths (2.25%) percent of the balance of base monthly salary on January 1 for each year of future credited service with the Hospital. Future service shall be defined in the Operation Manual of the Pension Plan.

Section C. Benefit Effective January 1, 2004.

Effective January 1, 2004, the Hospital shall provide for an annuity retirement plan for the employees retiring after that date for future benefits service of two and forty-five hundredths percent (2.45%) of the first \$400 of base monthly salary on January 1 for each year of credited future service with the hospital, and future benefits service of two and forty-five hundredths (2.45%) percent of the balance of base monthly salary on January 1 for each year of future credited service with the Hospital. Future service shall be defined in the Operation Manual of the Pension Plan.

Section D. Public Employee Pension Reform Effective January 1, 2013.
The Hospital and Union agree that the provisions of the Public Employees' Pension Reform Act of 2013 (PEPRA) became effective for this bargaining unit as of January 1, 2013.

It is the understanding of the parties that the provisions of PEPRA that apply specifically to "new members" do not apply to employees hired before January 1, 2013, but these provisions do apply to employees hired on January 1, 2013 or thereafter. Applicable provisions include, but may not be limited to:

1. New members must contribute 50% of the normal cost of the plan.
2. Effective 1/1/16, the three (3) year waiting period will be waived for new members.
3. Pensionable compensation is limited to base pay only and 100% of social security wage base.
4. Normal Retirement benefit is 2.3% of pensionable compensation at age sixty-five (65).
5. Early Retirement benefit may be effectuated at age fifty-two (52) and compensation of sixteen (16) years of services as defined in the Plan.

ARTICLE 24 – GROUP LIFE INSURANCE

The full-time and part-time employees covered under this Agreement shall be covered under the Group Life Insurance Plan presently in effect.

ARTICLE 25 – NO DISCRIMINATION

The Hospital and the Union agree that neither the Union nor the Hospital shall discriminate in respect to employment by reason of Union activity, race, color, creed, national origin, age, sex, religion, disability or sexual orientation, or by reason of the employee being a member of a protected class as defined or by Federal or State law.

ARTICLE 26 – UNION REPRESENTATIVE

Section A. Union Representatives' Visitation.
The Union Representative shall be permitted to enter non-patient care areas of the Hospital while it is in operation to see that the provisions of this Agreement are being observed, after first having reported to the appropriate representative of President/Chief Executive Officer or his/her designee, provided this is done at reasonable times and provided that there is no interference with Hospital routine, no engagement of employees during their working time, and no disruption of Hospital activities and operations.

Section B. Notification of New Stewards.

The Union may select stewards. All stewards shall be authorized to function as official Union Representatives for first step grievances and for routine Union business. Prior to the shop steward assuming office, the Union shall inform the President/Chief Executive Officer or his/her designee in writing of the name of the new shop steward. Shop stewards shall conduct Union business during non-working time and will not interrupt the work of other employees.

Section C. Paid Release Time for Stewards.

Paid release time will be provided to a shop steward in the event a steward's presence has been requested in a grievance, disciplinary or investigative interview involving a bargaining unit employee. The employer will always request the steward in the relevant department be present for such a meeting, provided that this does not delay the meeting. Unpaid release time will be provided to a second shop steward, provided the release does not negatively impact patient care or operations, to attend a grievance, disciplinary, or investigative interview for training purposes. The employee is entitled to assistance and advice from the shop steward, and the employee shall have an obligation to respond to appropriate investigative questions. The interview may proceed without the presence of a steward if no steward is available within twenty-four (24) hours of the request.

ARTICLE 27 – BULLETIN BOARDS

The Union shall have the privilege of suitable space on a bulletin board for the posting of notices of official Union business. Twenty-nine locked bulletin boards shall be provided in mutually agreed upon work units within the Hospital and at off campus facilities where represented employees are employed. The Hospital will provide locked bulletin boards with transparent covers.

ARTICLE 28 – GRIEVANCE AND ARBITRATION PROCEDURE

Section A. Definition of Grievance.

“Grievance” as used in this Agreement is limited to a complaint or request of an employee, the Union or the Hospital that involves the interpretation or application of, or compliance with, the provisions of this Agreement.

Section B. Informal Procedures for Employee Grievances.

1. Grievances which arise under specific provisions of this Agreement shall be presented to the employee's immediate supervisor by the employee or the designated representative of the employee no later than five (5) days after the date of occurrence, except as set forth in Section D below. The immediate supervisor shall have five (5) days to respond. If the grievance is not adjusted within the expiration of said ten (10) days, a grievance may be filed under the formal procedure. An employee may file a formal grievance without using the informal procedure.

2. Formal Procedures for Employee Grievances.

(a) Department Head.

The employee who files a grievance, individually or through their Union Representative or steward, shall present his/her grievance in writing to their Department Head or Director, with a copy to the President/Chief Executive Officer or his/her designee, no later than thirty (30) days after the date of the occurrence. Such written grievance shall give all details as to the nature of the grievance, the provision of this Agreement under which the grievance is lodged, the date on which the grievance was taken up with the immediate supervisor, and the disposition of the grievance by the immediate supervisor. The Department Head or Director shall have ten (10) days to issue a written response to the grievant.

(b) President/Chief Executive Officer or Designee.

- (i.) In the event an employee grievance is not resolved by subsection B.1 above, the employee, individually or through his Union Representative or steward, shall present his/her grievance in writing to the Hospital President/Chief Executive Officer or his/her designee no later than ten (10) days after written decision by the Department Head. Such written grievance shall give all details as to the nature of the grievance, the provision of this Agreement under which the grievance is lodged, the date on which the grievance was taken up with the Department Head, and the disposition of the grievance by the Department Head.
- (ii.) The President/Chief Executive Officer or designee will consult with the employee, or, if represented, the employee's Union Representative or steward, and the Union may then request a hearing of the grievance to take place within the twenty (20) day time period. The grievant shall be given the opportunity to present evidence and witnesses on the grievant's behalf.
- (iii.) A decision of the President/Chief Executive Officer or his/her designee shall be rendered within twenty (20) days after receipt of the grievance.
- (iv.) In the event either party fails to observe the aforementioned time limits, the grieving party shall be entitled to move to the next step of the grievance procedure.

Section C. Arbitration.

1. In the event a grievance is not satisfactorily adjusted at the administrative level, or in the event there is no decision rendered within twenty (20) calendar days after the matter is first submitted to the President/Chief Executive Officer or his/her designee, whichever occurs first, then the Union or the Employer shall be privileged to request arbitration of the matter. Such request shall be in writing and shall be within ten (10) days after the President/Chief

Executive Officer's or designee's decision is rendered or the expiration of the twenty (20) day period. In such event, the parties shall, within ten (10) days after the request for arbitration has been filed, appoint an arbitrator who shall hear the grievance. The State Conciliation Service, or other agreed upon agency, will be asked to provide a list of arbitrators from which the parties will select an arbitrator in the event the parties fail to agree upon a mutually acceptable arbitrator within the ten (10) day period.

2. The arbitrator shall not have jurisdiction or authority to add to or detract from or alter in any way the provisions of the written Agreement or to render any decision which shall be contrary to law or contrary to rules, regulations and orders of the governmental bodies, or agencies having jurisdiction over the Hospital, or contrary to the Board's established practices, policies or procedures.
3. The arbitrator shall decide the matter within thirty (30) days after their selection, or as extended by mutual consent.
4. The decision of the arbitrator shall be in writing and shall be final and conclusive upon the parties hereto. The expenses of the arbitrator shall be borne equally by the parties.

Section D. Discharges.

In the event the grievance concerns a discharge, the grievance must be presented directly to the President/Chief Executive Officer or his/her designee within seven (7) calendar days following the date of discharge, and provided further that no grievance pertaining to discharge shall be entertained where the employee has not completed the Introductory Period, as defined in Article 2, with the Hospital.

ARTICLE 29 – MANAGEMENT RIGHTS

Section A. Management Rights and Contract Terms.

The President/Chief Executive Officer or his/her designee to have the right to run the Hospital, to set policy, to direct the work force, to assign work, to hire, fire, suspend, transfer, classify or assign employees for economic, administrative or other reasons, it being understood that the specific provisions of the Agreement, as they apply to the wages, hours and other terms and conditions of employment of persons covered by this Agreement, shall govern the appropriateness of action by the President/Chief Executive Officer or his/her designee.

Section B. Compliance with the Law.

It is understood by and between the Union and the Employer that SALINAS VALLEY MEMORIAL HOSPITAL is a district hospital and thereby subject to the laws of the State of California and any other applicable laws, and nothing herein shall be deemed in contravention to the laws of said State of California, federal laws, and any other applicable laws.

Section C. Management Rights.

Nothing contained in this Agreement shall be deemed in any way to restrict, limit, derogate from or affect the rights, power or authority of the Health Care District (or the governing board thereof) under the law to determine, establish, administer and carry out policies, practices and procedures or adopt rules, regulations and orders in relation to the Hospital or the Health Care District or in the discharge of their functions under the law, and it is understood that should proper discharge by the Health Care District (or the governing board thereof) of their responsibility under the law to operate the Hospital according to the best interests of the public health require, in their discretion, the adoption and execution of particular policies, practices and procedures, the same may be adopted and carried out, consistent with the requirements of law and the terms and provisions of this Agreement.

Section D. Agreement Subject to Law.

It is understood that this Agreement, in its execution, its interpretation, and its effect, shall generally be subject to the provisions and requirements of the law as it may from time to time exist. Any provisions of this Agreement which may at any time be in conflict with any governing federal, state or local law shall be, and herein is, deemed modified, amended and/or waived to conform with such law.

ARTICLE 30 – NO STRIKE OR LOCKOUT

There shall be no strike, sympathy strike, slowdown or other stoppage of work, and no picketing, hand-billing or public demonstrations against the Hospital, by the Union or employees covered by this Agreement during the life of this Agreement. There shall be no lockout by the Hospital during the life of this Agreement. In the event that a strike or picket line called by another Union occurs at the Hospital, the Union recognizes its obligation to maintain adequate and customary service to the patients.

ARTICLE 31 – JOINT LABOR MANAGEMENT QUALITY CARE COMMITTEE

Section A. Continuation of the Joint Labor Management Quality Care Committee.

The parties agree that it is necessary to understand and appreciate the factors necessary to provide quality patient care in a healthy safe environment. To that end, the parties will continue their Joint Labor Management Quality Care committee to maintain open and respectful communication, to identify areas of inadequacies, and determine appropriate resolutions.

Section B. Issues Addressed.

This committee will discuss, analyze and investigate staffing issues including but not limited to productivity, standards, short census needs and per diem usage, scheduling, floating, training, overtime and workplace injuries and illnesses.

- Section C. Composition of Committee and Agenda.
 The committee will meet monthly and may cancel a meeting upon agreement of the parties. The committee will consist of four (4) employees selected by the Union, together with up to four (4) representatives selected by the Hospital. Additional individuals can participate upon mutual agreement. Written agendas shall be determined in advance.
- Section D. Recommendations of the Committee.
 Recommendations of the committee will be reached by consensus, and will be made to the appropriate management personnel. Within a reasonable time frame, the committee will be informed of the steps toward implementation or completion of the recommendation, or obstacles and impediments to following through with the recommendation.
- Section E. Arbitration of Issues From the Joint Labor Management Quality Care Committee.
 In the event the Joint Labor Management Quality Care Committee is unable to reach agreement on a recommendation, upon mutual agreement between the Union's committee representatives and the Hospital's committee representative(s), the issue may be submitted to arbitration as set forth in Article 28 Grievance and Arbitration Procedure. This does not preclude the Union from grieving (up to and including arbitration) any issue discussed in the Joint Labor Management Committee that is a complaint involving the interpretation or application of or compliance with the provisions of this Agreement.
- Section F. Pay for Attendance at Committee Meeting.
 No one will lose any wages or benefits to participate in the committee. Employees will be paid for up to 90 minutes spent attending the Committee meeting at their straight time rate. For overtime purposes, time spent by Union committee members will not be counted as hours worked.

ARTICLE 32 – CONTINUING EDUCATION/CERTIFICATION BONUS

- Section A. Educational Program Based on Hospital's Provider Status.
 So long as the Hospital retains its "provider status" for continuing education necessary for the re-licensure/re-certification of licensed/certified staff, the Hospital agrees to provide at no cost, in an educational program at the Hospital, those courses necessary for re-licensure/re-certification, unless because of change in continuing education requirements, it becomes unreasonably difficult for the Hospital to do so.
- Section B. Compensation for Educational Leave.
1. Educational Leave Eligible Classifications.
 The Hospital will compensate employees (including both full-time and part-time employees but not per diem employees) in the classifications set forth in APPENDIX F at straight-time hourly rates for the minimum number of Continuing Education Units (CEUs) necessary to maintain licensure/certification. (As compensation is based on the minimum number of

CEUs necessary to maintain licensure/certification, part-time and full-time employees will receive the same amount of compensation.) It is understood that this amount shall in no event exceed forty (40) hours in one (1) calendar year but will generally be a lesser number of hours (example: if continuing education requirements to maintain a license are thirty-six (36) hours over three (3) years, then the paid education leave shall be a maximum of thirty-six (36) hours over three (3) years). The eligible classifications are the following only: all classifications which require CEUs for maintenance of a license; and all classifications in imaging services which require CEUs for maintenance of a certification. (See APPENDIX F for a list of the eligible classifications.)

2. Bonus-Eligible Classifications.

For all other classifications which require the maintenance of license or certification, a bonus of three hundred dollars (\$300) annually will be provided upon application to full-time and part-time employees, excluding per diems. This bonus is payable to Obstetrical Technicians who maintain a Nursing Assistant Certification. The Food Handler Certification and Chemo Certification are exempt from the bonus opportunity. (See APPENDIX F for a list of the eligible classifications.)

3. Requirements for Payment of Educational Leave.

In order to receive payment for education leave, the employee must first provide minimum advanced notice of thirty (30) days prior to a qualifying CEU course, and then must provide proof of obtaining CEU credit. In order to qualify for a certification bonus, the employee must provide proof of completion of the required class on non-working time.

ARTICLE 33 – SAFETY

Section A. Health and Safety Responsibilities.

The Hospital will continue to comply with all applicable federal, state, and local health and safety laws and regulations including workplace sanitation, ventilation, cleanliness, light, noise control, heating, and cooling. It is the responsibility of the Hospital to provide safe and healthy working conditions. It is the duty of each employee to comply with all health and safety regulations of the Hospital.

Section B. The Safety Committee.

The Hospital and Union will each designate two (2) representatives to serve on this Committee. The Committee shall meet three times a year or as mutually agreed upon by the parties. An agenda will be agreed upon by management and the Union prior to any meeting. Upon request of the committee, the Hospital will make available the following information to Committee members: OSHA 200 logs, sharps injury logs, safety material required by law to be posted, and other information that is necessary and relevant to discussing unit safety issues. Employee members of the committee will be paid for up to 90 minutes spent attending the committee meetings at their straight time rate. For overtime

purposes, time spent by Union committee members will not be counted as hours worked.

Section C. Reporting Safety Concerns.

Any bargaining unit member may raise safety concerns with this committee without penalty or reprisal provided that nothing in this Article shall limit an employee's obligation to identify, report and/or correct any unsafe situation as required by any Hospital policy or law.

ARTICLE 34 – SUCCESSORSHIP


In the event of sale, merger or other transaction involving transfer of control of the Hospital, the Hospital shall, within a reasonable period of time, but not fewer than sixty (60) 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, merger, or transfer, the Hospital shall inform the prospective acquiring entity of the existence of this Agreement and of its terms and conditions, shall provide a copy of this Agreement to the acquiring entity, shall require as a condition of the sale or transfer, that the new employer or entity retain all or substantially all of the bargaining unit employees and that the new employer shall not require that the current employees of the Hospital reapply for their positions, and shall recognize the Union as the collective bargaining representative.

ARTICLE 35 – TERM OF AGREEMENT

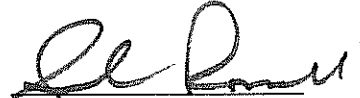
This Agreement shall be effective August 25, 2016, and shall remain in full force and effect through July 31, 2020, and from year to year thereafter; provided, however, that either party may serve written notice on the other at least ninety (90) days prior to the contract anniversary of its desire to cancel or amend any part of the Agreement.

SALINAS VALLEY MEMORIAL
HEALTHCARE SYSTEM


NATIONAL UNION OF HEALTHCARE
WORKERS


Rob Hulteng
Chief Negotiator

5/3/17
Date


Sal Rosselli
President

5/13/17
Date


Michelle Childs
Chief Human Resources Officer

5/8/17
Date


Ralph Cornejo
Hospital Division Director

5/11/17
Date

Mario Reyes
Rosemary Asuala
Ernesto Gonzales
Yolanda Zazueta
Antonio Ruiz
Rafael
Katherin Jimenez
Marilyn
Lynda Escall
Jetharine Lopez
M. Garcia

NUHW Bargaining Committee

Alan Bell

Cath Lab

Sydney Blankenship

Respiratory Care Services

Angie Bojórquez

Environmental Services

Ariel Davis

Pharmacy

Kim Dorsey

Pathology

Catherine Espina

Transcription

Esther Fierros-Núñez

Business Office

Crystal Fregoso

Mammography

Javier García

Laboratory/Pathology

Kathy García

Registration

Oksana Gies

Mammography

Megan Giovanetti

Cath Lab

Ernesto Gonzales

Food and Nutritional Services

Lynda Hascall

Medical Records

Mandy Hatfield

Diagnostic Imaging

Sandra Jackson

Nursing

Terri Hendee

Diagnostic Imaging

Tony Lira

SSPD

Christina Nuno

Registration

Nina Pérez

Obstetrics

Mario Reyes

Environmental Services

Sylvia Rodríguez

Environmental Services

Karen Rogers

Diagnostic Imaging

George Ross

Obstetrics/Mother Baby

Alfonso Saavedra

Registration

Francisca Sánchez

Registration

Mary Serrano

Nursing

Pat Solís

Registration

Lety Torres

Nursing

Patty Torres

Food and Nutritional Services

Rosie Tsuda

Environmental Services

Naomi Vásquez

Pharmacy

Yolanda Zazueta

Nursing

Introduction to Appendices A through E, Hourly Rates for all Classifications

Please note the asterisks referenced in Steps 6, 7 and 8:

*Because the steps for each wage level do not necessarily match with the number of years worked for the Hospital, please refer to Sections F, G, and H of Article 7 of this agreement, and to past practice for information relating to step increases.

APPENDIX A – HOURLY RATES EFFECTIVE 5/23/16

Job Classification	1	2	3	4	5	6*	7*	8*
CLERICAL								
Accounting Tech II	29.6170	31.1007	32.6561	34.2895	36.0020	37.8050	39.6944	41.6774
Accounting Tech II- PD	32.5833	34.2084	35.9218	37.7165	39.6008			
Cashier	22.4227	23.5443	24.7199	25.9538	27.2564	28.6152	30.0436	31.5512
Cashier - PD	24.6637	25.8945	27.1919	28.5506	29.9771			
Clerk Typist II	21.4999	22.5735	23.7013	24.8874	26.1328	27.4364	28.8077	30.2506
Clerk Typist II - PD	23.6493	24.8323	26.0682	27.3750	28.7431			
Clerk Wound Care	21.9816	23.0803	24.2341	25.4492	26.7185	28.0564	29.4558	30.9291
Clerk Wound Care - PD	19.1298	20.0859	21.0899	22.1429	23.2509			
Computer Clerk	23.6931	24.8801	26.1192	27.4291	28.8003	30.2382	31.7510	33.3365
Computer Clerk - PD	26.0620	27.3667	28.7327	30.1716	31.6781			
Customer Representative	25.3057	26.5708	27.9015	29.2977	30.7626	32.3024	33.9139	35.6087
Customer Representative - PD	27.8359	29.2311	30.6918	32.2244	33.8338			
Data Processing Clerk	21.9816	23.0803	24.2341	25.4492	26.7185	28.0564	29.4558	30.9291
Data Processing Clerk - PD	24.1769	25.3910	26.6540	27.9930	29.3913			
Financial Counselor	22.4227	23.5443	24.7199	25.9538	27.2564	28.6152	30.0436	31.5512
Financial Counselor - PD	24.6637	25.8945	27.1919	28.5506	29.9771			
Insurance Clerk	22.4227	23.5443	24.7199	25.9538	27.2564	28.6152	30.0436	31.5512
Insurance Clerk - PD	24.6637	25.8945	27.1919	28.5506	29.9771			
Interpreter	23.0813	24.2351	25.4492	26.7175	28.0534	29.4558	30.9279	32.4761
Interpreter - PD	25.3878	26.6561	27.9899	29.3893	30.8562			
Registration Float Clerk II	23.0813	24.2351	25.4492	26.7175	28.0534	29.4558	30.9279	32.4761
Registration Float Clerk II - PD	25.3878	26.6561	27.9899	29.3893	30.8562			
Review Notification Clerk	22.5735	23.7035	24.8884	26.1338	27.4395	28.8118	30.2528	31.7655
Telephone Operator	19.9621	20.9599	22.0117	23.1104	24.2663	25.4794	26.7570	28.0918
Telephone Operator - PD	21.9576	23.0605	24.2121	25.4190	26.6946			

Job Classification	1	2	3	4	5	6*	7*	8*
DIAGNOSTIC IMAGING								
Breast Ultrasonographer	44.3637	46.5819	48.9102	51.3562	53.9239	56.6196	59.4505	62.4230
Breast Ultrasonographer - PD	48.8000	51.2397	53.8011	56.4917	59.3164	62.2815	65.3964	68.6654
Clinical Coordinator - Angio	43.1610	45.3188	47.5847	49.9642	52.4622	55.0850	57.8400	60.7323
Clinical Coordinator - CT	43.1610	45.3188	47.5847	49.9642	52.4622	55.0850	57.8400	60.7323
Clinical Coordinator - Nuc Med	47.0001	49.3493	51.8171	54.4077	57.1284	59.9843	62.9838	66.1330
Clinical Coordinator/Mammography	42.9883	45.1378	47.3944	49.7644	52.2520	54.8645	57.6080	60.4878
Mammo Services Coordinator	24.3974	25.6178	26.8985	28.2385	29.6546	31.1360	32.6914	34.3270
Mammography Technologist	39.8037	41.7835	43.8737	46.0658	48.3702	50.7903	53.3267	55.9943
Mammography Technologist - PD	43.7478	45.9576	48.2558	50.6685	53.2019	55.8622	58.6557	61.5865
Mammography Technologist/Ultrasonographer	47.5005	49.8758	52.3696	54.9883	57.7370	60.6231	63.6548	66.8373
Mammography Technologist/Ultrasonographer - PD	52.2509	54.8635	57.6069	60.4868	63.5112			
MRI Tech	40.9043	42.9498	45.0972	47.3518	49.7197	52.2052	54.8166	57.5570
MRI Tech - PD	47.0407	49.3920	51.8619	54.4556	57.1762	60.0363	63.0389	66.1902
Nuclear Medicine Tech - Certified	43.5179	45.6944	47.9791	50.3772	52.8971	55.5418	58.3186	61.2348

APPENDIX A – HOURLY RATES EFFECTIVE 5/23/16, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
DIAGNOSTIC IMAGING								
Nuclear Medicine/MRI Tech	45.6944	47.9791	50.3772	52.8971	55.5418	58.3186	61.2348	64.2957
Nuclear Medicine/MRI Tech - PD	50.2638	52.7763	55.4159	58.1864	61.0954			
Radiology Tech I	36.0915	37.9018	39.8037	41.7835	43.8726	46.0658	48.3702	50.7903
Radiology Tech I - PD	41.5078	43.5834	45.7692	48.0467	50.4510	52.9730	55.6208	58.3987
Radiology Tech II	38.6811	40.6048	42.6356	44.7652	47.0021	49.3545	51.8213	54.4119
Radiology Tech II - PD	44.4761	46.6963	49.0299	51.4810	54.0540	56.7570	59.5962	62.5707
Radiology Tech III	39.9638	41.9697	44.0547	46.2562	48.5711	50.9972	53.5588	56.2160
Radiology Tech III - PD	43.6040	45.7807	48.0685	50.4716	52.9941	55.6441	58.4276	61.3438
Sonographer Coordinator	49.3493	51.8171	54.4077	57.1284	59.9843	62.9838	66.1330	69.4395
Sonographer I	38.0256	39.9264	41.9229	44.0193	46.2208	48.5315	50.9578	53.5057
Sonographer I - PD	41.8283	43.9195	46.1157	48.4212	50.8423			
Sonographer II	42.2506	44.3637	46.5819	48.9102	51.3562	53.9239	56.6196	59.4505
Sonographer II - PD	48.5887	51.0181	53.5682	56.2472	59.0593	62.0120	65.1124	68.3689
Sonographer III	43.5179	45.6944	47.9791	50.3772	52.8971	55.5418	58.3186	61.2348
Sonographer III - PD	49.2109	51.6715	54.2548	56.9681	59.8158			
Sonographer IV	45.6944	47.9791	50.3772	52.8971	55.5418	58.3186	61.2348	64.2957
Sonographer IV - PD	50.2638	52.7763	55.4159	58.1864	61.0954			
Tech Assistant II - Radiology - PD	26.0496	27.3511	28.7182	30.1560	31.6625			
Tech Assistant II -Radiology	23.6815	24.8676	26.1068	27.4135	28.7816	30.2236	31.7342	33.3198
Tech Assistant-Radiology	22.5527	23.6815	24.8676	26.1068	27.4145	28.7806	30.2236	31.7342
Tech Assistant-Radiology - PD	24.8073	26.0474	27.3531	28.7161	30.1508			

Job Classification	1	2	3	4	5	6*	7*	8*
CARDIOLOGY								
Cardiac Sonographer I	44.3637	46.5819	48.9102	51.3562	53.9239	56.6196	59.4505	62.4230
Cardiac Sonographer I - PD	48.8000	51.2397	53.8011	56.4917	59.3164	62.2815	65.3964	68.6654
Cardiac Sonographer II	45.4353	47.7065	50.0921	52.5964	55.2265	57.9877	60.8874	63.9316
Cardiac Sonographer II - PD	49.9788	52.4768	55.1006	57.8556	60.7490			
Cardiovascular Tech	38.6800	40.6089	42.6356	44.7652	47.0021	49.3545	51.8213	54.4119
Cardiovascular Tech - PD	42.6356	44.7652	47.0021	49.3545	51.8213	54.4119	57.1315	59.9874
Cath Lab Tech I	39.9638	41.9697	44.0547	46.2562	48.5711	51.0534	53.5588	56.2160
Cath Lab Tech I - PD	45.9586	48.2652	50.6633	53.1946	55.8570	58.7118	61.5927	64.6484
Cath Lab Tech II	41.1624	43.2214	45.3822	47.6513	50.0339	52.5350	55.1620	57.9201
Cath Lab Tech II - PD	46.7514	49.0892	51.5435	54.1206	56.8266			
Cath Lab Tech III	43.2214	45.3822	47.6513	50.0339	52.5350	55.1620	57.9201	60.8166
Cath Lab Tech III - PD	47.5431	49.9204	52.4164	55.0372	57.7890			
Lead Cardiac Sonographer	47.7065	50.0921	52.5964	55.2265	57.9877	60.8874	63.9316	67.1276
Non-Invasive Cardiovascular Technician	22.5923	23.7232	24.9092	26.1536	27.4634	28.8367	30.2777	31.7904
Non-Invasive Cardiovascular Technician - PD	24.8510	26.0964	27.3979	28.7691	30.2080			

Job Classification	1	2	3	4	5	6*	7*	8*
ENVIRONMENTAL SERVICES								
Environmental Services Aide	19.2818	20.2420	21.2533	22.3166	23.4350	24.6023	25.8331	27.1274
Environmental Services Aide - PD	21.2054	22.2646	23.3798	24.5514	25.7769			

APPENDIX A – HOURLY RATES EFFECTIVE 5/23/16, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
ENVIRONMENTAL SERVICES								
Environmental Services Tech	20.5739	21.6029	22.6839	23.8148	25.0060	26.2535	27.5696	28.9491
Environmental Services Tech - PD	22.6319	23.7617	24.9498	26.1983	27.5061			
Video Systems Tech	29.4641	30.9217	32.4803	34.1075	35.8116	37.5657	39.4790	41.4527
Video Systems Tech - PD	32.4126	34.0273	35.7273	37.5137	39.3947			

Job Classification	1	2	3	4	5	6*	7*	8*
HIM/MEDICAL RECORDS								
Coder Abstractor Clerk III - Certified	30.8354	32.3783	33.9971	35.6941	37.4814	39.3542	41.3226	43.3867
Coder Abstractor Clerk III - Certified - PD	33.9202	35.6181	37.3962	39.2667	41.2300			
Coder/Abstractor Clerk I	26.6405	27.9701	29.3643	30.8406	32.3804	33.9993	35.6993	37.4846
Coder/Abstractor Clerk I - PD	29.3018	30.7656	32.3076	33.9191	35.6191			
Correspondence Clerk	23.5286	24.7033	25.9351	27.2387	28.5986	30.0259	31.5273	33.1035
Correspondence Clerk - PD	25.8800	27.1773	28.5330	29.9583	31.4607			
Lead Coder/Abstractor - Certified	32.3783	33.9971	35.6961	37.4804	39.3521	41.3205	43.3847	45.5508
Lead Coder/Abstractor - Certified - PD	35.6149	37.3940	39.2667	41.2300	43.2921			
Medical Records Specialist II	21.4999	22.5735	23.7013	24.8874	26.1328	27.4364	28.8077	30.2506
Medical Records Specialist II - PD	23.6493	24.8323	26.0682	27.3750	28.7442			
Medical Records Specialist III	22.5746	23.7035	24.8884	26.1338	27.4385	28.8118	30.2517	31.7655
Medical Records Specialist III - PD	24.8323	26.0693	27.3750	28.7463	30.1820			
Transcriptionist II	24.2341	25.4492	26.7185	28.0564	29.4558	30.9279	32.4751	34.1023
Transcriptionist II - PD	26.6540	27.9930	29.3913	30.8593	32.4033			
Transcriptionist III	25.4492	26.7185	28.0564	29.4558	30.9279	32.4751	34.1023	35.8054
Transcriptionist III - Certified	26.4616	27.7829	29.1760	30.6346	32.1640	33.7734	35.4610	37.2391
Transcriptionist III - Certified - PD	29.1104	30.5649	32.0932	33.6996	35.3808			
Transcriptionist III - PD	27.9930	29.3913	30.8593	32.4033	34.0201			

Job Classification	1	2	3	4	5	6*	7*	8*
LABORATORY								
Lab Tech Assistant - Lead	24.4147	25.6346	26.9158	28.2652	29.6769	31.1620	32.7175	34.3577
Laboratory Technician Assistant I	23.0524	24.2050	25.4153	26.6861	28.0204	29.4214	30.8925	32.4371
Laboratory Technician Assistant I - PD	26.3623	27.6804	29.0644	30.5176	32.0435	33.6457	35.3280	37.0944
Laboratory Technician Assistant II	24.2050	25.4153	26.6861	28.0204	29.4214	30.8925	32.4371	34.0590
Laboratory Technician Assistant II - PD	27.6804	29.0644	30.5176	32.0435	33.6457	35.3280	37.0944	38.9491
Pathology Clerk	23.0813	24.2351	25.4492	26.7175	28.0534	29.4558	30.9279	32.4761
Pathology Clerk - PD	25.3878	26.6561	27.9899	29.3893	30.8562			

Job Classification	1	2	3	4	5	6*	7*	8*
MATERIALS MANAGEMENT								
Healthcare Allocation Specialist	21.2928	22.3582	23.4735	24.6461	25.8789	27.1742	28.5320	29.9573
Healthcare Allocation Specialist - PD	23.4226	24.5919	25.8207	27.1118	28.4653			

APPENDIX A – HOURLY RATES EFFECTIVE 5/23/16, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
MATERIALS MANAGEMENT								
Mail Courier/Clerk Typist	21.4999	22.5735	23.7013	24.8874	26.1328	27.4364	28.8077	30.2506
Mail Courier/Clerk Typist - PD	23.6493	24.8323	26.0682	27.3750	28.7431			
Senior Healthcare Allocation Specialist	22.7785	23.9178	25.1163	26.3710	27.6913	29.0760	30.5295	32.0537
Senior Healthcare Allocation Specialist - PD	25.0580	26.3097	27.6258	29.0095	30.4557			
Senior Mail Courier/Clerk Typist	22.5735	23.7013	24.8874	26.1328	27.4364	28.8077	30.2506	31.7624
Srg Sterile Proc Tch I	21.2928	22.3582	23.4735	24.6461	25.8789	27.1742	28.5320	29.9573
Srg Sterile Proc Tch I - Crt	22.3592	23.4746	24.6461	25.8789	27.1721	28.5320	29.9573	31.4565
Srg Sterile Proc Tch I - Crt - PD	24.5899	25.8217	27.1118	28.4674	29.8907			
Srg Sterile Proc Tch I - PD	23.4226	24.5919	25.8217	27.1118	28.4674			

Job Classification	1	2	3	4	5	6*	7*	8*
NURSING								
Clinical Assistant	22.5288	23.6567	24.8375	26.0818	27.3854	28.7598	30.1934	31.7030
Clinical Assistant - PD	24.7823	26.0214	27.3229	28.6911	30.1258			
LVN Wound Care	27.1836	28.5402	29.9667	31.4669	33.0399	34.6942	36.4276	38.2503
Nurse Aide	21.2928	22.3582	23.4735	24.6461	25.8789	27.1742	28.5309	29.9573
Nurse Aide - PD	23.4226	24.5919	25.8207	27.1118	28.4653			
Obstetrical Technician	23.0698	24.2215	25.4368	26.7060	28.0430	29.4443	30.9165	32.4605
Obstetrical Technician - PD	25.3774	26.6478	27.9764	29.3809	30.8458			
Rehab Services Aide	21.0889	22.1418	23.2498	24.4120	25.6355	26.9193	28.2666	29.6784
Rehab Services Aide - PD	23.1937	24.3568	25.5741	26.8537	28.1959			
Transport Prep Aide - PD	23.4226	24.5919	25.8217	27.1118	28.4653			
Transport/Prep Aide	21.2928	22.3582	23.4735	24.6461	25.8789	27.1742	28.5309	29.9573
Unit Assistant I	21.9816	23.0803	24.2341	25.4492	26.7185	28.0564	29.4558	30.9291
Unit Assistant I - PD	24.1769	25.3910	26.6540	27.9930	29.3913			
Unit Assistant II	22.5288	23.6567	24.8375	26.0818	27.3854	28.7598	30.1934	31.7030
Unit Assistant II - PD	24.7823	26.0214	27.3229	28.6911	30.1258			

Job Classification	1	2	3	4	5	6*	7*	8*
NUTRITIONAL SERVICES								
Barista	15.3677	15.9847	16.6224					
Barista - PD	16.9055	17.5817	18.2871					
Cook II	25.3982	26.6665	28.0013	29.3985	30.8718	32.4126	34.0325	35.7357
Cook II - PD	27.9399	29.3361	30.8000	32.3388	33.9587			
Diet Clerk I	19.9621	20.9599	22.0117	23.1104	24.2653	25.4794	26.7570	28.0928
Diet Clerk I - PD	21.9576	23.0605	24.2121	25.4190	26.6935			
Diet Clerk II	21.4999	22.5735	23.7013	24.8874	26.1328	27.4364	28.8077	30.2506
Diet Clerk II - PD	23.6493	24.8323	26.0682	27.3750	28.7431			
Head Nutrition Services Aide	20.2482	21.2606	22.3238	23.4434	24.6169	25.8435	27.1409	28.4945
Head Nutrition Services Aide - PD	22.2750	23.3882	24.5618	25.7843	27.0764			
Nutrition Services Aide	19.2818	20.2420	21.2533	22.3166	23.4350	24.6023	25.8331	27.1274
Nutrition Services Aide - PD	21.2054	22.2646	23.3798	24.5514	25.7769			

APPENDIX A – HOURLY RATES EFFECTIVE 5/23/16, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
PHARMACY								
Clinical Pharmacist	62.6601	65.7959	69.0867	72.5398	76.1645	79.9735	83.9717	88.1707
Clinical Pharmacist - Night	70.5099	74.0349	77.7355	81.6246	85.7050	89.9914	94.4891	99.2136
Clinical Pharmacist - Night - Relief	70.5099	74.0349	77.7355	81.6246	85.7050	89.9914	94.4891	99.2136
Clinical Pharmacist - PD	72.0591	75.6589	79.4439	83.4193	87.5923			
Pharmacy Tech I	24.4796	25.7031	26.9900	28.3373	29.7544	31.2464	32.8090	34.4466
Pharmacy Tech I - PD	26.9276	28.2729	29.6899	31.1746	32.7330			
Pharmacy Tech II	24.8364	26.0578	27.3449	28.6942	30.1112	31.6022	33.1638	34.8024
Pharmacy Tech II - PD	27.3199	28.6880	30.1206	31.6230	33.2064			

Job Classification	1	2	3	4	5	6*	7*	8*
RESPIRATORY CARE								
Respiratory Care Equipment Technician	21.5186	22.5954	23.7273	24.9114	26.1588	27.4686	28.8409	30.2840
Respiratory Care Practitioner Certified	41.0209	43.0715	45.2241	47.4870	49.8580	52.3539	54.9695	57.7172
Respiratory Care Practitioner Certified - NICU	42.6626	44.7965	47.0365	49.3878	51.8535	54.4514	57.1720	60.0321
Respiratory Care Practitioner Certified - PD	46.7212	49.0590	51.5144	54.0914	56.7913			
Respiratory Care Practitioner Registered	43.8497	46.0367	48.3401	50.7580	53.2945	55.9569	58.7576	61.6937
Respiratory Care Practitioner Registered - NICU	45.6028	47.8844	50.2773	52.7899	55.4263	58.2052	61.1131	64.1687
Respiratory Care Practitioner Registered - PD	49.9694	52.4674	55.0912	57.8483	60.7386			

Job Classification	1	2	3	4	5	6*	7*	8*
SURGICAL SERVICES								
Endoscopy Tech	23.0698	24.2215	25.4368	26.7060	28.0430	29.4443	30.9165	32.4605
Endoscopy Tech - PD	25.3774	26.6478	27.9764	29.3809	30.8458			
Instrument & Supply Tech	23.9198	25.1158	26.3716	27.6902	29.0748	30.5286	32.0551	33.6579
Instrument & Supply Tech - Crt	25.0143	26.2651	27.5784	28.9574	30.4053	31.9256	33.5219	35.1980
Instrument & Supply Tech - Crt - PD	27.3154	28.6812	30.1153	31.6211	33.2022			
Instrument & Supply Tech - PD	26.1097	27.4152	28.7860	30.2253	31.7366			
OR/Surgical Sterile Tech III	23.0698	24.2215	25.4305	26.7060	28.0430	29.4443	30.9165	32.4605
OR/Surgical Sterile Tech III - Certified - PD	26.6457	27.9784	29.3767	30.8447	32.3877			
OR/Surgical Sterile Tech III - PD	25.3774	26.6478	27.9764	29.3799	30.8458			
OR/Surgical Sterile Tech III- Certified	24.2237	25.4368	26.7071	28.0430	29.4443	30.9165	32.4605	34.0825
Surgery Clerk	21.9816	23.0803	24.2341	25.4492	26.7185	28.0564	29.4558	30.9291
Surgery Clerk - PD	24.1769	25.3910	26.6540	27.9930	29.3913			
Surgical Tech	32.7536	34.3913	36.1109	37.9165	39.8124	41.8031	43.8933	46.0880
Surgical Tech - PD	35.4331	37.2048	39.0651	41.0184	43.0694			

APPENDIX B – HOURLY RATES EFFECTIVE 8/29/16

Job Classification	1	2	3	4	5	6*	7*	8*
CLERICAL								
Accounting Tech II	30.0613	31.5672	33.1459	34.8038	36.5420	38.3721	40.2898	42.3026
Accounting Tech II - PD	33.0720	34.7215	36.4606	38.2822	40.1948			
Cashier	22.7590	23.8975	25.0907	26.3431	27.6652	29.0444	30.4943	32.0245
Cashier - PD	25.0337	26.2829	27.5998	28.9789	30.4268			
Clerk Typist II	21.8224	22.9121	24.0568	25.2607	26.5248	27.8479	29.2398	30.7044
Clerk Typist II - PD	24.0040	25.2048	26.4592	27.7856	29.1742			
Clerk Wound Care	22.3113	23.4265	24.5976	25.8309	27.1193	28.4772	29.8976	31.3930
Clerk Wound Care - PD	19.4167	20.3872	21.4062	22.4750	23.5997			
Computer Clerk	24.0485	25.2533	26.5110	27.8405	29.2323	30.6918	32.2273	33.8365
Computer Clerk - PD	26.4529	27.7772	29.1637	30.6242	32.1533			
Customer Representative	25.6853	26.9694	28.3200	29.7372	31.2240	32.7869	34.4226	36.1428
Customer Representative - PD	28.2534	29.6696	31.1522	32.7078	34.3413			
Data Processing Clerk	22.3113	23.4265	24.5976	25.8309	27.1193	28.4772	29.8976	31.3930
Data Processing Clerk - PD	24.5396	25.7719	27.0538	28.4129	29.8322			
Financial Counselor	22.7590	23.8975	25.0907	26.3431	27.6652	29.0444	30.4943	32.0245
Financial Counselor - PD	25.0337	26.2829	27.5998	28.9789	30.4268			
Insurance Clerk	22.7590	23.8975	25.0907	26.3431	27.6652	29.0444	30.4943	32.0245
Insurance Clerk - PD	25.0337	26.2829	27.5998	28.9789	30.4268			
Interpreter	23.4275	24.5986	25.8309	27.1183	28.4742	29.8976	31.3918	32.9632
Interpreter - PD	25.7686	27.0559	28.4097	29.8301	31.3190			
Registration Float Clerk II	23.4275	24.5986	25.8309	27.1183	28.4742	29.8976	31.3918	32.9632
Registration Float Clerk II - PD	25.7686	27.0559	28.4097	29.8301	31.3190			
Review Notification Clerk	22.9121	24.0591	25.2617	26.5258	27.8511	29.2440	30.7066	32.2420
Telephone Operator	20.2615	21.2743	22.3419	23.4571	24.6303	25.8616	27.1584	28.5132
Telephone Operator - PD	22.2870	23.4064	24.5753	25.8003	27.0950			

Job Classification	1	2	3	4	5	6*	7*	8*
DIAGNOSTIC IMAGING								
Breast Ultrasonographer	44.3637	46.5819	48.9102	51.3562	53.9239	56.6196	59.4505	62.4230
Breast Ultrasonographer - PD	48.8000	51.2397	53.8011	56.4917	59.3164	62.2815	65.3964	68.6654
Clinical Coordinator - Angio	43.8084	45.9986	48.2985	50.7137	53.2491	55.9113	58.7076	61.6433
Clinical Coordinator - CT	43.8084	45.9986	48.2985	50.7137	53.2491	55.9113	58.7076	61.6433
Clinical Coordinator - Nuc Med	47.7051	50.0895	52.5944	55.2238	57.9853	60.8841	63.9286	67.1250
Clinical Coordinator/ Mammography	43.6331	45.8149	48.1053	50.5109	53.0358	55.6875	58.4721	61.3951
Mammo Services Coordinator	24.7634	26.0021	27.3020	28.6621	30.0994	31.6030	33.1818	34.8419
Mammography Technologist	40.4008	42.4103	44.5318	46.7568	49.0958	51.5522	54.1266	56.8342
Mammography Technologist - PD	44.4040	46.6470	48.9796	51.4285	53.9999	56.7001	59.5355	62.5103
Mammography Technologist/ Ultrasonographer	48.2130	50.6239	53.1551	55.8131	58.6031	61.5324	64.6096	67.8399
Mammography Technologist/ Ultrasonographer - PD	53.0347	55.6865	58.4710	61.3941	64.4639			
MRI Tech	41.5179	43.5940	45.7737	48.0621	50.4655	52.9883	55.6388	58.4204
MRI Tech - PD	47.7463	50.1329	52.6398	55.2724	58.0338	60.9368	63.9845	67.1831
Nuclear Medicine Tech - Certified	44.1707	46.3798	48.6988	51.1329	53.6906	56.3749	59.1934	62.1533
Nuclear Medicine/MRI Tech	46.3798	48.6988	51.1329	53.6906	56.3749	59.1934	62.1533	65.2601

APPENDIX B – HOURLY RATES EFFECTIVE 8/29/16, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
DIAGNOSTIC IMAGING								
Nuclear Medicine/MRI Tech - PD	51.0178	53.5679	56.2471	59.0592	62.0118			
Radiology Tech I	36.6329	38.4703	40.4008	42.4103	44.5307	46.7568	49.0958	51.5522
Radiology Tech I - PD	42.1304	44.2372	46.4557	48.7674	51.2078	53.7676	56.4551	59.2747
Radiology Tech II	39.2613	41.2139	43.2751	45.4367	47.7071	50.0948	52.5986	55.2281
Radiology Tech II - PD	45.1432	47.3967	49.7653	52.2532	54.8648	57.6084	60.4901	63.5093
Radiology Tech III	40.5633	42.5992	44.7155	46.9500	49.2997	51.7622	54.3622	57.0592
Radiology Tech III - PD	44.2581	46.4674	48.7895	51.2287	53.7890	56.4788	59.3040	62.2640
Sonographer Coordinator	50.0895	52.5944	55.2238	57.9853	60.8841	63.9286	67.1250	70.4811
Sonographer I	38.5960	40.5253	42.5517	44.6796	46.9141	49.2595	51.7222	54.3083
Sonographer I - PD	42.4557	44.5783	46.8074	49.1475	51.6049			
Sonographer II	42.8844	45.0292	47.2806	49.6439	52.1265	54.7328	57.4689	60.3423
Sonographer II - PD	49.3175	51.7834	54.3717	57.0909	59.9452	62.9422	66.0891	69.3944
Sonographer III	44.1707	46.3798	48.6988	51.1329	53.6906	56.3749	59.1934	62.1533
Sonographer III - PD	49.9491	52.4466	55.0686	57.8226	60.7130			
Sonographer IV	46.3798	48.6988	51.1329	53.6906	56.3749	59.1934	62.1533	65.2601
Sonographer IV - PD	51.0178	53.5679	56.2471	59.0592	62.0118			
Tech Assistant II - Radiology - PD	26.4403	27.7614	29.1490	30.6083	32.1374			
Tech Assistant II -Radiology	24.0367	25.2406	26.4984	27.8247	29.2133	30.6770	32.2102	33.8196
Tech Assistant-Radiology	22.8910	24.0367	25.2406	26.4984	27.8257	29.2123	30.6770	32.2102
Tech Assistant-Radiology - PD	25.1794	26.4381	27.7634	29.1468	30.6031			

Job Classification	1	2	3	4	5	6*	7*	8*
CARDIOLOGY								
Cardiac Sonographer I	45.0292	47.2806	49.6439	52.1265	54.7328	57.4689	60.3423	63.3593
Cardiac Sonographer I - PD	49.5320	52.0083	54.6081	57.3391	60.2061	63.2157	66.3773	69.6954
Cardiac Sonographer II	46.1168	48.4221	50.8435	53.3853	56.0549	58.8575	61.8007	64.8906
Cardiac Sonographer II - PD	50.7285	53.2640	55.9271	58.7234	61.6602			
Cardiovascular Tech	39.2602	41.2180	43.2751	45.4367	47.7071	50.0948	52.5986	55.2281
Cardiovascular Tech - PD	43.2751	45.4367	47.7071	50.0948	52.5986	55.2281	57.9885	60.8872
Cath Lab Tech I	40.5633	42.5992	44.7155	46.9500	49.2997	51.8192	54.3622	57.0592
Cath Lab Tech I - PD	46.6480	48.9892	51.4232	53.9925	56.6949	59.5925	62.5166	65.6181
Cath Lab Tech II	41.7798	43.8697	46.0629	48.3661	50.7844	53.3230	55.9894	58.7889
Cath Lab Tech II - PD	47.4527	49.8255	52.3167	54.9324	57.6790			
Cath Lab Tech III	43.8697	46.0629	48.3661	50.7844	53.3230	55.9894	58.7889	61.7288
Cath Lab Tech III - PD	48.2562	50.6692	53.2026	55.8628	58.6558			
Lead Cardiac Sonographer	48.4221	50.8435	53.3853	56.0549	58.8575	61.8007	64.8906	68.1345
Non-Invasive Cardiovascular Technician	22.9312	24.0790	25.2828	26.5459	27.8754	29.2693	30.7319	32.2673
Non-Invasive Cardiovascular Technician - PD	25.2238	26.4878	27.8089	29.2006	30.6611			

Job Classification	1	2	3	4	5	6*	7*	8*
ENVIRONMENTAL SERVICES								
Environmental Services Aide	19.5710	20.5456	21.5721	22.6513	23.7865	24.9713	26.2206	27.5343
Environmental Services Aide - PD	21.5235	22.5986	23.7305	24.9197	26.1636			
Environmental Services Tech	20.8825	21.9269	23.0242	24.1720	25.3811	26.6473	27.9831	29.3833

APPENDIX B – HOURLY RATES EFFECTIVE 8/29/16, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
ENVIRONMENTAL SERVICES								
Environmental Services Tech - PD	22.9714	24.1181	25.3240	26.5913	27.9187			
Video Systems Tech	29.9061	31.3855	32.9675	34.6191	36.3488	38.1292	40.0712	42.0745
Video Systems Tech - PD	32.8988	34.5377	36.2632	38.0764	39.9856			

Job Classification	1	2	3	4	5	6*	7*	8*
HIM/MEDICAL RECORDS								
Coder Abstractor Clerk III - Certified	31.2979	32.8640	34.5071	36.2295	38.0436	39.9445	41.9424	44.0375
Coder Abstractor Clerk III - Certified - PD	34.4290	36.1524	37.9571	39.8557	41.8484			
Coder/Abstractor Clerk I	27.0401	28.3897	29.8048	31.3032	32.8661	34.5093	36.2348	38.0469
Coder/Abstractor Clerk I - PD	29.7413	31.2271	32.7922	34.4279	36.1534			
Correspondence Clerk	23.8815	25.0738	26.3241	27.6473	29.0276	30.4763	32.0002	33.6001
Correspondence Clerk - PD	26.2682	27.5850	28.9610	30.4077	31.9326			
Lead Coder/Abstractor - Certified	32.8640	34.5071	36.2315	38.0426	39.9424	41.9403	44.0355	46.2341
Lead Coder/Abstractor - Certified - PD	36.1491	37.9549	39.8557	41.8484	43.9415			
Medical Records Specialist II	21.8224	22.9121	24.0568	25.2607	26.5248	27.8479	29.2398	30.7044
Medical Records Specialist II - PD	24.0040	25.2048	26.4592	27.7856	29.1754			
Medical Records Specialist III	22.9132	24.0591	25.2617	26.5258	27.8501	29.2440	30.7055	32.2420
Medical Records Specialist III - PD	25.2048	26.4603	27.7856	29.1775	30.6347			
Transcriptionist II	24.5976	25.8309	27.1193	28.4772	29.8976	31.3918	32.9622	34.6138
Transcriptionist II - PD	27.0538	28.4129	29.8322	31.3222	32.8893			
Transcriptionist III	25.8309	27.1193	28.4772	29.8976	31.3918	32.9622	34.6138	36.3425
Transcriptionist III - Certified	26.8585	28.1996	29.6136	31.0941	32.6465	34.2800	35.9929	37.7977
Transcriptionist III - Certified - PD	29.5471	31.0234	32.5746	34.2051	35.9115			
Transcriptionist III - PD	28.4129	29.8322	31.3222	32.8893	34.5304			

Job Classification	1	2	3	4	5	6*	7*	8*
LABORATORY								
Lab Tech Assistant - Lead	25.4153	26.6861	28.0204	29.4214	30.8925	32.4371	34.0590	35.7620
Laboratory Technician Assistant I	23.0524	24.2050	25.4153	26.6861	28.0204	29.4214	30.8925	32.4371
Laboratory Technician Assistant I - PD	26.3623	27.6804	29.0644	30.5176	32.0435	33.6457	35.3280	37.0944
Laboratory Technician Assistant II	24.2050	25.4153	26.6861	28.0204	29.4214	30.8925	32.4371	34.0590
Laboratory Technician Assistant II - PD	27.6804	29.0644	30.5176	32.0435	33.6457	35.3280	37.0944	38.9491
Pathology Clerk	23.0813	24.2351	25.4492	26.7175	28.0534	29.4558	30.9279	32.4761
Pathology Clerk - PD	25.3878	26.6561	27.9899	29.3893	30.8562			

Job Classification	1	2	3	4	5	6*	7*	8*
MATERIALS MANAGEMENT								
Healthcare Allocation Specialist	21.6122	22.6936	23.8256	25.0158	26.2671	27.5818	28.9600	30.4067
Healthcare Allocation Specialist - PD	23.7739	24.9608	26.2080	27.5185	28.8923			
Mail Courier/Clerk Typist	21.8224	22.9121	24.0568	25.2607	26.5248	27.8479	29.2398	30.7044

APPENDIX B – HOURLY RATES EFFECTIVE 8/29/16, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
MATERIALS MANAGEMENT								
Mail Courier/Clerk Typist - PD	24.0040	25.2048	26.4592	27.7856	29.1742			
Senior Healthcare Allocation Specialist	23.1202	24.2766	25.4930	26.7666	28.1067	29.5121	30.9874	32.5345
Senior Healthcare Allocation Specialist - PD	25.4339	26.7043	28.0402	29.4446	30.9125			
Senior Mail Courier/Clerk Typist	22.9121	24.0568	25.2607	26.5248	27.8479	29.2398	30.7044	32.2388
Srg Sterile Proc Tch I	21.6122	22.6936	23.8256	25.0158	26.2671	27.5818	28.9600	30.4067
Srg Sterile Proc Tch I - Crt	22.6946	23.8267	25.0158	26.2671	27.5797	28.9600	30.4067	31.9283
Srg Sterile Proc Tch I - Crt - PD	24.9587	26.2090	27.5185	28.8944	30.3391			
Srg Sterile Proc Tch I - PD	23.7739	24.9608	26.2090	27.5185	28.8944			

Job Classification	1	2	3	4	5	6*	7*	8*
NURSING								
Clinical Assistant	22.8667	24.0116	25.2101	26.4730	27.7962	29.1912	30.6463	32.1785
Clinical Assistant - PD	25.1540	26.4117	27.7327	29.1215	30.5777			
LVN Wound Care	27.5914	28.9683	30.4162	31.9389	33.5355	35.2146	36.9740	38.8241
Nurse Aide	21.6122	22.6936	23.8256	25.0158	26.2671	27.5818	28.9589	30.4067
Nurse Aide - PD	23.7739	24.9608	26.2080	27.5185	28.8923			
Obstetrical Technician	23.4158	24.5848	25.8184	27.1066	28.4636	29.8860	31.3802	32.9474
Obstetrical Technician - PD	25.7581	27.0475	28.3960	29.8216	31.3085			
Rehab Services Aide	21.4052	22.4739	23.5985	24.7782	26.0200	27.3231	28.6906	30.1236
Rehab Services Aide - PD	23.5416	24.7222	25.9577	27.2565	28.6188			
Transport Prep Aide - PD	23.7739	24.9608	26.2090	27.5185	28.8923			
Transport/Prep Aide	21.6122	22.6936	23.8256	25.0158	26.2671	27.5818	28.9589	30.4067
Unit Assistant I	22.3113	23.4265	24.5976	25.8309	27.1193	28.4772	29.8976	31.3930
Unit Assistant I - PD	24.5396	25.7719	27.0538	28.4129	29.8322			
Unit Assistant II	22.8667	24.0116	25.2101	26.4730	27.7962	29.1912	30.6463	32.1785
Unit Assistant II - PD	25.1540	26.4117	27.7327	29.1215	30.5777			

Job Classification	1	2	3	4	5	6*	7*	8*
NUTRITIONAL SERVICES								
Barista	15.5982	16.2245	16.8717					
Barista - PD	17.1591	17.8454	18.5614					
Cook II	25.7792	27.0665	28.4213	29.8395	31.3349	32.8988	34.5430	36.2717
Cook II - PD	28.3590	29.7761	31.2620	32.8239	34.4681			
Diet Clerk I	20.2615	21.2743	22.3419	23.4571	24.6293	25.8616	27.1584	28.5142
Diet Clerk I - PD	22.2870	23.4064	24.5753	25.8003	27.0939			
Diet Clerk II	21.8224	22.9121	24.0568	25.2607	26.5248	27.8479	29.2398	30.7044
Diet Clerk II - PD	24.0040	25.2048	26.4592	27.7856	29.1742			
Head Nutrition Services Aide	20.5519	21.5795	22.6587	23.7951	24.9862	26.2312	27.5480	28.9219
Head Nutrition Services Aide - PD	22.6091	23.7390	24.9302	26.1711	27.4825			
Nutrition Services Aide	19.5710	20.5456	21.5721	22.6513	23.7865	24.9713	26.2206	27.5343
Nutrition Services Aide - PD	21.5235	22.5986	23.7305	24.9197	26.1636			

APPENDIX B – HOURLY RATES EFFECTIVE 8/29/16, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
PHARMACY								
Clinical Pharmacist	63.6000	66.7828	70.1230	73.6279	77.3070	81.1731	85.2313	89.4933
Clinical Pharmacist - Night	71.5675	75.1454	78.9015	82.8490	86.9906	91.3413	95.9064	100.7018
Clinical Pharmacist - Night - Relief	71.5675	75.1454	78.9015	82.8490	86.9906	91.3413	95.9064	100.7018
Clinical Pharmacist - PD	73.1400	76.7938	80.6356	84.6706	88.9062			
Pharmacy Tech I	24.8468	26.0886	27.3948	28.7624	30.2007	31.7151	33.3011	34.9633
Pharmacy Tech I - PD	27.3315	28.6970	30.1352	31.6422	33.2240			
Pharmacy Tech II	25.2089	26.4487	27.7551	29.1246	30.5629	32.0762	33.6613	35.3244
Pharmacy Tech II - PD	27.7297	29.1183	30.5724	32.0973	33.7045			

Job Classification	1	2	3	4	5	6*	7*	8*
RESPIRATORY CARE								
Respiratory Care Equipment Technician	21.8414	22.9343	24.0832	25.2851	26.5512	27.8806	29.2735	30.7383
Respiratory Care Practitioner Certified	41.6362	43.7176	45.9025	48.1993	50.6059	53.1392	55.7940	58.5830
Respiratory Care Practitioner Certified - NICU	43.3025	45.4684	47.7420	50.1286	52.6313	55.2682	58.0296	60.9326
Respiratory Care Practitioner Certified - PD	47.4220	49.7949	52.2871	54.9028	57.6432			
Respiratory Care Practitioner Registered	44.5074	46.7273	49.0652	51.5194	54.0939	56.7963	59.6390	62.6191
Respiratory Care Practitioner Registered - NICU	46.2868	48.6027	51.0315	53.5817	56.2577	59.0783	62.0298	65.1312
Respiratory Care Practitioner Registered - PD	50.7189	53.2544	55.9176	58.7160	61.6497			

Job Classification	1	2	3	4	5	6*	7*	8*
SURGICAL SERVICES								
Endoscopy Tech	23.4158	24.5848	25.8184	27.1066	28.4636	29.8860	31.3802	32.9474
Endoscopy Tech - PD	25.7581	27.0475	28.3960	29.8216	31.3085			
Instrument & Supply Tech	23.9198	25.1158	26.3716	27.6902	29.0748	30.5286	32.0551	33.6579
Instrument & Supply Tech - Crt	25.0143	26.2651	27.5784	28.9574	30.4053	31.9256	33.5219	35.1980
Instrument & Supply Tech - Crt - PD	27.3154	28.6812	30.1153	31.6211	33.2022			
Instrument & Supply Tech - PD	26.1097	27.4152	28.7860	30.2253	31.7366			
OR/Surgical Sterile Tech III	23.4158	24.5848	25.8120	27.1066	28.4636	29.8860	31.3802	32.9474
OR/Surgical Sterile Tech III - Certified - PD	27.0454	28.3981	29.8174	31.3074	32.8735			
OR/Surgical Sterile Tech III - PD	25.7581	27.0475	28.3960	29.8206	31.3085			
OR/Surgical Sterile Tech III-Certified	24.5871	25.8184	27.1077	28.4636	29.8860	31.3802	32.9474	34.5937
Surgery Clerk	22.3113	23.4265	24.5976	25.8309	27.1193	28.4772	29.8976	31.3930
Surgery Clerk - PD	24.5396	25.7719	27.0538	28.4129	29.8322			
Surgical Tech	32.7536	34.3913	36.1109	37.9165	39.8124	41.8031	43.8933	46.0880
Surgical Tech - PD	35.4331	37.2048	39.0651	41.0184	43.0694			

APPENDIX C – HOURLY RATES EFFECTIVE 8/14/17

Job Classification	1	2	3	4	5	6*	7*	8*
CLERICAL								
Accounting Tech II	30.7377	32.2775	33.8917	35.5869	37.3642	39.2355	41.1963	43.2544
Accounting Tech II- PD	33.8161	35.5027	37.2810	39.1435	41.0992			
Cashier	23.2711	24.4352	25.6552	26.9358	28.2877	29.6979	31.1804	32.7451
Cashier - PD	25.5970	26.8743	28.2208	29.6309	31.1114			
Clerk Typist II	22.3134	23.4276	24.5981	25.8291	27.1216	28.4745	29.8977	31.3952
Clerk Typist II - PD	24.5441	25.7719	27.0545	28.4108	29.8306			
Clerk Wound Care	22.8133	23.9536	25.1510	26.4121	27.7295	29.1179	30.5703	32.0993
Clerk Wound Care - PD	19.8536	20.8459	21.8878	22.9807	24.1307			
Computer Clerk	24.5896	25.8215	27.1075	28.4669	29.8900	31.3824	32.9524	34.5978
Computer Clerk - PD	27.0481	28.4022	29.8199	31.3132	32.8767			
Customer Representative	26.2632	27.5762	28.9572	30.4063	31.9265	33.5246	35.1971	36.9560
Customer Representative - PD	28.8891	30.3372	31.8531	33.4437	35.1140			
Data Processing Clerk	22.8133	23.9536	25.1510	26.4121	27.7295	29.1179	30.5703	32.0993
Data Processing Clerk - PD	25.0917	26.3518	27.6625	29.0522	30.5034			
Financial Counselor	23.2711	24.4352	25.6552	26.9358	28.2877	29.6979	31.1804	32.7451
Financial Counselor - PD	25.5970	26.8743	28.2208	29.6309	31.1114			
Insurance Clerk	23.2711	24.4352	25.6552	26.9358	28.2877	29.6979	31.1804	32.7451
Insurance Clerk - PD	25.5970	26.8743	28.2208	29.6309	31.1114			
Interpreter	23.9546	25.1521	26.4121	27.7285	29.1149	30.5703	32.0981	33.7049
Interpreter - PD	26.3484	27.6647	29.0489	30.5013	32.0237			
Registration Float Clerk II	23.9546	25.1521	26.4121	27.7285	29.1149	30.5703	32.0981	33.7049
Registration Float Clerk II - PD	26.3484	27.6647	29.0489	30.5013	32.0237			
Review Notification Clerk	23.4276	24.6004	25.8301	27.1226	28.4777	29.9020	31.3975	32.9674
Telephone Operator	20.7174	21.7530	22.8446	23.9849	25.1845	26.4435	27.7695	29.1547
Telephone Operator - PD	22.7885	23.9330	25.1282	26.3808	27.7046			

Job Classification	1	2	3	4	5	6*	7*	8*
DIAGNOSTIC IMAGING								
Breast Ultrasonographer	45.3619	47.6300	50.0107	52.5117	55.1372	57.8935	60.7881	63.8275
Breast Ultrasonographer - PD	49.8980	52.3926	55.0116	57.7628	60.6510	63.6828	66.8678	70.2104
Clinical Coordinator - Angio	44.7941	47.0336	49.3852	51.8548	54.4472	57.1693	60.0285	63.0303
Clinical Coordinator - CT	44.7941	47.0336	49.3852	51.8548	54.4472	57.1693	60.0285	63.0303
Clinical Coordinator - Nuc Med	48.7785	51.2165	53.7778	56.4663	59.2900	62.2540	65.3670	68.6353
Clinical Coordinator/ Mammography	44.6148	46.8457	49.1877	51.6474	54.2291	56.9405	59.7877	62.7765
Mammo Services Coordinator	25.3206	26.5871	27.9163	29.3070	30.7766	32.3141	33.9284	35.6258
Mammography Technologist	41.3098	43.3645	45.5338	47.8088	50.2005	52.7121	55.3444	58.1130
Mammography Technologist - PD	45.4031	47.6966	50.0816	52.5856	55.2149	57.9759	60.8750	63.9168
Mammography Technologist/ Ultrasonographer	49.2978	51.7629	54.3511	57.0689	59.9217	62.9169	66.0633	69.3663
Mammography Technologist/ Ultrasonographer - PD	54.2280	56.9394	59.7866	62.7755	65.9143			
MRI Tech	42.4521	44.5749	46.8036	49.1435	51.6010	54.1805	56.8907	59.7349
MRI Tech - PD	48.8206	51.2609	53.8242	56.5160	59.3396	62.3079	65.4242	68.6947
Nuclear Medicine Tech - Certified	45.1645	47.4233	49.7945	52.2834	54.8986	57.6433	60.5253	63.5517
Nuclear Medicine/MRI Tech	47.4233	49.7945	52.2834	54.8986	57.6433	60.5253	63.5517	66.7285

APPENDIX C – HOURLY RATES EFFECTIVE 8/14/17, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
DIAGNOSTIC IMAGING								
Nuclear Medicine/MRI Tech - PD	52.1657	54.7732	57.5127	60.3880	63.4071			
Radiology Tech I	37.4571	39.3359	41.3098	43.3645	45.5326	47.8088	50.2005	52.7121
Radiology Tech I - PD	43.0783	45.2325	47.5010	49.8647	52.3600	54.9774	57.7253	60.6084
Radiology Tech II	40.1447	42.1412	44.2488	46.4590	48.7805	51.2219	53.7821	56.4707
Radiology Tech II - PD	46.1589	48.4631	50.8850	53.4289	56.0993	58.9046	61.8511	64.9383
Radiology Tech III	41.4760	43.5577	45.7216	48.0064	50.4089	52.9268	55.5853	58.3430
Radiology Tech III - PD	45.2539	47.5129	49.8873	52.3813	54.9993	57.7496	60.6383	63.6649
Sonographer Coordinator	51.2165	53.7778	56.4663	59.2900	62.2540	65.3670	68.6353	72.0669
Sonographer I	39.4644	41.4371	43.5091	45.6849	47.9697	50.3678	52.8859	55.5302
Sonographer I - PD	43.4110	45.5813	47.8606	50.2533	52.7660	0.0000	0.0000	0.0000
Sonographer II	43.8493	46.0424	48.3444	50.7609	53.2993	55.9643	58.7620	61.7000
Sonographer II - PD	50.4271	52.9485	55.5951	58.3754	61.2940	64.3584	67.5761	70.9558
Sonographer III	45.1645	47.4233	49.7945	52.2834	54.8986	57.6433	60.5253	63.5517
Sonographer III - PD	51.0730	53.6266	56.3076	59.1236	62.0790			
Sonographer IV	47.4233	49.7945	52.2834	54.8986	57.6433	60.5253	63.5517	66.7285
Sonographer IV - PD	52.1657	54.7732	57.5127	60.3880	63.4071			
Tech Assistant II - Radiology - PD	27.0352	28.3860	29.8049	31.2970	32.8605			
Tech Assistant II -Radiology	24.5775	25.8085	27.0946	28.4508	29.8706	31.3672	32.9349	34.5805
Tech Assistant-Radiology	23.4060	24.5775	25.8085	27.0946	28.4518	29.8696	31.3672	32.9349
Tech Assistant-Radiology - PD	25.7459	27.0330	28.3881	29.8026	31.2917			

Job Classification	1	2	3	4	5	6*	7*	8*
CARDIOLOGY								
Cardiac Sonographer I	46.0424	48.3444	50.7609	53.2993	55.9643	58.7620	61.7000	64.7849
Cardiac Sonographer I - PD	50.6465	53.1785	55.8368	58.6292	61.5607	64.6381	67.8708	71.2635
Cardiac Sonographer II	47.1544	49.5116	51.9875	54.5865	57.3161	60.1818	63.1912	66.3506
Cardiac Sonographer II - PD	51.8699	54.4624	57.1855	60.0447	63.0476			
Cardiovascular Tech	40.1436	42.1454	44.2488	46.4590	48.7805	51.2219	53.7821	56.4707
Cardiovascular Tech - PD	44.2488	46.4590	48.7805	51.2219	53.7821	56.4707	59.2932	62.2572
Cath Lab Tech I	41.4760	43.5577	45.7216	48.0064	50.4089	52.9851	55.5853	58.3430
Cath Lab Tech I - PD	47.6976	50.0915	52.5802	55.2073	57.9705	60.9333	63.9232	67.0945
Cath Lab Tech II	42.7198	44.8568	47.0993	49.4543	51.9270	54.5228	57.2492	60.1117
Cath Lab Tech II - PD	48.5204	50.9466	53.4938	56.1684	58.9768			
Cath Lab Tech III	44.8568	47.0993	49.4543	51.9270	54.5228	57.2492	60.1117	63.1177
Cath Lab Tech III - PD	49.3420	51.8093	54.3997	57.1197	59.9756			
Lead Cardiac Sonographer	49.5116	51.9875	54.5865	57.3161	60.1818	63.1912	66.3506	69.6675
Non-Invasive Cardiovascular Technician	23.4472	24.6208	25.8517	27.1432	28.5026	29.9279	31.4234	32.9933
Non-Invasive Cardiovascular Technician - PD	25.7913	27.0838	28.4346	29.8576	31.3510			

Job Classification	1	2	3	4	5	6*	7*	8*
ENVIRONMENTAL SERVICES								
Environmental Services Aide	20.0113	21.0079	22.0575	23.1610	24.3217	25.5332	26.8106	28.1538
Environmental Services Aide - PD	22.0078	23.1071	24.2644	25.4804	26.7523			
Environmental Services Tech	21.3524	22.4203	23.5422	24.7159	25.9522	27.2469	28.6127	30.0444

APPENDIX C – HOURLY RATES EFFECTIVE 8/14/17, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
ENVIRONMENTAL SERVICES								
Environmental Services Tech - PD	23.4883	24.6608	25.8938	27.1896	28.5469			
Video Systems Tech	30.5790	32.0917	33.7093	35.3980	37.1666	38.9871	40.9728	43.0212
Video Systems Tech - PD	33.6390	35.3148	37.0791	38.9331	40.8853			

Job Classification	1	2	3	4	5	6*	7*	8*
HIM/MEDICAL RECORDS								
Coder Abstractor Clerk III - Certified	32.0021	33.6034	35.2835	37.0447	38.8996	40.8433	42.8861	45.0283
Coder Abstractor Clerk III - Certified - PD	35.2037	36.9658	38.8111	40.7525	42.7900			
Coder/Abstractor Clerk I	27.6485	29.0285	30.4754	32.0075	33.6056	35.2858	37.0501	38.9030
Coder/Abstractor Clerk I - PD	30.4105	31.9297	33.5300	35.2025	36.9669			
Correspondence Clerk	24.4188	25.6380	26.9164	28.2694	29.6807	31.1620	32.7202	34.3561
Correspondence Clerk - PD	26.8592	28.2057	29.6126	31.0919	32.6511			
Lead Coder/Abstractor - Certified	33.6034	35.2835	37.0467	38.8986	40.8411	42.8840	45.0263	47.2744
Lead Coder/Abstractor - Certified - PD	36.9625	38.8089	40.7525	42.7900	44.9302			
Medical Records Specialist II	22.3134	23.4276	24.5981	25.8291	27.1216	28.4745	29.8977	31.3952
Medical Records Specialist II - PD	24.5441	25.7719	27.0545	28.4108	29.8318			
Medical Records Specialist III	23.4287	24.6004	25.8301	27.1226	28.4767	29.9020	31.3964	32.9674
Medical Records Specialist III - PD	25.7719	27.0557	28.4108	29.8340	31.3240			
Transcriptionist II	25.1510	26.4121	27.7295	29.1179	30.5703	32.0981	33.7038	35.3926
Transcriptionist II - PD	27.6625	29.0522	30.5034	32.0269	33.6293			
Transcriptionist III	26.4121	27.7295	29.1179	30.5703	32.0981	33.7038	35.3926	37.1602
Transcriptionist III - Certified	27.4628	28.8341	30.2799	31.7937	33.3810	35.0513	36.8027	38.6481
Transcriptionist III - Certified - PD	30.2119	31.7214	33.3075	34.9747	36.7195			
Transcriptionist III - PD	29.0522	30.5034	32.0269	33.6293	35.3073			

Job Classification	1	2	3	4	5	6*	7*	8*
LABORATORY								
Lab Tech Assistant - Lead	25.9871	27.2865	28.6509	30.0834	31.5876	33.1669	34.8253	36.5666
Laboratory Technician Assistant I	23.5711	24.7496	25.9871	27.2865	28.6509	30.0834	31.5876	33.1669
Laboratory Technician Assistant I - PD	26.9555	28.3032	29.7183	31.2042	32.7645	34.4027	36.1229	37.9290
Laboratory Technician Assistant II	24.7496	25.9871	27.2865	28.6509	30.0834	31.5876	33.1669	34.8253
Laboratory Technician Assistant II - PD	28.3032	29.7183	31.2042	32.7645	34.4027	36.1229	37.9290	39.8255
Pathology Clerk	23.6006	24.7804	26.0218	27.3186	28.6846	30.1186	31.6238	33.2068
Pathology Clerk - PD	25.9590	27.2559	28.6197	30.0506	31.5505			

Job Classification	1	2	3	4	5	6*	7*	8*
MATERIALS MANAGEMENT								
Healthcare Allocation Specialist	22.0985	23.2042	24.3617	25.5787	26.8581	28.2024	29.6116	31.0909
Healthcare Allocation Specialist - PD	24.3088	25.5224	26.7977	28.1377	29.5424			
Mail Courier/Clerk Typist	22.3134	23.4276	24.5981	25.8291	27.1216	28.4745	29.8977	31.3952

APPENDIX C – HOURLY RATES EFFECTIVE 8/14/17, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
MATERIALS MANAGEMENT								
Mail Courier/Clerk Typist - PD	24.5441	25.7719	27.0545	28.4108	29.8306			
Senior Healthcare Allocation Specialist	23.6404	24.8228	26.0666	27.3688	28.7391	30.1761	31.6846	33.2665
Senior Healthcare Allocation Specialist - PD	26.0062	27.3051	28.6711	30.1071	31.6080			
Senior Mail Courier/Clerk Typist	23.4276	24.5981	25.8291	27.1216	28.4745	29.8977	31.3952	32.9642
Srg Sterile Proc Tch I	22.0985	23.2042	24.3617	25.5787	26.8581	28.2024	29.6116	31.0909
Srg Sterile Proc Tch I - Crt	23.2052	24.3628	25.5787	26.8581	28.2002	29.6116	31.0909	32.6467
Srg Sterile Proc Tch I - Crt - PD	25.5203	26.7987	28.1377	29.5445	31.0217			
Srg Sterile Proc Tch I - PD	24.3088	25.5224	26.7987	28.1377	29.5445			

Job Classification	1	2	3	4	5	6*	7*	8*
NURSING								
Clinical Assistant	23.3812	24.5519	25.7773	27.0686	28.4216	29.8480	31.3358	32.9025
Clinical Assistant - PD	25.7200	27.0060	28.3567	29.7767	31.2657			
LVN Wound Care	28.2122	29.6201	31.1006	32.6575	34.2900	36.0069	37.8059	39.6976
Nurse Aide	22.0985	23.2042	24.3617	25.5787	26.8581	28.2024	29.6105	31.0909
Nurse Aide - PD	24.3088	25.5224	26.7977	28.1377	29.5424			
Obstetrical Technician	23.9427	25.1380	26.3993	27.7165	29.1040	30.5584	32.0863	33.6887
Obstetrical Technician - PD	26.3377	27.6561	29.0349	30.4926	32.0129			
Rehab Services Aide	21.8868	22.9796	24.1295	25.3357	26.6054	27.9379	29.3361	30.8014
Rehab Services Aide - PD	24.0713	25.2784	26.5417	27.8698	29.2627			
Transport Prep Aide - PD	24.3088	25.5224	26.7987	28.1377	29.5424			
Transport/Prep Aide	22.0985	23.2042	24.3617	25.5787	26.8581	28.2024	29.6105	31.0909
Unit Assistant I	22.8133	23.9536	25.1510	26.4121	27.7295	29.1179	30.5703	32.0993
Unit Assistant I - PD	25.0917	26.3518	27.6625	29.0522	30.5034			
Unit Assistant II	23.3812	24.5519	25.7773	27.0686	28.4216	29.8480	31.3358	32.9025
Unit Assistant II - PD	25.7200	27.0060	28.3567	29.7767	31.2657			

Job Classification	1	2	3	4	5	6*	7*	8*
NUTRITIONAL SERVICES								
Barista	15.9492	16.5896	17.2513					
Barista - PD	17.5452	18.2469	18.9790					
Cook II	26.3592	27.6755	29.0608	30.5109	32.0399	33.6390	35.3202	37.0878
Cook II - PD	28.9971	30.4461	31.9654	33.5624	35.2436			
Diet Clerk I	20.7174	21.7530	22.8446	23.9849	25.1835	26.4435	27.7695	29.1558
Diet Clerk I - PD	22.7885	23.9330	25.1282	26.3808	27.7035			
Diet Clerk II	22.3134	23.4276	24.5981	25.8291	27.1216	28.4745	29.8977	31.3952
Diet Clerk II - PD	24.5441	25.7719	27.0545	28.4108	29.8306			
Head Nutrition Services Aide	21.0143	22.0650	23.1685	24.3305	25.5484	26.8214	28.1678	29.5726
Head Nutrition Services Aide - PD	23.1178	24.2731	25.4911	26.7599	28.1009			
Nutrition Services Aide	20.0113	21.0079	22.0575	23.1610	24.3217	25.5332	26.8106	28.1538
Nutrition Services Aide - PD	22.0078	23.1071	24.2644	25.4804	26.7523			

APPENDIX C – HOURLY RATES EFFECTIVE 8/14/17, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
PHARMACY								
Clinical Pharmacist	65.0310	68.2854	71.7008	75.2845	79.0464	82.9995	87.1490	91.5069
Clinical Pharmacist - Night	73.1778	76.8362	80.6768	84.7131	88.9479	93.3965	98.0643	102.9676
Clinical Pharmacist - Night - Relief	73.1778	76.8362	80.6768	84.7131	88.9479	93.3965	98.0643	102.9676
Clinical Pharmacist - PD	74.7856	78.5217	82.4499	86.5757	90.9066			
Pharmacy Tech I	25.4059	26.6756	28.0112	29.4096	30.8802	32.4287	34.0504	35.7500
Pharmacy Tech I - PD	27.9465	29.3427	30.8132	32.3541	33.9715			
Pharmacy Tech II	25.7761	27.0438	28.3796	29.7799	31.2506	32.7979	34.4187	36.1192
Pharmacy Tech II - PD	28.3536	29.7735	31.2603	32.8195	34.4629			

Job Classification	1	2	3	4	5	6*	7*	8*
RESPIRATORY CARE								
Respiratory Care Equipment Technician	22.3328	23.4503	24.6251	25.8540	27.1486	28.5079	29.9322	31.4299
Respiratory Care Practitioner Certified	42.5730	44.7012	46.9353	49.2838	51.7445	54.3348	57.0494	59.9011
Respiratory Care Practitioner Certified - NICU	44.2768	46.4914	48.8162	51.2565	53.8155	56.5117	59.3353	62.3036
Respiratory Care Practitioner Certified - PD	48.4890	50.9153	53.4636	56.1381	58.9402			
Respiratory Care Practitioner Registered	45.5088	47.7787	50.1692	52.6786	55.3110	58.0742	60.9809	64.0280
Respiratory Care Practitioner Registered - NICU	47.3283	49.6963	52.1797	54.7873	57.5235	60.4076	63.4255	66.5967
Respiratory Care Practitioner Registered - PD	51.8601	54.4526	57.1757	60.0371	63.0368			

Job Classification	1	2	3	4	5	6*	7*	8*
SURGICAL SERVICES								
Endoscopy Tech	23.9427	25.1380	26.3993	27.7165	29.1040	30.5584	32.0863	33.6887
Endoscopy Tech - PD	26.3377	27.6561	29.0349	30.4926	32.0129			
Instrument & Supply Tech	24.4580	25.6809	26.9650	28.3132	29.7290	31.2155	32.7763	34.4152
Instrument & Supply Tech - Crt	25.5771	26.8561	28.1989	29.6089	31.0894	32.6439	34.2761	35.9900
Instrument & Supply Tech - Crt - PD	27.9300	29.3265	30.7929	32.3326	33.9492			
Instrument & Supply Tech - PD	26.6972	28.0320	29.4337	30.9054	32.4507			
OR/Surgical Sterile Tech III	23.9427	25.1380	26.3928	27.7165	29.1040	30.5584	32.0863	33.6887
OR/Surgical Sterile Tech III - Certified - PD	27.6539	29.0371	30.4883	32.0118	33.6132			
OR/Surgical Sterile Tech III - PD	26.3377	27.6561	29.0349	30.4916	32.0129			
OR/Surgical Sterile Tech III-Certified	25.1403	26.3993	27.7176	29.1040	30.5584	32.0863	33.6887	35.3721
Surgery Clerk	22.8133	23.9536	25.1510	26.4121	27.7295	29.1179	30.5703	32.0993
Surgery Clerk - PD	25.0917	26.3518	27.6625	29.0522	30.5034			
Surgical Tech	33.4906	35.1651	36.9234	38.7696	40.7082	42.7437	44.8809	47.1250
Surgical Tech - PD	36.2303	38.0419	39.9441	41.9413	44.0385			

APPENDIX D – HOURLY RATES EFFECTIVE 8/13/18

Job Classification	1	2	3	4	5	6*	7*	8*
CLERICAL								
Accounting Tech II	31.5061	33.0844	34.7390	36.4766	38.2983	40.2164	42.2262	44.3358
Accounting Tech II- PD	34.6615	36.3903	38.2130	40.1221	42.1267			
Cashier	23.8529	25.0461	26.2966	27.6092	28.9949	30.4403	31.9599	33.5637
Cashier - PD	26.2369	27.5462	28.9263	30.3717	31.8892			
Clerk Typist II	22.8712	24.0133	25.2131	26.4748	27.7996	29.1864	30.6451	32.1801
Clerk Typist II - PD	25.1577	26.4162	27.7309	29.1211	30.5764			
Clerk Wound Care	23.3836	24.5524	25.7798	27.0724	28.4227	29.8458	31.3346	32.9018
Clerk Wound Care - PD	20.3499	21.3670	22.4350	23.5552	24.7340			
Computer Clerk	25.2043	26.4670	27.7852	29.1786	30.6372	32.1670	33.7762	35.4627
Computer Clerk - PD	27.7243	29.1123	30.5654	32.0960	33.6986			
Customer Representative	26.9198	28.2656	29.6811	31.1665	32.7247	34.3627	36.0770	37.8799
Customer Representative - PD	29.6113	31.0956	32.6494	34.2798	35.9918			
Data Processing Clerk	23.3836	24.5524	25.7798	27.0724	28.4227	29.8458	31.3346	32.9018
Data Processing Clerk - PD	25.7190	27.0106	28.3541	29.7785	31.2660			
Financial Counselor	23.8529	25.0461	26.2966	27.6092	28.9949	30.4403	31.9599	33.5637
Financial Counselor - PD	26.2369	27.5462	28.9263	30.3717	31.8892			
Insurance Clerk	23.8529	25.0461	26.2966	27.6092	28.9949	30.4403	31.9599	33.5637
Insurance Clerk - PD	26.2369	27.5462	28.9263	30.3717	31.8892			
Interpreter	24.5535	25.7809	27.0724	28.4217	29.8428	31.3346	32.9006	34.5475
Interpreter - PD	27.0071	28.3563	29.7751	31.2638	32.8243			
Registration Float Clerk II	24.5535	25.7809	27.0724	28.4217	29.8428	31.3346	32.9006	34.5475
Registration Float Clerk II - PD	27.0071	28.3563	29.7751	31.2638	32.8243			
Review Notification Clerk	24.0133	25.2154	26.4759	27.8007	29.1896	30.6496	32.1824	33.7916
Telephone Operator	21.2353	22.2968	23.4157	24.5845	25.8141	27.1046	28.4637	29.8836
Telephone Operator - PD	23.3582	24.5313	25.7564	27.0403	28.3972			

Job Classification	1	2	3	4	5	6*	7*	8*
DIAGNOSTIC IMAGING								
Breast Ultrasonographer	46.4959	48.8208	51.2610	53.8245	56.5156	59.3408	62.3078	65.4232
Breast Ultrasonographer - PD	51.1454	53.7024	56.3869	59.2069	62.1673	65.2749	68.5395	71.9657
Clinical Coordinator - Angio	45.9140	48.2094	50.6198	53.1512	55.8084	58.5985	61.5292	64.6061
Clinical Coordinator - CT	45.9140	48.2094	50.6198	53.1512	55.8084	58.5985	61.5292	64.6061
Clinical Coordinator - Nuc Med	49.9980	52.4969	55.1222	57.8780	60.7722	63.8104	67.0012	70.3512
Clinical Coordinator/ Mammography	45.7302	48.0168	50.4174	52.9386	55.5848	58.3640	61.2824	64.3459
Mammo Services Coordinator	25.9536	27.2518	28.6142	30.0397	31.5460	33.1220	34.7766	36.5164
Mammography Technologist	42.3425	44.4486	46.6721	49.0040	51.4555	54.0299	56.7280	59.5658
Mammography Technologist - PD	46.5382	48.8890	51.3336	53.9002	56.5953	59.4253	62.3969	65.5147
Mammography Technologist/ Ultrasonographer	50.5302	53.0570	55.7099	58.4956	61.4197	64.4898	67.7149	71.1005
Mammography Technologist/ Ultrasonographer - PD	55.5837	58.3629	61.2813	64.3449	67.5622			
MRI Tech	43.5134	45.6893	47.9737	50.3721	52.8910	55.5350	58.3130	61.2283
MRI Tech - PD	50.0411	52.5424	55.1698	57.9289	60.8231	63.8656	67.0598	70.4121
Nuclear Medicine Tech - Certified	46.2936	48.6089	51.0394	53.5905	56.2711	59.0844	62.0384	65.1405
Nuclear Medicine/MRI Tech	48.6089	51.0394	53.5905	56.2711	59.0844	62.0384	65.1405	68.3967

APPENDIX D – HOURLY RATES EFFECTIVE 8/13/18, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
DIAGNOSTIC IMAGING								
Nuclear Medicine/MRI Tech - PD	53.4698	56.1425	58.9505	61.8977	64.9923			
Radiology Tech I	38.3935	40.3193	42.3425	44.4486	46.6709	49.0040	51.4555	54.0299
Radiology Tech I - PD	44.1553	46.3633	48.6885	51.1113	53.6690	56.3518	59.1684	62.1236
Radiology Tech II	41.1483	43.1947	45.3550	47.6205	50.0000	52.5024	55.1267	57.8825
Radiology Tech II - PD	47.3129	49.6747	52.1571	54.7646	57.5018	60.3772	63.3974	66.5618
Radiology Tech III	42.5129	44.6466	46.8646	49.2066	51.6691	54.2500	56.9749	59.8016
Radiology Tech III - PD	46.3852	48.7007	51.1345	53.6908	56.3743	59.1933	62.1543	65.2565
Sonographer Coordinator	52.4969	55.1222	57.8780	60.7722	63.8104	67.0012	70.3512	73.8686
Sonographer I	40.4510	42.4730	44.5968	46.8270	49.1689	51.6270	54.2080	56.9185
Sonographer I - PD	44.4963	46.7208	49.0571	51.5096	54.0852			
Sonographer II	44.9455	47.1935	49.5530	52.0299	54.6318	57.3634	60.2310	63.2425
Sonographer II - PD	51.6878	54.2722	56.9850	59.8348	62.8264	65.9674	69.2655	72.7297
Sonographer III	46.2936	48.6089	51.0394	53.5905	56.2711	59.0844	62.0384	65.1405
Sonographer III - PD	52.3498	54.9673	57.7153	60.6017	63.6310			
Sonographer IV	48.6089	51.0394	53.5905	56.2711	59.0844	62.0384	65.1405	68.3967
Sonographer IV - PD	53.4698	56.1425	58.9505	61.8977	64.9923			
Tech Assistant II - Radiology - PD	27.7111	29.0956	30.5500	32.0794	33.6820			
Tech Assistant II -Radiology	25.1919	26.4537	27.7720	29.1621	30.6174	32.1514	33.7583	35.4450
Tech Assistant-Radiology	23.9912	25.1919	26.4537	27.7720	29.1631	30.6163	32.1514	33.7583
Tech Assistant-Radiology - PD	26.3895	27.7088	29.0978	30.5477	32.0740			

Job Classification	1	2	3	4	5	6*	7*	8*
CARDIOLOGY								
Cardiac Sonographer I	47.1935	49.5530	52.0299	54.6318	57.3634	60.2310	63.2425	66.4045
Cardiac Sonographer I - PD	51.9127	54.5080	57.2327	60.0949	63.0997	66.2541	69.5676	73.0451
Cardiac Sonographer II	48.3333	50.7494	53.2872	55.9512	58.7490	61.6863	64.7710	68.0094
Cardiac Sonographer II - PD	53.1666	55.8240	58.6151	61.5458	64.6238			
Cardiovascular Tech	41.1472	43.1990	45.3550	47.6205	50.0000	52.5024	55.1267	57.8825
Cardiovascular Tech - PD	45.3550	47.6205	50.0000	52.5024	55.1267	57.8825	60.7755	63.8136
Cath Lab Tech I	42.5129	44.6466	46.8646	49.2066	51.6691	54.3097	56.9749	59.8016
Cath Lab Tech I - PD	48.8900	51.3438	53.8947	56.5875	59.4198	62.4566	65.5213	68.7719
Cath Lab Tech II	43.7878	45.9782	48.2768	50.6907	53.2252	55.8859	58.6804	61.6145
Cath Lab Tech II - PD	49.7334	52.2203	54.8311	57.5726	60.4512			
Cath Lab Tech III	45.9782	48.2768	50.6907	53.2252	55.8859	58.6804	61.6145	64.6956
Cath Lab Tech III - PD	50.5756	53.1045	55.7597	58.5477	61.4750			
Lead Cardiac Sonographer	50.7494	53.2872	55.9512	58.7490	61.6863	64.7710	68.0094	71.4092
Non-Invasive Cardiovascular Technician	24.0334	25.2363	26.4980	27.8218	29.2152	30.6761	32.2090	33.8181
Non-Invasive Cardiovascular Technician - PD	26.4361	27.7609	29.1455	30.6040	32.1348			

Job Classification	1	2	3	4	5	6*	7*	8*
ENVIRONMENTAL SERVICES								
Environmental Services Aide	20.5116	21.5331	22.6089	23.7400	24.9297	26.1715	27.4809	28.8576
Environmental Services Aide - PD	22.5580	23.6848	24.8710	26.1174	27.4211			
Environmental Services Tech	21.8862	22.9808	24.1308	25.3338	26.6010	27.9281	29.3280	30.7955

APPENDIX D – HOURLY RATES EFFECTIVE 8/13/18, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
ENVIRONMENTAL SERVICES								
Environmental Services Tech - PD	24.0755	25.2773	26.5411	27.8693	29.2606			
Video Systems Tech	31.3435	32.8940	34.5520	36.2830	38.0958	39.9618	41.9971	44.0967
Video Systems Tech - PD	34.4800	36.1977	38.0061	39.9064	41.9074			

Job Classification	1	2	3	4	5	6*	7*	8*
HIM/MEDICAL RECORDS								
Coder Abstractor Clerk III - Certified	32.8022	34.4435	36.1656	37.9708	39.8721	41.8644	43.9583	46.1540
Coder Abstractor Clerk III - Certified - PD	36.0838	37.8899	39.7814	41.7713	43.8598			
Coder/Abstractor Clerk I	28.3397	29.7542	31.2373	32.8077	34.4457	36.1679	37.9764	39.8756
Coder/Abstractor Clerk I - PD	31.1708	32.7279	34.3682	36.0826	37.8911			
Correspondence Clerk	25.0293	26.2790	27.5893	28.9761	30.4227	31.9410	33.5382	35.2150
Correspondence Clerk - PD	27.5307	28.9108	30.3529	31.8692	33.4674			
Lead Coder/Abstractor - Certified	34.4435	36.1656	37.9729	39.8711	41.8621	43.9561	46.1520	48.4563
Lead Coder/Abstractor - Certified - PD	37.8866	39.7791	41.7713	43.8598	46.0535			
Medical Records Specialist II	22.8712	24.0133	25.2131	26.4748	27.7996	29.1864	30.6451	32.1801
Medical Records Specialist II - PD	25.1577	26.4162	27.7309	29.1211	30.5776			
Medical Records Specialist III	24.0144	25.2154	26.4759	27.8007	29.1886	30.6496	32.1813	33.7916
Medical Records Specialist III - PD	26.4162	27.7321	29.1211	30.5798	32.1071			
Transcriptionist II	25.7798	27.0724	28.4227	29.8458	31.3346	32.9006	34.5464	36.2774
Transcriptionist II - PD	28.3541	29.7785	31.2660	32.8276	34.4700			
Transcriptionist III	27.0724	28.4227	29.8458	31.3346	32.9006	34.5464	36.2774	38.0892
Transcriptionist III - Certified	28.1494	29.5550	31.0369	32.5885	34.2155	35.9276	37.7228	39.6143
Transcriptionist III - Certified - PD	30.9672	32.5144	34.1402	35.8491	37.6375			
Transcriptionist III - PD	29.7785	31.2660	32.8276	34.4700	36.1900			

Job Classification	1	2	3	4	5	6*	7*	8*
LABORATORY								
Lab Tech Assistant - Lead	26.6368	27.9687	29.3672	30.8355	32.3773	33.9961	35.6959	37.4808
Laboratory Technician Assistant I	24.1604	25.3683	26.6368	27.9687	29.3672	30.8355	32.3773	33.9961
Laboratory Technician Assistant I - PD	27.6294	29.0108	30.4613	31.9843	33.5836	35.2628	37.0260	38.8772
Laboratory Technician Assistant II	25.3683	26.6368	27.9687	29.3672	30.8355	32.3773	33.9961	35.6959
Laboratory Technician Assistant II - PD	29.0108	30.4613	31.9843	33.5836	35.2628	37.0260	38.8772	40.8211
Pathology Clerk	24.1906	25.3999	26.6723	28.0016	29.4017	30.8716	32.4144	34.0370
Pathology Clerk - PD	26.6080	27.9373	29.3352	30.8019	32.3393			

Job Classification	1	2	3	4	5	6*	7*	8*
MATERIALS MANAGEMENT								
Healthcare Allocation Specialist	22.6510	23.7843	24.9707	26.2182	27.5296	28.9075	30.3519	31.8682
Healthcare Allocation Specialist - PD	24.9165	26.1605	27.4676	28.8411	30.2810			
Mail Courier/Clerk Typist	22.8712	24.0133	25.2131	26.4748	27.7996	29.1864	30.6451	32.1801

APPENDIX D – HOURLY RATES EFFECTIVE 8/13/18, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
MATERIALS MANAGEMENT								
Mail Courier/Clerk Typist - PD	25.1577	26.4162	27.7309	29.1211	30.5764			
Senior Healthcare Allocation Specialist	24.2314	25.4434	26.7183	28.0530	29.4576	30.9305	32.4767	34.0982
Senior Healthcare Allocation Specialist - PD	26.6564	27.9877	29.3879	30.8598	32.3982			
Senior Mail Courier/Clerk Typist	24.0133	25.2131	26.4748	27.7996	29.1864	30.6451	32.1801	33.7883
Srg Sterile Proc Tch I	22.6510	23.7843	24.9707	26.2182	27.5296	28.9075	30.3519	31.8682
Srg Sterile Proc Tch I - Crt	23.7853	24.9719	26.2182	27.5296	28.9052	30.3519	31.8682	33.4629
Srg Sterile Proc Tch I - Crt - PD	26.1583	27.4687	28.8411	30.2831	31.7972			
Srg Sterile Proc Tch I - PD	24.9165	26.1605	27.4687	28.8411	30.2831			

Job Classification	1	2	3	4	5	6*	7*	8*
NURSING								
Clinical Assistant	23.9657	25.1657	26.4217	27.7453	29.1321	30.5942	32.1192	33.7251
Clinical Assistant - PD	26.3630	27.6812	29.0656	30.5211	32.0473			
LVN Wound Care	28.9175	30.3606	31.8781	33.4739	35.1472	36.9071	38.7510	40.6900
Nurse Aide	22.6510	23.7843	24.9707	26.2182	27.5296	28.9075	30.3508	31.8682
Nurse Aide - PD	24.9165	26.1605	27.4676	28.8411	30.2810			
Obstetrical Technician	24.5413	25.7664	27.0593	28.4094	29.8316	31.3224	32.8885	34.5309
Obstetrical Technician - PD	26.9961	28.3475	29.7608	31.2549	32.8132			
Rehab Services Aide	22.4340	23.5541	24.7327	25.9691	27.2705	28.6363	30.0695	31.5714
Rehab Services Aide - PD	24.6731	25.9104	27.2052	28.5665	29.9943			
Transport Prep Aide - PD	24.9165	26.1605	27.4687	28.8411	30.2810			
Transport/Prep Aide	22.6510	23.7843	24.9707	26.2182	27.5296	28.9075	30.3508	31.8682
Unit Assistant I	23.3836	24.5524	25.7798	27.0724	28.4227	29.8458	31.3346	32.9018
Unit Assistant I - PD	25.7190	27.0106	28.3541	29.7785	31.2660			
Unit Assistant II	23.9657	25.1657	26.4217	27.7453	29.1321	30.5942	32.1192	33.7251
Unit Assistant II - PD	26.3630	27.6812	29.0656	30.5211	32.0473			

Job Classification	1	2	3	4	5	6*	7*	8*
NUTRITIONAL SERVICES								
Barista	16.3479	17.0043	17.6826					
Barista - PD	17.9838	18.7031	19.4535					
Cook II	27.0182	28.3674	29.7873	31.2737	32.8409	34.4800	36.2032	38.0150
Cook II - PD	29.7220	31.2073	32.7645	34.4015	36.1247			
Diet Clerk I	21.2353	22.2968	23.4157	24.5845	25.8131	27.1046	28.4637	29.8847
Diet Clerk I - PD	23.3582	24.5313	25.7564	27.0403	28.3961			
Diet Clerk II	22.8712	24.0133	25.2131	26.4748	27.7996	29.1864	30.6451	32.1801
Diet Clerk II - PD	25.1577	26.4162	27.7309	29.1211	30.5764			
Head Nutrition Services Aide	21.5397	22.6166	23.7477	24.9388	26.1871	27.4919	28.8720	30.3119
Head Nutrition Services Aide - PD	23.6957	24.8799	26.1284	27.4289	28.8034			
Nutrition Services Aide	20.5116	21.5331	22.6089	23.7400	24.9297	26.1715	27.4809	28.8576
Nutrition Services Aide - PD	22.5580	23.6848	24.8710	26.1174	27.4211			

APPENDIX D – HOURLY RATES EFFECTIVE 8/13/18, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
PHARMACY								
Clinical Pharmacist	66.6568	69.9925	73.4933	77.1666	81.0226	85.0745	89.3277	93.7946
Clinical Pharmacist - Night	75.0072	78.7571	82.6937	86.8309	91.1716	95.7314	100.5159	105.5418
Clinical Pharmacist - Night - Relief	75.0072	78.7571	82.6937	86.8309	91.1716	95.7314	100.5159	105.5418
Clinical Pharmacist - PD	76.6552	80.4847	84.5111	88.7401	93.1793			
Pharmacy Tech I	26.0410	27.3425	28.7115	30.1448	31.6522	33.2394	34.9017	36.6438
Pharmacy Tech I - PD	28.6452	30.0763	31.5835	33.1630	34.8208			
Pharmacy Tech II	26.4205	27.7199	29.0891	30.5244	32.0319	33.6178	35.2792	37.0222
Pharmacy Tech II - PD	29.0624	30.5178	32.0418	33.6400	35.3245			

Job Classification	1	2	3	4	5	6*	7*	8*
RESPIRATORY CARE								
Respiratory Care Equipment Technician	22.8911	24.0366	25.2407	26.5004	27.8273	29.2206	30.6805	32.2156
Respiratory Care Practitioner Certified	43.6373	45.8187	48.1087	50.5159	53.0381	55.6932	58.4756	61.3986
Respiratory Care Practitioner Certified - NICU	45.3837	47.6537	50.0366	52.5379	55.1609	57.9245	60.8187	63.8612
Respiratory Care Practitioner Certified - PD	49.7012	52.1882	54.8002	57.5416	60.4137			
Respiratory Care Practitioner Registered	46.6465	48.9732	51.4234	53.9956	56.6938	59.5261	62.5054	65.6287
Respiratory Care Practitioner Registered - NICU	48.5115	50.9387	53.4842	56.1570	58.9616	61.9178	65.0111	68.2616
Respiratory Care Practitioner Registered - PD	53.1566	55.8139	58.6051	61.5380	64.6127			

Job Classification	1	2	3	4	5	6*	7*	8*
SURGICAL SERVICES								
Endoscopy Tech	24.5413	25.7664	27.0593	28.4094	29.8316	31.3224	32.8885	34.5309
Endoscopy Tech - PD	26.9961	28.3475	29.7608	31.2549	32.8132			
Instrument & Supply Tech	25.0694	26.3229	27.6391	29.0210	30.4722	31.9959	33.5957	35.2756
Instrument & Supply Tech - Crt	26.2165	27.5275	28.9039	30.3491	31.8666	33.4600	35.1330	36.8898
Instrument & Supply Tech - Crt - PD	28.6282	30.0597	31.5627	33.1409	34.7979			
Instrument & Supply Tech - PD	27.3646	28.7328	30.1695	31.6780	33.2620			
OR/Surgical Sterile Tech III	24.5413	25.7664	27.0526	28.4094	29.8316	31.3224	32.8885	34.5309
OR/Surgical Sterile Tech III - Certified - PD	28.3452	29.7630	31.2505	32.8121	34.4535			
OR/Surgical Sterile Tech III - PD	26.9961	28.3475	29.7608	31.2539	32.8132			
OR/Surgical Sterile Tech III - Certified	25.7688	27.0593	28.4105	29.8316	31.3224	32.8885	34.5309	36.2564
Surgery Clerk	23.3836	24.5524	25.7798	27.0724	28.4227	29.8458	31.3346	32.9018
Surgery Clerk - PD	25.7190	27.0106	28.3541	29.7785	31.2660			
Surgical Tech	34.3279	36.0442	37.8465	39.7388	41.7259	43.8123	46.0029	48.3031
Surgical Tech - PD	37.1361	38.9929	40.9427	42.9898	45.1395			

APPENDIX E – HOURLY RATES EFFECTIVE 8/12/19

Job Classification	1	2	3	4	5	6*	7*	8*
CLERICAL								
Accounting Tech II	32.2938	33.9115	35.6075	37.3885	39.2558	41.2218	43.2819	45.4442
Accounting Tech II- PD	35.5280	37.3001	39.1683	41.1252	43.1799			
Cashier	24.4492	25.6723	26.9540	28.2994	29.7198	31.2013	32.7589	34.4028
Cashier - PD	26.8928	28.2349	29.6495	31.1310	32.6864			
Clerk Typist II	23.4430	24.6136	25.8434	27.1367	28.4946	29.9161	31.4112	32.9846
Clerk Typist II - PD	25.7866	27.0766	28.4242	29.8491	31.3408			
Clerk Wound Care	23.9682	25.1662	26.4243	27.7492	29.1333	30.5919	32.1180	33.7243
Clerk Wound Care - PD	20.8586	21.9012	22.9959	24.1441	25.3524			
Computer Clerk	25.8344	27.1287	28.4798	29.9081	31.4031	32.9712	34.6206	36.3493
Computer Clerk - PD	28.4174	29.8401	31.3295	32.8984	34.5411			
Customer Representative	27.5928	28.9722	30.4231	31.9457	33.5428	35.2218	36.9789	38.8269
Customer Representative - PD	30.3516	31.8730	33.4656	35.1368	36.8916			
Data Processing Clerk	23.9682	25.1662	26.4243	27.7492	29.1333	30.5919	32.1180	33.7243
Data Processing Clerk - PD	26.3620	27.6859	29.0630	30.5230	32.0476			
Financial Counselor	24.4492	25.6723	26.9540	28.2994	29.7198	31.2013	32.7589	34.4028
Financial Counselor - PD	26.8928	28.2349	29.6495	31.1310	32.6864			
Insurance Clerk	24.4492	25.6723	26.9540	28.2994	29.7198	31.2013	32.7589	34.4028
Insurance Clerk - PD	26.8928	28.2349	29.6495	31.1310	32.6864			
Interpreter	25.1673	26.4254	27.7492	29.1322	30.5889	32.1180	33.7231	35.4112
Interpreter - PD	27.6823	29.0652	30.5195	32.0454	33.6449			
Registration Float Clerk II	25.1673	26.4254	27.7492	29.1322	30.5889	32.1180	33.7231	35.4112
Registration Float Clerk II - PD	27.6823	29.0652	30.5195	32.0454	33.6449			
Review Notification Clerk	24.6136	25.8458	27.1378	28.4957	29.9193	31.4158	32.9870	34.6364
Telephone Operator	21.7662	22.8542	24.0011	25.1991	26.4595	27.7822	29.1753	30.6307
Telephone Operator - PD	23.9422	25.1446	26.4003	27.7163	29.1071			

Job Classification	1	2	3	4	5	6*	7*	8*
DIAGNOSTIC IMAGING								
Breast Ultrasonographer	47.6583	50.0413	52.5425	55.1701	57.9285	60.8243	63.8655	67.0588
Breast Ultrasonographer - PD	52.4240	55.0450	57.7966	60.6871	63.7215	66.9068	70.2530	73.7648
Clinical Coordinator - Angio	47.0618	49.4146	51.8853	54.4800	57.2036	60.0635	63.0674	66.2213
Clinical Coordinator - CT	47.0618	49.4146	51.8853	54.4800	57.2036	60.0635	63.0674	66.2213
Clinical Coordinator - Nuc Med	51.2480	53.8093	56.5003	59.3250	62.2915	65.4057	68.6762	72.1100
Clinical Coordinator/ Mammography	46.8735	49.2172	51.6778	54.2621	56.9744	59.8231	62.8145	65.9545
Mammo Services Coordinator	26.6024	27.9331	29.3296	30.7907	32.3346	33.9500	35.6460	37.4293
Mammography Technologist	43.4011	45.5598	47.8389	50.2291	52.7419	55.3806	58.1462	61.0549
Mammography Technologist - PD	47.7017	50.1112	52.6169	55.2477	58.0102	60.9109	63.9568	67.1526
Mammography Technologist/ Ultrasonographer	50.5302	53.0570	55.7099	58.4956	61.4197	64.4898	67.7149	71.1005
Mammography Technologist/ Ultrasonographer - PD	56.9733	59.8220	62.8133	65.9535	69.2513			
MRI Tech	43.5134	45.6893	47.9737	50.3721	52.8910	55.5350	58.3130	61.2283
MRI Tech - PD	50.0411	52.5424	55.1698	57.9289	60.8231	63.8656	67.0598	70.4121
Nuclear Medicine Tech - Certified	47.4509	49.8241	52.3154	54.9303	57.6779	60.5615	63.5894	66.7690
Nuclear Medicine/MRI Tech	49.8241	52.3154	54.9303	57.6779	60.5615	63.5894	66.7690	70.1066

APPENDIX E – HOURLY RATES EFFECTIVE 8/12/19, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
DIAGNOSTIC IMAGING								
Nuclear Medicine/MRI Tech - PD	54.8065	57.5461	60.4243	63.4451	66.6171			
Radiology Tech I	39.3533	41.3273	43.4011	45.5598	47.8377	50.2291	52.7419	55.3806
Radiology Tech I - PD	45.2592	47.5224	49.9057	52.3891	55.0107	57.7606	60.6476	63.6767
Radiology Tech II	42.1770	44.2746	46.4889	48.8110	51.2500	53.8150	56.5049	59.3296
Radiology Tech II - PD	48.4957	50.9166	53.4610	56.1337	58.9393	61.8866	64.9823	68.2258
Radiology Tech III	43.5757	45.7628	48.0362	50.4368	52.9608	55.6062	58.3993	61.2966
Radiology Tech III - PD	47.5448	49.9182	52.4129	55.0331	57.7837	60.6731	63.7082	66.8879
Sonographer Coordinator	53.8093	56.5003	59.3250	62.2915	65.4057	68.6762	72.1100	75.7153
Sonographer I	40.4510	42.4730	44.5968	46.8270	49.1689	51.6270	54.2080	56.9185
Sonographer I - PD	44.4963	46.7208	49.0571	51.5096	54.0852			
Sonographer II	46.0691	48.3733	50.7918	53.3306	55.9976	58.7975	61.7368	64.8236
Sonographer II - PD	52.9800	55.6290	58.4096	61.3307	64.3971	67.6166	70.9971	74.5479
Sonographer III	47.4509	49.8241	52.3154	54.9303	57.6779	60.5615	63.5894	66.7690
Sonographer III - PD	53.6585	56.3415	59.1582	62.1167	65.2218			
Sonographer IV	49.8241	52.3154	54.9303	57.6779	60.5615	63.5894	66.7690	70.1066
Sonographer IV - PD	54.8065	57.5461	60.4243	63.4451	66.6171			
Tech Assistant II - Radiology - PD	28.4039	29.8230	31.3138	32.8814	34.5240			
Tech Assistant II -Radiology	25.8217	27.1150	28.4663	29.8912	31.3828	32.9552	34.6023	36.3311
Tech Assistant-Radiology	24.5910	25.8217	27.1150	28.4663	29.8922	31.3817	32.9552	34.6023
Tech Assistant-Radiology - PD	27.0492	28.4015	29.8252	31.3114	32.8758			

Job Classification	1	2	3	4	5	6*	7*	8*
CARDIOLOGY								
Cardiac Sonographer I	48.3733	50.7918	53.3306	55.9976	58.7975	61.7368	64.8236	68.0646
Cardiac Sonographer I - PD	53.2105	55.8707	58.6635	61.5973	64.6772	67.9105	71.3068	74.8712
Cardiac Sonographer II	49.5416	52.0181	54.6194	57.3500	60.2177	63.2285	66.3903	69.7096
Cardiac Sonographer II - PD	54.4958	57.2196	60.0805	63.0844	66.2394			
Cardiovascular Tech	42.1759	44.2790	46.4889	48.8110	51.2500	53.8150	56.5049	59.3296
Cardiovascular Tech - PD	46.4889	48.8110	51.2500	53.8150	56.5049	59.3296	62.2949	65.4089
Cath Lab Tech I	43.5757	45.7628	48.0362	50.4368	52.9608	55.6674	58.3993	61.2966
Cath Lab Tech I - PD	50.1122	52.6274	55.2421	58.0022	60.9053	64.0180	67.1593	70.4912
Cath Lab Tech II	44.8825	47.1277	49.4837	51.9580	54.5558	57.2830	60.1474	63.1549
Cath Lab Tech II - PD	50.9767	53.5258	56.2019	59.0119	61.9625			
Cath Lab Tech III	47.1277	49.4837	51.9580	54.5558	57.2830	60.1474	63.1549	66.3130
Cath Lab Tech III - PD	51.8400	54.4321	57.1537	60.0114	63.0119			
Lead Cardiac Sonographer	52.0181	54.6194	57.3500	60.2177	63.2285	66.3903	69.7096	73.1944
Non-Invasive Cardiovascular Technician	24.6342	25.8672	27.1604	28.5173	29.9456	31.4430	33.0142	34.6636
Non-Invasive Cardiovascular Technician - PD	27.0970	28.4549	29.8741	31.3691	32.9382			

Job Classification	1	2	3	4	5	6*	7*	8*
ENVIRONMENTAL SERVICES								
Environmental Services Aide	21.0244	22.0714	23.1741	24.3335	25.5529	26.8258	28.1679	29.5790
Environmental Services Aide - PD	23.1220	24.2769	25.4928	26.7703	28.1066			
Environmental Services Tech	22.4334	23.5553	24.7341	25.9671	27.2660	28.6263	30.0612	31.5654

APPENDIX E – HOURLY RATES EFFECTIVE 8/12/19, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
ENVIRONMENTAL SERVICES								
Environmental Services Tech - PD	24.6774	25.9092	27.2046	28.5660	29.9921			
Video Systems Tech	32.1271	33.7164	35.4158	37.1901	39.0482	40.9608	43.0470	45.1991
Video Systems Tech - PD	35.3420	37.1026	38.9563	40.9041	42.9551			

Job Classification	1	2	3	4	5	6*	7*	8*
HIM/MEDICAL RECORDS								
Coder Abstractor Clerk III - Certified	33.6223	35.3046	37.0697	38.9201	40.8689	42.9110	45.0573	47.3078
Coder Abstractor Clerk III - Certified - PD	36.9859	38.8371	40.7759	42.8156	44.9563			
Coder/Abstractor Clerk I	29.0482	30.4981	32.0182	33.6279	35.3068	37.0721	38.9258	40.8725
Coder/Abstractor Clerk I - PD	31.9501	33.5461	35.2274	36.9847	38.8384			
Correspondence Clerk	25.6550	26.9360	28.2790	29.7005	31.1833	32.7395	34.3767	36.0954
Correspondence Clerk - PD	28.2190	29.6336	31.1117	32.6659	34.3041			
Lead Coder/Abstractor - Certified	35.3046	37.0697	38.9222	40.8679	42.9087	45.0550	47.3058	49.6677
Lead Coder/Abstractor - Certified - PD	38.8338	40.7736	42.8156	44.9563	47.2048			
Medical Records Specialist II	23.4430	24.6136	25.8434	27.1367	28.4946	29.9161	31.4112	32.9846
Medical Records Specialist II - PD	25.7866	27.0766	28.4242	29.8491	31.3420			
Medical Records Specialist III	24.6148	25.8458	27.1378	28.4957	29.9183	31.4158	32.9858	34.6364
Medical Records Specialist III - PD	27.0766	28.4254	29.8491	31.3443	32.9098			
Transcriptionist II	26.4243	27.7492	29.1333	30.5919	32.1180	33.7231	35.4101	37.1843
Transcriptionist II - PD	29.0630	30.5230	32.0476	33.6483	35.3318			
Transcriptionist III	27.7492	29.1333	30.5919	32.1180	33.7231	35.4101	37.1843	39.0414
Transcriptionist III - Certified	28.8531	30.2939	31.8128	33.4032	35.0709	36.8258	38.6659	40.6047
Transcriptionist III - Certified - PD	31.7414	33.3273	34.9937	36.7453	38.5784			
Transcriptionist III - PD	30.5230	32.0476	33.6483	35.3318	37.0948			

Job Classification	1	2	3	4	5	6*	7*	8*
LABORATORY								
Lab Tech Assistant - Lead	27.3027	28.6679	30.1014	31.6064	33.1867	34.8460	36.5883	38.4178
Laboratory Technician Assistant I	24.7644	26.0025	27.3027	28.6679	30.1014	31.6064	33.1867	34.8460
Laboratory Technician Assistant I - PD	28.3201	29.7361	31.2228	32.7839	34.4232	36.1444	37.9516	39.8491
Laboratory Technician Assistant II	26.0025	27.3027	28.6679	30.1014	31.6064	33.1867	34.8460	36.5883
Laboratory Technician Assistant II - PD	29.7361	31.2228	32.7839	34.4232	36.1444	37.9516	39.8491	41.8416
Pathology Clerk	24.7954	26.0349	27.3391	28.7016	30.1367	31.6434	33.2248	34.8879
Pathology Clerk - PD	27.2732	28.6357	30.0686	31.5719	33.1478			

Job Classification	1	2	3	4	5	6*	7*	8*
MATERIALS MANAGEMENT								
Healthcare Allocation Specialist	23.2173	24.3789	25.5950	26.8737	28.2178	29.6302	31.1107	32.6649
Healthcare Allocation Specialist - PD	25.5394	26.8145	28.1543	29.5621	31.0380			
Mail Courier/Clerk Typist	23.4430	24.6136	25.8434	27.1367	28.4946	29.9161	31.4112	32.9846

APPENDIX E – HOURLY RATES EFFECTIVE 8/12/19, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
MATERIALS MANAGEMENT								
Mail Courier/Clerk Typist - PD	25.7866	27.0766	28.4242	29.8491	31.3408			
Senior Healthcare Allocation Specialist	24.8372	26.0795	27.3863	28.7543	30.1940	31.7038	33.2886	34.9507
Senior Healthcare Allocation Specialist - PD	27.3228	28.6874	30.1226	31.6313	33.2082			
Senior Mail Courier/Clerk Typist	24.6136	25.8434	27.1367	28.4946	29.9161	31.4112	32.9846	34.6330
Srg Sterile Proc Tch I	23.2173	24.3789	25.5950	26.8737	28.2178	29.6302	31.1107	32.6649
Srg Sterile Proc Tch I - Crt	24.3799	25.5962	26.8737	28.2178	29.6278	31.1107	32.6649	34.2995
Srg Sterile Proc Tch I - Crt - PD	26.8123	28.1554	29.5621	31.0402	32.5921			
Srg Sterile Proc Tch I - PD	25.5394	26.8145	28.1554	29.5621	31.0402			

Job Classification	1	2	3	4	5	6*	7*	8*
NURSING								
Clinical Assistant	24.5648	25.7948	27.0822	28.4389	29.8604	31.3591	32.9222	34.5682
Clinical Assistant - PD	27.0221	28.3732	29.7922	31.2841	32.8485			
LVN Wound Care	29.6404	31.1196	32.6751	34.3107	36.0259	37.8298	39.7198	41.7072
Nurse Aide	23.2173	24.3789	25.5950	26.8737	28.2178	29.6302	31.1096	32.6649
Nurse Aide - PD	25.5394	26.8145	28.1543	29.5621	31.0380			
Obstetrical Technician	25.1548	26.4106	27.7358	29.1196	30.5774	32.1055	33.7107	35.3942
Obstetrical Technician - PD	27.6710	29.0562	30.5048	32.0363	33.6335			
Rehab Services Aide	22.9948	24.1430	25.3510	26.6183	27.9523	29.3522	30.8212	32.3607
Rehab Services Aide - PD	25.2899	26.5582	27.8853	29.2807	30.7442			
Transport Prep Aide - PD	25.5394	26.8145	28.1554	29.5621	31.0380			
Transport/Prep Aide	23.2173	24.3789	25.5950	26.8737	28.2178	29.6302	31.1096	32.6649
Unit Assistant I	23.9682	25.1662	26.4243	27.7492	29.1333	30.5919	32.1180	33.7243
Unit Assistant I - PD	26.3620	27.6859	29.0630	30.5230	32.0476			
Unit Assistant II	24.5648	25.7948	27.0822	28.4389	29.8604	31.3591	32.9222	34.5682
Unit Assistant II - PD	27.0221	28.3732	29.7922	31.2841	32.8485			

Job Classification	1	2	3	4	5	6*	7*	8*
NUTRITIONAL SERVICES								
Barista	16.7566	17.4294	18.1247					
Barista - PD	18.4334	19.1707	19.9398					
Cook II	27.6937	29.0766	30.5320	32.0555	33.6619	35.3420	37.1083	38.9654
Cook II - PD	30.4650	31.9875	33.5836	35.2615	37.0278			
Diet Clerk I	21.7662	22.8542	24.0011	25.1991	26.4584	27.7822	29.1753	30.6318
Diet Clerk I - PD	23.9422	25.1446	26.4003	27.7163	29.1060			
Diet Clerk II	23.4430	24.6136	25.8434	27.1367	28.4946	29.9161	31.4112	32.9846
Diet Clerk II - PD	25.7866	27.0766	28.4242	29.8491	31.3408			
Head Nutrition Services Aide	22.0782	23.1820	24.3414	25.5623	26.8418	28.1792	29.5938	31.0697
Head Nutrition Services Aide - PD	24.2881	25.5019	26.7816	28.1146	29.5235			
Nutrition Services Aide	21.0244	22.0714	23.1741	24.3335	25.5529	26.8258	28.1679	29.5790
Nutrition Services Aide - PD	23.1220	24.2769	25.4928	26.7703	28.1066			

APPENDIX E – HOURLY RATES EFFECTIVE 8/12/19, CONT'D

Job Classification	1	2	3	4	5	6*	7*	8*
PHARMACY								
Clinical Pharmacist	68.3232	71.7423	75.3306	79.0958	83.0482	87.2014	91.5609	96.1395
Clinical Pharmacist - Night	76.8824	80.7260	84.7610	89.0017	93.4509	98.1247	103.0288	108.1803
Clinical Pharmacist - Night - Relief	76.8824	80.7260	84.7610	89.0017	93.4509	98.1247	103.0288	108.1803
Clinical Pharmacist - PD	78.5716	82.4968	86.6239	90.9586	95.5088			
Pharmacy Tech I	26.6920	28.0261	29.4293	30.8984	32.4435	34.0704	35.7742	37.5599
Pharmacy Tech I - PD	29.3613	30.8282	32.3731	33.9921	35.6913			
Pharmacy Tech II	27.0810	28.4129	29.8163	31.2875	32.8327	34.4582	36.1612	37.9478
Pharmacy Tech II - PD	29.7890	31.2807	32.8428	34.4810	36.2076			

Job Classification	1	2	3	4	5	6*	7*	8*
RESPIRATORY CARE								
Respiratory Care Equipment Technician	23.4634	24.6375	25.8717	27.1629	28.5230	29.9511	31.4475	33.0210
Respiratory Care Practitioner Certified	44.7282	46.9642	49.3114	51.7788	54.3641	57.0855	59.9375	62.9336
Respiratory Care Practitioner Certified - NICU	46.5183	48.8450	51.2875	53.8513	56.5399	59.3726	62.3392	65.4577
Respiratory Care Practitioner Certified - PD	50.9437	53.4929	56.1702	58.9801	61.9240			
Respiratory Care Practitioner Registered	47.8127	50.1975	52.7090	55.3455	58.1111	61.0143	64.0680	67.2694
Respiratory Care Practitioner Registered - NICU	49.7243	52.2122	54.8213	57.5609	60.4356	63.4657	66.6364	69.9681
Respiratory Care Practitioner Registered - PD	54.4855	57.2092	60.0702	63.0764	66.2280			

Job Classification	1	2	3	4	5	6*	7*	8*
SURGICAL SERVICES								
Endoscopy Tech	25.1548	26.4106	27.7358	29.1196	30.5774	32.1055	33.7107	35.3942
Endoscopy Tech - PD	27.6710	29.0562	30.5048	32.0363	33.6335			
Instrument & Supply Tech	25.6961	26.9810	28.3301	29.7465	31.2340	32.7958	34.4356	36.1575
Instrument & Supply Tech - Crt	26.8719	28.2157	29.6265	31.1078	32.6633	34.2965	36.0113	37.8120
Instrument & Supply Tech - Crt - PD	29.3439	30.8112	32.3518	33.9694	35.6678			
Instrument & Supply Tech - PD	28.0487	29.4511	30.9237	32.4700	34.0936			
OR/Surgical Sterile Tech III	25.1548	26.4106	27.7289	29.1196	30.5774	32.1055	33.7107	35.3942
OR/Surgical Sterile Tech III - Certified - PD	29.0538	30.5071	32.0318	33.6324	35.3148			
OR/Surgical Sterile Tech III - PD	27.6710	29.0562	30.5048	32.0352	33.6335			
OR/Surgical Sterile Tech III- Certified	26.4130	27.7358	29.1208	30.5774	32.1055	33.7107	35.3942	37.1628
Surgery Clerk	23.9682	25.1662	26.4243	27.7492	29.1333	30.5919	32.1180	33.7243
Surgery Clerk - PD	26.3620	27.6859	29.0630	30.5230	32.0476			
Surgical Tech	35.1861	36.9453	38.7927	40.7323	42.7690	44.9076	47.1530	49.5107
Surgical Tech - PD	38.0645	39.9677	41.9663	44.0645	46.2680			

Appendix F – Article 32: Continuing Education

Job Classifications eligible for Certification Bonus
<i>(Per Diem positions excluded and not eligible)</i>
Job Title
Clinical Assistant
Coder Abstractor Clerk III - Certified
Coder/Abstractor Clerk I
Instrument and Supply Tech - Certified
Lab Tech Assistant - Lead
Laboratory Technician Assistant
Lead Coder/Abstractor - Certified
Nurse Aide
OR/Surgical Sterile Tech III- Certified
Pharmacy Tech I
Pharmacy Tech II
Surgical Sterile Proc Tech I - Certified
Transport/Prep Aide

Job Classifications (FT and PT) eligible for Education Hours			
<i>(Per Diem Positions excluded and not eligible)</i>			
Job Title	License or Certification Code	CEU Requirement period	Number of Continuing Education Units (CEUs) for renewal
Cardiac Sonographer I	CCI / RDCS	3 Years	36 / 30
Cardiac Sonographer II	CCI / RDCS	3 Years	36 / 30
Lead Cardiac Sonographer	CCI / RDCS	3 Years	36 / 30
Radiology Tech I	ARRT	2 Years	24
Radiology Tech II	ARRT	2 Years	24
Radiology Tech III	ARRT	2 Years	24
Breast Ultrasonographer	RDMS	3 Years	30
Mammography Technologist	ARRT	2 Years	24
Nuclear Medicine Tech - Certified	CNMT	2 Years	24
Nuclear Medicine/MRI Tech	CNMT	2 Years	24
Clinical Pharmacist	RPh	2 Years	30
Clinical Pharmacist - Night	RPh	2 Years	30
Respiratory Care Practitioner Certified	RCP	2 Years	30
Respiratory Care Practitioner Certified - NICU	RCP	2 Years	30
Respiratory Care Practitioner Registered	RCP	2 Years	30
Respiratory Care Practitioner Registered - NICU	RCP	2 Years	30

Job Title	License or Certification Code	CEU Requirement period	Number of Continuing Education Units (CEUs) for renewal
Sonographer Coordinator	RDMS	3 Years	30
Sonographer II	RDMS	3 Years	30
Sonographer III	RDMS	3 Years	30
Sonographer IV	RDMS	3 Years	30
Cardiovascular Tech	RCIS	3 Years	36
Cath Lab Tech I	ARRT	2 Years	24
	CRT		
	FLUO		Part of CRT no extra CME's
Cath Lab Tech II	ARRT	2 Years	24
	CRT		
	FLUO		Part of CRT no extra CME's
	RCIS	3 Years	36
Clinical Coordinator - Angio	ARRT	2 Years	24
	CRT		
	FLUO		Part of CRT no extra CME's
Clinical Coordinator - CT	ARRT/CRT	2 Years	24
Clinical Coordinator - Nuc Med	ARRT/CRT	2 Years	24
Clinical Coordinator/Mammography	ARRT/CRT	2 Years	24
LVN Wound Care	LVN	2 Years	30

MEMORANDUM OF UNDERSTANDING I – MISCELLANEOUS

Section A. Language Skills.

All employees of the Hospital will be expected to continue to use language skills which they possess within their own department in carrying out job duties within their department. It is not the intention that the Interpreter would relieve those positions.

Section B. Seniority for Specific Classifications.

1. All job classifications which specify certified Nurse Aide preferred or comparable experience will have the same seniority as Nurse Aides for bidding and layoff/recall purposes.
2. It is agreed that any II classification can perform all duties of a I in that same classification.

MEMORANDUM OF UNDERSTANDING II – HEAD COOK

A Cook II who is designated by the Hospital as Head Cook shall be paid a premium of five percent (5%) per hour.

MEMORANDUM OF UNDERSTANDING III – SUBCONTRACTING

The Hospital will not subcontract any bargaining unit work currently performed within the Hospital prior to August 18, 2002, without express agreement by the Union.

**MEMORANDUM OF UNDERSTANDING IV – CROSS TRAINING OF
NUHW MEMBERS ON LABOR & DELIVERY FOR THE ROLE OF OB
TECH**

BETWEEN
SALINAS VALLEY MEMORIAL HOSPITAL
AND
NATIONAL UNION OF HEALTHCARE WORKERS

Based on mutual agreement between National Union of Healthcare Workers and Administration of Salinas Valley Memorial Hospital the following has been agreed to on a non-precedent setting basis for the term of this Labor Agreement.

On a voluntary basis, Nurse Aides that are routinely assigned to Mother/Baby and Labor & Delivery will be offered the opportunity to cross train as an OB Tech.

When appropriate to cover non-productive time, these individuals, once cross trained, will be allowed to work out of class and receive the appropriate salary of an OB Tech unless their current salary exceeds that.

Annual competencies will be conducted to assure that these individuals stay skilled and qualified. In addition, these individuals may be requested to perform the OB Tech role while being supervised by an existing OB Tech or surgical staff member to ensure that competencies are being maintained.

During times of training or maintenance of competencies it is understood that the OB Tech will not be canceled.

At no time, other than for training or maintenance of competencies, will those individuals who are cross trained be utilized to substitute for an OB Tech that is available to perform the functions.

Both parties recognize that the purpose of this cross training is to allow other individuals an opportunity to expand their skills while at the same time allowing the Hospital to be more efficient in their scheduling practices. This would reduce the amount of call time that may be utilized and at the same time ensure that the high standard of patient care is maintained.

MEMORANDUM OF UNDERSTANDING V – RESPIRATORY DEPARTMENT

BETWEEN
SALINAS VALLEY MEMORIAL HOSPITAL
AND
NATIONAL UNION OF HEALTHCARE WORKERS

SVMH and NUHW hereby agree this Memorandum of Understanding is the result of consolidation of MOUs, per the January 16, 2012 agreement, related to the Respiratory Department.

It is understood by both parties that this Agreement will supersede any previous Agreements, Letters of Understanding, Memorandums of Understanding, etc., affecting the Respiratory Care Practitioners (RCP) therein the current Labor Agreement.

Effective January 2014:

12-Hour Shifts.

1. It is understood by both parties that 12-hour shifts will be used exclusively within the Respiratory Care Department.
2. Shift differential shall be paid from 3:00 p.m. for those shifts that end after 6:00 p.m.
3. PTO and/or sick time must be taken based on routinely scheduled hours, e.g., 12 hours.
4. Management reserves the right to revisit the schedule and adjust as needed based on work volume and departmental needs.
5. It is further understood that management reserves the right to staff according to skill and qualification.

Staffing.

1. Management reserves the right to define the minimum core staffing for the RCP staff to include, but not limited to, the NICU.
2. As of October 29, 2008, management has determined that the minimum core staffing requirement for NICU is five (5) which will include an Educator.
3. As of October 29, 2008, management has determined that the minimum core staffing required for the PFT Lab is five (5) trained RCPs.
4. It is understood by both parties that all RCPs are expected to work in all patient care areas as assigned and based on competencies.
5. All RCPs are expected to work in all patient care areas and will rotate to NICU support.
6. It is understood that there will be a non-affiliated position, "NICU/Adult Educator/Supervisor" that will provide supervision, training and direct patient care within the NICU. At no time will this position replace a NICU/RCP, but he/she may be used to avoid overtime or to fulfill requirements if NICU/RCP is not available.

NICU.

1. Basic competencies in NICU are required for all RCP staff.
2. NICU RCPs who are identified to fulfill the core NICU staff will be required to complete and pass competencies specific to NICU and maintain them as outlined in the policy.
3. Once they have completed the NICU core competencies they may use the title NICU - RCP.
4. It is understood that there will always be one NICU-RCP scheduled to work in the NICU as designated core staff.
5. It is understood that when RCPs work as a support in NICU, they will be entitled to a four percent (4%) differential, if they work four (4) hours or more within their scheduled shift. The four (4) hours do not have to be continuous but must occur within the defined scheduled shift.

MEMORANDUM OF UNDERSTANDING VI – ARCHIVED JOB TITLES

SVMHS and NUHW hereby enter into this Memorandum of Understanding (MOU). This MOU is effective August 17, 2016 and is in effect for the term of the Collective Bargaining Agreement.

1. It is agreed that the below is a list of job titles that are within the NUHW bargaining unit and that have been archived (i.e., the Hospital has no present intent to employ any individuals, and does not presently employ any individuals, in those positions).

Admitting Registration Clerk	Hskp Equip/Supp/Proj Coord - PD	LVN - Harden
Admitting Registration Clerk - PD	Interpreter Float Clerk I	LVN - Harden - PD
Assistant Cook	Interpreter Float Clerk I - PD	LVN I
Assistant Cook - PD	Interpreter Registration Clerk	LVN I - PD
Biller/Collector/Cashier-Harden	Interpreter Registration Clerk - PD	LVN II
Biller/Collector/Cashier-Harden - PD	Inventory Control Clerk	LVN II - PD
Care Team Assistant	Inventory Control Clerk - PD	LVN III
Care Team Assistant - PD	Laundry Machine Operator	LVN III - PD
Cath Lab Clerk	Laundry Machine Operator - PD	Mammography Technologist/Ultrasonographer
Cath Lab Clerk - PD	Lead Admitting Clerk (5%)	Materials Management Charge Tech
Cath Lab Tech III	Lead Clerk - Harden	Medical Records Shift Leader
Cath Lab Tech III - PD	Lead Clerk - Harden - PD	Medical Records Shift Leader - PD
Charge Tech	Lead Coder/Abstractor III	Medical Records Specialist I
Charge Tech - PD	Lead Coder/Abstractor III - PD	Medical Records Specialist I - PD
Clerk - Harden	Lead Computer Operator	MRI Tech
Clerk- Harden - PD	Lead Computer Operator - PD	Nursery Technician
Clerk Typist I	Lead Laundry Helper	Nursery Technician - PD
Clerk Typist I - PD	Lead Laundry Helper - PD	Nursing Statistician/Clerk
Coder Abstractor Clerk II - PD	Lead Medical Records Specialist III - Reg. - PD	Nursing Statistician/Clerk - PD
Coder/Abstractor Clerk I	Lead Medical Records Specialist III - Registered	Patient Care Systems Instructor/Support Technician
Coder/Abstractor Clerk I - PD	Lead Non-Invasive Cardiovascular Technician	Patient Care Systems Instructor/Support Technician
Coder/Abstractor Clerk II	Lead Obstetrical Technician	Pharmacy Resource Trainer (5%)
Coder/Abstractor Clerk III - Non-certified	Lead Obstetrical Technician - PD	Pharmacy Tech Specialist

Coder/Abstractor Clerk III - Non-certified - PD	Lead Pathology Clerk	Physical Therapy Tech
Computer Clerk - PD	Lead Tech Assistant	Physical Therapy Tech - PD
Computer Operator I	Lead Telephone Operator	Registration Float Clerk I
Computer Operator I - PD	Lead Telephone Operator - PD	Registration Float Clerk I - PD
Cook I	Lead Transcriptionist	Seamstress
Cook I - PD	Lead Transcriptionist - Certified	Seamstress - PD
Education Clerk	Lead Transcriptionist - Certified - PD	Sonographer I
Education Clerk - PD	Lead Transcriptionist - PD	Sonographer I - PD
ER Registration Clerk	Lead Transcriptionist III	SSOP Clerk
ER Registration Clerk - PD	Lead Transcriptionist III - PD	Surgery Attendant
ER Technician	Liaison Clerk	Surgery Attendant - PD
Fund Development Technician	Liaison Clerk - PD	Surgical Sterile Processing Clerk II
Health Information Management Clerk - Harden	Linen Clerk	Surgical Sterile Processing Clerk II - PD
Housekeeper - Harden	Linen Services Attendant	Transcriptionist I
Hskp Equip/Supp/Proj Coord	Linen Services Attendant - PD	Transcriptionist I - PD
		Transport Dispatcher

2. Any archived job titles, including but not limited to those listed above, may be re-activated as needed by the Hospital as bargaining unit positions.