



**NATIONAL UNION OF
HEALTHCARE WORKERS**

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Collective Bargaining Agreement

with

San Benito Healthcare District

dba

Hazel Hawkins Hospital

July 1, 2019 – June 30, 2022

WEINGARTEN RIGHTS/STATEMENT

Additional Representation Rights:

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

Weingarten Rules/Statement:

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

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

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

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

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

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

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PREAMBLE

This MEMORANDUM OF UNDERSTANDING is made and entered into by and between SAN BENITO HEALTH CARE DISTRICT, hereinafter referred to as the “District” and NATIONAL UNION OF HEALTHCARE WORKERS (NUHW) and/or designee, hereinafter referred to as the “Union.” The parties agree that the purpose of this Memorandum of Understanding is to foster harmonious labor-management relations and to create a work place environment that is mutually cooperative, supportive, and trusting.

ARTICLE 1 – PARTIES TO THE MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding has been executed by a representative(s) of San Benito Health Care District, and by a representative(s) of NUHW and/or designee.

ARTICLE 2 – NON-DISCRIMINATION IN EMPLOYMENT

- 2.1 The District shall not discriminate against any employee covered by this Memorandum by reason of such employee's activity for, or membership in, the Union, providing that such activity does not interfere with the employee's regular duties or the operation of the District. The Union agrees not to discriminate against any employee because of lack of Union membership or lack of activities on behalf of the Union.
- 2.2 The District and the Union agree that the provisions of the Memorandum shall be applied equally to all employees covered herein without favor or discrimination because of physical or mental disability, religion, race, national origin, color, ancestry, sex, sexual orientation, age, pregnancy, political affiliation, or other status protected by federal, state, or local laws.

ARTICLE 3 – RECOGNITION

The District hereby recognizes the Union as the sole bargaining agent for purposes of collective bargaining with respect to rates of pay, wages, hours of work, and other conditions of employment representing the employees identified in Appendix A insofar as the Government Code and other applicable codes, laws, and regulations of the State of California might permit.

ARTICLE 4 – AUTHORIZED AGENT

For the purpose of administering the terms and provisions of this Memorandum of Understanding, the following authorized agents have been designated:

1. San Benito Health Care District's principal authorized agent shall be the Chief Executive Officer or his/her duly authorized representative.

San Benito Health Care District
911 Sunset Drive
Hollister, CA 95023

2. Union's authorized agent shall be the President or his/her duly authorized representative.

National Union of Healthcare Workers
1250 45th Street, Suite 200
Emeryville, CA 94608

ARTICLE 5 – MANAGEMENT RIGHTS

The District will continue to have, whether exercised or not, all the rights, powers, and authority heretofore existing, including but not limited to: to maintain and improve the efficiency and effectiveness of the District's operations, including the right to establish methods of operations and procedures, including, for example, program and client evaluation procedures; to direct its work force, including the right to determine job classifications of employees, to determine within job classifications work and duty assignments and to determine whether or not particular assignments are to be performed by employees covered by this Memorandum; to establish, modify, or eliminate job descriptions and classifications; to establish, issue and enforce rules and regulations; to determine the procedures, qualifications and standards of selection for employment and jobs; to select and hire new employees, including temporary employees (the use of temporary employees is not intended to displace bargaining unit employees); to take disciplinary action, including suspending, demoting or discharging employees; to relieve its employees of duties because of a lack of work, reduced funding or other legitimate reasons; to abolish positions because of a lack of work, reduced funding or other legitimate reasons; and to determine the methods, means and personnel by which operations are to be conducted.

These rights shall be limited only by the express terms of this Memorandum and then only to the extent such specific and express terms are in conformance with the Constitution and Laws of the United States, and the Constitution and Laws of the State of California. The exercise by the District of its rights hereunder shall not in any way, directly or indirectly, be subject to the grievance procedure set forth herein.

ARTICLE 6 – UNION MEMBERSHIP

6.1 MEMBERSHIP

During the term of this Agreement, employees may decide, by providing written notice to the Union, to join and become a Union member, or an agency fee payer.

6.2 DEDUCTION OF UNION DUES

- A. During the life of the Agreement, the District will deduct Union membership dues and COPE contributions from the wages of each employee who voluntarily agrees to such deductions or contributions with the Union, and who submits a standard written authorization to the Union and/or District.
- B. The District shall make deductions on a bi-weekly basis. The bi-weekly deductions shall be made by the District and shall be remitted to the Union at:

National Union of Healthcare Workers
1250 45th Street, Suite 200
Emeryville, CA 94608

6.3 FORFEITURE OF DEDUCTIONS

If the balance of an employee's wages, after all other involuntary and insurance premium deductions are made in any one pay period, is not sufficient to pay deductions required by this Article, no such deduction shall be made for that period.

6.4 UNION'S RECORD OF FINANCIAL TRANSACTIONS

The Union agrees to keep an itemized record of its financial transactions and shall make available to the District 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. An employee organization required to file financial reports under the Labor Management Disclosure Act of 1959 covering employees governed by Government Code section 3500 *et seq.*, or required to file financial reports under California Government Code section 3546.5, may satisfy the financial reporting requirement of this Section by providing the public agency with a copy of such financial reports.

6.5 INDEMNIFICATION

The Union shall indemnify the District and hold it harmless against any and all suits, claims, demands, and liability that arise out of or by reason of any action that shall be taken in connection with this Article. The Union will have no monetary claim against the District by reason of failure to perform under this Article.

ARTICLE 7 – EMPLOYMENT CATEGORIES AND STATUS

For the purpose of compensation and fringe benefits eligibility computation, bargaining unit employees shall be categorized as regular full-time, regular part-time, or per diem. A change in an employee's employment category must first be approved in writing by the District.

7.1 EMPLOYMENT STATUS

A. Regular Full-Time

A regular full-time employee is an employee who is regularly scheduled to work at least seventy-two (72) hours in a bi-weekly pay period.

B. Regular Part-Time

A regular part-time employee is an employee who works on a regular basis of at least forty (40) hours in a bi-weekly pay period. A regular part-time employee shall receive salary and benefits prorated in ratio to the number of hours paid as compared to full-time. "Hours paid," as the term is used in this Article and in this Memorandum of Understanding, shall include paid overtime hours, paid straight time hours, paid sick leave hours, paid holiday hours, and paid vacation hours.

C. Per Diem

A per diem employee is employed by the District on an intermittent or availability basis, who is scheduled by the District for less than forty (40) hours in a bi-weekly pay period.

- (1) Availability, Scheduling and Holidays. Per diem employees must provide their availability to work in the following departments at least six (6) shifts each month, including two weekend shifts:

SNFs	Food Service	Registration
EVS	Laboratory	Med Surg
OB	ER	Rural Clinics

Per diem employees must provide their availability to work in the following departments at least five (5) shifts each month, including one weekend shift:

Surgical Services	DI	Respiratory
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Per diem employees also must provide their availability to work at least two National Holidays – as defined in Article 15, Section 15.1 – per year. Such availability for the at least five shifts per month and the at least two National Holidays may not be days where the full complement of shifts have already been filled and/or requested. Per diem employees must submit their availability for shifts in writing within the time frame specified by the Manager.

Per diem employees shifts will be allotted based on their availability preferences by longevity and unit where applicable as per Article 11 of this contract.

Per diem employees who do not meet the availability requirements will be subject to termination. Per diem employees who do not work in a sixty-day period may be terminated. However, a per diem employee who satisfies either of the following conditions will not be terminated due to not complying with the

requirements of this Section if: (1) the per diem employee is on an approved leave of absence from the Hospital; or (2) the per diem employee meets the availability requirement set forth in this Section, but is not scheduled to work within the sixty day period.

(2) Reclassification of Per Diem Employees

- a. Reclassification of Per Diem Employees Working Forty to Seventy-One Hours Per Pay Period. In order to be eligible to be reclassified to a regular District employee, a per diem employee must have worked between forty (40) hours and seventy-one (71) hours in each pay period for three (3) consecutive months. Hours worked filling in for employees on a leave of absence do not count toward obtaining the hours necessary for eligibility for reclassification. If a per diem employee meets the above hours requirements and there is a vacant benefited position in the same classification the employee has been working in, the District will reclassify, at the employee's request, the per diem employee to a regular employee.

The parties agree to meet on an as needed basis, and no more than two times per fiscal year, to review whether any Per Diem employees meet the criteria above and, if so, whether any vacant benefited position in the same classification as the employee(s) have been working in exists. Such meetings shall occur on a mutually agreed upon date and time, and shall consist of up two NUHW representatives and up two District representatives.

- b. Reclassification of Per Diem Employees Working Seventy-Two Or More Hours Per Pay Period. In order to be eligible to be reclassified to a regular full-time District employee, a per diem employee must have worked seventy-two (72) hours or more in each pay period for three (3) consecutive months. Hours worked filling in for employees on a leave of absence do not count toward obtaining the hours necessary for eligibility for reclassification. If a per diem employee meets the above hours requirements, the District will reclassify, at the employee's request, the per diem employee to a regular employee.

- (3) Benefit Accrual. Benefit accruals shall be effective as of the beginning of the pay period closest to the date of a per diem employee's reclassification to regular employment status. Benefit accruals for reclassified employees are subject to any eligibility, waiting periods, or other requirements contained in this Memorandum or in the applicable plan policy's requirements.

Per diem employees shall not have their work hours reduced solely to prevent them from advancing to regular District employee status when per diem hours continue to be available.

7.2 INTRODUCTORY PERIOD

The introductory period for a new regular full- or part-time employee, or a regular full- or part-time employee who formerly worked for the District and to whom one of the conditions set forth in Article 8, Section 8.4 of this Memorandum is applicable, shall be ninety (90) calendar days of continuous employment.

A new regular full- or part-time employee, or a former regular full- or part-time employee rehired by the District after one of the conditions set forth in Article 8, Section 8.4 of this Memorandum occurred, shall have no seniority rights and may be terminated at any time during the introductory period for any reason, and the employee shall have no recall rights or recourse to the grievance and/or arbitration procedure with respect to any discipline or discharge. Upon completion of the introductory period, the employee's seniority shall be computed as of the date of most recent hire.

7.3 INTRODUCTORY PERIOD FOLLOWING PROMOTION OR DEMOTION

If an employee is promoted into a different classification within the bargaining unit, he/she shall serve a ninety (90) day introductory period in the new classification. Should the employee not successfully complete the promotional introductory period, he/she shall be reinstated (bump) into the classification held immediately before the promotion, and the employee hired to replace the employee may be terminated.

If an employee is demoted to a different classification within the bargaining unit, he/she shall serve a ninety (90) day introductory period. An employee may be terminated should he/she not successfully complete the introductory period after being demoted.

7.4 INTRODUCTORY PERIOD FOR PER DIEM EMPLOYEES

The introductory period for a new per diem employee or a per diem employee who formerly worked for the District, and to whom one of the conditions set forth in Article 8, Section 8.4 of this Memorandum is applicable, shall be ninety (90) days of work within a one year period of time.

A new per diem employee or a former per diem rehired by the District after one of the conditions set forth in Article 8, Section 8.4 of this Memorandum occurred, shall have no seniority rights and may be terminated at any time during the introductory period for any reason and the employee shall have no recall rights or recourse to the grievance and/or arbitration procedure with respect to any discipline or discharge. Upon completion of the introductory period, the employee's seniority shall be computed as of the date of most recent hire.

ARTICLE 8 – SENIORITY

8.1 SENIORITY AND LONGEVITY DEFINED

A. Seniority is defined as most recent date of hire.

B. Longevity is defined as length of service within a department/unit.

*The above definitions will apply throughout the contract

Effective upon the ratification of the Agreement, in transitioning to the new definition of Longevity and to its application in the Agreement, employees in their current positions will use their current date of hire as their longevity date. Also effective upon ratification for any new employee or any current employee who accepts a position in a different department or unit the contractual definition for Longevity will apply.

8.2 RETURN TO UNIT

Any bargaining unit employee who accepts a non-bargaining unit position with the District may return to the bargaining unit without a break in seniority, provided that:

- A. there exists a vacancy to which the employee can return;
- B. the employee is qualified to perform the vacancy; and
- C. such return occurs within thirty (30) calendar days of the acceptance of the non-bargaining unit position.

8.3 SENIORITY LIST

The District shall maintain a seniority list and separately a longevity department/unit list, which will be provided to the Union as needed.

8.4 LOSS OR REDUCTION OF SENIORITY AND LONGEVITY

- A. An employee's seniority and longevity shall be terminated by:
 - (1) Discharge for cause;
 - (2) Resignation;
 - (3) Failure to return from a leave of absence in accordance with the terms of the leave;
 - (4) Twelve (12) consecutive months of layoff without recall.
- B. An employee's seniority and longevity shall only be reduced by:
 - (1) Layoffs that are more than twelve (12) consecutive months.
 - (2) Any leaves of absence without pay totaling more than a twelve (12) month period.

ARTICLE 9 – WAGES

9.1 HOURLY WAGES

All Across-the-board increases are effective July 1st of each year and paid on the pay period thereafter.

A. Year 1

Provide for a four percent (4%) across-the-board increase (ATB) for all classifications, employees, and tenure steps in each year of the contract.

B. Year 2

Provide for a four percent (4%) across-the-board increase (ATB) for all classifications, employees, and tenure steps in each year of the contract.

C. Year 3

Provide for a four percent (4%) across-the-board increase (ATB) for all classifications, employees, and tenure steps in each year of the contract.

9.2 STEP INCREASES

An employee shall advance a step, until there are no further steps to advance, on the salary schedule within the employee's designated classification effective upon the employee's hire date anniversary as defined in this Agreement.

9.3 SALARY SCHEDULE

The District's salary schedule for bargaining unit employees is attached as Appendix C.

9.4 SHIFT DIFFERENTIAL

A. Evening Shift Differential

The District will pay a shift differential of Two Dollars (\$2.00) per hour for each hour worked on the evening shift.

Although there are variations in when an evening shift occurs, for an employee to be eligible for an evening shift differential, the employee must work four (4) or more hours after 4:00 p.m.

B. Night Shift Differential

Except as specified below, the District will pay a shift differential of Three Dollars (\$3.00) per hour for each hour worked on the night shift. For MRI Technologists, Radiology Staff Technologists, Radiology Senior Technologists, Respiratory Therapists, and Ultrasound Technologists, the Hospital will pay a shift differential of \$3.50 per hour for each hour worked on the night shift.

9.5 BILINGUAL SERVICES

Employees who provide bilingual service and have been certified shall be paid a one dollar \$1.00 per hour differential for hours worked. See organization policy.

9.6 STANDBY

- A. Standby duty is defined as a scheduled assignment for a qualified employee to stand by and to be available for recall to the District should the need arise. Qualified employees shall be compensated for standby duty as provided herein. Participation in standby shall be voluntary. Except in the OR where it is necessary to have the department staffed for patient care per EMTALA.
- B. Any qualified employee who is placed on standby duty beyond his/her regularly scheduled work day or work week shall be compensated for such standby time at one quarter (1/4) times the employee's straight time hourly rate, except for Lead Surgical Technologists, MRI Technologists, Radiology Staff Technologists, Radiology Senior Technologists, Respiratory Care Practitioners, Surgical Technologists, and Ultrasound Technologists who shall be compensated for such standby time at one-half (1/2) of the employee's straight time hourly rate.- Such payment for standby duty shall continue, regardless if the employee is called to work while on standby. Such standby pay shall be received by the employee no later than the pay period immediately following the standby time.
- C. In order to qualify for standby compensation, employees on standby must be able to respond and be present on duty and able to perform the duties of his/her position within a twenty (20) minute commute time to the District. Consistent with good patient care and the operating needs of the District, the District reserves the right to take any employee off of standby time if the employee is unable to respond as herein provided.
- D. Any qualified employee on standby duty, on all national holidays shall receive one-half-(1/2) of the employee's straight time hourly rate while on standby, except for Lead Surgical Technologists, MRI Technologists, Radiology Staff Technologists, Radiology Senior Technologists, Respiratory Care Practitioners, Surgical Technologists, and Ultrasound Technologists who shall be compensated for such standby time at three-fourths (3/4) of the employee's straight time hourly rate. Such payment for standby duty shall continue, regardless if the employee is called to work while on standby. National holidays are defined as those holidays listed in Article 15, Section 15.1.

9.7 CALL-BACK ON STANDBY

If an employee is called to work while on standby, the employee shall receive one and one-half (1-1/2) times the straight time hourly rate of pay for the time actually worked and shall continue to receive the applicable standby rate set forth in Article 9, Section 9.7. When an employee is called back while on Standby, the employee shall be guaranteed a minimum of two (2) hours of work/pay.

9.8 TEMPORARY LEAD DIFFERENTIAL

The District may, in its sole discretion, assign a bargaining unit employee to perform lead employee duties relating to the position to which the employee is assigned. In such

situations, the District will pay the employee a five percent (5%) differential above his/her straight time hourly rate for the actual hours assigned to and worked as a lead. If an employee is assigned as a lead, he/she will be assigned to such role for at least one half of his/her shift for that day.

The parties agree that lead employees coordinate the workflow among employees within the work area; provide technical or functional support to employees; inform District management employees as it relates to Unit/Department resources, staffing needs, and equipment needs; and perform the regular work of the lead's classification. The parties further agree that leads do not act in the role of a bona fide supervisor and are not given any authority for performance evaluations, disciplinary actions, or decisions to hire or terminate bargaining unit employees.

- 9.9 The District agrees to reimburse employees miles driven between work locations See organizations mileage policy. -if the employee is requested to change his/her work location from the location identified on the originally posted schedule.

ARTICLE 10 – OVERTIME & REPORTING PAY

10.1 DAILY COMPENSATION

Work in excess of eight (8) hours per day shall be compensated at the rate of time and one-half (1-1/2) the regular rate of pay up to a total of twelve (12) hours per day. Work in excess of twelve (12) hours shall be compensated at the rate of two (2) times the regular rate of pay.

10.2 BI-WEEKLY COMPENSATION

Work in excess of eighty (80) hours worked in the bi-weekly pay period shall be compensated at the rate of time and one-half (1-1/2) the regular rate of pay for the day(s) on which the overtime is worked.

10.3 AUTHORIZATION OF OVERTIME

All work qualifying for overtime payments must be authorized in advance by the District. There shall be no pyramiding of overtime pay provided for in this Memorandum.

10.4 REPORTING PAY

If an employee reports for work for his/her regularly scheduled shift and is not permitted to work because of circumstances within the control of the District, that employee shall receive reporting time pay of half of the employee's scheduled workday, which shall not be less than two hours of pay and not more than four hours of pay, as applicable.

ARTICLE 11 – WORK WEEK & ADDITIONAL HOURS OF WORK

11.1 POSTING OF SCHEDULES

A. Posting Dates Monthly Schedule

- (1) The District will post a monthly schedule two (2) weeks in advance
- (2) This posting date may be waived in emergency situations or in response to patient care or District Operational Needs

B. Schedule Availability

The District will give preference to scheduling according to an employee's longevity (not seniority) in the Department or Unit, where applicable:

- (1) By the first (1st) calendar day of each month, Per Diem employees shall submit in writing to their director their availability for the next monthly schedule
- (2) By the fifth (5th) calendar day of each month, Full Time and Part Time employees shall submit in writing to their director their preference for their work schedules for the next monthly schedule
- (3) Positions with set schedules shall remain in effect until changed through the “meet and confer” process between the parties

C. Schedule Changes

In the event the district needs to change an employee's schedule after it has been posted, the district will utilize the following process.

- (1) The District will first seek volunteers, where the employees will not be eligible to receive overtime or premium pay for accepting the shift, in descending order of longevity by Department or unit where applicable- meaning the district shall not be required to offer the shift to an employee who is assigned to a different department or unit from where the open shift is located. Volunteers will be sought in the following order:
 - a. Full-Time Employees who will not incur overtime
 - b. Part-Time Employees
 - c. Per Diem Employees
- (2) If the shift remains unfilled, and overtime or premium pay will be incurred, the District shall seek volunteers in descending order of longevity by Department or unit where applicable- meaning the district shall not be required to offer the shift to an employee who is assigned to a different department. Volunteers will be sought in the following order:
 - a. Full Time Employees
 - b. Part Time Employees
 - c. Per Diem Employees

- (3) If no employee accepts the shift, then the District shall provide the employee with the least longevity of that department or unit where applicable, with at least twenty-four (24) hours notice of the change in the schedule and, in situations where such notice is not possible, will provide the affected with prompt notice of the change in the schedule.

11.2 ALLOCATION OF ADDITIONAL HOURS OF WORK

Additional hours of work generally occur in the following situations: (1) shifts not filled prior to final posting of the schedule; (2) vacancies in posted schedules caused by the absence of the scheduled employee; and (3) unforeseen needs arising during a shift.

In all circumstances, the method of distributing additional hours shall be carried out in a manner that permits the District to avoid the use of overtime.

A. Open Shifts Prior to Posting of Final Schedule

An open shift is a shift that is unfilled before the final schedule is posted. In order for an employee to be considered for an open shift, the employee must designate, in writing, the days of the week and shifts for which he/she is available to work on the schedule calendar posted in their Department or Unit, where applicable, prior to finalization of each schedule.

The District will give preference to scheduling open shifts according to an employee's longevity (not seniority) in the Department or Unit, where applicable, in the following order:

- (1) Full- Time Employees who will not incur overtime
- (2) Part-time Employees
- (3) Per Diem employees.
- (4) Registry employees.

The above preference order will not result in displacing employees from work for which they are normally scheduled nor will it result in any employee being scheduled to work overtime.

B. Extra Hours/Shifts—"Short Call List"

When hours or shifts become available after the schedule is posted and the District has notice of these hours, the District will fill extra hours/shifts according to an employee's longevity in the Department or Unit, where applicable, utilizing a list of employees who have stated their desire, in writing to work "short call list." The District will offer the extra hours/shifts in the following order:

- (1) Full-time employees who will not incur overtime
- (2) Part-time employees
- (3) Per Diem employees.
- (4) Registry employees.

C. Overtime Offered

If the District determines to use overtime for a shift that remains unfilled, the District will give preference according to the employee's longevity (not seniority) in the Department or Unit, where applicable, in the following order:

- (1) Full-time employees.
- (2) Part-time employees.
- (3) Per Diem employees.
- (4) Registry employees.

D. Unforeseen Hours

Extra hours/shifts of work resulting from unforeseen needs (e.g. tardy employees, unexpected admissions, spikes in acuity, etc.) during a shift shall be filled by the employee who volunteers with the most longevity in the Department or Unit, as described above in this Article currently working the shift. Such employees may volunteer to complete the entire needed hours of work, or until another employee can be found utilizing the short call list.

11.3 REST BETWEEN SHIFTS

A. Skilled Nursing Facilities

For employees assigned to a Skilled Nursing Facility, each regular full- and part-time employee shall have an unbroken rest period of at least seven and one half (7 1/2) hours between shifts.

For purposes of this Section, a shift is defined as an employee working his/her regular schedule of eight (8) hours.

If an employee does not have seven and one half (7 1/2) hours rest between shifts worked, the employee will be paid at the rate of time and one half (1 1/2) for all hours worked until seven and one half (7 1/2) hours have elapsed from the completion of the employee's preceding shift worked.

B. Acute Hospital

For employees assigned to the Acute Hospital, each regular full- and part-time employee shall have an unbroken rest period of at least eight (8) hours between shifts.

For purposes of this Section, a shift is defined as an employee working his/her regular schedule of eight (8) hours.

If an employee does not have eight (8) hours rest between shifts worked, the employee will be paid at the rate of time and one half (1 1/2) for all hours worked until eight (8) hours have elapsed from the completion of the employee's preceding shift worked.

11.4 TWELVE-HOUR SHIFTS

In the event the District decides to implement twelve-hour shifts for employees, before implementing the change, it shall notify the Union of that decision. The District agrees to meet and confer regarding the impact of that decision on the terms and conditions of employment.

11.5 WEEKEND OFF SCHEDULING

As part of preparing the initial schedule referenced in Article 11, Section 11.1, the District may on a rotating basis schedule employees to work a weekend shift(s); Employees who currently do not rotate weekends will maintain that schedule.

For purposes of this Article, a weekend shift means Saturday and Sunday, except in the case of a night shift where it means Friday and Saturday.

11.6 TIME SHEETS

Employees will be given access to login to review their own time worked in a current and historical time sheet in the Kronos system. Employees shall be provided instructions to create a password to login and be provided a workspace for log-in from within their home department. Employees shall adhere to all deadlines and due dates for proper payroll processing. Employees who currently do not use the Kronos system will be given appropriate training over an adequate transition period to the system.

Although the time system permits a total grace period of seven (7) minutes in any given shift without a reduction in pay, reporting to work after the specified scheduled time (e.g. start time or lunch breaks) is considered tardiness. The District will be reasonable in the application of this provision.

Leave Early is leaving work prior to the end of assigned/scheduled work time without prior supervisory approval.

ARTICLE 12 – MEAL AND REST PERIODS

12.1 MEAL PERIOD AND PAYMENT FOR MEAL TIME WORKED

Employees who are scheduled to work a minimum of-five (5) hours shall receive not less than a one-half (1/2) hour meal period at the start of the fifth (5th) hour. Meal periods are normally thirty minutes and are not included as time worked for pay purposes. If an employee is required and authorized by the District to work during the meal period, such meal period shall be paid as time worked for the purpose of computing overtime.

12.2 REST BREAKS

Employees shall receive one (1) fifteen minute break per four (4) hours of work or substantial portion thereof. Rest periods may not be skipped or grouped together to extend the meal period or taken so as to allow the employee to leave work early.

ARTICLE 13 – CALL-OFFS, DAILY CANCELLATIONS AND FLOATING

13.1 CALL-OFFS

It may be necessary to require an employee to take time off without pay during temporary periods of low census or on other occasions, due to the District's operating needs, when staffing needs to be adjusted on a temporary basis. Insofar as it is practicable, the District will attempt to avoid daily cancellations.

Eligible employees who are cancelled may take the day off without pay or use vacation (where applicable) at the employee's discretion. An employee electing to use vacation shall notify the District at the time of being notified of the call-off and shall complete the necessary forms for taking such vacation.

Any employee who is called off of work and who is called back to work shall receive his/her regular rate of pay for hours worked and the employee shall be guaranteed pay for at least four (4) hours, except if the employee agrees, with Supervisor approval, to leave prior to having worked four (4) hours in which case the employee shall be paid for the actual hours worked.

13.2 ORDER OF CALL-OFF

Subject to patient care considerations and staffing needs, when it is necessary to call-off employees pursuant to this Article, employees shall be called-off in the following order:

- A. Registry/Travelers;
- B. Employees receiving double time;
- C. Employees receiving overtime;
- D. Temporary employees;
- E. Per Diem employees;
- F. Part-time employees working shifts over and above their regular schedule; and
- G. Regular Full-time employees and Regular Part-time employees working their regular schedule.

Within each category above, call-offs shall be by reverse order of seniority (from the least senior to the most senior) within a Department and unit provided that the patient care and the District's operating needs are satisfied and the remaining employees are qualified and able to perform the work. In the event the District calls off an employee, prior to the District using the process set forth in Article 11 relating to extra hours/shifts, the District will provide the called off employee with the opportunity to work any available extra hours/shift within his/her classification for which he/she is competent.

For purposes of this Section, the Rural Health Clinics shall be considered one department; and the Orthopedic Clinic and Multi-Specialty Clinic shall be considered one department. For an employee to be eligible to take hours at any clinic as a result of a

call-off, the employee must be competent to perform the duties/responsibilities at that clinic.

Rural Health Clinics	Specialty Clinic
Sunset Clinic	Orthopedic Clinic
Mabie 1st Street Clinic	Multi-Specialty
Mabie 4th Street Clinic	San Juan Bautista Clinic
Annex Clinic	

The parties agree that the implementation of the call off procedures shall not result in multiple levels of displacing, call off, i.e. there shall be no domino effects as a result of call-offs.

The District will accept volunteers for call-off before utilizing the above procedure. However, unless the District, in its discretion otherwise permits, the volunteering for call-off shall not result in the District utilizing the services of an employee eligible for overtime or premium pay who would have been called-off if the District followed the process above.

Employees throughout the hospital and clinics shall be offered cross training if there is a departmental need.

Cross training shall be offered to volunteers by longevity in department and unit where applicable.

13.3 CALL-OFF NOTICE

The District will call-off employees at least two (2) hours prior to the commencement of their scheduled shift.

13.4 LONGEVITY AMONG VOLUNTEERS

If more than one (1) employee in an affected Department or unit volunteers to be called-off, approval shall be based on the following criteria in descending order:

- A. the District's operating needs and patient care considerations; and
- B. the employees' longevity in their department or unit where applicable.

13.5 FLOATING

Employees may be temporarily assigned (floated) to other Departments or units to avoid call offs, or to meet the operational needs of the District. An employee may not be floated until the employee has been cross-trained and satisfactorily demonstrated competencies with respect to the duties of the position within the Department and unit to which the employee is being floated. An employee's satisfactory completion of the cross training and demonstration of the competencies must be documented in writing.

ARTICLE 14 – PRORATION OF FRINGE BENEFITS

- 14.1 A regular part-time employee will be entitled to receive a proration of fringe benefits equivalent to his/her part-time status. Where applicable, such employee shall be personally required to pay the balance of the proration if he/she desires to receive the proration benefits. It is specifically understood that the District will pay that portion of any premium or benefit equal to the proration of the regular part-time employee's status.
- 14.2 It is further understood that the District shall not be obligated to maintain any coverage or benefit for any regular part-time employee who does not desire or does not pay the remaining balance of any premium, or benefit necessary for the employee to pay in order to be entitled to a particular benefit. It is agreed that in the event a regular part-time employee does not participate in the payment of fringe benefits as provided in this Article, the District's obligation to resume any such coverage at a later date shall be subject to any applicable rules and regulations concerning eligibility then in effect for new or resumed coverage, as the case may be.

ARTICLE 15 – HOLIDAYS

15.1 NATIONAL HOLIDAYS

The following national holidays shall be recognized:

New Year's Day
President's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving Day
Christmas Day

15.2 NATIONAL HOLIDAY PAY

If an employee is required to work on a recognized holiday, the employee shall be paid time and one-half (1-1/2) for working such holiday. A benefited full or part-time employee, in addition to said time and one-half pay, shall be given a compensatory day off. The election of a compensatory day off or pay in lieu thereof shall be at the option of the employee within thirty (30) days before or after the occurrence of said holiday. The District and the employee shall mutually agree upon the particular day to be given as a compensatory day off.

15.3 BIRTHDAY HOLIDAY

Each full or part-time benefited employee shall receive his/her birthday as a paid holiday.

15.4 FLOAT HOLIDAY

Each full or part-time benefited employee who has completed one year of employment at the District shall become eligible for one (1) floating holiday per year. Election of the day to be observed as the floating holiday must be made by the employee in writing at least thirty (30) days in advance. The notice shall be sent to the appropriate Department Manager or his/her designee. The District shall make every effort to approve the date selected by the employee in accordance with operational and staffing needs. In the event that the particular day requested cannot be approved, the District and employee shall mutually agree on another day.

15.5 PAY FOR BIRTHDAY AND FLOAT HOLIDAY

A full or part-time benefited employee who is required to work on his/her birthday or float holiday shall receive a compensatory day off, or, in lieu of the compensatory day off, shall be paid two (2) times the employee's straight time hourly rate for the hours worked.

15.6 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.

15.7 HOLIDAY WORK HOURS

Holidays are not considered as time worked for purposes of overtime unless the employee actually works the holiday. Sick leave does not constitute a workday.

15.8 Regular employees who have more than forty (40) hours of accrued holiday time off as of June 30 of each fiscal year shall be paid for any accrued holiday time off in excess of forty (40) hours in a payroll check issued during the month of July.

ARTICLE 16 – SICK LEAVE

Each regular full-time employee shall be entitled to sick leave for bona fide illness or accident after completion of ninety (90) calendar days of continuous employment. The employee shall earn sick leave at the rate of one (1) day per month beginning with his/her first month of employment. Sick leave shall be cumulative up to a total of eighty (80) days. Sick leave earned in excess of the six hundred and forty (640) hours shall be paid in lieu of sick leave at the end of the fiscal year at half the employee's base hourly rate.

Employees may carry over a maximum of six hundred and forty (640) hours of sick leave from one anniversary year to the next. Unused sick leave in excess of six hundred and forty (640) hours will be paid off at the end of the fiscal year at half the employee's base hourly rate.

The District may require a health care provider's verification of all periods of illness of three or more days. The District may also require a health care provider's verification if there is

reasonable doubt as to the validity of the illness or if the illness repeatedly occurs the day before or the day following a holiday or a scheduled day off.

Sick leave shall be integrated with any benefits under State of California Disability Insurance.

ARTICLE 17 – VACATION

17.1 ELIGIBILITY

All regular full-time employees are eligible to utilize vacation after two (2) months of continuous employment with the District. Regular full-time employees shall receive vacation with pay in accordance with the following schedule:

One Year	Ten Days
Two Years	Eleven Days
Three Years	Twelve Days
Four Years	Thirteen Days
Five Years	Fifteen Days
Six Years	Seventeen Days
Seven Years	Eighteen Days
Eight Years	Nineteen Days
Nine Years	Twenty Days
Ten Years	Twenty-Two Days
Twenty Years	Twenty-Three Days

Part-time regular-employees will receive vacation pay prorated based on hours paid. Vacation is accrued during the first two (2) months of an employee's employment with the District. Employees, however, cannot take vacation until they have completed two (2) continuous months of employment with the District.

17.2 BI-ANNUAL VACATION BIDDING PROCESS

Requests for vacation will be governed by the provisions described below:

Full time and part time employees shall be grouped together for purposes of vacation requests and use.

A. Vacation Scheduling

Bi Annual Vacation Bidding Process will occur two (2) times per year:

(1) Cycle 1. September 1st – 30th for schedules January – June

(2) Cycle 2. March 1st – 30th for schedules July –December

A calendar of granted vacation requests will be posted no later than two (2) weeks after the close of the bidding cycle.

B. Requests for time off will be granted on a seniority basis.

- C. Each worker shall indicate their time off request in an agreed upon form.
- D. Approved vacation will be denied if the employee has insufficient vacation accrued when the schedule containing the time off requested is published.

E. Transfers

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

F. Other Vacation Requests

- (1) Requests for Vacation that are not submitted during the Bi Annual vacation bidding process above shall, at a minimum, be submitted by the fifth (5th) of the month preceding the following month's schedule. These additional vacation requests will be considered on a first come first served basis and cannot cross into the next bidding cycle. Any requests for duplicate time frames received on the same date will be determined by seniority.
- (2) Such requests shall be granted or denied in writing within two (2) weeks of submission and the vacation calendar will be updated
- (3) Once vacations have been granted no employee can exercise his/her seniority to claim the same time.

17.3 NO SEASONAL BAN

No vacation shall be unreasonably denied because of the season of the year. Vacations will be granted in accordance with the staffing and operational needs of the District as determined by the Department Manager.

17.4 VACATION PAY AT TERMINATION

Accrued vacation pay shall be paid to employees upon termination of employment.

17.5 LIMITATION OF VACATION ACCRUAL

Vacation accrual shall be limited to two hundred and forty (240) hours. Vacation earned in excess of the two hundred and forty (240) hours shall be paid in lieu of vacation at the end of the fiscal year.

Employees may carry over a maximum of two hundred and forty (240) hours of vacation from one anniversary year to the next. Unused vacation time in excess of two hundred and forty (240) hours will be paid off at the end of the fiscal year.

ARTICLE 18 – HEALTH INSURANCE

18.1 ELIGIBILITY

Health and dental insurance shall be provided for all regular full-time and regular part-time employees on the first of the month following 60 calendar days of continuous employment in the District. Full-time employees shall pay a monthly contribution for health and dental care coverage according to the following schedule:

Full Time Employee Single Coverage	Fifteen dollars (\$15.00) per month
Full Time Employee Family Coverage	Ninety dollars (\$90.00) per month
Part Time Employee Single Coverage	Seventy Six dollars and twenty five cents (\$76.25) per month
Part Time Employee Family Coverage	One hundred thirty five dollars (\$135.00) per month

18.2 FLEXIBLE BENEFIT PLAN

The Flexible Benefit Plan currently in effect shall continue for the term of the Memorandum of Understanding.

- 18.3 In the event health plan requirements (Government Health Plan Requirements) are adopted by the federal or state government(s), which impact the parties' bargained agreement on health care coverage, the parties shall be required to reopen the relevant Sections of the Agreement and bargain regarding the impact of such changes.

If the parties, as a result of implementation of Government Health Plan Requirements, reach a final, ratified agreement on new terms for medical insurance coverage for NUHW bargaining unit members and another bargaining unit at the District subsequently reaches a final, ratified agreement on medical insurance coverage which contains different terms than that agreed to by NUHW, the District agrees to provide the same terms to NUHW.

18.4 PRESCRIPTIONS FOR RETIREES

The District shall provide prescription service at the District's cost to retired bargaining unit employees based upon the following conditions:

- A. The employee must have retired from the District after September 1, 2009.
- B. The employee may retire between age 55 or Medicare eligibility.
- C. The employee must have completed 10 years of continuous benefited service at the District at the time of retirement.
- D. The employee must pay for the prescription at the time of pick-up.
- E. Employees are only eligible to receive this service until they become eligible for Medicare prescription coverage.

- F. The prescriptions must be filled at the District's pharmacy.
- G. Mail order prescriptions are not provided.
- H. The Pharmacy will use the Blue Cross formulary.

ARTICLE 19 – LIFE INSURANCE

19.1 ELIGIBILITY

Life insurance shall be provided for employees the first of the month following the employee's completion of ninety (90) calendar days of continuous employment in the District.

19.2 REGULAR FULL-TIME EMPLOYEES

The District will provide Fifty Thousand Dollars (\$50,000.00) Life Insurance coverage and Fifty Thousand Dollars (\$50,000.00) Accidental Death or Dismemberment coverage for each regular full-time employee. Such insurance shall be provided at no cost to all regular working full-time employees.

19.3 REGULAR PART-TIME EMPLOYEES

The District will provide life insurance and accidental death or dismemberment insurance for regular part-time employees. The amounts of such insurance shall be Fifty Thousand Dollars (\$50,000.00). The premiums for such insurance shall be paid pursuant to the proration provisions of this Memorandum of Understanding.

ARTICLE 20 – RETIREMENT PROGRAM

Eligible employees shall participate in the District's Defined Benefit Pension Plan in accordance with the terms set forth below.

20.1 ELIGIBILITY

In order to be eligible to participate in the District's Defined Benefit Pension Plan, an employee must be a benefited full- or part-time employee.

20.2 PARTICIPATION ENTRY DATE

Eligible employees shall begin participating in the District's Defined Benefit Pension Plan effective on the January 1st that follows three consecutive years of employment with the District. During each of those three years, the employee must have worked a minimum of 1,000 hours.

20.3 NORMAL RETIREMENT DATE

The normal retirement age shall be age sixty-five (65).

20.4 NORMAL FORM OF PAYMENT

The form of the payments to employees from the Defined Benefit Pension Plan shall be a monthly annuity payment for the life of the employee.

20.5 RETIREMENT BENEFIT FORMULA FOR SERVICE

The Plan does not provide for any employee contributions by employees hired before January 1, 2013 and were participants in the Defined Benefit Pension Plan. Based on the passage of the California Public Employees' Pension Reform Act, employees hired on or after January 1, 2013 – as well as those employees who were employed by the District prior to January 1, 2013 but not participating in the Defined Benefit Pension Plan, e.g. per diem employees – must contribute 50% of the cost of benefits.

Based on the preceding two sentences, the District shall contribute an amount sufficient, in combination with any required employee contributions, to fund a benefit equal to one and three tenths percent (1.3%) of the employee's annual compensation in each calendar year.

20.6 ANNUAL COMPENSATION

For purposes of this Article, annual compensation shall be defined as the employee's base pay. Based on the passage of the California Public Employees' Pension Reform Act, for employees hired on or after January 1, 2013 – as well as those employees who were employed by the District prior to January 1, 2013 but not participating in the Defined Benefit Pension Plan, e.g. per diem employees – compensation taken into account cannot exceed the Social Security taxable wage base.

20.7 EARLY RETIREMENT DATE

An employee shall be eligible for early retirement in the first month after attaining fifty (50) years of age and completing ten (10) years of consecutive service with the District.

20.8 EARLY RETIREMENT BENEFIT

An employee who elects early retirement, shall receive the actuarial equivalent based upon UP 84 mortality rate table and six percent (6%) interest rate.

20.9 VESTING

Employees shall vest in the District's Defined Benefit Pension Plan after completion of five (5) years of service working a minimum of 1,000 hours in each year.

20.10 DEATH BENEFITS

Please refer to the District's Pension Plan for an explanation of death benefits payable under the Plan.

20.11 DISABILITY BENEFITS

An employee shall be eligible for disability benefits in the first month after completing fifteen (15) years of consecutive service with the District and five (5) years of participation in the District's Defined Benefit Pension Plan.

20.12 SOCIAL SECURITY

Benefits under the District's Defined Benefit Pension Plan are not affected by Social Security Benefits.

ARTICLE 21 – LEAVES OF ABSENCE

21.1 APPLICATION PROCEDURE

An application for a leave of absence, extension and required approval thereof shall be in writing setting forth the details of the leave. Except as provided below or by applicable law, such details shall include but not be limited to the starting and termination date of the leave. The application is to be initiated by the employee. This procedure may be waived in an emergency situation, but such leave of absence must be confirmed in writing within a reasonable time after the emergency.

21.2 LEAVES WITHOUT PAY

Except as provided below or by applicable law, in the case of an employee returning from a leave of absence without pay of less than six (6) months, the District will restore the employee to the same position. In the case of an employee returning from a leave of absence of greater than six (6) months, but less than twelve (12) months, the District will restore the employee to a comparable position.

A. Eligibility

Except as otherwise provided by applicable law, upon request, leaves of absence, as herein provided, may be granted with the approval of the District. Leaves of absence may be granted after twelve (12) months of continuous employment with the District as a regular full-time employee. A regular part-time employee shall be eligible for such leaves after the equivalent of twelve (12) months of full-time employment, except where otherwise provided by law.

B. Change of Anniversary Date

An employee's anniversary date for the purpose of salary tenure steps, vacation eligibility and similar benefits, shall not be changed until the employee has taken a leave or leaves of absence without pay totaling more than thirty (30) calendar days in any twelve (12) month period (unless otherwise provided by law or as provided in this Memorandum). The anniversary date in such a case shall be adjusted to reflect the total number of calendar days of the leave or leaves.

20.3 TYPES OF LEAVE

A. Medical Leave

An unpaid medical leave for up to three months shall be granted. In addition to the eligibility requirements set forth above, an employee must provide the District with medical certification, in advance where practicable and foreseeable, including the probable duration of the leave and certification that the employee is unable to perform his/her job duties due to a medical condition.

Benefits shall be maintained during paid portions of the leave and/or during any portion of the leave that qualifies as Family and Medical Leave Act (“FMLA”) or California Family Rights Act (“CFRA”) leave, as provided below. Beginning on the first day of the month following the exhaustion of paid time off and/or the maximum FMLA/CFRA leave, the employee may elect to continue benefit coverage under COBRA by paying the cost of such coverage as provided under COBRA.

B. Family and Medical Leave

The District will grant family and medical leave in accordance with the requirements of applicable state and federal law in effect at the time the leave is granted.

Employees may be eligible for leave under the federal Family Medical Leave Act (“Fed-FMLA”) and the California Family Rights Act (“CFRA”). For purposes of this Section, these types of leaves are collectively referred to as “FMLA Leave.”

An employee must contact his/her supervisor as soon as he/she becomes aware of the need for a FMLA Leave. Employees are expected to provide prompt notice to the District of any change(s) to an employee’s return to work date. Accepting other employment, continuing to work in another job, or filing for unemployment insurance benefits while on leave may be treated as a voluntary resignation from employment, unless the employee and the District have agreed, in writing, otherwise.

(1) Employee Eligibility. To be eligible for FMLA Leave benefits, an employee must:

- a. have worked for the District for a total of at least 12 months; and
- b. have worked at least 1,250 hours over the previous 12 months as of the start of the leave.

(2) Reasons for Leave. State and federal laws allow FMLA Leave for various reasons. Because an employee’s rights and obligations may vary depending upon the reason for the FMLA Leave, it is important to identify the purpose or reason for the leave. Fed-FMLA leave and CFRA leave run concurrently except for the following reasons: to care for a registered domestic partner or a child of a registered domestic partner (CFRA only), incapacity due to pregnancy or prenatal care as a serious health condition (Fed-FMLA only), military emergency leave (Fed-FMLA only) and military caregiver leave (Fed-FMLA only). FMLA Leave may be used for one of the following reasons:

- a. the birth, adoption, or foster care of an employee's child within 12 months following birth or placement of the child (“Bonding Leave”);
- b. to care for an immediate family member (spouse, registered domestic partner, child, or parent) with a serious health condition (“Family Care Leave”);
- c. an employee’s inability to work because of a serious health condition (“Serious Health Condition Leave”);
- d. a “qualifying exigency,” as defined under the FMLA, arising from a spouse’s, child’s, or parent’s “covered active duty” (as defined below) as a member of the military reserves, National Guard or Armed Forces (“Military Emergency Leave”); or
- e. to care for a spouse, child, parent or next of kin (nearest blood relative) who is a “Covered Servicemember” as defined below (“Military Caregiver Leave”).

(3) Definitions

- a. “Child,” for purposes of Bonding Leave and Family Care Leave, means a biological, adopted, or foster child, child of a registered domestic partner, stepchild, legal ward, or a child of a person standing in loco parentis, who is either under age 18, or age 18 or older and incapable of self-care because of a mental or physical disability at the time that Family and Medical Leave is to commence.
- b. “Child,” for purposes of Military Emergency Leave and Military Caregiver Leave, means a biological, adopted, or foster child, stepchild, legal ward, or a child for whom the person stood in loco parentis, and who is of any age.
- c. “Parent,” for purposes of this Section, means a biological, adoptive, step or foster father or mother, or any other individual who stood in loco parentis to the person. This term does not include parents “in law.” For Military Emergency leave taken to provide care to a parent of a military member, the parent must be incapable of self-care, as defined by the FMLA.
- d. “Covered Active Duty” means:
 - i. in the case of a member of a regular component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country; and
 - ii. in the case of a member of a reserve component of the Armed Forces, duty during the deployment of the member with the Armed Forces to a foreign country under a call or order to active duty (or notification of an impending call or order to active duty) in support of a contingency operation as defined by applicable law.

- e. "Covered Servicemember" means:
 - i. a member of the Armed Forces, including a member of a reserve component of the Armed Forces, who is undergoing medical treatment, recuperation, or therapy, is otherwise in outpatient status, or is otherwise on the temporary disability retired list, – a serious injury or illness incurred or aggravated in the line of duty while on active duty that may render the individual medically unfit to perform his or her military duties; or
 - ii. a person who, during the five (5) years prior to the treatment necessitating the leave, served in the active military, Naval, or Air Service, and who was discharged or released there from under conditions other than dishonorable (a "veteran" as defined by the Department of Veteran Affairs) and who has a qualifying injury or illness incurred or aggravated in the line of duty while on active duty that manifested itself before or after the member became a veteran. For purposes of determining the five-year period for covered veteran status, the period between October 28, 2009 and March 8, 2013 is excluded.
 - f. "Serious injury or illness" in the case of a current member of the Armed Forces, National Guard or Reserves is an injury or illness incurred by a covered service member in the line of duty on active duty (or that preexisted the member's active duty and was aggravated by service in the line of duty on active duty) in the Armed Forces that may render him or her medically unfit to perform the duties of his or her office, grade, rank or rating. In the case of a covered veteran, "serious injury or illness" means an injury or illness that was incurred in the line of duty on active duty (or existed before the beginning of the member's active duty and was aggravated by service in line of duty on active duty) and that manifested itself before or after the member became a veteran.
 - g. "Qualifying exigency" is defined by the Department of Labor and generally includes events related to short-notice deployment, military ceremonies, support and assistance programs, changes in childcare, school activities, financial and legal arrangements, counseling and post-deployment activities. Qualifying Exigency Leave may also be used to spend up to 15 days with military members who are on short-term, temporary, rest and recuperation leave during their period of deployment.
- (4) Length of Leave. If the reason for leave is common to both Fed-FMLA and CFRA and, therefore, running concurrently, the maximum amount of FMLA Leave will be 12 workweeks in any 12-month period when the leave is taken for:
- a. Bonding Leave;
 - b. Family Care Leave;
 - c. Serious Health Condition Leave; and
 - d. Military Emergency Leave.

If the reason for leave is not common to both Fed-FMLA and CFRA and, therefore, not running concurrently, then an eligible employee may be entitled to additional leave under applicable law. When the reason for leave is Bonding Leave and both spouses work for the District and are eligible for leave under this Section, the spouses will be limited to a total of 12 workweeks off between the two of them. When the reason for leave is Family Care Leave and if both spouses work for the District and are eligible for leave under this Section, the spouses will be limited to a total of 12 workweeks off between the two of them under the fed-FMLA. A 12-month period begins on the date of the employee's first use of FMLA Leave. Successive 12-month periods commence on the date of the employee's first use of such leave after the preceding 12-month period has ended.

The maximum amount of FMLA Leave for an employee wishing to take Military Caregiver Leave will be a combined leave total of twenty-six (26) workweeks in a single 12-month period. A "single 12-month period" begins on the date of the employee's first use of such leave and ends 12 months after that date. If both spouses work for the District and are eligible for leave under the fed-FMLA, the spouses will be limited to a total of 26 workweeks off between the two when the leave is for Military Caregiver Leave only or is for a combination of Military Caregiver Leave, Military Emergency Leave, Bonding Leave and/or Family Care Leave.

Under some circumstances, an employee may take FMLA Leave intermittently—which means taking leave in blocks of time, or by reducing an employee's normal weekly or daily work schedule. If an employee is taking FMLA Leave due to pregnancy or pregnancy disability purposes, the Pregnancy Disability Leave Section in this Article governs such leaves. Employees who take leave intermittently or on a reduced work schedule basis for planned medical treatment must make a reasonable effort to schedule the leave so as not to unduly disrupt the District's operations. An employee must contact his/her manager and the Human Resources Department prior to scheduling planned medical treatment. If FMLA Leave is taken intermittently or on a reduced schedule basis due to foreseeable planned medical treatment, the District may require an employee to transfer temporarily to an available alternative position with an equivalent pay rate and benefits, including a part-time position, to better accommodate recurring periods of leave.

To the extent required by law, leave beyond an employee's FMLA Leave entitlement will be granted when the leave is necessitated by an employee's work-related injury or illness, a pregnancy related disability, or a "disability" as defined under the Fair Employment and Housing Act ("FEHA"). When the reason for CFRA leave was the employee's serious health condition, which also constitutes a "disability" under the FEHA and the employee cannot return to work at the conclusion of the CFRA leave, the District will engage in an interactive process to

determine whether an extension of leave would constitute a reasonable accommodation under the FEHA.

(5) Notice and Certification

a. Bonding, Family Care, and Serious Health Condition Leave Requirements.

Employees may be required to provide:

- i. when the need for the leave is foreseeable, 30 days advance notice or such notice as is both possible and practical if the leave must begin in less than 30 days (normally this would be the same day the employee becomes aware of the need for leave or the next business day);
- ii. when the need for leave is not foreseeable, notice within the time prescribed by the District's normal absence reporting policy, unless unusual circumstances – such as a medical emergency – prevent compliance, in which case notice is required as soon as is otherwise possible and practical;
- iii. when the leave relates to medical issues, a completed Certification of Health-Care Provider form within 15 calendar days (for Military Caregiver Leave, an invitational travel order or invitational travel authorization may be submitted in lieu of a Certification of Health-Care Provider form) (these forms are available from the Human Resources Department);
- iv. periodic recertification (but only to the extent permitted by applicable law, generally not under CFRA); and
- v. periodic reports during the leave.

At the District's expense, the District may also require a second or third medical opinion regarding an employee's own serious health condition or the serious health condition of the employee's family member for Fed-FMLA purposes and, for CFRA purposes, the employee's own serious health condition. In some cases, the District may require a second or third opinion regarding the injury or illness of a "Covered Servicemember." Employees are expected to cooperate with the District in obtaining additional medical opinions that the District may require.

When leave is for planned medical treatment, an employee must try to schedule treatment so as not to unduly disrupt the District's operation. An employee must contact his/her supervisor and the Vice President, Human Resources prior to scheduling planned medical treatment.

In addition to the requirements listed above, if an employee's Fed-FMLA Leave is certified, the District may later require medical recertification in connection with an absence that an employee reported as qualifying for Fed-

FMLA Leave. For example, the District may request recertification if: (1) the employee requests an extension of leave; (2) the circumstances of the employee's condition as described by the previous certification change significantly, e.g., an employee's absences deviate from the duration or frequency set forth in the previous certification; the employee's condition becomes more severe than indicated in the original certification; the employee encounters complications; or (3) the District receives information that casts doubt upon the employee's stated reason for the absence. In addition, the District may request recertification in connection with an absence after six months have passed since an employee's original certification, regardless of the estimated duration of the serious health condition necessitating the need for leave. Any recertification requested by the District shall be at the employee's expense.

In addition to the requirement listed above, a recertification under the CFRA may be requested by the District at the expiration of the time period in the original certification for time off for the employee's own serious health condition.

- b. Military Emergency Leave. Employees seeking to use Military Emergency Leave are required to provide:
 - i. the District with as much notice of the need for leave as is reasonable and practicable under the circumstances; and
 - ii. a copy of the covered military member's active duty orders when the employee requests leave and/or documentation (such as Rest and Recuperation leave orders) issued by the military setting forth the dates of the military member's leave; and
 - iii. a completed Certification of Qualifying Exigency form within 15 calendar days, unless unusual circumstances exist to justify providing the form at a later date.

Certification forms are available from the Human Resources Department.

- c. Failure to Provide Certification and to Return from Leave. Absent unusual circumstances, failure to comply with these notice and certification requirements may result in a delay or denial of the leave. If an employee fails to return to work at the end of the leave and the employee has not obtained an extension of the leave, the District shall be entitled to presume that the employee does not plan to return to work and has voluntarily terminated his/her employment.
- (6) Compensation During Leave. Generally, FMLA Leave is unpaid. However, employees may elect to use accrued paid leave (such as vacation or sick leave) to cover some or all of the leave. However, an employee may be eligible to receive

benefits through State-sponsored or District-sponsored wage-supplement benefit programs. If an employee is eligible to receive these benefits, he/she may also choose to supplement these benefits with the use of accrued vacation and sick leave, to the extent permitted by law and District policy. All such payments will be integrated so that the employee will receive no more than his/her regular compensation during this period. The District may require employees to use accrued sick leave and vacation during any unpaid portion of FMLA Leave. However, the District will only require employees to use accrued sick leave during an unpaid portion of an FMLA Leave if the reason for the FMLA Leave is the employee's own serious health condition or for any other reason, mutually agreed to by the District and the employee. The use of paid benefits will not extend the length of a FMLA Leave.

Entitlement to FMLA Leave shall be satisfied by and run concurrently with leaves taken pursuant to Article 16 (Sick Leave) and Article 17 (Vacation).

- (7) Benefits During Leave. The District will continue making contributions for an employee's group health benefits during his/her leave on the same terms as if the employee had continued to work as long as the insurance was provided before the leave was taken. This means that if an employee wants his/her benefits coverage to continue during the leave, he/she must also continue to make any premium payments that the employee is now required to make for the employee or his/her dependents. Employees taking Bonding Leave, Family Care Leave, Serious Health Condition Leave, and Military Emergency Leave will generally be provided with group health benefits for a 12-workweek period. When the reason for leave is a pregnancy-related disability, which is a serious health condition under the Fed-FMLA but not the CFRA, and the employee takes additional time off that qualifies as CFRA leave, the District will continue the employee's health insurance benefits for up to a maximum of 12 workweeks in a 12-month period. Employees taking Military Caregiver Leave may be eligible to receive group health benefits coverage for up to a maximum of 26 workweeks. In some instances, the District may recover premiums it paid to maintain health coverage if an employee fails to return to work following a FMLA Leave.

Accrued benefits such as vacation and sick leave will not accrue while on an unpaid FMLA Leave.

- (8) Job Reinstatement. Consistent with the FMLA/CFRA (including statutory language, regulations, and case law), and except if there is just cause, an employee will be reinstated to the same position held at the time of the leave or to an equivalent position with equivalent pay, benefits, and other employment terms and conditions. However, employees have no greater right to reinstatement than if they had been continuously employed rather than on leave.

Prior to being allowed to return to work, an employee wishing to return from a Serious Health Condition Leave must submit an acceptable release from a health

care provider that certifies the employee can perform the essential functions of the job as those essential functions relate to the employee's serious health condition.

- (9) Changes To FMLA/CFRA. This Section of the Memorandum may be reopened at the request of either party if new statutory language or regulations regarding the FMLA or CFRA are implemented or if any other changes are made, which impact this Section.
- (10) Department of Labor Notice WH1420 is attached to this Agreement as Appendix D.

C. Pregnancy Disability Leave

Any employee who is disabled by pregnancy, childbirth, or a related medical condition is eligible for a Pregnancy Disability Leave of Absence. There is no length of service requirement.

- (1) For purposes of this Section, an employee is disabled when, in the opinion of the employee's healthcare provider, she cannot work at all or is unable to perform any one or more of the essential functions of the employee's job or to perform them without undue risk to herself, the successful completion of her pregnancy, or to other persons as determined by a health care provider. This term also applies to certain pregnancy-related conditions, such as severe morning sickness or if an employee needs to take time off for prenatal or postnatal care, bed rest, post-partum depression, and the loss or end of pregnancy (among other pregnancy-related conditions that are considered to be disabling).

(2) Reasonable Accommodation for Pregnancy-Related Disabilities

- a. Any employee who is affected by pregnancy may also be eligible for a temporary transfer or another accommodation. There is no length of service requirement. An employee is affected by pregnancy if she is pregnant or has a related medical condition, and because of pregnancy, the employee's health care provider has certified that it is medically advisable for her to temporarily transfer or to receive some other accommodation.
- b. The District will provide a temporary transfer to a less strenuous or hazardous position or duties or other accommodation to an employee affected by pregnancy if: she requests a transfer or other accommodation; the request is based upon the certification of her health care provider as "medically advisable"; and the transfer or other requested accommodation can be reasonably accommodated pursuant to applicable law.
- c. As part of this accommodation process, no additional position will be created and the District will not discharge another employee, transfer another employee with more seniority, or promote or transfer any employee who is not qualified to perform the new job.

(3) Advance Notice and Medical Certification. To be approved for a pregnancy disability leave of absence, a temporary transfer or other reasonable accommodation, an employee must:

- a. Provide 30 days' advance notice before the leave of absence, transfer or reasonable accommodation is to begin, if the need is foreseeable;
- b. Provide as much notice as is practicable before the leave, transfer or reasonable accommodation when 30 days' notice is not foreseeable; and
- c. Provide a signed medical certification from the employee's health care provider that states that the employee is disabled due to pregnancy or that it is medically advisable for the employee to be temporarily transferred or to receive some other requested accommodation.

The District may require an employee provide a new certification if she requests an extension of time for the leave, transfer or other requested accommodation.

(4) Duration

- a. The District will provide an employee with a Pregnancy Disability Leave of Absence for the duration of her pregnancy-related disability for up to four (4) months. This leave may be taken intermittently or on a continuous basis, as certified by her health care provider. The four months of leave available to an employee due to her pregnancy related disability is defined as the number of days (and hours) the employee would normally work within four calendar months or 17.33 workweeks.
- b. Any temporary transfer or other reasonable accommodation provided to an employee affected by pregnancy will not reduce the amount of Pregnancy Disability Leave time the employee has available to her unless the temporary transfer or other reasonable accommodation involves a reduced work schedule or intermittent absences from work.

(5) Reinstatement

- a. If the employee and the District have agreed upon a definite date of return from her leave of absence or transfer, she will be reinstated on that date if she notifies the District that she is able to return on that date. If the length of the leave of absence or transfer has not been established, or if it differs from the original agreement, she will be returned to work within two (2) business days, where feasible, after she notifies the District of her readiness to return.
- b. Before an employee will be allowed to return to work in her regular job following a leave of absence or transfer, she must provide Human Resources with a certification from her health care provider that she can perform safely all of the essential duties of her position, with or without reasonable accommodation. If she does not provide such a release prior to or upon reporting for

work, she will be sent home until a release is provided. Any time an employee is not allowed to work due to not having provided the required release will be unpaid.

- c. An employee will be returned to the same or a comparable position upon the conclusion of her leave of absence or transfer. If the same position is not available on the employee's scheduled return date, the District will provide her a comparable position on her scheduled return date or within 60 calendar days of that return date. However, the employee will not be entitled to any greater right to reinstatement than if she had not taken the leave. For example, if an employee would have been laid off had he/she not gone on leave, or if the employee's position has been eliminated during the leave, then the employee will not be entitled to reinstatement.
- d. Failure to return to work at the conclusion of the leave of absence may result in termination of employment, unless an employee is taking additional leave provided by law or District policy or the District has otherwise approved the employee to take additional time off.

(6) Integration with Other Benefits

- a. Pregnancy Disability Leaves of Absence and accommodations that require an employee to work a reduced work schedule or to take time off from work intermittently are unpaid. The District may require employees to use accrued vacation and/or sick leave during the leave. When accrued vacation and/or sick leave is exhausted, the balance of the leave is unpaid. However, use of paid time off will not extend the available leave of absence time. Vacation and sick leave hours will not accrue during any unpaid portion of the leave of absence, and an employee will not receive pay for official holidays that are observed during her leave of absence except during those periods when the employee is substituting vacation or sick leave for unpaid leave. Entitlement to pregnancy disability leave shall be satisfied by and run concurrently with leaves taken pursuant to Article 16 (Sick Leave).
- b. Employees should apply for California State Disability insurance ("SDI") benefits. SDI forms are available from the District or the employee's health care provider. Any SDI for which an employee is eligible will be integrated with accrued vacation, sick leave, or other paid time off benefits so that she does not receive more than 100% of her regular pay.
- c. Human Resources Department handles all leaves and integration with other benefits for maximum income while out on leave.

(7) Benefits

- a. The District will maintain an employee's health insurance benefits during an employee's Pregnancy Disability Leave for a period of up to four months, as defined above, on the same terms as they were provided prior to the leave

time. If an employee takes additional time off following a Pregnancy Disability Leave that qualifies as California Family Rights Act (“CFRA”) leave, the District will continue the employee’s health insurance benefits for up to a maximum of 12 workweeks in a 12-month period.

EXAMPLE: An employee takes 17.33 workweeks off due to a pregnancy disability. Assuming the employee is eligible for FMLA and CFRA leave, her Pregnancy Disability Leave will also be concurrently covered by FMLA and her group health insurance coverage would continue for the entire 17.33 workweek period. If, after the employee’s pregnancy disability leave and FMLA Leave, has been completed, she wishes to take 12 additional weeks off from work to bond with a new baby under CFRA, the District will continue her health insurance benefits for the 12-workweek period.

- b. In some instances, the District may recover premiums it paid to maintain health insurance benefits if an employee fails to return to work following her pregnancy disability leave for reasons other than taking additional leave afforded by law or District policy or not returning due to circumstances beyond her control.

D. Bereavement Leave

A leave with pay not to exceed three (3) working days shall be granted for bereavement due to death in the immediate family. Immediate family shall include only the employee’s mother, father, sister, brother, spouse, registered domestic partner, child, step-father, step-mother step-child (including when standing in loco parentis), grandparent, grandchild, step-grandchild, mother-in-law, father-in-law, sister-in-law, brother-in-law, daughter-in-law, and son-in-law. Under circumstances of death of other family members the District will review approving a leave on a case-by-case basis. Leave may also be extended for a death in the family that requires travel outside of area. Upon use of the three (3) days of bereavement, vacation can be approved upon request prior to departure.

If the employee needs leave for bereavement due to death in the immediate family that exceeds three (3) days, the employee may submit a request to his/her supervisor to take up to three (3) additional days of leave without pay. The supervisor will provide a response granting or denying the request.

E. Jury Duty

A leave shall be granted for jury duty. An employee called for jury duty will receive up to a maximum of two weeks of paid leave, which shall be the difference between jury pay received and the employee’s normal straight time earnings. As a condition of receiving this pay, the employee must produce within three (3) calendar days of receipt, documentation from the Court at which the employee served on jury duty, verifying the employee’s jury duty service.

F. Court Appearances

An unpaid leave shall be granted for court appearances.

G. Military Leave

The District agrees to follow applicable state and federal laws relating to military leave.

H. Time Off for Voting

If an employee cannot vote in a statewide public election before or after working hours, then employees will be allowed sufficient time off to go to the polls. The District will pay employees for up to the first two hours of absence from regularly scheduled work that is necessary to vote in a statewide public election. Employees must give reasonable written notice to the Department Manager of the need to have time off to vote and the reason the time off to vote is needed. Employees must give at least three (3) days notice when three days notice is possible.

I. Military Spousal Leave

The District provides spouses or registered domestic partners of certain military personnel up to ten (10) days of unpaid leave during a qualified leave period. For purposes of this policy, a “qualified leave period” means the period during which the spouse is on leave from deployment during a period of military conflict.

An employee is eligible for leave under this policy if he or she:

(1) Is the spouse or registered domestic partner of a person who:

- a. is a member of the Armed Forces of the United States who has been deployed during a period of military conflict to an area designated as a combat theater or combat zone by the President of the United States, or
- b. is a member of the National Guard or of the Reserves who has been deployed during a period of military conflict;

(2) Works for the District for an average of 20 or more hours per week;

(3) Provides the District with notice of his or her intention to take leave within two business days of receiving notice that his or her spouse or registered domestic partner will be on leave from deployment; and

(4) Submits written documentation to the District certifying that the spouse will be on leave from deployment during the time the leave is requested.

Military conflict means either a period of war declared by the United States Congress, or a period of deployment for which a member of a reserve component is ordered to active duty either by the Governor or the President of the United States.

Leave taken under this Section will not affect an employee's right to any other benefits, although an employee may elect to use accrued vacation during the time off.

J. Union Leave

Upon written 30-day notice from the Union to the employee's Manager, and patient care and staffing needs permitting, one employee at any given time may be granted an unpaid leave of up to two weeks from work for the purposes of engaging in Union business, including but not limited to, Union Conventions, meetings, conferences, and other activities. The employee shall not suffer any loss of seniority or other benefits as a result of such leave.

K. Educational Leave

The District provides an Educational Leave reimbursement program for regular full- and part-time employees for continuing education necessary for re-licensure required as part of the employee's position. A list of those positions is attached as Appendix A.

For those positions, the District shall provide reimbursement of up to the minimum hours required to obtain re-licensure at the employee's straight time hourly rate. For instance, a Radiology Technologist is required to complete 24 hours of continuing education every two years to maintain his/her licensure. Therefore, a Radiology Technologist would be eligible to receive reimbursement of up to 24 hours of Education Leave at his/her straight time hourly rate every two years.

Attendance at continuing education courses shall not constitute hours worked. In order to obtain reimbursement, the employee must submit written documentation of attendance and successful completion of the continuing education course for which he/she is requesting Educational Leave.

For Laboratory Assistants/Phlebotomists, the District will reimburse a yearly maximum of \$300.00 for the maintaining of the employee's National Center for Competency Testing ("NCCT") certification. Printed continuing education certificates identifying the number of CEU involved must be supplied to the Laboratory Manager for reimbursement. Only courses approved by Professional Acknowledgement for Continuing Education ("PACE") will be eligible for reimbursement.

The \$300.00 yearly maximum reimbursement will also be used towards the charge for duplicate copies of Laboratory Assistant licenses, which must be posted at the different draw stations and towards any charges for either the State or National certifications.

L. Other Leaves

A leave of absence without pay for reasons in addition to those listed above may be granted at the discretion of the Administrator.

ARTICLE 22 – UNION VISITATION RIGHTS

A duly authorized representative of the Union shall be permitted to enter the District's facilities for representation purposes. The Union representative shall give the Department Manager, his/her designee, or if they are not available then the Personnel Director reasonable, which is defined as no less than two hours, advance notice prior to the anticipated visit. In a situation where the two-hour advance notice is not feasible due to an emergency situation, the District will not reasonably deny access to the District's facilities.

The Union representative must advise the Department Manager or designee immediately upon entering the building. The Union representative will not have access to patient areas. The Union representative's visit shall not interfere with the operations of the facilities and may not interfere with or take an employee away from his/her work.

The Union shall give to the Personnel Director or designee, a written list of the names of all authorized Union staff representatives, which list shall be kept current by the Union. The District shall only be obligated to deal with duly authorized representatives of the Union.

ARTICLE 23 – EMPLOYEE REPRESENTATIVES

- 23.1 The Union may appoint up to fourteen unit members who are employed by the District to serve as a Union Steward. The District shall be notified in writing of such appointments and the Union shall provide the District with written notice as changes are made in such designations. The Union may designate up to two stewards as the Chief Steward(s).
- 23.2 The functions of the Union Stewards shall be to inform employees regarding rights and responsibilities under this Memorandum, to ascertain that the terms and conditions of the Memorandum are observed, and to assist in matters relating to District/Employee relations. Additionally, a Union Steward shall have the right to participate, when requested, in grievance matters in accordance with the grievance and disciplinary provisions of the Memorandum. Unless otherwise agreed to by the District, no more than one Union Steward may assist in the processing of a grievance or a meeting arising there from.
- 23.3 Except attendance at grievance hearings and Weingarten meetings, Union Stewards shall perform their functions or Union related activities on their own time.
- 23.4 Union Stewards shall not direct any employee on how to perform or not perform his/her work, shall not countermand the order of any supervisor, and shall not interfere with the normal operations of the District or any other employee.
- 23.5 Time spent attending arbitration hearings by Employee Representatives (Union Stewards), grievants, and witnesses shall be unpaid.

23.6 Upon proper advance notice, the District shall continue to exercise good faith efforts to release up to a maximum of 12 employees appointed to the Union's negotiating committee, subject to staffing, scheduling and patient care needs. Employees on the Union's bargaining committee who miss work from their regular work schedule due to attendance at negotiation sessions shall be entitled to be paid for the actual work time missed, up to eight (8) hours per day, for attendance at the negotiation sessions. Such employees shall suffer no loss of seniority or benefits as a result of missing work for attendance at the negotiation sessions.

23.7 BULLETIN BOARDS

The posting of Union notices will be limited to the bulletin boards to which the Union is given use under this Section. The Union agrees that it will use the designated bulletin boards for posting of notices and educational information and all postings must be consistent with the spirit and language contained in the Preamble of this MOU.

The Union shall be given use of one bulletin board in the following locations as set forth below:

A. Acute

The District shall make available for NUHW's use one enclosed locking bulletin board in the acute hospital. In addition, the District shall make available for NUHW's use a non-enclosed, bulletin board in the Housekeeping employee break room as well as the break rooms for other bargaining unit employees, with the exception of the Respiratory Therapy Department where the bulletin board will be provided in the area next to the employee's lockers.

B. Skilled Nursing Facility – North

The District will make available posting space, of 8 ½ inches by 14 inches, on one bulletin board for NUHW's use in a non-public employee break room.

C. Skilled Nursing Facility – South

The District will make available posting space, of 8 ½ inches by 14 inches, on one bulletin board for NUHW's use in a non-public employee break room.

ARTICLE 24 – LABOR MANAGEMENT COMMITTEE

In order to address issues of concern arising under this Agreement, the District and the Union agree to create a labor management committee. The Committee will be comprised of up to five representatives from the bargaining unit and up to five District representatives. One representative from Human Resources or his/her designee and one Union staff employee may attend as ex-officio members of the Committee as well as to facilitate and co-chair meetings. A quorum for the Committee to take action as described below shall be a minimum of four members, two representatives from the bargaining unit, and two District representatives. The

bargaining unit representatives to the Committee shall be fully empowered to act for and on behalf of the Union within the scope of the matters delegated to it for consideration.

The Committee will meet no more than three times per fiscal year basis on a mutually agreed upon date and time. The meeting length shall not exceed one hour unless mutually agreed to otherwise. The purpose of the Committee shall be to discuss and address issues regarding the terms and conditions of employment with the District; however, the committee shall not be empowered to agendize or make recommendations on issues relating to wages and health and welfare benefits. The parties agree that the Committee meetings will be used to identify areas of concern, and to make recommendations regarding potential resolutions to those areas of concern which impact the terms and conditions of employment with the District. Specific agenda items shall be provided and agreed upon by the bargaining unit and District representatives to each other five (5) calendar days prior to the scheduled meeting. If the Committee reaches a unanimous decision regarding a potential resolution to an area of concern, that decision will be forwarded to the appropriate manager for implementation.

In the event that the Committee does not reach a unanimous agreement on an area of concern that has been properly agendized, the parties agree that only one time per fiscal year may one such issue may be submitted to Step 3 of Article 26 – Grievance And Arbitration and which if not resolved at Step 3 may proceed to Step 4 of Article 26. The timelines set forth in Article 26 shall apply to the filing of a grievance under this Article, which requires that the request to proceed under Article 26 must be filed within ten (10) calendar days after there was not a unanimous decision to proceed with a recommendation related to the agendized issue. Only NUHW is empowered to request that the matter be submitted to the grievance procedures set forth in Article 26.

With respect to issues involving staffing, workload, and/or productivity, before an issue may be submitted to Step 3 of Article 26 – Grievance and Arbitration, the issue must be submitted to a Review Committee for consideration and recommendation. The Review Committee shall be comprised of up to two representatives from the bargaining unit and up to two District representatives. A majority of the Review Committee may invite resource persons to attend and participate in such review committee meetings. The role of the resource persons shall be to review the issue under consideration and offer advice that may allow the issue to be resolved. The review committee shall meet on a mutually agreed upon date and time within fourteen calendar days, unless mutually agreed upon in writing otherwise, after submission of the issue to the Review Committee. The Review Committee shall only meet if all four members are available and only may take action in response to the submitted issue by a majority vote of all four members of the Review Committee. If the Review Committee reaches a majority decision regarding a potential resolution to a submitted issue, that decision will be forwarded to the appropriate manager for implementation. In the event the Review Committee is unable to reach a majority decision regarding a submitted issue, the issue may then proceed to Step 3 of Article 26. To the extent that the issue is submitted to arbitration pursuant to Section 26, the arbitrator must take into account state and federal laws and regulations, relevant physician or director of nursing recommendations, business needs, and other relevant information submitted by the parties. Unless mutually agreed in writing otherwise, there shall only be one Review Committee meeting to discuss the issue presented and the meeting length shall not exceed two hours.

The parties agree that the arbitrator's power in any arbitration arising under this Section shall be limited and the arbitrator cannot impose an award/decision on the District that exceeds a monetary value of \$50,000.00 or otherwise has an economic impact on the District exceeding \$50,000.00.

Union representatives on the Committee shall be compensated at straight time pay for attendance at Committee meetings up to a maximum of one hour, unless the meeting is scheduled outside of the employee's work hours in which case the employee shall not be compensated for attendance at the meeting. Time spent attending Committee meetings shall not constitute hours worked for purposes of overtime eligibility.

ARTICLE 25 – DISCIPLINE

25.1 DISCIPLINE

Non-introductory employees shall not be discharged or otherwise disciplined except for just cause.

A. Discipline for Performance

If the cause relates to performance, the employee shall not be discharged unless the immediate supervisor or if the immediate supervisor is not available, the next available supervisor in the chain of command, has provided counseling and a written evaluation of performance, including a statement of action required to remove the deficiency and the employee is given a reasonable period to improve performance. This statement should be entitled "Corrective Action Plan."

B. Discipline for Misconduct

If the discipline is for misconduct, the District will follow progressive discipline wherever appropriate, but may, as necessary, skip certain steps. The progressive discipline that the District may utilize includes, but is not limited to, the following steps:

- (1) verbal written warning;
- (2) written warning;
- (3) suspension and/or final written warning; and
- (4) termination.

If the employee has engaged in a serious violation of procedures or policy, the District is not required to follow progressive discipline and may move immediately to termination. Employees have the right to grieve a disciplinary action.

If after a one (1) year period of time following the issuance of the discipline there has been no other discipline imposed on the employee, the disciplinary notice shall be sealed within the employee's personnel file.

C. Disciplinary Timeline

Disciplinary actions shall be given to the employee within ten (10) days from the date the District discovers the violation.

D. Discipline for different types of infractions will be considered separate, (for example: a tardy and paperwork error are separate and would not cause one or the other to go up in progressive discipline). But infractions of the same type/behavior may lead to further progressive discipline.

25.2 INVESTIGATIONS AND ADMINISTRATIVE LEAVE

If the District determines that a matter requires an investigation, the employee may be placed on investigatory leave pending the outcome of the investigation. Investigatory leave for purposes of this Section means leave without pay for up to seven (7) calendar days. If after that seven-day period, the investigation has not been completed, the employee will be placed on paid investigatory leave for the duration of the investigation.

25.3 NOTICE OF DISCIPLINARY ACTION

Notice of a written warning, discharge or suspension shall be served in person or by registered mail to the employee as soon as possible. The notice shall advise the employee of the nature of the disciplinary action, the effective date of the disciplinary action, and a statement of the cause for the disciplinary action. The employee shall sign a receipt to acknowledge having received the document. Acknowledging receipt of the disciplinary action shall not constitute an admission of the employee's agreement with the substance of the disciplinary action.

Grievances involving discharge shall begin at step 3 of the grievance procedure in Article 26. An employee must submit his/her grievance to the District within five (5) working days of the employee's receipt of the notice of discharge.

25.4 DISCIPLINARY NOTICES, REBUTTAL, INSPECTION OF PERSONNEL FILES

A. The District shall maintain one official personnel file for all bargaining unit employees. Employees shall have the right to inspect their personnel files at a mutually agreed upon time. Employees shall also be entitled to, upon request, receive one copy of any document in the employee's personnel file.

B. Employees shall have the right to rebut in writing any disciplinary notice placed in his/her personnel file within ten (10) calendar days after receipt of the disciplinary notice. The employee's rebuttal, other than grievances, shall be attached to the disciplinary notice and placed in the employee's personnel file.

ARTICLE 26 – GRIEVANCE AND ARBITRATION

26.1 DEFINITION

Grievances subject to arbitration shall be only such grievances that may arise out of specific provisions of this Memorandum, which involve the interpretation, application, or compliance with the specific provisions of this Memorandum or a dispute or disagreement concerning whether or not discipline, including discharge was for just cause.

26.2 GRIEVANCE PROCEDURE

A. Step 1

An employee shall submit his/her grievance in writing to his/her immediate supervisor within ten (10) calendar days from the alleged violation of the Agreement which gives rise to the grievance or from when the employee should have known of the alleged violation. Within fourteen (14) calendar days of receipt of the grievance, the supervisor shall investigate the matter, if necessary; discuss the problem with the employee in an effort to clarify the issue and to cooperatively work toward settlement; and provide the employee with a written response to the grievance.

B. Step 2

If the grievance is not resolved at Step 1, the employee may submit the grievance in writing to his/her Department Manager within seven (7) calendar days after the presentation of the supervisor's reply. It shall be the responsibility of the employee to submit a copy of the grievance to the Union. The Department Manager, if necessary, may investigate the matter. The Department Manager also shall schedule a meeting with the grievant and shall provide a written response to the grievance after holding the meeting with the grievant. The meeting and provision of the written response shall occur within fourteen (14) calendar days after receipt of the grievance.

Whenever the immediate supervisor and Department Manager is one and the same person, this step in the procedure shall be omitted.

C. Step 3

If the grievance is not resolved at Step 2, then within seven (7) calendar days after the presentation of the Department Manager's reply at Step 2, the employee may submit the written grievance to the Administrator. The Administrator, at his/her discretion, may meet with the employee or designate a District representative to meet with the employee to discuss the grievance. The Administrator shall reply in writing to the grievance within ten (10) calendar days of the meeting with the employee or if no meeting occurs his/her receipt of the Step 3 grievance; provided, however, that in the event that the Administrator is away from the District during this period, his/her time to reply shall be extended by an equal number of days that he/she is absent to a maximum of twenty (20) days.

D. Step 4

If the grievance is unresolved at Step 3, either the Union or the District may, within ten (10) calendar days, request in writing arbitration and the parties shall attempt to mutually agree to the arbitrator. In the event the parties are unable to agree within seven (7) calendar days, either party may request a list of nine (9) names from the California Conciliation and Mediation Service. Each party shall alternately strike one (1) name until an arbitrator is selected. The right to strike the first name shall be determined by lot and the parties shall alternatively strike one (1) name from the list until only one (1) name remains. The remaining panel member shall be the arbitrator.

The arbitrator shall conduct a hearing at which he/she will hear evidence and render a decision on the issue or issues submitted to him/her. If the parties cannot agree on the issue to submit, the arbitrator shall determine the issues.

The District and the Union agree that the jurisdiction and authority of the arbitrator so selected and the opinions the arbitrator expresses will be confined exclusively to the interpretation of the express provisions or provision of this Memorandum at issue between the parties. The arbitrator shall have no authority to add to, subtract from, alter, amend, or modify any provisions of this Memorandum or impose any limitations or obligations not specifically provided for under the terms of this Memorandum. The arbitrator shall be without power or authority to make any decision that requires the District to do an act prohibited by law.

After a hearing and after both parties have had an opportunity to make written arguments, the arbitrator shall submit in writing to all parties his/her findings and recommended award. The award of the arbitrator shall be final and binding on both parties and on any affected bargaining unit employee.

Either party may elect to have representation by legal counsel for the arbitration hearing.

26.3 ARBITRATION COSTS

All expenses for the arbitration shall be paid equally by the District and the Union, except that each party shall be responsible for the expenses of its own attorney, witnesses, and transcripts.

26.4 TIMELINESS

All grievances must be presented at the proper steps in accordance with the time limitations herein and unless such grievances are so presented, the right to file such grievances shall be waived. Any grievance not appealed to the next succeeding step within the time limits specified will be considered withdrawn and not eligible for further appeal. If the District fails to respond within the prescribed time limits of any one step, the last District response shall be deemed to be the District position for the next succeeding steps.

26.5 DISPUTES BETWEEN UNION AND THE DISTRICT

In the event of a dispute between the Union and the District concerning the interpretation, application or compliance with the specific provisions of this Memorandum, the parties shall attempt to resolve the dispute through discussion. Within twenty (20) calendar days of the day on which the grievance arises or becomes known, the aggrieved party shall reduce the complaint to writing and forward it to the other party by certified mail.

Thereafter, the parties shall meet at a mutually agreeable time and place, and attempt to resolve the dispute. If the parties are unable within twenty (20) calendar days, to resolve the dispute, either party shall have the option to refer the matter to arbitration in the manner set forth in Step 4 of Section 26.2 of this Article.

ARTICLE 27 – NEW EMPLOYEE ORIENTATION & EMPLOYEE LISTS

27.1 COPY OF MEMORANDUM OF UNDERSTANDING

When an employee covered by this Memorandum is employed, the District shall deliver to the employee at the time of hire a copy of the current Memorandum of Understanding.

27.2 NEW EMPLOYEE ORIENTATION

During the new hire orientation for employees, the District will allow a representative of the Union up to thirty minutes, at the end of the orientation, to discuss the Union and terms of this Memorandum of Understanding with employees who are covered by the Memorandum. In the event a Union Steward is assigned to give the orientation presentation, the Union Steward shall be released from work without loss of pay, provided that patient care and the District's operating needs permit such release.

27.3 EMPLOYEE LISTS

The District will provide to the Union electronically (by emailing a spreadsheet or by other electronic means) the following information relating to NUHW bargaining unit members, unless prohibited by applicable law. The information shall be provided to the Union representative designated in writing as the individual authorized to receive such report and shall be provided as set forth below:

- A. No later than the fifteenth (15) of each month, a list of all members of the bargaining unit including full name, social security number, employee ID number, home address, home phone number, Department, classification, shift, wage rate, status (e.g., regular full-time, regular part-time, per diem, temporary), and date of hire;
- B. No later than the fifteenth (15) of each month, a list of new hires that occurred between the date the last list was generated through the creation of the current list, including full name, social security number, employee ID number, home address, home phone number, Department, classification, shift, wage rate, status (e.g., regular full-time, regular part time, per diem, temporary), and date of hire;

- C. No later than the fifteenth (15) of each month, a list of terminations that occurred between the date the last list was generated through the creation of the current list, including full name, social security number, employee ID number, date of termination, and whether the termination was voluntary or involuntary; and
- D. No later than the fifteenth (15) of each month, a list of transfers that occurred between the date the last list was generated through the creation of the current list, including full name, and date of transfer.

27.4 USE OF SOCIAL SECURITY NUMBERS

The Union represents that it intends to use employee social security numbers for valid business purposes only relating to record keeping and dues collection purposes. The Union will use maximum efforts to keep employee social security numbers confidential. The Union agrees to indemnify and hold harmless the District from any and all claims or liabilities that result from the Union having been given employee social security numbers. The Union further agrees that where required, the District will provide employee social security numbers to the Union on lists (hard copy or electronic) separate from employees' addresses and telephone numbers.

ARTICLE 28 – PHYSICAL EXAMINATIONS

All physical examinations required of employees in connection with their employment shall be given without charge, and all costs incident to those examinations, including laboratory and diagnostic tests, shall be borne by the District. Notwithstanding the foregoing, nothing in this Article shall be construed to obligate the District to pay for any treatment or other costs incidental to the examination, which may be required as a result of any disease or condition disclosed during such physical examinations. The physical examinations shall be provided without loss of pay. Any disclosure to the District regarding the results of the physical examination shall be to certify that the employee is able to perform the essential functions of his/her position or to identify those restrictions that exist regarding the employee's ability to perform the essential functions of his/her position.

ARTICLE 29 – POSITION POSTING AND FILLING OF VACANCIES

29.1 POSTING

All newly created positions within the bargaining unit shall be posted for five (5) working days on the District Bulletin Boards used for posting District job vacancies (excluding Saturday and Sunday) and on one bulletin board in each skilled nursing facility.

All existing bargaining unit positions for which the District is recruiting shall be posted for five (5) working days on the District Bulletin Boards used for posting District job vacancies, on one bulletin board in each skilled nursing facility, and in the department

and unit where the vacancy is, unless District operating needs or, where applicable, patient care requires less posting time before the vacancy must be filled.

29.2 FILLING VACANCIES

To be eligible to apply for a vacancy or newly created position in the District, bargaining unit employees must have been employed by the District for at least ninety (90) consecutive days in his/her current position and/or assigned shift.

Vacancies will be filled considering longevity and qualified applicants in the following priority:

- A. Full time & Part time employees in the department or unit where applicable of the vacancy based on longevity;
- B. Per Diem employees in said department or unit where applicable based on longevity;
- C. Full Time & Part Time employees outside the department based on seniority;
- D. Per Diem employees outside the department based on seniority;
- E. Applicants outside the District.

29.3 PROMOTIONS

When an employee is promoted to a higher paid position, including a Lead position, he/she shall be placed on the wage scale of the new classification at the tenure step that provides at least a five percent (5%) increase. However, based on the employee's experience, the District, at its discretion, may place the employee at a tenure step that would provide a greater increase.

Once placed at the appropriate step, the promoted employee will move to the next step of the new wage scale, if applicable, on his/her anniversary date each year.

As an exception, since the various levels of Registered Respiratory Therapist/Certified Respiratory Therapist, Radiologic Technicians, and Ultrasonographer/Ultrasound Technician are treated as a single classification, differentiated solely by modalities/certifications, movement between levels are step for step.

ARTICLE 30 – JOB DESCRIPTION & JOB CLASSIFICATION

- 30.1 In the event that the District establishes a new classification within the bargaining unit, it will provide the Union with notice at least fourteen (14) calendar days prior to the date the new classification becomes effective. The District agrees to meet and confer with the Union regarding the effects of this decision. Any agreement that the parties reach regarding the salary for the new classification shall, if necessary, be retroactive to when the classification became effective.
- 30.2 The District shall maintain job descriptions for all positions in the bargaining unit and agrees to provide the Union with copies of those job descriptions. In the event that the

District implements changes to job titles and/or job duties of positions within the bargaining unit, the District agrees to provide the Union with notice at least fourteen (14) calendar days prior to the implementation of the changes. The District also agrees to provide the Union with the revised job description for the impacted position. The District agrees to meet and confer with the Union regarding the effects of this decision.

- 30.3 Upon request to the Human Resources Director, or designee, the District agrees to provide the Union and/or employee with a copy of existing job descriptions for bargaining unit members, which has not previously been provided to the Union. The job descriptions shall be provided to the employee and/or Union within five (5) calendar days of the request.

ARTICLE 31 – EVALUATIONS

- 31.1 Upon completion of the employee's introductory period, an employee shall receive a written evaluation. Thereafter, each employee shall receive at least annually a written evaluation of the employee's job performance.
- 31.2 The written evaluation shall be presented at an evaluation meeting and the employee shall be notified of the right to add his/her comments in the space provided. Each evaluation shall have a place for the employee's signature and date, but said signature shall indicate only that the employee has received the evaluation and read it.
- 31.3 An employee's performance evaluation will not be subject to the grievance/arbitration provisions of this Memorandum.

ARTICLE 32 – IN SERVICE, CERTIFICATION AND LICENSURE EXPIRATIONS

Time spent in required in-service programs provided by the District will be considered time worked. Attendance at non-required in-service programs will not be mandatory. To the extent possible, the District will attempt to schedule in-service educational programs in such a fashion as to encourage attendance by all employees requiring such educational programs.

In the case of all re-certification or re-licensing, all employees will be given up to thirty (30) calendar days unpaid suspension from the expiration of their certificate to receive their re-certification or re-licensing from the State.

If the re-certification or re-licensing does not happen within the thirty (30) calendar days, the employee will be terminated.

ARTICLE 33 – REDUCTION IN FORCE

33.1 NOTICE

In the event a reduction in force is necessary, the District will notify the Union of the impending reduction in force.

For employees who have worked for the District for two or more continuous years at the time of notification, the District will, four weeks prior to the effective date of the reduction in force, provide written notice that the employee is being laid off as a result of the reduction in force.

For employees who have worked for the District for less than two continuous years at the time of notification, the District will, two weeks prior to the effective date of the reduction in force, provide written notice that the employee is being laid off as a result of the reduction in force.

33.2 ORDER OF LAYOFF

Reductions in force will be made among employees by classification within the impacted Department (and not the bargaining unit as a whole) based on the following, in descending order of priority:

By inverse seniority in following order:

- A. Registry
- B. Per diem employees
- C. Introductory employees (excluding promotional introductory employees)
- D. Regular employees

33.3 TRANSFER/DISPLACEMENT

A. Transfer

An employee who is subject to being laid off may submit an application for a vacant position for which that employee is qualified. Employees who are being laid off will be given first consideration for transfer to a vacant position within the District that the employee is qualified to perform.

Upon request by an employee who has been notified that he/she is being laid off, the District will assist the employee in identifying vacant positions within the District that the employee is qualified to perform through the date of the employee being laid off.

B. Displacement

The person that is subject to the layoff has the right to displace the least senior person in the classification in that department.

33.4 EDUCATIONAL ASSISTANCE

The District shall make known to laid off employees any educational assistance, training assistance, and/or other applicable programs that the District or the San Benito Hospital Foundation currently offers that provides economic assistance to employees for training.

33.5 RECALL

A. Recall Period

For a period of twelve (12) months from the effective date of the reduction in force, employees who, as a result of the reduction in force, are laid off are entitled to recall to the classification from which they were laid off.

B. Order of Recall

Laid off employees are subject to recall based on seniority, within classification as follows:

- (1) Regular employees.
- (2) Per diem employees.

C. Notice of Recall

The District will provide employees with written notice that he/she is eligible to be recalled. The notice will inform the employee of the position to which the employee is being recalled and the location of the assignment. An employee on layoff status who is notified of his/her right to be recalled shall respond in writing to the District regarding his/her intent to return within ten (10) calendar days from the postmark date of the District's notice. Failure to do so shall remove the employee from the recall list.

D. Removal from Recall List

An employee shall be removed from eligibility for recall based on the following:

- (1) The employee is offered and declines a position in the same classification from which he/she was laid off;
- (2) Reemployment with the District;
- (3) Failure to respond within ten (10) calendar days to notice of eligibility for recall to a specific position; and
- (4) Expiration of one (1) year from the date of the employee being laid off.

E. Employee Address

Laid off employees are responsible for keeping the District informed of their current address.

ARTICLE 34 – JOB SECURITY

It is the desire of the parties to avoid displacement of employees, but both parties recognize that there are circumstances when, as determined by the District, avoiding displacement cannot be achieved. The District where feasible will attempt to avoid displacing employees (e.g. reduction in force, reduction in hours, call offs).

ARTICLE 35 – SUBCONTRACTING

Effective upon ratification of the Agreement, the District agrees not to subcontract bargaining unit work performed by employees, except by mutual agreement between the District and NUHW.

ARTICLE 36 – REGISTRY/TRAVELERS

The District may continue to use registry/travelers. Registry/travelers will not be used to permanently replace bargaining unit employees. The District's use of registry/travelers may occur, including, but not limited to, in the following situations: addressing staffing levels resulting from leaves of absences, vacations, sick leave, temporarily filling vacant/open positions, and avoiding overtime or other premium pay. Prior to using registry/travelers, the District will consider all aspects of the Department, including, but not limited to, overall staffing and fiscal issues - including overtime and overall costs. Part of the District's consideration will include attempting to use current per diem employees and/or part-time employees up to either category of employee being assigned a full-time schedule.

The District will provide notice to the Union of its decision to use registry/travelers.

ARTICLE 37 – SUCCESSOR PROTECTION

The District agrees that, if at any time during the life of this Agreement it were to sell, lease, merge, transfer, or otherwise dispose of all or a substantial portion of its business, it will notify the Union immediately, and require the successor to its interest to assume and agree to be bound by all the terms and provisions of this Agreement so long as the successor continues operations on the District's premises. After such sale, merger, partnership or transfer dealing with ownership, the successor will enter into bargaining with NUHW.

ARTICLE 38 – NO STRIKE OR LOCKOUT

The parties agree that during the life of this Memorandum there will be no strikes, lockouts, slowdowns or work stoppages of any kind for any reason. There shall be no sympathy strikes, slowdowns or work stoppages of any kind or for any reason directly or indirectly connected with

any strike, slowdown, work stoppage or grievance of any other group, organization, individual or individuals.

ARTICLE 39 – SEVERABILITY

It is not the intent of the parties hereto to violate any laws, rulings or regulations of any governmental authority or agency having jurisdiction of the subject or of the Memorandum of Understanding, and the parties hereto agree that in the event that any provisions of the Memorandum are finally held or determined to be illegal or void as being in contravention of any such laws, rulings or regulations, nevertheless, the remainder of the Memorandum shall remain in full force and effect unless the parts so found to be void are wholly inseparable from the remaining portion of the Memorandum of Understanding.

ARTICLE 40 – FULL AGREEMENT

This Agreement represents the complete Memorandum of Understanding and full and final agreement by the parties in respect to rates of pay, wages, hours of employment, or other conditions of employment which shall prevail during the term of this Memorandum. Any matters or subjects not covered by this Memorandum have, through the parties' proposals and counterproposals, been satisfactorily adjusted, compromised, or waived by the parties for the life of this Memorandum. It is, accordingly, agreed that during the term of this Memorandum neither party shall be bound to negotiate any addition to change or modification of this Memorandum except as required by law and, that in the event that action is determined necessary, the District reserves the right to take such action by management direction.

ARTICLE 41 – TERM OF MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding shall be effective July 1, 2019, after the approval by the District's Governing Board and the ratification by the Union membership, and shall remain in effect until June 30, 2022.

IN WITNESS WHEREOF, the undersigned parties duly authorized to do so have executed this Memorandum of Understanding. Dated this 13th day of February, 2020, at Hollister, California.

NATIONAL UNION OF HEALTHCARE WORKERS



Sal Rosselli
President

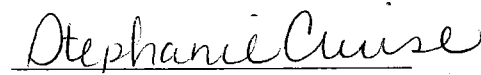
Date: 2-16-2020

**SAN BENITO HEALTH CARE DISTRICT
HAZEL HAWKINS HOSPITAL**



Ken Underwood
Chief Executive Officer

Date: 2-13-2020



Stephanie Cruise
Director of Human Resources

NUHW Negotiating Committee Members:

Cindy Alnas, Valerie Aquinaldo,
Rose Carrasco, Leticia Davis,
Sidney De la Rosa, Denise Fullen,
Raelene Galván, Becky García, Susan Graves,
Liz González, Krissy Harwood, Kat Jones,
Kulwant Kaur, Joel Larios Soto, Mary Larson,
Stephanie Lizaola, Liz Macías, Peggy Maltman,
Patsy Myers, Aleeza Peña, Eddie Pérez,
Mónica Pérez, Griselda Reynoso, Jerry Rocha,
Cynthia Rosales, Kenna Stafford, Jeff Thiessen,
Stacy Tschumperlin, Robin Yoldi

APPENDIX A – CLASSIFICATIONS

CLASSIFICATION TITLES OF NUHW EMPLOYEES

The following classifications exist in the unit represented by the Union:

1. Certified Nursing Assistant – SNFs
2. Lead Certified Nursing Assistant – SNFs
3. Nursing Assistant Med/Surg – Hospital
4. Ward Clerk/Nursing Assistant – ER
5. Ward Clerk/Nursing Assistant – Med/Surg
6. Ward Clerk/Nursing Assistant – OB
7. Lead Ward Clerk
8. Ward Clerk – SNFs
9. Lead Ward Clerk – SNFs
10. Cook – Hospital/SNF's
11. Food Service Worker – Hospital/SNFs
12. Lead Food Service Worker – Hospital/SNFs
13. Housekeeper – Hospital/SNFs
14. Housekeeper II/Floor Maintenance – Hospital/SNFs
15. Lead Housekeeper II/Floor Maintenance – Hospital/SNFs
16. Laundry Worker – SNF's
17. Restorative Aide – SNF's
18. Lead Activity Aide
19. Activities Aide – SNF's
20. PBX Receptionist
21. Lead PBX Receptionist
22. Admitting Representative
23. Patient Account Representative
24. Obstetrical Technician
25. Radiological Technologist I
26. Radiological Technologist II
27. Radiological Technologist III
28. Radiological Technologist IV
29. Radiologic Lead Technologist
30. Radiology Clinical Instructor
31. Radiology Clerk
32. Lead Radiology Clerk
33. Sonographer I
34. Sonographer II

35. Sonographer III
36. Sonographer IV
37. Lead Sonographer
38. Sonographer Clinical Instructor – Floating only when HHH has students
39. Registered Respiratory Therapist
40. Certified Respiratory Therapist
41. Lead Respiratory Therapist
42. Polysomnographer
43. Phlebotomist
44. Laboratory Assistant
45. Lead Laboratory Assistant
46. Medical Assistant Medical Assistant (Back Office) Rural Health Clinic
47. Medical Assistant (Back Office) Specialty Clinic
48. Medical Assistant/Medical Attendant (Front & Back-Office) Rural Health Clinic
49. Medical Assistant/Medical Attendant (Front & Back Office) Specialty Clinic
50. Medical Team Clerk (Front Office) Rural Health Clinic
51. Medical Team Clerk (Front Office) Specialty Clinic
52. Cardio Receptionist
53. CPSP Coordinator
54. Lead Surgical Technologist
55. Surgical Technologist
56. Echosonographer
57. Transporter
58. Anesthesia Technician
59. Authorization Specialist

*For purposes of this Appendix and contract, Registered Respiratory Therapists and Certified Respiratory Therapist shall be treated the same for purposes of lay off. “

APPENDIX B – DEPARTMENTS AND UNITS

For purposes of this Agreement wherever the word “Department” is used, it is meant to refer to one of the following departments.

Where the word “Unit” is used it is meant to refer to one of the following units where applicable:

1. SNFs Nursing
Units: North Side SNF, South Side SNF
2. Food Service
Units: Acute, North Side SNF, South Side SNF
3. Registration
Units: Admitting, PBX
4. EVS
5. Surgical Service
Units: Transport, Surgical Tech
6. Diagnostic Imaging
Units: Radiology, Sonography, Clerical
7. Respiratory
8. Laboratory
9. Med Surg
10. OB
11. Emergency
12. Rural Clinics
13. Specialty Clinics

APPENDIX C – WAGE RATES

Effective: 7/1/2019

Increase: 4%

OC: Per Diems: 15% rate increase in lieu of benefits.

L15: Longevity 15 years. 2.5% increase above base rate.

L25: Longevity 25 years. 2.5% increase above base rate (above Longevity 15 year).

WAGE RATES EFFECTIVE JULY 1, 2019													
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Ward Clerk/Nursing Assistant/OB Technician													
Base	\$21.32	\$21.86	\$22.38	\$22.96	\$23.53	\$24.13	\$24.69	\$25.32	\$25.96	\$26.60	\$27.28	\$27.95	\$28.65
OC	\$24.52	\$25.14	\$25.74	\$26.40	\$27.06	\$27.75	\$28.39	\$29.12	\$29.85	\$30.59	\$31.37	\$32.14	\$32.95
L-15	\$21.85	\$22.41	\$22.94	\$23.53	\$24.12	\$24.73	\$25.31	\$25.95	\$26.61	\$27.27	\$27.96	\$28.65	\$29.37
L-15-OC	\$25.13	\$25.77	\$26.38	\$27.06	\$27.74	\$28.44	\$29.10	\$29.85	\$30.60	\$31.35	\$32.16	\$32.95	\$33.77
L-25	\$22.40	\$22.97	\$23.51	\$24.12	\$24.72	\$25.35	\$25.94	\$26.60	\$27.27	\$27.95	\$28.66	\$29.36	\$30.10
L-25-OC	\$25.76	\$26.41	\$27.04	\$27.74	\$28.43	\$29.15	\$29.83	\$30.59	\$31.37	\$32.14	\$32.96	\$33.77	\$34.62
Certified Nursing Assistant/Restorative Aide													
Base	\$21.51	\$22.07	\$22.57	\$23.20	\$23.80	\$24.36	\$24.94	\$25.56	\$26.22	\$26.87	\$27.54	\$28.21	\$28.92
OC	\$24.74	\$25.38	\$25.96	\$26.68	\$27.37	\$28.01	\$28.68	\$29.39	\$30.15	\$30.90	\$31.67	\$32.44	\$33.26
L-15	\$22.05	\$22.62	\$23.13	\$23.78	\$24.40	\$24.97	\$25.56	\$26.20	\$26.88	\$27.54	\$28.23	\$28.92	\$29.64
L-15-OC	\$25.35	\$26.02	\$26.60	\$27.35	\$28.05	\$28.71	\$29.40	\$30.13	\$30.91	\$31.67	\$32.46	\$33.25	\$34.09
L-25	\$22.60	\$23.19	\$23.71	\$24.37	\$25.00	\$25.59	\$26.20	\$26.85	\$27.55	\$28.23	\$28.93	\$29.64	\$30.38
L-25-OC	\$25.99	\$26.67	\$27.27	\$28.03	\$28.76	\$29.43	\$30.13	\$30.88	\$31.68	\$32.46	\$33.27	\$34.08	\$34.94
Lead Ward Clerk													
Base	\$22.38	\$22.95	\$23.49	\$24.11	\$24.71	\$25.33	\$25.93	\$26.58	\$27.26	\$27.92	\$28.64	\$29.35	\$30.09
OC	\$25.74	\$26.39	\$27.01	\$27.73	\$28.42	\$29.13	\$29.82	\$30.57	\$31.35	\$32.11	\$32.94	\$33.75	\$34.60
L15	\$22.94	\$23.52	\$24.08	\$24.71	\$25.33	\$25.96	\$26.58	\$27.24	\$27.94	\$28.62	\$29.36	\$30.08	\$30.84
L-15-OC	\$26.38	\$27.05	\$27.69	\$28.42	\$29.13	\$29.86	\$30.56	\$31.33	\$32.13	\$32.91	\$33.76	\$34.60	\$35.47
L-25	\$23.51	\$24.11	\$24.68	\$25.33	\$25.96	\$26.61	\$27.24	\$27.93	\$28.64	\$29.33	\$30.09	\$30.84	\$31.61
L-25-OC	\$27.04	\$27.73	\$28.38	\$29.13	\$29.86	\$30.60	\$31.33	\$32.11	\$32.94	\$33.73	\$34.60	\$35.46	\$36.36

WAGE RATES EFFECTIVE JULY 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Medical Team Clerk/Radiology Clerk													
Base	\$19.19	\$19.68	\$20.17	\$20.68	\$21.21	\$21.74	\$22.29	\$22.85	\$23.43	\$24.03	\$24.63	\$25.23	\$25.85
OC	\$22.07	\$22.63	\$23.20	\$23.78	\$24.39	\$25.00	\$25.63	\$26.28	\$26.94	\$27.63	\$28.32	\$29.01	\$29.73
L-15	\$19.67	\$20.17	\$20.67	\$21.20	\$21.74	\$22.28	\$22.85	\$23.42	\$24.02	\$24.63	\$25.25	\$25.86	\$26.50
L-15-OC	\$22.62	\$23.20	\$23.78	\$24.38	\$25.00	\$25.63	\$26.27	\$26.93	\$27.62	\$28.33	\$29.03	\$29.74	\$30.47
L-25	\$20.16	\$20.68	\$21.19	\$21.73	\$22.28	\$22.84	\$23.42	\$24.01	\$24.62	\$25.25	\$25.88	\$26.51	\$27.16
L-25-OC	\$23.19	\$23.78	\$24.37	\$24.99	\$25.63	\$26.27	\$26.93	\$27.61	\$28.31	\$29.03	\$29.76	\$30.48	\$31.23
Medical Assistant/Attendant													
Base	\$20.39	\$20.89	\$21.39	\$21.93	\$22.48	\$23.05	\$23.63	\$24.22	\$24.82	\$25.44	\$26.05	\$26.69	\$27.40
OC	\$23.45	\$24.02	\$24.60	\$25.22	\$25.85	\$26.51	\$27.17	\$27.85	\$28.54	\$29.26	\$29.96	\$30.69	\$31.51
L-15	\$20.90	\$21.41	\$21.92	\$22.48	\$23.04	\$23.63	\$24.22	\$24.83	\$25.44	\$26.08	\$26.70	\$27.36	\$28.09
L-15-OC	\$24.03	\$24.62	\$25.21	\$25.85	\$26.50	\$27.17	\$27.85	\$28.55	\$29.26	\$29.99	\$30.71	\$31.46	\$32.30
L-25	\$21.42	\$21.95	\$22.47	\$23.04	\$23.62	\$24.22	\$24.83	\$25.45	\$26.08	\$26.73	\$27.37	\$28.04	\$28.79
L-25-OC	\$24.64	\$25.24	\$25.84	\$26.50	\$27.16	\$27.85	\$28.55	\$29.26	\$29.99	\$30.74	\$31.47	\$32.25	\$33.11
CPSP Coordinator													
Base	\$27.00	\$27.66	\$28.34	\$29.07	\$29.79	\$30.51	\$31.28	\$32.07	\$32.86	\$33.69	\$34.55	\$35.39	\$36.26
OC	\$31.05	\$31.81	\$32.59	\$33.43	\$34.26	\$35.09	\$35.97	\$36.88	\$37.79	\$38.74	\$39.73	\$40.70	\$41.70
L-15	\$27.68	\$28.35	\$29.05	\$29.80	\$30.53	\$31.27	\$32.06	\$32.87	\$33.68	\$34.53	\$35.41	\$36.27	\$37.17
L-15-OC	\$31.83	\$32.60	\$33.41	\$34.27	\$35.11	\$35.96	\$36.87	\$37.80	\$38.73	\$39.71	\$40.73	\$41.72	\$42.74
L-25	\$28.37	\$29.06	\$29.77	\$30.54	\$31.30	\$32.05	\$32.86	\$33.69	\$34.52	\$35.40	\$36.30	\$37.18	\$38.10
L-25-OC	\$32.62	\$33.42	\$34.24	\$35.12	\$35.99	\$36.86	\$37.79	\$38.75	\$39.70	\$40.70	\$41.74	\$42.76	\$43.81
Transporter													
Base	\$17.19	\$17.58	\$17.89	\$18.44	\$18.87	\$19.30	\$19.75	\$20.22	\$20.68	\$21.16	\$21.67	\$22.17	\$22.70
OC	\$19.77	\$20.22	\$20.57	\$21.21	\$21.70	\$22.20	\$22.71	\$23.25	\$23.78	\$24.33	\$24.92	\$25.50	\$26.11
L-15	\$17.62	\$18.02	\$18.34	\$18.90	\$19.34	\$19.78	\$20.24	\$20.73	\$21.20	\$21.69	\$22.21	\$22.72	\$23.27
L-15-OC	\$20.26	\$20.72	\$21.09	\$21.74	\$22.24	\$22.75	\$23.28	\$23.83	\$24.38	\$24.94	\$25.54	\$26.13	\$26.76
L-25	\$18.06	\$18.47	\$18.80	\$19.37	\$19.83	\$20.28	\$20.75	\$21.24	\$21.73	\$22.23	\$22.77	\$23.29	\$23.85
L-25-OC	\$20.77	\$21.24	\$21.62	\$22.28	\$22.80	\$23.32	\$23.86	\$24.43	\$24.99	\$25.57	\$26.18	\$26.79	\$27.43

WAGE RATES EFFECTIVE JULY 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Surgical Tech													
Base	\$32.98	\$33.78	\$34.60	\$35.44	\$36.28	\$37.18	\$38.05	\$39.00	\$39.94	\$40.89	\$41.86	\$42.89	\$43.94
OC	\$37.93	\$38.85	\$39.79	\$40.76	\$41.72	\$42.76	\$43.76	\$44.85	\$45.93	\$47.02	\$48.14	\$49.32	\$50.53
L-15	\$33.80	\$34.62	\$35.47	\$36.33	\$37.19	\$38.11	\$39.00	\$39.98	\$40.94	\$41.91	\$42.91	\$43.96	\$45.04
L-15-OC	\$38.88	\$39.82	\$40.78	\$41.77	\$42.77	\$43.83	\$44.85	\$45.97	\$47.08	\$48.20	\$49.34	\$50.56	\$51.79
L-25	\$34.65	\$35.49	\$36.35	\$37.23	\$38.12	\$39.06	\$39.98	\$40.97	\$41.96	\$42.96	\$43.98	\$45.06	\$46.16
L-25-OC	\$39.85	\$40.81	\$41.80	\$42.82	\$43.83	\$44.92	\$45.97	\$47.12	\$48.26	\$49.40	\$50.58	\$51.82	\$53.09
Lead OR Tech													
Base	\$38.53	\$39.47	\$40.41	\$41.41	\$42.39	\$43.43	\$44.48	\$45.56	\$46.67	\$47.80	\$48.97	\$50.16	\$51.40
OC	\$44.31	\$45.39	\$46.47	\$47.62	\$48.75	\$49.94	\$51.15	\$52.39	\$53.67	\$54.97	\$56.32	\$57.68	\$59.11
L-15	\$39.49	\$40.46	\$41.42	\$42.45	\$43.45	\$44.52	\$45.59	\$46.70	\$47.84	\$49.00	\$50.19	\$51.41	\$52.69
L-15-OC	\$45.42	\$46.53	\$47.63	\$48.81	\$49.97	\$51.19	\$52.43	\$53.70	\$55.01	\$56.34	\$57.72	\$59.13	\$60.59
L-25	\$40.48	\$41.47	\$42.46	\$43.51	\$44.54	\$45.63	\$46.73	\$47.87	\$49.03	\$50.22	\$51.45	\$52.70	\$54.00
L-25-OC	\$46.55	\$47.69	\$48.82	\$50.03	\$51.22	\$52.47	\$53.74	\$55.05	\$56.39	\$57.75	\$59.17	\$60.60	\$62.10
Phlebotomist (Step 1 only)													
Base	\$24.01												
OC	\$27.61												
Lab Assistant													
Base	\$25.80	\$26.43	\$27.09	\$27.76	\$28.48	\$29.19	\$29.90	\$30.65	\$31.43	\$32.20	\$33.03	\$33.82	\$34.69
OC	\$29.67	\$30.39	\$31.15	\$31.92	\$32.75	\$33.57	\$34.39	\$35.25	\$36.14	\$37.03	\$37.98	\$38.89	\$39.89
L-15	\$26.45	\$27.09	\$27.77	\$28.45	\$29.19	\$29.92	\$30.65	\$31.42	\$32.22	\$33.01	\$33.86	\$34.67	\$35.56
L-15-OC	\$30.41	\$31.15	\$31.93	\$32.72	\$33.57	\$34.41	\$35.24	\$36.13	\$37.05	\$37.96	\$38.93	\$39.87	\$40.89
L-25	\$27.11	\$27.77	\$28.46	\$29.17	\$29.92	\$30.67	\$31.41	\$32.20	\$33.02	\$33.83	\$34.70	\$35.53	\$36.45
L-25-OC	\$31.17	\$31.93	\$32.73	\$33.54	\$34.41	\$35.27	\$36.13	\$37.03	\$37.97	\$38.90	\$39.91	\$40.86	\$41.91

WAGE RATES EFFECTIVE JULY 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Radiologic Technician I													
Base	\$44.76	\$44.71	\$45.56	\$46.42	\$47.29	\$48.18	\$49.10	\$50.02	\$50.96	\$51.93	\$52.91	\$53.91	\$55.25
OC	\$51.47	\$51.42	\$52.39	\$53.38	\$54.38	\$55.41	\$56.47	\$57.52	\$58.60	\$59.72	\$60.85	\$62.00	\$63.54
L-15	\$45.88	\$45.83	\$46.70	\$47.58	\$48.47	\$49.38	\$50.33	\$51.27	\$52.23	\$53.23	\$54.23	\$55.26	\$56.63
L-15-OC	\$52.76	\$52.70	\$53.70	\$54.72	\$55.74	\$56.79	\$57.88	\$58.96	\$60.07	\$61.21	\$62.37	\$63.55	\$65.13
L-25	\$47.03	\$46.97	\$47.87	\$48.77	\$49.68	\$50.62	\$51.59	\$52.55	\$53.54	\$54.56	\$55.59	\$56.64	\$58.05
L-25-OC	\$54.08	\$54.02	\$55.05	\$56.09	\$57.14	\$58.21	\$59.32	\$60.44	\$61.57	\$62.74	\$63.93	\$65.14	\$66.75
Radiologic Technician II													
Base	\$47.48	\$48.46	\$49.45	\$50.45	\$51.50	\$52.54	\$53.61	\$54.70	\$55.82	\$56.97	\$58.12	\$59.28	\$60.79
OC	\$54.60	\$55.73	\$56.87	\$58.02	\$59.23	\$60.42	\$61.65	\$62.91	\$64.19	\$65.52	\$66.84	\$68.17	\$69.91
L-15	\$48.67	\$49.67	\$50.69	\$51.71	\$52.79	\$53.85	\$54.95	\$56.07	\$57.22	\$58.39	\$59.57	\$60.76	\$62.31
L-15-OC	\$55.97	\$57.12	\$58.29	\$59.47	\$60.71	\$61.93	\$63.19	\$64.48	\$65.80	\$67.15	\$68.51	\$69.88	\$71.66
L-25	\$49.88	\$50.91	\$51.95	\$53.00	\$54.11	\$55.20	\$56.32	\$57.47	\$58.65	\$59.85	\$61.06	\$62.28	\$63.87
L-25-OC	\$57.37	\$58.55	\$59.75	\$60.95	\$62.22	\$63.48	\$64.77	\$66.09	\$67.44	\$68.83	\$70.22	\$71.62	\$73.45
MRI Technologist/CT Lead Technologist/Radiologic Technician III													
Base	\$49.49	\$50.51	\$51.54	\$52.59	\$53.64	\$54.75	\$55.89	\$57.04	\$58.19	\$59.41	\$60.64	\$61.87	\$63.40
OC	\$56.91	\$58.09	\$59.27	\$60.48	\$61.69	\$62.96	\$64.27	\$65.60	\$66.92	\$68.32	\$69.74	\$71.15	\$72.91
L-15	\$50.73	\$51.77	\$52.83	\$53.90	\$54.98	\$56.12	\$57.29	\$58.47	\$59.64	\$60.90	\$62.16	\$63.42	\$64.99
L-15-OC	\$58.34	\$59.54	\$60.75	\$61.99	\$63.23	\$64.54	\$65.88	\$67.24	\$68.59	\$70.03	\$71.48	\$72.93	\$74.73
L-25	\$52.00	\$53.07	\$54.15	\$55.25	\$56.36	\$57.52	\$58.72	\$59.93	\$61.14	\$62.42	\$63.71	\$65.00	\$66.61
L-25-OC	\$59.79	\$61.03	\$62.27	\$63.54	\$64.81	\$66.15	\$67.53	\$68.92	\$70.31	\$71.78	\$73.27	\$74.75	\$76.60
Radiologic Technician IV													
Base	\$50.45	\$51.71	\$53.01	\$54.34	\$55.69	\$57.07	\$58.52	\$59.97	\$61.46	\$63.02	\$64.57	\$66.20	\$67.85
OC	\$58.02	\$59.47	\$60.96	\$62.49	\$64.04	\$65.63	\$67.30	\$68.97	\$70.68	\$72.47	\$74.26	\$76.13	\$78.03
L-15	\$51.71	\$53.00	\$54.34	\$55.70	\$57.08	\$58.50	\$59.98	\$61.47	\$63.00	\$64.60	\$66.18	\$67.86	\$69.55
L-15-OC	\$59.47	\$60.95	\$62.49	\$64.05	\$65.64	\$67.27	\$68.98	\$70.69	\$72.45	\$74.28	\$76.11	\$78.03	\$79.98
L-25	\$53.00	\$54.33	\$55.69	\$57.09	\$58.51	\$59.96	\$61.48	\$63.01	\$64.57	\$66.21	\$67.84	\$69.55	\$71.28
L-25-OC	\$60.95	\$62.48	\$64.05	\$65.65	\$67.29	\$68.95	\$70.70	\$72.46	\$74.26	\$76.14	\$78.01	\$79.98	\$81.98

WAGE RATES EFFECTIVE JULY 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Clinical Instructor													
Base	\$52.43	\$53.58	\$54.73	\$55.93	\$57.17	\$58.24	\$59.50	\$60.67	\$61.93	\$63.17	\$64.53	\$65.46	\$67.11
OC	\$60.29	\$61.62	\$62.94	\$64.32	\$65.75	\$66.98	\$68.43	\$69.77	\$71.22	\$72.65	\$74.21	\$75.28	\$77.18
L-15	\$53.74	\$54.92	\$56.10	\$57.33	\$58.60	\$59.70	\$60.99	\$62.19	\$63.48	\$64.75	\$66.14	\$67.10	\$68.79
L-15-OC	\$61.80	\$63.16	\$64.51	\$65.93	\$67.39	\$68.65	\$70.14	\$71.51	\$73.00	\$74.46	\$76.06	\$77.16	\$79.11
L-25	\$55.08	\$56.29	\$57.50	\$58.76	\$60.06	\$61.19	\$62.51	\$63.74	\$65.07	\$66.37	\$67.80	\$68.77	\$70.51
L-25-OC	\$63.35	\$64.74	\$66.13	\$67.58	\$69.07	\$70.37	\$71.89	\$73.30	\$74.82	\$76.32	\$77.97	\$79.09	\$81.08
Lead Radiologic Technician													
Base	\$53.48	\$54.83	\$56.20	\$57.58	\$59.05	\$60.52	\$62.02	\$63.58	\$65.17	\$66.79	\$68.47	\$70.18	\$71.93
OC	\$61.50	\$63.05	\$64.63	\$66.22	\$67.91	\$69.60	\$71.32	\$73.12	\$74.95	\$76.81	\$78.74	\$80.71	\$82.72
L-15	\$54.82	\$56.20	\$57.61	\$59.02	\$60.53	\$62.03	\$63.57	\$65.17	\$66.80	\$68.46	\$70.18	\$71.93	\$73.73
L-15-OC	\$63.04	\$64.63	\$66.25	\$67.87	\$69.61	\$71.34	\$73.11	\$74.94	\$76.82	\$78.73	\$80.71	\$82.72	\$84.79
L-25	\$56.19	\$57.61	\$59.05	\$60.49	\$62.04	\$63.58	\$65.16	\$66.80	\$68.47	\$70.17	\$71.94	\$73.73	\$75.57
L-25-OC	\$64.62	\$66.25	\$67.90	\$69.57	\$71.35	\$73.12	\$74.93	\$76.82	\$78.74	\$80.70	\$82.73	\$84.79	\$86.91
Ultrasonographer I													
Base	\$51.31	\$52.36	\$53.42	\$54.50	\$55.62	\$56.73	\$57.90	\$59.06	\$60.31	\$61.71	\$63.14	\$64.29	\$65.89
OC	\$59.01	\$60.21	\$61.43	\$62.68	\$63.96	\$65.24	\$66.59	\$67.92	\$69.36	\$70.97	\$72.61	\$73.93	\$75.77
L-15	\$52.59	\$53.67	\$54.76	\$55.86	\$57.01	\$58.15	\$59.35	\$60.54	\$61.82	\$63.25	\$64.72	\$65.90	\$67.54
L-15-OC	\$60.48	\$61.72	\$62.97	\$64.24	\$65.56	\$66.87	\$68.25	\$69.62	\$71.09	\$72.74	\$74.43	\$75.78	\$77.67
L-25	\$53.91	\$55.01	\$56.12	\$57.26	\$58.44	\$59.60	\$60.83	\$62.05	\$63.36	\$64.83	\$66.34	\$67.54	\$69.23
L-25-OC	\$61.99	\$63.26	\$64.54	\$65.85	\$67.20	\$68.54	\$69.96	\$71.36	\$72.87	\$74.56	\$76.29	\$77.68	\$79.61
Ultrasonographer II													
Base	\$53.90	\$55.23	\$56.62	\$58.02	\$59.49	\$60.95	\$62.49	\$64.06	\$65.66	\$67.29	\$68.98	\$70.70	\$72.46
OC	\$61.99	\$63.51	\$65.11	\$66.72	\$68.41	\$70.09	\$71.86	\$73.67	\$75.51	\$77.38	\$79.33	\$81.31	\$83.33
L-15	\$55.25	\$56.61	\$58.04	\$59.47	\$60.98	\$62.47	\$64.05	\$65.66	\$67.30	\$68.97	\$70.70	\$72.47	\$74.27
L-15-OC	\$63.53	\$65.10	\$66.74	\$68.39	\$70.12	\$71.84	\$73.66	\$75.51	\$77.40	\$79.32	\$81.31	\$83.34	\$85.41
L-25	\$56.63	\$58.03	\$59.49	\$60.96	\$62.50	\$64.04	\$65.65	\$67.30	\$68.98	\$70.70	\$72.47	\$74.28	\$76.13
L-25-OC	\$65.12	\$66.73	\$68.41	\$70.10	\$71.88	\$73.64	\$75.50	\$77.40	\$79.33	\$81.30	\$83.34	\$85.42	\$87.55

WAGE RATES EFFECTIVE JULY 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Ultrasound Technician III/Echo Technician													
Base	\$56.31	\$57.73	\$59.14	\$60.65	\$62.14	\$63.70	\$65.29	\$66.92	\$68.59	\$70.30	\$72.07	\$73.87	\$75.71
OC	\$64.76	\$66.39	\$68.01	\$69.75	\$71.46	\$73.26	\$75.08	\$76.96	\$78.88	\$80.85	\$82.88	\$84.95	\$87.07
L-15	\$57.72	\$59.17	\$60.62	\$62.17	\$63.69	\$65.29	\$66.92	\$68.59	\$70.30	\$72.06	\$73.87	\$75.72	\$77.60
L-15-OC	\$66.38	\$68.05	\$69.71	\$71.49	\$73.25	\$75.09	\$76.96	\$78.88	\$80.85	\$82.87	\$84.95	\$87.07	\$89.24
L-25	\$59.16	\$60.65	\$62.13	\$63.72	\$65.29	\$66.92	\$68.60	\$70.31	\$72.06	\$73.86	\$75.72	\$77.61	\$79.54
L-25-OC	\$68.03	\$69.75	\$71.45	\$73.28	\$75.08	\$76.96	\$78.88	\$80.85	\$82.87	\$84.94	\$87.08	\$89.25	\$91.47
Polysomnography Technician													
Base	\$37.29	\$38.22	\$39.18	\$40.15	\$41.16	\$42.18	\$43.24	\$44.32	\$45.42	\$46.56	\$47.74	\$48.92	\$50.15
OC	\$42.88	\$43.95	\$45.06	\$46.17	\$47.33	\$48.51	\$49.73	\$50.97	\$52.23	\$53.54	\$54.90	\$56.26	\$57.67
L-15	\$38.22	\$39.18	\$40.16	\$41.15	\$42.19	\$43.23	\$44.32	\$45.43	\$46.56	\$47.72	\$48.93	\$50.14	\$51.40
L-15-OC	\$43.96	\$45.05	\$46.18	\$47.33	\$48.52	\$49.72	\$50.97	\$52.24	\$53.54	\$54.88	\$56.27	\$57.66	\$59.11
L-25	\$39.18	\$40.15	\$41.16	\$42.18	\$43.24	\$44.32	\$45.43	\$46.56	\$47.72	\$48.92	\$50.16	\$51.40	\$52.69
L-25-OC	\$45.05	\$46.18	\$47.34	\$48.51	\$49.73	\$50.96	\$52.24	\$53.55	\$54.88	\$56.25	\$57.68	\$59.11	\$60.59
Respiratory Therapist													
Base	\$41.90	\$42.93	\$44.01	\$45.13	\$46.25	\$47.39	\$48.57	\$49.79	\$51.07	\$52.33	\$53.61	\$54.99	\$56.34
OC	\$48.19	\$49.37	\$50.61	\$51.90	\$53.19	\$54.50	\$55.86	\$57.26	\$58.73	\$60.18	\$61.65	\$63.24	\$64.79
L-15	\$42.95	\$44.00	\$45.11	\$46.26	\$47.41	\$48.57	\$49.78	\$51.03	\$52.35	\$53.64	\$54.95	\$56.36	\$57.75
L-15-OC	\$49.39	\$50.60	\$51.88	\$53.20	\$54.52	\$55.86	\$57.25	\$58.69	\$60.20	\$61.68	\$63.19	\$64.82	\$66.41
L-25	\$44.02	\$45.10	\$46.24	\$47.41	\$48.59	\$49.79	\$51.03	\$52.31	\$53.66	\$54.98	\$56.32	\$57.77	\$59.19
L-25-OC	\$50.62	\$51.87	\$53.17	\$54.53	\$55.88	\$57.26	\$58.68	\$60.16	\$61.70	\$63.23	\$64.77	\$66.44	\$68.07
Registered Respiratory Therapist													
Base	\$43.99	\$45.08	\$46.20	\$47.39	\$48.56	\$49.76	\$51.00	\$52.28	\$53.62	\$54.94	\$56.30	\$57.74	\$59.15
OC	\$50.59	\$51.84	\$53.13	\$54.50	\$55.84	\$57.22	\$58.65	\$60.12	\$61.66	\$63.18	\$64.75	\$66.40	\$68.02
L-15	\$45.09	\$46.21	\$47.36	\$48.57	\$49.77	\$51.00	\$52.28	\$53.59	\$54.96	\$56.31	\$57.71	\$59.18	\$60.63
L-15-OC	\$51.85	\$53.14	\$54.46	\$55.86	\$57.24	\$58.65	\$60.12	\$61.63	\$63.20	\$64.76	\$66.36	\$68.06	\$69.72
L-25	\$46.22	\$47.36	\$48.54	\$49.79	\$51.02	\$52.28	\$53.58	\$54.93	\$56.33	\$57.72	\$59.15	\$60.66	\$62.14
L-25-OC	\$53.15	\$54.47	\$55.82	\$57.26	\$58.67	\$60.12	\$61.62	\$63.17	\$64.78	\$66.38	\$68.02	\$69.76	\$71.47

WAGE RATES EFFECTIVE JULY 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Activities Aide/Food Service Worker-SNF/Housekeeper/Laundry-SNF													
Base	\$17.45	\$17.90	\$18.36	\$18.79	\$19.29	\$19.78	\$20.26	\$20.76	\$21.29	\$21.84	\$22.35	\$22.92	\$23.50
OC	\$20.07	\$20.59	\$21.11	\$21.61	\$22.18	\$22.75	\$23.30	\$23.87	\$24.48	\$25.12	\$25.70	\$26.36	\$27.03
L-15	\$17.89	\$18.35	\$18.82	\$19.26	\$19.77	\$20.27	\$20.77	\$21.28	\$21.82	\$22.39	\$22.91	\$23.49	\$24.09
L-15-OC	\$20.57	\$21.10	\$21.64	\$22.15	\$22.74	\$23.32	\$23.88	\$24.47	\$25.10	\$25.74	\$26.35	\$27.02	\$27.70
L-25	\$18.33	\$18.81	\$19.29	\$19.74	\$20.27	\$20.78	\$21.29	\$21.81	\$22.37	\$22.95	\$23.48	\$24.08	\$24.69
L-25-OC	\$21.08	\$21.63	\$22.18	\$22.70	\$23.31	\$23.90	\$24.48	\$25.08	\$25.72	\$26.39	\$27.00	\$27.69	\$28.39
Food Service Worker-Acute													
Base	\$18.13	\$18.60	\$19.09	\$19.53	\$20.05	\$20.56	\$21.05	\$21.58	\$22.13	\$22.69	\$23.22	\$23.80	\$24.42
OC	\$20.85	\$21.39	\$21.95	\$22.46	\$23.06	\$23.64	\$24.21	\$24.82	\$25.45	\$26.09	\$26.70	\$27.37	\$28.08
L-15	\$18.58	\$19.07	\$19.57	\$20.02	\$20.55	\$21.07	\$21.58	\$22.12	\$22.68	\$23.26	\$23.80	\$24.40	\$25.03
L-15-OC	\$21.37	\$21.92	\$22.50	\$23.02	\$23.63	\$24.24	\$24.81	\$25.44	\$26.09	\$26.75	\$27.37	\$28.05	\$28.79
L-25	\$19.05	\$19.54	\$20.06	\$20.52	\$21.07	\$21.60	\$22.12	\$22.67	\$23.25	\$23.84	\$24.40	\$25.00	\$25.66
L-25-OC	\$21.91	\$22.47	\$23.06	\$23.60	\$24.22	\$24.84	\$25.43	\$26.07	\$26.74	\$27.41	\$28.05	\$28.76	\$29.50
Housekeeper II													
Base	\$19.35	\$19.85	\$20.33	\$20.84	\$21.35	\$21.90	\$22.43	\$22.99	\$23.57	\$24.16	\$24.76	\$25.39	\$26.00
OC	\$22.25	\$22.83	\$23.38	\$23.97	\$24.55	\$25.19	\$25.79	\$26.44	\$27.11	\$27.78	\$28.47	\$29.20	\$29.90
L-15	\$19.83	\$20.35	\$20.84	\$21.36	\$21.88	\$22.45	\$22.99	\$23.56	\$24.16	\$24.76	\$25.38	\$26.02	\$26.65
L-15-OC	\$22.81	\$23.40	\$23.96	\$24.57	\$25.17	\$25.81	\$26.44	\$27.10	\$27.78	\$28.48	\$29.19	\$29.93	\$30.65
L-25	\$20.33	\$20.85	\$21.36	\$21.90	\$22.43	\$23.01	\$23.57	\$24.15	\$24.76	\$25.38	\$26.01	\$26.68	\$27.32
L-25-OC	\$23.38	\$23.98	\$24.56	\$25.18	\$25.80	\$26.46	\$27.10	\$27.78	\$28.48	\$29.19	\$29.92	\$30.68	\$31.41
Cook-Acute/Prep Cook-Acute													
Base	\$23.47	\$24.04	\$24.65	\$25.29	\$25.91	\$26.54	\$27.18	\$27.88	\$28.57	\$29.28	\$29.98	\$30.73	\$31.52
OC	\$26.99	\$27.65	\$28.35	\$29.08	\$29.80	\$30.52	\$31.26	\$32.06	\$32.86	\$33.67	\$34.48	\$35.34	\$36.25
L-15	\$24.06	\$24.64	\$25.27	\$25.92	\$26.56	\$27.20	\$27.86	\$28.58	\$29.28	\$30.01	\$30.73	\$31.50	\$32.31
L-15-OC	\$27.67	\$28.34	\$29.06	\$29.81	\$30.54	\$31.28	\$32.04	\$32.86	\$33.68	\$34.51	\$35.34	\$36.22	\$37.15
L-25	\$24.66	\$25.26	\$25.90	\$26.57	\$27.22	\$27.88	\$28.56	\$29.29	\$30.02	\$30.76	\$31.50	\$32.29	\$33.12
L-25-OC	\$28.36	\$29.05	\$29.78	\$30.56	\$31.30	\$32.07	\$32.84	\$33.69	\$34.52	\$35.38	\$36.22	\$37.13	\$38.08

WAGE RATES EFFECTIVE JULY 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Cook-SNF													
Base	\$22.56	\$23.12	\$23.73	\$24.32	\$24.93	\$25.55	\$26.15	\$26.82	\$27.48	\$28.19	\$28.86	\$29.61	\$30.34
OC	\$25.94	\$26.59	\$27.29	\$27.97	\$28.67	\$29.38	\$30.07	\$30.84	\$31.60	\$32.42	\$33.19	\$34.05	\$34.89
L-15	\$23.12	\$23.70	\$24.32	\$24.93	\$25.55	\$26.19	\$26.80	\$27.49	\$28.17	\$28.89	\$29.58	\$30.35	\$31.10
L-15-OC	\$26.59	\$27.25	\$27.97	\$28.67	\$29.39	\$30.12	\$30.82	\$31.61	\$32.39	\$33.23	\$34.02	\$34.90	\$35.76
L-25	\$23.70	\$24.29	\$24.93	\$25.55	\$26.19	\$26.84	\$27.47	\$28.18	\$28.87	\$29.62	\$30.32	\$31.11	\$31.88
L-25-OC	\$27.26	\$27.93	\$28.67	\$29.38	\$30.12	\$30.87	\$31.59	\$32.40	\$33.20	\$34.06	\$34.87	\$35.78	\$36.66
EVS Lead Housekeeper													
Base	\$20.31	\$20.85	\$21.35	\$21.88	\$22.41	\$22.99	\$23.56	\$24.14	\$24.74	\$25.37	\$25.99	\$26.67	\$27.30
OC	\$23.36	\$23.98	\$24.55	\$25.16	\$25.77	\$26.44	\$27.09	\$27.76	\$28.45	\$29.18	\$29.89	\$30.67	\$31.40
L-15	\$20.82	\$21.37	\$21.88	\$22.43	\$22.97	\$23.56	\$24.15	\$24.74	\$25.36	\$26.00	\$26.64	\$27.34	\$27.98
L-15-OC	\$23.94	\$24.58	\$25.17	\$25.79	\$26.42	\$27.10	\$27.77	\$28.46	\$29.16	\$29.90	\$30.64	\$31.44	\$32.18
L-25	\$21.34	\$21.91	\$22.43	\$22.99	\$23.54	\$24.15	\$24.75	\$25.36	\$25.99	\$26.65	\$27.31	\$28.02	\$28.68
L-25-OC	\$24.54	\$25.19	\$25.80	\$26.44	\$27.08	\$27.78	\$28.47	\$29.17	\$29.89	\$30.65	\$31.40	\$32.22	\$32.98
PBX Receptionist													
Base	\$18.44	\$18.88	\$19.36	\$19.87	\$20.34	\$20.85	\$21.37	\$21.92	\$22.46	\$23.01	\$23.61	\$24.18	\$24.83
OC	\$21.21	\$21.71	\$22.26	\$22.85	\$23.39	\$23.98	\$24.58	\$25.21	\$25.83	\$26.46	\$27.15	\$27.81	\$28.55
L-15	\$18.90	\$19.35	\$19.84	\$20.37	\$20.85	\$21.37	\$21.90	\$22.47	\$23.02	\$23.59	\$24.20	\$24.78	\$25.45
L-15-OC	\$21.74	\$22.25	\$22.82	\$23.42	\$23.98	\$24.58	\$25.19	\$25.84	\$26.47	\$27.12	\$27.83	\$28.50	\$29.27
L-25	\$19.37	\$19.84	\$20.34	\$20.88	\$21.37	\$21.91	\$22.45	\$23.03	\$23.60	\$24.17	\$24.81	\$25.40	\$26.09
L-25-OC	\$22.28	\$22.81	\$23.39	\$24.01	\$24.58	\$25.19	\$25.82	\$26.48	\$27.14	\$27.80	\$28.53	\$29.21	\$30.00
Admitting Representative/Lead PBX Receptionist													
Base	\$21.32	\$21.86	\$22.38	\$22.96	\$23.53	\$24.14	\$24.70	\$25.32	\$25.97	\$26.61	\$27.30	\$28.00	\$28.70
OC	\$24.52	\$25.14	\$25.74	\$26.40	\$27.06	\$27.76	\$28.41	\$29.12	\$29.87	\$30.60	\$31.40	\$32.20	\$33.01
L-15	\$21.85	\$22.41	\$22.94	\$23.53	\$24.12	\$24.74	\$25.32	\$25.95	\$26.62	\$27.28	\$27.98	\$28.70	\$29.42
L-15-OC	\$25.13	\$25.77	\$26.38	\$27.06	\$27.74	\$28.46	\$29.12	\$29.85	\$30.61	\$31.37	\$32.18	\$33.01	\$33.83
L-25	\$22.40	\$22.97	\$23.51	\$24.12	\$24.72	\$25.36	\$25.95	\$26.60	\$27.28	\$27.96	\$28.68	\$29.42	\$30.15
L-25-OC	\$25.76	\$26.41	\$27.04	\$27.74	\$28.43	\$29.17	\$29.84	\$30.59	\$31.38	\$32.15	\$32.98	\$33.83	\$34.68

WAGE RATES EFFECTIVE JULY 1, 2019

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Patient Account Representative													
Base	\$24.99	\$25.62	\$26.28	\$26.93	\$27.59	\$28.29	\$29.01	\$29.72	\$30.45	\$31.23	\$32.00	\$32.81	\$33.61
OC	\$28.74	\$29.46	\$30.22	\$30.97	\$31.73	\$32.53	\$33.36	\$34.18	\$35.02	\$35.91	\$36.80	\$37.73	\$38.65
L-15	\$25.61	\$26.26	\$26.94	\$27.60	\$28.28	\$29.00	\$29.74	\$30.46	\$31.21	\$32.01	\$32.80	\$33.63	\$34.45
L-15-OC	\$29.46	\$30.20	\$30.98	\$31.74	\$32.52	\$33.35	\$34.20	\$35.03	\$35.89	\$36.81	\$37.72	\$38.67	\$39.62
L-25	\$26.26	\$26.92	\$27.61	\$28.29	\$28.99	\$29.72	\$30.48	\$31.22	\$31.99	\$32.81	\$33.62	\$34.47	\$35.31
L-25-OC	\$30.19	\$30.95	\$31.75	\$32.54	\$33.33	\$34.18	\$35.05	\$35.91	\$36.79	\$37.73	\$38.66	\$39.64	\$40.61

Effective: 7/1/2020

Increase: 4%

OC: Per Diems: 15% rate increase in lieu of benefits.

L15: Longevity 15 years: 2.5% increase above base rate.

L25: Longevity 25 years: 2.5% increase above base rate (above Longevity 15 year).

WAGE RATES EFFECTIVE JULY 1, 2020													
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Ward Clerk/Nursing Assistant/OB Technician													
Base	\$22.17	\$22.73	\$23.28	\$23.88	\$24.47	\$25.10	\$25.68	\$26.33	\$27.00	\$27.66	\$28.37	\$29.07	\$29.80
OC	\$25.50	\$26.14	\$26.77	\$27.46	\$28.14	\$28.87	\$29.53	\$30.28	\$31.05	\$31.81	\$32.63	\$33.43	\$34.27
L15	\$22.72	\$23.30	\$23.86	\$24.48	\$25.08	\$25.73	\$26.32	\$26.99	\$27.68	\$28.35	\$29.08	\$29.80	\$30.55
L15OC	\$26.13	\$26.79	\$27.44	\$28.15	\$28.84	\$29.59	\$30.27	\$31.04	\$31.83	\$32.60	\$33.44	\$34.27	\$35.13
L25	\$23.29	\$23.88	\$24.46	\$25.09	\$25.71	\$26.37	\$26.98	\$27.66	\$28.37	\$29.06	\$29.81	\$30.54	\$31.31
L25OC	\$26.79	\$27.46	\$28.13	\$28.85	\$29.57	\$30.33	\$31.03	\$31.81	\$32.62	\$33.42	\$34.28	\$35.12	\$36.00
Certified Nursing Assistant/Restorative Aide													
Base	\$22.37	\$22.95	\$23.47	\$24.13	\$24.75	\$25.33	\$25.94	\$26.58	\$27.27	\$27.94	\$28.64	\$29.34	\$30.08
OC	\$25.73	\$26.39	\$26.99	\$27.75	\$28.46	\$29.13	\$29.83	\$30.57	\$31.36	\$32.13	\$32.94	\$33.74	\$34.59
L15	\$22.93	\$23.52	\$24.06	\$24.73	\$25.37	\$25.96	\$26.59	\$27.24	\$27.95	\$28.64	\$29.36	\$30.07	\$30.83
L15OC	\$26.37	\$27.05	\$27.67	\$28.44	\$29.17	\$29.86	\$30.58	\$31.33	\$32.14	\$32.93	\$33.76	\$34.58	\$35.46
L25	\$23.50	\$24.11	\$24.66	\$25.35	\$26.00	\$26.61	\$27.25	\$27.93	\$28.65	\$29.35	\$30.09	\$30.83	\$31.60
L25OC	\$27.03	\$27.73	\$28.36	\$29.15	\$29.90	\$30.60	\$31.34	\$32.11	\$32.95	\$33.76	\$34.60	\$35.45	\$36.34
Lead Ward Clerk													
Base	\$23.28	\$23.87	\$24.43	\$25.07	\$25.70	\$26.34	\$26.97	\$27.64	\$28.35	\$29.04	\$29.79	\$30.52	\$31.29
OC	\$26.77	\$27.45	\$28.09	\$28.83	\$29.56	\$30.29	\$31.02	\$31.79	\$32.60	\$33.40	\$34.26	\$35.10	\$35.98
L15	\$23.86	\$24.47	\$25.04	\$25.70	\$26.34	\$27.00	\$27.64	\$28.33	\$29.06	\$29.77	\$30.53	\$31.28	\$32.07
L15OC	\$27.44	\$28.14	\$28.80	\$29.55	\$30.29	\$31.05	\$31.79	\$32.58	\$33.42	\$34.23	\$35.11	\$35.98	\$36.88
L25	\$24.46	\$25.08	\$25.67	\$26.34	\$27.00	\$27.67	\$28.34	\$29.04	\$29.79	\$30.51	\$31.30	\$32.07	\$32.87
L25OC	\$28.13	\$28.84	\$29.52	\$30.29	\$31.05	\$31.82	\$32.59	\$33.40	\$34.25	\$35.09	\$35.99	\$36.87	\$37.81

WAGE RATES EFFECTIVE JULY 1, 2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Medical Team Clerk/Radiology Clerk													
Base	\$19.96	\$20.47	\$20.98	\$21.51	\$22.06	\$22.61	\$23.18	\$23.76	\$24.37	\$24.99	\$25.62	\$26.24	\$26.88
OC	\$22.95	\$23.54	\$24.13	\$24.74	\$25.37	\$26.00	\$26.66	\$27.32	\$28.03	\$28.74	\$29.46	\$30.18	\$30.91
L15	\$20.46	\$20.98	\$21.50	\$22.05	\$22.61	\$23.18	\$23.76	\$24.35	\$24.98	\$25.61	\$26.26	\$26.90	\$27.55
L15OC	\$23.53	\$24.13	\$24.73	\$25.35	\$26.00	\$26.65	\$27.32	\$28.01	\$28.73	\$29.46	\$30.20	\$30.93	\$31.68
L25	\$20.97	\$21.51	\$22.04	\$22.60	\$23.18	\$23.75	\$24.35	\$24.96	\$25.60	\$26.26	\$26.92	\$27.57	\$28.24
L25OC	\$24.12	\$24.73	\$25.35	\$25.99	\$26.65	\$27.32	\$28.01	\$28.71	\$29.44	\$30.19	\$30.95	\$31.70	\$32.48
Medical Assistant/Attendant													
Base	\$21.21	\$21.73	\$22.25	\$22.81	\$23.38	\$23.97	\$24.58	\$25.19	\$25.81	\$26.46	\$27.09	\$27.76	\$28.50
OC	\$24.39	\$24.99	\$25.59	\$26.23	\$26.89	\$27.57	\$28.27	\$28.97	\$29.68	\$30.43	\$31.15	\$31.92	\$32.78
L15	\$21.74	\$22.27	\$22.81	\$23.38	\$23.96	\$24.57	\$25.19	\$25.82	\$26.46	\$27.12	\$27.77	\$28.45	\$29.21
L15OC	\$25.00	\$25.61	\$26.23	\$26.89	\$27.56	\$28.25	\$28.97	\$29.69	\$30.42	\$31.19	\$31.93	\$32.72	\$33.59
L25	\$22.28	\$22.83	\$23.38	\$23.96	\$24.56	\$25.18	\$25.82	\$26.47	\$27.12	\$27.80	\$28.46	\$29.17	\$29.94
L25OC	\$25.63	\$26.25	\$26.88	\$27.56	\$28.25	\$28.96	\$29.70	\$30.44	\$31.18	\$31.97	\$32.73	\$33.54	\$34.43
CPSP Coordinator													
Base	\$28.08	\$28.77	\$29.47	\$30.23	\$30.98	\$31.73	\$32.53	\$33.35	\$34.17	\$35.04	\$35.93	\$36.81	\$37.71
OC	\$32.29	\$33.09	\$33.89	\$34.76	\$35.63	\$36.49	\$37.41	\$38.35	\$39.30	\$40.30	\$41.32	\$42.33	\$43.37
L15	\$28.78	\$29.49	\$30.21	\$30.99	\$31.75	\$32.52	\$33.34	\$34.18	\$35.02	\$35.92	\$36.83	\$37.73	\$38.65
L15OC	\$33.10	\$33.91	\$34.74	\$35.63	\$36.52	\$37.40	\$38.34	\$39.31	\$40.28	\$41.30	\$42.35	\$43.39	\$44.45
L25	\$29.50	\$30.23	\$30.96	\$31.76	\$32.55	\$33.34	\$34.18	\$35.04	\$35.90	\$36.81	\$37.75	\$38.67	\$39.62
L25OC	\$33.93	\$34.76	\$35.61	\$36.52	\$37.43	\$38.34	\$39.30	\$40.29	\$41.28	\$42.34	\$43.41	\$44.47	\$45.56
Transporter													
Base	\$17.88	\$18.28	\$18.61	\$19.18	\$19.62	\$20.07	\$20.54	\$21.03	\$21.51	\$22.01	\$22.54	\$23.06	\$23.61
OC	\$20.56	\$21.02	\$21.40	\$22.06	\$22.56	\$23.08	\$23.62	\$24.18	\$24.74	\$25.31	\$25.92	\$26.52	\$27.15
L15	\$18.33	\$18.74	\$19.08	\$19.66	\$20.11	\$20.57	\$21.05	\$21.56	\$22.05	\$22.56	\$23.10	\$23.64	\$24.20
L15OC	\$21.08	\$21.55	\$21.94	\$22.61	\$23.13	\$23.66	\$24.21	\$24.79	\$25.35	\$25.94	\$26.57	\$27.18	\$27.83
L25	\$18.79	\$19.21	\$19.55	\$20.15	\$20.61	\$21.09	\$21.58	\$22.09	\$22.60	\$23.12	\$23.68	\$24.23	\$24.81
L25OC	\$21.60	\$22.09	\$22.48	\$23.17	\$23.71	\$24.25	\$24.82	\$25.41	\$25.99	\$26.59	\$27.23	\$27.86	\$28.53

WAGE RATES EFFECTIVE JULY 1, 2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Surgical Tech													
Base	\$34.30	\$35.13	\$35.98	\$36.86	\$37.73	\$38.67	\$39.57	\$40.56	\$41.54	\$42.53	\$43.53	\$44.61	\$45.70
OC	\$39.45	\$40.40	\$41.38	\$42.39	\$43.39	\$44.47	\$45.51	\$46.64	\$47.77	\$48.91	\$50.06	\$51.30	\$52.56
L15	\$35.16	\$36.01	\$36.88	\$37.78	\$38.67	\$39.64	\$40.56	\$41.57	\$42.58	\$43.59	\$44.62	\$45.73	\$46.84
L15OC	\$40.43	\$41.41	\$42.41	\$43.45	\$44.47	\$45.58	\$46.64	\$47.81	\$48.97	\$50.13	\$51.31	\$52.58	\$53.87
L25	\$36.04	\$36.91	\$37.80	\$38.73	\$39.64	\$40.63	\$41.57	\$42.61	\$43.64	\$44.68	\$45.73	\$46.87	\$48.01
L25OC	\$41.44	\$42.44	\$43.47	\$44.53	\$45.59	\$46.72	\$47.81	\$49.01	\$50.19	\$51.39	\$52.59	\$53.90	\$55.22
Lead OR Tech													
Base	\$40.07	\$41.05	\$42.03	\$43.07	\$44.09	\$45.17	\$46.26	\$47.38	\$48.54	\$49.71	\$50.93	\$52.17	\$53.46
OC	\$46.08	\$47.21	\$48.33	\$49.53	\$50.70	\$51.95	\$53.20	\$54.49	\$55.82	\$57.17	\$58.57	\$60.00	\$61.48
L15	\$41.07	\$42.08	\$43.08	\$44.15	\$45.19	\$46.30	\$47.42	\$48.56	\$49.75	\$50.95	\$52.20	\$53.47	\$54.80
L15OC	\$47.23	\$48.39	\$49.54	\$50.77	\$51.97	\$53.24	\$54.53	\$55.85	\$57.22	\$58.60	\$60.03	\$61.50	\$63.02
L25	\$42.10	\$43.13	\$44.16	\$45.25	\$46.32	\$47.46	\$48.60	\$49.78	\$51.00	\$52.23	\$53.51	\$54.81	\$56.17
L25OC	\$48.41	\$49.60	\$50.78	\$52.04	\$53.27	\$54.58	\$55.89	\$57.25	\$58.65	\$60.06	\$61.53	\$63.03	\$64.59
Phlebotomist (Step 1 only)													
Base	\$24.97												
OC	\$28.72												
Lab Assistant													
Base	\$26.83	\$27.49	\$28.17	\$28.87	\$29.62	\$30.36	\$31.10	\$31.88	\$32.69	\$33.49	\$34.35	\$35.17	\$36.08
OC	\$30.85	\$31.61	\$32.40	\$33.20	\$34.06	\$34.91	\$35.77	\$36.66	\$37.59	\$38.51	\$39.50	\$40.45	\$41.49
L15	\$27.50	\$28.18	\$28.87	\$29.59	\$30.36	\$31.12	\$31.88	\$32.68	\$33.51	\$34.33	\$35.21	\$36.05	\$36.98
L15OC	\$31.63	\$32.40	\$33.21	\$34.03	\$34.91	\$35.79	\$36.66	\$37.58	\$38.53	\$39.48	\$40.49	\$41.46	\$42.53
L25	\$28.19	\$28.88	\$29.60	\$30.33	\$31.12	\$31.90	\$32.67	\$33.49	\$34.34	\$35.19	\$36.09	\$36.95	\$37.91
L25OC	\$32.42	\$33.21	\$34.04	\$34.88	\$35.79	\$36.68	\$37.58	\$38.52	\$39.50	\$40.46	\$41.50	\$42.49	\$43.59

WAGE RATES EFFECTIVE JULY 1, 2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Radiologic Technician I													
Base	\$46.55	\$46.50	\$47.38	\$48.28	\$49.18	\$50.11	\$51.06	\$52.02	\$53.00	\$54.01	\$55.03	\$56.07	\$57.46
OC	\$53.53	\$53.48	\$54.49	\$55.52	\$56.56	\$57.63	\$58.72	\$59.82	\$60.95	\$62.11	\$63.28	\$64.48	\$66.08
L15	\$47.71	\$47.66	\$48.56	\$49.49	\$50.41	\$51.36	\$52.34	\$53.32	\$54.33	\$55.36	\$56.41	\$57.47	\$58.90
L15OC	\$54.87	\$54.81	\$55.85	\$56.91	\$57.97	\$59.07	\$60.19	\$61.32	\$62.47	\$63.66	\$64.87	\$66.09	\$67.73
L25	\$48.91	\$48.85	\$49.78	\$50.72	\$51.67	\$52.65	\$53.64	\$54.65	\$55.68	\$56.74	\$57.82	\$58.91	\$60.37
L25OC	\$56.24	\$56.18	\$57.25	\$58.33	\$59.42	\$60.54	\$61.69	\$62.85	\$64.04	\$65.26	\$66.49	\$67.74	\$69.42
Radiologic Technician II													
Base	\$49.38	\$50.40	\$51.43	\$52.47	\$53.56	\$54.64	\$55.75	\$56.89	\$58.05	\$59.25	\$60.44	\$61.65	\$63.22
OC	\$56.79	\$57.96	\$59.14	\$60.34	\$61.59	\$62.84	\$64.11	\$65.42	\$66.76	\$68.14	\$69.51	\$70.90	\$72.70
L15	\$50.61	\$51.66	\$52.72	\$53.78	\$54.90	\$56.01	\$57.14	\$58.31	\$59.50	\$60.73	\$61.95	\$63.19	\$64.80
L15OC	\$58.21	\$59.41	\$60.62	\$61.85	\$63.13	\$64.41	\$65.72	\$67.06	\$68.43	\$69.84	\$71.24	\$72.67	\$74.52
L25	\$51.88	\$52.95	\$54.03	\$55.13	\$56.27	\$57.41	\$58.57	\$59.77	\$60.99	\$62.25	\$63.50	\$64.77	\$66.42
L25OC	\$59.66	\$60.89	\$62.14	\$63.40	\$64.71	\$66.02	\$67.36	\$68.74	\$70.14	\$71.59	\$73.02	\$74.49	\$76.38
MRI Technologist/CT Lead Technologist/Radiologic Technician III													
Base	\$51.47	\$52.53	\$53.60	\$54.69	\$55.79	\$56.94	\$58.13	\$59.32	\$60.52	\$61.79	\$63.07	\$64.34	\$65.94
OC	\$59.19	\$60.41	\$61.64	\$62.89	\$64.16	\$65.48	\$66.85	\$68.22	\$69.60	\$71.06	\$72.53	\$73.99	\$75.83
L15	\$52.76	\$53.84	\$54.94	\$56.06	\$57.18	\$58.36	\$59.58	\$60.80	\$62.03	\$63.33	\$64.65	\$65.95	\$67.59
L15OC	\$60.67	\$61.92	\$63.18	\$64.47	\$65.76	\$67.12	\$68.52	\$69.92	\$71.34	\$72.83	\$74.34	\$75.84	\$77.73
L25	\$54.08	\$55.19	\$56.31	\$57.46	\$58.61	\$59.82	\$61.07	\$62.32	\$63.58	\$64.92	\$66.26	\$67.60	\$69.28
L25OC	\$62.19	\$63.47	\$64.76	\$66.08	\$67.41	\$68.80	\$70.23	\$71.67	\$73.12	\$74.66	\$76.20	\$77.74	\$79.67
Radiologic Technician IV													
Base	\$52.47	\$53.78	\$55.13	\$56.51	\$57.92	\$59.35	\$60.86	\$62.37	\$63.92	\$65.54	\$67.15	\$68.85	\$70.56
OC	\$60.34	\$61.85	\$63.40	\$64.99	\$66.61	\$68.25	\$69.99	\$71.73	\$73.51	\$75.37	\$77.22	\$79.18	\$81.14
L15	\$53.78	\$55.12	\$56.51	\$57.92	\$59.37	\$60.83	\$62.38	\$63.93	\$65.52	\$67.18	\$68.83	\$70.57	\$72.32
L15OC	\$61.85	\$63.39	\$64.98	\$66.61	\$68.27	\$69.96	\$71.74	\$73.52	\$75.35	\$77.26	\$79.15	\$81.16	\$83.17
L25	\$55.13	\$56.50	\$57.92	\$59.37	\$60.85	\$62.35	\$63.94	\$65.53	\$67.16	\$68.86	\$70.55	\$72.34	\$74.13
L25OC	\$63.40	\$64.98	\$66.61	\$68.28	\$69.98	\$71.71	\$73.53	\$75.36	\$77.23	\$79.19	\$81.13	\$83.19	\$85.25

WAGE RATES EFFECTIVE JULY 1, 2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Clinical Instructor													
Base	\$54.53	\$55.72	\$56.92	\$58.17	\$59.46	\$60.57	\$61.88	\$63.10	\$64.41	\$65.70	\$67.11	\$68.08	\$69.79
OC	\$62.71	\$64.08	\$65.46	\$66.90	\$68.38	\$69.66	\$71.16	\$72.57	\$74.07	\$75.56	\$77.18	\$78.29	\$80.26
L15	\$55.89	\$57.11	\$58.34	\$59.62	\$60.95	\$62.08	\$63.43	\$64.68	\$66.02	\$67.34	\$68.79	\$69.78	\$71.53
L15OC	\$64.28	\$65.68	\$67.09	\$68.57	\$70.09	\$71.40	\$72.94	\$74.38	\$75.92	\$77.44	\$79.11	\$80.25	\$82.26
L25	\$57.29	\$58.54	\$59.80	\$61.11	\$62.47	\$63.64	\$65.01	\$66.29	\$67.67	\$69.03	\$70.51	\$71.53	\$73.32
L25OC	\$65.88	\$67.32	\$68.77	\$70.28	\$71.84	\$73.18	\$74.76	\$76.24	\$77.82	\$79.38	\$81.08	\$82.26	\$84.32
Lead Radiologic Technician													
Base	\$55.62	\$57.02	\$58.45	\$59.88	\$61.41	\$62.94	\$64.50	\$66.12	\$67.78	\$69.46	\$71.21	\$72.99	\$74.81
OC	\$63.96	\$65.57	\$67.22	\$68.86	\$70.62	\$72.38	\$74.18	\$76.04	\$77.95	\$79.88	\$81.89	\$83.94	\$86.03
L15	\$57.01	\$58.45	\$59.91	\$61.38	\$62.95	\$64.51	\$66.11	\$67.77	\$69.47	\$71.20	\$72.99	\$74.81	\$76.68
L15OC	\$65.56	\$67.21	\$68.90	\$70.58	\$72.39	\$74.19	\$76.03	\$77.94	\$79.90	\$81.88	\$83.94	\$86.04	\$88.18
L25	\$58.44	\$59.91	\$61.41	\$62.91	\$64.52	\$66.13	\$67.77	\$69.47	\$71.21	\$72.98	\$74.82	\$76.69	\$78.60
L25OC	\$67.20	\$68.89	\$70.62	\$72.35	\$74.20	\$76.05	\$77.93	\$79.89	\$81.89	\$83.92	\$86.04	\$88.19	\$90.39
Ultrasonographer I													
Base	\$53.36	\$54.45	\$55.56	\$56.68	\$57.84	\$59.00	\$60.22	\$61.42	\$62.72	\$64.18	\$65.67	\$66.86	\$68.53
OC	\$61.36	\$62.62	\$63.89	\$65.18	\$66.52	\$67.85	\$69.25	\$70.63	\$72.13	\$73.81	\$75.52	\$76.89	\$78.81
L15	\$54.69	\$55.81	\$56.95	\$58.10	\$59.29	\$60.48	\$61.73	\$62.96	\$64.29	\$65.78	\$67.31	\$68.53	\$70.24
L15OC	\$62.90	\$64.18	\$65.49	\$66.81	\$68.18	\$69.55	\$70.98	\$72.40	\$73.93	\$75.65	\$77.41	\$78.81	\$80.78
L25	\$56.06	\$57.21	\$58.37	\$59.55	\$60.77	\$61.99	\$63.27	\$64.53	\$65.90	\$67.43	\$68.99	\$70.24	\$72.00
L25OC	\$64.47	\$65.79	\$67.13	\$68.48	\$69.88	\$71.28	\$72.76	\$74.21	\$75.78	\$77.54	\$79.34	\$80.78	\$82.80
Ultrasonographer II													
Base	\$56.06	\$57.44	\$58.88	\$60.34	\$61.87	\$63.39	\$64.99	\$66.62	\$68.29	\$69.98	\$71.74	\$73.53	\$75.36
OC	\$64.47	\$66.06	\$67.71	\$69.39	\$71.15	\$72.90	\$74.74	\$76.61	\$78.53	\$80.48	\$82.50	\$84.56	\$86.66
L15	\$57.46	\$58.88	\$60.35	\$61.85	\$63.42	\$64.97	\$66.61	\$68.29	\$70.00	\$71.73	\$73.53	\$75.37	\$77.24
L15OC	\$66.08	\$67.71	\$69.40	\$71.13	\$72.93	\$74.72	\$76.61	\$78.53	\$80.50	\$82.49	\$84.56	\$86.67	\$88.83
L25	\$58.90	\$60.35	\$61.86	\$63.39	\$65.00	\$66.60	\$68.28	\$69.99	\$71.75	\$73.52	\$75.37	\$77.25	\$79.18
L25OC	\$67.73	\$69.40	\$71.14	\$72.90	\$74.75	\$76.59	\$78.52	\$80.49	\$82.51	\$84.55	\$86.68	\$88.84	\$91.05

WAGE RATES EFFECTIVE JULY 1, 2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Ultrasound Technician III/Echo Technician													
Base	\$58.56	\$60.04	\$61.51	\$63.08	\$64.63	\$66.25	\$67.90	\$69.60	\$71.33	\$73.11	\$74.95	\$76.82	\$78.74
OC	\$67.34	\$69.05	\$70.74	\$72.54	\$74.32	\$76.19	\$78.09	\$80.04	\$82.03	\$84.08	\$86.19	\$88.34	\$90.55
L15	\$60.02	\$61.54	\$63.05	\$64.66	\$66.25	\$67.91	\$69.60	\$71.34	\$73.11	\$74.94	\$76.82	\$78.74	\$80.71
L15OC	\$69.03	\$70.77	\$72.50	\$74.36	\$76.18	\$78.09	\$80.04	\$82.04	\$84.08	\$86.18	\$88.35	\$90.55	\$92.81
L25	\$61.52	\$63.08	\$64.62	\$66.27	\$67.90	\$69.60	\$71.34	\$73.12	\$74.94	\$76.81	\$78.74	\$80.71	\$82.73
L25OC	\$70.75	\$72.54	\$74.32	\$76.21	\$78.09	\$80.04	\$82.04	\$84.09	\$86.18	\$88.33	\$90.56	\$92.82	\$95.14
Polysomnography Technician													
Base	\$38.78	\$39.75	\$40.75	\$41.76	\$42.81	\$43.87	\$44.97	\$46.09	\$47.24	\$48.42	\$49.65	\$50.88	\$52.16
OC	\$44.60	\$45.71	\$46.86	\$48.02	\$49.23	\$50.45	\$51.72	\$53.00	\$54.33	\$55.68	\$57.10	\$58.51	\$59.98
L15	\$39.75	\$40.74	\$41.77	\$42.80	\$43.88	\$44.97	\$46.09	\$47.24	\$48.42	\$49.63	\$50.89	\$52.15	\$53.46
L15OC	\$45.71	\$46.86	\$48.03	\$49.22	\$50.46	\$51.71	\$53.01	\$54.33	\$55.68	\$57.08	\$58.52	\$59.97	\$61.48
L25	\$40.74	\$41.76	\$42.81	\$43.87	\$44.98	\$46.09	\$47.25	\$48.42	\$49.63	\$50.87	\$52.16	\$53.46	\$54.80
L25OC	\$46.85	\$48.03	\$49.23	\$50.46	\$51.72	\$53.00	\$54.33	\$55.69	\$57.08	\$58.50	\$59.99	\$61.47	\$63.02
Respiratory Therapist													
Base	\$43.58	\$44.65	\$45.77	\$46.94	\$48.10	\$49.29	\$50.51	\$51.78	\$53.11	\$54.42	\$55.75	\$57.19	\$58.59
OC	\$50.12	\$51.35	\$52.64	\$53.98	\$55.32	\$56.68	\$58.09	\$59.55	\$61.08	\$62.58	\$64.11	\$65.77	\$67.38
L15	\$44.67	\$45.77	\$46.91	\$48.11	\$49.30	\$50.52	\$51.77	\$53.07	\$54.44	\$55.78	\$57.14	\$58.62	\$60.05
L15OC	\$51.37	\$52.63	\$53.95	\$55.33	\$56.70	\$58.10	\$59.54	\$61.04	\$62.60	\$64.15	\$65.72	\$67.41	\$69.06
L25	\$45.79	\$46.91	\$48.09	\$49.32	\$50.54	\$51.79	\$53.07	\$54.40	\$55.80	\$57.18	\$58.57	\$60.09	\$61.56
L25OC	\$52.65	\$53.95	\$55.30	\$56.71	\$58.12	\$59.55	\$61.03	\$62.56	\$64.17	\$65.75	\$67.36	\$69.10	\$70.79
Registered Respiratory Therapist													
Base	\$45.75	\$46.88	\$48.05	\$49.29	\$50.50	\$51.75	\$53.04	\$54.37	\$55.76	\$57.14	\$58.55	\$60.05	\$61.52
OC	\$52.61	\$53.91	\$55.26	\$56.68	\$58.08	\$59.51	\$61.00	\$62.53	\$64.12	\$65.71	\$67.33	\$69.06	\$70.75
L15	\$46.89	\$48.05	\$49.25	\$50.52	\$51.76	\$53.04	\$54.37	\$55.73	\$57.15	\$58.57	\$60.01	\$61.55	\$63.06
L15OC	\$53.93	\$55.26	\$56.64	\$58.10	\$59.53	\$61.00	\$62.52	\$64.09	\$65.73	\$67.35	\$69.02	\$70.78	\$72.52
L25	\$48.07	\$49.25	\$50.48	\$51.79	\$53.06	\$54.37	\$55.73	\$57.12	\$58.58	\$60.03	\$61.51	\$63.09	\$64.63
L25OC	\$55.28	\$56.64	\$58.05	\$59.55	\$61.02	\$62.53	\$64.08	\$65.69	\$67.37	\$69.04	\$70.74	\$72.55	\$74.33

WAGE RATES EFFECTIVE JULY 1, 2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Cook-SNF													
Base	\$23.46	\$24.04	\$24.68	\$25.29	\$25.93	\$26.57	\$27.20	\$27.89	\$28.58	\$29.32	\$30.01	\$30.79	\$31.55
OC	\$26.98	\$27.65	\$28.38	\$29.08	\$29.82	\$30.56	\$31.28	\$32.07	\$32.87	\$33.72	\$34.51	\$35.41	\$36.28
L15	\$24.05	\$24.64	\$25.30	\$25.92	\$26.58	\$27.23	\$27.88	\$28.59	\$29.29	\$30.05	\$30.76	\$31.56	\$32.34
L15OC	\$27.65	\$28.34	\$29.09	\$29.81	\$30.56	\$31.32	\$32.06	\$32.88	\$33.69	\$34.56	\$35.37	\$36.29	\$37.19
L25	\$24.65	\$25.26	\$25.93	\$26.57	\$27.24	\$27.92	\$28.58	\$29.30	\$30.03	\$30.80	\$31.53	\$32.35	\$33.15
L25OC	\$28.34	\$29.05	\$29.82	\$30.56	\$31.33	\$32.10	\$32.86	\$33.70	\$34.53	\$35.42	\$36.26	\$37.20	\$38.12
EVS Lead Housekeeper													
Base	\$21.12	\$21.68	\$22.20	\$22.76	\$23.31	\$23.91	\$24.50	\$25.11	\$25.73	\$26.38	\$27.03	\$27.74	\$28.39
OC	\$24.29	\$24.93	\$25.53	\$26.17	\$26.81	\$27.50	\$28.18	\$28.88	\$29.59	\$30.34	\$31.08	\$31.90	\$32.65
L15	\$21.65	\$22.22	\$22.76	\$23.33	\$23.89	\$24.51	\$25.11	\$25.74	\$26.37	\$27.04	\$27.71	\$28.43	\$29.10
L15OC	\$24.90	\$25.56	\$26.17	\$26.83	\$27.48	\$28.18	\$28.88	\$29.60	\$30.33	\$31.10	\$31.86	\$32.70	\$33.46
L25	\$22.19	\$22.78	\$23.32	\$23.91	\$24.49	\$25.12	\$25.74	\$26.38	\$27.03	\$27.72	\$28.40	\$29.14	\$29.83
L25OC	\$25.52	\$26.19	\$26.82	\$27.50	\$28.16	\$28.89	\$29.60	\$30.34	\$31.09	\$31.87	\$32.66	\$33.52	\$34.30
PBX Receptionist													
Base	\$19.18	\$19.64	\$20.13	\$20.66	\$21.15	\$21.68	\$22.22	\$22.80	\$23.36	\$23.93	\$24.55	\$25.15	\$25.82
OC	\$22.06	\$22.59	\$23.15	\$23.76	\$24.32	\$24.93	\$25.55	\$26.22	\$26.86	\$27.52	\$28.23	\$28.92	\$29.69
L15	\$19.66	\$20.13	\$20.63	\$21.18	\$21.68	\$22.22	\$22.78	\$23.37	\$23.94	\$24.53	\$25.16	\$25.78	\$26.47
L15OC	\$22.61	\$23.15	\$23.73	\$24.35	\$24.93	\$25.56	\$26.19	\$26.88	\$27.54	\$28.21	\$28.94	\$29.65	\$30.44
L25	\$20.15	\$20.63	\$21.15	\$21.71	\$22.22	\$22.78	\$23.34	\$23.95	\$24.54	\$25.14	\$25.79	\$26.42	\$27.13
L25OC	\$23.17	\$23.73	\$24.32	\$24.96	\$25.55	\$26.19	\$26.85	\$27.55	\$28.22	\$28.91	\$29.66	\$30.39	\$31.20
Admitting Representative/Lead PBX Receptionist													
Base	\$22.17	\$23.73	\$23.28	\$23.88	\$24.47	\$25.11	\$25.69	\$26.33	\$27.01	\$27.67	\$28.39	\$29.12	\$29.85
OC	\$25.50	\$27.29	\$26.77	\$27.46	\$28.14	\$28.88	\$29.54	\$30.28	\$31.06	\$31.82	\$32.65	\$33.49	\$34.33
L15	\$22.72	\$24.32	\$23.86	\$24.48	\$25.08	\$25.74	\$26.33	\$26.99	\$27.69	\$28.36	\$29.10	\$29.85	\$30.60
L15OC	\$26.13	\$27.97	\$27.44	\$28.15	\$28.84	\$29.60	\$30.28	\$31.04	\$31.84	\$32.62	\$33.46	\$34.33	\$35.19
L25	\$23.29	\$24.93	\$24.46	\$25.09	\$25.71	\$26.38	\$26.99	\$27.66	\$28.38	\$29.07	\$29.83	\$30.59	\$31.36
L25OC	\$26.79	\$28.67	\$28.13	\$28.85	\$29.57	\$30.34	\$31.04	\$31.81	\$32.63	\$33.43	\$34.30	\$35.18	\$36.07

WAGE RATES EFFECTIVE JULY 1, 2020

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Patient Account Representative													
Base	\$25.99	\$26.64	\$27.33	\$28.01	\$28.69	\$29.42	\$30.17	\$30.91	\$31.67	\$32.48	\$33.28	\$34.12	\$34.95
OC	\$29.89	\$30.64	\$31.43	\$32.21	\$32.99	\$33.83	\$34.70	\$35.55	\$36.42	\$37.35	\$38.27	\$39.24	\$40.19
L15	\$26.64	\$27.31	\$28.01	\$28.71	\$29.41	\$30.16	\$30.92	\$31.68	\$32.46	\$33.29	\$34.11	\$34.97	\$35.82
L15OC	\$30.64	\$31.40	\$32.22	\$33.02	\$33.82	\$34.68	\$35.56	\$36.44	\$37.33	\$38.29	\$39.23	\$40.22	\$41.20
L25	\$27.31	\$27.99	\$28.71	\$29.43	\$30.14	\$30.91	\$31.70	\$32.47	\$33.27	\$34.12	\$34.96	\$35.85	\$36.72
L25OC	\$31.40	\$32.19	\$33.02	\$33.84	\$34.66	\$35.55	\$36.45	\$37.35	\$38.26	\$39.24	\$40.21	\$41.22	\$42.23

Effective: 7/1/2021

Increase: 4%

OC: Per Diems: 15% rate increase in lieu of benefits.

L15: Longevity 15 years. 2.5% increase above base rate.

L25: Longevity 25 years. 2.5% increase above base rate (above Longevity 15 year).

WAGE RATES EFFECTIVE JULY 1, 2021													
	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Ward Clerk/Nursing Assistant/OB Technician													
Base	\$23.06	\$23.64	\$24.21	\$24.84	\$25.45	\$26.10	\$26.71	\$27.38	\$28.08	\$28.77	\$29.50	\$30.23	\$30.99
OC	\$26.52	\$27.19	\$27.84	\$28.57	\$29.27	\$30.02	\$30.72	\$31.49	\$32.29	\$33.09	\$33.93	\$34.76	\$35.64
L15	\$23.64	\$24.23	\$24.82	\$25.46	\$26.09	\$26.75	\$27.38	\$28.06	\$28.78	\$29.49	\$30.24	\$30.99	\$31.76
L15OC	\$27.18	\$27.87	\$28.54	\$29.28	\$30.00	\$30.77	\$31.48	\$32.27	\$33.10	\$33.91	\$34.77	\$35.63	\$36.53
L25	\$24.23	\$24.84	\$25.44	\$26.10	\$26.74	\$27.42	\$28.06	\$28.77	\$29.50	\$30.23	\$30.99	\$31.76	\$32.56
L25OC	\$27.86	\$28.56	\$29.25	\$30.01	\$30.75	\$31.53	\$32.27	\$33.08	\$33.93	\$34.76	\$35.64	\$36.52	\$37.44
Certified Nursing Assistant/Restorative Aide													
Base	\$23.26	\$23.87	\$24.41	\$25.10	\$25.74	\$26.34	\$26.98	\$27.64	\$28.36	\$29.06	\$29.79	\$30.51	\$31.28
OC	\$26.75	\$27.45	\$28.07	\$28.87	\$29.60	\$30.29	\$31.03	\$31.79	\$32.61	\$33.42	\$34.26	\$35.09	\$35.97
L15	\$23.84	\$24.47	\$25.02	\$25.73	\$26.38	\$27.00	\$27.65	\$28.33	\$29.07	\$29.79	\$30.53	\$31.27	\$32.06
L15OC	\$27.42	\$28.14	\$28.77	\$29.59	\$30.34	\$31.05	\$31.80	\$32.58	\$33.43	\$34.25	\$35.11	\$35.96	\$36.87
L25	\$24.44	\$25.08	\$25.65	\$26.37	\$27.04	\$27.67	\$28.35	\$29.04	\$29.80	\$30.53	\$31.30	\$32.05	\$32.86
L25OC	\$28.10	\$28.84	\$29.49	\$30.33	\$31.10	\$31.82	\$32.60	\$33.40	\$34.27	\$35.11	\$35.99	\$36.86	\$37.79
Lead Ward Clerk													
Base	\$24.21	\$24.82	\$25.41	\$26.07	\$26.73	\$27.39	\$28.05	\$28.75	\$29.48	\$30.20	\$30.98	\$31.74	\$32.54
OC	\$27.84	\$28.54	\$29.22	\$29.98	\$30.74	\$31.50	\$32.26	\$33.06	\$33.90	\$34.73	\$35.63	\$36.50	\$37.42
L15	\$24.82	\$25.44	\$26.05	\$26.72	\$27.40	\$28.07	\$28.75	\$29.47	\$30.22	\$30.96	\$31.75	\$32.53	\$33.35
L15OC	\$28.54	\$29.26	\$29.95	\$30.73	\$31.51	\$32.29	\$33.06	\$33.89	\$34.75	\$35.60	\$36.52	\$37.41	\$38.36
L25	\$25.44	\$26.08	\$26.70	\$27.39	\$28.08	\$28.78	\$29.47	\$30.21	\$30.97	\$31.73	\$32.55	\$33.35	\$34.19
L25OC	\$29.25	\$29.99	\$30.70	\$31.50	\$32.30	\$33.09	\$33.89	\$34.74	\$35.62	\$36.49	\$37.43	\$38.35	\$39.32

WAGE RATES EFFECTIVE JULY 1, 2021

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Medical Team Clerk/Radiology Clerk													
Base	\$20.76	\$21.29	\$21.82	\$22.37	\$22.94	\$23.51	\$24.11	\$24.71	\$25.34	\$25.99	\$26.64	\$27.29	\$27.96
OC	\$23.87	\$24.48	\$25.09	\$25.73	\$26.38	\$27.04	\$27.73	\$28.42	\$29.14	\$29.89	\$30.64	\$31.38	\$32.15
L15	\$21.28	\$21.82	\$22.37	\$22.93	\$23.51	\$24.10	\$24.71	\$25.33	\$25.97	\$26.64	\$27.31	\$27.97	\$28.66
L15OC	\$24.47	\$25.10	\$25.72	\$26.37	\$27.04	\$27.71	\$28.42	\$29.13	\$29.87	\$30.64	\$31.40	\$32.17	\$32.96
L25	\$21.81	\$22.37	\$22.92	\$23.50	\$24.10	\$24.70	\$25.33	\$25.96	\$26.62	\$27.31	\$27.99	\$28.67	\$29.38
L25OC	\$25.08	\$25.72	\$26.36	\$27.03	\$27.72	\$28.41	\$29.13	\$29.86	\$30.62	\$31.40	\$32.19	\$32.97	\$33.78
Medical Assistant/Attendant													
Base	\$22.06	\$22.60	\$23.14	\$23.72	\$24.32	\$24.93	\$25.56	\$26.20	\$26.84	\$27.52	\$28.17	\$28.87	\$29.64
OC	\$25.37	\$25.99	\$26.61	\$27.28	\$27.97	\$28.67	\$29.39	\$30.13	\$30.87	\$31.65	\$32.40	\$33.20	\$34.09
L15	\$22.61	\$23.17	\$23.72	\$24.31	\$24.93	\$25.55	\$26.20	\$26.86	\$27.51	\$28.21	\$28.87	\$29.59	\$30.38
L15OC	\$26.00	\$26.64	\$27.28	\$27.96	\$28.67	\$29.39	\$30.13	\$30.88	\$31.64	\$32.44	\$33.21	\$34.03	\$34.94
L25	\$23.18	\$23.74	\$24.31	\$24.92	\$25.55	\$26.19	\$26.85	\$27.53	\$28.20	\$28.91	\$29.60	\$30.33	\$31.14
L25OC	\$26.65	\$27.31	\$27.96	\$28.66	\$29.38	\$30.12	\$30.88	\$31.66	\$32.43	\$33.25	\$34.04	\$34.88	\$35.81
CPSP Coordinator													
Base	\$29.20	\$29.92	\$30.65	\$31.44	\$32.22	\$33.00	\$33.83	\$34.68	\$35.54	\$36.44	\$37.37	\$38.28	\$39.22
OC	\$33.58	\$34.41	\$35.25	\$36.16	\$37.05	\$37.95	\$38.90	\$39.88	\$40.87	\$41.91	\$42.98	\$44.02	\$45.10
L15	\$29.93	\$30.67	\$31.42	\$32.23	\$33.03	\$33.83	\$34.68	\$35.55	\$36.43	\$37.35	\$38.30	\$39.24	\$40.20
L15OC	\$34.42	\$35.27	\$36.13	\$37.06	\$37.98	\$38.90	\$39.88	\$40.88	\$41.89	\$42.95	\$44.05	\$45.12	\$46.23
L25	\$30.68	\$31.43	\$32.20	\$33.03	\$33.85	\$34.67	\$35.54	\$36.44	\$37.34	\$38.28	\$39.26	\$40.22	\$41.21
L25OC	\$35.28	\$36.15	\$37.03	\$37.99	\$38.93	\$39.87	\$40.87	\$41.90	\$42.94	\$44.03	\$45.15	\$46.25	\$47.39
Transporter													
Base	\$18.60	\$19.01	\$19.35	\$19.95	\$20.40	\$20.87	\$21.36	\$21.87	\$22.37	\$22.89	\$23.44	\$23.98	\$24.55
OC	\$21.39	\$21.86	\$22.25	\$22.94	\$23.46	\$24.00	\$24.56	\$25.15	\$25.73	\$26.32	\$26.96	\$27.58	\$28.23
L15	\$19.07	\$19.49	\$19.83	\$20.45	\$20.91	\$21.39	\$21.89	\$22.42	\$22.93	\$23.46	\$24.03	\$24.58	\$25.16
L15OC	\$21.92	\$22.41	\$22.81	\$23.52	\$24.05	\$24.60	\$25.18	\$25.78	\$26.37	\$26.98	\$27.63	\$28.27	\$28.94
L25	\$19.54	\$19.97	\$20.33	\$20.96	\$21.43	\$21.93	\$22.44	\$22.98	\$23.50	\$24.05	\$24.63	\$25.19	\$25.79
L25OC	\$22.47	\$22.97	\$23.38	\$24.10	\$24.65	\$25.22	\$25.81	\$26.42	\$27.03	\$27.66	\$28.32	\$28.97	\$29.66

WAGE RATES EFFECTIVE JULY 1, 2021

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Surgical Tech													
Base	\$35.67	\$36.54	\$37.42	\$38.33	\$39.24	\$40.22	\$41.15	\$42.18	\$43.20	\$44.23	\$45.27	\$46.39	\$47.53
OC	\$41.02	\$42.02	\$43.03	\$44.08	\$45.13	\$46.25	\$47.32	\$48.51	\$49.68	\$50.86	\$52.06	\$53.35	\$54.66
L15	\$36.56	\$37.45	\$38.36	\$39.29	\$40.22	\$41.23	\$42.18	\$43.23	\$44.28	\$45.34	\$46.40	\$47.55	\$48.72
L15OC	\$42.05	\$43.07	\$44.11	\$45.18	\$46.25	\$47.41	\$48.51	\$49.72	\$50.92	\$52.14	\$53.36	\$54.68	\$56.03
L25	\$37.48	\$38.39	\$39.31	\$40.27	\$41.23	\$42.26	\$43.23	\$44.32	\$45.39	\$46.47	\$47.56	\$48.74	\$49.94
L25OC	\$43.10	\$44.15	\$45.21	\$46.31	\$47.41	\$48.59	\$49.72	\$50.96	\$52.20	\$53.44	\$54.70	\$56.05	\$57.43
Lead OR Tech													
Base	\$41.67	\$42.69	\$43.71	\$44.79	\$45.85	\$46.98	\$48.11	\$49.28	\$50.48	\$51.70	\$52.97	\$54.26	\$55.60
OC	\$47.92	\$49.09	\$50.27	\$51.51	\$52.73	\$54.03	\$55.33	\$56.67	\$58.05	\$59.46	\$60.92	\$62.40	\$63.94
L15	\$42.71	\$43.76	\$44.80	\$45.91	\$47.00	\$48.15	\$49.31	\$50.51	\$51.74	\$52.99	\$54.29	\$55.62	\$56.99
L15OC	\$49.12	\$50.32	\$51.52	\$52.80	\$54.05	\$55.38	\$56.71	\$58.09	\$59.50	\$60.94	\$62.44	\$63.96	\$65.54
L25	\$43.78	\$44.85	\$45.92	\$47.06	\$48.17	\$49.36	\$50.55	\$51.77	\$53.04	\$54.32	\$55.65	\$57.01	\$58.41
L25OC	\$50.35	\$51.58	\$52.81	\$54.12	\$55.40	\$56.76	\$58.13	\$59.54	\$60.99	\$62.46	\$64.00	\$65.56	\$67.18
Phlebotomist (Step 1 only)													
Base	\$25.97												
OC	\$29.87												
Lab Assistant													
Base	\$27.90	\$28.59	\$29.30	\$30.02	\$30.80	\$31.57	\$32.34	\$33.16	\$34.00	\$34.83	\$35.72	\$36.58	\$37.52
OC	\$32.09	\$32.88	\$33.70	\$34.52	\$35.42	\$36.31	\$37.19	\$38.13	\$39.10	\$40.05	\$41.08	\$42.07	\$43.15
L15	\$28.60	\$29.30	\$30.03	\$30.77	\$31.57	\$32.36	\$33.15	\$33.99	\$34.85	\$35.70	\$36.61	\$37.49	\$38.46
L15OC	\$32.89	\$33.70	\$34.54	\$35.39	\$36.31	\$37.21	\$38.12	\$39.09	\$40.08	\$41.06	\$42.10	\$43.12	\$44.23
L25	\$29.31	\$30.04	\$30.78	\$31.54	\$32.36	\$33.17	\$33.98	\$34.84	\$35.72	\$36.59	\$37.53	\$38.43	\$39.42
L25OC	\$33.71	\$34.54	\$35.40	\$36.27	\$37.21	\$38.14	\$39.07	\$40.06	\$41.08	\$42.08	\$43.16	\$44.20	\$45.33

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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Radiologic Technician I													
Base	\$48.41	\$48.36	\$49.28	\$50.21	\$51.15	\$52.11	\$53.10	\$54.10	\$55.12	\$56.17	\$57.23	\$58.31	\$59.76
OC	\$55.67	\$55.61	\$56.67	\$57.74	\$58.82	\$59.93	\$61.07	\$62.22	\$63.39	\$64.60	\$65.81	\$67.06	\$68.72
L15	\$49.62	\$49.57	\$50.51	\$51.47	\$52.43	\$53.41	\$54.43	\$55.45	\$56.50	\$57.57	\$58.66	\$59.77	\$61.25
L15OC	\$57.06	\$57.00	\$58.09	\$59.19	\$60.29	\$61.42	\$62.59	\$63.77	\$64.97	\$66.21	\$67.46	\$68.73	\$70.44
L25	\$50.86	\$50.81	\$51.77	\$52.75	\$53.74	\$54.75	\$55.79	\$56.84	\$57.91	\$59.01	\$60.13	\$61.26	\$62.79
L25OC	\$58.49	\$58.43	\$59.54	\$60.66	\$61.80	\$62.96	\$64.16	\$65.36	\$66.60	\$67.87	\$69.15	\$70.45	\$72.20
Radiologic Technician II													
Base	\$51.36	\$52.42	\$53.49	\$54.57	\$55.70	\$56.83	\$57.98	\$59.17	\$60.37	\$61.62	\$62.86	\$64.12	\$65.75
OC	\$59.06	\$60.28	\$61.51	\$62.76	\$64.06	\$65.35	\$66.68	\$68.05	\$69.43	\$70.86	\$72.29	\$73.74	\$75.61
L15	\$52.64	\$53.73	\$54.83	\$55.93	\$57.09	\$58.25	\$59.43	\$60.65	\$61.88	\$63.16	\$64.43	\$65.72	\$67.39
L15OC	\$60.54	\$61.79	\$63.05	\$64.32	\$65.66	\$66.99	\$68.34	\$69.75	\$71.16	\$72.63	\$74.10	\$75.58	\$77.50
L25	\$53.96	\$55.07	\$56.20	\$57.33	\$58.52	\$59.71	\$60.92	\$62.17	\$63.43	\$64.74	\$66.04	\$67.37	\$69.08
L25OC	\$62.05	\$63.33	\$64.63	\$65.93	\$67.30	\$68.66	\$70.05	\$71.49	\$72.94	\$74.45	\$75.95	\$77.47	\$79.44
MRI Technologist/CT Lead Technologist/Radiologic Technician III													
Base	\$53.53	\$54.63	\$55.74	\$56.88	\$58.02	\$59.22	\$60.46	\$61.69	\$62.94	\$64.26	\$65.59	\$66.91	\$68.58
OC	\$61.56	\$62.82	\$64.10	\$65.41	\$66.72	\$68.10	\$69.53	\$70.94	\$72.38	\$73.90	\$75.43	\$76.95	\$78.87
L15	\$54.87	\$56.00	\$57.13	\$58.30	\$59.47	\$60.70	\$61.97	\$63.23	\$64.51	\$65.87	\$67.23	\$68.58	\$70.29
L15OC	\$63.10	\$64.40	\$65.70	\$67.05	\$68.39	\$69.81	\$71.27	\$72.72	\$74.19	\$75.75	\$77.31	\$78.87	\$80.84
L25	\$56.24	\$57.40	\$58.56	\$59.76	\$60.96	\$62.22	\$63.52	\$64.81	\$66.13	\$67.51	\$68.91	\$70.30	\$72.05
L25OC	\$64.68	\$66.00	\$67.35	\$68.72	\$70.10	\$71.55	\$73.05	\$74.54	\$76.05	\$77.64	\$79.25	\$80.84	\$82.86
Radiologic Technician IV													
Base	\$54.57	\$55.93	\$57.34	\$58.77	\$60.24	\$61.72	\$63.29	\$64.86	\$66.48	\$68.16	\$69.84	\$71.60	\$73.38
OC	\$62.76	\$64.32	\$65.94	\$67.59	\$69.28	\$70.98	\$72.78	\$74.59	\$76.45	\$78.38	\$80.32	\$82.34	\$84.39
L15	\$55.93	\$57.33	\$58.77	\$60.24	\$61.75	\$63.26	\$64.87	\$66.48	\$68.14	\$69.86	\$71.59	\$73.39	\$75.21
L15OC	\$64.32	\$65.93	\$67.59	\$69.28	\$71.01	\$72.75	\$74.60	\$76.45	\$78.36	\$80.34	\$82.32	\$84.40	\$86.50
L25	\$57.33	\$58.76	\$60.24	\$61.75	\$63.29	\$64.84	\$66.49	\$68.14	\$69.85	\$71.61	\$73.38	\$75.22	\$77.09
L25OC	\$65.93	\$67.58	\$69.28	\$71.01	\$72.78	\$74.57	\$76.47	\$78.37	\$80.32	\$82.35	\$84.38	\$86.51	\$88.66

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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Clinical Instructor													
Base	\$56.71	\$57.95	\$59.20	\$60.50	\$61.84	\$62.99	\$64.36	\$65.62	\$66.99	\$68.33	\$69.79	\$70.80	\$72.58
OC	\$65.22	\$66.64	\$68.08	\$69.58	\$71.12	\$72.44	\$74.01	\$75.46	\$77.04	\$78.58	\$80.26	\$81.42	\$83.47
L15	\$58.13	\$59.40	\$60.68	\$62.01	\$63.39	\$64.56	\$65.97	\$67.26	\$68.66	\$70.04	\$71.53	\$72.57	\$74.39
L15OC	\$66.85	\$68.31	\$69.78	\$71.31	\$72.89	\$74.25	\$75.86	\$77.35	\$78.96	\$80.54	\$82.26	\$83.46	\$85.55
L25	\$59.58	\$60.88	\$62.20	\$63.56	\$64.97	\$66.18	\$67.62	\$68.94	\$70.38	\$71.79	\$73.32	\$74.38	\$76.25
L25OC	\$68.52	\$70.02	\$71.53	\$73.10	\$74.72	\$76.11	\$77.76	\$79.28	\$80.94	\$82.56	\$84.32	\$85.54	\$87.69
Lead Radiologic Technician													
Base	\$57.84	\$59.30	\$60.79	\$62.28	\$63.87	\$65.46	\$67.08	\$68.76	\$70.49	\$72.24	\$74.06	\$75.91	\$77.80
OC	\$66.52	\$68.20	\$69.91	\$71.62	\$73.45	\$75.28	\$77.14	\$79.07	\$81.06	\$83.08	\$85.17	\$87.30	\$89.47
L15	\$59.29	\$60.78	\$62.31	\$63.84	\$65.47	\$67.10	\$68.76	\$70.48	\$72.25	\$74.05	\$75.91	\$77.81	\$79.75
L15OC	\$68.18	\$69.90	\$71.66	\$73.41	\$75.29	\$77.16	\$79.07	\$81.05	\$83.09	\$85.15	\$87.30	\$89.48	\$91.71
L25	\$60.77	\$62.30	\$63.87	\$65.43	\$67.10	\$68.77	\$70.48	\$72.24	\$74.06	\$75.90	\$77.81	\$79.75	\$81.74
L25OC	\$69.88	\$71.65	\$73.45	\$75.25	\$77.17	\$79.09	\$81.05	\$83.08	\$85.17	\$87.28	\$89.48	\$91.72	\$94.00
Ultrasonographer I													
Base	\$55.49	\$56.63	\$57.78	\$58.95	\$60.15	\$61.36	\$62.63	\$63.88	\$65.23	\$66.75	\$68.30	\$69.53	\$71.27
OC	\$63.81	\$65.12	\$66.45	\$67.79	\$69.17	\$70.56	\$72.02	\$73.46	\$75.01	\$76.76	\$78.55	\$79.96	\$81.96
L15	\$56.88	\$58.05	\$59.22	\$60.42	\$61.65	\$62.89	\$64.20	\$65.48	\$66.86	\$68.42	\$70.01	\$71.27	\$73.05
L15OC	\$65.41	\$66.75	\$68.11	\$69.49	\$70.90	\$72.33	\$73.83	\$75.30	\$76.89	\$78.68	\$80.51	\$81.96	\$84.01
L25	\$58.30	\$59.50	\$60.71	\$61.93	\$63.20	\$64.47	\$65.80	\$67.11	\$68.53	\$70.13	\$71.76	\$73.05	\$74.88
L25OC	\$67.04	\$68.42	\$69.81	\$71.22	\$72.67	\$74.14	\$75.67	\$77.18	\$78.81	\$80.65	\$82.52	\$84.01	\$86.11
Ultrasonographer II													
Base	\$58.30	\$59.74	\$61.24	\$62.75	\$64.34	\$65.93	\$67.59	\$69.28	\$71.02	\$72.78	\$74.61	\$76.47	\$78.37
OC	\$67.05	\$68.70	\$70.43	\$72.16	\$73.99	\$75.82	\$77.73	\$79.67	\$81.67	\$83.70	\$85.80	\$87.94	\$90.13
L15	\$59.76	\$61.23	\$62.77	\$64.32	\$65.95	\$67.58	\$69.28	\$71.01	\$72.80	\$74.60	\$76.48	\$78.38	\$80.33
L15OC	\$68.72	\$70.42	\$72.19	\$73.97	\$75.84	\$77.71	\$79.67	\$81.66	\$83.71	\$85.79	\$87.95	\$90.14	\$92.38
L25	\$61.25	\$62.76	\$64.34	\$65.93	\$67.60	\$69.27	\$71.01	\$72.79	\$74.62	\$76.46	\$78.39	\$80.34	\$82.34
L25OC	\$70.44	\$72.18	\$73.99	\$75.82	\$77.74	\$79.66	\$81.66	\$83.71	\$85.81	\$87.93	\$90.15	\$92.39	\$94.69

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	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Ultrasound Technician III/Echo Technician													
Base	\$60.90	\$62.44	\$63.97	\$65.60	\$67.22	\$68.90	\$70.62	\$72.38	\$74.18	\$76.03	\$77.95	\$79.89	\$81.89
OC	\$70.04	\$71.81	\$73.57	\$75.44	\$77.30	\$79.24	\$81.21	\$83.24	\$85.31	\$87.43	\$89.64	\$91.87	\$94.17
L15	\$62.42	\$64.00	\$65.57	\$67.24	\$68.90	\$70.62	\$72.39	\$74.19	\$76.03	\$77.93	\$79.90	\$81.89	\$83.94
L15OC	\$71.79	\$73.60	\$75.40	\$77.33	\$79.24	\$81.22	\$83.24	\$85.32	\$87.44	\$89.62	\$91.88	\$94.17	\$96.53
L25	\$63.98	\$65.60	\$67.21	\$68.92	\$70.62	\$72.39	\$74.20	\$76.04	\$77.94	\$79.88	\$81.90	\$83.93	\$86.04
L25OC	\$73.58	\$75.44	\$77.29	\$79.26	\$81.22	\$83.25	\$85.32	\$87.45	\$89.63	\$91.86	\$94.18	\$96.52	\$98.94
Polysomnography Technician													
Base	\$40.33	\$41.34	\$42.38	\$43.43	\$44.52	\$45.62	\$46.77	\$47.93	\$49.13	\$50.36	\$51.64	\$52.92	\$54.25
OC	\$46.38	\$47.54	\$48.74	\$49.94	\$51.20	\$52.46	\$53.79	\$55.12	\$56.50	\$57.91	\$59.39	\$60.86	\$62.39
L15	\$41.34	\$42.37	\$43.44	\$44.52	\$45.63	\$46.76	\$47.94	\$49.13	\$50.36	\$51.62	\$52.93	\$54.24	\$55.61
L15OC	\$47.54	\$48.73	\$49.96	\$51.19	\$52.48	\$53.77	\$55.13	\$56.50	\$57.91	\$59.36	\$60.87	\$62.38	\$63.95
L25	\$42.37	\$43.43	\$44.53	\$45.63	\$46.77	\$47.93	\$49.14	\$50.36	\$51.62	\$52.91	\$54.25	\$55.60	\$57.00
L25OC	\$48.73	\$49.95	\$51.20	\$52.47	\$53.79	\$55.12	\$56.51	\$57.91	\$59.36	\$60.85	\$62.39	\$63.94	\$65.55
Respiratory Therapist													
Base	\$45.32	\$46.44	\$47.60	\$48.82	\$50.02	\$51.26	\$52.53	\$53.85	\$55.23	\$56.60	\$57.98	\$59.48	\$60.93
OC	\$52.12	\$53.41	\$54.74	\$56.14	\$57.52	\$58.95	\$60.41	\$61.93	\$63.51	\$65.09	\$66.68	\$68.40	\$70.07
L15	\$46.45	\$47.60	\$48.79	\$50.04	\$51.27	\$52.54	\$53.84	\$55.20	\$56.61	\$58.02	\$59.43	\$60.97	\$62.45
L15OC	\$53.42	\$54.74	\$56.11	\$57.55	\$58.96	\$60.42	\$61.92	\$63.48	\$65.10	\$66.72	\$68.34	\$70.11	\$71.82
L25	\$47.61	\$48.79	\$50.01	\$51.29	\$52.55	\$53.86	\$55.19	\$56.58	\$58.03	\$59.47	\$60.92	\$62.49	\$64.01
L25OC	\$54.76	\$56.11	\$57.51	\$58.99	\$60.44	\$61.93	\$63.47	\$65.06	\$66.73	\$68.39	\$70.05	\$71.86	\$73.62
Registered Respiratory Therapist													
Base	\$47.58	\$48.76	\$49.97	\$51.26	\$52.52	\$53.82	\$55.16	\$56.54	\$57.99	\$59.43	\$60.89	\$62.45	\$63.98
OC	\$54.72	\$56.07	\$57.47	\$58.95	\$60.40	\$61.89	\$63.43	\$65.02	\$66.69	\$68.34	\$70.02	\$71.82	\$73.58
L15	\$48.77	\$49.98	\$51.22	\$52.54	\$53.83	\$55.17	\$56.54	\$57.95	\$59.44	\$60.92	\$62.41	\$64.01	\$65.58
L15OC	\$56.08	\$57.48	\$58.90	\$60.42	\$61.91	\$63.44	\$65.02	\$66.65	\$68.36	\$70.05	\$71.77	\$73.61	\$75.42
L25	\$49.99	\$51.23	\$52.50	\$53.86	\$55.18	\$56.54	\$57.95	\$59.40	\$60.93	\$62.44	\$63.97	\$65.61	\$67.22
L25OC	\$57.49	\$58.91	\$60.37	\$61.93	\$63.46	\$65.03	\$66.65	\$68.31	\$70.06	\$71.80	\$73.57	\$75.45	\$77.30

WAGE RATES EFFECTIVE JULY 1, 2021

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Activities Aide/Food Service Worker-SNF/Housekeeper/Laundry-SNF													
Base	\$18.88	\$19.36	\$19.85	\$20.32	\$20.86	\$21.39	\$21.91	\$22.45	\$23.03	\$23.62	\$24.17	\$24.79	\$25.42
OC	\$21.71	\$22.26	\$22.83	\$23.37	\$23.99	\$24.60	\$25.20	\$25.82	\$26.48	\$27.16	\$27.80	\$28.51	\$29.23
L15	\$19.35	\$19.84	\$20.35	\$20.83	\$21.38	\$21.92	\$22.46	\$23.01	\$23.61	\$24.21	\$24.77	\$25.41	\$26.06
L15OC	\$22.25	\$22.82	\$23.40	\$23.95	\$24.59	\$25.21	\$25.83	\$26.46	\$27.15	\$27.84	\$28.49	\$29.22	\$29.96
L25	\$19.84	\$20.34	\$20.85	\$21.35	\$21.92	\$22.47	\$23.02	\$23.59	\$24.20	\$24.82	\$25.39	\$26.04	\$26.71
L25OC	\$22.81	\$23.39	\$23.98	\$24.55	\$25.20	\$25.84	\$26.47	\$27.12	\$27.83	\$28.54	\$29.20	\$29.95	\$30.71
Food Service Worker-Acute													
Base	\$19.61	\$20.11	\$20.64	\$21.12	\$21.68	\$22.24	\$22.77	\$23.34	\$23.94	\$24.54	\$25.12	\$25.74	\$26.42
OC	\$22.55	\$23.13	\$23.74	\$24.29	\$24.93	\$25.58	\$26.19	\$26.84	\$27.53	\$28.22	\$28.89	\$29.60	\$30.38
L15	\$20.10	\$20.61	\$21.16	\$21.65	\$22.22	\$22.80	\$23.34	\$23.92	\$24.54	\$25.15	\$25.75	\$26.38	\$27.08
L15OC	\$23.12	\$23.70	\$24.33	\$24.90	\$25.56	\$26.22	\$26.84	\$27.51	\$28.22	\$28.93	\$29.61	\$30.34	\$31.14
L25	\$20.60	\$21.13	\$21.68	\$22.19	\$22.78	\$23.37	\$23.92	\$24.52	\$25.15	\$25.78	\$26.39	\$27.04	\$27.76
L25OC	\$23.69	\$24.30	\$24.94	\$25.52	\$26.19	\$26.87	\$27.51	\$28.20	\$28.92	\$29.65	\$30.35	\$31.10	\$31.92
Housekeeper II													
Base	\$20.92	\$21.47	\$21.99	\$22.54	\$23.09	\$23.69	\$24.26	\$24.87	\$25.49	\$26.14	\$26.78	\$27.47	\$28.12
OC	\$24.06	\$24.69	\$25.29	\$25.92	\$26.55	\$27.24	\$27.90	\$28.60	\$29.31	\$30.06	\$30.80	\$31.59	\$32.34
L15	\$21.44	\$22.01	\$22.54	\$23.10	\$23.67	\$24.28	\$24.87	\$25.49	\$26.13	\$26.79	\$27.45	\$28.16	\$28.82
L15OC	\$24.66	\$25.31	\$25.92	\$26.57	\$27.22	\$27.92	\$28.60	\$29.32	\$30.05	\$30.81	\$31.57	\$32.38	\$33.15
L25	\$21.98	\$22.56	\$23.10	\$23.68	\$24.26	\$24.89	\$25.49	\$26.13	\$26.78	\$27.46	\$28.14	\$28.86	\$29.54
L25OC	\$25.28	\$25.94	\$26.57	\$27.23	\$27.90	\$28.62	\$29.31	\$30.05	\$30.80	\$31.58	\$32.36	\$33.19	\$33.98
Cook-Acute/Prep Cook-Acute													
Base	\$25.39	\$26.00	\$26.67	\$27.35	\$28.03	\$28.70	\$29.40	\$30.16	\$30.90	\$31.67	\$32.43	\$33.24	\$34.09
OC	\$29.20	\$29.90	\$30.67	\$31.45	\$32.23	\$33.01	\$33.81	\$34.68	\$35.54	\$36.42	\$37.29	\$38.23	\$39.20
L15	\$26.02	\$26.65	\$27.34	\$28.03	\$28.73	\$29.42	\$30.14	\$30.91	\$31.67	\$32.46	\$33.24	\$34.07	\$34.94
L15OC	\$29.93	\$30.65	\$31.44	\$32.24	\$33.04	\$33.83	\$34.66	\$35.55	\$36.42	\$37.33	\$38.23	\$39.18	\$40.18
L25	\$26.68	\$27.32	\$28.02	\$28.73	\$29.45	\$30.15	\$30.89	\$31.69	\$32.46	\$33.27	\$34.07	\$34.92	\$35.82
L25OC	\$30.68	\$31.41	\$32.22	\$33.04	\$33.87	\$34.68	\$35.52	\$36.44	\$37.33	\$38.26	\$39.18	\$40.16	\$41.19

WAGE RATES EFFECTIVE JULY 1, 2021

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Cook-SNF													
Base	\$24.40	\$25.00	\$26.67	\$26.30	\$26.97	\$27.63	\$28.29	\$29.01	\$29.72	\$30.49	\$31.21	\$32.02	\$32.81
OC	\$28.06	\$28.75	\$30.67	\$30.25	\$31.02	\$31.77	\$32.53	\$33.36	\$34.18	\$35.06	\$35.89	\$36.82	\$37.73
L15	\$25.01	\$25.63	\$27.34	\$26.96	\$27.64	\$28.32	\$29.00	\$29.74	\$30.46	\$31.25	\$31.99	\$32.82	\$33.63
L15OC	\$28.76	\$29.47	\$31.44	\$31.00	\$31.79	\$32.57	\$33.35	\$34.20	\$35.03	\$35.94	\$36.79	\$37.74	\$38.67
L25	\$25.64	\$26.27	\$28.02	\$27.63	\$28.34	\$29.03	\$29.72	\$30.48	\$31.22	\$32.03	\$32.79	\$33.64	\$34.47
L25OC	\$29.48	\$30.21	\$32.22	\$31.78	\$32.59	\$33.38	\$34.18	\$35.05	\$35.91	\$36.84	\$37.71	\$38.69	\$39.64
EVS Lead Housekeeper													
Base	\$21.96	\$22.55	\$23.09	\$23.67	\$24.24	\$24.87	\$25.48	\$26.11	\$26.76	\$27.44	\$28.11	\$28.85	\$29.53
OC	\$25.25	\$25.93	\$26.55	\$27.22	\$27.88	\$28.60	\$29.30	\$30.03	\$30.77	\$31.56	\$32.33	\$33.18	\$33.96
L15	\$22.51	\$23.11	\$23.67	\$24.26	\$24.85	\$25.49	\$26.12	\$26.76	\$27.43	\$28.13	\$28.81	\$29.57	\$30.27
L15OC	\$25.89	\$26.58	\$27.22	\$27.90	\$28.57	\$29.32	\$30.03	\$30.78	\$31.54	\$32.34	\$33.13	\$34.01	\$34.81
L25	\$23.07	\$23.69	\$24.26	\$24.87	\$25.47	\$26.13	\$26.77	\$27.43	\$28.11	\$28.83	\$29.53	\$30.31	\$31.02
L25OC	\$26.53	\$27.25	\$27.90	\$28.60	\$29.29	\$30.05	\$30.79	\$31.55	\$32.33	\$33.15	\$33.96	\$34.86	\$35.68
PBX Receptionist													
Base	\$19.95	\$20.43	\$20.94	\$21.49	\$22.00	\$22.55	\$23.11	\$23.71	\$24.29	\$24.89	\$25.53	\$26.16	\$26.85
OC	\$22.94	\$23.49	\$24.08	\$24.71	\$25.30	\$25.93	\$26.58	\$27.27	\$27.93	\$28.62	\$29.36	\$30.08	\$30.88
L15	\$20.45	\$20.94	\$21.46	\$22.03	\$22.55	\$23.11	\$23.69	\$24.30	\$24.90	\$25.51	\$26.17	\$26.81	\$27.52
L15OC	\$23.52	\$24.08	\$24.68	\$25.33	\$25.93	\$26.58	\$27.24	\$27.95	\$28.63	\$29.34	\$30.09	\$30.84	\$31.65
L25	\$20.96	\$21.46	\$22.00	\$22.58	\$23.11	\$23.69	\$24.28	\$24.91	\$25.52	\$26.15	\$26.82	\$27.48	\$28.21
L25OC	\$24.10	\$24.68	\$25.30	\$25.96	\$26.58	\$27.25	\$27.92	\$28.65	\$29.35	\$30.07	\$30.85	\$31.61	\$32.44
Admitting Representative/Lead PBX Receptionist													
Base	\$23.06	\$24.68	\$24.21	\$24.84	\$25.45	\$26.11	\$26.72	\$27.38	\$28.09	\$28.78	\$29.53	\$30.28	\$31.04
OC	\$26.52	\$28.38	\$27.84	\$28.57	\$29.27	\$30.03	\$30.73	\$31.49	\$32.30	\$33.10	\$33.96	\$34.82	\$35.70
L15	\$23.64	\$25.30	\$24.82	\$25.46	\$26.09	\$26.76	\$27.39	\$28.06	\$28.79	\$29.50	\$30.27	\$31.04	\$31.82
L15OC	\$27.18	\$29.09	\$28.54	\$29.28	\$30.00	\$30.78	\$31.50	\$32.27	\$33.11	\$33.92	\$34.81	\$35.69	\$36.59
L25	\$24.23	\$25.93	\$25.44	\$26.10	\$26.74	\$27.43	\$28.07	\$28.77	\$29.51	\$30.24	\$31.02	\$31.81	\$32.61
L25OC	\$27.86	\$29.82	\$29.25	\$30.01	\$30.75	\$31.55	\$32.28	\$33.08	\$33.94	\$34.77	\$35.68	\$36.58	\$37.50

WAGE RATES EFFECTIVE JULY 1, 2021

	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13
Patient Account Representative													
Base	\$27.03	\$27.71	\$28.42	\$29.13	\$29.84	\$30.60	\$31.38	\$32.15	\$32.94	\$33.78	\$34.61	\$35.48	\$36.35
OC	\$31.08	\$31.87	\$32.68	\$33.50	\$34.32	\$35.19	\$36.09	\$36.97	\$37.88	\$38.85	\$39.80	\$40.80	\$41.80
L15	\$27.71	\$28.40	\$29.13	\$29.86	\$30.59	\$31.37	\$32.16	\$32.95	\$33.76	\$34.62	\$35.48	\$36.37	\$37.26
L15OC	\$31.86	\$32.66	\$33.50	\$34.34	\$35.17	\$36.07	\$36.99	\$37.90	\$38.83	\$39.82	\$40.80	\$41.82	\$42.85
L25	\$28.40	\$29.11	\$29.86	\$30.60	\$31.35	\$32.15	\$32.97	\$33.78	\$34.61	\$35.49	\$36.36	\$37.28	\$38.19
L25OC	\$32.66	\$33.48	\$34.34	\$35.20	\$36.05	\$36.97	\$37.91	\$38.84	\$39.80	\$40.81	\$41.82	\$42.87	\$43.92

APPENDIX D – DEPARTMENT OF LABOR NOTICE WH1420

EMPLOYEE RIGHTS UNDER THE FAMILY AND MEDICAL LEAVE ACT

THE UNITED STATES DEPARTMENT OF LABOR WAGE AND HOUR DIVISION

LEAVE ENTITLEMENTS



Eligible employees who work for a covered employer can take up to 12 weeks of unpaid, job-protected leave in a 12-month period for the following reasons:

- The birth of a child or placement of a child for adoption or foster care;
- To bond with a child (leave must be taken within 1 year of the child's birth or placement);
- To care for the employee's spouse, child, or parent who has a qualifying serious health condition;
- For the employee's own qualifying serious health condition that makes the employee unable to perform the employee's job;
- For qualifying exigencies related to the foreign deployment of a military member who is the employee's spouse, child, or parent.

An eligible employee who is a covered servicemember's spouse, child, parent, or next of kin may also take up to 26 weeks of FMLA leave in a single 12-month period to care for the servicemember with a serious injury or illness.

An employee does not need to use leave in one block. When it is medically necessary or otherwise permitted, employees may take leave intermittently or on a reduced schedule.

Employees may choose, or an employer may require, use of accrued paid leave while taking FMLA leave. If an employee substitutes accrued paid leave for FMLA leave, the employee must comply with the employer's normal paid leave policies.

While employees are on FMLA leave, employers must continue health insurance coverage as if the employees were not on leave.

BENEFITS & PROTECTIONS

Upon return from FMLA leave, most employees must be restored to the same job or one nearly identical to it with equivalent pay, benefits, and other employment terms and conditions.

An employer may not interfere with an individual's FMLA rights or retaliate against someone for using or trying to use FMLA leave, opposing any practice made unlawful by the FMLA, or being involved in any proceeding under or related to the FMLA.

ELIGIBILITY REQUIREMENTS

An employee who works for a covered employer must meet three criteria in order to be eligible for FMLA leave. The employee must:

- Have worked for the employer for at least 12 months;
- Have at least 1,250 hours of service in the 12 months before taking leave;* and
- Work at a location where the employer has at least 50 employees within 75 miles of the employee's worksite.

*Special "hours of service" requirements apply to airline flight crew employees.

REQUESTING LEAVE

Generally, employees must give 30-days' advance notice of the need for FMLA leave. If it is not possible to give 30-days' notice, an employee must notify the employer as soon as possible and, generally, follow the employer's usual procedures.

Employees do not have to share a medical diagnosis, but must provide enough information to the employer so it can determine if the leave qualifies for FMLA protection. Sufficient information could include informing an employer that the employee is or will be unable to perform his or her job functions, that a family member cannot perform daily activities, or that hospitalization or continuing medical treatment is necessary. Employees must inform the employer if the need for leave is for a reason for which FMLA leave was previously taken or certified.

Employers can require a certification or periodic recertification supporting the need for leave. If the employer determines that the certification is incomplete, it must provide a written notice indicating what additional information is required.

EMPLOYER RESPONSIBILITIES

Once an employer becomes aware that an employee's need for leave is for a reason that may qualify under the FMLA, the employer must notify the employee if he or she is eligible for FMLA leave and, if eligible, must also provide a notice of rights and responsibilities under the FMLA. If the employee is not eligible, the employer must provide a reason for ineligibility.

Employers must notify its employees if leave will be designated as FMLA leave, and if so, how much leave will be designated as FMLA leave.

ENFORCEMENT

Employees may file a complaint with the U.S. Department of Labor, Wage and Hour Division, or may bring a private lawsuit against an employer.

The FMLA does not affect any federal or state law prohibiting discrimination or supersede any state or local law or collective bargaining agreement that provides greater family or medical leave rights.

For additional information or to file a complaint:

1-866-4-USWAGE
(1-866-487-9243) TTY: 1-877-889-5627

www.dol.gov/whd

U.S. Department of Labor | Wage and Hour Division



WH1420 REV 04/16

APPENDIX E – ORTHODONTIA COVERAGE

If during the life of the parties' MOU from July 1, 2019 through June 30, 2022, the District obtains increased orthodontia coverage over the current benefit of 50%, no deductible (\$1,000 maximum benefit), the District will implement the increased orthodontia coverage for bargaining unit employees, after providing written notice to NUHW of the increase in orthodontia coverage. The District further agrees that for the life of the parties' MOU such an increase in orthodontia coverage will not create an increase in the monthly premium bargaining unit employees pay for dental coverage.

THE SEVEN TESTS OF JUST CAUSE FOR DISCIPLINE

If the answer to these seven questions is **YES**, Management has a just cause for discipline:

1. **Fair Notice** – Did Management make the worker aware of the rule or policy which they are being accused of violating?
2. **Prior Enforcement** – Has Management recently enforced the rule or policy or penalized other workers for violating the same rule or policy?
3. **Due Process** – Did Management conduct an interview or hearing before issuing the discipline, take action promptly and list charges precisely?
4. **Substantial Proof** – Was Management's decision to accord discipline based on credible and substantial evidence?
5. **Equal Treatment** – Is the punishment Management is proposing consistent with the punishment other workers received for the same or substantially similar offense?
6. **Progressive Discipline** – During the disciplinary process, did Management issue at least one level of discipline that allowed the employee an opportunity to improve?
7. **Mitigating and Extenuating Circumstances** – Was the discipline proportional to the gravity of the offense, taking into account any mitigating, extenuating or aggravating circumstances?

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