



**National Union of Healthcare
Workers**

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Collective Bargaining Agreement

with

Petaluma Valley Hospital

June 18, 2016 – June 17, 2018

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ARTICLE 1 – AGREEMENT

This Agreement is made and entered into by and between Petaluma Valley Hospital, Petaluma, California, hereinafter referred to as the “Hospital”, and National Union of Healthcare Workers, hereinafter collectively referred to as the “Union”

ARTICLE 2 – RECOGNITION

1. Pursuant to the certification of the National Labor Relations Board (“NLRB”) in Case No. 20-RC-139111, the Hospital recognizes the Union as the exclusive collective bargaining representative for all employees employed by the Hospital in job classifications that are set forth in Appendix I.
2. Excluded from coverage under this Agreement are all other employees, including physicians, registered nurses, professionals, maintenance employees, skilled maintenance employees, business office clerical employees, guards, employees represented by any other collective bargaining agreement recognized by the Hospital, those classifications and/or jobs that were not included in the NLRB Case No. 20-RC-139111 and Supervisors as defined in the Act.
3. In the event the Hospital adds, deletes or changes job titles, the Union will be notified.

ARTICLE 3 – MANAGEMENT RIGHTS

The Hospital will retain and have exclusive right to exercise the customary functions of management, including but not limited to, the right to manage and control the premises and equipment; the right to select, hire, promote, suspend, discharge, assign, supervise and discipline employees; to determine and change starting times, quitting times and shifts; to transfer employees within departments and to other departments and other classifications; to determine and change the size of, composition of and qualification of working forces; to establish, change and abolish its policies, practices, rules and regulations and to adopt new policies, rules and regulations; to determine and modify job descriptions, job classifications and job evaluations; to determine or change methods and means by which its operations are to be carried on including the right to subcontract; to assign duties to employees in accordance with the needs and requirements determined by the Hospital; and to carry out all functions of management - whether or not exercised by the Hospital prior to execution of this Agreement - subject only to provisions expressly specified in this Agreement. In the exercise of its management rights, the Hospital shall not act in a discriminatory, unreasonable or unfair manner.

ARTICLE 4 – BARGAINING UNIT ROSTER UPDATES

1. On an annual basis, the Hospital shall furnish to the Union electronically a seniority list of all employees covered by this Agreement.

2. On or about the 15th of each month the Hospital shall furnish to the Union electronically a list of new hires, terminations, and transfers into and out of the bargaining unit during the previous month. This list shall include their name, employee ID, address, primary phone number, job title, wage rate, department, status, and date of hire.

ARTICLE 5 – JOB DESCRIPTIONS

1. The Hospital shall maintain job descriptions for all job titles covered by this Agreement. Upon written request to the Director of Human Resources, or designee, the Hospital shall provide the Union with any existing job descriptions for all covered employees in a timely fashion, not to exceed twenty-one (21) calendar days of any such request.
2. When the Hospital establishes a new job classification properly included in the bargaining unit covered by this Agreement, the Hospital shall notify the Union prior to the implementation of the new job. If the Union so requests, the parties shall meet and confer concerning such modifications within seven (7) business days of notice to the union.
3. If the Hospital substantially modifies the qualifications and/or requirements (including added educational prerequisites) of a job covered by this Agreement, such modified job description shall be forwarded to the Union prior to implementation. If the Union so requests, the parties shall meet and confer concerning such modifications within seven (7) business days of notice to the union.

ARTICLE 6 – UNION SHOP STEWARDS

1. The Union will inform the Hospital in writing of the names of the designated Shop Stewards, and the Hospital shall not recognize as a Shop Steward any person not so designated.
2. Off-Duty Hours (hours outside of work hours)

The Hospital shall allow a Union Shop Steward to visit the Hospital on his/her off-duty time to ascertain whether or not the Agreement is being observed and to assist in investigating grievances and complaints. Such visits shall be subject to the following conditions:

 - a. When meeting with an employee on Hospital premises, a Union Shop Steward shall meet with the employee: a) on the employee's non-work time unless otherwise agreed upon by the Director of Human Resources or designee, b) in a non-public area (such as a break room on the unit) or c) in a meeting room designated by the Hospital for such use.
 - b. A Union Shop Steward shall wear his/her Hospital identification when he/she comes onto Hospital property during off-duty hours as provided for herein.

3. On-Duty Hours

- a. While on duty, a Union Shop Steward may ascertain whether or not the Agreement is being observed and may assist in investigating grievances and complaints, subject to the following conditions. A Union Shop Steward shall have the opportunity to carry out his/her responsibilities only during his/her meal period, rest breaks, or one (1) hour prior to or after the Union Shop Steward's shift. An Employee shall have the opportunity to meet with a Union Shop Steward on his/her meal period, rest breaks or one (1) hour prior to or after his/her shift. In carrying out his/her responsibilities, the Union Shop Steward will not let such responsibilities interfere with his/her own work.
 - b. If the Union Shop Steward is called by management to assist in a matter that arises during the Union Shop Stewards' working time, time away from their work area will be considered and compensated by the Hospital as time worked. No other Union-related time will be compensated by the Hospital.
 - c. Union Shop Stewards shall be paid to attend investigatory meetings, grievance meetings and disciplinary hearings when such activities are scheduled at a time when the Union Shop Stewards are at work.
4. While on Hospital property, Union Shop Stewards shall fully comply with all relevant Hospital policies and guidelines.
5. Union Shop Stewards shall not interfere in any way with patient care or privacy, 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 any other employee or the normal operations of the Hospital.
6. One (1) Union Shop Steward or designee will have up to thirty (30) minutes at each new employee orientation conducted by the Hospital in order to address new hires who will be working in bargaining unit positions. Attendance by new employees shall be voluntary. The specific time for this will be agreed upon by the Union and Hospital.

ARTICLE 7 – UNION MEMBERSHIP & COPE CHECK-OFF

1. Union Membership Requirements

- a. During the life of this Agreement, Employees of the Hospital who are subject to this Agreement shall be required as a condition of employment to maintain membership in the Union in good standing, subject to federal law. Compliance is required by the 31st day after employment or the 31st day after the date of this Agreement, whichever is later.
- b. Employees who refuse and/or fail to comply with the provisions of Section 1.a of this Article shall, within forty-five (45) days following receipt of notification of default from the Union to the Employee with a copy to the Hospital, be terminated upon written demand from the Union to the Hospital. The Union shall indemnify the Hospital and hold it harmless against any and all claims, demands,

suits and liabilities that shall arise out of or by reason of any action taken by the Hospital for the purpose of complying with the foregoing provisions.

2. Deduction of Union Membership Fees

- a. The Hospital will honor written assignments of wages to the Union for the payment of Union membership fees when such assignments are submitted in a form agreed to by the Hospital and the Union.
- b. The Hospital will promptly remit the membership fees deducted pursuant to such assignments together with a list electronically and if requested by the Union on hard copy showing the following information for Union members: their name, home address, home phone number, classification, department status (e.g. regular full-time, regular part-time, relief/per diem, temporary), and date of hire. Normally, the deduction will be made on the first pay period of each month for the then current membership fees. However, the Union and the Hospital may make other arrangements by mutual consent.
- c. The Union shall indemnify the Hospital and hold it harmless against any and all claims, demands, suits and liabilities that shall arise out of or by reason of any action taken by the Hospital for the purpose of complying with the foregoing provisions. The Union will have no monetary claim against the Hospital by reason of failure to perform under this Section.

3. COPE Check-Off

- a. The Hospital hereby agrees to honor contribution deduction authorizations from its employees who are Union members in the following form attached as Appendix II.
- b. The Union will hold the Hospital harmless against any claim which may be made by any person by reason of the COPE deductions described herein, including the cost of defending against such claim. The Union will have no monetary claim against the Hospital by reason of failure to perform under this Article.

ARTICLE 8 – CATEGORIES OF EMPLOYEES

1. Regular Status

	Hours Regularly Scheduled By Hospital Per Pay Period		
RPT Category	Eight (8) Hour Shift	Ten (10) Hour Shift	Twelve (12) Hour Shift
Full Time	80	80	72
RPT-4	64	60	60
RPT-3	48	50	48

These regular status hours must be achieved through a combination of actual hours worked, mandatory or continuing education, compassionate leave, jury duty, ROH, and PTO.

Employees working as RPT-2 at the time of ratification will continue to be regularly scheduled to work 32 hours in each fourteen (14) day period. This grandfather provision will apply until the employee(s) changes status, at which time no return to RPT-2 will be permitted.

2. Relief Employees

- a. Relief Employees are employed for the purpose of covering shifts that have not been filled by full-time or part-time employees. Relief Employees shall submit their availability two (2) weeks prior to the posting of the schedule and will be scheduled for open shifts that have not been assigned to Regular Full Time, Regular Part-time, or Temporary employees.
 - i. A Relief Employee working eight (8) hour shifts must provide availability for a minimum of sixteen (16) shifts per month, of which at least eight (8) must be weekend shifts.
 - ii. A Relief Employee working ten (10) hour shifts must provide availability for a minimum of twelve (12) shifts per month, of which at least six (6) must be weekend shifts.
 - iii. A Relief Employee working twelve (12) hour shifts must provide availability for a minimum of ten (10) shifts per month, of which at least five (5) must be weekend shifts.

When providing such relief availability no more than two shifts can be given in any twenty-four hour period.

- b. All Relief Employees must provide availability for one (1) major and two (2) minor holidays per year; this requirement counts toward their overall availability requirements.
 - i. Meeting availability for a shift is defined as being available to work any start time of the shift of indicated availability. The requirement for one (1) major and two (2) minor holidays may be satisfied concurrently with the weekend shift minimum availability requirement. Nothing in this Section shall preclude a relief worker from providing additional availability, above and beyond the minimum requirements set forth in this Section.
 - ii. A Relief Employee who has not provided availability in accordance with the provisions of this paragraph for two (2) or more schedule cycles in a six (6) month period may be terminated and such termination shall be considered for just cause.
- c. The parties agree to meet and discuss issues related to a Relief Employee working full time hours (1.0) or RPT 4 (.8) for six (6) months or greater and who requests to be placed into a benefited position.

The Union will provide the Director of Human Resources the name of the Relief Employee and the department where he/she is working. The Director of Human Resources and the Union will meet to review the number of hours, the length of

time, and the reasons the Relief Employee is working additional hours. This process shall not apply to hours worked by a Relief Employee temporarily replacing another Employee who is on an approved leave of absence. Further, a Relief Employee shall not be reduced in hours solely to prevent his/her advancement to Full Time status when the Relief Employee hours continue to be available or for the sole purpose of keeping a regular job constantly staffed by Relief Employees. The Hospital will not unreasonably deny reclassifying a relief employee who has been working full time hours (1.0) or RPT 4 (.8) for six (6) months or greater who requests to be placed into a benefited position.

3. Temporary Employees

A Temporary Employee is one who is hired either Part-time or Full-time on a pre-determined work schedule to work for a limited period that shall not extend beyond six (6) months. By mutual agreement of the parties, the six-month period may be extended by an additional ninety (90) days, and such agreement will not be unreasonably withheld.

Before resorting to Traveler, Registry, or Temporary personnel, if the available hours are less than thirty (30) hours per week, the Hospital shall offer temporary work to existing employees. The available hours shall be allocated pursuant to Article 14 – Allocation of Additional Hours of Work.

ARTICLE 9 – ORIENTATION OF NEW HIRES

One (1) Union Steward or designee will have up to thirty (30) minutes following Hospital Orientation in order to address new hires who will be working in bargaining unit positions. Union Stewards shall coordinate their work schedules with their Supervisors, but in the event that the Orientation occurs on work-time, the Union Steward shall not suffer a loss of pay to participate. Attendance by new employees shall be voluntary and shall not be counted as time worked.

ARTICLE 10 – PROBATIONARY PERIOD

1. The length of the probationary period for a new hire is six (6) months. The length of the probationary period for a new hire casual employee is twelve (12) months.
2. At its sole discretion, the Hospital may discipline or terminate the employment of any employee during their probationary period and such discipline or termination shall not be subject to Article 26 – Grievance & Arbitration of this Agreement.
3. By the end of the fourth month of the probationary period, the Hospital shall have an informal conversation to provide performance feedback regarding the employee's suitability for the position.
4. Time spent on a leave of absence during a probationary period will not count toward completing such probationary period.

ARTICLE 11 – COMPENSATION

1. Wages

- a. The current wage scales shall reflect a five percent (5%) across the board increase and shall take effect the first full pay period after ratification. Effective the first full pay period one year following ratification, the wage scale referred to in Appendix III shall be increased by five percent (5.0%). Effective the first full pay period two years following ratification, the wage scale referred to in Appendix III shall be increased by three and a quarter percent (3.25%).
- b. Subject to the terms, conditions, and exceptions which follow, employees, including exempt employees, will be paid according to the wage grades and steps in Appendix III as determined by their job titles and relevant years of experience.
- c. Placement on the appropriate step of the relevant wage grade shall be based on the employee's relevant years of experience. The Hospital shall be the ultimate decision maker as to the years of relevant years of experience possessed by employees covered by this Agreement.
- d. Employees who move to a different job title shall be paid based on the pay grade applicable to that new job title and his/her relevant years of experience for that job.
- e. The wage rates provided for in this Agreement are minimums only. Should the Hospital desire to increase pay rates above and beyond the increases negotiated in the Agreement for individuals, groups of employees, classifications or wage grades, the Hospital may do so with prior notification to the Union. If requested to do so, the Hospital will meet with the Union to discuss any equity or fairness issues the Union may raise.

2. Extra Shift Incentive Pay

Employees shall receive Extra Shift Incentive Pay in accordance with Hospital policy, as amended from time to time.

3. Holiday Pay

- a. The following days are recognized for the purposes of premium pay for holidays worked:
 - New Year's Day
 - Martin Luther King Day
 - Presidents Day
 - Memorial Day
 - Independence Day
 - Labor Day
 - Thanksgiving Day
 - Christmas Day

- b. Full-Time, Part-Time and Per Diem employees who work on the nationally observed holiday shall receive one and one-half (1 ½) times their base hourly rate for all hours worked on the Holiday.

4. On-Call/Callback Pay

An Employee assigned to on-call shall be paid at the rate of 30% of his/her base rate of pay for all hours assigned to on-call.

- a. Employees on on-call will be expected to return to the Hospital within thirty (30) minutes of being called or paged. Employees who are on-call/callback status and are contacted to return to the Hospital will be paid one and one half (1½) times the employee's base rate of pay based on actual hours worked subject to a guaranteed minimum of two (2) hours pay per callback. If the callback occurs during an overtime zone, applicable overtime will be paid. While an employee is receiving on-call pay, the employee will not be eligible to receive callback pay for the same hours.
- b. Employees who are on-call and do not return to the Hospital when called or paged or are under the influence of drugs or alcohol while on standby, will be subject to appropriate disciplinary action up to and including termination.

5. Shift Differential

- a. Employees working a majority of their hours on evening or night shifts will receive shift differential pay for their entire shift. In addition, shift differential pay will be applied to evening and night hours worked when an employee moves into a zone outlined below. Except for PTO, non-worked time such as training, meetings, mandatory education, compassionate leave, court appearance, on-call are not eligible for shift differential pay.
- b. Employees working eight (8) hour shifts will be paid shift differentials for the hours worked on the evening and night shifts as defined below:

8 Hour Employees	Shifts Zones	Differential
Day	07:00 – 17:30	No shift Differential
Evening	15:00 – 23:30	9% of base hourly rate
Night	23:00 – 07:30	25% of base hourly rate

Employees working ten (10) or twelve (12) hour shifts will be paid shift differentials for the hours worked on the evening or night shifts as defined below:

10 or 12 Hour Employees	Shifts Zones	Differential
Day	07:00 – 15:30	No shift Differential
Evening	15:00 – 23:30	9% of base hourly rate
Night	23:00 – 07:30	25% of base hourly rate

Employees who are classified as variable shift employees are considered day shift employees and receive the appropriate shift differential applicable to the shift actually hours worked.

- c. Convenience Pay. Employees that work a shift other than his/her home shift, as required by the hospital, shall receive their home shift differential if higher than the actual shift worked. For variable shift employees who are scheduled for primarily evening or night shifts on a posted schedule shall receive the evening or night shift differential when they are required by the hospital work a day or evening shift. Employees shall also be eligible if, after the schedule is posted, the hospital requests the Night or Evening shift employee to work a day or evening shift.

6. Relief Employee Differential

Relief Employee availability requirements are contained in Article 8 – Categories of Employees. The Relief Employee differential is 15%, and is calculated by multiplying 15% by the Employee’s base hourly rate.

7. Witness Pay

An Employee subpoenaed to appear on behalf of the Hospital in a work-related judicial proceeding, except for judicial proceedings initiated by the Union or fellow bargaining unit employees, will be paid the difference between the applicable statutory witness fee and the straight time earnings for each such day and such time shall not be applied for the purposes of calculating overtime.

8. Uniforms

When the Hospital requires an Employee to wear a uniform as a condition of employment, such uniform will be provided by the Hospital in accordance with the applicable Hospital policy on Uniforms. The term “uniform” herein means apparel of distinctive design and/or color (i.e., not white).

9. Severance Pay

Employees shall receive severance pay in accordance with Hospital policy, as amended from time to time.

10. Report Pay

An Employee who reports to work but is not put to work or furnished less than one half (½) of his/her usual or scheduled day’s work shall be paid for one half (½) the usual or scheduled day’s work, but in no event less than two (2) hours nor more than four (4) hours at the Employee’s applicable rate of pay. The Hospital will notify an employee of a schedule cancellation at least two (2) hours before the start of a shift. A message left on an answering machine or voice mail to the number provided to the Hospital shall constitute notice.

11. Employees with Multiple Job Classifications

Any Employee assigned to multiple job classifications shall be paid at the rate for the applicable job classification.

12. Relief Lead Pay

Employees assigned to act as a Relief Lead shall be paid twelve dollars (\$12.00) for an eight (8) hour shift. Such Relief Lead pay shall be pro-rated in four (4) hour increments when the Relief Lead performs for less than an entire eight (8) hour shift.

13. Pay Day

- a. All wages shall be paid every other Friday.
- b. Direct deposit shall continue to be offered to all Employees and shall be deposited by no later than the designated payday. Employees may request that their paychecks be mailed.
- c. When a holiday recognized by this Agreement falls on a payday, direct deposits shall be made the Thursday before the payday. Provided further, paychecks that are mailed shall be mailed the Thursday before the payday.

14. Pay Check Errors

Pay check errors by the Hospital resulting in underpayments of greater than eight hours pay to Employees shall be corrected and a new check for the underpayment shall be issued to the employee within forty-eight hours of discovery of the error, or the next business day following forty-eight hours of the error.

15. Training, Orientation and Precepting New Hires

An employee who provides orientation, or precepting for a new employee shall be paid a training/orientation differential of \$1.25 hour for every hour spent training, orienting or precepting. Employees who are using orientation, training and precepting towards clinical ladder eligibility, or such duties are included in the job description (i.e. designated Lead), are not eligible for this differential.

The Hospital may establish reasonable rules relating to the qualifications of an employee to orient, train or precept others.

16. Medical Interpreter Pay Differential

When the Hospital determines that there is a need for medical interpreter services to be provided by qualified staff outside of the Medical Interpreter department, such employees shall be paid a one-dollar and twenty-five cents (\$1.25) per hour differential for performing these services within the scope of their job. To be eligible:

- a. Management must determine that the position in question is eligible.
- b. The employee in the identified position must obtain initial medical interpretation certification pursuant to the requirements set forth by the Hospital.

- c. Employees will be required to complete annual competencies and to re-certify every two years.

The employees identified shall, on a monthly basis, track the usage of the medical interpreter skills in the course of performing the scope of work in their position. The Hospital reserves the right to cap the number of participants in the program and/or eliminate or modify participation based on operational needs.

17. Market-Based Adjustments

Effective at the first full pay period after ratification, a market based adjustment shall be applied to the following positions as set forth below:

POSITION TITLE	ADJUSTMENT %
Clinical Lab Asst I	6%
Clinical Lab Asst II	6%
Physical Therapy Asst II	6%
Resp Care Practnr I	6%
Resp Care Practnr II	6%
Tech – Surgical I	6%
Tech – Surgical II	6%
Tech-Nuclear Med	6%
Tech-OB	6%
Tech-Pharmacy I	6%
Tech-Pharmacy II	6%
Tech-MRI	6%
Tech-Radiology I	6%
Tech-Radiology II	6%
Tech-Radiology III	6%
Tech-Sterile Processing I	6%
Tech-Sterile Processing II	6%
Tech-Ultrasound	6%
Lead-CT Tech PVH	6%
Tech-Emergency Dept-PVH	6%
Tech-Surgical III-PVH	6%
Clerk - Health Info II - PVH	6%
Tech Telemetry - PVH	6%
Env Svcs Rep PVH	4%

ARTICLE 12 – SCHEDULING

1. Posting of Schedules

- a. Employee preferences for scheduled days off must be received at least fourteen (14) days in advance of the posting date. In the case there are multiple requests made for the same days off that cannot be honored, consideration shall be given first to the appropriate skill mix needed and then to seniority

- b. Employee schedules will be posted at least fourteen (14) days in advance of the start of the next schedule, subject to emergency situations. In the event a schedule is modified once posted, all impacted employees will be notified of those changes.
- c. It is the responsibility of the Employee to check the posted schedule before days off. Once posted, the schedule will only be changed by mutual agreement between the Hospital and the Employee.
- d. Once a schedule is posted, requests to take off scheduled time need not be granted.

2. Weekend Work

A weekend is defined as two (2) work days, which are Saturday and Sunday for the day and evening shifts and Friday and Saturday for the night shift. Employees shall be off every other weekend except Employees who hold positions which normally includes working every weekend or Employees who elect in writing to work additional weekend shifts.

Nothing in this Section shall prohibit a department from creating a schedule that allows for additional weekends off provided such a schedule meets staffing needs, does not compromise patient care, and does not violate any other Sections of this Agreement.

3. Employee Schedule Exchanges

Employees in the same department and classification may exchange scheduled workdays so long as:

- a. The competencies of the Employees making such exchange are relatively equal,
- b. No overtime or other premium pay results, and
- c. The change is submitted in writing, or electronically if appropriate, and approved in writing/electronically in advance, by the appropriate manager/supervisor or designee.
- d. Managers and supervisors will respond in a timely manner to requests for schedule exchanges.

4. PTO Requests

- a. PTO must be used for all scheduled work hours missed due to vacation, holiday, illness, family emergency, religious observances, voting time, doctor or dental appointments, personal business or other excused elective absences. Use of PTO is optional for low census days in accordance with Article 18 – ROH.
- b. PTO requests must be approved by the Employee's department manager or designee.
- c. Employees will request PTO in writing or electronically if appropriate. Such requests shall include the date of the request, the dates of the PTO days requested, and the Employee's signature.

- d. When determining the availability of the requested PTO, consideration will include the availability of Hospital staff, as well as patient care and safety.
 - e. The request will only be granted if the Employee has adequate accrued PTO for the period requested at the time of the request.
 - f. PTO requests will not be unreasonably denied.
 - g. PTO requests will be approved on a first-come, first-serve basis.
 - h. In the case there are multiple requests made on the same day for the same days off that cannot be granted, the impacted employees will first be given a chance to modify their requests, then, if no agreement can be reached, PTO requests will be granted by department seniority.
5. Extended PTO/ Requests (for periods of one week of more)
- a. During the month of September, extended PTO Requests for following calendar year are to be submitted.
 - b. For prime time vacation months (June/July/August/November/December) the Hospital shall only approve extended PTO requests for up to two (2) weeks to ensure all employees an equal opportunity for time off. Additional extended PTO requests during these months may be granted provided such request meets department operational, staffing and patient care needs.
 - c. If staffing and patient care requirements do not permit the approval of all requests for the same period, then department seniority shall be a determining factor within each department, provided however:
 - i. Department Seniority can be exercised only once each calendar year and only for a maximum of up to two (2) consecutive weeks during prime vacation months, and four (4) consecutive weeks during other months, and
 - ii. Employees will have one request granted per calendar year, in order of reverse Department Seniority, before a more senior Employee has a second request granted.
 - d. After the department vacation schedule for the following calendar year has been posted, additional vacation requests are subject to approval on a first come first served basis.
 - e. Such requests shall be presented in writing to the Director/Manager or their designee and shall include the date of the request, the dates of the PTO days requested, and the employee's signature.
 - f. The date of delivery of the request shall govern. Department seniority shall be the tie breaker if two or more requests are received on the same day.
 - g. The Hospital will provide a written response in a timely manner but no later than thirty (30) days after the employee has submitted the request.
 - h. PTO requests approved pursuant to the process above are contingent on the Employee having adequate PTO for the period the PTO is to be used at the time of the request or will have adequate PTO accrued by the time the request is to be

observed. In the case the employee does not have adequate accrued PTO by the time the request is to occur, the Hospital will abide by existing policy in its handling of the request.

6. Holiday Schedules

- a. The following holidays shall be recognized:
New Year's Day – major
Martin Luther King Jr.'s birthday – minor
President's Day – minor
Memorial Day – minor
Independence Day – minor
Labor Day – minor
Thanksgiving day – major
Christmas day – major
- b. The Hospital will follow the State and Federal Uniform Holiday Laws. Therefore, the days officially adopted by the government for observing a recognized holiday will be adopted by the Hospital for the observance of such holiday. Notwithstanding this provision, Independence Day will be observed on July 4th.
- c. Full-time and part-time Employees must be available to work one (1) major and one (1) minor holiday per calendar year.
- d. Relief employees must be available to work a minimum of one (1) major and two (2) minor holidays per calendar year.
- e. All holidays not filled by availability or volunteers will be scheduled by rotation by reverse department seniority.
- f. The Hospital will make a reasonable effort to avoid having an employee work both Christmas day and New Year's Day.
- g. The Hospital will make a reasonable effort to avoid having an employee work consecutive Christmas day, Thanksgiving day, or New Year's Day holidays in consecutive years unless the employee volunteers.
- h. No employee will be required to work both the eve and the day of Christmas or the eve and Day of New Year's.

7. Rest and Meal Periods

The Hospital will provide meal and rest periods in accordance with state and federal laws. In the event state or federal laws are amended, such new provisions shall apply to bargaining unit employees when effective.

8. Rest Between Shifts

The Hospital will make a reasonable effort to provide adequate rest between shifts. No employee shall be mandatorily scheduled for a break of less than ten (10) hours between shifts.

9. Voting Time

- a. An employee is eligible for up to two (2) hours of paid time off during his/her shift for the purpose of voting in an election (federal, state, or local) only if he/she does not have sufficient time outside of working hours to vote. Time off for voting must be taken at the beginning or end of the employee's shift.
- b. The employee must request voting time off at least seven (7) calendar days prior to the election date and such request must be approved, in advance, by the employee's supervisor.

10. Home Shift

- a. Assignment to Home Shift. Full-time and Part-Time Employees shall be assigned to a home shift. This shall be either the shift onto which they are hired or for those without a home shift the shift on which they work the majority of hours in the six months prior to ratification (i.e. PMs, or NOCs or appropriate designation in the case of 10 and 12 hour employees). In the case of employees who were hired as variable, if such an assigned home shift based on the prior six month's assignment does not meet operational needs, the Hospital may assign such home shifts based on preferences received by reverse department seniority.
- b. Scheduling Outside of Home Shift. In the case the Hospital has a need for employees to work a shift outside their home shift, provided the unit has the appropriate skill mix, employees will be scheduled in the following order on the basis of reverse department seniority:
 - i. Volunteers
 - ii. Travelers
 - iii. Temporary employees
 - iv. Part-time employees
 - v. Full time employees

Nothing in this Section shall require the Hospital to incur overtime or incentive pay liability when scheduling.

ARTICLE 13 – HOURS OF WORK AND OVERTIME

1. Definitions

- a. "Workday" is defined as a 24-hour period beginning at 12 a.m., 2 a.m., 8 a.m., 12 p.m., or 2 p.m. each day and ending 24 hours thereafter. The Hospital has the right to assign or reassign the workday for each Employee based on the Employee's regularly scheduled hours.
- b. "Workweek" is defined as a 7-day period beginning on Sunday and ending on the following Saturday. The actual start of each workweek coincides with the start of the workday.

- c. “Pay period” is defined as a 14-day period beginning on Sunday and ending on Saturday. The actual start of each pay period coincides with the start of the workday.
- d. “Regular rate” is calculated according to applicable federal and state laws.
- e. “Hours worked” means time spent in work-related activities. Hours worked does not include PTO, holiday, Disability Reserve, leaves of absence, or any other time away from the Hospital, regardless whether this time away from the hospital is paid time.

2. Overtime

- a. In general, employees covered by this Agreement work an 8/80 schedule.
- b. For employees assigned to an 8/80 schedule:
 - i. Overtime is paid at one and one half (1 ½) times the employee’s regular rate in the following situations:
 - 1. For hours worked over eight (8) in a workday; and
 - 2. For hours worked over eighty (80) in a pay period.
 - ii. Double time is paid at two (2) times the employee’s regular rate for hours worked over twelve (12) in a workday.
- c. For employees assigned to a straight time 10-hour schedule:
 - i. Overtime is paid at one and one half (1 ½) times the employee’s regular rate in the following situations:
 - 1. For hours worked over ten (10) in a workday; and
 - 2. For hours worked over forty (40) in a workweek.
 - ii. Double time is paid at two (2) times the employee’s regular rate for hours worked over twelve (12) in a workday.
- d. For employees assigned to a straight time 12-hour schedule:
 - i. Overtime is paid at one and one half (1 ½) times the employee’s regular rate for hours worked over forty (40) in a workweek.
 - ii. Double time is paid at two (2) times the employee’s regular rate for hours worked over twelve (12) in a workday.
- e. Any work time that qualifies as overtime pay under more than one of the above guidelines is paid only once. Example: An employee works nine, eight (8) hour workdays in a pay period, and then works nine (9) hours on the tenth workday. The last hour of work on the tenth workday qualifies as overtime because it exceeds eight (8) hours in a workday, and also exceeds eighty (80) hours in a pay period. Nevertheless, one hour of overtime is paid, not two. Holiday and other premiums voluntarily paid by the hospital will be credited against overtime due as permitted by state and federal laws.

- f. For overtime purposes, all hours worked in a given shift will be attributed to the Workday during which the initial in-punch for that shift takes place. For example, if a 12 hour employee works a 14 hour shift from 7:00 pm to 9:30 am (assuming one 30-minute meal period), then all 14 work hours will be attributed to the previous Workday when the 7:00 pm punch-in took place. In this scenario, the employee would be paid 12 hours of base pay (pursuant to the Alternative Workweek Schedule), and two hours of double-time because all 14 hours are considered to have been worked in the previous Workday. The purpose of this “in-Punch” calculation is to “pre-pay” hours worked from a subsequent Workday to a prior Workday in order to maximize the overtime earned and paid to an employee when crossing a day divide during a given shift. With the exception of call back, which the Parties agree has always been interpreted as a separate shift, in the event an employee out for more than two and one-half (2.5) hours, all hours worked upon return will be considered a new shift for the purposes of calculating overtime. In addition, a break in a call back shift creates a new shift for purposes of overtime.
 - g. Under normal circumstances, employees are required to have the approval of their supervisors or designee prior to working overtime. On those occasions when an emergency arises and this is not possible, employees are required to report to their supervisor or designee the amount of overtime they have worked and the reason for having done so. The reason for having worked overtime must be documented.
 - h. The Hospital and the union recognize that mandatory overtime is not desirable and represents a burden on the employee. Acceptance of overtime and shifts beyond the employee’s schedule shall be voluntary and in accordance with state law or regulations, except where patient care would be endangered by an internal or external emergency declared by state, local or federal government, or declared by the administrator on duty. An internal or external emergency, for the purposes of this Section, is defined as an unexpected situation and sudden occurrence of a serious and urgent nature that demands immediate action. Mandatory overtime shall be done on the basis of reverse seniority when possible.
3. In the event the Hospital desires to implement ten or twelve hour shifts the Union will be notified and a vote will be conducted in the unit. Should any group of employees petition to implement ten (10) or twelve (12) hour shifts, the Hospital will grant due consideration to the feasibility of the request. Any rejection of an employee petition must be provided to impacted employees in writing.

ARTICLE 14 – ALLOCATION OF ADDITIONAL HOURS OF WORK

1. Additional hours of work is work that is not prescheduled.
2. Employees will submit, in writing, their availability for additional work which shall indicate the days of the week and shifts for which they are available.
3. The Hospital shall offer additional hours of work to employees who have made themselves available in the same classification and department as long as the additional

work would not cause the Hospital to incur overtime liability. The Hospital will offer pre-scheduled additional hours of work by rotation in order of seniority according to the following preference list:

- a. Regular Full-time employees who have been ROH'd, as long as the additional work would not cause the Hospital to incur overtime liability.
- b. Regular Part-time employees who have been ROH'd.
- c. Relief/Per Diem
- d. Regular Part-time

The above preference order will not result in bumping employees out of work that is prescheduled.

4. When available, overtime shifts will be assigned from a list of those employees indicating their desire to work specific shifts by rotation in order of seniority.

ARTICLE 15 – FLOATING

1. Employees may be floated to a different department or unit provided the employee has received orientation in that department or unit and has demonstrated competence in providing care to patients in that department or unit.
2. Employees will be floated in the following order:
 - a. Volunteers
 - b. Registry and travelers
 - c. Temporary employees
 - d. Casual employees
 - e. Relief employees
 - f. Full-time and Part-time by rotation
3. No employee will float to more than one (1) department or unit during a single eight-hour shift or more than two (2) departments or units during a single twelve-hour shift, unless floating to multiple departments/units is a regular part of an employee's assignment.

ARTICLE 16 – SENIORITY

1. Definitions

As utilized in this Agreement, seniority shall be defined as follows:

- a. "Health System seniority" shall mean continuous length of employment within the St. Joseph Health System.
- b. "Union seniority" shall mean an employee's continuous length of employment in a bargaining unit position at Petaluma Valley Hospital.

2. Seniority

- a. Full-time and Part-time Employees. Full-time and part-time employees shall accrue one (1) year of Union seniority for every one (1) year of continuous employment in a bargaining unit position with Petaluma Valley Hospital. For employees working at the time of ratification, Union seniority will be based on their most recent date of hire at the Hospital(s).
- b. Relief Employees. Relief employees shall accrue one (1) year of Union seniority for every one thousand forty hours (prorated) of relief employment in a bargaining unit position with Petaluma Valley Hospital.
- c. Temporary Employees. Temporary employees do not accrue seniority. If a temporary employee becomes a regular bargaining unit employee, seniority credit will not be provided for time spent in temporary status.

3. Break in Service

An employee's Union seniority will be broken for all purposes if:

- a. The employee transfers to a position outside of the bargaining unit for more than six (6) months or terminates voluntarily and is rehired by the Hospital in a bargaining unit position more than six (6) months later.
- b. The employee terminates through layoff and is rehired by the Hospital more than one (1) year later.
- c. The employee is discharged from employment for just cause, except in the case of a probationary employee whose seniority shall be broken after discharge regardless of the reason.

4. Seniority Tie Breaker

If employees have the same seniority date, the following tie-breaker will be used to determine the seniority order:

- a. Date first worked
- b. Date of birth (oldest to be most senior)

ARTICLE 17 – FILLING OF VACANCIES

- 1. Vacant bargaining unit positions shall be posted for no less than seven (7) calendar days on the Hospital's inter and intranet, as well as on appropriate bulletin boards. If no qualified bargaining unit employees submit a bid for a posted position within the seven (7) day posting period, the Hospital may fill the posted position as it deems appropriate.
- 2. The Hospital shall make available a dedicated workstation or kiosk in a convenient central location.

3. The posting shall include the title of the position, the department, shift, category, and qualifications for the position. The posted qualifications shall be based on the job description for the position.
4. Employees interested in transferring to a position that may be posted in the future may set an alert to receive an email once a job is posted that meets his/her criteria. This will not relieve an employee of the responsibility to submit a timely transfer request for the posted position.
5. The employee applicant must meet the minimum qualifications of the job established by the Hospital. These qualifications will be listed in the job description and the online posting.
6. The Hospital shall award the position to the most senior qualified applicant (according to Union Seniority) in the following order of preference:
 - a. Bargaining unit employees within the department and job title/classification where the vacancy occurs;
 - b. Bargaining unit employees within the job title/classification outside the department where the vacancy occurs
 - c. Bargaining unit employees within the department where the vacancy occurs
 - d. Bargaining unit employees from another job title/classification.
7. Employees submitting an internal transfer request for a posted vacancy shall be informed by the Hospital whether or not they are offered the position within five (5) business days of the position being filled.
8. For vacancies that are not filled internally (according to the preference order set forth above), the Hospital may employ the person who, in its judgement, will make the best employee.
9. Employees must be in their current position for a minimum of six (6) months in order to be eligible to apply for a posted position, unless the Hospital agrees otherwise.
10. Employees who have received a written warning or greater discipline within ninety (90) days prior to the date of the posting are ineligible to apply for a posted position, unless the Hospital agrees otherwise.
11. The above does not prevent the Hospital from filling a vacancy on a temporary basis by whatever means it deems necessary if it is unable to find a qualified applicant.
12. Once awarded a new position, the employee shall be released by his/her former department within thirty (30) calendar days.
13. The evaluation period for is ninety (90) days for current employees who previously completed the initial probationary period and who then transfer to another job title/classification. If an Employee transfers to a position in the same department/service

area and job title/classification, there will be no new evaluation period. If at any time during the evaluation period, the Hospital determines that the Employee is unable to perform satisfactorily, the Employee may be returned to his/her former position including shift, assignment and scheduled hours, provided the former position is still available. If the Employee's position is not available, the Employee will be returned to a comparable position in the same department and classification, provided such position exists.

14. Time spent on a leave of absence during the evaluation period will not count towards the completion of the evaluation period.

15. Lead Qualifications

Employees in designated bargaining unit lead classifications are part of the regular staffing complement in the department. Leads have experience in the operations of the department and have demonstrated critical thinking skills, effectively problem-solve and manage the workflow of the department.

The successful candidate must also possess proven leadership skills, including effective communication and interpersonal skills. Although Leads assist management in performing their lead functions, they are not considered Supervisors under the National Labor Relations Act.

ARTICLE 18 – ROH

1. "ROH" is defined as reduction of hours for all or part of an employee's shift as necessitated by low census, volume or other reasons related to patient care and operations that necessitate that staffing levels must be adjusted on a temporary basis.
2. No employee will be subject to mandatory ROH'ing for more than two full shifts or equivalent per pay period.
3. Provided the unit has the appropriate skill mix, Employees are ROH'd in the following order:
 - a. The Hospital will accept volunteers for ROH before any other employee provided that such voluntary ROH does not result in retaining an employee at premium pay who would have been ROH'd.
 - b. Registry
 - c. Employee receiving premium pay
 - d. Travelers, unless a contractual obligation of payment exists between the Hospital and Agency
 - e. Temporary employees
 - f. Casual employees
 - g. Part-time employees working shifts over and above their regular schedule

- h. Relief employees
 - i. Full-time and part-time employees working their regular schedule by rotation
4. ROH notice: When canceling all or part of an Employee's shift prior to the start of the shift, the Hospital will give the Employee at least two (2) hours' notice. The Hospital will be considered to have given such notice if (a) it reaches the Employee by telephone, or (b) it attempts to do so and documents the attempt, the telephone number, the date and time. Where possible, the Hospital shall leave a message or voicemail. It is the Employees responsibility to provide the Hospital with his/her current telephone number.
 5. ROH that warrants reporting pay shall be paid in accordance with Article 11.
 6. Use of PTO is at the Employee's discretion when they have been ROH'd. Employees who are ROH'd will accrue PTO for the amount of time missed during the shift.
 7. Once called off, an employee is considered off the schedule and shall not be required to maintain contact or be available for work, unless the employee has agreed to accept standby status.
 8. Should an employee feel that they've been subject to excessive mandatory ROH'ing, they can request a meeting with their manager and Human Resources to discuss options for future mitigation.

ARTICLE 19 – LAYOFF

1. Layoff
 - a. Layoff is defined as a workforce reduction expected to be more than fourteen (14) days in duration.
 - b. Layoffs shall be determined by the job title/classification by Union Seniority. It is understood that the position affected may not be the same as the person actually laid off.
 - c. Prior to implementing layoffs for bargaining unit employees, the Hospital will first seek to reduce or eliminate travelers and agency in the affected department or departments.
 - d. The Hospital will provide the Union and affected employees with a minimum of three (3) weeks written notice or three (3) weeks' pay in lieu of notice. Upon request by the Union, the parties will engage in effects bargaining relative to a layoff.
 - e. The Hospital shall select employees for layoff on the basis of seniority by job title/classification. A written warning or greater related to a patient care safety issue that has been issued over the preceding ninety (90) days may also be considered. The employee's Union's Seniority shall govern, subject to the following exceptions:

- i. If an employee who otherwise would be selected by Union Seniority possesses specialized skills which cannot be replaced adequately by the remaining employees in that job title in the same department/unit that employee may be passed over for layoff. It is understood that an employee can be “replaced adequately” by one (1) or more remaining employees if they can achieve the same skill set and skill level as that employee with no more than ten (10) business days of instruction/orientation.
- ii. If other employees in the same job title in the same job title/classification are unable or unwilling to accept the hours, scheduling and/or work commitment of the employee who would otherwise be laid off by Union Seniority, that employee may be passed over for layoff.

2. Layoff Order

Consistent with the guidelines set forth above, employees will be selected for layoff in the following order:

- a. Temporary employees
- b. Relief and Casual employees in inverse order of Union Seniority in the job title/classification to be impacted
- c. Regular Full-time and Part-time employees in inverse order of Union Seniority in the job title/classification to be impacted

3. Recall

Employees shall remain on a recall list for twelve (12) months after being laid off and will be eligible for recall to any vacancy within their job title/classification in his/her Union Seniority order, the most senior employee being recalled first.

- a. An employee on the recall list must respond to a recall notice within three (3) business days of receipt of the offer via certified mail, and must be available to fill the position within ten (10) business days of receipt of the offer. If an employee is unable to meet both of these requirements, the offer of recall may be revoked and the employee will be removed from the recall list.
- b. Employees on the recall list must insure that the Hospital has the employee’s current home address and telephone number.
- c. Notification of recall will be sent via certified mail. As a courtesy, the Hospital will also call the employee at the telephone number provided.

ARTICLE 20 – HEALTH AND WELFARE PROGRAM

1. Full-time and part-time Employees will be eligible to participate in the Hospital’s Health, Dental, Vision and Prescription drug programs on the first of the month following completion of thirty (30) days of service.

2. Non-benefits eligible Employees will be eligible to enroll in the Health (medical) and Prescription drug benefit plans for employee-only coverage at one hundred percent (100%) of the full premium cost.
3. Effective July 1, 2016 and continuing for the duration of the Agreement employee premium contributions for medical health benefits are set forth below. Provided further, the medical health benefits plan design will be consistent with the plan design in effect as of July 1, 2016 for non-represented employees.

Sonoma PPO Plan

Coverage Level	FT Bi-Weekly Employee Contribution	RPT4 Bi-Weekly Employee Contribution	RPT3 Bi-Weekly Employee Contribution	RPT2 Bi-Weekly Employee Contribution	Relief Bi-Weekly Employee Contribution
Employee Only	\$22.69	\$41.60	\$52.95	\$79.42	\$378.18
Employee and Adult	\$49.92	\$91.52	\$116.48	\$174.73	\$832.04
Employee and Children	\$43.11	\$79.04	\$100.60	\$150.90	\$718.58
Family	\$72.61	\$133.13	\$169.44	\$254.15	\$1,210.25

Sonoma EPO Plan

Coverage Level	FT Bi-Weekly Employee Contribution	RPT4 Bi-Weekly Employee Contribution	RPT3 Bi-Weekly Employee Contribution	RPT2 Bi-Weekly Employee Contribution	Relief Bi-Weekly Employee Contribution
Employee Only	\$7.83	\$20.88	\$28.71	\$46.98	\$261.03
Employee and Adult	\$17.23	\$45.94	\$63.17	\$103.37	\$574.29
Employee and Children	\$14.88	\$39.67	\$54.56	\$89.28	\$495.98
Family	\$25.06	\$66.83	\$91.89	\$150.36	\$835.35

4. Effective July 1, 2016 and continuing for the duration of the Agreement, employee percentage premium contributions for vision and dental benefits are set forth below.

Benefit Option Name	Coverage Level	FT Bi-Weekly Employee Contribution	RPT4 Bi-Weekly Employee Contribution	RPT3 Bi-Weekly Employee Contribution	RPT2 Bi-Weekly Employee Contribution
Delta Dental Premier - Petaluma	Employee Only	7.0%	12.0%	17.0%	27.0%
	Employee and Adult	7.0%	12.0%	17.0%	27.0%
	Employee and Children	7.0%	12.0%	17.0%	27.0%
	Employee and Family	7.0%	12.0%	17.0%	27.0%
VSP	Employee Only	7.0%	12.0%	17.0%	27.0%
	Employee and Adult	7.0%	12.0%	17.0%	27.0%
	Employee and Children	7.0%	12.0%	17.0%	27.0%
	Employee and Family	7.0%	12.0%	17.0%	27.0%

5. The Socially Just Benefits Program will be offered pursuant to the terms and conditions of the plan as amended, from time to time, by the Hospital.

ARTICLE 21 – PAID TIME OFF (PTO)

1. Eligibility for Paid Time Off (PTO)

All benefited employees are eligible for PTO.

An employee who changes to non-benefited status and returns to benefited status within twelve (12) months will be re-instated with the PTO accrual rate in place at the time of the status change.

2. Accrual of PTO Benefits

PTO begins accruing on the first day of work in a benefited position. PTO may be used as it is earned.

3. Paid Time Off (“PTO”) Accrual Rates

Full-Time Employees:

0 – 4 Years of Service	184 hours per year	Maximum PTO Accrual cap is 276 hours *
5 – 9 Years of Service	240 hours per year	Maximum PTO Accrual cap is 360 hours *
10 – 14 Years of Service	280 hours per year	Maximum PTO Accrual cap is 420 hours *
15 + Years of Service	280 hours per year	Maximum PTO Accrual cap is 420 hours*

*Maximum PTO Accrual cap is the maximum amount of PTO hours that an employee can accrue in their PTO accrual account. Once the employee has reached the maximum PTO accrual cap, the employee will stop accruing PTO until their PTO accrual balance is below the maximum accrual cap amount.

- a. Part-Time

PTO days shown above are for full-time Employees. Part-Time Employees PTO days will be pro-rated based on the Employee’s actual hours worked.

- b. PTO hours accrue:

- i. on hours worked up to a maximum of eighty (80) hours in a pay period
- ii. while PTO is being utilized
- iii. during jury duty
- iv. during bereavement leave
- v. on scheduled days taken off because of Hospital census
- vi. while working Extra Pay for Extra Shifts/Cold Call

- c. PTO hours do not accrue:
- i. during on-call hours (unless those on-call hours result from a day off because of Hospital census)
 - ii. during unpaid leaves of absence, or
 - iii. on hours that exceed eighty (80) in a pay period

PTO hours are added to an employee's account at the completion of an entire fourteen (14) day pay period. PTO may be used as it is earned.

PTO will stop accruing once an employee has reached his/her maximum accrual until the PTO balance falls below the maximum accrual cap.

4. Redemption of PTO

Upon termination, an employee will be paid her/his PTO balance as of the last complete day worked. The payment will be made at the current base rate of pay, plus shift differential if applicable.

If the employee changes from benefited to non-benefited status, the accumulated PTO benefit will be paid to the employee at the end of the first payroll period following the change in status.

Employees may donate their PTO to a shared account to help other benefit eligible employees in accordance with the Hospital's Voluntary PTO Sharing Program, which may be amended from time to time.

5. Voluntary Cash-Out of PTO

Payment in lieu of PTO will be made pursuant to the PTO Voluntary Election Cash-Out Policy through the term of this Agreement.

Eligible Employees must have a minimum of eighty (80) hours in their PTO bank at the time of the Cash-Out Election period.

PTO cash-out elections must be made during the cash-out window in the prior calendar year.

PTO may be cashed out twice per year. Dates for the Cash-Out are predetermined each year.

PTO may only be cashed out in increments of twenty (20) or forty (40) hours in the first Cash-Out period and twenty (20), forty (40) or eighty (80) hours in the second Cash-Out period and only to a maximum of eighty (80) hours per year.

All PTO Cash-Outs are subject to taxation at the supplemental income tax rate.

If an Employee who has elected PTO Cash-Out has insufficient hours in her/his PTO bank at the time of the Cash-Out to cover the hours elected for Cash-Out, she/he will not be permitted to cash out PTO on that date. However, the Employee may cash out PTO at the second date that year, provided that she/he elected to do so during the election period and there are sufficient hours in her/his PTO bank.

ARTICLE 22 – EDUCATIONAL OPPORTUNITIES

1. Preamble

The Union and the Hospital agree that offering and promoting educational and training opportunities can prove to be a benefit to both the employee and the Hospital. This is also agreement that the availability of appropriate training that enhances career mobility and provides avenues for employee growth and development is desirable for both parties.

2. Tuition Reimbursement

- a. The Hospital will provide educational opportunities to Employees who participate in educational courses that will result in an occupational certification or degree from an accredited university or college in healthcare related fields that benefit the Hospital in accordance with the Hospital's Education Reimbursement policy. Changes in policy will not affect previously approved tuition reimbursement. Should the Hospital wish to modify the Education Reimbursement policy as it applies to bargaining unit employees, it will meet and confer with the Union upon request prior to the modification of the policy.
- b. Employees must apply for and receive written approval from the Hospital prior to the commencement of the course in order to be eligible for reimbursement.
 - i. Eligibility. All Regular full-time and part-time employees who have not received formal discipline of any kind within the past ninety (90) days and completed the introductory period and who maintain their status while taking courses are eligible to apply for tuition assistance.
 - ii. Formal discipline will not affect tuition reimbursement that has been approved but not yet reimbursed.
 - iii. Reimbursement will be limited to tuition, books, select fees and supplies
 - iv. Reimbursement will be provided upon successful completion of the course provided the employee submits proof of satisfactory completion to the Hospital within thirty (30) days receipt of their class grade.

3. Continuing Education

- a. All Full-time employees are eligible to receive five (5) paid days of educational leave each year to attend courses, institutes, workshops, or classes of an educational nature as approved by the Hospital. For regular Part-time employees, the number of paid days is prorated. Such continuing education benefits shall be administered in accordance with the Continuing Education Benefit policy. Such time shall not be considered hours worked for overtime purposes. Should the

Hospital wish to modify the Continuing Education Reimbursement policy as it applies to bargaining unit employees, it will meet and confer with the Union upon request prior to the modification of the policy

- b. One (1) year of Continuing Education leave may be carried over to the following calendar year. Accumulated Continuing Education leave may not exceed two (2) calendar years.
- c. Changes in policy will not affect previously approved educational leave.

ARTICLE 23 – BULLETIN BOARDS

- 1. The Hospital shall provide the Union one (1) locked and glass enclosed bulletin board inside the Hospital for use by the Union. The Union postings on these bulletin boards may relate to Union business such as: 1) Union elections and the results thereof, 2) Union meetings, 3) Union education classes, or 4) other Union business.
- 2. The Union may use space on existing designated bulletin boards, where available, in employee break rooms and rest areas where bargaining unit employees take breaks.
- 3. The Union agrees that it will not post misleading, disparaging, demeaning or deliberately false statements towards the Hospital or any of its related entities, management, employees, proposals, policies or practices.

ARTICLE 24 – DISCIPLINE AND DISCHARGE

- 1. The Hospital shall have the right to assess discipline or discharge against any employee for just cause. This “just cause” provision shall not apply to an employee who is still in his/her introductory period.
- 2. The foregoing shall not limit the Hospital’s right to place an employee on paid administrative leave pending investigation to determine whether disciplinary action is in fact warranted.
- 3. The Hospital will utilize a system of progressive discipline unless there is a serious offense that warrants bypassing one (1) or more of the progressive disciplinary steps. If there are no further formal disciplinary actions within one (1) year from receiving a verbal with corrective action plan, written or final written warning, the disciplinary notice will not be considered for the purpose of future discipline. The one (1) year will be extended by the length of any leave(s) of absence.
- 4. Any employee involved in an investigatory discussion with Hospital management will be advised of the reason for the meeting and that it may lead to disciplinary action. Should the employee have any questions about such meetings they may contact either the Union Representative or Human Resources.

5. Upon request from an employee, the employee has the right to request a Union representative be present during such meetings. However, the Union representative must be available to attend the meeting within seventy-two (72) hours, not including weekends and recognized holidays, of such request. The Union may request to reschedule an investigatory discussion one (1) time with Human Resources. Such requests will be granted provided the request is made within the initial seventy-two (72) hour time frame and the request is for a date that occurs within a reasonable timeframe. If a Union representative cannot be present within the seventy-two (72) hour time frame, or after the rescheduled date, the investigatory discussion may proceed as scheduled by the Hospital.
 - a. Notification to the employee of the need for an investigatory meeting shall be done in writing and include the date, time, and location of the meeting.
 - b. Investigatory meetings shall be limited to the issue(s) about which the employee was provided prior notification.
6. During any investigatory and/or disciplinary meetings, Hospital and Union representatives will conduct themselves in a professional and respectful manner.
7. The Hospital shall take disciplinary action no later than thirty (30) calendar days after the date the Hospital became aware of the act leading to discipline. The Hospital may request an extension if necessary to complete an investigation. The Union shall not unreasonably deny such a request.
8. When a disciplinary matter or investigation is closed, and a discipline is not being issued as a result, the employee will be notified in writing within one (1) week of the matter being closed.
9. In the case an interpreter is requested by an employee for an investigatory and/or disciplinary meeting, the interpreter shall be by mutual agreement between the Union and the Hospital.
10. Meetings of a disciplinary nature (i.e. verbal with corrective action plan, written warning, final written warning, suspension or termination) and/or fact findings shall take place in a private setting.

ARTICLE 25 – EMPLOYEE PERSONNEL FILES

1. There shall be one official HR personnel file and one official department file for all bargaining unit employees. Employees shall receive copies of all evaluations and other documents related to their performance which they have signed and are placed in their personnel file.
2. An employee who receives a written warning shall be given a copy of the warning and shall sign a receipt to acknowledge having received the document. Acknowledging receipt of the warning shall not constitute an admission of the employee's agreement with the substance of the warning. An employee shall have the right to rebut in writing any

such disciplinary notice. Such rebuttals, other than grievances, shall be attached to the disciplinary notice and placed in the Employee's personnel file.

3. Employees may, at reasonable times and at reasonable intervals, review their personnel files upon request. Review of personnel files shall not include a review of references. Review of personnel files may only be done during normal business hours and during an Employee's non-working time. Upon request, the Hospital will provide one copy of each requested document in the employee's personnel file.
4. Upon request from the Union and once the Hospital is in receipt of the written authorization from the employee, the Hospital will provide an accurate, complete, and up to date copy of an employee personnel file.

ARTICLE 26 – GRIEVANCE AND ARBITRATION

1. Definitions

- a. A grievance is defined as a dispute concerning the interpretation or application of an express provision of this Agreement, except of those Articles or provisions that are expressly not subject to the grievance procedure.
- b. Days shall mean calendar days. The date of receipt of a particular form or report provided for herein will not count as a day for the purposes of calculating time periods contained in this Article. If the last day for responding and acting is a Saturday, Sunday or Holiday (as defined by this Agreement), the period shall be extended to the next day which is not a Saturday, Sunday or Holiday.

2. General

Grievances shall be resolved exclusively via the procedures set forth in this Article. Time periods provided for herein may be waived only by the express written agreement of both parties. Failure of the grieving party to comply with all applicable time frames shall cause the grievance to be dismissed with prejudice. If the Hospital does not timely respond to a Union grievance, the grievance shall automatically move to the next step.

- a. The parties shall agree that is their mutual intent to resolve all grievances, if possible expeditiously and informally. Any grievance resolved at any step of the grievance procedure shall be resolved on a non-precedent setting basis unless the parties expressly agree otherwise in writing. All written agreements must be signed by the Hospital's Vice President of Human Resources and designated Union representative.
- b. Unless otherwise specified, all notices or forms to be filed by the Union must be filed with the Vice President of Human Resources or his/her designee. All notices and forms filed by the Hospital shall be filed with the Union.

3. Grievance Procedure Contract Interpretation

- a. Step 1 – Informal Review. The Employee may first request a meeting with his/her supervisor/direct report (except for discharge situations) or Human

Resources, to discuss the complaint informally. If the complaint is not resolved to the Employee's satisfaction and if the Employee wishes to pursue his/her complaint, the following grievance steps shall be followed.

- b. Step 2 – Review with Human Resources Manager. If the matter has not been resolved informally at Step 1, the Union must file a written grievance with the Human Resources Manager, or his/her designee. The grievance must be filed not more than twenty (20) days following the date the Union first became aware or of reasonably should have become aware of the incident from which the grievance arose. During the twenty (20) day period following receipt of the written grievance, the parties shall meet in an attempt to resolve the grievance. Neither party shall bring more than three (3) representatives to such meeting unless otherwise agreed to in advance by both parties; the Hospital shall bring the relevant supervisor and/or manager, the Union shall bring the grievant and no more than one (1) employee representative unless otherwise agreed. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 2 meeting.
- c. Step 3 – Review by Vice President of Human Resources. If the grievance is not resolved at Step 2, the Union may proceed by delivering a written statement indicating its intent to proceed to the Vice President of Human Resources, or designee. This must be accomplished within twenty (20) days of the date of the Hospital's Step 2 response. During the twenty (20) day period following receipt of the written intent to proceed, the Vice President of Human Resources, or designee, the NUHW Staff Representative, or designee, and the parties shall meet in an attempt to resolve the grievance. Neither party shall bring more than three (3) representatives to such meeting unless otherwise agreed to in advance by both parties. No more than one (1) Employee Representative shall attend unless otherwise agreed to. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 3 meeting.

4. Grievance Procedure Discipline and Discharge

- a. Step 1 – Review with Human Resources Manager. The Employee or Union must file a written grievance with the Human Resources Manager, or his/her designee. The grievance must be filed not more than seven (7) days following the date the discipline is issued. During the seven (7) day period following receipt of the written grievance, the parties shall meet in an attempt to resolve the grievance. Neither party shall bring more than three (3) representatives to such meeting unless otherwise agreed to in advance by both parties; the Hospital shall bring the relevant supervisor and/or manager; the Union shall bring the grievant and no more than one (1) employee representative unless otherwise agreed. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 1 meeting.
- b. Step 2 – Review by Vice President of Human Resources. If the grievance is not resolved at Step 1, the Union may proceed by delivering a written statement indicating its intent to proceed to the Vice President of Human resources, or

designee. This must be accomplished within seven (7) days of the date of the Hospital's Step 1 response. During the seven (7) day period following receipt of the written intent to proceed, the Vice President of Human resources, or designee, the NUHW Staff Representative, or designee, and the parties shall meet in an attempt to resolve the grievance. Neither party shall bring more than three (3) representatives to such meeting unless otherwise agreed to in advance by both parties. No more than one (1) Employee Representative shall attend unless otherwise agreed to. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 2 meeting.

5. Hospital Grievances

Hospital grievances shall be submitted at the Step 3 level in writing to the Union's Field Representative. If requested, a Union Representative and Vice President of the Human Resources, or designee, shall meet in an effort to resolve the grievance within twenty (20) days of the date of the written grievance. The Union shall provide an answer, in writing, within ten (10) days following the meeting, or within ten (10) days after the date of the Hospital's grievance if no meeting is requested.

6. Arbitration

If the parties are unable to resolve the grievance pursuant to the above procedures, either party may submit a written request for arbitration to the other party within thirty (30) days of receipt of the Step 3 response.

Within seven (7) days of receipt of a request for arbitration, the parties will attempt to reach mutual agreement on an arbitrator. If they cannot do so in that time frame, they will jointly request a panel of seven arbitrators from the FMCS. The parties will alternately strike names from that list until they have reached agreement, or only one name remains.

The costs associated with the arbitration, such as arbitrator fees, room fees and transcript costs shall be shared equally by the parties. This provision does not apply to either parties legal fees.

The Arbitrator shall have no power to add to, to subtract from or to change any of the terms or provisions of the Agreement. The arbitrator's authority will be limited to interpreting the provisions of the Agreement, and the arbitrator has no authority to add to, subtract from or modify the Agreement. The arbitrator's decision will be final and binding upon all parties concerned.

ARTICLE 27 – NON DISCRIMINATION

There shall be no discrimination by either party to this Agreement or by any covered employees because of membership or non-membership in the Union, or because of participation or lack of participation in activity on behalf of or in opposition to the Union; or on the basis of race, religious creed, political affiliation, color, national origin, ancestry, physical or mental disability, medical condition, marital status, sex (including pregnancy, childbirth, and medical conditions

relating to pregnancy or childbirth), gender/gender identity, gender expression, age, sexual orientation, military and veteran status, genetics, or any other legally protected characteristic

ARTICLE 28 – LABOR MANAGEMENT ADVISORY COMMITTEE

1. Objectives

The objectives of the Labor Management Advisory Committee (LMAC) are:

- a. to resolve disputes without going to the grievance process where possible;
- b. review concerns about patient care and staffing;
- c. evaluate and /or recommend improvements to internal processes for the benefit, health and safety of employees covered by this Agreement; and
- d. to otherwise provide a method to improve labor-management relationships at the hospital.

Nothing in this Article shall prohibit either party from filing a grievance without first bringing the issue to the LMAC.

2. Composition

The LMAC will be comprised of six (6) committee members, three each from the Hospital and the Union. Should either party wish to bring additional representatives as guests or to address a specific topic, they will notify the other party of the additional representatives as part of the exchange of proposed agendas.

3. Meetings

The LMAC shall meet quarterly at a mutually agreeable time. Upon mutual agreement, the LMAC may schedule additional meetings as needed. To the extent possible, the meetings shall be scheduled so as not to conflict with the work schedules of employee committee members. The three (3) committee union representatives shall suffer no loss of pay due to their participation in the LMAC.

The LMAC will schedule meeting dates one (1) year in advance. Proposed agenda items will be exchanged no later than one (1) week in advance of each meeting with the intent of allowing the other party to properly prepare for the meeting.

4. Dispute Resolution

In the event the LMAC cannot resolve a difference of opinion, either the Union or the Employer, within thirty (30) days following the LMAC's failure to reach a resolution, may refer the difference of opinion to a mutually agreed upon neutral third party to mediate the dispute. If there is no agreement on the mediator, the mediator shall be selected from the Federal Mediation and Conciliation Service. The mediator shall not have the authority to issue a binding decision.

In making any recommendation, the Mediator must take into account area standards on staffing, state and federal laws, physician recommendations regarding quality of care, business and any other relevant information presented by the parties

ARTICLE 29 – SAVINGS CLAUSE

In the event that any provision of this Agreement is found to be in conflict with state or federal law, the remaining provisions of this Agreement shall remain in full force and effect.

ARTICLE 30 – SUCCESSORSHIP

It is the intent of the parties to this Agreement that it shall remain in force and effect for its term, notwithstanding any sale or transfer by the Hospital to any other entity. The Hospital may not use any sale, transfer or other mechanism to evade the terms of this Agreement.

ARTICLE 31 – STRIKES AND LOCKOUTS

1. For the duration of the Agreement, and any extensions there to, the Union and its members or other agents shall not threaten, sanction, encourage nor participate in any way in any strike, sympathy strike, walkout, slowdown, sickout, or other interference with any operation of the Hospital covered by this Agreement. In the event any such action occurs, or is threatened, the Union and its representatives will immediately take all appropriate action to end or avert same.
2. The Hospital agrees that during the term of this Agreement or any extensions there to, it will not engage in any lockout of Employees covered by this Agreement.
3. Neither the violation of any provision of this Agreement by any person, nor any other act or omission by any representative of either party, will excuse either the Union, the Hospital or bargaining unit employees from any and all of their obligations covered by this Article.
4. The Union and the Hospital will have the right to seek full judicial remedies, including injunctive relief and damages, for any claimed violation of this Article in addition to all other remedies provided by this Agreement. There shall be no obligation to arbitrate any claimed violation before seeking such judicial relief.
5. Any Employee who participated in a work stoppage that is found to be in violation of this Article may be subject to discipline up to and including termination.

ARTICLE 32 – DURATION

This Agreement shall become effective upon ratification (June 18, 2016) and shall remain in full force and effect through June 17, 2019.

IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the effective date of the Agreement.

PETALUMA VALLEY HOSPITAL

**NATIONAL UNION OF HEALTHCARE
WORKERS**

Todd Salnas – COO

Sal Rosselli – President

Jessica Jauregui, Dir. Human Resources

Dennis Dugan

Bill Candella

Patti Barnett

Kevin Pease

Sheri Slaydon

Emily Linebaugh

Lynne Scheumann

Bill Dalton

Ruth Ann Balicki

Joan Nelson

Anita Salmeron-Sosa

Valerie Esponda

Sara Jackson

Cyndie Llorence

Jonathan Velasco

SIDE LETTER – RELIEF EMPLOYEES

The parties agree to meet and discuss issues related to a Relief Employee working full time hours (1.0) or RPT 4 (.8) for six (6) months or greater and who requests to be placed into a benefited position.

The Union will provide the Director of Human Resources, or designee, the name of the Relief Employee and the department where he/she is working. The Director of Human Resources, or designee, and the Union will meet to review the number of hours, the length of time, and the reasons the Relief Employee is working additional hours. This process shall not apply to hours worked Conciliation by a Relief Employee temporarily replacing another Employee who is on an approved leave of absence. Further, a Relief Employee shall not be reduced in hours solely to prevent his/her advancement to Full Time status when the Relief Employee hours continue to be available or for the sole purpose of keeping a regular job constantly staffed by Relief Employees. The Hospital will not unreasonably deny reclassifying a relief employee who has been working full time hours (1.0) or RPT 4 (.8) for six (6) months or greater who requests to be placed into a benefited position.

APPENDIX I – LIST OF CLASSIFICATIONS

Clerk-Health Info II -PVH	Rep-Laboratory Patient Svc PVH
Clerk-Receiving Distribtn -PVH	Resp Care Practnr I -PVH
Clinical Lab Asst I-CPT -PVH	Resp Care Practnr II -PVH
Clinical Lab Asst II-CPT -PVH	Scheduler -PVH
CNA/Care Partner I -PVH	Spec. Patient Access-Sr. PVH
CNA/Care Partner II -PVH	Specialist-Patient Access PVH
CNA/Care Partner III -PVH	Tech-Echo PVH
Cook/Caterer -PVH	Tech-Emergency Dept -PVH
Coord-Diet PVH	Tech-GI PVH
Env Svcs Rep -PVH	Tech-MRI -PVH
GI Tech/CNA -PVH	Tech-Nuclear Medicine -PVH
Inventory Controller/Buyr -PVH	Tech-OB PVH
Lead-Cook -PVH	Tech-Pharmacy I -PVH
Lead-CT Tech PVH	Tech-Pharmacy II -PVH
Lead-Environmntl Svcs Rep -PVH	Tech-Radiology I -PVH
Lead-Nutrition Svcs Aide PVH	Tech-Radiology II -PVH
Lead-Rehabilitation Tech -PVH	Tech-Radiology III -PVH
Lead-Secretary PVH	Tech-Sterile Processing I PVH
Material Handler -PVH	Tech-Sterile Processing II PVH
Nutrition Svcs Aide I -PVH	Tech-Surgical I -PVH
PBX Operator -PVH	Tech-Surgical II -PVH
Phys Therapy Asst II -PVH	Tech-Surgical III -PVH
PTA/Rehab Coordinator	Tech-Telemetry -PVH
Registrar-Patient Access -PVH	Tech-Ultrasound -PVH

APPENDIX II – COPE FORM



COPE AUTHORIZATION
Voluntary Campaign Contributions

In order to build political power for healthcare workers by helping win on issues and elect candidates who are supportive of healthcare and workers rights, I hereby authorize and direct my employer to deduct from my paycheck the following sum and remit that amount to NUHW COPE.

Please make a monthly deduction from my paycheck in the amount of:

___ \$5 ___ \$10 ___ \$15 ___ \$20 _____ \$ per month.

I understand that this deduction is not tax-deductible and that this contribution is strictly voluntary and will be used for political purposes.

The signing of this authorization form and the making of these voluntary contributions are not conditions of membership in NUHW nor of my employment. My Union will not favor or disadvantage anyone by reason of the amount of their contribution or decision not to contribute. I may refuse to contribute without reprisal. My payroll deduction will continue until I notify NUHW in writing of any change. The submission of a new deduction authorization form will supersede any previous authorizations for this payroll deduction. I have the right to terminate this deduction at any time by providing written notification (or email) to NUHW.

Federal campaign law requires political committees to report the following information for individuals whose contributions are more than \$200 per year: name, address, occupation and employer. All information will be kept confidential unless disclosure is required by law. You must be a member of NUHW or on its administrative/executive staff to make a contribution. You must be a U.S. Citizen or a person lawfully admitted for permanent residency in the United States in order to contribute. Contributions to NUHW COPE may not exceed \$5,000 per calendar year per contributor.

First Name: _____

Last Name: _____

Best Phone: _____

Home Email: _____

Signature: _____ **Date:** _____

APPENDIX III – COMPENSATION

YEAR ONE	Years	0	1	2	3	4	5	6	7	8	9	10	11	16	21
Job Title	Grade														
Clerk-Health Info II -PVH	5T	\$18.69	\$18.97	\$19.53	\$20.09	\$20.66	\$21.21	\$21.77	\$22.33	\$22.65	\$23.01	\$23.34	\$23.67	\$24.11	\$24.55
Clerk-Receiving Distribtn -PVH	6	\$19.04	\$19.32	\$19.89	\$20.45	\$21.04	\$21.61	\$22.18	\$22.74	\$23.07	\$23.44	\$23.77	\$24.10	\$24.57	\$25.02
Clinical Lab Asst I-CPT -PVH	6T	\$20.18	\$20.48	\$21.08	\$21.68	\$22.30	\$22.91	\$23.51	\$24.11	\$24.45	\$24.84	\$25.20	\$25.54	\$26.04	\$26.52
Clinical Lab Asst II-CPT -PVH	7T	\$21.79	\$22.12	\$22.77	\$23.42	\$24.07	\$24.73	\$25.38	\$26.03	\$26.42	\$26.79	\$27.19	\$27.60	\$28.11	\$28.60
CNA/Care Partner I -PVH	5	\$17.63	\$17.89	\$18.43	\$18.95	\$19.49	\$20.01	\$20.54	\$21.06	\$21.37	\$21.70	\$22.02	\$22.33	\$22.74	\$23.16
CNA/Care Partner II -PVH	6	\$19.04	\$19.32	\$19.89	\$20.45	\$21.04	\$21.61	\$22.18	\$22.74	\$23.07	\$23.44	\$23.77	\$24.10	\$24.57	\$25.02
CNA/Care Partner III -PVH	7	\$20.56	\$20.86	\$21.48	\$22.09	\$22.71	\$23.33	\$23.94	\$24.56	\$24.93	\$25.27	\$25.65	\$26.04	\$26.52	\$26.99
Cook/Caterer -PVH	7	\$20.56	\$20.86	\$21.48	\$22.09	\$22.71	\$23.33	\$23.94	\$24.56	\$24.93	\$25.27	\$25.65	\$26.04	\$26.52	\$26.99
Coord-Diet PVH	7	\$20.56	\$20.86	\$21.48	\$22.09	\$22.71	\$23.33	\$23.94	\$24.56	\$24.93	\$25.27	\$25.65	\$26.04	\$26.52	\$26.99
Env Svcs Rep -PVH	5H	\$18.33	\$18.61	\$19.16	\$19.71	\$20.27	\$20.81	\$21.36	\$21.91	\$22.22	\$22.57	\$22.90	\$23.23	\$23.65	\$24.09
GI Tech/CNA -PVH	8T	\$23.50	\$23.85	\$24.56	\$25.28	\$25.98	\$26.68	\$27.37	\$28.08	\$28.49	\$28.92	\$29.35	\$29.75	\$30.32	\$30.87
Inventory Controller/Buyr -PVH	9	\$23.91	\$24.28	\$24.99	\$25.70	\$26.40	\$27.14	\$27.85	\$28.55	\$28.98	\$29.41	\$29.85	\$30.26	\$30.83	\$31.42
Lead-Cook -PVH	8	\$22.17	\$22.50	\$23.17	\$23.85	\$24.51	\$25.17	\$25.82	\$26.49	\$26.88	\$27.28	\$27.69	\$28.07	\$28.60	\$29.13
Lead-CT Tech PVH	16T	\$43.47	\$44.13	\$45.41	\$46.72	\$48.01	\$49.32	\$50.61	\$51.91	\$52.69	\$53.47	\$54.25	\$55.03	\$56.06	\$57.11
Lead-Environmntl Svcs Rep -PVH	7	\$20.56	\$20.86	\$21.48	\$22.09	\$22.71	\$23.33	\$23.94	\$24.56	\$24.93	\$25.27	\$25.65	\$26.04	\$26.52	\$26.99
Lead-Nutrition Svcs Aide PVH	8	\$22.17	\$22.50	\$23.17	\$23.85	\$24.51	\$25.17	\$25.82	\$26.49	\$26.88	\$27.28	\$27.69	\$28.07	\$28.60	\$29.13
Lead-Rehabilitation Tech -PVH	16	\$41.01	\$41.63	\$42.84	\$44.08	\$45.30	\$46.53	\$47.74	\$48.97	\$49.71	\$50.44	\$51.18	\$51.91	\$52.89	\$53.88
Lead-Secretary PVH	8	\$22.17	\$22.50	\$23.17	\$23.85	\$24.51	\$25.17	\$25.82	\$26.49	\$26.88	\$27.28	\$27.69	\$28.07	\$28.60	\$29.13
Material Handler -PVH	5	\$17.63	\$17.89	\$18.43	\$18.95	\$19.49	\$20.01	\$20.54	\$21.06	\$21.37	\$21.70	\$22.02	\$22.33	\$22.74	\$23.16
Nutrition Svcs Aide I -PVH	5	\$17.63	\$17.89	\$18.43	\$18.95	\$19.49	\$20.01	\$20.54	\$21.06	\$21.37	\$21.70	\$22.02	\$22.33	\$22.74	\$23.16
PBX Operator -PVH	6	\$19.04	\$19.32	\$19.89	\$20.45	\$21.04	\$21.61	\$22.18	\$22.74	\$23.07	\$23.44	\$23.77	\$24.10	\$24.57	\$25.02
Phys Therapy Asst II -PVH	10T	\$27.40	\$27.81	\$28.64	\$29.46	\$30.27	\$31.11	\$31.91	\$32.74	\$33.22	\$33.71	\$34.20	\$34.70	\$35.35	\$35.99
PTA/Rehab Coordinator	10	\$25.85	\$26.24	\$27.02	\$27.79	\$28.56	\$29.35	\$30.10	\$30.89	\$31.34	\$31.80	\$32.27	\$32.74	\$33.35	\$33.96
Registrar-Patient Access -PVH	6	\$19.04	\$19.32	\$19.89	\$20.45	\$21.04	\$21.61	\$22.18	\$22.74	\$23.07	\$23.44	\$23.77	\$24.10	\$24.57	\$25.02

YEAR ONE	Years	0	1	2	3	4	5	6	7	8	9	10	11	16	21
Job Title	Grade														
Rep-Laboratory Patient Svc PVH	8	\$22.17	\$22.50	\$23.17	\$23.85	\$24.51	\$25.17	\$25.82	\$26.49	\$26.88	\$27.28	\$27.69	\$28.07	\$28.60	\$29.13
Resp Care Practnr I -PVH	13T	\$34.51	\$35.05	\$36.08	\$37.10	\$38.13	\$39.17	\$40.19	\$41.24	\$41.85	\$42.47	\$43.08	\$43.70	\$44.51	\$45.34
Resp Care Practnr II -PVH	14T	\$37.29	\$37.83	\$38.96	\$40.07	\$41.18	\$42.29	\$43.41	\$44.50	\$45.20	\$45.86	\$46.51	\$47.19	\$48.07	\$48.97
Scheduler -PVH	7	\$20.56	\$20.86	\$21.48	\$22.09	\$22.71	\$23.33	\$23.94	\$24.56	\$24.93	\$25.27	\$25.65	\$26.04	\$26.52	\$26.99
Spec. Patient Access-Sr. PVH	8	\$22.17	\$22.50	\$23.17	\$23.85	\$24.51	\$25.17	\$25.82	\$26.49	\$26.88	\$27.28	\$27.69	\$28.07	\$28.60	\$29.13
Specialist-Patient Access PVH	7	\$20.56	\$20.86	\$21.48	\$22.09	\$22.71	\$23.33	\$23.94	\$24.56	\$24.93	\$25.27	\$25.65	\$26.04	\$26.52	\$26.99
Tech-Echo PVH	15	\$37.97	\$38.55	\$39.68	\$40.81	\$41.95	\$43.08	\$44.22	\$45.35	\$46.03	\$46.73	\$47.41	\$48.08	\$48.98	\$49.89
Tech-Emergency Dept -PVH	9T	\$25.34	\$25.73	\$26.49	\$27.25	\$27.98	\$28.77	\$29.52	\$30.26	\$30.72	\$31.18	\$31.64	\$32.08	\$32.68	\$33.30
Tech-GI PVH	8	\$22.17	\$22.50	\$23.17	\$23.85	\$24.51	\$25.17	\$25.82	\$26.49	\$26.88	\$27.28	\$27.69	\$28.07	\$28.60	\$29.13
Tech-MRI -PVH	16T	\$43.47	\$44.13	\$45.41	\$46.72	\$48.01	\$49.32	\$50.61	\$51.91	\$52.69	\$53.47	\$54.25	\$55.03	\$56.06	\$57.11
Tech-Nuclear Medicine -PVH	17T	\$46.90	\$47.63	\$49.02	\$50.42	\$51.82	\$53.22	\$54.63	\$56.03	\$56.85	\$57.71	\$58.53	\$59.39	\$60.48	\$61.63
Tech-OB PVH	8T	\$23.50	\$23.85	\$24.56	\$25.28	\$25.98	\$26.68	\$27.37	\$28.08	\$28.49	\$28.92	\$29.35	\$29.75	\$30.32	\$30.87
Tech-Pharmacy I -PVH	8T	\$23.50	\$23.85	\$24.56	\$25.28	\$25.98	\$26.68	\$27.37	\$28.08	\$28.49	\$28.92	\$29.35	\$29.75	\$30.32	\$30.87
Tech-Pharmacy II -PVH	9T	\$25.34	\$25.73	\$26.49	\$27.25	\$27.98	\$28.77	\$29.52	\$30.26	\$30.72	\$31.18	\$31.64	\$32.08	\$32.68	\$33.30
Tech-Radiology I -PVH	14T	\$37.29	\$37.83	\$38.96	\$40.07	\$41.18	\$42.29	\$43.41	\$44.50	\$45.20	\$45.86	\$46.51	\$47.19	\$48.07	\$48.97
Tech-Radiology II -PVH	15T	\$40.25	\$40.86	\$42.06	\$43.26	\$44.46	\$45.67	\$46.87	\$48.07	\$48.79	\$49.53	\$50.25	\$50.96	\$51.92	\$52.88
Tech-Radiology III -PVH	16H	\$42.65	\$43.30	\$44.55	\$45.84	\$47.11	\$48.39	\$49.65	\$50.93	\$51.70	\$52.46	\$53.22	\$53.99	\$55.00	\$56.03
Tech-Sterile Processing I PVH	7T	\$21.79	\$22.12	\$22.77	\$23.42	\$24.07	\$24.73	\$25.38	\$26.03	\$26.42	\$26.79	\$27.19	\$27.60	\$28.11	\$28.60
Tech-Sterile Processing II PVH	7T	\$21.79	\$22.12	\$22.77	\$23.42	\$24.07	\$24.73	\$25.38	\$26.03	\$26.42	\$26.79	\$27.19	\$27.60	\$28.11	\$28.60
Tech-Surgical I -PVH	11T	\$29.58	\$30.04	\$30.91	\$31.81	\$32.68	\$33.57	\$34.46	\$35.34	\$35.87	\$36.41	\$36.93	\$37.45	\$38.16	\$38.87
Tech-Surgical II -PVH	11T	\$29.58	\$30.04	\$30.91	\$31.81	\$32.68	\$33.57	\$34.46	\$35.34	\$35.87	\$36.41	\$36.93	\$37.45	\$38.16	\$38.87
Tech-Surgical III -PVH	11T	\$29.58	\$30.04	\$30.91	\$31.81	\$32.68	\$33.57	\$34.46	\$35.34	\$35.87	\$36.41	\$36.93	\$37.45	\$38.16	\$38.87
Tech-Telemetry -PVH	8T	\$23.50	\$23.85	\$24.56	\$25.28	\$25.98	\$26.68	\$27.37	\$28.08	\$28.49	\$28.92	\$29.35	\$29.75	\$30.32	\$30.87
Tech-Ultrasound -PVH	17T	\$46.90	\$47.63	\$49.02	\$50.42	\$51.82	\$53.22	\$54.63	\$56.03	\$56.85	\$57.71	\$58.53	\$59.39	\$60.48	\$61.63

YEAR TWO	Years	0	1	2	3	4	5	6	7	8	9	10	11	16	21
Job Title	Grade														
Clerk-Health Info II -PVH	5T	\$19.62	\$19.92	\$20.51	\$21.09	\$21.69	\$22.27	\$22.86	\$23.45	\$23.78	\$24.16	\$24.51	\$24.85	\$25.32	\$25.78
Clerk-Receiving Distribtn -PVH	6	\$19.99	\$20.29	\$20.88	\$21.47	\$22.09	\$22.69	\$23.29	\$23.88	\$24.22	\$24.61	\$24.96	\$25.31	\$25.80	\$26.27
Clinical Lab Asst I-CPT -PVH	6T	\$21.19	\$21.50	\$22.13	\$22.76	\$23.42	\$24.06	\$24.69	\$25.32	\$25.67	\$26.08	\$26.46	\$26.82	\$27.34	\$27.85
Clinical Lab Asst II-CPT -PVH	7T	\$22.88	\$23.23	\$23.91	\$24.59	\$25.27	\$25.97	\$26.65	\$27.33	\$27.74	\$28.13	\$28.55	\$28.98	\$29.52	\$30.03
CNA/Care Partner I -PVH	5	\$18.51	\$18.78	\$19.35	\$19.90	\$20.46	\$21.01	\$21.57	\$22.11	\$22.44	\$22.79	\$23.12	\$23.45	\$23.88	\$24.32
CNA/Care Partner II -PVH	6	\$19.99	\$20.29	\$20.88	\$21.47	\$22.09	\$22.69	\$23.29	\$23.88	\$24.22	\$24.61	\$24.96	\$25.31	\$25.80	\$26.27
CNA/Care Partner III -PVH	7	\$21.59	\$21.90	\$22.55	\$23.19	\$23.85	\$24.50	\$25.14	\$25.79	\$26.18	\$26.53	\$26.93	\$27.34	\$27.85	\$28.34
Cook/Caterer -PVH	7	\$21.59	\$21.90	\$22.55	\$23.19	\$23.85	\$24.50	\$25.14	\$25.79	\$26.18	\$26.53	\$26.93	\$27.34	\$27.85	\$28.34
Coord-Diet PVH	7	\$21.59	\$21.90	\$22.55	\$23.19	\$23.85	\$24.50	\$25.14	\$25.79	\$26.18	\$26.53	\$26.93	\$27.34	\$27.85	\$28.34
Env Svcs Rep -PVH	5H	\$19.25	\$19.54	\$20.12	\$20.70	\$21.28	\$21.85	\$22.43	\$23.01	\$23.33	\$23.70	\$24.05	\$24.39	\$24.83	\$25.29
GI Tech/CNA -PVH	8T	\$24.68	\$25.04	\$25.79	\$26.54	\$27.28	\$28.01	\$28.74	\$29.48	\$29.91	\$30.37	\$30.82	\$31.24	\$31.84	\$32.41
Inventory Controller/Buyr -PVH	9	\$25.11	\$25.49	\$26.24	\$26.99	\$27.72	\$28.50	\$29.24	\$29.98	\$30.43	\$30.88	\$31.34	\$31.77	\$32.37	\$32.99
Lead-Cook -PVH	8	\$23.28	\$23.63	\$24.33	\$25.04	\$25.74	\$26.43	\$27.11	\$27.81	\$28.22	\$28.64	\$29.07	\$29.47	\$30.03	\$30.59
Lead-CT Tech PVH	16T	\$45.64	\$46.34	\$47.68	\$49.06	\$50.41	\$51.79	\$53.14	\$54.51	\$55.32	\$56.14	\$56.96	\$57.78	\$58.86	\$59.97
Lead-Environmntl Svcs Rep -PVH	7	\$21.59	\$21.90	\$22.55	\$23.19	\$23.85	\$24.50	\$25.14	\$25.79	\$26.18	\$26.53	\$26.93	\$27.34	\$27.85	\$28.34
Lead-Nutrition Svcs Aide PVH	8	\$23.28	\$23.63	\$24.33	\$25.04	\$25.74	\$26.43	\$27.11	\$27.81	\$28.22	\$28.64	\$29.07	\$29.47	\$30.03	\$30.59
Lead-Rehabilitation Tech -PVH	16	\$43.06	\$43.71	\$44.98	\$46.28	\$47.57	\$48.86	\$50.13	\$51.42	\$52.20	\$52.96	\$53.74	\$54.51	\$55.53	\$56.57
Lead-Secretary PVH	8	\$23.28	\$23.63	\$24.33	\$25.04	\$25.74	\$26.43	\$27.11	\$27.81	\$28.22	\$28.64	\$29.07	\$29.47	\$30.03	\$30.59
Material Handler -PVH	5	\$18.51	\$18.78	\$19.35	\$19.90	\$20.46	\$21.01	\$21.57	\$22.11	\$22.44	\$22.79	\$23.12	\$23.45	\$23.88	\$24.32
Nutrition Svcs Aide I -PVH	5	\$18.51	\$18.78	\$19.35	\$19.90	\$20.46	\$21.01	\$21.57	\$22.11	\$22.44	\$22.79	\$23.12	\$23.45	\$23.88	\$24.32
PBX Operator -PVH	6	\$19.99	\$20.29	\$20.88	\$21.47	\$22.09	\$22.69	\$23.29	\$23.88	\$24.22	\$24.61	\$24.96	\$25.31	\$25.80	\$26.27
Phys Therapy Asst II -PVH	10T	\$28.77	\$29.20	\$30.07	\$30.93	\$31.78	\$32.67	\$33.51	\$34.38	\$34.88	\$35.40	\$35.91	\$36.44	\$37.12	\$37.79
PTA/Rehab Coordinator	10	\$27.14	\$27.55	\$28.37	\$29.18	\$29.99	\$30.82	\$31.61	\$32.43	\$32.91	\$33.39	\$33.88	\$34.38	\$35.02	\$35.66
Registrar-Patient Access -PVH	6	\$19.99	\$20.29	\$20.88	\$21.47	\$22.09	\$22.69	\$23.29	\$23.88	\$24.22	\$24.61	\$24.96	\$25.31	\$25.80	\$26.27
Rep-Laboratory Patient Svc PVH	8	\$23.28	\$23.63	\$24.33	\$25.04	\$25.74	\$26.43	\$27.11	\$27.81	\$28.22	\$28.64	\$29.07	\$29.47	\$30.03	\$30.59
Resp Care Practnr I -PVH	13T	\$36.24	\$36.80	\$37.88	\$38.96	\$40.04	\$41.13	\$42.20	\$43.30	\$43.94	\$44.59	\$45.23	\$45.89	\$46.74	\$47.61

YEAR TWO	Years	0	1	2	3	4	5	6	7	8	9	10	11	16	21
Job Title	Grade														
Resp Care Practnr II -PVH	14T	\$39.15	\$39.72	\$40.91	\$42.07	\$43.24	\$44.40	\$45.58	\$46.73	\$47.46	\$48.15	\$48.84	\$49.55	\$50.47	\$51.42
Scheduler -PVH	7	\$21.59	\$21.90	\$22.55	\$23.19	\$23.85	\$24.50	\$25.14	\$25.79	\$26.18	\$26.53	\$26.93	\$27.34	\$27.85	\$28.34
Spec. Patient Access-Sr. PVH	8	\$23.28	\$23.63	\$24.33	\$25.04	\$25.74	\$26.43	\$27.11	\$27.81	\$28.22	\$28.64	\$29.07	\$29.47	\$30.03	\$30.59
Specialist-Patient Access PVH	7	\$21.59	\$21.90	\$22.55	\$23.19	\$23.85	\$24.50	\$25.14	\$25.79	\$26.18	\$26.53	\$26.93	\$27.34	\$27.85	\$28.34
Tech-Echo PVH	15	\$39.87	\$40.48	\$41.66	\$42.85	\$44.05	\$45.23	\$46.43	\$47.62	\$48.33	\$49.07	\$49.78	\$50.48	\$51.43	\$52.38
Tech-Emergency Dept -PVH	9T	\$26.61	\$27.02	\$27.81	\$28.61	\$29.38	\$30.21	\$31.00	\$31.77	\$32.26	\$32.74	\$33.22	\$33.68	\$34.31	\$34.97
Tech-GI PVH	8	\$23.28	\$23.63	\$24.33	\$25.04	\$25.74	\$26.43	\$27.11	\$27.81	\$28.22	\$28.64	\$29.07	\$29.47	\$30.03	\$30.59
Tech-MRI -PVH	16T	\$45.64	\$46.34	\$47.68	\$49.06	\$50.41	\$51.79	\$53.14	\$54.51	\$55.32	\$56.14	\$56.96	\$57.78	\$58.86	\$59.97
Tech-Nuclear Medicine -PVH	17T	\$49.25	\$50.01	\$51.47	\$52.94	\$54.41	\$55.88	\$57.36	\$58.83	\$59.69	\$60.60	\$61.46	\$62.36	\$63.50	\$64.71
Tech-OB PVH	8T	\$24.68	\$25.04	\$25.79	\$26.54	\$27.28	\$28.01	\$28.74	\$29.48	\$29.91	\$30.37	\$30.82	\$31.24	\$31.84	\$32.41
Tech-Pharmacy I -PVH	8T	\$24.68	\$25.04	\$25.79	\$26.54	\$27.28	\$28.01	\$28.74	\$29.48	\$29.91	\$30.37	\$30.82	\$31.24	\$31.84	\$32.41
Tech-Pharmacy II -PVH	9T	\$26.61	\$27.02	\$27.81	\$28.61	\$29.38	\$30.21	\$31.00	\$31.77	\$32.26	\$32.74	\$33.22	\$33.68	\$34.31	\$34.97
Tech-Radiology I -PVH	14T	\$39.15	\$39.72	\$40.91	\$42.07	\$43.24	\$44.40	\$45.58	\$46.73	\$47.46	\$48.15	\$48.84	\$49.55	\$50.47	\$51.42
Tech-Radiology II -PVH	15T	\$42.26	\$42.90	\$44.16	\$45.42	\$46.68	\$47.95	\$49.21	\$50.47	\$51.23	\$52.01	\$52.76	\$53.51	\$54.52	\$55.52
Tech-Radiology III -PVH	16H	\$44.78	\$45.47	\$46.78	\$48.13	\$49.47	\$50.81	\$52.13	\$53.48	\$54.29	\$55.08	\$55.88	\$56.69	\$57.75	\$58.83
Tech-Sterile Processing I PVH	7T	\$22.88	\$23.23	\$23.91	\$24.59	\$25.27	\$25.97	\$26.65	\$27.33	\$27.74	\$28.13	\$28.55	\$28.98	\$29.52	\$30.03
Tech-Sterile Processing II PVH	7T	\$22.88	\$23.23	\$23.91	\$24.59	\$25.27	\$25.97	\$26.65	\$27.33	\$27.74	\$28.13	\$28.55	\$28.98	\$29.52	\$30.03
Tech-Surgical I -PVH	11T	\$31.06	\$31.54	\$32.46	\$33.40	\$34.31	\$35.25	\$36.18	\$37.11	\$37.66	\$38.23	\$38.78	\$39.32	\$40.07	\$40.81
Tech-Surgical II -PVH	11T	\$31.06	\$31.54	\$32.46	\$33.40	\$34.31	\$35.25	\$36.18	\$37.11	\$37.66	\$38.23	\$38.78	\$39.32	\$40.07	\$40.81
Tech-Surgical III -PVH	11T	\$31.06	\$31.54	\$32.46	\$33.40	\$34.31	\$35.25	\$36.18	\$37.11	\$37.66	\$38.23	\$38.78	\$39.32	\$40.07	\$40.81
Tech-Telemetry -PVH	8T	\$24.68	\$25.04	\$25.79	\$26.54	\$27.28	\$28.01	\$28.74	\$29.48	\$29.91	\$30.37	\$30.82	\$31.24	\$31.84	\$32.41
Tech-Ultrasound -PVH	17T	\$49.25	\$50.01	\$51.47	\$52.94	\$54.41	\$55.88	\$57.36	\$58.83	\$59.69	\$60.60	\$61.46	\$62.36	\$63.50	\$64.71

YEAR THREE	Years	0	1	2	3	4	5	6	7	8	9	10	11	16	21
Job Title	Grade														
Clerk-Health Info II -PVH	5T	\$20.26	\$20.57	\$21.17	\$21.78	\$22.40	\$22.99	\$23.60	\$24.21	\$24.56	\$24.95	\$25.30	\$25.66	\$26.14	\$26.62
Clerk-Receiving Distribtn -PVH	6	\$20.64	\$20.95	\$21.56	\$22.17	\$22.81	\$23.43	\$24.05	\$24.65	\$25.01	\$25.41	\$25.77	\$26.13	\$26.64	\$27.12
Clinical Lab Asst I-CPT -PVH	6T	\$21.88	\$22.20	\$22.85	\$23.50	\$24.18	\$24.84	\$25.49	\$26.14	\$26.51	\$26.93	\$27.32	\$27.69	\$28.23	\$28.75
Clinical Lab Asst II-CPT -PVH	7T	\$23.62	\$23.98	\$24.69	\$25.39	\$26.09	\$26.81	\$27.52	\$28.22	\$28.64	\$29.04	\$29.48	\$29.92	\$30.47	\$31.01
CNA/Care Partner I -PVH	5	\$19.11	\$19.39	\$19.98	\$20.54	\$21.13	\$21.69	\$22.27	\$22.83	\$23.17	\$23.53	\$23.87	\$24.21	\$24.65	\$25.11
CNA/Care Partner II -PVH	6	\$20.64	\$20.95	\$21.56	\$22.17	\$22.81	\$23.43	\$24.05	\$24.65	\$25.01	\$25.41	\$25.77	\$26.13	\$26.64	\$27.12
CNA/Care Partner III -PVH	7	\$22.29	\$22.61	\$23.29	\$23.95	\$24.62	\$25.29	\$25.95	\$26.63	\$27.03	\$27.40	\$27.81	\$28.23	\$28.75	\$29.26
Cook/Caterer -PVH	7	\$22.29	\$22.61	\$23.29	\$23.95	\$24.62	\$25.29	\$25.95	\$26.63	\$27.03	\$27.40	\$27.81	\$28.23	\$28.75	\$29.26
Coord-Diet PVH	7	\$22.29	\$22.61	\$23.29	\$23.95	\$24.62	\$25.29	\$25.95	\$26.63	\$27.03	\$27.40	\$27.81	\$28.23	\$28.75	\$29.26
Env Svcs Rep -PVH	5H	\$19.87	\$20.18	\$20.77	\$21.37	\$21.98	\$22.56	\$23.16	\$23.75	\$24.09	\$24.47	\$24.83	\$25.18	\$25.64	\$26.12
GI Tech/CNA -PVH	8T	\$25.48	\$25.86	\$26.63	\$27.41	\$28.17	\$28.92	\$29.67	\$30.44	\$30.89	\$31.35	\$31.82	\$32.25	\$32.87	\$33.47
Inventory Controller/Buyr -PVH	9	\$25.92	\$26.32	\$27.09	\$27.86	\$28.62	\$29.42	\$30.19	\$30.95	\$31.42	\$31.88	\$32.36	\$32.81	\$33.42	\$34.06
Lead-Cook -PVH	8	\$24.04	\$24.39	\$25.12	\$25.86	\$26.57	\$27.29	\$27.99	\$28.72	\$29.14	\$29.57	\$30.02	\$30.43	\$31.01	\$31.58
Lead-CT Tech PVH	16T	\$47.13	\$47.84	\$49.23	\$50.65	\$52.05	\$53.47	\$54.87	\$56.28	\$57.12	\$57.97	\$58.81	\$59.66	\$60.78	\$61.91
Lead-Environmntl Svcs Rep -PVH	7	\$22.29	\$22.61	\$23.29	\$23.95	\$24.62	\$25.29	\$25.95	\$26.63	\$27.03	\$27.40	\$27.81	\$28.23	\$28.75	\$29.26
Lead-Nutrition Svcs Aide PVH	8	\$24.04	\$24.39	\$25.12	\$25.86	\$26.57	\$27.29	\$27.99	\$28.72	\$29.14	\$29.57	\$30.02	\$30.43	\$31.01	\$31.58
Lead-Rehabilitation Tech -PVH	16	\$44.46	\$45.13	\$46.44	\$47.79	\$49.11	\$50.44	\$51.76	\$53.09	\$53.89	\$54.68	\$55.49	\$56.28	\$57.34	\$58.41
Lead-Secretary PVH	8	\$24.04	\$24.39	\$25.12	\$25.86	\$26.57	\$27.29	\$27.99	\$28.72	\$29.14	\$29.57	\$30.02	\$30.43	\$31.01	\$31.58
Material Handler -PVH	5	\$19.11	\$19.39	\$19.98	\$20.54	\$21.13	\$21.69	\$22.27	\$22.83	\$23.17	\$23.53	\$23.87	\$24.21	\$24.65	\$25.11
Nutrition Svcs Aide I -PVH	5	\$19.11	\$19.39	\$19.98	\$20.54	\$21.13	\$21.69	\$22.27	\$22.83	\$23.17	\$23.53	\$23.87	\$24.21	\$24.65	\$25.11
PBX Operator -PVH	6	\$20.64	\$20.95	\$21.56	\$22.17	\$22.81	\$23.43	\$24.05	\$24.65	\$25.01	\$25.41	\$25.77	\$26.13	\$26.64	\$27.12
Phys Therapy Asst II -PVH	10T	\$29.71	\$30.15	\$31.05	\$31.94	\$32.82	\$33.73	\$34.59	\$35.49	\$36.01	\$36.55	\$37.08	\$37.62	\$38.32	\$39.02
PTA/Rehab Coordinator	10	\$28.02	\$28.45	\$29.29	\$30.13	\$30.96	\$31.82	\$32.63	\$33.49	\$33.98	\$34.48	\$34.98	\$35.49	\$36.16	\$36.82
Registrar-Patient Access -PVH	6	\$20.64	\$20.95	\$21.56	\$22.17	\$22.81	\$23.43	\$24.05	\$24.65	\$25.01	\$25.41	\$25.77	\$26.13	\$26.64	\$27.12
Rep-Laboratory Patient Svc PVH	8	\$24.04	\$24.39	\$25.12	\$25.86	\$26.57	\$27.29	\$27.99	\$28.72	\$29.14	\$29.57	\$30.02	\$30.43	\$31.01	\$31.58
Resp Care Practnr I -PVH	13T	\$37.41	\$38.00	\$39.12	\$40.22	\$41.34	\$42.47	\$43.57	\$44.71	\$45.37	\$46.04	\$46.70	\$47.38	\$48.25	\$49.15

YEAR THREE	Years	0	1	2	3	4	5	6	7	8	9	10	11	16	21
Job Title	Grade														
Resp Care Practnr II -PVH	14T	\$40.43	\$41.01	\$42.24	\$43.44	\$44.64	\$45.85	\$47.06	\$48.24	\$49.00	\$49.72	\$50.42	\$51.16	\$52.11	\$53.09
Scheduler -PVH	7	\$22.29	\$22.61	\$23.29	\$23.95	\$24.62	\$25.29	\$25.95	\$26.63	\$27.03	\$27.40	\$27.81	\$28.23	\$28.75	\$29.26
Spec. Patient Access-Sr. PVH	8	\$24.04	\$24.39	\$25.12	\$25.86	\$26.57	\$27.29	\$27.99	\$28.72	\$29.14	\$29.57	\$30.02	\$30.43	\$31.01	\$31.58
Specialist-Patient Access PVH	7	\$22.29	\$22.61	\$23.29	\$23.95	\$24.62	\$25.29	\$25.95	\$26.63	\$27.03	\$27.40	\$27.81	\$28.23	\$28.75	\$29.26
Tech-Echo PVH	15	\$41.16	\$41.79	\$43.02	\$44.24	\$45.48	\$46.70	\$47.94	\$49.17	\$49.90	\$50.66	\$51.40	\$52.12	\$53.10	\$54.09
Tech-Emergency Dept -PVH	9T	\$27.47	\$27.89	\$28.72	\$29.54	\$30.33	\$31.19	\$32.00	\$32.81	\$33.30	\$33.80	\$34.30	\$34.78	\$35.43	\$36.10
Tech-GI PVH	8	\$24.04	\$24.39	\$25.12	\$25.86	\$26.57	\$27.29	\$27.99	\$28.72	\$29.14	\$29.57	\$30.02	\$30.43	\$31.01	\$31.58
Tech-MRI -PVH	16T	\$47.13	\$47.84	\$49.23	\$50.65	\$52.05	\$53.47	\$54.87	\$56.28	\$57.12	\$57.97	\$58.81	\$59.66	\$60.78	\$61.91
Tech-Nuclear Medicine -PVH	17T	\$50.85	\$51.64	\$53.14	\$54.66	\$56.18	\$57.70	\$59.23	\$60.74	\$61.63	\$62.56	\$63.45	\$64.39	\$65.57	\$66.81
Tech-OB PVH	8T	\$25.48	\$25.86	\$26.63	\$27.41	\$28.17	\$28.92	\$29.67	\$30.44	\$30.89	\$31.35	\$31.82	\$32.25	\$32.87	\$33.47
Tech-Pharmacy I -PVH	8T	\$25.48	\$25.86	\$26.63	\$27.41	\$28.17	\$28.92	\$29.67	\$30.44	\$30.89	\$31.35	\$31.82	\$32.25	\$32.87	\$33.47
Tech-Pharmacy II -PVH	9T	\$27.47	\$27.89	\$28.72	\$29.54	\$30.33	\$31.19	\$32.00	\$32.81	\$33.30	\$33.80	\$34.30	\$34.78	\$35.43	\$36.10
Tech-Radiology I -PVH	14T	\$40.43	\$41.01	\$42.24	\$43.44	\$44.64	\$45.85	\$47.06	\$48.24	\$49.00	\$49.72	\$50.42	\$51.16	\$52.11	\$53.09
Tech-Radiology II -PVH	15T	\$43.64	\$44.30	\$45.60	\$46.90	\$48.20	\$49.51	\$50.81	\$52.11	\$52.89	\$53.70	\$54.48	\$55.25	\$56.29	\$57.33
Tech-Radiology III -PVH	16H	\$46.24	\$46.94	\$48.30	\$49.70	\$51.07	\$52.46	\$53.83	\$55.21	\$56.05	\$56.87	\$57.70	\$58.53	\$59.63	\$60.74
Tech-Sterile Processing I PVH	7T	\$23.62	\$23.98	\$24.69	\$25.39	\$26.09	\$26.81	\$27.52	\$28.22	\$28.64	\$29.04	\$29.48	\$29.92	\$30.47	\$31.01
Tech-Sterile Processing II PVH	7T	\$23.62	\$23.98	\$24.69	\$25.39	\$26.09	\$26.81	\$27.52	\$28.22	\$28.64	\$29.04	\$29.48	\$29.92	\$30.47	\$31.01
Tech-Surgical I -PVH	11T	\$32.07	\$32.57	\$33.51	\$34.49	\$35.43	\$36.39	\$37.36	\$38.31	\$38.89	\$39.47	\$40.04	\$40.60	\$41.37	\$42.14
Tech-Surgical II -PVH	11T	\$32.07	\$32.57	\$33.51	\$34.49	\$35.43	\$36.39	\$37.36	\$38.31	\$38.89	\$39.47	\$40.04	\$40.60	\$41.37	\$42.14
Tech-Surgical III -PVH	11T	\$32.07	\$32.57	\$33.51	\$34.49	\$35.43	\$36.39	\$37.36	\$38.31	\$38.89	\$39.47	\$40.04	\$40.60	\$41.37	\$42.14
Tech-Telemetry -PVH	8T	\$25.48	\$25.86	\$26.63	\$27.41	\$28.17	\$28.92	\$29.67	\$30.44	\$30.89	\$31.35	\$31.82	\$32.25	\$32.87	\$33.47
Tech-Ultrasound -PVH	17T	\$50.85	\$51.64	\$53.14	\$54.66	\$56.18	\$57.70	\$59.23	\$60.74	\$61.63	\$62.56	\$63.45	\$64.39	\$65.57	\$66.81