



SUMMARY OF TENTATIVE AGREEMENTS

NUHW Sutter Home Health and Hospice Facilities in Sacramento, San Mateo,
Concord/Alameda, Alameda, and San Francisco
June 24, 2024

On June 24,th after more than two years of difficult, detailed, and complex bargaining, the rank-and-file NUHW Bargaining Committee reached a tentative agreement with Sutter management that is now subject to a vote of the NUHW membership at each facility. We owe a great deal to the workers that participated in these negotiations, sacrificing time and pay to address the concerns of their colleagues and ultimately, forcing the Employer to one table instead of the inefficiency of separate tables. Our political friends really helped us to get a contract. As union members we need to continue to forge strong relationships with elected officials. Your co-workers will be talking to you about how you can participate in our political program.

Our Contract is of short duration—only 18 months. A first contract—this Contract—should be viewed as a start or foundation on which subsequent contracts will build. In this Contract compromises were made and advances achieved. Also, because we started with a blank slate, our initial Contract took much longer to bargain than any subsequent contract might take.

In these negotiations, the major battle we confronted was the Employer's insistence that workers pay part of the premium for the EPO health plan. Our NUHW bargaining committee was able to successfully stop the Employer from implementing its plan. The EPO plan premium remains 100% Employer-paid

The NUHW rank-and-file Bargaining Committee is recommending a YES vote on the Tentative Agreement.

SUMMARY OF TENTATIVE AGREEMENT

- I. **WAGES for 2024 upon Ratification—Initial 4.5% Increase**
 - A. **Initial Wage Increase:**
Across-the-Board Increase. Effective the first full pay period after ratification of our Contract, **all employees** will receive a 4.5% across-the-board increase.

Exception for Especially Low Paid Workers. If after the 4.5% increase, an employee would still be below the first step of the wage scale, the employee will be placed in the first step of the wage scale. This will be their new anniversary date for step increases. (This addresses a situation where an employee is currently paid so low that a 4.5% wage increase would not be enough to put them on the scale.)

- B. **Initial Transition to Wage Scale:** (Attached as an Appendix A to the Summary)
Placement on Scale 6 months after Ratification. Beginning the first full pay period following six (6) months after ratification of the Contract all employees will be moved to the step in the wage scale that results in an increase (except those low paid employees who would have been placed at the first step in accordance with the paragraph above).

Employees Whose Wage Rate is above the Highest Step of the Scale. If an employee's base rate of pay is greater than the highest step of the wage scale, that employee's base rate of pay shall remain at its then-current value. Going forward, such an employee shall be placed on the highest step of the wage scale.

- C. **When Step Increases Begin.** 18 months after ratification, each employee shall be eligible for a step increase according to the wage scale for their job classification, regardless of years of service requirement. This will be the new anniversary for affected employees for future step increases.

- D. **Second Across-the-Board Increase-One Year after Ratification—3%.**
Effective the first full pay period after ratification of our Contract, the wages scales shall be adjusted up by 3% and **all employees** will receive a 3% across-the-board increase.

- E. **Note:** In a Union contract employees receive automatic raises. Raises are no longer dependent on any review process that may result in a subjective merit increase.

During the course of the 18 month contract the overwhelming majority of employees will have received in excess of a 10% increase.

- F. **Bonus.** Employees will receive ratifications bonuses as follows:

- (i) Payment of bonus no later than 30 days after ratification
- \$1,000 for full time employees with 5 years or more of service as of August 1, 2024. (Prorated for part time employees .5 to 1.0)
In addition for these employees who had 5 years of service or more as of August 1, 2024 will also receive a \$250 bonus on the 1-year anniversary of the contract. (Prorated for part time employees .5 to 1.0)
 - \$750 for full time employees with fewer than five years of service (Prorated for part time employees .5 to 1.0)
 - \$250 for Per Diem employees and short hour employees with one year or more of service

- G. **Out of Area or Out-of-State Employees.** There are a few employees who work remotely. All wage increases and bonuses apply to out-of-state and out-of-area employees. Health benefits remain the same as currently offered. Otherwise, all other provisions of the Contract apply to them
- H. **Term of Agreement.** The Contract will begin upon ratification and end 18 months later.

II. **DIFFERENTIALS:**

- **Preceptor Differential**

Excluding those employees whose primary job duties are precepting, an MSW, Chaplain, OT, PT, ST, NP, or RN, who is assigned as a preceptor for new employees in an MSW, OT, PT, ST, NP or RN position and are in extended training positions, shall be paid a premium of Two Dollars (\$2.00) per hour for all hours spent precepting other OTs, PTs, STs, NPs, or RNs, i.e., a visit or a shift.

An employee will receive a preceptor differential for the hours they are assigned any of the following five (5) duties:

1. Coordinating orientation activities,
2. Providing required education on SCAH policy and procedure,
3. 1:1 documentation review,
4. Verifying completion of all required orientation items, or
5. Providing re-education on any areas by field staff or failed comp check offs

- **Evening and Night Shift Differentials (Attached as an Appendix B, if applicable)**

- **Weekend Differential. (Attached as an Appendix B, if applicable)**

- **Weekend Charge Differential.** No RN will be assigned to do charge on the weekends.

- **LCSW Supervision Differential.**

A Licensed Clinical Social Worker, who has been directed by their supervisor to perform clinical supervision hours for an employee performing LCSW training hours, will be paid \$2 per hour only for the hours working in this capacity.

- **Call Back Differential. (Attached as an Appendix B, if applicable)**

- **Per Diem and Short Hour Differential.**

Per Diem and Short Hour RNs/NPs	20%
Per Diem and Short Hour Other Classifications	15%

- **Work in a Higher Paid Classification.** If an employee works one calendar week or 5 consecutive days in a higher paid classification will receive \$2.00 per hour for all hours worked in the higher paid classification.

III. HEALTH INSURANCE

EPO Plus Plans/Dental DMO Plan/VSP Vision Plan—No Premium Share. The Employer will continue to offer 100% Employer-paid premiums for the EPO health plan for employee only, employee + spouse/domestic partner, employee + children, or employee + family.

Changes to the EPO Plus Plan effective 1/1/25:

- ER co-pay from \$50 to \$75
- Specialist co-pay from \$20 to \$30
- Prescription co-pays do not apply to medical out-of-pocket maximum (applicable to PPO also)
Rx \$ co-pays go from 5/20/40 to 10/30/50 and mail order from 10/40/80 to 20/60/120 (applicable to PPO also)
- Non-preferred Specialty Rx \$ co-pay from 50 to 75 (applicable to PPO also)
- Discontinued Rx (TB) Therapeutic Benefit program for high blood pressure, cholesterol, or diabetes drug: (applicable to PPO also)
 - a. Generic TB drugs \$ co-pay: from 0 to \$10 (EPO and PPO)
 - b. Brand TB drugs \$ co-pay: EPO: 5 to 30 and PPO from 10 to 30.
- Prescription co-pay out-of-pocket max: \$750 employee only/\$1,500 family (applicable to PPO also)

Sutter/Select PPO. Effective 1/1/25 the employee will pay 27% of the premium cost depending on the level of coverage i.e., employee only, employee only, employee + spouse/domestic partner, employee + children, or employee + family.

Delta Dental PPO Plus Plan and Delta PPO Plan. For employee-only coverage, the employee will continue to pay 10% of the premium cost. For other levels of coverage: employee only, employee + spouse/domestic partner, employee + children, or employee + family, employees will continue to pay 25% of the applicable premium.

VSP Vision Plus Plan . Employees will continue to share premium costs at current percentages.

Medical and Dental Plan Rebates: Medical \$1,200 per year and Dental \$130 per year for employees who decline coverage.

IV. PTO/ESL

A. PTO Accrual.

The PTO benefit and accrual remains unchanged. PTO will accrue on all hours paid. Maximum accrual of PTO is 420 hours.

B. PTO Use:

We incorporated language that allows for the awarding of vacation requests based on seniority every January. The granted vacations are then posted in a calendar in February. Subsequent requests are first-come, first served. In the cases of subsequent requests made later in the year, the Employer will notify employees whether their vacation was granted within 2 weeks of the request.

Current voluntary PTO sell back, hardship pay, and donation for the medical emergencies of co-workers will continue as currently provided.

C. ESL Use:

We will continue to accrue 7 days of ESL each year which can be used. Employees will continue to be able to integrate ESL with Disability or Workers Compensation to prolong employees' receiving a full pay check while disabled. There will be a cap of 360 banked ESL hours. If an employee has more in their bank, they will have it available for use, will not lose it, but they will not continue to accrue it until it falls below 360 total hours.

D. Holidays: The Holidays for which employees receive time and one half remain the same:

New Year, Presidents' Day, Memorial Day, July 4th, Labor Day, Thanksgiving Day, and Christmas.

V. TUITION REIMBURSEMENT AND CONTINUING EDUCATION

A. Tuition Reimbursement:

- a. Eligibility: Active benefited employees who have completed their probationary period.
- b. Courses: Certification programs that are job related, college courses, and degree programs are covered. Excluded: workshop, seminars, or conferences.
- c. Reimbursement: Up to \$2,500 per calendar year for tuition, lab fees, registration fees, and textbooks.

B. Paid Continuing Education Time:

- a. Eligibility: Active .75 to 1.0 benefited employees who have completed their probation.
- b. Hours: 24 hours of paid education leave are available per year.
- c. Online-Study. An eligible employee may elect to utilize paid Education Leave on-line but it must be in 4-hour increments and during time the employee would normally work.

VI. ADDITIONAL BENEFITS

- A. Bereavement Leave:** Full-time, Part-time and Short-hour employees are eligible for 3 days of paid leave for deceased members of the employee's immediate family with an additional 2 days unpaid or using PTO.

i. Immediate Family:

Spouse/Domestic Partner	Grandchild
Brother	Great Grandchild
Sister	Daughter-in-Law
Child	Son-in-Law
Father	Step relation is equal to blood relation
Mother	
Individual in loco parentis	In the case of the following: 3 paid days for bereavement if living in the employee's home or 1 paid day if not: Aunt, Uncle, Niece Nephew, Cousin, Grand Parent-in-law, Sibling-in-law.
Father-in-Law	
Mother-in-Law	
Grandfather	
Grandmother	

ii. Additional Time: An employee may use his/her PTO for additional time off, or if PTO is exhausted, unpaid time.

B. **Retirement Benefit, Retiree Medial Access Program, 403b Plan and Flexible Spending Accounts.** Remain unchanged.

C. **Life Insurance and Long-Term Disability.** Remain unchanged.

D. **Jury Duty.** Employees will continue to be paid while serving on a jury.

VII. SENIORITY

A. It is important to note that seniority is used for several applications in the Contract. Whenever the word seniority is used or exercised, it is with the definition below:

Seniority, regardless of employee category, shall commence upon the most recent date of hire into the bargaining unit prior to, on, after the effective date of the Agreement.

B. **Introductory Period/Probation Period.** The Introductory period for new hires is 90 days. The Employer has the option of extending it an additional 30 days.

C. **Reciprocity.** Branches (except Sacramento) can retain their seniority if they move from one NUHW branch to another.

VIII. JOB VACANCIES, POSTING AND BIDDING

A. **Posting.** Vacancies will be posted for 7 days to provide an opportunity for employees within the bargaining unit to express an interest in the job. Preference in hiring is always given to current employees over outside applicants.

- B. **Description of Posting.** Postings of vacancies will include specific weekly hours (unless the schedule is varied), shift and qualifications.
- C. **Order in Awarding a Position.** Seniority among qualified employees within the following groups will be used in awarding a posted position:
 - a. Full-Time and Part-Time employees
 - b. Short-Hour and Per Diem employees
 - c. Employees on layoff for less than a year.
 - d. Other applicants.
- D. **Employees from other Branches.** Employees from other Branches will be given preference over outside applicants.

IX. EMPLOYEE EVALUATIONS

In the past, employee evaluations were used to determine merit increases. That is no longer the case. Evaluations are used as a teaching tool and an opportunity for feedback and recognition. They cannot be used for corrective action. If an employee does not agree with an evaluation they have a right to attach a rebuttal.

X. SCHEDULING and HOURS of WORK

- A. This provision governs overtime pay, breaks, meal periods, and daily scheduling and follows existing law.
- B. **Reclassification.** If a Per Diem or Short-Hour employee works an average of 40 hours per pay period over a 6-month period, a position should then be posted giving employees the ability to bid on the opening. If a Part-time employee works additional hours over the same 6-month period their status can be increased commensurate with the hours worked. Hours worked to relieve an employee on a leave of absence cannot be used for reclassification.

XI. REDUCTIONS in FORCE

Call Offs:

The order of call offs is by seniority within each group as follows:

- a. Registry
- b. Employees on overtime
- c. Volunteers
- d. An employee working an extra day
- e. Per Diem Employees
- f. Travelers working on a contract basis
- g. Part time employees
- h. Full time employees

When an employee is called off they have an option of using PTO or taking an unpaid ERA (Employer Request Absence).

In the case of a layoff first Per Diem, then Short Hour, then Part Time and finally Full-time employees are laid off (by seniority).

XII. CATEGORIES OF EMPLOYEES

A. Categories Defined:

- a. Full-Time: An employee who works at least .75 to 1.0 hours per pay period.
- b. Part-Time: An employee who works at least .5 per pay period but less than Full-Time.
- c. Short-Hour: An employee who works from .2 to .49 per pay period.
- d. Per Diem: An employee who works intermittently.
- e. Temporary: An employee who is hired to work for a specific, temporary time but does not to exceed 6-months.

XIII. JOINT LABOR MANAGEMENT QUALITY CARE COMMITTEE

On a quarterly basis, 2 employees elected by their co-workers and 2 management representatives will meet to discuss ways of enhancing patient care.

XIV. DISCIPLINE AND DISCHARGE

- A. Just Cause. Employees may only be disciplined for just cause.
- B. Progressive Discipline. It is the intent of the Employer to use the corrective action procedure using just cause as the method of administering corrective action. The concept is that the discipline is based on the seriousness of the issue being addressed.
- C. Warning Notices. Final written notices will remain in an employee's personnel file.
- D. Weingarten Rights. If an employee is being investigated by the Employer with the potential outcome of being disciplined, they, upon request, have the right to have the representation of a Union steward or Union representative during the investigatory meeting conducted by the Employer.

XV. GRIEVANCE PROCEDURE AND ARBITRATION

- A. We now have a grievance procedure which allows workers to contest unjust discipline (warning notices, suspensions, terminations) and to dispute violations of the benefits, rights, or provisions contained in our NUHW Contract. A Union representative or shop steward has the right to be present at any of the steps (meetings) of the grievance procedure. If a grievance remains unresolved, it may

be submitted to arbitration which is a hearing or proceeding conducted by a **third party neutral (arbitrator)** that is able to impose their final and binding decision on both the Employer and the Union.

- B. By mutual agreement, the Employer and the Union will explore and consider alternative approaches to the handling of “grievances” to streamline and expedite the process.

XVI. LEAVES OF ABSENCE

- A. Medical Leave. A medical leaves normally 6 months for the employee’s medical issues and 1 year for an on-the job injury. Benefits are maintained by the Employer during that portion of the leave that is paid leave because the employee is using his/her PTO and/or ESL. PTO/ESL is used as a supplement to Disability which prolongs the paid coverage.
- B. FMLA/CFRA. This type of leave allows for the employee to care for his/her immediate family as defined by law: Spouse, parent, child stepchild, legally domiciled adult etc.
- C. Pregnancy Leave. Eligibility for 4 months unpaid leave in addition to CFRA leave.
- D. Personal Leaves. These types of leaves are granted at the discretion of the Employer.
- E. Return from a Leave. Unless modified by law, an employee returning from a leave of absence of fewer than 120 days will be returned to their former position. If the position no longer exists, the employee will be offered an equivalent position.

XVII. UNION STEWARDS

Employees can elect 2 stewards and 2 alternates per branch for representation purposes.

XVIII. Additional Contractual Provisions

- A. No Discrimination. A prohibition of discrimination by the Union or by the Employer in regard to Union activity, race, color, religion, religious creed (including religious dress and grooming practices), age, citizenship, sex (including pregnancy, childbirth, breastfeeding or related medical conditions), sexual orientation, gender, gender identity, gender expression, domestic violence victim status, national origin, ancestry, physical or mental disability, veteran and/or military status, protected medical leaves (requesting or approved for leave under FMLA or CFRA), medical condition (including cancer and genetic

characteristics), genetic information, political affiliation, equal pay, marital status and any other characteristic protected by state or federal, or local law (collectively “protected category”).

B. Preamble

- a. The Contract embodies a compromise of all interests resulting from the collective bargaining process
- b. All employees of the Employer, managers, physicians and Union Representatives will treat each other with dignity, respect, courtesy and trust. This includes how patients and visitors should be treated.
- c. A commitment to quality patient care by the parties.

C. Union Membership, Dues and COPE

- a. Standard language referring to the employee’s obligation to pay dues or equivalent fees to the union for representation.
- b. COPE. The Union’s Committee on Political Education is a voluntary contribution of the employee to the Union so that the Union can do political work for which the use of dues dollars is prohibited.
- c. The Employer will deduct such dues/fees and the voluntary COPE donation from the employee’s check.

D. Recognition of the Union

If the Employer establishes a new job classification within the scope of the bargaining unit, the Union and Employer will bargain with respect to wages.

E. No Strike/No Lockout

During the term of the Contract there will be no strike by the Union or a lockout by the Employer. However, this provision is suspended in the case of a potential subcontracting of work so that employees would be free to strike.

F. Successorship. This Agreement shall be binding on the Employer’s legal successors and assigns.

Appendix A. Wage Scale Alameda Hospice

Alameda Hospice

RN Classifications	Step 1	Step 2 (1 Year in Step 1)	Step 3 (1 Year in Step 2)	Step 4 (1 Year in Step 3)	Step 5 (1 Year in Step 4)	Step 6 (1 Year in Step 5)	Step 7 (2 Years in Step 6)	Step 8 (2 Years in Step 7)	Step 9 (2 Years in Step 8)	Step 10 (2 Years in Step 9)	Step 11 (3 Years in Step 10)	Step 12 (3 Years in Step 11)	Step 13 (3 Years in Step 12)
Case Manager, Hospice	\$68.91	\$70.63	\$72.39	\$74.19	\$76.04	\$77.94	\$79.88	\$81.87	\$83.91	\$86.00	\$88.15	\$90.35	\$92.60
Hospice Nurse II	\$62.29	\$63.84	\$65.43	\$67.06	\$68.73	\$70.44	\$72.20	\$74.00	\$75.85	\$77.74	\$79.68	\$81.67	\$83.71
Hospice Nurse III	\$67.22	\$68.90	\$70.62	\$72.38	\$74.18	\$76.03	\$77.93	\$79.87	\$81.86	\$83.90	\$85.99	\$88.13	\$90.33
Hospice Nurse Practitioner	\$70.18	\$72.28	\$74.44	\$76.67	\$78.97	\$81.33	\$83.76	\$86.27	\$88.85	\$91.51	\$94.25	\$97.07	\$99.98

Technical Classifications	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13 (3 Years in Step 12)
Bereavement Counselor II	\$45.14	\$46.26	\$47.41	\$48.59	\$49.80	\$51.04	\$52.31	\$53.61	\$54.95	\$56.32	\$57.72	\$59.16	\$60.63
Chaplain II	\$38.06	\$39.01	\$39.98	\$40.97	\$41.99	\$43.03	\$44.10	\$45.20	\$46.33	\$47.48	\$48.66	\$49.87	\$51.11
Hospice MSW	\$45.13	\$46.25	\$47.40	\$48.58	\$49.79	\$51.03	\$52.30	\$53.60	\$54.94	\$56.31	\$57.71	\$59.15	\$60.62
Hospice Aide	\$26.82	\$27.49	\$28.17	\$28.87	\$29.59	\$30.32	\$31.07	\$31.84	\$32.63	\$33.44			

Appendix B Alameda Hospice

Weekend Differential:

Hospice Aide	\$2.00 per hour
Scheduler	\$2.00 per hour
MRS/Chart Comp Rep	\$2.00 per hour
MSW	\$3.00 per hour
Chaplain	\$3.00 per hour
Nurse Practitioner	\$3.00 per hour
Bereavement C. II	\$3.00 per hour
RN	\$3.00 per hour

- Case Manager
- Team Nurse
- Admission Nurse

- After Hours

(Differential does not apply if on the weekend the employee is receiving overtime)

PM Differential:

For the following classifications who work a majority of hours between 3pm and 12am.

- Hospice Nurse II \$2.00
- Hospice Nurse III \$2.00
- Hosp. Case Manager \$2.00

Appendix A. Wage Scale San Francisco

RN Classifications	Step 1	Step 2 (1 Year in Step 1)	Step 3 (1 Year in Step 2)	Step 4 (1 Year in Step 3)	Step 5 (1 Year in Step 4)	Step 6 (1 Year in Step 5)	Step 7 (2 Years in Step 6)	Step 8 (2 Years in Step 7)	Step 9 (2 Years in Step 8)	Step 10 (2 Years in Step 9)	Step 11 (3 Years in Step 10)	Step 12 (3 Years in Step 11)	Step 13 (3 Years in Step 12)
Case Manager, Home Health	\$68.91	\$70.63	\$72.39	\$74.19	\$76.04	\$77.94	\$79.88	\$81.87	\$83.91	\$86.00	\$88.15	\$90.35	\$92.60
Clinical Referral Nurse	\$56.97	\$58.39	\$59.84	\$61.33	\$62.86	\$64.43	\$66.04	\$67.69	\$69.38	\$71.11	\$72.88	\$74.70	\$76.56
Home Health Nurse II	\$62.29	\$63.84	\$65.43	\$67.06	\$68.73	\$70.44	\$72.20	\$74.00	\$75.85	\$77.74	\$79.68	\$81.67	\$83.71
Home Infusion Therapy Nurse III	\$66.64	\$68.30	\$70.00	\$71.75	\$73.54	\$75.37	\$77.25	\$79.18	\$81.15	\$83.17	\$85.24	\$87.37	\$89.55
Registered Nurse Specialist III, Home Health	\$68.91	\$70.63	\$72.39	\$74.19	\$76.04	\$77.94	\$79.88	\$81.87	\$83.91	\$86.00	\$88.15	\$90.35	\$92.60
Wound Care Nurse Lead	\$72.22	\$74.02	\$75.87	\$77.76	\$79.70	\$81.69	\$83.73	\$85.82	\$87.96	\$90.15	\$92.40	\$94.70	\$97.06

Technical Classifications	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13 (3 Years in Step 12)
Authorization Coordinator III	\$26.82	\$27.49	\$28.17	\$28.87	\$29.59	\$30.32	\$31.07	\$31.84	\$32.63	\$33.44			
Chart Completion Representative I	\$23.57	\$24.15	\$24.75	\$25.36	\$25.99	\$26.63	\$27.29	\$27.97	\$28.66	\$29.37	\$30.10	\$30.85	\$31.62
Clinical Referral LVN	\$34.90	\$35.77	\$36.66	\$37.57	\$38.50	\$39.46	\$40.44	\$41.45	\$42.48	\$43.54	\$44.62	\$45.73	\$46.87
Home Health Aide	\$26.82	\$27.49	\$28.17	\$28.87	\$29.59	\$30.32	\$31.07	\$31.84	\$32.63	\$33.44			
LVN II	\$34.90	\$35.77	\$36.66	\$37.57	\$38.50	\$39.46	\$40.44	\$41.45	\$42.48	\$43.54	\$44.62	\$45.73	\$46.87
LVN Lead	\$37.70	\$38.64	\$39.60	\$40.59	\$41.60	\$42.64	\$43.70	\$44.79	\$45.90	\$47.04	\$48.21	\$49.41	\$50.64
Physical Therapy Assistant II	\$40.07	\$41.07	\$42.09	\$43.14	\$44.21	\$45.31	\$46.44	\$47.60	\$48.79	\$50.00			

Scheduler II	\$26.23	\$26.88	\$27.55	\$28.23	\$28.93	\$29.65	\$30.39	\$31.14	\$31.91	\$32.70	\$33.51	\$34.34	\$35.19
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Appendix B San Francisco

Weekend Differential:

Home Health Aide	\$2.00 per hour
Scheduler	\$2.00 per hour
MRS/Chart Comp Rep	\$2.00 per hour
Cler. Referral Spec.	\$2.00 per hour
HIT Nurse	\$3.00 per hour
Team WOCN	\$3.00 per hour
Clinical Ref. LVN	\$3.00 per hour
LVN	\$3.00 per hour
PT Assistant	\$3.00 per hour
Home Health RN	\$3.00 per hour
Team Nurse	\$3.00 per hour
PCC RN	\$3.00 per hour
Lead Wound Nurse	\$3.00 per hour
Clinical Ref. RN	\$3.00 per hour
LVN Care Coord.	\$3.00 per hour

(Differential does not apply if on the weekend the employee is receiving overtime)

Standby/Call Back

A PCC RN, Team WOCN, or HIT RN who has been instructed to be on standby and is not called into work shall be paid at the rate of \$6.00 per hour while on standby. If called into work, they will be paid at straight time. An employee on standby must be able to report to duty within 30 to 60 minutes.

Appendix A Wage Scale Concord/Alameda

RN Classifications	Step 1	Step 2 (1 Year in Step 1)	Step 3 (1 Year in Step 2)	Step 4 (1 Year in Step 3)	Step 5 (1 Year in Step 4)	Step 6 (1 Year in Step 5)	Step 7 (2 Years in Step 6)	Step 8 (2 Years in Step 7)	Step 9 (2 Years in Step 8)	Step 10 (2 Years in Step 9)	Step 11 (3 Years in Step 10)	Step 12 (3 Years in Step 11)	Step 13 (3 Years in Step 12)
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Home Health Nurse II	\$62.29	\$63.84	\$65.43	\$67.06	\$68.73	\$70.44	\$72.20	\$74.00	\$75.85	\$77.74	\$79.68	\$81.67	\$83.71
Home Infusion Therapy Nurse III	\$66.64	\$68.30	\$70.00	\$71.75	\$73.54	\$75.37	\$77.25	\$79.18	\$81.15	\$83.17	\$85.24	\$87.37	\$89.55

Home Infusion Therapy Nurse Lead	\$69.15	\$70.87	\$72.64	\$74.45	\$76.31	\$78.21	\$80.16	\$82.16	\$84.21	\$86.31	\$88.46	\$90.67	\$92.93
Wound Care Nurse III	\$68.91	\$70.63	\$72.39	\$74.19	\$76.04	\$77.94	\$79.88	\$81.87	\$83.91	\$86.00	\$88.15	\$90.35	\$92.60
Wound Care Nurse Lead	\$72.22	\$74.02	\$75.87	\$77.76	\$79.70	\$81.69	\$83.73	\$85.82	\$87.96	\$90.15	\$92.40	\$94.70	\$97.06

Technical Classifications	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13 (3 Years in Step 12)
Home Health MSW	\$45.13	\$46.25	\$47.40	\$48.58	\$49.79	\$51.03	\$52.30	\$53.60	\$54.94	\$56.31	\$57.71	\$59.15	\$60.62
LVN II	\$34.90	\$35.77	\$36.66	\$37.57	\$38.50	\$39.46	\$40.44	\$41.45	\$42.48	\$43.54	\$44.62	\$45.73	\$46.87
LVN Lead	\$37.70	\$38.64	\$39.60	\$40.59	\$41.60	\$42.64	\$43.70	\$44.79	\$45.90	\$47.04	\$48.21	\$49.41	\$50.64
Occupational Therapist II	\$52.18	\$53.48	\$54.81	\$56.18	\$57.58	\$59.01	\$60.48	\$61.99	\$63.53	\$65.11	\$66.73	\$68.39	\$70.09
Occupational Therapy Assistant II	\$40.07	\$41.07	\$42.09	\$43.14	\$44.21	\$45.31	\$46.44	\$47.60	\$48.79	\$50.00			
Physical Therapist II	\$57.82	\$59.26	\$60.74	\$62.25	\$63.80	\$65.39	\$67.02	\$68.69	\$70.40	\$72.16	\$73.96	\$75.80	\$77.69
Physical Therapist III	\$60.72	\$62.23	\$63.78	\$65.37	\$67.00	\$68.67	\$70.38	\$72.13	\$73.93	\$75.77	\$77.66	\$79.60	\$81.58
Physical Therapy Assistant II	\$40.07	\$41.07	\$42.09	\$43.14	\$44.21	\$45.31	\$46.44	\$47.60	\$48.79	\$50.00			
Speech Language Pathologist II	\$52.18	\$53.48	\$54.81	\$56.18	\$57.58	\$59.01	\$60.48	\$61.99	\$63.53	\$65.11	\$66.73	\$68.39	\$70.09

Appendix B Concord/Alameda

Weekend Differential:

Home Health RN (Team)	\$3.00 per hour
HIT Lead	\$3.00 per hour
Team WOCN	\$3.00 per hour
Clinical Referral RN	\$3.00 per hour
Speech Therapist	\$3.00 per hour
LVN	\$3.00 per hour
PCC PT	\$3.00 per hour
PT Assistant	\$3.00 per hour
HIT RN	\$3.00 per hour
PCC RN	\$3.00 per hour
Lead Wound Nurse	\$3.00 per hour

Occupational Therapist	\$3.00 per hour
OT Assistant Concord HH	\$3.00 per hour
LVN Care Coord	\$3.00 per hour
Physical Therapist	\$3.00 per hour
MSW	\$3.00 per hour

(Differential does not apply if on the weekend the employee is receiving overtime)

Standby/Call Back

A PCC RN, WOCN, Team Nurse or PT who has been instructed to be on standby and is not called into work shall be paid at the rate of \$6.50 per hour while on standby. If called into work, they will be paid at straight time. An employee on standby must be able to report to duty within 30 to 60 minutes.

**Appendix A
Wage Scale Sacramento**

RN Classifications	Step 1	Step 2 (1 Year in Step 1)	Step 3 (1 Year in Step 2)	Step 4 (1 Year in Step 3)	Step 5 (1 Year in Step 4)	Step 6 (1 Year in Step 5)	Step 7 (2 Years in Step 6)	Step 8 (2 Years in Step 7)	Step 9 (2 Years in Step 8)	Step 10 (2 Years in Step 9)	Step 11 (3 Years in Step 10)	Step 12 (3 Years in Step 11)	Step 13 (3 Years in Step 12)
Case Manager, Hospice	\$61.92	\$63.46	\$65.04	\$66.66	\$68.32	\$70.02	\$71.77	\$73.56	\$75.39	\$77.27	\$79.20	\$81.18	\$83.20
Hospice Nurse II	\$57.75	\$59.19	\$60.66	\$62.17	\$63.72	\$65.31	\$66.94	\$68.61	\$70.32	\$72.07	\$73.87	\$75.71	\$77.60
Hospice Nurse III	\$63.52	\$65.10	\$66.72	\$68.38	\$70.08	\$71.83	\$73.62	\$75.46	\$77.34	\$79.27	\$81.25	\$83.28	\$85.36
Hospice Nurse Practitioner	\$63.16	\$65.05	\$67.00	\$69.01	\$71.08	\$73.21	\$75.40	\$77.66	\$79.98	\$82.37	\$84.84	\$87.38	\$90.00
Clinical Nurse Educator III	\$64.18	\$65.78	\$67.42	\$69.10	\$70.82	\$72.59	\$74.40	\$76.26	\$78.16	\$80.11	\$82.11	\$84.16	\$86.26
Hospital Liaison	\$63.58	\$65.16	\$66.78	\$68.44	\$70.15	\$71.90	\$73.69	\$75.53	\$77.41	\$79.34	\$81.32	\$83.35	\$85.43

Technical Classifications	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13 (3 Years in Step 12)
Hospice Aide	\$25.12	\$25.74	\$26.38	\$27.03	\$27.70	\$28.39	\$29.09	\$29.81	\$30.55	\$31.31			
Chaplain II	\$34.38	\$35.23	\$36.11	\$37.01	\$37.93	\$38.87	\$39.84	\$40.83	\$41.85	\$42.89	\$43.96	\$45.05	\$46.17
Bereavement Counselor II	\$40.66	\$41.67	\$42.71	\$43.77	\$44.86	\$45.98	\$47.12	\$48.29	\$49.49	\$50.72	\$51.98	\$53.27	\$54.60
Bereavement Counselor III	\$43.10	\$44.17	\$45.27	\$46.40	\$47.56	\$48.74	\$49.95	\$51.19	\$52.46	\$53.77	\$55.11	\$56.48	\$57.89
Hospice MSW	\$41.04	\$42.06	\$43.11	\$44.18	\$45.28	\$46.41	\$47.57	\$48.75	\$49.96	\$51.20	\$52.48	\$53.79	\$55.13
Art Therapist	\$32.76	\$33.57	\$34.40	\$35.26	\$36.14	\$37.04	\$37.96	\$38.90	\$39.87	\$40.86	\$41.88	\$42.92	\$43.99
Volunteer Program Specialist	\$36.35	\$37.53	\$38.74	\$39.99	\$41.28	\$42.62	\$44.00	\$45.43	\$46.90	\$48.42	\$49.99	\$51.61	\$53.28
Scheduler II	\$24.92	\$25.54	\$26.17	\$26.82	\$27.49	\$28.17	\$28.87	\$29.59	\$30.32	\$31.07	\$31.84	\$32.63	\$33.44

Chart Completion Representative I	\$23.21	\$23.79	\$24.38	\$24.98	\$25.60	\$26.24	\$26.89	\$27.56	\$28.24	\$28.94	\$29.66	\$30.40	\$31.16
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Appendix B Sacramento

Weekend Differential:

Hospice Aide \$2.00 per hour

Team Nurse \$3.00 per hour

Case Manager \$3.00 per hour

Hospice RN III (Start of Care) \$3.00 per hour

MSW \$3.00 per hour

(Differential does not apply if on the weekend the employee is receiving overtime)

PM Differential:

For the following classifications who work a majority of hours between 3pm and 12am.

Hospice Nurse II \$2.00

Hospice Nurse III \$2.00

Hosp. Case Manager \$2.00

Appendix A Wage Scale San Mateo

RN Classifications	Step 1	Step 2 (1 Year in Step 1)	Step 3 (1 Year in Step 2)	Step 4 (1 Year in Step 3)	Step 5 (1 Year in Step 4)	Step 6 (1 Year in Step 5)	Step 7 (2 Years in Step 6)	Step 8 (2 Years in Step 7)	Step 9 (2 Years in Step 8)	Step 10 (2 Years in Step 9)	Step 11 (3 Years in Step 10)	Step 12 (3 Years in Step 11)	Step 13 (3 Years in Step 12)
Case Manager, Hospice	\$68.91	\$70.63	\$72.39	\$74.19	\$76.04	\$77.94	\$79.88	\$81.87	\$83.91	\$86.00	\$88.15	\$90.35	\$92.60
Clinical Nurse Educator III	\$70.62	\$72.38	\$74.18	\$76.03	\$77.93	\$79.87	\$81.86	\$83.90	\$85.99	\$88.13	\$90.33	\$92.58	\$94.89
Hospice Nurse II	\$62.29	\$63.84	\$65.43	\$67.06	\$68.73	\$70.44	\$72.20	\$74.00	\$75.85	\$77.74	\$79.68	\$81.67	\$83.71
Hospital Liaison	\$69.94	\$71.68	\$73.47	\$75.30	\$77.18	\$79.10	\$81.07	\$83.09	\$85.16	\$87.28	\$89.46	\$91.69	\$93.98
Hospice Nurse III	\$67.22	\$68.90	\$70.62	\$72.38	\$74.18	\$76.03	\$77.93	\$79.87	\$81.86	\$83.90	\$85.99	\$88.13	\$90.33
Hospice Nurse Practitioner	\$70.18	\$72.28	\$74.44	\$76.67	\$78.97	\$81.33	\$83.76	\$86.27	\$88.85	\$91.51	\$94.25	\$97.07	\$99.98

Technical Classifications	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13 (3 Years in Step 12)
Bereavement Counselor II	\$45.14	\$46.26	\$47.41	\$48.59	\$49.80	\$51.04	\$52.31	\$53.61	\$54.95	\$56.32	\$57.72	\$59.16	\$60.63
Chaplain II	\$38.06	\$39.01	\$39.98	\$40.97	\$41.99	\$43.03	\$44.10	\$45.20	\$46.33	\$47.48	\$48.66	\$49.87	\$51.11
Chart Completion Representative I	\$23.57	\$24.15	\$24.75	\$25.36	\$25.99	\$26.63	\$27.29	\$27.97	\$28.66	\$29.37	\$30.10	\$30.85	\$31.62
Volunteer Program Specialist	\$41.81	\$43.16	\$44.56	\$46.00	\$47.49	\$49.03	\$50.62	\$52.26	\$53.95	\$55.70	\$57.50	\$59.36	\$61.28
Hospice MSW	\$45.13	\$46.25	\$47.40	\$48.58	\$49.79	\$51.03	\$52.30	\$53.60	\$54.94	\$56.31	\$57.71	\$59.15	\$60.62
Hospice Aide	\$26.82	\$27.49	\$28.17	\$28.87	\$29.59	\$30.32	\$31.07	\$31.84	\$32.63	\$33.44			
Scheduler II	\$26.23	\$26.88	\$27.55	\$28.23	\$28.93	\$29.65	\$30.39	\$31.14	\$31.91	\$32.70	\$33.51	\$34.34	\$35.19

Appendix B San Mateo

Weekend Differential:

Operations Support Coord. \$3.00 per hour
 Hospice Aide \$3.00 per hour
 Scheduler \$3.00 per hour
 MRS/Chart Comp Rep \$3.00 per hour
 MSW \$3.00 per hour
 Chaplain \$3.00 per hour
 Nurse Practitioner \$3.00 per hour

Bereavement C. II \$3.00 per hour
 RN: \$3.00 per hour

- Case Manager
- Team Nurse
- Admission Nurse
- After Hours

(Differential does not apply if on the weekend the employee is receiving overtime)

PM Differential:

For the following classifications who work a majority of hours between 3pm and 12am.

Hospice Team Nurse \$2.00
 Hospice Admissions Nurse \$2.00
 Hospice Case Manager \$2.00

Appendix A Wage Scale Out-of-State or Out-of-Areas

San Francisco Home Health	Step 1	Step 2 (1 Year in Step 1)	Step 3 (1 Year in Step 2)	Step 4 (1 Year in Step 3)	Step 5 (1 Year in Step 4)	Step 6 (1 Year in Step 5)	Step 7 (2 Years in Step 6)	Step 8 (2 Years in Step 7)	Step 9 (2 Years in Step 8)	Step 10 (2 Years in Step 9)	Step 11 (3 Years in Step 10)	Step 12 (3 Years in Step 11)	Step 13 (3 Years in Step 12)
Clinical Referral Nurse (Texas)	47.48	48.66	49.87	51.11	52.38	53.69	55.03	56.41	57.82	59.26	60.73	62.25	63.80

San Francisco Home Health	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13 (3 Years in Step 12)
Scheduler II (Oregon)	21.86	22.40	22.96	23.53	24.11	24.71	25.33	25.95	26.59	27.25	27.93	28.62	29.33

San Francisco Home Health	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11	Step 12	Step 13 (3 Years in Step 12)
Scheduler II (Shasta County, California)	24.92	25.54	26.17	26.82	27.49	28.17	28.87	29.59	30.32	31.07	31.84	32.63	33.44