



**NATIONAL UNION OF  
HEALTHCARE WORKERS**

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**Collective Bargaining Agreement**

**with**

**St. Joseph, Eureka Hospital  
Redwood Memorial Hospital**

**April 29, 2020 – April 29, 2024**

## WEINGARTEN RIGHTS/STATEMENT

### **Additional Representation Rights:**

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

### **Weingarten Rules/Statement:**

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

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

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

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

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

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## **ARTICLE 1 – AGREEMENT**

This Agreement is made and entered into by and between St. Joseph Hospital of Eureka and Redwood Memorial Hospital, hereinafter referred to as the “Hospital”, and National Union of Healthcare Workers, hereinafter collectively referred to as the “Union.”

## **ARTICLE 2 – RECOGNITION (SERVICE & TECHNICAL UNIT) RMH**

- 2.1 Pursuant to the certification of the National Labor Relations Board (“NLRB”) in Case No. 20-RC-141337, 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 C.
- 2.2 Excluded from coverage under this Agreement are all other employees, confidential employees, guards, and Supervisors as defined in the National Labor Relations Act.
- 2.3 In the event the Hospital adds, deletes or changes job titles, the Union will be notified pursuant to Article 7 – New or Revised Jobs.

## **ARTICLE 3 – RECOGNITION (TECHNICAL UNIT) SJE**

- 3.1 Pursuant to the certification of the National Labor Relations Board (“NLRB”) in Case No. 20-RC-137751 and Case No. 20-RC-148076, 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 B.
- 3.2 Excluded from coverage under this Agreement are all other employees, including physicians, registered nurses, professionals, service employees, 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-137751 and Case No. 20-RC-148076 and Supervisors as defined in the Act.
- 3.3 In the event the Hospital adds, deletes or changes job titles, the Union will be notified pursuant to Article 7 – New or Revised Jobs.

## **ARTICLE 4 – RECOGNITION (SERVICE UNIT) SJE**

- 4.1 Pursuant to the certification of the National Labor Relations Board (“NLRB”) in Case No. 20-RC-120380, 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 A.

- 4.2 Excluded from coverage under this Agreement are all other employees, including physicians, registered nurses, professionals, technical employees, 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-120380 and Supervisors as defined in the Act. Also excluded from coverage are those employees covered by NLRB Case No. RC-148075 (appeals coordinators, cancer data specialists, case cart technicians, cath lab monitor tech-department secretaries, coordinators-cath lab, coordinators-radiation oncology, diagnostic imaging radiology coordinators, surgical services scheduling specialists, coordinators-surgical services secretarial, SJE CT/MRI tech assistants, department secretary/administrative assistant II's, department/administrative secretary III's, diagnostic schedulers, diagnostic imaging clerical specialists, lead cooks, lead diagnostic schedulers, lead health data analysts, lead environmental services workers, lead clerical workers, materials management data administrators, OB techs, patient food service aides, vital statistics data analysts)

In the event the Hospital adds, deletes or changes job titles, the Union will be notified pursuant to Article 7 – New or Revised Jobs.

## **ARTICLE 5 – MANAGEMENT RIGHTS**

- 5.1 Subject to the express provisions of this Agreement and the laws governing patient care, the Hospital retains and reserves, solely and exclusively, all of the rights, privileges and prerogatives of management which it would have in the absence of this Agreement, regardless of the frequency or infrequency with which they have been exercised in the past. Except to the extent provided in this Agreement, employees in supervisory, managerial or other non-bargaining unit position may perform bargaining unit work.
- 5.2 Subject to the express provision of this Agreement and the laws governing patient care, the Hospital's retained rights, privileges and prerogatives shall include, but not be limited to, the following:
- a. To determine and direct the policies, modes and methods of providing patient care;
  - b. To determine the number, location and types of operations and facilities.
  - c. To introduce new materials, equipment, machinery, or processes and to change or eliminate existing materials, equipment, machinery or processes;
  - d. To determine the services to be performed, the methods of service, and the materials, equipment and technology to be used in providing services and operating the Hospital;
  - e. To determine the size and composition of the work force, including the number of hours and shifts required, the starting and ending times of such shifts, the allocation

of duties between and within job classification, and the number of employees to be hired for and assigned to any particular classification, shift or operation and whether there is a need to contract out bargaining unit work, subject to the right of the Union to bargain over the impact of any such decisions;

- f. To supervise, direct and manage the work force;
- g. To employ registry, traveler or other temporary employees;
- h. To determine the levels of staffing and number of employees to be engaged;
- i. To establish qualifications, job descriptions, standards of performance and to determine processes for evaluation of all positions covered by this Agreement;
- j. To make all decisions relating to the employment of employees, including whether or not to hire, train, transfer, promote, assign, lay off, discipline or discharge employees for cause, as well as all decisions relating to assignments for, evaluation of and scheduling of employees;
- k. To establish Hospital work rules, policies and procedures, and to add to, amend or change them as deemed necessary by the Hospital;
- l. To open, close or modify Hospital units, departments or other operations, subject to the Union's right to bargain over the impact of any such decisions;
- m. To direct and control all Hospital operations.
- n. To establish new job classifications, as well as modify requirements and/or eliminate existing classifications.
- o. To take such other action as the Hospital may determine to be necessary for safe, orderly, efficient and economical operations

The management rights described herein shall not be subject to the grievance and arbitration provisions of this Agreement. Additionally, the Hospital shall not be required to bargain with the Union over the Hospital's exercise of such management rights described herein, subject to the specific exceptions identified in this Article. Nothing herein shall prohibit the Union from having recourse to the grievance procedure if it contends that any action taken by the Hospital pursuant to this Article is not within the rights enumerated above and is in violation of a specific provision of this Agreement.

## **ARTICLE 6 – BARGAINING UNIT ROSTER UPDATES**

- 6.1 On an annual basis, the Hospital shall furnish to the Union electronically a seniority list of all employees covered by this agreement.
- 6.2 On or about the 15<sup>th</sup> of each month, the Hospital shall furnish to the Union electronically a roster of all employees covered by this Agreement. This list shall include their name, employee ID, address, primary phone number, classification, job title, wage rate, department, status and date of hire.

## **ARTICLE 7 – NEW OR REVISED JOBS**

- 7.1 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.
- 7.2 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.
- 7.3 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 8 – NON-EMPLOYEE UNION REPRESENTATIVE**

An authorized representative of the Union shall be permitted to visit the Hospital to ascertain whether or not the Agreement is being observed and to investigate complaints and/or grievances, to confer with employees, and to meet with management representatives as appropriate. Such visits shall be subject to the following conditions:

- 8.1 The Union representative may conduct visits as set forth herein unless expressly approved in advance by the Director of Human Resources or designee. The Union representative shall wear a Hospital-issued badge and return the badge to the Hospital upon concluding the visit.
- 8.2 Notification of each visit will be made to the Director of Human Resources, or designee, in advance. Upon arrival at the Hospital, the Union representative will check in with the Director of Human Resources or designee to obtain a visitor badge. If the visit occurs



after normal working hours (8:00 a.m. to 5:00 p.m., Monday through Friday), the Union representative shall check in with the on-duty shift administrator to obtain a visitor badge.

- 8.3 While on Hospital property, the Union representative shall act responsibly and professionally.
- 8.4 The Union representative shall not interfere in any way with patient care, the work of any employee, or compromise patient privacy. The Union representative shall not enter a patient room unless accompanied by a Hospital management representative. The Union representative shall only enter a sterile area as arranged in advance with the appropriate Hospital management representative.

When meeting with an employee on Hospital premises, the Union representative shall meet with employee on the employee's non-work time unless otherwise agreed upon by the Director of Human Resources or designee.

## **ARTICLE 9 – UNION SHOP STEWARDS**

- 9.1 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.

- 9.2 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:
  - i. on the employee's non-work time unless otherwise agreed upon by the Director of Human Resources or designee,
  - ii. in a non-public area (such as a break room on the unit) or
  - iii. 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.

- 9.3 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.
- 9.4 While on Hospital property, Union Shop Stewards shall fully comply with all relevant Hospital policies and guidelines.
- 9.5 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.
- 9.6 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 10 – UNION MEMBERSHIP & COPE CHECK-OFF**

### **10.1 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 10.1.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.

10.2 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.

10.3 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 D.
- 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 11 – CATEGORIES OF EMPLOYEES**

11.1 REGULAR STATUS

Regular group status categories are as follows:

<b>FTE Category</b>	<b>Hours Worked Per Pay Period</b>
0.75 - 1.0 (full time)	60-80
0.5 – 0.74 (part time)	40 – 59

These regular group status hours must be achieved through a combination of actual hours worked, in-service education, bereavement leave, jury duty, call-off/flex (low census accrual) and PTO.

Regular Full Time employees, including those on ten (10) hour agreements, are normally scheduled to work 80 hours in each 14-day pay period. Regular Full Time Employees

working 12 hour agreements will normally be scheduled to work 72 hours in a fourteen day pay period. Full Time and Part Time employees will be regularly scheduled to work the number of hours that are consistent with FTE status (e.g., a .8 FTE employee would be regularly scheduled to work 64 hours per pay period).

## 11.2 RELIEF STATUS

Relief employees do not generally work a regular schedule, but fill in on an as-needed basis to relieve for vacation, sick time or due to other business fluctuation.

At a minimum, relief employees must be available to work as follows:

- a. Six (6) days per six (6) week schedule, one (1) of which must be on a weekend; and
- b. One (1) major (Thanksgiving Day, Christmas Day and New Year's Day) and two (2) other recognized non-major holiday each calendar year.

Meeting availability for a shift is defined as being available to work any shift on a day of provided availability. A relief employee who is not available for two (2) or more schedule cycles in a six (6) month period, in accordance with the provisions of this Article, may be terminated and such termination shall be considered for just cause.

When a relief employee is scheduled to work or actually works full time according to their regular shift length (i.e. 8, 10, or 12 hours) per pay period for six (6) months or more, the Hospital will post a regular full-time position, commensurate with the hours worked, in the appropriate classification. However, hours worked relieving an employee on an approved leave of absence shall not be counted toward triggering the posting requirement. Prior to posting, either party may request to meet and discuss whether the hours worked meet the above requirements. Such postings will be filled according to Article 19 – Filling of Vacancies.

## 11.3 TEMPORARY STATUS

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 of time not to exceed six (6) months. Under extraordinary circumstances and by mutual agreement of the parties, the six (6) month period may be extended by an additional ninety (90) days, and such agreement will not be unreasonably withheld.

Before resorting to registry or temporary personnel, the Hospital shall offer temporary work to existing employees, provided the available hours are 20 hours or less per week. This temporary work will be allocated pursuant to Article 16 – Hours of Work, Section 16.7: Allocation of Additional Hours of Work.

## **ARTICLE 12 – ORIENTATION OF NEW HIRES**

The hospital will provide up to thirty minutes during the paid portion of new employee orientation for one (1) Union Steward or designee to address new hires who will be working in bargaining unit positions. The specific time for this presentation will be agreed upon by the Union and the Hospital. Attendance by new employees shall be voluntary. The Hospital shall provide a complete list of all that attended the new employee orientation.

The hospital agrees to pay for the shop steward's time during orientation, so long as it does not result in premium or penalty pay. On quarterly basis, the Union shop steward or designee will provide their department and HR with a list of those who will be conducting orientation for new hires for that quarter.

## **ARTICLE 13 – PROBATIONARY PERIOD**

- 13.1 The length of the probationary period for a new hire bargaining unit employee is ninety (90) calendar days. The length of the probationary period for a new hire relief employee is five hundred (500) hours worked.
- 13.2 By mutual agreement of the parties, the Hospital may extend a new hire bargaining unit employee's probationary period for up to an additional ninety (90) calendar days in order to further evaluate the employee's suitability for the position. The Union will notify the Hospital of its agreement to extend within five (5) business days of the Hospital's request.
- 13.3 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 29 – Grievance & Arbitration or Article 27 – Discipline & Discharge of this Agreement.
- 13.4 Time spent on a leave of absence during a probationary period will not count toward completing such probationary period.

## **ARTICLE 14 – COMPENSATION**

### **14.1 WAGES**

- a. Subject to the terms, conditions, and exceptions which follow, employees, will be paid according to the wage grades and steps in Appendices E-H as determined by their job titles and relevant years of experience.
- b. 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 relevant years of experience possessed by employees covered by this Agreement.

- c. 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.
- d. 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.
- e. Effective upon the first pay period following contract ratification, the wage scale described above shall be increased by two and three-quarters percent (2.75%). Should an employee's base salary rate be above their appropriate year of experience step after the two and three-quarters percent (2.75%) structure increase, they shall receive up to a two and three-quarters percent (2.75%) lump sum bonus.
- f. Effective the first full pay period following April 29, 2021, the wage scale described above shall be increased by three percent (3%). Should an employee's base salary rate be above their appropriate year of experience step after the three percent (3%) structure increase they shall receive up to a three percent (3%) lump sum bonus.
- g. Effective the first full pay period following April 29, 2022, the wage scale described above shall be increased by three percent (3%). Should an employee's base salary rate be above their appropriate year of experience step after the three percent (3%) structure increase they shall receive up to a three (3%) lump sum bonus.
- h. Effective the first full pay period following April 29, 2023, the wage scale described above shall be increased by three percent (3%). Should an employee's base salary rate be above their appropriate year of experience step after the three percent (3%) structure increase they shall receive up to a three (3%) lump sum bonus.

#### 14.2 HOLIDAY PAY

- a. The following days are recognized for the purposes of premium pay for holidays worked:
  - i. New Year's Day
  - ii. Martin Luther King Day
  - iii. Presidents Day
  - iv. Memorial Day
  - v. Independence Day
  - vi. Labor Day
  - vii. Thanksgiving Day
  - viii. Christmas Day

- b. Employees who work on the nationally observed holiday shall receive one and one-half (1½) times the regular rate of pay for all hours worked on the Holiday.

14.3 ON-CALL/CALLBACK PAY

An employee assigned to on-call shall receive an on-call rate of \$10.00 per hour.

- a. Employees placed on-call must respond within the required response time established by their department. 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 regular rate of pay based on actual hours worked subject to a guaranteed minimum of two (2) hours pay per callback. When an employee who is on-call is called back with less than two (2) hours before starting his/her regular shift, callback is paid only to the start of the regularly scheduled shift. While an employee is receiving on-call pay, the employee will not be eligible to receive callback pay for the same hours.
- b. An employee who is placed on-call in lieu of reporting to a scheduled shift will not be eligible for callback until the scheduled on-call start time has passed. For example, due to low patient census, an employee is asked not to report to his/her scheduled 1500 to 2330 shift but is to be placed on-call instead. The employee is called prior to 1500 and asked to report to his/her shift as originally scheduled. Time is paid as regular hours rather than callback hours, so long as at least one (1) hour or more notice is given prior to the beginning of the shift. If the employee is called and asked to report to duty with less than one (1) hour notice prior to the beginning of the shift, or after the scheduled start of the shift, hours worked will be paid as callback.
- c. 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.

14.4 SHIFT DIFFERENTIAL

- a. Employees working a majority of their hours on the evening or night shift will receive shift differential pay for the entire shift. Non-worked time for meetings and training are not eligible for shift differential pay. However, shift differential will be paid for non-worked time when the employee is using PTO, on Jury Duty, or on a bereavement leave.
- b. Shift differential rates are outlined below:

<b>Tier III</b>		
<b>Shift</b>	<b>Hours</b>	<b>Shift Differential</b>
Evening	3:00 PM – 11:30 PM	\$1.25/hr.
Night	11:00 PM – 7:30 AM	\$2.25/hr.

<b>Tier II</b>		
<b>Shift</b>	<b>Hours</b>	<b>Shift Differential</b>
Evening	3:00 PM – 11:30 PM	\$2.00/hr.
Night	11:00 PM – 7:30 AM	\$3.50/hr.

<b>Tier I</b>		
<b>Shift</b>	<b>Hours</b>	<b>Shift Differential</b>
Evening	3:00 PM – 11:30 PM	\$2.50/hr.
Night	11:00 PM – 7:30 AM	\$5.00/hr.

\*See the wage tables for appropriate Tier Designation.

- c. Ten (10) and twelve (12) hour shifts - in most twelve (12) hour departments, there will be a day shift and a night shift. Starting times may vary between departments based on staffing needs.

#### 14.5 EXTRA SHIFT PAY

The employees in the following classifications shall receive Extra Shift Incentive Pay in accordance with Hospital policy.

- a. Anesthesia Tech
- b. Cardiovascular Imaging Tech
- c. Clinic Lead Ultrasound Tech
- d. Clinic Ultrasound Tech I
- e. CT Technologist
- f. Echo Technologist
- g. Emergency Dept Tech I
- h. Emergency Dept Tech II
- i. Endoscopy Tech
- j. GI Processing Tech
- k. Lab Assistant I
- l. Lab Assistant II
- m. Lead Cardiovascular Imaging Tech
- n. Lead Lab Assistant
- o. Lead Respiratory Therapist
- p. Lead Technologist
- q. Licensed Vocational Nurse
- r. Lift Team Technician
- s. Monitor Technician
- t. MRI Tech
- u. Nursing Assistant



- v. OIC Clinic Radiology Tech II
- w. OIC Clinic Radiology Tech I
- x. OIC MRI Technologist
- y. Patient Transporter
- z. Pharmacy Buyer
- aa. Pharmacy Technician
- bb. Physical Therapy Assist
- cc. PT-Rehab Aide
- dd. Radiologic Technologist I
- ee. Radiologic Technologist II
- ff. Respiratory Care Practitioner
- gg. Senior Vascular Sonographer
- hh. Service Lead - Surg Tech I
- ii. Sterile Processing Tech I
- jj. Sterile Processing Tech II
- kk. Surgical Technologist
- ll. Surgical Technologist II
- mm. Technical Lab Assistant
- nn. Ultrasound Technologist I
- oo. Ultrasound Technologist II
- pp. Unit Tech/Coordinator

#### 14.6 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.

#### 14.7 UNIFORMS

When the Hospital requires an employee to wear a uniform as a condition of employment, such uniform will be provided by the Hospital. The term “uniform” herein means apparel of distinctive design and/or color.

#### 14.8 SEVERANCE PAY

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

14.9 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 one (1) hour 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.

14.10 EMPLOYEES WITH MULTIPLE JOB CLASSIFICATIONS

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

14.11 RELIEF LEAD PAY

Employees assigned to act as a Relief Lead shall be paid a ten percent (10%) differential on the employee's base hourly rate for hours worked in the higher job classification.

14.12 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.
- c. When a holiday recognized by this Agreement falls on a payday, direct deposits shall be made the Thursday before the payday.

14.13 PAY CHECK ERRORS

Pay check errors by the Hospital resulting in underpayments of greater than eight (8) hours of pay to employees shall be corrected and a new check for the underpayment shall be issued to the employee within forty-eight (48) hours of discovery of the error, or the next business day following forty-eight (48) hours of the errors.

14.14 CERTIFICATION BONUS

Employees shall be eligible for a certification bonus pursuant to the Hospital's policy as amended from time to time.

14.15 PRECEPTOR PAY

Employees eligible under Hospital policy, as amended from time to time, shall receive a differential of one dollar and twenty-five cents (\$1.25) of their base pay for every hour spent precepting.

14.16 CLINICAL LADDER

- a. The parties agree that the following direct patient care positions are appropriate for Clinical Ladder: LVN's, Respiratory Care Practitioners, Surgical Techs and Nursing

Assistants, CT Techs, MRI Techs, Ultrasound Techs, ER Techs, and Physical Therapy Assistants.

- b. A Clinical Ladder Committee will be created to review Clinical Ladder criteria. The Clinical Ladder Committee may recommend modification and/or new Clinical Ladders as appropriate.
- c. The Clinical Ladder Committee will consist of not more than three (3) management representatives and not more than three (3) employee Union representatives.

## **ARTICLE 15 – SCHEDULING**

### **15.1 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 who are put on or taken off of the schedule will be notified of those changes via telephone call or text message.
- 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, unless mandated by law.
- d. Once a schedule is posted, managers do not need to grant time off requests, however, if requests are granted, they will be considered by seniority.
- e. Employees may swap shifts with another employee if approved by management, or management's designee. Finding replacements for all other time off including PTO remains the responsibility of the Employer.

### **15.2 WEEKEND WORK**

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. A weekend worked, or a weekend off, is defined as any two shifts between Friday at 1500 and Monday at 0700. When an employee is required to work a weekend, the Hospital shall make a reasonable effort to schedule the shifts on consecutive days.

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.

### 15.3 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, unless expressly approved in writing by a supervisor. The Hospital shall provide a copy of the written approval to the employee, 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.

### 15.4 PTO REQUESTS

- a. PTO must be used for all scheduled work hours missed due to vacation, holiday, illness, family emergency, religious observances, doctor or dental appointments, personal business or other excused elective absences. Use of PTO is optional for low census days in accordance with Article 16 – Hours of Work, Section 16.11: Call-Offs.
- b. PTO requests must be responded to by the employee's department manager or designee within a reasonable time frame, but in no case more than fourteen (14) calendar days.
- 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. All PTO approvals including request dates shall be posted and available to all employees in the respective department.
- 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 at the time of the request for the period requested.
- 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.

15.5 EXTENDED PTO REQUESTS (FOR PERIODS OF ONE WEEK OF MORE)

- a. During prime time vacation months (June/July/-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. No vacation request will be granted for time off more than one (1) year beyond the date of the request. Vacation requests shall not be unreasonably denied when no other employee in the same department has an approved vacation for the same time requested.
- b. Vacation requests are subject to approval on a first come first served basis. Such requests shall be presented in writing or any electronic or paper format directed to management for his/her Department, 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. Approvals shall include request date and shall be posted and available to all employees in the respective department.
- c. 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.
- d. 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.
- e. The Hospital will provide a written response in a timely manner but no later than fourteen (14) calendar days after the employee has submitted the request.
- f. Approved extended PTO requests are contingent on the employee having adequate or projected PTO at the time of the request for the period the PTO is to be used.

## 15.6 HOLIDAY SCHEDULES

- a. The following holidays shall be recognized:
  - i. New Year's Day – major
  - ii. Martin Luther King Jr.'s birthday – minor
  - iii. President's Day – minor
  - iv. Memorial Day – minor
  - v. Independence Day – minor
  - vi. Labor Day – minor
  - vii. Thanksgiving day – major
  - viii. 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 Section, Independence Day will be observed on July 4<sup>th</sup>.
- c. Full-time and part-time Employees must be available to work one (1) major and one (1) minor holiday per calendar year.
- d. Per Diem/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.

## 15.7 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 two (2) calendar days prior to the election date and such request must be approved, in advance, by the employee's supervisor.

## **ARTICLE 16 – HOURS OF WORK**

### **16.1 DEFINITIONS**

- a. "Workday" is defined as a 24-hour period, beginning at one or more times designated by the Hospital. The Hospital has the right to assign or reassign the workday for each employee based on the employee's regularly scheduled hours. Until the Hospital assigns individual workdays, the workday for all employees begins at 12 a.m. and ends at 11:59 p.m.
- b. "Workweek" is defined as a period of seven (7) consecutive workdays, beginning on Sunday and ending on the following Saturday. The actual start of each workweek coincides with the start of the workday. Until the Hospital assigns individual workdays, the workweek for all employees begins on Sunday and ends on Saturday.
- c. "Pay period" is defined as a period of fourteen (14) consecutive days. The actual start of each pay period coincides with the start of the workday. -Until the Hospital assigns individual workdays, the pay period for all employees begins on Sunday and ends a week after the following Saturday.
- 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, leaves of absence, jury duty, bereavement leave, educational leave, on-call, unworked guarantee hours or any other time away from the Hospital, regardless whether this time away from the Hospital is paid time.

### **16.2 OVERTIME**

- a. Overtime will be paid in accordance with federal and state laws. 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 (1½) times the regular rate of pay in the following situations:
    - (1) For hours worked in excess of eight (8) up to and including twelve (12) hours 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 regular rate of pay 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 (1½) times the regular rate of pay in the following situations:
    - (1) For hours worked over ten (10) up to and including twelve (12) hours in a workday; and
    - (2) For hours worked over forty (40) in a workweek.
  - ii. Double time is paid at two (2) times the regular rate of pay 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 (1½) times the regular rate of pay for hours worked over forty (40) in a workweek.
  - ii. Double time is paid at two (2) times the regular rate of pay 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 (1) hour of overtime is paid, not two (2). Holiday, call-back and other premiums voluntarily paid by the Hospital will be credited against overtime due as permitted by federal and state laws.
- f. Until the Hospital assigns employees to a specific workday, and for overtime purposes only, the following rules for calculating daily overtime shall apply:

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. When prior approval cannot be obtained due to urgent or emergency situations, 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 on an edit sheet.
- 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 results in activation of the Hospital's Disaster Plan.

Employees may not be required to work more than sixteen (16) hours in a work day, not including any on-call or callback hours, except as referenced in paragraph 16.2.h above.

### 16.3 TEN (10) AND TWELVE (12) HOURS SHIFTS

- a. In the event the Hospital desires to implement ten (10) or twelve (12) hour shifts the Union will be notified and a vote will be conducted in the unit and it will be decided by a simple majority of those who vote.
- b. Should any group of employees petition to implement ten (10) or twelve (12) hour shifts, the Hospital will grant consideration to the feasibility of the request.
- c. In the event an employee cannot work the ten (10) or twelve (12) hours shift, the Hospital will reasonably attempt to accommodate such employee if department needs can be met.
- d. In the event the Hospital desires to discontinue ten (10) or twelve (12) hour shifts in a unit, it shall meet and confer with the Union prior to such discontinuation.
- e. Twelve (12) hour employees shall not be scheduled to work more than three (3) consecutive shifts, unless requested in writing by the employee and approved by the employee's supervisor or designee.

### 16.4 REST AND MEAL PERIODS

- a. The Hospital will provide meal and rest periods in accordance with state and federal laws. Employees will receive a ten (10) minute paid rest break for each four (4)

hours of work, and an unpaid meal period of thirty (30) minutes for each work period in excess of five (5) hours. In the event state or federal laws are amended, such new provisions shall apply to bargaining unit employees when effective.

- b. Unpaid, unworked meal periods will not be counted as hours worked in calculating overtime to be paid under any provision of this Agreement.
- c. Employees shall take meal and rest periods when assigned, unless business needs make it impossible to do so. In such cases, employees must notify their Manager/designee as far in advance as possible so that alternative arrangements can be made. An employee who misses a meal or rest period must submit an edit form to his/her supervisor or designee.
- d. Some employees, due to the nature of their work, may be required due to departmental needs, to remain on ministry premises and/or carry a communications device during their meal period. Under these circumstances, the meal period is still considered off-duty, so long as the employee is not interrupted during his/her meal period or work related responsibilities. In the event an employee's meal period is interrupted due to work related responsibilities, the employee should be provided another full thirty (30) minute off-duty meal period within the appropriate time period. If it is not possible to do so, the employee should complete a time-keeping edit sheet.

#### 16.5 REST BETWEEN SHIFTS

The Hospital will make a reasonable effort to provide adequate rest between shifts. The Hospital will not pre-schedule a break of less than ten (10) hours between shifts.

#### 16.6 SPLIT SHIFTS

There shall be no split shifts. A split shift is defined as any two (2) distinct work periods separated by more than a one (1) hour meal period.

#### 16.7 ALLOCATION OF ADDITIONAL HOURS OF WORK

- a. Additional hours of work are defined as work that is not prescheduled.
- b. Employees will submit, in writing, their availability for additional work which shall indicate the day(s) of the week and shift(s) for which they are available.
- c. The Hospital shall offer additional hours of work to employees who have made themselves available in the same job title and department as long as the additional work would not cause the Hospital to incur overtime liability. The Hospital will offer prescheduled additional hours of work by rotation starting with the employee with the most Union seniority according to the following preference list:
  - i. Regular full-time employees who have been called off, as long as the additional work would not cause the Hospital to incur overtime liability;

- ii. Regular part-time employees who have been called off;
- iii. Relief;
- iv. Regular part-time

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

- d. When available, overtime shifts will be assigned from a list of those employees indicating their desire to work specific shifts by rotation starting with the employee with the most Union seniority. All Hospital employee requests to work overtime shifts will be considered before assigning such shifts to travelers, registry or agency staff.

#### 16.8 REPORT PAY

If an employee reports to work for a scheduled shift, and is told no work is available, the employee shall receive a minimum of four (4) hours of work or any combination of work and pay totaling four (4) hours. If the employee is asked to work the four (4) hours, but wishes to leave, the employee may voluntarily 'call-off'. In this situation, no hours will be paid.

#### 16.9 ON-CALL

- a. Employees placed on-call must respond within the required response time established by their department.
- b. The method of assignment and distribution of on-call duty shall be determined on a department-by-department basis with the following understandings:
  - i. The affected employees and department managers have agreed upon a method of assigning and distributing the on-call duty that meets the needs of the department.
  - ii. The method of distribution and assignment of on-call duty is equitable among the affected employees in the department, and no employee is required to bear a disproportionate on-call burden.
  - iii. Employees on a scheduled weekend off in accordance with Article 15 – Scheduling, Section 15.2, shall not be required to take on-call duty on such weekends. However, such employees may volunteer for such on-call duty.

#### 16.10 CALL-BACK

- a. Call-back pay starts at the time of the employee's arrival in his/her department and has badged in.
- b. The employee will be paid the greater of time actually worked as shown in the timekeeping record or a two (2) hour minimum guarantee for each time he/she is

called-back. When an employee who is on-call is called-back with less than two (2) hours before starting her/his regular shift, call-back is paid only to the start of the scheduled regular shift.

- c. An employee who is placed on-call in lieu of a normal shift will not be eligible for call-back pay until the scheduled on-call start time has passed. For example, due to low patient census, an employee is asked not to report to her/his scheduled 1500 to 2330 shift but is to be placed on-call instead. The employee is called prior to 1500 and asked to report to her/his shift as originally scheduled. Time is paid as regular hours rather than call-back hours, so long as at least an hour notice is given prior to the beginning of the shift.
- d. On-call does not start until the employee actually leaves the ministry premises. If an employee is placed on-call at the end of her/his regular shift and continues to work into the prescheduled on-call hours, this will be deemed a continuous shift and default to the normal rules of overtime payment. For example, an eight (8) hour employee works from 0700 to 1530 and is scheduled to be on-call at 1530; however, the employee is involved with a patient and does not actually leave ministry premises until 1700. The employee will be paid eight (8) hours at his/her base hourly rate and one and one-half (1½) hours at her/his appropriate overtime rate. The employee is not eligible for a two (2) hour minimum call-back in this instance because he/she never left the ministry premises.

#### 16.11 CALL-OFFS

- a. A call-off (“A” Administrative call-off or cancel) is defined as an unrequested absence of one shift or less, necessitated by low census or other patient care considerations. Call-offs may be voluntary or mandatory.
- b. The Hospital, at its sole discretion, may elect to call-off (or cancel) an employee for a whole or partial shift. In addition, the Hospital may place the employee on-call for the hours called off.
- c. No employee shall be subject to mandatory call off for more than two (2) full shifts, or equivalent per pay period. Provided the unit has the appropriate skill mix, the Hospital will accept volunteers before any other employee, if that voluntary call off does not result in retaining an employee at premium pay who would have been called off.
- d. Records of call-offs shall be maintained in the Staffing Office or in individual departments, if applicable. Employees may review these records upon request.
- e. At the discretion of the Hospital, an employee who would otherwise be called-off in accordance with Subsection 16.11.f below and who has committed to being cross-trained to another unit or work area, may be retained for cross training purposes.

- f. Within each department and with consideration of required skills and competencies, employees will be called-off as follows:
  - i. Volunteers, by seniority
  - ii. Travelers on premium pay
  - iii. Travelers on regular pay
  - iv. Employees on premium pay
  - v. Relief employees
  - vi. Regular full or part-time employees in rotation

## **ARTICLE 17 – FLOATING**

- 17.1 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.
- 17.2 Employees will be floated in the following order:
  - a. Volunteers
  - b. Registry and travelers
  - c. Temporary employees
  - d. Relief employees
  - e. Full-time and part-time by rotation
- 17.3 In the event that the established order does not meet assessed patient needs, the Hospital may float employees out of order.
- 17.4 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 is a regular part of an employee's assignment.
- 17.5 Employees may float between Eureka and Redwood Memorial Hospital under the following conditions, in addition to the above:
  - a. Floating between hospitals is voluntary. No employee shall suffer any retaliation as a result of declining to float between hospitals.
  - b. Employees who float are eligible for mileage pursuant to the Hospital mileage reimbursement policy.

## ARTICLE 18 – SENIORITY

### 18.1 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 St. Joseph Hospital – Eureka and/or Redwood Memorial Hospital.

### 18.2 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 St. Joseph Hospital – Eureka and/or Redwood Memorial 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 St. Joseph Hospital – Eureka and/or Redwood Memorial 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.

### 18.3 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.

18.4 SENIORITY TIE BREAKER

If two (2) or more employees in the same department/unit share a common seniority date, they will draw numbers to determine their relative seniority placement. A Union Shop Steward shall be present when the numbers are drawn.

**ARTICLE 19 – FILLING OF VACANCIES**

- 19.1 Job vacancies covered by this Agreement will be posted on Hospital's inter and intranet. Internal candidates will be considered for the first seven (7) calendar days of posting prior to making an offer to an external candidate. In the event no employees covered by this Agreement submits an internal transfer request for a posted position within the seven (7) calendar days set forth herein, the Hospital shall be free to select the most qualified applicant without regard to the order set forth in Section 19.6 below.
- 19.2 The Hospital shall make available a dedicated workstation or kiosk in the vicinity of the Human Resources department for interested employees.
- 19.3 The posting shall include the job title, the department, the shift, weekly scheduled hours (status) and qualifications for the position. The posted qualifications shall be reasonably related to the actual requirements of the position.
- 19.4 Employees interested in transferring to a position(s) that may be posted in the future may set up an alert to receive an email once a job is posted that meets his/her criteria. This will not relieve the employee of the responsibility to timely submit a transfer request for the posted position.
- 19.5 The employee applicant must meet all qualifications of the job established by the Hospital. These qualifications will be listed in the job description and in the online posting.
- 19.6 The Hospital shall fill vacancies with the most senior qualified applicants (according to Union seniority) in the following order of preference:
- a. Bargaining unit employees within the department and job title/classification where the vacancy exists;
  - b. Bargaining unit employees within the job title/classification outside the department where the vacancy exists;
  - c. Bargaining unit employees within the department where the vacancy exists.
  - d. Bargaining unit employees from another job title/classification.
- 19.7 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 fourteen (14) days of the position being filled.

- 19.8 For vacancies that are not filled internally (i.e. according to the preference order set forth above), the Hospital may employ the person who, in its judgment, will make the best employee. The Hospital shall be the sole judge of the fitness of any applicant.
- 19.9 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.
- 19.10 Employees who have received formal discipline (a written warning or greater) within the past ninety (90) days are ineligible to apply for posted positions, unless the Hospital agrees otherwise.
- 19.11 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 for the vacancy.
- 19.12 Once awarded a new position, the employee shall be released by his/her former department within fourteen (14) calendar days or no later than the end of the current schedule, whichever occurs later.
- 19.13 The evaluation period is ninety (90) days for current employees who previously completed the initial probationary period and who then transfer to another job title/classification. If such employee transfers to a position in the same department/service area and job title/classification after completing the initial probationary period, there will be no new evaluation period. If at any time within the first ninety (90) day period, the Hospital determines that the employee is unable to perform satisfactorily, such employee may be returned to his/her former position including shift, assignment and scheduled hours, provided his/her former position is still available. If the employee's former position is not available, the employee will be returned to a comparable position in the same department and classification, provided such a position exists.
- 19.14 Time spent on a leave of absence during an evaluation period will not count toward completing such evaluation period.

## **ARTICLE 20 – LAYOFF AND RECALL**

### **20.1 LAYOFF**

- a. Layoff is defined as a workforce reduction expected to be more than thirty (30) calendar days in duration.
- b. Layoffs shall be determined by the job title/classification and 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 workers in the affected department or departments.
- d. Prior to the event of a workforce reduction covered by this Article, the Hospital shall notify the Union as much in advance as possible. In the event the notice is less than three (3) weeks 'written notice, the Hospital will provide 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 in inverse order of Union seniority, subject to the following exceptions:
  - i. If an employee who otherwise would be selected by inverse order of Union seniority possesses specialized skills which cannot be replaced adequately by the remaining employees in that job title in the same department/unit/shift, 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 thirty (30) days of instruction/orientation.
  - ii. If other employees 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 inverse order of Union seniority, that employee may be passed over for layoff.

## 20.2 LAYOFF ORDER

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

- a. Temporary employees, including travelers, agency, and registry staff;
- b. Regular full-time, regular part-time, and relief employees in inverse order of Union Seniority in the job title/classification to be impacted;

## 20.3 RECALL

An employee shall remain on a recall list for twelve (12) months after being laid off and will be eligible for recall to any vacancy within his/her job title in his/her Union seniority order, the most senior employee being recalled first. So long as both separate Hospitals are covered by the same collective bargaining agreement, during the twelve (12) month recall period, an employee on the recall list may be given preferential consideration when applying for an external job opening at the hospital from which they were not laid off.

- a. An employee on the recall list must respond to a recall notice within seven (7) business days of receipt of the offer. The employee 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 ensure that the Hospital has the employee's current mailing address and telephone number.
- c. Official notification of recall will be sent via certified mail, receipt requested. As a courtesy, the Hospital will also call the employee at the telephone number provided.

## **ARTICLE 21 – HEALTH AND WELFARE PROGRAM**

- 21.1 The Employer will provide health and welfare programs including the following: Medical, Prescription Drug, Dental, Vision, Short Term Disability (self-administered and paid through company payroll; the benefit will be offset by California State Disability Insurance), Long Term Disability, Basic Life, Basic Accidental Death & Dismemberment and Employee Assistance Program. Bargaining unit employees will also have the opportunity to participate in voluntary benefits programs including the following: Supplemental Employee Life, Dependent Life, Supplemental Employee AD&D, Dependent AD&D, Home/Auto/Legal Insurance and Supplemental Short Term Disability.
- 21.2 Bargaining unit employees shall participate in the same medical plans as non-bargaining unit employees, with the same plan design, co-pays, co-insurance, premiums, employee contribution, etc., except that the Employer agrees to maintain a PPO medical plan as an option for benefits eligible full-time and part-time employees covered by this Agreement in plan years 2020, 2021, 2022 and 2023, subject to the terms, conditions, limitations and other provisions of the respective plan documents. The Short-Term Disability benefit will become effective the first of the month following ratification.
- 21.3 For the remainder of plan year 2020, the premiums for all of the medical plans will remain at their current levels. Premiums for the Medical and Drug Plans for the 2021, 2022, and 2023 plan years shall not increase by more than 10% on a blended average basis, meaning for some categories the increases can be greater than 10% and others less than 10%. Beginning in plan year 2021, and continuing in each subsequent year, premiums for the PPO medical plan shall not increase by more than 25% annually during the term of this contract. In no case, however, will the PPO medical plan premiums exceed those charged to non-represented employees.

## **ARTICLE 22 – PAID TIME OFF (PTO)**

### **22.1 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.

22.2 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.

22.3 PAID TIME OFF ACCRUAL RATE

a. Full-time Employees – Through December 31, 2023

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

\* Assumes a 1.0 FTE working 80 hours per pay period. If an employee works less than 80 hours in a pay period, accrual will be less.

\*\* The maximum PTO balance is not prorated by FTE

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.

b. Full-time Employees – Effective January 1, 2024

Less than 3 Years of Service	200 hours per year (Maximum PTO Balance is 300 hours *)
3 to less than 5 Years of Service	224 hours per year (Maximum PTO Balance is 336 hours *)
5 to less than 10 Years of Service	240 hours per year (Maximum PTO Balance is 360 hours *)
10 to less than 15 Years of Service	264 hours per year (Maximum PTO Balance is 396 hours)
15 + Years of Service	280 hours per year** (Maximum PTO Accrual cap is 420 hours*)

\* Assumes a 1.0 FTE working 80 hours per pay period. If an employee works less than 80 hours in a pay period, accrual will be less.

\*\* The maximum PTO balance is not prorated by FTE.

Maximum PTO Balance 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 balance, the employee will stop accruing PTO until their PTO accrual balance is below the maximum balance amount.

c. Part-Time

PTO days shown above are for full-time employees. Part-time employees PTO days would be less if hours worked are less than full-time

d. One Time PTO Cash-Down

Employees with existing PTO accrual balances over the maximum accrual on January 1, 2024, shall be cashed out for any amount over the maximum plus twenty-four (24) hours of PTO.

PTO hours accrue: 1) on hours worked up to a maximum of eighty (80) hours in a pay period, 2) while PTO is being utilized, 3) on scheduled days taken off because of Hospital census, 4) while working Extra Pay for Extra Shifts/Cold Call.

PTO hours do not accrue: 1) during on-call hours (unless those on-call hours result from a day off because of Hospital census), 2) during unpaid leaves of absence, 3) during jury duty or bereavement leave, or 4) on hours that exceed eighty (80) in a pay period.

Paid Time Off 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.

Employees will be notified by the Hospital when they have reached their maximum accrual. PTO will stop accruing until the PTO balance falls below the maximum accrual cap.

## 22.4 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 help another benefit eligible employee(s) in accordance with the Hospital’s Voluntary PTO Sharing Program, which may be amended from time to time.

22.5 Employees will be allowed an opportunity to cash out unused paid time off (PTO) hours, in increments of twenty (20), forty (40) or eighty (80) hours during the 2020, 2021 and 2022 open enrollment periods to be paid on the employees first paycheck in June and/or the first paycheck in December. To be eligible to cash out PTO hours employees must have a minimum of eighty (80) hours remaining in their PTO bank after the election. All PTO cash outs are subject to taxed at the supplemental income tax rate.

22.6 PAID PARENTAL LEAVE

This program will replace 65% of employee pay for up to six (6) weeks to care for and bond with a newborn, newly adopted or newly placed foster child. This benefit is available to all working parents - mothers and fathers. The Hospital's Paid Parental Leave benefits are offset by any California Paid Family Leave benefits an employee may be eligible to receive.

**ARTICLE 23 – RETIREMENT**

Employees shall be eligible to participate in the Hospital’s 401(k) and 401(a) retirement programs under the terms and conditions set forth in the plan documents. Employees shall be eligible for the Employer's 457(b) retirement program under the terms and conditions set forth in the plan documents.

<b>Years of Service</b>	<b>Employer match for 401(k)</b>	<b>Non-matching 401(a)</b>	<b>Total possible Employer contribution</b>
0 – 4	50% of the first 3% of pay saved	3% of pay	4.5% of pay
5 – 9	50 % of the first 4.5% of pay saved		5.25% of pay
10 – 14	50% of the first 6% of pay saved	5% of pay	8% of pay
15 +		6% of pay	9% of pay

**ARTICLE 24 – EDUCATION AND TRAINING OPPORTUNITIES**

24.1 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. There 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.

#### 24.2 TUITION REIMBURSEMENT

- a. The Hospital encourages and supports the pursuit of advanced education and professional growth in the ministry. Employees who participate in an accredited course of study that result in an occupational certification or degree from an accredited university or college in healthcare related fields and that benefit the Hospital in accordance with the Hospital's Education Reimbursement policy in effect on the date of ratification (April 29, 2020) may be eligible for tuition reimbursement. Changes in policy will not affect previously approved tuition reimbursement. Should the Hospital wish to modify the Education Reimbursement policy as applies to bargaining unit employees, it will meet and confer with the Union upon request prior to modification of the policy.
- b. To be eligible for reimbursement, employees must apply for and receive written approval from the Hospital prior to the commencement of the course.
  - i. Eligibility: Employees with a minimum of six (6) months of continuous service as a regular benefits eligible full-time and part-time employee who are actively on the payroll at the time of the enrollment and actively at work during the course(s) are eligible to apply for tuition assistance.
  - ii. Reimbursement will be limited to tuition, books, select fees and supplies.
  - iii. 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.

#### 24.3 PAID EDUCATION LEAVE

Non-exempt employees who work in a patient care position requiring licensure with paid education leave benefits (PEL) may be eligible for either 12 or 20 hours of fiscal year of PEL. Such continuing education benefits shall be administered in accordance with the Hospital's PEL policy in effect at the time of ratification.

### **ARTICLE 25 – BULLETIN BOARDS**

The Hospital shall provide to the Union three locked bulletin boards in prominent locations (one each in the Main Campus, the General Hospital campus and the OIC), and one locked bulletin board in a prominent location at Redwood Memorial Hospital, each measuring approximately 36" by 48" for the purpose of posting printed Union materials including meeting notices, Shop Steward and representative contact information, and official Union newsletters.

Additionally, the Hospital will provide space on existing bulletin boards where available in designated break rooms and rest areas where bargaining unit employees take breaks.

The Union agrees that it will not post misleading, disparaging, demeaning or deliberately false statements toward the Hospital or any of its related entities, management, employees, proposals, policies or practices.

## **ARTICLE 26 – SUBCONTRACTING**

Should the Hospital decide to permanently contract out work presently performed by a bargaining unit employee, it shall first give the Union thirty (30) days' notice, and upon request, meet and confer regarding its effect on the employees. The Hospital will consider alternatives proposed by the Union. In the event the Hospital decides to contract out the work after meeting with the Union, the Hospital will use its best efforts to have the contractor hire the employees who would be displaced by the subcontracting

## **ARTICLE 27 – DISCIPLINE AND DISCHARGE**

- 27.1 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.
- 27.2 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.
- 27.3 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 1<sup>st</sup> written, 2<sup>nd</sup> 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.
- 27.4 Any employee involved in an investigatory discussion with Hospital management will be advised of the reason in writing 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.
- 27.5 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.
- 27.6 During any investigatory and/or disciplinary meetings, Hospital and Union representatives will conduct themselves in a professional and respectful manner.
- 27.7 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, not including days that the subject employee is on leave of absence or paid time off. The Hospital may request an extension if necessary to complete an investigation. The Union shall not unreasonably deny such a request.
- 27.8 When a disciplinary matter or investigation is closed, regardless of outcome, the employee will be notified of the outcome within one (1) week of the matter being closed.
- 27.9 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.
- 27.10 Meetings of a disciplinary nature (i.e. 1<sup>st</sup> written, 2<sup>nd</sup> written warning, final written warning, suspension or termination) and/or fact findings shall take place in a private setting.

## **ARTICLE 28 – EMPLOYEE PERSONNEL FILES**

- 28.1 There shall be one official HR personnel file for all bargaining unit employees. Employees shall be offered copies of all evaluations and other documents related to their performance which they have signed and are placed in their personnel file.
- 28.2 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.
- 28.3 Employees may, at reasonable times and at reasonable intervals, review their official HR 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.

- 28.4 Upon request from the Union and once the Employer is in receipt of written authorization from the employee, the Employer will provide an accurate, complete, and up to date copy of an employee personnel file.

## **ARTICLE 29 – GRIEVANCE AND ARBITRATION**

### **29.1 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.

### **29.2 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. The parties further agree that grievances are best resolved by those closest to the issue where possible. 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 Director 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 Director of Human Resources or his/her designee. All notices and forms filed by the Hospital shall be filed with the Union.

### **29.3 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 Ministry Human Resources Partner

If the matter has not been resolved informally at Step 1, the Union must file a written grievance with the Director of Human Resources, 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 arises. 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 Director of Human Resources

If the grievance is not resolved at Step 2, or the Hospital fails to respond within ten (10) business days after the Step 2 meeting, the Union may proceed by delivering a written statement indicating its intent to proceed to the Director 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 Director 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) Union Shop Steward shall attend unless otherwise agreed to. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 3 meeting.

29.4 GRIEVANCE PROCEDURE DISCIPLINE AND DISCHARGE

a. Step 1 – Review with Ministry Human Resources Partner

The employee or Union must file a written grievance with the Ministry Human Resources Partner, 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) Union Shop Steward 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 Director of Human Resources

If the grievance is not resolved at Step 1, or the Hospital fails to respond within ten (10) business days after the Step 1 meeting, the Union may proceed by delivering a

written statement indicating its intent to proceed to the Director 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 Director of Human resources, or designee, the Union 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) Union Shop Steward shall attend unless otherwise agreed to. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 2 meeting.

#### 29.5 HOSPITAL GRIEVANCES

Hospital grievances shall be submitted at the Step 3 level in writing to the Union's Representative. If requested, a Union Representative and Director 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.

#### 29.6 ARBITRATION

If the parties are unable to resolve the grievance pursuant to the above procedures, or the either party fails to respond within ten (10) business days after the Step 3 meeting, 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 (7) arbitrators from the FMCS. The parties will alternately strike names from that list until they have reached agreement, or only one (1) 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 Section does not apply to either party's legal fees.

The Arbitrator shall have no power or authority 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. The arbitrator's decision will be final and binding upon all parties concerned.

### **ARTICLE 30 – 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 31 – SAFETY**

- 31.1 The Hospital, the Union and the employees shall comply with their obligations and/or rights under applicable laws regarding safety and health in the workplace. The Hospital agrees to review and investigate claims involving health and safety concerns that are presented in writing by the employees and the Union following established Hospital protocols and the Hospital will provide a timely written response.
- 31.2 The Hospital shall continue to provide required in-service or other training and information to employees concerning health and safety.
- 31.3 The Union may appoint one (1) bargaining unit employee and one (1) alternate from each of the three (3) bargaining units to the Hospital's safety committee. The Union appointees (or alternates) shall be released from his/her duties with no loss of pay to attend safety committee meetings.

31.4 **STAFFING COMMITTEE**

The Union and the Hospital agree that adequate staffing ensures safe patient care and the health and safety of employees. A Staffing committee shall be created for the purpose of reviewing staffing concerns at the Hospitals and will meet on a quarterly basis. The Staffing Committee will report out to Hospital's Safety Committee. The Staffing Committee shall be chaired by a member of the Human Resources team and will include one representative from each unit appointed by the Union. Time spent attending Staffing Committee meetings by Union members will be paid time but shall not count as "hours worked."

## **ARTICLE 32 – LABOR MANAGEMENT ADVISORY COMMITTEE**

32.1 **OBJECTIVES**

The objectives of the Labor Management Advisory Committee (LMAC) are: to resolve disputes without resorting to the grievance process where possible; review concerns about patient care; staffing, evaluate and/or recommend improvements to internal processes for the benefit, health and safety of employees covered by this Agreement; and 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.

### 32.2 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.

### 32.3 MEETINGS

The LMAC shall meet quarterly at mutually agreeable times. 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. 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 agendas will be exchanged in advance of each meeting with the intent of allowing the other party to properly prepare for the meeting.

### 32.4 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 33 – SAVINGS CLAUSE**

Should any provision of this Agreement be found to be in conflict with State or Federal law by a court or government agency of competent jurisdiction, the remainder of the Agreement shall remain in full force and effect. In the event of such a finding, the parties will meet and attempt to negotiate a substitute provision.

## **ARTICLE 34 – 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 35 – STRIKES AND LOCKOUTS**

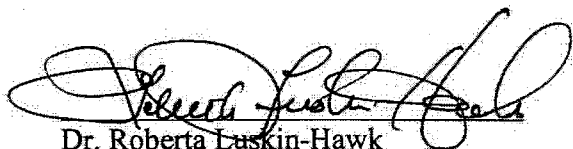
- 35.1 For the duration of the Agreement, and any extensions there to, the Union and its members or other agents shall not threaten, sanction, encourage nor participate in any way in any strike, sympathy strike, walkout, slowdown, sickout, or other interference with any operation of the Hospital covered 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.
- 35.2 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.
- 35.3 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.

**ARTICLE 36 – DURATION**

This Agreement shall become effective upon ratification (April 29, 2020) and shall remain in full force and effect through April 29, 2024.

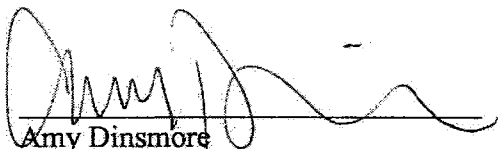
IN WITNESS WHEREOF, the parties hereto have executed this Agreement on the effective date of the Agreement.

ST. JOSEPH, EUREKA HOSPITAL and  
REDWOOD MEMORIAL HOSPITAL



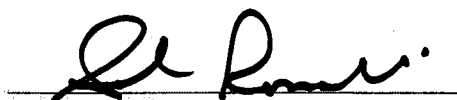
Dr. Roberta Luskin-Hawk  
Chief Executive

4/29/20  
Date



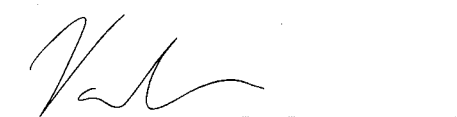
Amy Dinsmore  
Chief Human Resources Officer

NATIONAL UNION OF HEALTHCARE  
WORKERS



Sal Rosselli  
President

12-15-2020  
Date



Vanessa Coe  
Assistant Director, Hospitals

## **NUHW BARGAINING COMMITTEE**

Amanda Buell	Radiation Therapist
Rommie Charmichael	Respiratory Care Practitioner
Meredith Diehlmann	Lab Assistant II
Seth Farhi	Lab Assistant I
Mikkel Foisy	Lead Radiological Tech
Brad Gill	Lab Assistant II
Vincent Guevara	Pharmacy Tech
Mark Harrison	Emergency Dept Tech II
Steve Hastings	Admin Secretary III
Kari Helgeson	Lead Radiological Tech
Laurel Hunsucker	Admin Secretary III
Julie Johnson	MRI Tech
Marilyn Lilley	Surgical Tech II Lead
Jesse Palmer	Pharmacy Tech
Leigh Ann Pinkard	Nursing Assistant
Leeanna Poli	EVS Floor Tech
Candelaria Ramos	EVS Housekeeper
Sherrie Reynolds	Respiratory Care Practitioner
Kellie Shaner	Monitor Tech
Jason Simpson	Registration Specialist
Kristie Skillington	Lab Assistant II
Beverly Titus	Histology Tech II
Antonio Velez	EVS Housekeeper



**APPENDIX A – SERVICE BARGAINING UNIT EMPLOYEES, ST.  
JOSEPH EUREKA**

<b>JOB TITLE</b>	
Administrative Assistant I – Clinical Lab	Lead Dept/Admin Secretary
Admissions Counselor	Lead Laboratory Assistant
Clinic Diagnostic Imaging Clerical Specialists	Lift Tech Technician
Clinic Health Data Analyst	Monitor Technician
Clinic Technologists Assistant Mammo	Nursing Assistant
Cook	Outpatient Rehab Coordinator
Dept/Admin Secretary III – Chemo Clinic	Patient Information Specialist
Dept/Admin Secretary III – Surgical Services	Patient Transporter
Diagnostic Imaging Authorization/Scheduler Specialist	PBX Operator/Receptionist
Diagnostic Imaging Clerical Specialist	PT/Rehab Aide
Diet Aide	Quality Management Assistant
Distribution Clerk I	Radiology Assistant
Emergency Dept Technician I	Registration Specialist
Emergency Dept Technician II	Sterile Processing Tech I
Endoscopy Technician	Sterile Processing Tech II
EVS Floor Tech	Stockpersons (lead stockpersons)
EVS/Linen Room Worker	Supply Chain Operations Assistant
EVS/OR Aide	Surgery Supply Coordinator
Food Service Worker	Surgical Supply Coordinator
GI Processing Tech	Transcriptionist II
Health Data Analyst	Transportation Specialist
Laboratory Assistant I	Ward Clerk
Laboratory Assistant II	Unit Secretary

**APPENDIX B – TECHNICAL BARGAINING UNIT EMPLOYEES, ST. JOSEPH EUREKA**

<b>JOB TITLE</b>	
Anesthesia Tech	OIC MRI Technologist
Cardiovascular Imaging Tech	Pharmacy Buyer
Cardiovascular Technologist (non-invasive)	Pharmacy Clinical Data Analyst *
Care Management Data Analyst*	Pharmacy Technician
Clinic Lead Ultrasound Tech	Physical Therapy Assistant
Clinic Ultrasound Tech I	Physical Therapy Asst Lic Applicant
CT Technologist	Polysomnography Technologist
CT Technologist Lead	Polysomnographic Tech-Certified Applicant
Echo Technologist	Radiation Therapist
Histology Tech I	Radiation Therapy Assistant
Histology Tech II	Radiologic Technologist I
Lead Anesthesia Tech	Radiologic Technologist II
Lead Cardiovascular Imaging Tech	Respiratory Care Practitioner
Lead Mammography Technologist	Senior Vascular Sonographer
Lead Nuclear Med Tech	Service Lead - Surgical Tech I
Lead Radiation Therapist	Service Lead - Surgical Tech II
Lead Respiratory Therapist	Surgical Technologist
Lead Technologist	Surgical Technologist II
MRI Technologist	Technical Lab Assistant
MRI Technologist Lead	Ultrasound Technologist I
Nuclear Medicine Technologist	Ultrasound Technologist II
OIC Clinic Radiology Tech I	Ultrasound Technologist Lead
OIC Clinic Radiology Tech II	

**APPENDIX C – SERVICE & TECHNICAL BARGAINING UNIT  
EMPLOYEES, REDWOOD MEMORIAL HOSPITAL**

<b>JOB TITLE</b>	
Cook	Licensed Vocational Nurse
Diagnostic Imaging Clerical Specialist	Nursing Assistant
Distribution Clerk I	Pharmacy Technician
EVS Floor Tech	Physical Therapy Assistant
EVS/Linen Room Worker	Radiologic Technologist I
Food Service Worker	Radiologic Technologist II
Health Data Analyst	Registration Specialist
Laboratory Assistant I	Respiratory Care Practitioner
Laboratory Assistant II	Sterile Processing Tech I
Lead Clerical Worker	Sterile Processing Tech II
Lead Cook	Surgery Supply Coordinator
Lead Environmental Servcs Wrkr	Surgical Services Coordinator
Lead Laboratory Assistant	Surgical Technologist
Lead Pharmacy Technician	Ultrasound Technologist I
Lead Radiologic Technologist	Ultrasound Technologist II
Lead Respiratory Therapist	Unit Clerk/Tech Assistant
Lead Technologist	Unit Tech/Coordinator

## APPENDIX D – NUHW 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 E – WAGE TABLES (YEAR ONE)**

<b>YEAR ONE</b>	<b>Years of Experience</b>									
<b>Job Title</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>
Administrative Assistant - Clinical Lab	\$18.35	\$18.91	\$19.47	\$20.06	\$20.65	\$21.27	\$21.70	\$22.13	\$22.57	\$23.03
Administrative Assistant - NE	\$19.43	\$20.02	\$20.61	\$21.23	\$21.87	\$22.52	\$22.97	\$23.44	\$23.90	\$24.38
Admissions Counselor	\$17.27	\$17.79	\$18.32	\$18.88	\$19.44	\$20.03	\$20.43	\$20.83	\$21.25	\$21.67
Anesthesia Tech	\$23.75	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.08	\$28.65	\$29.21	\$29.80
Associate Patient Access Representative	\$18.35	\$18.91	\$19.47	\$20.06	\$20.65	\$21.27	\$21.70	\$22.13	\$22.57	\$23.03
Business Coordinator - NE	\$23.75	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.08	\$28.65	\$29.21	\$29.80
Cancer Registry Assistant	\$19.43	\$20.02	\$20.61	\$21.23	\$21.87	\$22.52	\$22.97	\$23.44	\$23.90	\$24.38
Cardiovascular Imaging Tech	\$41.83	\$43.08	\$44.38	\$45.71	\$47.08	\$48.49	\$49.46	\$50.45	\$51.46	\$52.49
Care Management Data Analyst	\$32.65	\$33.63	\$34.65	\$35.69	\$36.75	\$37.85	\$38.61	\$39.38	\$40.18	\$40.98
Clinic Health Data Analyst	\$16.73	\$17.23	\$17.76	\$18.28	\$18.83	\$19.40	\$19.79	\$20.18	\$20.58	\$20.99
Clinic Ultrasound Tech I	\$37.51	\$38.63	\$39.80	\$40.99	\$42.22	\$43.48	\$44.36	\$45.24	\$46.15	\$47.07
Clinical TechAsst Mammo	\$16.73	\$17.23	\$17.76	\$18.28	\$18.83	\$19.40	\$19.79	\$20.18	\$20.58	\$20.99
Cook	\$16.45	\$16.93	\$17.44	\$17.95	\$18.48	\$19.03	\$19.40	\$19.79	\$20.18	\$20.57
CT Technologist	\$41.83	\$43.08	\$44.38	\$45.71	\$47.08	\$48.49	\$49.46	\$50.45	\$51.46	\$52.49
Dept/Admin Secretary III	\$18.35	\$18.91	\$19.47	\$20.06	\$20.65	\$21.27	\$21.70	\$22.13	\$22.57	\$23.03
Dept/Admin Secretary III - Surgical Services	\$18.35	\$18.91	\$19.47	\$20.06	\$20.65	\$21.27	\$21.70	\$22.13	\$22.57	\$23.03
DI Authorization Specialist	\$17.27	\$17.79	\$18.32	\$18.88	\$19.44	\$20.03	\$20.43	\$20.83	\$21.25	\$21.67
DI Scheduling Specialist	\$16.73	\$17.23	\$17.76	\$18.28	\$18.83	\$19.40	\$19.79	\$20.18	\$20.58	\$20.99
Diagnostic Imaging Clerical Spec	\$16.73	\$17.23	\$17.76	\$18.28	\$18.83	\$19.40	\$19.79	\$20.18	\$20.58	\$20.99
Diet Aide	\$16.45	\$16.93	\$17.44	\$17.95	\$18.48	\$19.03	\$19.40	\$19.79	\$20.18	\$20.57
Distribution Clerk I	\$16.45	\$16.93	\$17.44	\$17.95	\$18.48	\$19.03	\$19.40	\$19.79	\$20.18	\$20.57
Echo Technologist	\$40.21	\$41.42	\$42.66	\$43.94	\$45.26	\$46.62	\$47.55	\$48.50	\$49.46	\$50.46
EKG Tech/EKG Stress	\$18.90	\$19.46	\$20.05	\$20.64	\$21.26	\$21.90	\$22.34	\$22.78	\$23.24	\$23.70
Emergency Dept Tech I	\$16.73	\$17.23	\$17.76	\$18.28	\$18.83	\$19.40	\$19.79	\$20.18	\$20.58	\$20.99
Emergency Dept Tech II	\$20.51	\$21.13	\$21.76	\$22.41	\$23.09	\$23.78	\$24.25	\$24.74	\$25.24	\$25.74
Endoscopy Tech	\$23.75	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.08	\$28.65	\$29.21	\$29.80

<b>YEAR ONE</b>	<b>Years of Experience</b>									
<b>Job Title</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>
Environmental Services Representative	\$16.45	\$16.93	\$17.44	\$17.95	\$18.48	\$19.03	\$19.40	\$19.79	\$20.18	\$20.57
EVS Floor Tech	\$16.11	\$16.58	\$17.07	\$17.57	\$18.08	\$18.61	\$18.97	\$19.34	\$19.72	\$20.11
EVS/Linen Room Worker	\$15.93	\$16.39	\$16.86	\$17.35	\$17.86	\$18.38	\$18.74	\$19.10	\$19.47	\$19.85
EVS/OR Aide	\$16.45	\$16.93	\$17.44	\$17.95	\$18.48	\$19.03	\$19.40	\$19.79	\$20.18	\$20.57
Financial Counselor	\$17.27	\$17.79	\$18.32	\$18.88	\$19.44	\$20.03	\$20.43	\$20.83	\$21.25	\$21.67
Food Service Worker	\$15.93	\$16.39	\$16.86	\$17.35	\$17.86	\$18.38	\$18.74	\$19.10	\$19.47	\$19.85
GI Processing Tech	\$19.43	\$20.02	\$20.61	\$21.23	\$21.87	\$22.52	\$22.97	\$23.44	\$23.90	\$24.38
Health Data Analyst	\$16.73	\$17.23	\$17.76	\$18.28	\$18.83	\$19.40	\$19.79	\$20.18	\$20.58	\$20.99
HIM Rep	\$16.73	\$17.23	\$17.76	\$18.28	\$18.83	\$19.40	\$19.79	\$20.18	\$20.58	\$20.99
Histology Tech I	\$20.51	\$21.13	\$21.76	\$22.41	\$23.09	\$23.78	\$24.25	\$24.74	\$25.24	\$25.74
Histology Tech II	\$32.12	\$33.08	\$34.07	\$35.09	\$36.15	\$37.23	\$37.98	\$38.74	\$39.51	\$40.30
Lab Assistant I	\$19.43	\$20.02	\$20.61	\$21.23	\$21.87	\$22.52	\$22.97	\$23.44	\$23.90	\$24.38
Lab Assistant II	\$21.59	\$22.24	\$22.90	\$23.59	\$24.30	\$25.03	\$25.53	\$26.04	\$26.56	\$27.10
Lead Anesthesia Tech	\$24.82	\$25.56	\$26.35	\$27.13	\$27.95	\$28.78	\$29.36	\$29.94	\$30.56	\$31.15
Lead Cardiovasec Imag Tech	\$44.53	\$45.87	\$47.24	\$48.66	\$50.12	\$51.62	\$52.65	\$53.71	\$54.78	\$55.88
Lead Clerical Worker	\$18.35	\$18.91	\$19.47	\$20.06	\$20.65	\$21.27	\$21.70	\$22.13	\$22.57	\$23.03
Lead Cook - NU	\$18.35	\$18.91	\$19.47	\$20.06	\$20.65	\$21.27	\$21.70	\$22.13	\$22.57	\$23.03
Lead CT Technologist	\$48.85	\$50.32	\$51.82	\$53.38	\$54.98	\$56.63	\$57.76	\$58.92	\$60.09	\$61.29
Lead Dept/Admin Secretary	\$19.43	\$20.02	\$20.61	\$21.23	\$21.87	\$22.52	\$22.97	\$23.44	\$23.90	\$24.38
Lead Environmental Services Worker	\$16.45	\$16.93	\$17.44	\$17.95	\$18.48	\$19.03	\$19.40	\$19.79	\$20.18	\$20.57
Lead Lab Assistant	\$23.75	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.08	\$28.65	\$29.21	\$29.80
Lead Mammography Technologist	\$44.53	\$45.87	\$47.24	\$48.66	\$50.12	\$51.62	\$52.65	\$53.71	\$54.78	\$55.88
Lead MRI Technologist	\$48.85	\$50.32	\$51.82	\$53.38	\$54.98	\$56.63	\$57.76	\$58.92	\$60.09	\$61.29
Lead Nuclear Med Tech	\$48.85	\$50.32	\$51.82	\$53.38	\$54.98	\$56.63	\$57.76	\$58.92	\$60.09	\$61.29
Lead Patient Access Representative	\$18.90	\$19.46	\$20.05	\$20.64	\$21.26	\$21.90	\$22.34	\$22.78	\$23.24	\$23.70
Lead Radiation Therapist	\$49.38	\$50.87	\$52.39	\$53.96	\$55.59	\$57.25	\$58.39	\$59.56	\$60.76	\$61.97
Lead Radiologic Technologist	\$44.53	\$45.87	\$47.24	\$48.66	\$50.12	\$51.62	\$52.65	\$53.71	\$54.78	\$55.88
Lead Respiratory Care Practitioner	\$40.21	\$41.42	\$42.66	\$43.94	\$45.26	\$46.62	\$47.55	\$48.50	\$49.46	\$50.46

<b>YEAR ONE</b>	<b>Years of Experience</b>									
<b>Job Title</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>
Lead Stockperson	\$16.45	\$16.93	\$17.44	\$17.95	\$18.48	\$19.03	\$19.40	\$19.79	\$20.18	\$20.57
Lead Ultrasound Tech	\$48.85	\$50.32	\$51.82	\$53.38	\$54.98	\$56.63	\$57.76	\$58.92	\$60.09	\$61.29
Licensed Vocational Nurse	\$25.90	\$26.68	\$27.49	\$28.31	\$29.16	\$30.03	\$30.64	\$31.25	\$31.87	\$32.51
Lift Tech Technician	\$16.29	\$16.75	\$17.25	\$17.76	\$18.28	\$18.81	\$19.18	\$19.56	\$19.92	\$20.34
Mammo Technologist	\$40.21	\$41.42	\$42.66	\$43.94	\$45.26	\$46.62	\$47.55	\$48.50	\$49.46	\$50.46
Monitor Technician	\$18.35	\$18.91	\$19.47	\$20.06	\$20.65	\$21.27	\$21.70	\$22.13	\$22.57	\$23.03
MRI Tech	\$41.83	\$43.08	\$44.38	\$45.71	\$47.08	\$48.49	\$49.46	\$50.45	\$51.46	\$52.49
Nuclear Medicine Technologist	\$44.53	\$45.87	\$47.24	\$48.66	\$50.12	\$51.62	\$52.65	\$53.71	\$54.78	\$55.88
Nursing Assistant	\$16.29	\$16.75	\$17.25	\$17.76	\$18.28	\$18.81	\$19.18	\$19.56	\$19.92	\$20.34
OB Technician	\$18.90	\$19.46	\$20.05	\$20.64	\$21.26	\$21.90	\$22.34	\$22.78	\$23.24	\$23.70
OIC Clinic Radiologic Technologist I	\$33.67	\$34.69	\$35.73	\$36.79	\$37.90	\$39.05	\$39.83	\$40.62	\$41.43	\$42.26
OIC Clinic Radiologic Technologist II	\$40.21	\$41.42	\$42.66	\$43.94	\$45.26	\$46.62	\$47.55	\$48.50	\$49.46	\$50.46
Outpatient Rehab Coord	\$19.43	\$20.02	\$20.61	\$21.23	\$21.87	\$22.52	\$22.97	\$23.44	\$23.90	\$24.38
Patient Access Representative	\$16.73	\$17.23	\$17.76	\$18.28	\$18.83	\$19.40	\$19.79	\$20.18	\$20.58	\$20.99
Patient Care Technician I	\$18.35	\$18.91	\$19.47	\$20.06	\$20.65	\$21.27	\$21.70	\$22.13	\$22.57	\$23.03
Patient Transporter	\$16.11	\$16.58	\$17.07	\$17.57	\$18.08	\$18.61	\$18.97	\$19.34	\$19.72	\$20.11
PBX Operator/Receptionist	\$17.27	\$17.79	\$18.32	\$18.88	\$19.44	\$20.03	\$20.43	\$20.83	\$21.25	\$21.67
Pharmacy Buyer	\$25.90	\$26.68	\$27.49	\$28.31	\$29.16	\$30.03	\$30.64	\$31.25	\$31.87	\$32.51
Pharmacy Technician	\$24.82	\$25.56	\$26.35	\$27.13	\$27.95	\$28.78	\$29.36	\$29.94	\$30.56	\$31.15
Physical Therapy Assist	\$23.75	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.08	\$28.65	\$29.21	\$29.80
Physical Therapy Assistant - Lic Applicant	\$25.90	\$26.68	\$27.49	\$28.31	\$29.16	\$30.03	\$30.64	\$31.25	\$31.87	\$32.51
Polysomnography Tech	\$32.12	\$33.08	\$34.07	\$35.09	\$36.15	\$37.23	\$37.98	\$38.74	\$39.51	\$40.30
Procedural Scheduler	\$23.75	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.08	\$28.65	\$29.21	\$29.80
Procedural Scheduler - NCSC	\$18.35	\$18.91	\$19.47	\$20.06	\$20.65	\$21.27	\$21.70	\$22.13	\$22.57	\$23.03
PT/Rehab Aide	\$16.11	\$16.58	\$17.07	\$17.57	\$18.08	\$18.61	\$18.97	\$19.34	\$19.72	\$20.11
Radiation Therapist	\$44.53	\$45.87	\$47.24	\$48.66	\$50.12	\$51.62	\$52.65	\$53.71	\$54.78	\$55.88
Radiation Therapy Assistant	\$17.27	\$17.79	\$18.32	\$18.88	\$19.44	\$20.03	\$20.43	\$20.83	\$21.25	\$21.67
Radiologic Technologist I	\$33.67	\$34.69	\$35.73	\$36.79	\$37.90	\$39.05	\$39.83	\$40.62	\$41.43	\$42.26

<b>YEAR ONE</b>	<b>Years of Experience</b>									
<b>Job Title</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>
Radiologic Technologist II	\$40.21	\$41.42	\$42.66	\$43.94	\$45.26	\$46.62	\$47.55	\$48.50	\$49.46	\$50.46
Radiology Asst	\$17.27	\$17.79	\$18.32	\$18.88	\$19.44	\$20.03	\$20.43	\$20.83	\$21.25	\$21.67
Registration Specialist	\$17.27	\$17.79	\$18.32	\$18.88	\$19.44	\$20.03	\$20.43	\$20.83	\$21.25	\$21.67
Respiratory Care Practitioner	\$34.71	\$35.75	\$36.82	\$37.93	\$39.07	\$40.24	\$41.04	\$41.86	\$42.69	\$43.55
Scheduler	\$17.27	\$17.79	\$18.32	\$18.88	\$19.44	\$20.03	\$20.43	\$20.83	\$21.25	\$21.67
Service Lead - Surgical Tech II	\$32.65	\$33.63	\$34.65	\$35.69	\$36.75	\$37.85	\$38.61	\$39.38	\$40.18	\$40.98
Sr Case Cart Techn	\$19.43	\$20.02	\$20.61	\$21.23	\$21.87	\$22.52	\$22.97	\$23.44	\$23.90	\$24.38
Sterile Processing Tech I	\$18.35	\$18.91	\$19.47	\$20.06	\$20.65	\$21.27	\$21.70	\$22.13	\$22.57	\$23.03
Sterile Processing Tech II	\$19.43	\$20.02	\$20.61	\$21.23	\$21.87	\$22.52	\$22.97	\$23.44	\$23.90	\$24.38
Supply Chain Operations Assistant	\$16.73	\$17.23	\$17.76	\$18.28	\$18.83	\$19.40	\$19.79	\$20.18	\$20.58	\$20.99
Surgery Supply Coord	\$19.43	\$20.02	\$20.61	\$21.23	\$21.87	\$22.52	\$22.97	\$23.44	\$23.90	\$24.38
Surgical Services Coord	\$23.75	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.08	\$28.65	\$29.21	\$29.80
Surgical Supply Coord	\$23.75	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.08	\$28.65	\$29.21	\$29.80
Surgical Technologist	\$25.90	\$26.68	\$27.49	\$28.31	\$29.16	\$30.03	\$30.64	\$31.25	\$31.87	\$32.51
Surgical Technologist II	\$32.12	\$33.08	\$34.07	\$35.09	\$36.15	\$37.23	\$37.98	\$38.74	\$39.51	\$40.30
Technical Lab Assistant	\$23.75	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.08	\$28.65	\$29.21	\$29.80
Transcriptionist II	\$21.59	\$22.24	\$22.90	\$23.59	\$24.30	\$25.03	\$25.53	\$26.04	\$26.56	\$27.10
Transportation Specialist	\$16.45	\$16.93	\$17.44	\$17.95	\$18.48	\$19.03	\$19.40	\$19.79	\$20.18	\$20.57
Ultrasound Technologist I	\$37.51	\$38.63	\$39.80	\$40.99	\$42.22	\$43.48	\$44.36	\$45.24	\$46.15	\$47.07
Ultrasound Technologist II	\$41.83	\$43.08	\$44.38	\$45.71	\$47.08	\$48.49	\$49.46	\$50.45	\$51.46	\$52.49
Unit Secretary	\$16.11	\$16.58	\$17.07	\$17.57	\$18.08	\$18.61	\$18.97	\$19.34	\$19.72	\$20.11
Unit Tech/Coordinator	\$18.90	\$19.46	\$20.05	\$20.64	\$21.26	\$21.90	\$22.34	\$22.78	\$23.24	\$23.70



## APPENDIX F – WAGE TABLES (YEAR TWO)

YEAR TWO	Years of Experience									
Job Title	0	1	2	3	4	5	6	10	15	20
Administrative Assistant - Clinical Lab	\$18.90	\$19.48	\$20.05	\$20.66	\$21.27	\$21.91	\$22.35	\$22.79	\$23.25	\$23.72
Administrative Assistant - NE	\$20.01	\$20.62	\$21.23	\$21.87	\$22.53	\$23.20	\$23.66	\$24.14	\$24.62	\$25.11
Admissions Counselor	\$17.79	\$18.32	\$18.87	\$19.45	\$20.02	\$20.63	\$21.04	\$21.45	\$21.89	\$22.32
Anesthesia Tech	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$28.92	\$29.51	\$30.09	\$30.69
Associate Patient Access Representative	\$18.90	\$19.48	\$20.05	\$20.66	\$21.27	\$21.91	\$22.35	\$22.79	\$23.25	\$23.72
Business Coordinator - NE	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$28.92	\$29.51	\$30.09	\$30.69
Cancer Registry Assistant	\$20.01	\$20.62	\$21.23	\$21.87	\$22.53	\$23.20	\$23.66	\$24.14	\$24.62	\$25.11
Cardiovascular Imaging Tech	\$43.08	\$44.37	\$45.71	\$47.08	\$48.49	\$49.94	\$50.94	\$51.96	\$53.00	\$54.06
Care Management Data Analyst	\$33.63	\$34.64	\$35.69	\$36.76	\$37.85	\$38.99	\$39.77	\$40.56	\$41.39	\$42.21
Clinic Health Data Analyst	\$17.23	\$17.75	\$18.29	\$18.83	\$19.39	\$19.98	\$20.38	\$20.79	\$21.20	\$21.62
Clinic Ultrasound Tech I	\$38.64	\$39.79	\$40.99	\$42.22	\$43.49	\$44.78	\$45.69	\$46.60	\$47.53	\$48.48
Clinical TechAsst Mammo	\$17.23	\$17.75	\$18.29	\$18.83	\$19.39	\$19.98	\$20.38	\$20.79	\$21.20	\$21.62
Cook	\$16.94	\$17.44	\$17.96	\$18.49	\$19.03	\$19.60	\$19.98	\$20.38	\$20.79	\$21.19
CT Technologist	\$43.08	\$44.37	\$45.71	\$47.08	\$48.49	\$49.94	\$50.94	\$51.96	\$53.00	\$54.06
Dept/Admin Secretary III	\$18.90	\$19.48	\$20.05	\$20.66	\$21.27	\$21.91	\$22.35	\$22.79	\$23.25	\$23.72
Dept/Admin Secretary III - Surgical Services	\$18.90	\$19.48	\$20.05	\$20.66	\$21.27	\$21.91	\$22.35	\$22.79	\$23.25	\$23.72
DI Authorization Specialist	\$17.79	\$18.32	\$18.87	\$19.45	\$20.02	\$20.63	\$21.04	\$21.45	\$21.89	\$22.32
DI Scheduling Specialist	\$17.23	\$17.75	\$18.29	\$18.83	\$19.39	\$19.98	\$20.38	\$20.79	\$21.20	\$21.62
Diagnostic Imaging Clerical Spec	\$17.23	\$17.75	\$18.29	\$18.83	\$19.39	\$19.98	\$20.38	\$20.79	\$21.20	\$21.62
Diet Aide	\$16.94	\$17.44	\$17.96	\$18.49	\$19.03	\$19.60	\$19.98	\$20.38	\$20.79	\$21.19
Distribution Clerk I	\$16.94	\$17.44	\$17.96	\$18.49	\$19.03	\$19.60	\$19.98	\$20.38	\$20.79	\$21.19
Echo Technologist	\$41.42	\$42.66	\$43.94	\$45.26	\$46.62	\$48.02	\$48.98	\$49.96	\$50.94	\$51.97
EKG Tech/EKG Stress	\$19.47	\$20.04	\$20.65	\$21.26	\$21.90	\$22.56	\$23.01	\$23.46	\$23.94	\$24.41
Emergency Dept Tech I	\$17.23	\$17.75	\$18.29	\$18.83	\$19.39	\$19.98	\$20.38	\$20.79	\$21.20	\$21.62
Emergency Dept Tech II	\$21.13	\$21.76	\$22.41	\$23.08	\$23.78	\$24.49	\$24.98	\$25.48	\$26.00	\$26.51
Endoscopy Tech	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$28.92	\$29.51	\$30.09	\$30.69

<b>YEAR TWO</b>	<b>Years of Experience</b>									
<b>Job Title</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>
Environmental Services Representative	\$16.94	\$17.44	\$17.96	\$18.49	\$19.03	\$19.60	\$19.98	\$20.38	\$20.79	\$21.19
EVS Floor Tech	\$16.59	\$17.08	\$17.58	\$18.10	\$18.62	\$19.17	\$19.54	\$19.92	\$20.31	\$20.71
EVS/Linen Room Worker	\$16.41	\$16.88	\$17.37	\$17.87	\$18.40	\$18.93	\$19.30	\$19.67	\$20.05	\$20.45
EVS/OR Aide	\$16.94	\$17.44	\$17.96	\$18.49	\$19.03	\$19.60	\$19.98	\$20.38	\$20.79	\$21.19
Financial Counselor	\$17.79	\$18.32	\$18.87	\$19.45	\$20.02	\$20.63	\$21.04	\$21.45	\$21.89	\$22.32
Food Service Worker	\$16.41	\$16.88	\$17.37	\$17.87	\$18.40	\$18.93	\$19.30	\$19.67	\$20.05	\$20.45
GI Processing Tech	\$20.01	\$20.62	\$21.23	\$21.87	\$22.53	\$23.20	\$23.66	\$24.14	\$24.62	\$25.11
Health Data Analyst	\$17.23	\$17.75	\$18.29	\$18.83	\$19.39	\$19.98	\$20.38	\$20.79	\$21.20	\$21.62
HIM Rep	\$17.23	\$17.75	\$18.29	\$18.83	\$19.39	\$19.98	\$20.38	\$20.79	\$21.20	\$21.62
Histology Tech I	\$21.13	\$21.76	\$22.41	\$23.08	\$23.78	\$24.49	\$24.98	\$25.48	\$26.00	\$26.51
Histology Tech II	\$33.08	\$34.07	\$35.09	\$36.14	\$37.23	\$38.35	\$39.12	\$39.90	\$40.70	\$41.51
Lab Assistant I	\$20.01	\$20.62	\$21.23	\$21.87	\$22.53	\$23.20	\$23.66	\$24.14	\$24.62	\$25.11
Lab Assistant II	\$22.24	\$22.91	\$23.59	\$24.30	\$25.03	\$25.78	\$26.30	\$26.82	\$27.36	\$27.91
Lead Anesthesia Tech	\$25.56	\$26.33	\$27.14	\$27.94	\$28.79	\$29.64	\$30.24	\$30.84	\$31.48	\$32.08
Lead Cardiovasc Imag Tech	\$45.87	\$47.25	\$48.66	\$50.12	\$51.62	\$53.17	\$54.23	\$55.32	\$56.42	\$57.56
Lead Clerical Worker	\$18.90	\$19.48	\$20.05	\$20.66	\$21.27	\$21.91	\$22.35	\$22.79	\$23.25	\$23.72
Lead Cook - NU	\$18.90	\$19.48	\$20.05	\$20.66	\$21.27	\$21.91	\$22.35	\$22.79	\$23.25	\$23.72
Lead CT Technologist	\$50.32	\$51.83	\$53.37	\$54.98	\$56.63	\$58.33	\$59.49	\$60.69	\$61.89	\$63.13
Lead Dept/Admin Secretary	\$20.01	\$20.62	\$21.23	\$21.87	\$22.53	\$23.20	\$23.66	\$24.14	\$24.62	\$25.11
Lead Environmental Services Worker	\$16.94	\$17.44	\$17.96	\$18.49	\$19.03	\$19.60	\$19.98	\$20.38	\$20.79	\$21.19
Lead Lab Assistant	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$28.92	\$29.51	\$30.09	\$30.69
Lead Mammography Technologist	\$45.87	\$47.25	\$48.66	\$50.12	\$51.62	\$53.17	\$54.23	\$55.32	\$56.42	\$57.56
Lead MRI Technologist	\$50.32	\$51.83	\$53.37	\$54.98	\$56.63	\$58.33	\$59.49	\$60.69	\$61.89	\$63.13
Lead Nuclear Med Tech	\$50.32	\$51.83	\$53.37	\$54.98	\$56.63	\$58.33	\$59.49	\$60.69	\$61.89	\$63.13
Lead Patient Access Representative	\$19.47	\$20.04	\$20.65	\$21.26	\$21.90	\$22.56	\$23.01	\$23.46	\$23.94	\$24.41
Lead Radiation Therapist	\$50.86	\$52.40	\$53.96	\$55.58	\$57.26	\$58.97	\$60.14	\$61.35	\$62.58	\$63.83
Lead Radiologic Technologist	\$45.87	\$47.25	\$48.66	\$50.12	\$51.62	\$53.17	\$54.23	\$55.32	\$56.42	\$57.56
Lead Respiratory Care Practitioner	\$41.42	\$42.66	\$43.94	\$45.26	\$46.62	\$48.02	\$48.98	\$49.96	\$50.94	\$51.97

<b>YEAR TWO</b>	<b>Years of Experience</b>									
<b>Job Title</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>
Lead Stockperson	\$16.94	\$17.44	\$17.96	\$18.49	\$19.03	\$19.60	\$19.98	\$20.38	\$20.79	\$21.19
Lead Ultrasound Tech	\$50.32	\$51.83	\$53.37	\$54.98	\$56.63	\$58.33	\$59.49	\$60.69	\$61.89	\$63.13
Licensed Vocational Nurse	\$26.68	\$27.48	\$28.31	\$29.16	\$30.03	\$30.93	\$31.56	\$32.19	\$32.83	\$33.49
Lift Tech Technician	\$16.78	\$17.25	\$17.77	\$18.29	\$18.83	\$19.37	\$19.76	\$20.15	\$20.52	\$20.95
Mammo Technologist	\$41.42	\$42.66	\$43.94	\$45.26	\$46.62	\$48.02	\$48.98	\$49.96	\$50.94	\$51.97
Monitor Technician	\$18.90	\$19.48	\$20.05	\$20.66	\$21.27	\$21.91	\$22.35	\$22.79	\$23.25	\$23.72
MRI Tech	\$43.08	\$44.37	\$45.71	\$47.08	\$48.49	\$49.94	\$50.94	\$51.96	\$53.00	\$54.06
Nuclear Medicine Technologist	\$45.87	\$47.25	\$48.66	\$50.12	\$51.62	\$53.17	\$54.23	\$55.32	\$56.42	\$57.56
Nursing Assistant	\$16.78	\$17.25	\$17.77	\$18.29	\$18.83	\$19.37	\$19.76	\$20.15	\$20.52	\$20.95
OB Technician	\$19.47	\$20.04	\$20.65	\$21.26	\$21.90	\$22.56	\$23.01	\$23.46	\$23.94	\$24.41
OIC Clinic Radiologic Technologist I	\$34.68	\$35.73	\$36.80	\$37.89	\$39.04	\$40.22	\$41.02	\$41.84	\$42.67	\$43.53
OIC Clinic Radiologic Technologist II	\$41.42	\$42.66	\$43.94	\$45.26	\$46.62	\$48.02	\$48.98	\$49.96	\$50.94	\$51.97
Outpatient Rehab Coord	\$20.01	\$20.62	\$21.23	\$21.87	\$22.53	\$23.20	\$23.66	\$24.14	\$24.62	\$25.11
Patient Access Representative	\$17.23	\$17.75	\$18.29	\$18.83	\$19.39	\$19.98	\$20.38	\$20.79	\$21.20	\$21.62
Patient Care Technician I	\$18.90	\$19.48	\$20.05	\$20.66	\$21.27	\$21.91	\$22.35	\$22.79	\$23.25	\$23.72
Patient Transporter	\$16.59	\$17.08	\$17.58	\$18.10	\$18.62	\$19.17	\$19.54	\$19.92	\$20.31	\$20.71
PBX Operator/Receptionist	\$17.79	\$18.32	\$18.87	\$19.45	\$20.02	\$20.63	\$21.04	\$21.45	\$21.89	\$22.32
Pharmacy Buyer	\$26.68	\$27.48	\$28.31	\$29.16	\$30.03	\$30.93	\$31.56	\$32.19	\$32.83	\$33.49
Pharmacy Technician	\$25.56	\$26.33	\$27.14	\$27.94	\$28.79	\$29.64	\$30.24	\$30.84	\$31.48	\$32.08
Physical Therapy Assist	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$28.92	\$29.51	\$30.09	\$30.69
Physical Therapy Assistant - Lic Applicant	\$26.68	\$27.48	\$28.31	\$29.16	\$30.03	\$30.93	\$31.56	\$32.19	\$32.83	\$33.49
Polysomnography Tech	\$33.08	\$34.07	\$35.09	\$36.14	\$37.23	\$38.35	\$39.12	\$39.90	\$40.70	\$41.51
Procedural Scheduler	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$28.92	\$29.51	\$30.09	\$30.69
Procedural Scheduler - NCSC	\$18.90	\$19.48	\$20.05	\$20.66	\$21.27	\$21.91	\$22.35	\$22.79	\$23.25	\$23.72
PT/Rehab Aide	\$16.59	\$17.08	\$17.58	\$18.10	\$18.62	\$19.17	\$19.54	\$19.92	\$20.31	\$20.71
Radiation Therapist	\$45.87	\$47.25	\$48.66	\$50.12	\$51.62	\$53.17	\$54.23	\$55.32	\$56.42	\$57.56
Radiation Therapy Assistant	\$17.79	\$18.32	\$18.87	\$19.45	\$20.02	\$20.63	\$21.04	\$21.45	\$21.89	\$22.32
Radiologic Technologist I	\$34.68	\$35.73	\$36.80	\$37.89	\$39.04	\$40.22	\$41.02	\$41.84	\$42.67	\$43.53

<b>YEAR TWO</b>	<b>Years of Experience</b>									
<b>Job Title</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>
Radiologic Technologist II	\$41.42	\$42.66	\$43.94	\$45.26	\$46.62	\$48.02	\$48.98	\$49.96	\$50.94	\$51.97
Radiology Asst	\$17.79	\$18.32	\$18.87	\$19.45	\$20.02	\$20.63	\$21.04	\$21.45	\$21.89	\$22.32
Registration Specialist	\$17.79	\$18.32	\$18.87	\$19.45	\$20.02	\$20.63	\$21.04	\$21.45	\$21.89	\$22.32
Respiratory Care Practitioner	\$35.75	\$36.82	\$37.92	\$39.07	\$40.24	\$41.45	\$42.27	\$43.12	\$43.97	\$44.86
Scheduler	\$17.79	\$18.32	\$18.87	\$19.45	\$20.02	\$20.63	\$21.04	\$21.45	\$21.89	\$22.32
Service Lead - Surgical Tech II	\$33.63	\$34.64	\$35.69	\$36.76	\$37.85	\$38.99	\$39.77	\$40.56	\$41.39	\$42.21
Sr Case Cart Techn	\$20.01	\$20.62	\$21.23	\$21.87	\$22.53	\$23.20	\$23.66	\$24.14	\$24.62	\$25.11
Sterile Processing Tech I	\$18.90	\$19.48	\$20.05	\$20.66	\$21.27	\$21.91	\$22.35	\$22.79	\$23.25	\$23.72
Sterile Processing Tech II	\$20.01	\$20.62	\$21.23	\$21.87	\$22.53	\$23.20	\$23.66	\$24.14	\$24.62	\$25.11
Supply Chain Operations Assistant	\$17.23	\$17.75	\$18.29	\$18.83	\$19.39	\$19.98	\$20.38	\$20.79	\$21.20	\$21.62
Surgery Supply Coord	\$20.01	\$20.62	\$21.23	\$21.87	\$22.53	\$23.20	\$23.66	\$24.14	\$24.62	\$25.11
Surgical Services Coord	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$28.92	\$29.51	\$30.09	\$30.69
Surgical Supply Coord	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$28.92	\$29.51	\$30.09	\$30.69
Surgical Technologist	\$26.68	\$27.48	\$28.31	\$29.16	\$30.03	\$30.93	\$31.56	\$32.19	\$32.83	\$33.49
Surgical Technologist II	\$33.08	\$34.07	\$35.09	\$36.14	\$37.23	\$38.35	\$39.12	\$39.90	\$40.70	\$41.51
Technical Lab Assistant	\$24.46	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$28.92	\$29.51	\$30.09	\$30.69
Transcriptionist II	\$22.24	\$22.91	\$23.59	\$24.30	\$25.03	\$25.78	\$26.30	\$26.82	\$27.36	\$27.91
Transportation Specialist	\$16.94	\$17.44	\$17.96	\$18.49	\$19.03	\$19.60	\$19.98	\$20.38	\$20.79	\$21.19
Ultrasound Technologist I	\$38.64	\$39.79	\$40.99	\$42.22	\$43.49	\$44.78	\$45.69	\$46.60	\$47.53	\$48.48
Ultrasound Technologist II	\$43.08	\$44.37	\$45.71	\$47.08	\$48.49	\$49.94	\$50.94	\$51.96	\$53.00	\$54.06
Unit Secretary	\$16.59	\$17.08	\$17.58	\$18.10	\$18.62	\$19.17	\$19.54	\$19.92	\$20.31	\$20.71
Unit Tech/Coordinator	\$19.47	\$20.04	\$20.65	\$21.26	\$21.90	\$22.56	\$23.01	\$23.46	\$23.94	\$24.41

## APPENDIX G – WAGE TABLES (YEAR THREE)

YEAR THREE	Years of Experience									
Job Title	0	1	2	3	4	5	6	10	15	20
Administrative Assistant - Clinical Lab	\$19.47	\$20.06	\$20.65	\$21.28	\$21.91	\$22.57	\$23.02	\$23.47	\$23.95	\$24.43
Administrative Assistant - NE	\$20.61	\$21.24	\$21.87	\$22.53	\$23.21	\$23.90	\$24.37	\$24.86	\$25.36	\$25.86
Admissions Counselor	\$18.32	\$18.87	\$19.44	\$20.03	\$20.62	\$21.25	\$21.67	\$22.09	\$22.55	\$22.99
Anesthesia Tech	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$29.79	\$30.40	\$30.99	\$31.61
Associate Patient Access Representative	\$19.47	\$20.06	\$20.65	\$21.28	\$21.91	\$22.57	\$23.02	\$23.47	\$23.95	\$24.43
Business Coordinator - NE	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$29.79	\$30.40	\$30.99	\$31.61
Cancer Registry Assistant	\$20.61	\$21.24	\$21.87	\$22.53	\$23.21	\$23.90	\$24.37	\$24.86	\$25.36	\$25.86
Cardiovascular Imaging Tech	\$44.37	\$45.70	\$47.08	\$48.49	\$49.94	\$51.44	\$52.47	\$53.52	\$54.59	\$55.68
Care Management Data Analyst	\$34.64	\$35.68	\$36.76	\$37.86	\$38.99	\$40.16	\$40.96	\$41.78	\$42.63	\$43.48
Clinic Health Data Analyst	\$17.75	\$18.28	\$18.84	\$19.39	\$19.97	\$20.58	\$20.99	\$21.41	\$21.84	\$22.27
Clinic Ultrasound Tech I	\$39.80	\$40.98	\$42.22	\$43.49	\$44.79	\$46.12	\$47.06	\$48.00	\$48.96	\$49.93
Clinical TechAsst Mammo	\$17.75	\$18.28	\$18.84	\$19.39	\$19.97	\$20.58	\$20.99	\$21.41	\$21.84	\$22.27
Cook	\$17.45	\$17.96	\$18.50	\$19.04	\$19.60	\$20.19	\$20.58	\$20.99	\$21.41	\$21.83
CT Technologist	\$44.37	\$45.70	\$47.08	\$48.49	\$49.94	\$51.44	\$52.47	\$53.52	\$54.59	\$55.68
Dept/Admin Secretary III	\$19.47	\$20.06	\$20.65	\$21.28	\$21.91	\$22.57	\$23.02	\$23.47	\$23.95	\$24.43
Dept/Admin Secretary III - Surgical Services	\$19.47	\$20.06	\$20.65	\$21.28	\$21.91	\$22.57	\$23.02	\$23.47	\$23.95	\$24.43
DI Authorization Specialist	\$18.32	\$18.87	\$19.44	\$20.03	\$20.62	\$21.25	\$21.67	\$22.09	\$22.55	\$22.99
DI Scheduling Specialist	\$17.75	\$18.28	\$18.84	\$19.39	\$19.97	\$20.58	\$20.99	\$21.41	\$21.84	\$22.27
Diagnostic Imaging Clerical Spec	\$17.75	\$18.28	\$18.84	\$19.39	\$19.97	\$20.58	\$20.99	\$21.41	\$21.84	\$22.27
Diet Aide	\$17.45	\$17.96	\$18.50	\$19.04	\$19.60	\$20.19	\$20.58	\$20.99	\$21.41	\$21.83
Distribution Clerk I	\$17.45	\$17.96	\$18.50	\$19.04	\$19.60	\$20.19	\$20.58	\$20.99	\$21.41	\$21.83
Echo Technologist	\$42.66	\$43.94	\$45.26	\$46.62	\$48.02	\$49.46	\$50.45	\$51.46	\$52.47	\$53.53
EKG Tech/EKG Stress	\$20.05	\$20.64	\$21.27	\$21.90	\$22.56	\$23.24	\$23.70	\$24.16	\$24.66	\$25.14
Emergency Dept Tech I	\$17.75	\$18.28	\$18.84	\$19.39	\$19.97	\$20.58	\$20.99	\$21.41	\$21.84	\$22.27
Emergency Dept Tech II	\$21.76	\$22.41	\$23.08	\$23.77	\$24.49	\$25.22	\$25.73	\$26.24	\$26.78	\$27.31
Endoscopy Tech	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$29.79	\$30.40	\$30.99	\$31.61

<b>YEAR THREE</b>	<b>Years of Experience</b>									
<b>Job Title</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>
Environmental Services Representative	\$17.45	\$17.96	\$18.50	\$19.04	\$19.60	\$20.19	\$20.58	\$20.99	\$21.41	\$21.83
EVS Floor Tech	\$17.09	\$17.59	\$18.11	\$18.64	\$19.18	\$19.75	\$20.13	\$20.52	\$20.92	\$21.33
EVS/Linen Room Worker	\$16.90	\$17.39	\$17.89	\$18.41	\$18.95	\$19.50	\$19.88	\$20.26	\$20.65	\$21.06
EVS/OR Aide	\$17.45	\$17.96	\$18.50	\$19.04	\$19.60	\$20.19	\$20.58	\$20.99	\$21.41	\$21.83
Financial Counselor	\$18.32	\$18.87	\$19.44	\$20.03	\$20.62	\$21.25	\$21.67	\$22.09	\$22.55	\$22.99
Food Service Worker	\$16.90	\$17.39	\$17.89	\$18.41	\$18.95	\$19.50	\$19.88	\$20.26	\$20.65	\$21.06
GI Processing Tech	\$20.61	\$21.24	\$21.87	\$22.53	\$23.21	\$23.90	\$24.37	\$24.86	\$25.36	\$25.86
Health Data Analyst	\$17.75	\$18.28	\$18.84	\$19.39	\$19.97	\$20.58	\$20.99	\$21.41	\$21.84	\$22.27
HIM Rep	\$17.75	\$18.28	\$18.84	\$19.39	\$19.97	\$20.58	\$20.99	\$21.41	\$21.84	\$22.27
Histology Tech I	\$21.76	\$22.41	\$23.08	\$23.77	\$24.49	\$25.22	\$25.73	\$26.24	\$26.78	\$27.31
Histology Tech II	\$34.07	\$35.09	\$36.14	\$37.22	\$38.35	\$39.50	\$40.29	\$41.10	\$41.92	\$42.76
Lab Assistant I	\$20.61	\$21.24	\$21.87	\$22.53	\$23.21	\$23.90	\$24.37	\$24.86	\$25.36	\$25.86
Lab Assistant II	\$22.91	\$23.60	\$24.30	\$25.03	\$25.78	\$26.55	\$27.09	\$27.62	\$28.18	\$28.75
Lead Anesthesia Tech	\$26.33	\$27.12	\$27.95	\$28.78	\$29.65	\$30.53	\$31.15	\$31.77	\$32.42	\$33.04
Lead Cardiovasec Imag Tech	\$47.25	\$48.67	\$50.12	\$51.62	\$53.17	\$54.77	\$55.86	\$56.98	\$58.11	\$59.29
Lead Clerical Worker	\$19.47	\$20.06	\$20.65	\$21.28	\$21.91	\$22.57	\$23.02	\$23.47	\$23.95	\$24.43
Lead Cook - NU	\$19.47	\$20.06	\$20.65	\$21.28	\$21.91	\$22.57	\$23.02	\$23.47	\$23.95	\$24.43
Lead CT Technologist	\$51.83	\$53.38	\$54.97	\$56.63	\$58.33	\$60.08	\$61.27	\$62.51	\$63.75	\$65.02
Lead Dept/Admin Secretary	\$20.61	\$21.24	\$21.87	\$22.53	\$23.21	\$23.90	\$24.37	\$24.86	\$25.36	\$25.86
Lead Environmental Services Worker	\$17.45	\$17.96	\$18.50	\$19.04	\$19.60	\$20.19	\$20.58	\$20.99	\$21.41	\$21.83
Lead Lab Assistant	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$29.79	\$30.40	\$30.99	\$31.61
Lead Mammography Technologist	\$47.25	\$48.67	\$50.12	\$51.62	\$53.17	\$54.77	\$55.86	\$56.98	\$58.11	\$59.29
Lead MRI Technologist	\$51.83	\$53.38	\$54.97	\$56.63	\$58.33	\$60.08	\$61.27	\$62.51	\$63.75	\$65.02
Lead Nuclear Med Tech	\$51.83	\$53.38	\$54.97	\$56.63	\$58.33	\$60.08	\$61.27	\$62.51	\$63.75	\$65.02
Lead Patient Access Representative	\$20.05	\$20.64	\$21.27	\$21.90	\$22.56	\$23.24	\$23.70	\$24.16	\$24.66	\$25.14
Lead Radiation Therapist	\$52.39	\$53.97	\$55.58	\$57.25	\$58.98	\$60.74	\$61.94	\$63.19	\$64.46	\$65.74
Lead Radiologic Technologist	\$47.25	\$48.67	\$50.12	\$51.62	\$53.17	\$54.77	\$55.86	\$56.98	\$58.11	\$59.29
Lead Respiratory Care Practitioner	\$42.66	\$43.94	\$45.26	\$46.62	\$48.02	\$49.46	\$50.45	\$51.46	\$52.47	\$53.53

<b>YEAR THREE</b>	<b>Years of Experience</b>									
<b>Job Title</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>
Lead Stockperson	\$17.45	\$17.96	\$18.50	\$19.04	\$19.60	\$20.19	\$20.58	\$20.99	\$21.41	\$21.83
Lead Ultrasound Tech	\$51.83	\$53.38	\$54.97	\$56.63	\$58.33	\$60.08	\$61.27	\$62.51	\$63.75	\$65.02
Licensed Vocational Nurse	\$27.48	\$28.30	\$29.16	\$30.03	\$30.93	\$31.86	\$32.51	\$33.16	\$33.81	\$34.49
Lift Tech Technician	\$17.28	\$17.77	\$18.30	\$18.84	\$19.39	\$19.95	\$20.35	\$20.75	\$21.14	\$21.58
Mammo Technologist	\$42.66	\$43.94	\$45.26	\$46.62	\$48.02	\$49.46	\$50.45	\$51.46	\$52.47	\$53.53
Monitor Technician	\$19.47	\$20.06	\$20.65	\$21.28	\$21.91	\$22.57	\$23.02	\$23.47	\$23.95	\$24.43
MRI Tech	\$44.37	\$45.70	\$47.08	\$48.49	\$49.94	\$51.44	\$52.47	\$53.52	\$54.59	\$55.68
Nuclear Medicine Technologist	\$47.25	\$48.67	\$50.12	\$51.62	\$53.17	\$54.77	\$55.86	\$56.98	\$58.11	\$59.29
Nursing Assistant	\$17.28	\$17.77	\$18.30	\$18.84	\$19.39	\$19.95	\$20.35	\$20.75	\$21.14	\$21.58
OB Technician	\$20.05	\$20.64	\$21.27	\$21.90	\$22.56	\$23.24	\$23.70	\$24.16	\$24.66	\$25.14
OIC Clinic Radiologic Technologist I	\$35.72	\$36.80	\$37.90	\$39.03	\$40.21	\$41.43	\$42.25	\$43.10	\$43.95	\$44.84
OIC Clinic Radiologic Technologist II	\$42.66	\$43.94	\$45.26	\$46.62	\$48.02	\$49.46	\$50.45	\$51.46	\$52.47	\$53.53
Outpatient Rehab Coord	\$20.61	\$21.24	\$21.87	\$22.53	\$23.21	\$23.90	\$24.37	\$24.86	\$25.36	\$25.86
Patient Access Representative	\$17.75	\$18.28	\$18.84	\$19.39	\$19.97	\$20.58	\$20.99	\$21.41	\$21.84	\$22.27
Patient Care Technician I	\$19.47	\$20.06	\$20.65	\$21.28	\$21.91	\$22.57	\$23.02	\$23.47	\$23.95	\$24.43
Patient Transporter	\$17.09	\$17.59	\$18.11	\$18.64	\$19.18	\$19.75	\$20.13	\$20.52	\$20.92	\$21.33
PBX Operator/Receptionist	\$18.32	\$18.87	\$19.44	\$20.03	\$20.62	\$21.25	\$21.67	\$22.09	\$22.55	\$22.99
Pharmacy Buyer	\$27.48	\$28.30	\$29.16	\$30.03	\$30.93	\$31.86	\$32.51	\$33.16	\$33.81	\$34.49
Pharmacy Technician	\$26.33	\$27.12	\$27.95	\$28.78	\$29.65	\$30.53	\$31.15	\$31.77	\$32.42	\$33.04
Physical Therapy Assist	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$29.79	\$30.40	\$30.99	\$31.61
Physical Therapy Assistant - Lic Applicant	\$27.48	\$28.30	\$29.16	\$30.03	\$30.93	\$31.86	\$32.51	\$33.16	\$33.81	\$34.49
Polysomnography Tech	\$34.07	\$35.09	\$36.14	\$37.22	\$38.35	\$39.50	\$40.29	\$41.10	\$41.92	\$42.76
Procedural Scheduler	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$29.79	\$30.40	\$30.99	\$31.61
Procedural Scheduler - NCSC	\$19.47	\$20.06	\$20.65	\$21.28	\$21.91	\$22.57	\$23.02	\$23.47	\$23.95	\$24.43
PT/Rehab Aide	\$17.09	\$17.59	\$18.11	\$18.64	\$19.18	\$19.75	\$20.13	\$20.52	\$20.92	\$21.33
Radiation Therapist	\$47.25	\$48.67	\$50.12	\$51.62	\$53.17	\$54.77	\$55.86	\$56.98	\$58.11	\$59.29
Radiation Therapy Assistant	\$18.32	\$18.87	\$19.44	\$20.03	\$20.62	\$21.25	\$21.67	\$22.09	\$22.55	\$22.99
Radiologic Technologist I	\$35.72	\$36.80	\$37.90	\$39.03	\$40.21	\$41.43	\$42.25	\$43.10	\$43.95	\$44.84



<b>YEAR THREE</b>	<b>Years of Experience</b>									
<b>Job Title</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>
Radiologic Technologist II	\$42.66	\$43.94	\$45.26	\$46.62	\$48.02	\$49.46	\$50.45	\$51.46	\$52.47	\$53.53
Radiology Asst	\$18.32	\$18.87	\$19.44	\$20.03	\$20.62	\$21.25	\$21.67	\$22.09	\$22.55	\$22.99
Registration Specialist	\$18.32	\$18.87	\$19.44	\$20.03	\$20.62	\$21.25	\$21.67	\$22.09	\$22.55	\$22.99
Respiratory Care Practitioner	\$36.82	\$37.92	\$39.06	\$40.24	\$41.45	\$42.69	\$43.54	\$44.41	\$45.29	\$46.21
Scheduler	\$18.32	\$18.87	\$19.44	\$20.03	\$20.62	\$21.25	\$21.67	\$22.09	\$22.55	\$22.99
Service Lead - Surgical Tech II	\$34.64	\$35.68	\$36.76	\$37.86	\$38.99	\$40.16	\$40.96	\$41.78	\$42.63	\$43.48
Sr Case Cart Techn	\$20.61	\$21.24	\$21.87	\$22.53	\$23.21	\$23.90	\$24.37	\$24.86	\$25.36	\$25.86
Sterile Processing Tech I	\$19.47	\$20.06	\$20.65	\$21.28	\$21.91	\$22.57	\$23.02	\$23.47	\$23.95	\$24.43
Sterile Processing Tech II	\$20.61	\$21.24	\$21.87	\$22.53	\$23.21	\$23.90	\$24.37	\$24.86	\$25.36	\$25.86
Supply Chain Operations Assistant	\$17.75	\$18.28	\$18.84	\$19.39	\$19.97	\$20.58	\$20.99	\$21.41	\$21.84	\$22.27
Surgery Supply Coord	\$20.61	\$21.24	\$21.87	\$22.53	\$23.21	\$23.90	\$24.37	\$24.86	\$25.36	\$25.86
Surgical Services Coord	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$29.79	\$30.40	\$30.99	\$31.61
Surgical Supply Coord	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$29.79	\$30.40	\$30.99	\$31.61
Surgical Technologist	\$27.48	\$28.30	\$29.16	\$30.03	\$30.93	\$31.86	\$32.51	\$33.16	\$33.81	\$34.49
Surgical Technologist II	\$34.07	\$35.09	\$36.14	\$37.22	\$38.35	\$39.50	\$40.29	\$41.10	\$41.92	\$42.76
Technical Lab Assistant	\$25.19	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$29.79	\$30.40	\$30.99	\$31.61
Transcriptionist II	\$22.91	\$23.60	\$24.30	\$25.03	\$25.78	\$26.55	\$27.09	\$27.62	\$28.18	\$28.75
Transportation Specialist	\$17.45	\$17.96	\$18.50	\$19.04	\$19.60	\$20.19	\$20.58	\$20.99	\$21.41	\$21.83
Ultrasound Technologist I	\$39.80	\$40.98	\$42.22	\$43.49	\$44.79	\$46.12	\$47.06	\$48.00	\$48.96	\$49.93
Ultrasound Technologist II	\$44.37	\$45.70	\$47.08	\$48.49	\$49.94	\$51.44	\$52.47	\$53.52	\$54.59	\$55.68
Unit Secretary	\$17.09	\$17.59	\$18.11	\$18.64	\$19.18	\$19.75	\$20.13	\$20.52	\$20.92	\$21.33
Unit Tech/Coordinator	\$20.05	\$20.64	\$21.27	\$21.90	\$22.56	\$23.24	\$23.70	\$24.16	\$24.66	\$25.14



## APPENDIX H – WAGE TABLES (YEAR FOUR)

YEAR FOUR	Years of Experience									
Job Title	0	1	2	3	4	5	6	10	15	20
Administrative Assistant - Clinical Lab	\$20.05	\$20.66	\$21.27	\$21.92	\$22.57	\$23.25	\$23.71	\$24.17	\$24.67	\$25.16
Administrative Assistant - NE	\$21.23	\$21.88	\$22.53	\$23.21	\$23.91	\$24.62	\$25.10	\$25.61	\$26.12	\$26.64
Admissions Counselor	\$18.87	\$19.44	\$20.02	\$20.63	\$21.24	\$21.89	\$22.32	\$22.75	\$23.23	\$23.68
Anesthesia Tech	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$30.09	\$30.68	\$31.31	\$31.92	\$32.56
Associate Patient Access Representative	\$20.05	\$20.66	\$21.27	\$21.92	\$22.57	\$23.25	\$23.71	\$24.17	\$24.67	\$25.16
Business Coordinator - NE	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$30.09	\$30.68	\$31.31	\$31.92	\$32.56
Cancer Registry Assistant	\$21.23	\$21.88	\$22.53	\$23.21	\$23.91	\$24.62	\$25.10	\$25.61	\$26.12	\$26.64
Cardiovascular Imaging Tech	\$45.70	\$47.07	\$48.49	\$49.94	\$51.44	\$52.98	\$54.04	\$55.13	\$56.23	\$57.35
Care Management Data Analyst	\$35.68	\$36.75	\$37.86	\$39.00	\$40.16	\$41.36	\$42.19	\$43.03	\$43.91	\$44.78
Clinic Health Data Analyst	\$18.28	\$18.83	\$19.41	\$19.97	\$20.57	\$21.20	\$21.62	\$22.05	\$22.50	\$22.94
Clinic Ultrasound Tech I	\$40.99	\$42.21	\$43.49	\$44.79	\$46.13	\$47.50	\$48.47	\$49.44	\$50.43	\$51.43
Clinical TechAsst Mammo	\$18.28	\$18.83	\$19.41	\$19.97	\$20.57	\$21.20	\$21.62	\$22.05	\$22.50	\$22.94
Cook	\$17.97	\$18.50	\$19.06	\$19.61	\$20.19	\$20.80	\$21.20	\$21.62	\$22.05	\$22.48
CT Technologist	\$45.70	\$47.07	\$48.49	\$49.94	\$51.44	\$52.98	\$54.04	\$55.13	\$56.23	\$57.35
Dept/Admin Secretary III	\$20.05	\$20.66	\$21.27	\$21.92	\$22.57	\$23.25	\$23.71	\$24.17	\$24.67	\$25.16
Dept/Admin Secretary III - Surgical Services	\$20.05	\$20.66	\$21.27	\$21.92	\$22.57	\$23.25	\$23.71	\$24.17	\$24.67	\$25.16
DI Authorization Specialist	\$18.87	\$19.44	\$20.02	\$20.63	\$21.24	\$21.89	\$22.32	\$22.75	\$23.23	\$23.68
DI Scheduling Specialist	\$18.28	\$18.83	\$19.41	\$19.97	\$20.57	\$21.20	\$21.62	\$22.05	\$22.50	\$22.94
Diagnostic Imaging Clerical Spec	\$18.28	\$18.83	\$19.41	\$19.97	\$20.57	\$21.20	\$21.62	\$22.05	\$22.50	\$22.94
Diet Aide	\$17.97	\$18.50	\$19.06	\$19.61	\$20.19	\$20.80	\$21.20	\$21.62	\$22.05	\$22.48
Distribution Clerk I	\$17.97	\$18.50	\$19.06	\$19.61	\$20.19	\$20.80	\$21.20	\$21.62	\$22.05	\$22.48
Echo Technologist	\$43.94	\$45.26	\$46.62	\$48.02	\$49.46	\$50.94	\$51.96	\$53.00	\$54.04	\$55.14
EKG Tech/EKG Stress	\$20.65	\$21.26	\$21.91	\$22.56	\$23.24	\$23.94	\$24.41	\$24.88	\$25.40	\$25.89
Emergency Dept Tech I	\$18.28	\$18.83	\$19.41	\$19.97	\$20.57	\$21.20	\$21.62	\$22.05	\$22.50	\$22.94
Emergency Dept Tech II	\$22.41	\$23.08	\$23.77	\$24.48	\$25.22	\$25.98	\$26.50	\$27.03	\$27.58	\$28.13
Endoscopy Tech	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$30.09	\$30.68	\$31.31	\$31.92	\$32.56

<b>YEAR FOUR</b>	<b>Years of Experience</b>									
<b>Job Title</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>
Environmental Services Representative	\$17.97	\$18.50	\$19.06	\$19.61	\$20.19	\$20.80	\$21.20	\$21.62	\$22.05	\$22.48
EVS Floor Tech	\$17.60	\$18.12	\$18.65	\$19.20	\$19.76	\$20.34	\$20.73	\$21.14	\$21.55	\$21.97
EVS/Linen Room Worker	\$17.41	\$17.91	\$18.43	\$18.96	\$19.52	\$20.09	\$20.48	\$20.87	\$21.27	\$21.69
EVS/OR Aide	\$17.97	\$18.50	\$19.06	\$19.61	\$20.19	\$20.80	\$21.20	\$21.62	\$22.05	\$22.48
Financial Counselor	\$18.87	\$19.44	\$20.02	\$20.63	\$21.24	\$21.89	\$22.32	\$22.75	\$23.23	\$23.68
Food Service Worker	\$17.41	\$17.91	\$18.43	\$18.96	\$19.52	\$20.09	\$20.48	\$20.87	\$21.27	\$21.69
GI Processing Tech	\$21.23	\$21.88	\$22.53	\$23.21	\$23.91	\$24.62	\$25.10	\$25.61	\$26.12	\$26.64
Health Data Analyst	\$18.28	\$18.83	\$19.41	\$19.97	\$20.57	\$21.20	\$21.62	\$22.05	\$22.50	\$22.94
HIM Rep	\$18.28	\$18.83	\$19.41	\$19.97	\$20.57	\$21.20	\$21.62	\$22.05	\$22.50	\$22.94
Histology Tech I	\$22.41	\$23.08	\$23.77	\$24.48	\$25.22	\$25.98	\$26.50	\$27.03	\$27.58	\$28.13
Histology Tech II	\$35.09	\$36.14	\$37.22	\$38.34	\$39.50	\$40.69	\$41.50	\$42.33	\$43.18	\$44.04
Lab Assistant I	\$21.23	\$21.88	\$22.53	\$23.21	\$23.91	\$24.62	\$25.10	\$25.61	\$26.12	\$26.64
Lab Assistant II	\$23.60	\$24.31	\$25.03	\$25.78	\$26.55	\$27.35	\$27.90	\$28.45	\$29.03	\$29.61
Lead Anesthesia Tech	\$27.12	\$27.93	\$28.79	\$29.64	\$30.54	\$31.45	\$32.08	\$32.72	\$33.39	\$34.03
Lead Cardiovasc Imag Tech	\$48.67	\$50.13	\$51.62	\$53.17	\$54.77	\$56.41	\$57.54	\$58.69	\$59.85	\$61.07
Lead Clerical Worker	\$20.05	\$20.66	\$21.27	\$21.92	\$22.57	\$23.25	\$23.71	\$24.17	\$24.67	\$25.16
Lead Cook - NU	\$20.05	\$20.66	\$21.27	\$21.92	\$22.57	\$23.25	\$23.71	\$24.17	\$24.67	\$25.16
Lead CT Technologist	\$53.38	\$54.98	\$56.62	\$58.33	\$60.08	\$61.88	\$63.11	\$64.39	\$65.66	\$66.97
Lead Dept/Admin Secretary	\$21.23	\$21.88	\$22.53	\$23.21	\$23.91	\$24.62	\$25.10	\$25.61	\$26.12	\$26.64
Lead Environmental Services Worker	\$17.97	\$18.50	\$19.06	\$19.61	\$20.19	\$20.80	\$21.20	\$21.62	\$22.05	\$22.48
Lead Lab Assistant	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$30.09	\$30.68	\$31.31	\$31.92	\$32.56
Lead Mammography Technologist	\$48.67	\$50.13	\$51.62	\$53.17	\$54.77	\$56.41	\$57.54	\$58.69	\$59.85	\$61.07
Lead MRI Technologist	\$53.38	\$54.98	\$56.62	\$58.33	\$60.08	\$61.88	\$63.11	\$64.39	\$65.66	\$66.97
Lead Nuclear Med Tech	\$53.38	\$54.98	\$56.62	\$58.33	\$60.08	\$61.88	\$63.11	\$64.39	\$65.66	\$66.97
Lead Patient Access Representative	\$20.65	\$21.26	\$21.91	\$22.56	\$23.24	\$23.94	\$24.41	\$24.88	\$25.40	\$25.89
Lead Radiation Therapist	\$53.96	\$55.59	\$57.25	\$58.97	\$60.75	\$62.56	\$63.80	\$65.09	\$66.39	\$67.71
Lead Radiologic Technologist	\$48.67	\$50.13	\$51.62	\$53.17	\$54.77	\$56.41	\$57.54	\$58.69	\$59.85	\$61.07
Lead Respiratory Care Practitioner	\$43.94	\$45.26	\$46.62	\$48.02	\$49.46	\$50.94	\$51.96	\$53.00	\$54.04	\$55.14

<b>YEAR FOUR</b>	<b>Years of Experience</b>									
<b>Job Title</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>
Lead Stockperson	\$17.97	\$18.50	\$19.06	\$19.61	\$20.19	\$20.80	\$21.20	\$21.62	\$22.05	\$22.48
Lead Ultrasound Tech	\$53.38	\$54.98	\$56.62	\$58.33	\$60.08	\$61.88	\$63.11	\$64.39	\$65.66	\$66.97
Licensed Vocational Nurse	\$28.30	\$29.15	\$30.03	\$30.93	\$31.86	\$32.82	\$33.49	\$34.15	\$34.82	\$35.52
Lift Tech Technician	\$17.80	\$18.30	\$18.85	\$19.41	\$19.97	\$20.55	\$20.96	\$21.37	\$21.77	\$22.23
Mammo Technologist	\$43.94	\$45.26	\$46.62	\$48.02	\$49.46	\$50.94	\$51.96	\$53.00	\$54.04	\$55.14
Monitor Technician	\$20.05	\$20.66	\$21.27	\$21.92	\$22.57	\$23.25	\$23.71	\$24.17	\$24.67	\$25.16
MRI Tech	\$45.70	\$47.07	\$48.49	\$49.94	\$51.44	\$52.98	\$54.04	\$55.13	\$56.23	\$57.35
Nuclear Medicine Technologist	\$48.67	\$50.13	\$51.62	\$53.17	\$54.77	\$56.41	\$57.54	\$58.69	\$59.85	\$61.07
Nursing Assistant	\$17.80	\$18.30	\$18.85	\$19.41	\$19.97	\$20.55	\$20.96	\$21.37	\$21.77	\$22.23
OB Technician	\$20.65	\$21.26	\$21.91	\$22.56	\$23.24	\$23.94	\$24.41	\$24.88	\$25.40	\$25.89
OIC Clinic Radiologic Technologist I	\$36.79	\$37.90	\$39.04	\$40.20	\$41.42	\$42.67	\$43.52	\$44.39	\$45.27	\$46.19
OIC Clinic Radiologic Technologist II	\$43.94	\$45.26	\$46.62	\$48.02	\$49.46	\$50.94	\$51.96	\$53.00	\$54.04	\$55.14
Outpatient Rehab Coord	\$21.23	\$21.88	\$22.53	\$23.21	\$23.91	\$24.62	\$25.10	\$25.61	\$26.12	\$26.64
Patient Access Representative	\$18.28	\$18.83	\$19.41	\$19.97	\$20.57	\$21.20	\$21.62	\$22.05	\$22.50	\$22.94
Patient Care Technician I	\$20.05	\$20.66	\$21.27	\$21.92	\$22.57	\$23.25	\$23.71	\$24.17	\$24.67	\$25.16
Patient Transporter	\$17.60	\$18.12	\$18.65	\$19.20	\$19.76	\$20.34	\$20.73	\$21.14	\$21.55	\$21.97
PBX Operator/Receptionist	\$18.87	\$19.44	\$20.02	\$20.63	\$21.24	\$21.89	\$22.32	\$22.75	\$23.23	\$23.68
Pharmacy Buyer	\$28.30	\$29.15	\$30.03	\$30.93	\$31.86	\$32.82	\$33.49	\$34.15	\$34.82	\$35.52
Pharmacy Technician	\$27.12	\$27.93	\$28.79	\$29.64	\$30.54	\$31.45	\$32.08	\$32.72	\$33.39	\$34.03
Physical Therapy Assist	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$30.09	\$30.68	\$31.31	\$31.92	\$32.56
Physical Therapy Assistant - Lic Applicant	\$28.30	\$29.15	\$30.03	\$30.93	\$31.86	\$32.82	\$33.49	\$34.15	\$34.82	\$35.52
Polysomnography Tech	\$35.09	\$36.14	\$37.22	\$38.34	\$39.50	\$40.69	\$41.50	\$42.33	\$43.18	\$44.04
Procedural Scheduler	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$30.09	\$30.68	\$31.31	\$31.92	\$32.56
Procedural Scheduler - NCSC	\$20.05	\$20.66	\$21.27	\$21.92	\$22.57	\$23.25	\$23.71	\$24.17	\$24.67	\$25.16
PT/Rehab Aide	\$17.60	\$18.12	\$18.65	\$19.20	\$19.76	\$20.34	\$20.73	\$21.14	\$21.55	\$21.97
Radiation Therapist	\$48.67	\$50.13	\$51.62	\$53.17	\$54.77	\$56.41	\$57.54	\$58.69	\$59.85	\$61.07
Radiation Therapy Assistant	\$18.87	\$19.44	\$20.02	\$20.63	\$21.24	\$21.89	\$22.32	\$22.75	\$23.23	\$23.68
Radiologic Technologist I	\$36.79	\$37.90	\$39.04	\$40.20	\$41.42	\$42.67	\$43.52	\$44.39	\$45.27	\$46.19

<b>YEAR FOUR</b>	<b>Years of Experience</b>									
<b>Job Title</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>10</b>	<b>15</b>	<b>20</b>
Radiologic Technologist II	\$43.94	\$45.26	\$46.62	\$48.02	\$49.46	\$50.94	\$51.96	\$53.00	\$54.04	\$55.14
Radiology Asst	\$18.87	\$19.44	\$20.02	\$20.63	\$21.24	\$21.89	\$22.32	\$22.75	\$23.23	\$23.68
Registration Specialist	\$18.87	\$19.44	\$20.02	\$20.63	\$21.24	\$21.89	\$22.32	\$22.75	\$23.23	\$23.68
Respiratory Care Practitioner	\$37.92	\$39.06	\$40.23	\$41.45	\$42.69	\$43.97	\$44.85	\$45.74	\$46.65	\$47.60
Scheduler	\$18.87	\$19.44	\$20.02	\$20.63	\$21.24	\$21.89	\$22.32	\$22.75	\$23.23	\$23.68
Service Lead - Surgical Tech II	\$35.68	\$36.75	\$37.86	\$39.00	\$40.16	\$41.36	\$42.19	\$43.03	\$43.91	\$44.78
Sr Case Cart Techn	\$21.23	\$21.88	\$22.53	\$23.21	\$23.91	\$24.62	\$25.10	\$25.61	\$26.12	\$26.64
Sterile Processing Tech I	\$20.05	\$20.66	\$21.27	\$21.92	\$22.57	\$23.25	\$23.71	\$24.17	\$24.67	\$25.16
Sterile Processing Tech II	\$21.23	\$21.88	\$22.53	\$23.21	\$23.91	\$24.62	\$25.10	\$25.61	\$26.12	\$26.64
Supply Chain Operations Assistant	\$18.28	\$18.83	\$19.41	\$19.97	\$20.57	\$21.20	\$21.62	\$22.05	\$22.50	\$22.94
Surgery Supply Coord	\$21.23	\$21.88	\$22.53	\$23.21	\$23.91	\$24.62	\$25.10	\$25.61	\$26.12	\$26.64
Surgical Services Coord	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$30.09	\$30.68	\$31.31	\$31.92	\$32.56
Surgical Supply Coord	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$30.09	\$30.68	\$31.31	\$31.92	\$32.56
Surgical Technologist	\$28.30	\$29.15	\$30.03	\$30.93	\$31.86	\$32.82	\$33.49	\$34.15	\$34.82	\$35.52
Surgical Technologist II	\$35.09	\$36.14	\$37.22	\$38.34	\$39.50	\$40.69	\$41.50	\$42.33	\$43.18	\$44.04
Technical Lab Assistant	\$25.95	\$26.73	\$27.53	\$28.36	\$29.21	\$30.09	\$30.68	\$31.31	\$31.92	\$32.56
Transcriptionist II	\$23.60	\$24.31	\$25.03	\$25.78	\$26.55	\$27.35	\$27.90	\$28.45	\$29.03	\$29.61
Transportation Specialist	\$17.97	\$18.50	\$19.06	\$19.61	\$20.19	\$20.80	\$21.20	\$21.62	\$22.05	\$22.48
Ultrasound Technologist I	\$40.99	\$42.21	\$43.49	\$44.79	\$46.13	\$47.50	\$48.47	\$49.44	\$50.43	\$51.43
Ultrasound Technologist II	\$45.70	\$47.07	\$48.49	\$49.94	\$51.44	\$52.98	\$54.04	\$55.13	\$56.23	\$57.35
Unit Secretary	\$17.60	\$18.12	\$18.65	\$19.20	\$19.76	\$20.34	\$20.73	\$21.14	\$21.55	\$21.97
Unit Tech/Coordinator	\$20.65	\$21.26	\$21.91	\$22.56	\$23.24	\$23.94	\$24.41	\$24.88	\$25.40	\$25.89

**APPENDIX I – SIDE LETTER – RESIDUAL SERVICE UNIT – ST.  
JOSEPH EUREKA**

**Scope of Agreement**

Any mandatory subject or impact related to a mandatory subject not covered within this agreement or the existing CBA is subject to bargaining at the request of either party. The parties may agree to engage in additional bargaining over non-mandatory subjects by mutual agreement. The terms and conditions of the existing CBA shall apply except as outlined in this side letter.

**Wages**

The employees will be placed on the appropriate grade and step as indicated on the attached spreadsheet effective the beginning of the next full pay period.

In the event an employee is making above the appropriate wage, they will be “red-circled,” i.e. they will not receive base pay increases until the scale passes their existing wage. Those individuals will receive a one-time bonus equivalent to the raise (step or cost of living) they would have otherwise received.

**Recognition**

Pursuant to the certification of the National Labor Relations Board (“NLRB”) in Case No. 20-RC-180700, 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 here:

Administrative Asst – NE	Lead Cook - NU
Assoc Pat Access Rep	Lead Patient Access Rep
Business Coordinator – NE	OB Tech
Cancer Registry Asst	Patient Access Rep
EKG Stress Test Tech	Patient Care Tech I
EKG Tech	Procedural Scheduler
Environmental Svcs Rep	Radiologic Asst
Financial Counselor – NE	Scheduler
HIM Rep	Sr Case Cart Techn

**Short-Term Disability and Workplace Injury and Protection Plan**

All employees in the job classes covered by this agreement shall be included in the Employer’s short-term disability and workplace injury and protection plan as outlined in the Employer’s August 9, 2016 memo.

### **Maintenance of Past Practices**

The Hospital agrees to follow labor law with respect to the maintenance of past practice when a CBA is in effect.

### **Unanimous Recommendation for Ratification**

The Union's bargaining team, as signed below, unanimously recommends this contract for ratification to its membership.

### **Legal Matters**

The Union hereby withdraws and releases all pending unfair labor practice charges against the Hospital, including National Labor Relations Board (NLRB) Charge No. 20-CA-252337, and further represents that the provisions of this overall tentative agreement, provide a full and adequate remedy for the alleged violations in those charges. The Union agrees that withdrawal of the charges should be approved by the NLRB as this settlement fully satisfies the *Independent Stave* factors. The Union will extend full cooperation in securing approval of the withdrawal of all such charges, and the Union hereby authorizes the Hospital to inform the NLRB of the withdrawal of its charges.

The Hospitals agree to submit the pending grievance filed on behalf of Crystal Sanchez (Crystal Sanchez Discharge Grievance), which arose after the parties' labor agreement expired, to final and binding arbitration, should the Union give notice of its desire to arbitrate said grievance. The Hospitals retain and do not waive any substantive or procedural arguments with respect to said grievance.

**LETTER OF UNDERSTANDING #1**

**St. Joseph Hospital, Eureka and Redwood Memorial  
and  
National Union of Healthcare Workers**

During negotiation of the parties' 2020-2024 labor agreement, St. Joseph Hospital, Eureka and Redwood Memorial Hospital, and the National Union of Healthcare Workers (the "Parties") agreed to create a new job classification called Lead Radiologic Technologist, with an assigned entry wage grade of 25E. The Parties agree that any employee assigned to or reclassified as a Lead Radiologic Technologist at the time of contract ratification, shall not suffer a reduction in his/her/their base wage rate due to the assignment/reclassification, and his/her/their base wage rate shall be "red-circled" until such time as the wage grid step appropriate to the employee exceeds his/her/their existing base wage rate.

**ACKNOWLEDGED AND AGREED:**

**St. Joseph Hospital, Eureka and Redwood Memorial**

**National Union of Healthcare Workers**



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Amy Dinsmore  
Chief Human Resources Officer

Vanessa Coe

## LETTER OF UNDERSTANDING #2

### St. Joseph, Eureka Hospital and Redwood Memorial Hospital and the National Union of Healthcare Workers

The last negotiation cycle between St. Joseph, Eureka Hospital and Redwood Memorial Hospital (the “Hospitals”) and the National Union of Healthcare Workers (the “Union”), collectively “the “Parties,” ended on April 20, 2020 with the Parties reaching a comprehensive settlement agreement, which was subsequently ratified by a majority of the bargaining unit on April 29, 2020. After ratification, as the Parties worked to finalize the new 4/29/2020-4/30/2024 Collective Bargaining Agreement (the “CBA”), they identified two items about which they have had ongoing disagreement. To resolve their disagreement, the parties have agreed to the following terms.

1. The parties agree the language of Article 22 of the CBA shall be revised as follows:

PTO hours accrue: 1) on hours worked up to a maximum of eighty (80) hours in a pay period, 2) while PTO is being utilized, 3) on scheduled days taken off because of Hospital census ~~while utilizing PTO~~, 4) while working Extra Pay for Extra Shifts/Cold Call.

2. The parties reiterate their understanding that pursuant to express language of Articles 5 and 7 of the CBA management retains the following rights:

5.2.i To establish qualifications, job descriptions, standards of performance and to determine processes for evaluation of all positions covered by this Agreement.

5.2.n To establish new job classifications, as well as modify requirements and/or eliminate existing classifications.

7.3 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.

3. The Parties further agree that the Hospitals acted within their rights under Articles 5 and 7 when they modified the Lift Team job description, and that the Hospitals retain the discretion to modify job descriptions as clearly outlined in those articles. The Union hereby withdraws its objections to the September 14, 2020 version of the Lift Team job description and will not file or pursue any grievances or other claims arising from the new job description.

This Letter of Understanding shall become effective upon execution by the Parties, and shall remain in full force and effect through April 30, 2024.

#### ACKNOWLEDGED AND AGREED

**ST. JOSEPH, EUREKA HOSPITAL and  
REDWOOD MEMORIAL HOSPITAL**

*Amy Dinsmore*

**Amy Dinsmore, CHRO**

**Dated:** 9/23/2020

**NATIONAL UNION OF HEALTHCARE  
WORKERS**

*Vanessa Coe*

**Vanessa Coe**

**Dated:** 10/5/2020