



USC VERDUGO HILLS HOSPITAL

# TENTATIVE AGREEMENT SUMMARY

On June 5, after months of difficult, detailed, and complex bargaining, the rank-and-file NUHW Bargaining Committee reached a tentative agreement on a first-time Contract at USC Verdugo Hills Hospital for both the Service and Technical bargaining units. That tentative Agreement is now subject to a vote of the NUHW membership.

A contract represents agreements that the hospital and the union have reached that cannot be unilaterally changed by the hospital for the next three years. This means guarantees instead of promises.

As we reported before, at one point in bargaining, management presented us with a wage proposal in which two-thirds of our members would get no increase at all, . . . but then we voted to strike. After that, management changed its position and presented us with wages that our bargaining committee agreed were reasonable enough for our first contract. We still have a lot of work to do in the future to build on the foundation that this new agreement represents.

We owe a great deal to our co-workers who participated in these negotiations, sacrificing time and pay to address their colleagues' concerns. Take the time to thank them.



## CONTRACT RATIFICATION VOTE

Wednesday, June 18  
6:30 a.m. – 8 p.m.

Hillside A Conference Room  
(inside the cafeteria)

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

# SUMMARY

This is a summary of the new union contract. Bargaining Team members have copies of all the agreements that were reached and you can review them at the Ratification Vote on Wednesday January 29 and Thursday January 30.

Our NUHW bargaining committee discovered in negotiations that employee wages in most of the classifications did not follow any standard or recognizable order. This resulted in grave inequities. Some workers had not received wage increases for years.

What we did in dealing with this issue was to replace the employer's hit-or-miss wage increases determined by management in the past to guaranteed wage increases for our members based on years of experience. This summary includes the agreements reached at bargaining.

## I. WAGES

Different from the past, when workers either received or did not receive annual increases based on their evaluation, wage increases are now guaranteed, regardless of any evaluation.

**A. First Year.** Effective the 1st full pay period after ratification of our contract, the following will occur:

a. In addition to wage increases, employees will receive a one-time payment as follows:

- Full-time employees -- \$3,000
- Part-time employees -- \$1,500
- Per Diem employees -- \$750

b. The wage scale (attached) will be implemented and each employee will be placed on the step of the scale that correlates to their YEARS OF EXPERIENCE.

c. No employee will receive less than a 5% increase.

d. Per Diem employees will be placed at Step 5 of their classification but will not receive less than 5%.

**B. Second Year.** Effective the second year of the Contract (2026), the scale will be increased by 4% (attached) and employees will be given credit for years of experience on the new scale but in no event will any employee receive less than 4%. Per Diem employees will also receive no less than a 4% increase.

**C. Third Year.** Effective the third year of the Contract (2027), the scale will be increased by 4% (attached) and employees will be given credit for years of experience on the new scale but in no event will any employee receive less than 4%. Per Diem employees will also receive no less than a 4% increase.

**D. Years of Experience.** Because your placement on the wage scale is determined by your years of experience it is important that this information be accurate. If you dispute the Employer's information you can submit a form (attached) to Human Resources. In order for the Employer to consider any correction of your years of experience, you must submit the form within 60 days of ratification.

**E. Vascular Tech.** The Employer has agreed to evaluate the appropriateness of placing the Vascular Tech position under the heading of Reg. Special Diagnostic Tech. Once the evaluation is complete and the Employer makes the determination to give the separate title to this classification, the Employer will bargain with the Union over the wage rate.

## II. DIFFERENTIALS:

• Evening and Night Shift Differentials: Shift Differentials will continue to be paid consistent with current practice and, in most cases, they have been increased slightly.

### Evening Differential

Classification	Evening Differential
Admitting Coordinator Orderly, Patient Experience Liaison, Patient Financial Services Representative, Pharmacy Tech, Phlebotomist, CSPD non-certified	\$1.75 per hour
Imaging Coordinator, LVN, CSPD Certified, Tech, EEG, Tech, Grossing, MLT, MLT, Senior Tech, O.R. Tech, Ultrasound, Tech, EKG Tech, CT Tech, Mammography, Tech, MRI, Tech, Nuclear Medicine, Tech, Radiology, Tech, Echo Tech, Vascular	\$2.10 per hour
RCP RCP Grandfathered	\$3.50 per hour

## Night Differential

Admitting Coordinator, Care Partner, Orderly, Patient Financial Services Representative, Pharmacy Tech, Phlebotomist, CSPD non—certified ER Tech, MLT, MLT, Senior, Unit Secretary/Monitor Tech	\$2.25 per hour
O.R. Tech Tech, Ultrasound, Tech, EKG Tech, CT Tech, MRI, Tech, Nuclear Medicine., Tech, Radiology, Tech, Echo Tech, Vascular	\$3.25 per hour
RCP RCP Grandfathered	\$6.00 per hour

- **Float Differential.** Any LVN who is assigned to float will receive \$3.00 per hour.
- **Lead/Coordinator Differential.** Any employee assigned to work as lead/coordinator shall receive a 3% differential while so assigned.
- **O.R. Tech Preceptor Differential.** The Employer will maintain the \$6.00 differential for O.R. Techs assigned as preceptors.
- **Extra Shift Bonus.** For the classifications of Phlebotomist, Care Partner, Orderly, and Unit/Secretary the Employer will maintain a \$5.00 per hour differential. For Respiratory Care Practitioners, LVNs and O.R. Techs the extra shift bonus is \$7.00 per hour. To be eligible the employee must have worked their scheduled shifts in the pay period in which the extra shift occurred.
- **Standby/Call Differential.** The Employer is evaluating its need for call where it currently exists. If the Employer maintains its current requirements for any classification that restrict the employee's personal activities so that it does impede their availability to go to work (using CT as an example), the Employer must pay the federal/state minimum wage rate per hour for all standby hours. This would represent a large increase for standby over existing rates of \$2.00 to \$9.00 per hour, depending on the classification.
- **Temporary Assignment to a Higher Paid Position or Lower Paid Position.** Any employee assigned to work in a higher paid classification temporarily shall receive a 3% differential while so assigned. If an employee is assigned temporarily to a lower

paid classification, they shall suffer no reduction in pay.

- **Care Partners.** Care Partners assigned to perform Unit Secretary/Monitor Tech duties shall be so assigned on a voluntary and rotational basis provided they have been trained to perform the work.
- **Wearing Sterile Scrubs.** Employees who wear sterile scrubs, after clocking in or before clocking out, are given 5 minutes at the beginning and end of their shifts for the putting on or removing of scrubs.
- **Employees Meals.** Employees will continue to have discounted meals in the Hospital.
- **Surgical Tech/O.R. Tech Career Ladder**

Surgical Tech I	Surgical Tech II	Surgical Tech III
Follows Procedural Rules and Policies	<ol style="list-style-type: none"> <li>1. Full-time or Part-time</li> <li>2. Follows Procedural Rules and Policies</li> <li>3. Minimum 2 years at VHH</li> <li>4. Strong Attendance Record</li> <li>5. Verification of Competency</li> <li>6. Follows Perioperative Policy</li> <li>7. Member of Unit Base Council</li> <li>8. Taught 1 in-service prior to application for Surgical Tech II</li> <li>9. Teaches 1 in-service each year</li> </ol>	<ol style="list-style-type: none"> <li>1. All O.R. Tech II requirements.</li> <li>2. Minimum 5 Years' Experience, 3 Years of Service at VHH, 1 year at Level II</li> <li>3. Preceptor, Service Line Partner</li> <li>4. Performs Skills validations for I and IIs</li> <li>5. Teaches 1 in-service per year</li> <li>6. Attends 1 conference and shares information</li> <li>7. Supports strategic goals</li> </ol>
Base Pay	Base Pay + \$3.00	Base + \$6.00
Must not have active discipline		

## III. SUBCONTRACTING:

If the Employer intends to subcontract our work, it must first bargain with the Union.

## IV. HEALTH INSURANCE

The Employer will continue to offer Employer-paid medical, dental and vision benefits, plan as currently provided with the guarantee that the cost employees now pay for such coverage will increase no more than 3% each year.



## V. RETIREMENT

The Contract maintains:

- o A benefit year is 1000 hours worked.
- o Credit for service at Verdugo prior to the acquisition by the Hospital.

## VI. TUITION REIMBURSEMENT AND CONTINUING EDUCATION

### A. Tuition:

- a. Tuition Reimbursement will continue to be offered as in the past.
- b. Tuition Assistant for employees in a higher education program will continue to be eligible for financial assistance.

### B. Paid Education Time for Continuing Education Credits.

- a. Eligibility: Active benefited employees who have completed one year of employment.
- b. Paid Hours to fulfill CEU Requirements: The Employer will grant 12 hours of paid leave in each calendar year for licensed full-time employees, 6 hours for part time employees and 4 hours for per diem employees to satisfy their CEU requirements. There is no roll over of time.

## VII. ADDITIONAL BENEFITS

### A. Holidays:

#### a. New Year

Presidents' Day  
Memorial Day  
July 4  
Labor Day  
Martin Luther King Jr. Day  
Thanksgiving  
Day after Thanksgiving  
Christmas Day  
University Personal Holiday

If the University recognizes any other federal holiday, such holiday will apply to Verdugo employees.

**b. Rotation of Worked Holidays.** In departments where there are 4 or more employees and where employees may be required to work holidays, there will be a rotation system established.

**c. High Demand Shift Rotation.** In departments where there are 4 or more employees the department can adopt a rotational system to grant high demand days off. These high demand days include:  
Super Bowl  
Easter  
Mother's Day  
Father's Day  
Christmas Eve  
New Year's Eve

**B. Bereavement Leave:** Up to 24 paid hours for Full-time and Part-time employees to cover up tot 5 shifts taken normally within 30 days of the death of the immediate family member.

### i. Immediate Family:

Spouse/Domestic Partner	Mother-in-Law
Brother or Step Brother	Father-in-Law
Sister or Step Sister	Grandfather
Child or Step Child	Grandmother
Legal Ward	Grandchild or Step Grandchild
Father or Step Father	Brother-in-Law
Mother or Step Mother	Sister-in-Law
Individuals not legally related but who reside with the employee	

### ii. Additional time may be granted from any available paid time off.

C. Jury Duty. 80 hours for Full-time employee and 40 for Part-time employees.

## VIII. SENIORITY

**A. Application of Seniority.** It is important to note that seniority is used for certain provisions in the Contract. Whenever the word seniority is used or exercised, it is with the definition below:

**B. Definition.** Seniority for full-time and part-time employees is their most recent date of hire in the bargaining unit. Per Diem employees use their hire date for seniority purposes among themselves but do not exercise their seniority against full-time or part-time employees.

**C. Return to Bargaining Unit.** Any bargaining unit employee, who leaves the bargaining unit, remains an employees of the Hospital and subsequently, within 12 months, returns to the bargaining unit by being awarded a vacancy per the provisions of the Contract, shall not have a break in seniority.

## IX. REDUCTION IN FORCE

**A. Reduction in Force or Lay Off Definition.** The indefinite elimination of an employee's position, a reduction from full-time to part-time, or a reduction to per diem status.

## B. Steps to Follow in a Reduction.

- Order of Lay Off. By bargaining unit, department, classification, status (per diem first, part-time and then full-time).
- Voluntary Lay Off or Reduction in Status. Employees may voluntarily accept a lay off which is in effect a resignation. An employee who voluntarily accepts a per diem position does not have recall rights.
- Offer of Vacant Job. An employee subject to lay off will be offered any vacant job. An employee must accept a comparable position, if offered, or they lose recall rights.
- Displacement of Another Employee. An employee who has not found a position in this process may exercise their seniority to displace the least senior employee in their classification. An employee who does not exercise this right forfeits their recall rights.

**C. Recall.** Recall rights continue for a 12-month period.

**D. Severance Pay.** Severance pay varies from 1 week's pay for each year of service up to 12 weeks but no fewer than 2 weeks.

## X. TIME OFF/VACATION TIME/SICK LEAVE

### A. VACATION Accruals.

Years of Service	Bi-Weekly Accrual	Annual Accrual	Maximums
31-days – 4 Years	3.69 hours	96 hours	192 hours
5 – 9 Years	5.53 hours	144 hours	288 hours

### B. SICK LEAVE Accrual.

Bi-Weekly Accrual	Annual Accrual	Maximum
3.69 hours	96 hours	96 hours

### C. WINTER Recess

- Up to 24 hours per year as granted by the University in December
- Hours are available for use for 1 year following the granting of the 24 hours
- Hours may be used as vacation hours or to supplement time due to flexing.

### D. SICK LEAVE RESERVE (SLR).

In any year that Verdugo offers SLR employees, they may accumulate up to 80 hours.

## E. Scheduling of Vacation:

- Employees in a department may opt (by vote) to implement a vacation scheduling process that allows for more long-term planning: Employees would submit their vacation requests in the month of January for the period of April through March following. Prior to April employees would be advised if they were granted the time off. Vacation would be granted by seniority.

When the employee opts to schedule more than one vacation using this process, they may use their seniority for the first request but must then allow others in the department to get requested time off before they may exercise their seniority again for that year.

The Employer will notify employees no later than 3 weeks from the date they made the request that they have been granted the time off.

- A vacation schedule will be posted for the year so that employees know if there is more availability for taking time off after the initial granting of vacation requests.
- Employees may not use their seniority to take vacation time that includes certain highly requested holidays two years in a row.
- Once the vacation calendar has been created, employees may request vacation time off on a first-come, first served basis. No fewer than 2 weeks prior to the posting of the regular schedule, employees will be informed if they were granted the time off.
- When requesting vacations, employees may request fewer than 5 days at a time or that the vacation can begin on any day of the week.

## XI. JOB VACANCIES, POSTING AND BIDDING

**A. Posting.** Vacancies will be posted for 7 days to provide an opportunity for folks within the bargaining unit to express an interest in the job. Preference in hiring is always given to current employees over outside applicants if they have applied within the 7-day posting period.

**B. Description of Posting.** Postings of vacancies will include hours, shift, work duties and primary work assignment (where applicable).

**C. Waiting Period in New Position.** Normally, an employee must remain in an awarded position for at least 6 months before bidding on another open position.

#### **D. Order and Requirements in Awarding a Position.**

Seniority among qualified employees within the following groups will be used in awarding a posted position provided:

i. Requirements:

- The employee has the necessary experience
- The employee has the qualifications
- The employee has no active discipline in his file.

ii. Order:

- Full-Time and Part-Time employees in the bargaining unit
- Per Diem employees in the bargaining unit
- Full-time and Part-time employees from a different bargaining unit of this Agreement
- Per Diem employees from a different bargaining unit of this Agreement

**E. 90 Day Evaluation Period.** After being awarded a position, an employee will undergo a 90-day evaluation period (not to be confused with a probationary period). If the employee fails to perform satisfactorily or if the employee chooses to return during the first 10 calendar days, they will be returned to their position, if the position is still available. If it is not, they shall be returned to a comparable position.

#### **XII. CATEGORIES OF EMPLOYEES**

A. Categories Defined (Employee Status:

- a. Full-Time: An employee who works at least 36 hours per week.
- b. Part-Time: An employee who works 24 to 35 hours per week.
- c. Per Diem: An employee who works intermittently but has availability requirements.
- d. Temporary: An employee who is hired to work for a specific, temporary time not to exceed 120 days unless mutually extended by the Employer and the Union.

#### **XIII. PROBATIONARY PERIOD**

A. The Probationary Period for all newly hired employees will be 90 days.

B. A Probationary Period may be extended up to 90 days.

#### **XIV. DISCIPLINE AND DISCHARGE**

**A. Just Cause.** Employees may only be disciplined for just cause. The Hospital must follow progressive discipline unless the action of the employee is so egregious that a more severe discipline is warranted.

**B. Investigatory Suspension.** If an employee is placed on an investigatory suspension, they will be paid, provided they comply with the investigatory process.

**C. Warning Notices.** Discipline, such as warning notices, suspensions, and terminations, is subject to the Grievance Procedure. Also, an employee may opt to write a rebuttal to any discipline they receive.

**D. Personnel File.** Employees have the right to inspect their personnel files.

**E. Weingarten Rights.** If an employee is being investigated by the Employer with the potential outcome of being disciplined, they, upon request, have the absolute right to have the representation of a union steward or union representative during the investigatory meeting with the Employer.

#### **F. Cleansing Period.**

12 months: For Disciplinary actions taken by the Hospital, they will remain active for 12 months.

18 months: For those involving the following for which an employee has not been terminated will remain active for 18 months: Anti-harassment, anti-discrimination, or workplace violence policies, theft, time fraud, negligence, and HIPPA violations.

#### **XV. GRIEVANCE PROCEDURE AND ARBITRATION**

A. We now have a grievance procedure which allows workers to contest unjust discipline (warning notices, suspensions, terminations) and to dispute violations of the benefits, rights, or provisions contained in our NUHW Contract. This is a legal process that protects the integrity of the Contract but also protects our members.

B. A Union representative or shop steward has the right to be present at any of the steps (meetings) of the grievance procedure. If a grievance remains unresolved, it may be submitted to arbitration which is a hearing or proceeding conducted by a third party neutral (arbitrator) who is able to impose their final and binding decision on both the Employer and the Union.

#### **XVI. JOINT LABOR MANAGEMENT COMMITTEES**

A. Task Force to Develop the Committee. A task force comprising 4 union representatives (1 Union Representative and 3 members), at least 2 managers, and 1 Human Resources representative will be created to develop the Committee's scope, authority, and how it will conduct business.

The ultimate purpose of the committee is to offer a non-confrontational way of resolving issues raised by the members or management.

## **XVII. LEAVES OF ABSENCE**

**A. Concurrent Leaves.** If an employee is entitled to more than one type of medical leave, such leaves will run concurrently, unless prohibited by law.

**B. Eligibility.** Employees are eligible for the following unpaid leaves: California Military Spouse Leave, Pregnancy Related Medical Leave, Judicial Proceedings Leave, Medical Leave, Military Leave, Personal Leave, Domestic Violence Leave, and Sexual Assault Leave.

**C. Integration of Paid Time.** Any paid time off for which employees are eligible will be integrated with State Disability and Workers' Compensation.

**D. Length of Leaves.** A medical leave shall not exceed one year, unless required by law, the leave is related to Workers' Compensation, or the leave is pregnancy disability related.

**E. FMLA/CFRA.** This type of leave allows for the employee to care for their immediate family as defined by law: Spouse, parent, child stepchild, legally domiciled adult etc.

**F. Pregnancy Leave.** Eligibility for 4 months unpaid leave in addition to CFRA leave.

**G. Personal Leaves.** The Employer grants these type of leaves at its discretion for up to 30 days.

**H. Return from a Leave.** Unless modified by law, an employee returning from a leave of absence will be returned to their former position, if is available. Otherwise, the employee will be offered a comparable position.

## **XVIII. HOURS OF WORK**

**A. Definitions.** This provision covers the definition of workday, workweek, pay period, and what is a day, evening or night shift.

**B. Payment of Overtime.** This provision also covers rules regarding payment of overtime over 8 hours in one day, over 12 hours in one day, over 40 hours in a workweek and over 80 hours in a 14 day pay period.

**C. Flexible Working Arrangements.** This provision encompasses the rules for Flexible Working Arrangements for employees who have 10-hour/12-hour schedules.

**D. Mandatory Overtime.** Overtime is not mandatory unless patient care would be endangered by an internal or external emergency.

**E. Posting of Schedules.** The Hospital will post schedules at least 14 days in advance of their commencement.

**F. Self-Scheduling.** In Departments/Units where there is self-scheduling, employees will submit their requests 7 weeks prior to commencement of the schedule. The Hospital will post the schedule 14 days before it commences.

**G. Changes to the Schedule/Shift Trades.** Changes to the posted schedule will only be made by agreement between the employee and the Hospital. Employees will continue to be able to trade shifts provided overtime does occur as a result.

**H. Availability of Overtime and Additional Hours.** Each unit shall keep a sign-up sheet for employees who desire to work overtime or additional hours. These hours will be offered by rotation.

**I. Confirmation Scheduling.** An employee who has made themselves available for a shift may cancel that availability up to 12 hours before the commencement of that shift.

**J. Call Offs by an Employee.** An employee is expected to call off no later than 2.5 hours before their shift begins.

## **K. Call Offs/ Flexing by the Hospital.**

- a. When an employee is called off by the Hospital, the Hospital shall count such time as time worked for:
  - i. Vested time for the retirement plan
  - ii. Waiting periods for health insurance or other benefit plans
  - iii. Vacation/Sick Leave accruals

- b. Order of Call Offs.  
Call Offs shall occur in the following order and within each category by rotation:

- i. Registry
- ii. Travelers
- iii. Full time or part time employees on premium pay unless it is their regular scheduled day to work
- iv. Volunteers
- v. Per Diem employees
- vi. Part time employees
- vii. Full time employees

- c. Call Off Notice. The Employer will notify employees 2 hours before the start of the shift.

**L. Reporting Pay.** An employee required to report to work and who does report, will be used and paid in no event fewer than 4 hours. If the employee is offered work and elects to go home, they shall not be eligible for the reporting pay. If the Employer notifies the employee 2 hours before the commencement of the shift, the employee will not be eligible for reporting pay.

**M. Meals and Rest Periods.** The Employer will comply with all missed rest and meal period penalties.

## **XIX. UNION REPRESENTATIVES AND UNION STEWARDS**

### **A. Role of Union Representative and Union Steward.**

This provision provides authorization to the Union Representative to visit the facility to ascertain that the Contract is being followed by the Employer. It sets forth some of the duties of stewards, e.g., assist in settling problems in connection with the interpretation of the Contract, resolution of grievances, and representation of members especially in investigatory meetings called by the Employer.

**B. Number of Stewards.** There may be up to 1 steward for every 20 members.

**C. Paid Time for Stewards.** The Employer will provide up to 20 paid hours per month for all the stewards to use as a group for monthly steward meetings and trainings.

**D. Employee Orientation.** The Hospital will provide up to 25 minutes during new employee orientation for the Union Representative or Steward (on paid release time) to orient new employees to the Union.

**E. Bulletin Boards.** There will be a bulletin board in each employee breakroom.

**F. Conference Rooms.** Conference rooms will be available for union meetings.

## **XX. Additional Contractual Provisions**

**A. No Discrimination/Harassment.** A prohibition of discrimination by the Union or by the Employer in regard to race, color, ethnicity, religion, creed, age, sex, sexual orientation, gender identity, gender expression, national origin, citizenship status, ancestry, shared ancestry and ethnic characteristics, genetic information, disability, medical condition, pregnancy, veteran status, political affiliation, partnership status, employment status, income status, political belief or affiliation, marital status, military/veteran status, domestic violence victim status, or violations of any city, state or federal laws.

**B. Floating.** Floating will be by rotation from one unit to another within the following groupings: registry, travelers, volunteers, employees on overtime or extra-shift bonus, per diem, part-time, full-time.

Employees will be floated only once. However, if an employee returns to their home unit from a float, this will not be considered as a second float.

Employees must have the requisite orientation in order to float.

The Employer will maintain accurate floating records which are available for view by employees.

### **C. Union Membership, Dues and COPE**

a. Standard language referring to the employee's obligation to pay dues or equivalent fees to the union for representation.

b. COPE. The Union's Committee on Political Education is a voluntary contribution of the employee to the Union so that the Union can do political work for which the use of dues dollars is prohibited.

c. The Employer will deduct such dues/fees and the voluntary COPE donation from the employee's check.

### **D. Recognition of the Union**

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

b. Supervisors will not perform bargaining unit work unless they currently do so, in emergencies declared by the State, local, or Federal authorities, or internal emergencies outside the control of the Hospital.

### **E. No Strike/No Lockout**

During the term of the Contract there will be no strike by the Union or a lockout by the Employer. However, this provision does not apply to informational picketing. Note: Once this contract ends we have the right to strike.

*\*Any questions? Ask your bargaining committee member. Staff will be present at the vote to answer additional questions.*





Job Title	YEAR 2																			
	0	1	2	3	4	5	6	7	8	9	10	11	12	15	18	21	25			
Admitting Coordinator	\$28.41	\$28.84	\$29.27	\$29.71	\$30.16	\$30.61	\$31.07	\$31.53	\$32.01	\$32.49	\$32.97	\$33.47	\$33.97	\$34.65	\$35.34	\$36.05	\$36.77			
Care Partner	\$23.00	\$23.29	\$23.64	\$23.99	\$24.35	\$24.72	\$25.09	\$25.46	\$25.84	\$26.23	\$26.63	\$27.02	\$27.43	\$28.25	\$29.10	\$29.97	\$30.87			
Imaging Coordinator	\$52.69	\$53.48	\$54.28	\$55.09	\$55.92	\$56.76	\$57.61	\$58.47	\$59.35	\$60.24	\$61.14	\$62.06	\$62.99	\$64.88	\$66.83	\$68.83	\$70.90			
Lab Collection Coordinator	\$26.50	\$26.90	\$27.30	\$27.71	\$28.13	\$28.55	\$28.98	\$29.41	\$29.85	\$30.30	\$30.75	\$31.21	\$31.68	\$32.32	\$32.96	\$33.62	\$34.29			
LW/MLPN	\$32.01	\$32.49	\$32.98	\$33.47	\$33.98	\$34.49	\$35.00	\$35.53	\$36.06	\$36.60	\$37.15	\$37.71	\$38.27	\$39.04	\$39.82	\$40.62	\$41.43			
Office Coordinator	\$26.77	\$27.17	\$27.58	\$27.99	\$28.41	\$28.84	\$29.27	\$29.71	\$30.16	\$30.61	\$31.07	\$31.53	\$32.01	\$32.65	\$33.30	\$33.97	\$34.64			
OR Scheduler	\$27.04	\$27.45	\$27.86	\$28.28	\$28.70	\$29.13	\$29.57	\$30.01	\$30.46	\$30.92	\$31.38	\$31.85	\$32.33	\$32.98	\$33.64	\$34.31	\$34.99			
Orderly - Nursing	\$23.00	\$23.29	\$23.64	\$23.99	\$24.35	\$24.72	\$25.09	\$25.46	\$25.84	\$26.23	\$26.63	\$27.02	\$27.43	\$28.25	\$29.10	\$29.97	\$30.87			
Patient Experience Liaison	\$28.69	\$29.12	\$29.56	\$30.00	\$30.45	\$30.91	\$31.37	\$31.85	\$32.32	\$32.81	\$33.30	\$33.80	\$34.31	\$34.99	\$35.69	\$36.41	\$37.13			
Patient Financial Service Representative	\$27.04	\$27.45	\$27.86	\$28.28	\$28.70	\$29.13	\$29.57	\$30.01	\$30.46	\$30.92	\$31.38	\$31.85	\$32.33	\$32.98	\$33.64	\$34.31	\$34.99			
Phlebotomist II	\$25.33	\$25.71	\$26.10	\$26.49	\$26.89	\$27.29	\$27.70	\$28.12	\$28.54	\$28.97	\$29.40	\$29.84	\$30.29	\$31.20	\$32.13	\$33.10	\$34.09			
Physical Therapy Aide I	\$24.48	\$24.85	\$25.22	\$25.60	\$25.98	\$26.37	\$26.77	\$27.17	\$27.58	\$27.99	\$28.41	\$28.84	\$29.27	\$29.86	\$30.45	\$31.06	\$31.68			
Respiratory Care Practitioner I	\$43.60	\$44.25	\$44.91	\$45.59	\$46.27	\$46.97	\$47.67	\$48.39	\$49.11	\$49.85	\$50.60	\$51.35	\$52.13	\$53.69	\$55.30	\$56.96	\$58.67			
Respiratory Care Practitioner I (Grandfathered)	\$43.60	\$44.25	\$44.91	\$45.59	\$46.27	\$46.97	\$47.67	\$48.39	\$49.11	\$49.85	\$50.60	\$51.35	\$52.13	\$53.69	\$55.30	\$56.96	\$58.67			
Scheduler	\$24.23	\$24.60	\$24.96	\$25.34	\$25.72	\$26.10	\$26.50	\$26.89	\$27.30	\$27.71	\$28.12	\$28.54	\$28.97	\$29.55	\$30.14	\$30.75	\$31.36			
Technician - CSDP (Certified)	\$27.59	\$28.01	\$28.43	\$28.85	\$29.28	\$29.72	\$30.17	\$30.62	\$31.08	\$31.55	\$32.02	\$32.50	\$32.99	\$33.65	\$34.32	\$35.01	\$35.71			
Technician - CSDP (Non-Certified)	\$24.98	\$25.36	\$25.74	\$26.12	\$26.51	\$26.91	\$27.32	\$27.72	\$28.14	\$28.56	\$28.99	\$29.43	\$29.87	\$30.46	\$31.07	\$31.70	\$32.33			
Technician - Cytotechnology	\$49.63	\$50.37	\$51.13	\$51.90	\$52.67	\$53.46	\$54.27	\$55.08	\$55.91	\$56.75	\$57.60	\$58.46	\$59.34	\$60.52	\$61.73	\$62.97	\$64.23			
Technician - EEG	\$34.67	\$35.19	\$35.72	\$36.26	\$36.80	\$37.35	\$37.91	\$38.48	\$39.06	\$39.65	\$40.24	\$40.84	\$41.46	\$42.29	\$43.13	\$43.99	\$44.87			
Technician - Emergency Room	\$23.29	\$23.63	\$23.99	\$24.35	\$24.71	\$25.09	\$25.46	\$25.84	\$26.23	\$26.62	\$27.02	\$27.43	\$27.84	\$28.68	\$29.54	\$30.42	\$31.33			
Technician - GI	\$29.86	\$30.31	\$30.76	\$31.22	\$31.69	\$32.17	\$32.65	\$33.14	\$33.64	\$34.14	\$34.65	\$35.17	\$35.70	\$36.41	\$37.14	\$37.88	\$38.64			
Technician - Grossing	\$38.70	\$39.28	\$39.87	\$40.47	\$41.07	\$41.69	\$42.31	\$42.95	\$43.59	\$44.25	\$44.91	\$45.58	\$46.27	\$47.19	\$48.14	\$49.10	\$50.08			
Technician - Histology	\$38.70	\$39.28	\$39.87	\$40.47	\$41.07	\$41.69	\$42.31	\$42.95	\$43.59	\$44.25	\$44.91	\$45.58	\$46.27	\$47.19	\$48.14	\$49.10	\$50.08			
Technician - Histology, Senior	\$40.66	\$41.27	\$41.89	\$42.52	\$43.16	\$43.81	\$44.46	\$45.13	\$45.81	\$46.49	\$47.19	\$47.90	\$48.62	\$49.59	\$50.58	\$51.59	\$52.63			
Technician - Med Lab (MLT)	\$32.01	\$32.49	\$32.98	\$33.47	\$33.98	\$34.49	\$35.00	\$35.53	\$36.06	\$36.60	\$37.15	\$37.71	\$38.27	\$39.04	\$39.82	\$40.62	\$41.43			
Technician - Med Lab (MLT), Senior	\$33.64	\$34.15	\$34.66	\$35.18	\$35.71	\$36.24	\$36.79	\$37.34	\$37.90	\$38.47	\$39.05	\$39.63	\$40.23	\$41.03	\$41.85	\$42.69	\$43.54			
Technician - Pharmacy	\$27.86	\$28.28	\$28.70	\$29.13	\$29.57	\$30.01	\$30.47	\$30.92	\$31.39	\$31.86	\$32.33	\$32.82	\$33.31	\$33.98	\$34.66	\$35.35	\$36.06			
Technician - Surgical	\$34.67	\$35.19	\$35.72	\$36.26	\$36.80	\$37.35	\$37.91	\$38.48	\$39.06	\$39.65	\$40.24	\$40.84	\$41.46	\$42.70	\$43.98	\$45.30	\$46.66			
Technician - Ultrasound	\$49.13	\$49.87	\$50.61	\$51.37	\$52.14	\$52.93	\$53.72	\$54.53	\$55.34	\$56.17	\$57.02	\$57.87	\$58.74	\$60.50	\$62.32	\$64.19	\$66.11			
Technician II - EKG	\$27.04	\$27.45	\$27.86	\$28.28	\$28.70	\$29.13	\$29.57	\$30.01	\$30.46	\$30.92	\$31.38	\$31.85	\$32.33	\$32.98	\$33.64	\$34.31	\$34.99			
Technician II - Pharmacy	\$30.76	\$31.22	\$31.69	\$32.17	\$32.65	\$33.14	\$33.64	\$34.14	\$34.65	\$35.17	\$35.70	\$36.24	\$36.78	\$37.52	\$38.27	\$39.03	\$39.81			
Technologist - CT	\$49.63	\$50.37	\$51.13	\$51.90	\$52.67	\$53.46	\$54.27	\$55.08	\$55.91	\$56.75	\$57.60	\$58.46	\$59.34	\$60.52	\$61.73	\$62.97	\$64.23			
Technologist - Mammography	\$49.63	\$50.37	\$51.13	\$51.90	\$52.67	\$53.46	\$54.27	\$55.08	\$55.91	\$56.75	\$57.60	\$58.46	\$59.34	\$60.52	\$61.73	\$62.97	\$64.23			
Technologist - MRI	\$55.62	\$56.45	\$57.30	\$58.16	\$59.03	\$59.92	\$60.82	\$61.73	\$62.65	\$63.59	\$64.55	\$65.52	\$66.50	\$67.83	\$69.19	\$70.57	\$71.98			
Technologist - Nuclear Medicine	\$58.77	\$59.65	\$60.55	\$61.45	\$62.38	\$63.31	\$64.26	\$65.23	\$66.20	\$67.20	\$68.21	\$69.23	\$70.27	\$71.67	\$73.11	\$74.57	\$76.06			
Technologist - Radiology	\$44.45	\$45.12	\$45.79	\$46.48	\$47.18	\$47.88	\$48.60	\$49.33	\$50.07	\$50.82	\$51.59	\$52.36	\$53.14	\$54.74	\$56.38	\$58.07	\$59.81			
Technologist - Reg Spec Diagnostic (Echo & Vascular Tech)	\$49.13	\$49.87	\$50.61	\$51.37	\$52.14	\$52.93	\$53.72	\$54.53	\$55.34	\$56.17	\$57.02	\$57.87	\$58.74	\$60.50	\$62.32	\$64.19	\$66.11			
Technologist - Special Procedure	\$51.14	\$51.90	\$52.68	\$53.47	\$54.27	\$55.09	\$55.92	\$56.75	\$57.61	\$58.47	\$59.35	\$60.24	\$61.14	\$62.36	\$63.61	\$64.88	\$66.18			
Unit Coordinator	\$23.29	\$23.63	\$23.98	\$24.35	\$24.71	\$25.09	\$25.46	\$25.84	\$26.23	\$26.62	\$27.02	\$27.43	\$27.84	\$28.40	\$28.97	\$29.54	\$30.14			
Unit Secretary	\$23.06	\$23.40	\$23.75	\$24.11	\$24.47	\$24.84	\$25.21	\$25.59	\$25.97	\$26.36	\$26.76	\$27.16	\$27.57	\$28.12	\$28.68	\$29.25	\$29.84			
Unit Secretary/Monitor Tech	\$27.04	\$27.45	\$27.86	\$28.28	\$28.70	\$29.13	\$29.57	\$30.01	\$30.46	\$30.92	\$31.38	\$31.85	\$32.33	\$32.98	\$33.64	\$34.31	\$34.99			





## Experience Collection Form

LAST NAME, FIRST NAME			EMPLOYEE ID#	
DEPARTMENT NAME:		JOB TITLE:		

Please list your relevant work experience based on the job classification you are currently in. **PLEASE PRINT CLEARLY.**

Employer Name	Job Title	Department	Start MM/YYYY (Month is required)	End MM/YYYY (Month is required)	Status
EXAMPLE: Verdugo Hills Hospital	Registered Nurse	Emergency Room	02/1999	02/2004	Full-Time
EXAMPLE: Glendale Memorial Hospital	Registered Nurse	Surgery	01/1998	01/1999	Per Diem
1)			/	/	
2)			/	/	
3)			/	/	
4)			/	/	
5)			/	/	
6)			/	/	
7)			/	/	
8)			/	/	
9)			/	/	
10)			/	/	

*If you require additional space, please attach an additional sheet.*

HR will validate against what you have listed on your latest application and determine the experience relevancy based on the job classification you are currently in. Any relevant experience that was not listed on your application, supporting document will be requested (ie. W-2, pay stubs, former employer letter of verification).

By signing this form, you are stating that this information you indicated above is true and correct. Falsification of documentation is grounds for disciplinary action, up to and including termination.

X \_\_\_\_\_  
Signature

X \_\_\_\_\_  
Date

**IMPORTANT DEADLINE – PLEASE RETURN TO HUMAN RESOURCES JAN 20, 2025.**