



**NATIONAL UNION OF  
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**Collective Bargaining Agreement**

**with**

**Keck Medicine of USC**

**December 20, 2024 – June 30, 2027**

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## PREAMBLE

Keck Medical Center of USC (“Employer”), a California non-profit public benefit corporation wholly owned by USC Health System, and National Union of Healthcare Workers (the “Union”) hereby agree to become parties to the following collective bargaining agreement (hereinafter referred to as “Contract” or “Agreement”) regarding Keck Hospital of USC (“Keck”) and USC Norris Cancer Hospital (“Norris”), each separately licensed acute-care hospitals (individually, “Hospital”) which are owned and operated by the Employer.

## ARTICLE 1 – RECOGNITION

The Employer recognizes the Union as the exclusive bargaining representative of the following covered employees (“Employees”) employed by the Employer in the following two separate units (1) the Keck unit and (2) the Norris unit, as follows:

- 1.1. Pursuant to an election conducted on May 26 and 27, 2010, in the Keck unit:
  - a. Included. All full-time, regular part-time, and per diem service, maintenance, technical, and skilled maintenance Employees employed by Keck at its facility located at 1500 San Pablo Street, Los Angeles, California, including those full-time, regular part-time, and per diem service, maintenance, technical, and skilled maintenance Employees employed by Keck in the Outpatient Surgery Center, Central Sterile Processing Department, and the Clinical Laboratory, at its facility located at 1516 San Pablo Street, Los Angeles, California.
  - b. Excluded. All other employees, managers, supervisors, confidential employees, guards, physicians, residents, central business office employees (whether facility based or not) who are solely engaged in qualifying or collection activities, employees of outside registries and other agencies supplying labor to the Hospital and already represented employees.
- 1.2. Pursuant to the Certification of Representative issued September 2, 2016 in NLRB Case No. 21-RC-181400, in the Norris unit:
  - a. Included. All full-time, regular part-time, and per diem, service, maintenance and technical Employees employed by and working for Norris at its facility located at 1441 Eastlake Avenue, Los Angeles, California, including those full-time, regular part-time, and per diem, service, maintenance and technical Employees employed by and working for Norris in the Breast Imaging Department, Materials Management Department, Pharmacy Department, and Clinical Laboratory at its facility located at 1516 San Pablo Street, Los Angeles, California and those LVNs and the assistant –patient care Employees employed by and working for Norris in the Urology Department at its facility located at 1516 San Pablo Street, Los Angeles, California.
  - b. Excluded. All other employees, managers, confidential employees, guards, physicians, residents, office clerical employees, employees of outside registries and

other agencies supplying labor to the Employer, employees of the other USC entities, already represented employees and supervisors as defined in the Act.

1.3. Pursuant to the Certification of Representative in Case 21-RC-194645, in the Keck unit:

- a. Included. All full-time and regular part-time technical Employees and other nonprofessional Employees in the classifications of office coordinators; scheduling coordinators and health information clerks, employed by Keck in the Radiology 2 Department at 1500 San Pablo Street, Los Angeles, California.
- b. Excluded. All other employees, registered nurses, physicians, other professional employees, skilled maintenance employees, business office clerical employees, confidential employees, managerial employees, employees already represented by a labor organization, guards, and supervisors as defined by the Act.

1.4. Pursuant to the Certification of Representative in Case 21-RC-202412, in the Keck unit:

- a. Included. All full-time and regular part-time, technical and non-professional Employees, including Surgery, Same Day Surgery and PACU department secretaries employed by Keck at its facility located at 1500 San Pablo Street, Los Angeles, California.
- b. Excluded. All other employees, managers, confidential employees, guards, physicians, registered nurses (RNs), already represented employees and supervisors as defined in the Act.

1.5. Pursuant to the Certification of Representative in Cases 21-RC-203468 and 21-RC-200604, in the Keck unit:

- a. Included. All full-time and regular part-time, and per diem technical and non-professional Employees, including coordinators – office, department secretaries, and endoscopy surgical technicians employed by Keck in its Center for Advanced Endoscopy (formerly and separately known as the G.I. Lab and Esophageal Lab) at its facility located at 1520 San Pablo Street, Los Angeles, California;
- b. Excluded. All other employees, managers, confidential employees, guards, physicians, registered nurses (RNs), business office clerical employees, skilled maintenance employees, employees of outside registries and other agencies supplying labor to the Employer, already represented employees and supervisors as defined in the Act.

1.6. Pursuant to the Memorandum of Understanding Between Keck Medical Center of USC and NUHW Regarding Certified Sodexo Unit at Norris, executed by the Union and the Hospital in March 2018, in the Keck unit:

- a. Included. All full-time, regular part-time, and per diem service, maintenance, technical, and skilled maintenance Employees employed by the Hospital at its facility located at 1500 San Pablo Street, Los Angeles, California, including those full-time, regular part-time, and per diem service, maintenance, technical, and

skilled maintenance Employees employed by the Hospital in the Environmental Services Department at its facilities located at 1450, 1516, 1510 and 1520 San Pablo Street and 1441 Eastlake Avenue, Los Angeles, California.

- b. Excluded. All other employees, managers, supervisors, confidential employees, guards, physicians, residents, central business office employees (whether facility based or not) who are solely engaged in qualifying or collection activities, employees of outside registries and other agencies supplying labor to the Hospital and already represented employees.
- 1.7. Pursuant to the Memorandum of Understanding Between the Employer and NUHW Regarding Certified Sodexo Unit of FNS Workers at Keck, executed by the Union and the Employer on November 3rd, 2018, in the Keck unit:
    - a. Included. All full-time, regular part-time, and per diem food service Employees including cooks, nutrition assistants, grill cooks, food service workers/cashiers, and utility/trayline Employees at Keck, 1500 San Pablo Avenue, Los Angeles, CA.
    - b. Excluded. All other employees, physicians, registered nurses, other professional employees, skilled maintenance employees, business office clerical employees, managerial employees, guards, and supervisors as defined in the Act.
  - 1.8. Pursuant to the Certification of Representative in Case 21-RC-224735 and consistent with the Memorandum of Understanding Between the Employer and NUHW regarding the Social Services department, executed June 30th, 2019, in the Keck unit:
    - a. Included. All full-time, regular part-time, and per diem Assistant QA/PI/QMs and Assistant AQ/PR/QMs employed by the Employer in the Social Services Department at 1500 San Pablo Street, Los Angeles, California and 1441 Eastlake Ave, Los Angeles CA 90033.
    - b. Excluded. All other employees, managers, business office clerical employees, confidential employees, physicians, skilled maintenance employees, registered nurse (RNs), employees of outside registries and other agencies supplying labor to the Employer, already represented employees, guards and supervisors as defined in the Act.
  - 1.9. Pursuant to the Certification of Representative in Case 21-RC-236379, Employees in the “Sleep Center”, in the Keck unit:
    - a. Included. All full-time, regular part-time, and per diem service, technical, and other nonprofessional Employees, consisting of Assistant-Medical (CMA), LVN/LPN, Representative-Patient Access, Coordinator-New Patient, and Tech-Polysomnography, employed by the Employer in the Sleep Center (Sleep Disorder Clinic and Sleep Lab), currently located at 1500 San Pablo Street, Los Angeles, CA 90033.

- b. Excluded. All other employees, physicians, registered nurses, other professional employees, skilled maintenance employees, business office clerical employees, managerial employees, guards, and supervisors as defined in the Act.
- 1.10. Pursuant to the Certification of Representative in Case 21-RC-194033, Employees in the “HCC2 Imaging and PET Center”, in the Keck unit:
- a. Included. All full time, regular part-time and per diem technical Employees, business office clerical Employees, and non-professional Employees employed by the Employer in the Outpatient MRI department and Radiology Diagnostic 1 department at its facilities currently located at 1510 San Pablo Street, Los Angeles, California and 1520 San Pablo Street, Los Angeles, California.
  - b. Excluded. All other employees, managerial employees, confidential employees, registered nurses, physicians, other professional employees, skilled maintenance employees, residents, already represented employees, guards, and supervisors as defined in the Act.
- 1.11. Pursuant to the Certification of Representative in Case 21-RC-194035, Employees in the “Draw Station”, in the Keck unit:
- a. Included. All full-time, regular part-time, and per diem technical Employees, business office clerical Employees, and non-professional Employees employed by the Employer in the Clinical Reference Lab (referred to internally as Draw Station) at 1516 San Pablo Street, Los Angeles, California.
  - b. Excluded. All other employees, managerial, confidential employees, registered nurses, physicians, other professional employees, skilled maintenance employees, residents, already represented employees, guards, and supervisors as defined in the Act.
- 1.12. Pursuant to the Certification of Representative in Case 21-RC-209593, Employees in the “Transplant Clinic”, in the Keck unit:
- a. Included. All full-time, regular part-time, and per diem referral coordinators, admitting representatives, department secretaries, lead schedulers, licensed vocational nurses (LVNs), medical assistants, medical call center patient schedulers, and scheduling coordinators administrative services coordinators employed by the Employer and providing patient services in the Transplant Department (Lung Transplant, Liver Transplant, Kidney Transplant, Heart Transplant, Transplant Clinic, Post-Transplant Clinic, and Transplant Administration) currently located at 1500 San Pablo Street, Los Angeles, CA 90033, 1450 San Pablo Street, Los Angeles, CA 90033, 1510 San Pablo Street, Los Angeles, CA 90033, 1516 San Pablo Street, Los Angeles, CA 90033, 1520 San Pablo Street, Los Angeles, CA 90033 and 2011 N. Soto Street, Los Angeles, CA 90032.
  - b. Excluded. All other employees, physicians, residents, registered nurses (RNs), other professional employees, managerial employees, confidential employees,

business office clerical employees, employees of outside registries or other agencies supplying labor to the Employer, employees already represented by a labor organization, guards, and supervisors as defined in the Act.

- 1.13. Pursuant to the Certification of Representative in Case 21-RC-286070, Employees in “CVI Diagnostics”, in the Keck unit:
  - a. Included. All full-time, regular part-time, and per diem non-professional employees including echo techs, vascular techs, cardiovascular techs, support coordinators, nuclear techs and echo lead techs employed by the Employer in the CVI Diagnostic Center located at 1520 San Pablo Street, Building HC2, Los Angeles, California.
  - b. Excluded. All other employees, confidential employees, physicians, registered nurses (RNs), other professional employees, skilled maintenance employees, technical employees, business office clerical employees, already represented employees, managerial employees, guards, and supervisors as defined in the Act.
- 1.14. Pursuant to the Certification of Representative in Case 21-RC-287024, Employees in “Ambulatory Biomed”, in the Keck unit:
  - a. Included. All full-time, regular part-time, and per diem biomedical techs located at 1450 San Pablo Street, Suite 801, Los Angeles, California.
  - b. Excluded. All other employees, confidential employees, physicians, registered nurses (RNs), other professional employees, skilled maintenance employees, technical employees, business office clerical employees, already represented employees, managerial employees, guards, and supervisors as defined in the Act.
- 1.15. Pursuant to the Certification of Representative in Case 21-RC-303550, Employees in “Norris Plant Maintenance”, in the Norris unit:
  - a. Included. All full-time, regular part-time, and per diem skilled maintenance employees including Maintenance-General, Stationary Engineers, Painters, Maintenance-Skilled Electricians, Maintenance-Skilled HVAC Mechanics, and Maintenance-Skilled Craftsmen employed by the Employer working out of its facilities currently located at 1441 Eastlake Avenue, Los Angeles, CA 90033, 2011 North Soto Street, Los Angeles, CA 90032, 1510 San Pablo Street, Los Angeles, CA 90033, 1520 San Pablo Street, Los Angeles, CA 90033, and 1450 San Pablo Street, Los Angeles, CA 90089.
  - b. Excluded: All other employees, other represented employees, physicians, registered nurses, other professional employees, technical employees, business office clerical employees, other non-professional employees, managerial employees, confidential employees, guards, supervisors as defined in the Act.

- 1.16. Pursuant to the Certification of Representative in Case 31-RC-321450, Employees in “Pasadena Lab”, in the Norris unit:
- a. Included. All full-time, regular part time and per diem Lab Assistants and Medical Lab Technicians currently located at 625 S. Fair Oaks Ave. #400, Pasadena, CA 91105.
  - b. Excluded. All other employees, other represented employees, managerial employees, confidential employees, physicians, Registered Nurses, guards, and supervisors as defined by the National Labor Relations Act.
- 1.17. Pursuant to the Certification of Representative, Case 21-RC-205347, Employees in “Oncology Services”, in the Norris unit:
- a. Included. All full-time, regular part-time, and per diem coordinators – scheduling, specialists – referral services, and lead schedulers, employed by the Employer in its Oncology Services Department and Day Hospital, located at 1441 Eastlake Avenue, Los Angeles, California.
  - b. Excluded. All other employees, managers, supervisors, confidential employees, office clericals, guards, physicians, residents, skilled maintenance employees, employees of outside registries and other agencies supplying labor to the Employer and already represented employees.

## **ARTICLE 2 – UNION REPRESENTATION**

### **2.1. UNION STEWARDS**

- a. The Union shall provide the Employer with a written list of Union Stewards after their designation and shall notify the Employer in writing immediately upon any changes as they occur. Prior to the Employer’s receipt of such Union designation, the Employer is not obligated to recognize a Union steward under this Article.
- b. The functions of the Union Steward include the authority:
  - i. to settle or assist in settling problems arising in connection with the application or interpretation of the Agreement,
  - ii. to resolve grievances at Step 1 or 2 of the grievance procedure, and
  - iii. to serve as a Union representative for an Employee in an investigatory meeting which could result in discipline or discharge, provided that the Employee has affirmatively requested steward representation (i.e., Weingarten meetings).
- c. Union Stewards shall perform their functions or Union-related activities on their own time except as provided for in Subsection 2.1(e) (Paid Release Time for Union Stewards) below. However, if a meeting is mutually agreed to with the Union Steward during the Steward’s work shift, that time will be paid for by the Employer.

If a Union Steward wishes to schedule a meeting with Employees during the Union Steward's work shift, unpaid leave time shall not be unreasonably denied, but the Union Steward shall properly clock out for any such time.

- d. Whenever a bargaining unit Employee requests a Steward's presence at a Step 1 grievance meeting with a supervisor, every effort will be made to schedule such meeting a minimum of 24 hours in advance. The supervisor will schedule the meeting and it will be the Employee's responsibility to arrange for a Steward to attend. If the Steward needs release, it will be their responsibility to notify their supervisor of such meeting and arrange for their own release, when possible, to attend. Steward release will not affect the grievance procedure timelines as outlined in Article 9 (Grievance Procedure). Nothing in this provision overrides the grievance procedure as detailed in Article 9.
- e. Paid Release Time for Union Stewards
  - i. The Employer shall provide a maximum of forty-two (42) hours per month of paid release time for specifically authorized Union Stewards. This paid release time shall not be scheduled in such a way as to create overtime. In the event authorized Union Stewards request and are inadvertently paid more than the agreed upon forty-two (42) hours, such mistake shall not be deemed to increase any future entitlement beyond forty-two (42) hours.
  - ii. The up to forty-two (42) hours provided may be utilized for monthly steward meetings, steward education, and steward training, designed to further the relationship between the Employer and the Union. At least fourteen (14) days prior to the posting of the staffing schedule, the Union shall provide written notice to a Senior Employee and Labor Relations Representative that paid release time is requested and the individuals for whom it is being requested. Paid release time is subject to staffing and scheduling needs. Stewards who are specifically authorized for paid release time will be permitted to leave their normal work to utilize these hours. The parties agree to work together on scheduling issues that may arise, including last minute scheduling changes by either party.

Union Stewards shall not direct any Employee as to how to perform or not perform their work, shall not countermand the order of any supervisor, and shall not interfere with the normal operations of the Employer or any Employee.

## 2.2. UNION ACCESS

- a. At reasonable times and upon prior notice for the purpose of observing whether this Agreement is being adhered to and/or to check on complaints of bargaining unit Employees, one duly authorized Field Representative of the Union shall be permitted to enter Keck and one duly authorized Field Representative of the Union shall be permitted to enter Norris. The Union will notify a Senior Employee and Labor Relations Representative or their designee who has been selected as the Field Representatives. The Union Field Representatives shall advise a Senior Employee

and Labor Relations Representative or their designee of each visit upon entering the facility. Upon entering the facility, the Field Representative will check in with Security. The Union Field Representatives will abide by patient confidentiality, infection control, safety and security rules, and other Employer policies applicable to such areas. When at the Hospital the Union Field Representatives will wear their Union Representatives badge issued by the Employer visibly displayed above the waist, in accordance with policies applicable to all employees.

In the following special circumstances: steward elections, steward meetings, and steward trainings, one (1) additional Union Field Representatives will be allowed access to a conference room that has been reserved in accordance with Section 2.4 below, provided a Senior Employee and Labor Relations Representative is given at least one week advance notice.

- b. The Union Field Representative shall not interfere with the work of any employee, nor shall the Union Field Representative inhibit any employees' use of a break area or any area utilized by the patients and/or their families. For the avoidance of doubt, Union Filed Representatives may not reserve or publicize any general invitation to meet in any break area or area utilized by patients and/or their families, but shall utilize the conference rooms provided for under Section 2.4 for such purposes. This shall not prevent the Union Field Representative from conferring with an Employee and their supervisor or a Hospital representative on Hospital time in connection with the complaint or problem concerning the Employee.
- c. During the term of the Agreement, if the Employer believes that a Union representative is violating the limitations on access as set forth above, the Employer may request an immediate meeting with representatives of the Union to discuss and attempt to informally resolve the Employer's concerns. This meeting will be held in person or telephonically within twenty-four (24) hours of the Employer's request. In the event that the Employer's concerns are not resolved to the Employer's satisfaction within forty-eight (48) hours of its request for such a meeting, the Employer may submit the issue to expedited arbitration. The arbitrator will be selected in the same manner as set forth in Article 9.

### 2.3. BULLETIN BOARDS

The Employer shall provide one (1) glass-enclosed locking bulletin board in a mutually agreed location. In addition, in departments where NUHW bargaining unit members work, an 8 ½ x 14 posting space will be provided in currently existing non-public employee break rooms. The bulletin board and designated break room space is for posting of notices and announcements regarding Union business, such as meetings, internal Union election results, education, and social events. No materials which are derogatory of the Hospital, management, or the University of Southern California shall be posted. Both the Union and the Employer shall have a key to the bulletin board. The Employer shall not access the bulletin board until a request has been made to the Union, in writing, and a reasonable time given for discussion.

#### 2.4. USE OF EMPLOYER CONFERENCE ROOMS

The Employer shall make a best effort to provide the Union reasonable access to on-site conference rooms upon request, based upon availability, in accordance with scheduling procedures below:

- a. The Employer will provide the Union with a maximum of eight (8) hours per month of conference room access for Keck and a maximum of eight (8) hours per month of conference room access for Norris for Employee meetings or conferences regarding Union business related to the Employer.
- b. The Union must schedule such conference room usage in accordance with the conference room scheduling practice of the Employer. The Employer is not required to displace or bump groups or organizations that have scheduled conference room usage or otherwise have established periodic meeting schedules.
- c. Up to a total of six (6) hours per year of conference room time for Keck and up to a total of six (6) hours per year of conference room time for Norris which is not utilized in the appropriate month may be utilized at a later date. After these hours are utilized, additional unused hours cannot be banked for later usage. Any unused hours will be lost if not used by the end of the calendar year.

For example, if in January the Union utilizes only two (2) hours of its conference room time, it may bank six (6) hours. Subject to the scheduling procedure noted above, the Union may utilize those six (6) hours in subsequent months. If in any subsequent month the Union again does not utilize its full 8 hours of conference room time, it may not utilize these additional unused hours to add to or replenish its 6-hour bank.

- d. The Employer will notify the Union in writing of approval or denial as soon as possible, but no later than two (2) weeks after receipt of the Union's request.

#### 2.5. EMPLOYEE ORIENTATION

- a. The Employer will allow a Union steward or Union representative up to thirty (30) minutes during the general part of the Employer's orientation program for new Employees to discuss the Union and the terms of the collective bargaining agreement. Such time will normally be scheduled immediately prior to the lunch break, or as the final item on the orientation program agenda.
- b. In connection with Subsection 2.5(a) above, a Union steward shall be released from work and may use paid release time to participate provided that patient care permits. Where such orientation program is regularly scheduled such release should normally occur.
- c. The Employer will make available the items described below along with other orientation materials provided to new Employees in the bargaining units represented by the Union subject to timely prior receipt of such materials from the Union:

- i. Copy of the applicable collective bargaining agreement.
- ii. Copy of a Union membership application and dues authorization card.
- iii. List of Union stewards, prepared by the Union, showing their departments and/or work areas and telephone numbers.

2.6. BARGAINING UNIT LISTS

On a monthly basis, no later than the tenth (10th) of the month, the Employer will provide the Union with a complete list of Employees, which will include deletions, including terminations and additions to the bargaining unit in the previous month and the effective dates thereof. The list will be provided electronically (on Excel, ASCII delimited text, or another compatible format) showing the following information for such Employees: name, home address, cell phone numbers, email address, date of termination, employee ID number, classification, job title, department, cost center, base rate, and date of hire, shift, status (e.g., regular full-time, regular part-time, per diem, temporary). Upon reasonable request from the Union, the Employer will respond to inquiries from the Union about whether a specific termination was a voluntary resignation, discharge or layoff.

The Union shall indemnify the Employer and hold it harmless against any and all suits, claims, demands and liabilities that arise out of, or by reason of, any action taken by the Employer in providing the Union with the information set forth in this Section or otherwise complying with said Section.

## **ARTICLE 3 – EMPLOYEE STATUS**

3.1. FULL-TIME EMPLOYEE

A regular Full-Time Employee is an Employee who is not in a temporary status and is regularly scheduled to work thirty (30) hours or more per work week. Regular Full-Time Employees are benefits eligible.

3.2. PART-TIME EMPLOYEE

A regular Part-Time Employee is an Employee who is not in a temporary status and is regularly scheduled to work at least twenty-four (24) but less than thirty (30) hours per work week. Regular Part-Time Employees are benefits eligible.

3.3. PER DIEM EMPLOYEES

A Per Diem Employee is an Employee who has executed the Employer's Per Diem Agreement and who is not a Regular full-time or Regular part-time Employee. Per Diem Employees do not receive any insurance, retirement or other fringe benefits under this Agreement, including without limitation any vacation or other paid time off, with the exception of sick time, except that they may participate in the applicable retirement plan if they meet the qualification/eligibility requirements of the plan.

### 3.4. TEMPORARY EMPLOYEE

A Temporary Employee is one who is hired to work either part-time or full-time for a specified limited period of time and for a specific and temporary purpose, to replace a specific Employee on a leave of absence or for a short term project when bargaining unit Employees have been solicited and the need cannot be filled without incurring overtime or other premium pay. The specified period of employment for a Temporary Employee shall not extend beyond one-hundred and twenty (120) calendar days.

The one-hundred and twenty (120) calendar days may be extended in any given case by mutual agreement of the Employer and the Union, and the Union's agreement to such extension will not be unreasonably denied. This period may not be extended by the use of temporary assignments beyond a twelve (12) month period. Temporary Employment lasting for more than the period above or any extension agreed upon shall be reclassified as a regular hours position and shall be posted as a job vacancy in accordance with Article 5 (Job Vacancies, Posting and Bidding). Additional hours, beyond the originally scheduled hours for the temporary position, shall be offered to Temporary Employees as a last resort, meaning if those hours cannot be filled by other bargaining unit Employees, or cannot be filled without incurring overtime or other premium pay. If the hours can only be filled by incurring overtime, then any overtime hours shall be awarded based on the provision in Article 11 dealing with assigning overtime hours. Any additional hours worked by a Temporary Employee shall not be used to qualify for reclassification as outlined in Section 3.5.

### 3.5. RECLASSIFICATION OF HOURS

- a. Where a Part-Time or Per Diem Employee has worked a regular full-time schedule for ninety (90) consecutive days or more, in the same classification and department, upon the Employee's request the additional regular hours shall be posted as a vacancy in accordance with Article 5 (Job Vacancies, Posting and Bidding).
- b. A Per Diem Employee working regular hours as described in Subsection 3.5(a) above may continue to work in a per diem capacity subject to agreement between the Employer, the Union and the Per Diem Employee.
- c. This Section (3.5) does not apply to any hours worked by part time or per diem employees who are filling in for leaves of absence, transitional work time, or similar protected leaves.
- d. A Part-Time or Per Diem Employee shall not be reduced in hours solely to prevent the posting of a vacancy, or for the sole purpose of keeping a regular job constantly staffed by a Part-Time or Per Diem Employee.

## **ARTICLE 4 – SENIORITY, REDUCTIONS IN FORCE AND RECALL**

### 4.1. SENIORITY DEFINED

- a. How Calculated. The Employer will recognize seniority from the Employee's most recent uninterrupted date of hire at the Employer, and together and inclusive with

any other USC related employer, irrespective of employment category or changes to employment category. An Employee's seniority will be interrupted if they suffer a loss of seniority under Section 4.2 below. An Employee's hire date is not interrupted if they are on an approved leave of absence. Where seniority is a determining factor in any determination pursuant to this Agreement and where multiple Employees have the identical seniority dates then a randomized and transparent selection process will be utilized.

No Employee shall suffer any reduction in seniority as a result of the execution of this Agreement except as provided for in this Agreement.

- b. Seniority List. The Employer shall continue to provide bargaining unit lists to the Union as provided for in Article 2, however, upon request by the Union or any Employee, the Employer will provide either a complete seniority list or a seniority list for a specific department or area.

#### 4.2. LOSS OF SENIORITY

Seniority shall be lost by:

- a. Termination for cause;
- b. Failure to return from a leave of absence;
- c. Voluntary resignation;
- d. Lay-off with no recall within twelve (12) months;
- e. Termination of employment without rehire within twelve (12) months.

#### 4.3. DEFINITION OF REDUCTIONS IN FORCE AND RECALL

- a. In a reduction in force and subsequent recall, the principle of seniority, as defined in Section 4.1, shall govern, providing that abilities are adequate.
- b. A reduction in force (layoff) shall be defined as the permanent elimination of an Employee's position or a reduction from Full-Time to Part-Time or to Per Diem status. A reduction in hours of a Full-Time or Part-Time Employee(s) which results in an employment status change to Per Diem or results in the loss of the Health Plan or Paid Time-Off Coverage is also deemed to be a reduction in force.
- c. Reduction in force language outlined in this Article will only apply to Full-Time, Part-Time Employees, except as otherwise specifically referenced. In the event of a reduction in force, the Employer shall determine the classification and number of positions to be reduced. Reductions shall be conducted by Bargaining Unit, department, classification, employee status (i.e., Full-Time, Part-Time, Per Diem) and shift with affected Employee(s) determined by reverse seniority and conducted pursuant to Section 4.4.

#### 4.4. SELECTION FOR REDUCTIONS IN FORCE AND RECALL

- a. In the event of a reduction in force, the following steps will be followed in order to determine placement of the affected Employee(s):
  - i. Step One. The affected Employee(s) will be offered the ability to elect a voluntary layoff status at any step of the reduction in force process and shall be eligible to receive full severance benefits. An affected Employee may elect to be placed in per diem status at any time during Steps 1 - 5 of the reduction in force process outlined below. An Employee who elects either status will retain their recall rights.
  - ii. Step Two. The affected Employee(s) may apply for and will be given any open position covered by this Agreement for which they are qualified and for which they meet position requirements. Provided they have not already been placed into, accepted or displaced another position, affected Employees may exercise this option at any time during Steps 1 - 5 of the reduction in force process, which shall supersede the bidding process. An affected full-time Employee, at their option, may be placed into any vacant part-time position in the above order, and provided they meet the position requirements. If the Employee rejects any such position for which they have applied, then the Employee will forfeit all displacement rights, recall rights, and full severance benefits.
  - iii. Step Three. The affected Employee(s) will be placed into any vacant position covered by this Agreement anywhere on the Health Science Campus of the same employment category, pay, shift and classification provided they meet the position requirements. Employee(s) placed into a comparable vacant/open position(s) covered by this Agreement will not have recall rights. If an Employee rejects an open comparable position offered at this Step, then the Employee will forfeit all displacement rights. Such refusal would result in the Employee being laid off and the forfeiture of recall rights, however, such Employee shall be eligible to receive full severance benefits.
  - iv. Step Four. Employees who do not qualify for placement in Step 2 or Step 3 may displace the least senior Employee in their current classification and employment category within their Bargaining Unit, provided they meet the minimum position requirements, in accordance with Appendix A (Department Groupings).
  - v. Step Five. If there is no less senior Employee in their current classification within their Bargaining Unit, the Employee may displace the least senior Employee in another classification within their Bargaining Unit if the Employee affected by the reduction in force has greater seniority than the Employee in the other classification and the bumping Employee has worked in the other classification within the past twelve (12) months, meets the minimum position requirements, is able to pass the basic skills competency

for the position as determined by the Employer, and is able to satisfactorily perform the job with minimal orientation.

No recall rights will be given to any Employee who rejects to displace another Employee in their classification, shift, and employment category in their Department or Bargaining Unit. An affected Full-Time Employee shall also be able to exercise the rights provided under Step 4 or 5 with respect to a benefited Part-Time Employee provided they meet the criteria above.

Definition of Departments for Reduction in Force is established in Appendix A and made a part of this Agreement hereto.

b. Recall

- i. An Employee on layoff status or whose status was changed as a result of a reduction in hours, shall have recall rights in accordance with this provision for twelve (12) months from the date the Employee was laid off or had their employment category reduced. Recall will be by seniority, as defined in Article 4.1.a.
- ii. Employees placed into a position on a different shift, employment category, or former classification in Step 3, Step 4 or Step 5 shall have rights to return to their former shift, employment category and classification (within the Bargaining Unit), under the recall rights provisions for the defined “recall” period. If an Employee rejects the open comparable position, then the Employee will be taken off the recall list.
- iii. A laid off Employee may refuse a job offer and retain full recall rights if the job is not comparable in employment category, shift, classification, and pay to their former position at the time of layoff. Additionally, a laid off Employee who accepts a job that is not comparable shall retain recall rights for the remaining term back to a comparable employment category, shift, classification, and pay at the time of layoff.
- iv. In order to be eligible for recall, the Employee must keep the Employer informed as to their current address and current telephone number. Recall notice to Employees on layoff shall be sent by certified mail, return receipt requested, to the Employee's last known address, with a copy sent to the Union. The Employee must return from layoff within ten (10) working days after receipt of notice to return to work, unless there are mitigating circumstances or by mutual agreement with the Employee or the Union, or lose all recall privileges.

- c. Per Diem Reduction in Force. In the event of a reduction in force, Per Diem positions shall be reduced before any Full-Time or Part-Time positions. The number of Per Diem Employees in the classification(s) in which reductions are needed will be laid off in inverse order, using Per Diem seniority.

- d. Reduction in Force Notice. The Employer agrees to give the Union and each Employee as much notice of a reduction in force as possible, and shall provide such notice immediately upon the Employer's decision to implement reductions in force which will affect Bargaining Unit Employees. In no event, shall notice be given to the Union and each employee less than four (4) weeks before any implementation of a reduction in force. WARN notices shall be provided if required by State or Federal law.
- e. Application of Reduction in Force Procedure. The parties recognize that reductions in force are extremely serious matters and that even well intentioned procedures may result in unintended applications. Therefore, the parties agree to communicate and meet during any application of the procedures to ensure its correct application to Employees. Nothing contained herein shall prevent the parties from mutually agreeing to modify the procedure in a specific reduction in force application should the need arise.
- f. Severance Pay
  - i. Severance pay will be provided to a regular Full-Time and regular Part-Time Employee whose employment is terminated as a result of a reduction in force provided he/she executes the Employer's standard release, which shall not require waiver of any recall rights provided by this Agreement. The amount of severance pay will be one (1) week of pay per year of service, up to twelve (12) weeks, with a minimum of two (2) weeks' pay. Payment will be at the Employee's current base rate and partial years will not be prorated.
  - ii. Effective beginning the date of this Agreement, an Employee who is laid off, receives severance pay and is returned to work before the period which severance pay covered, shall have their future entitlement for severance pay adjusted accordingly (e.g. the Employee who receives ten (10) weeks' severance pay and is returned in five (5) weeks would have five (5) weeks' less of severance pay in the future).

## **ARTICLE 5 – JOB VACANCIES, POSTING AND BIDDING**

### **5.1. POSTING OF VACANCIES**

When a vacancy subject to this Agreement occurs in any bargaining unit position, a notice of that vacancy shall be posted on the intranet for a minimum period of seven (7) days before the Employer fills the vacancy on a permanent basis. Qualifications for vacant positions shall appear on position postings. Postings shall include the hours, shift, days off (if fixed), and whether the days off are fixed or variable, holiday rotation schedule, and primary assignment and work duties (where applicable). This does not prevent the Employer from filling the vacancy on a temporary basis until such position is filled. The Employer may hire a new Employee for any vacancy for which no qualified Employee has bid within the seven (7) day period. The Employer's Human Resources Department will

respond in a timely manner to inquiries from the Union Stewards or Representatives regarding the status of unfilled vacancies and the Employer's best efforts to fill them.

The Employer will post a physical list of vacancies in two mutually agreeable locations at least once a week, however, such physical lists will not be considered the official vacancy posting, nor may grievances be filed based upon the physical lists.

5.2. BIDDING ON POSTED VACANCIES

Any current Employee who has completed their probationary period may apply for a posted vacancy by applying through the Employer's online application system. Probationary Employees may apply for posted vacancies only within the same department, and only with Hospital approval, which shall not be unreasonably withheld.

Employees who are on vacation or approved leave of absence may apply and be considered provided they are able to perform the essential functions of the position, including being able to start the position within four (4) weeks of the date the Employee is awarded the position.

5.3. RESTRICTIONS IN BIDDING

An Employee who applies for and is awarded a posted position may not be awarded another posted vacancy within the next six (6) months. This rule shall not apply:

- a. If the posted vacancy arises in the same department (for the Nursing department, only within the Unit) which would result in a lateral transfer and not a promotion, including a change in the number of pre-scheduled hours of the bidding Employee, or the scheduled start and end times, or the days of work and days off, or the Employee's shift or would change the Employee's classification.
- b. If the bidding Employee is in their current position as a direct result of a job change or layoff.

5.4. PREFERENCE ORDER

- a. Preference among those bidding shall be given in the following order among bidding Employees from the same preference level. Among bidding Employees from the same preference level, seniority shall govern. The prior sentence is subject to the provision that 1) the bidding Employee must meet all reasonable qualifications of the job established by the Employer (the Union has the burden of establishing that the Employer's qualifications are unreasonable), and 2) ability, and performance must meet minimum qualifications in the Employer's reasonable judgment, and if the Employer's judgment is disputed, the Employer has the burden of establishing that its judgment was reasonable.
  - i. Full-Time and Part-Time Employees from within the bargaining unit of the vacancy, including Full-Time and Part-Time Employees on layoff and regular Employees who remain on the Per Diem list who have been laid off.

- ii. Per Diem Employees from within the bargaining unit. For purposes of this Section, date of hire shall be substituted for Seniority for Per Diem Employees.
  - iii. Other applicants: The Employer shall be the sole judge of the fitness of any applicant.
- b. Departments Defined for Job Bidding Purposes. Set forth in Appendix A, which is made a part of this Agreement hereto.
  - c. Notification of Selection. Employees submitting a written bid for a posted vacancy under this Subsection shall be timely informed by the Employer whether or not they are awarded the position.
  - d. Seniority Application. The seniority of bidding Employees shall be determined by the Employee's most recent uninterrupted date of employment, as defined in Article 4.1(a), within the preference order in this Article, rather than in the particular classification or Employee category.
  - e. Limitation. It is understood that any bid under this Section is limited to vacancies in Bargaining Unit positions and not day to day assignments arising from rotation of personnel, paid time off, or sickness relief.
  - f. Evaluation Period after Promotion or Transfer. Employees who are promoted to a new position or who transfer to another position through the bidding process shall have orientation as necessary, and such Employees shall have up to thirty (30) days of evaluation of their performance. The Employee may have the option to return to their former position within ten (10) days of starting the new position with no loss. If, at any time within the thirty (30) day period, the Employee fails to perform satisfactorily, such Employee shall be returned to their former position including shift, assignment, and scheduled hours without loss of seniority, provided that the position still exists; if the position no longer exists, such Employee will be returned to a position that is as nearly comparable to the former position including shift, assignment and scheduled hours as possible. If no such position is open the Employee will be deemed on lay off from their former position and subject to recall pursuant to Article 4.4(b), Recall.

## **ARTICLE 6 – NON-DISCRIMINATION AND HARASSMENT**

### **6.1. DISCRIMINATION**

The Employer and the Union agree that, in accordance with local, State and Federal laws, there shall be no discrimination or harassment against any Employee/applicant on the basis of actual or perceived race, color, ethnicity, religion (including religious dress and grooming practices), creed, national origin, citizenship status, shared ancestry and ethnic characteristics, sex, sexual orientation, gender, gender identity, gender expression, genetic information, age (40 years and over in the employment context), disability, medical condition (including cancer and genetic characteristics), pregnancy (including childbirth,

breastfeeding, or related medical conditions), marital status, partnership status, employment status, income status, political belief or affiliation, domestic violence victim status, or military or veteran status, and any other class of individuals protected from discrimination under applicable state, federal or local law, regulation or ordinance with respect to the application of any provision of this Agreement, their employment with the Employer, or membership in the Union. The Employer and Union agree to follow all applicable laws concerning or prohibiting discrimination and harassment against Employees.

## 6.2. HARASSMENT

- a. The Employer and the Union are committed to providing a work environment free from unlawful harassment. The Employer will not tolerate actions, words, jokes, or comments based on an individual's sex, race, ethnicity, age, religion, sexual orientation, gender identity, or any other legally protected characteristic.
- b. The Employer will take all reasonable steps to protect any Employee who, in good faith, reports work-related harassment from continuing harassment from any source and from retaliation because of having reported the harassment. The Employer will also take all reasonable steps to protect witnesses who cooperate in any investigation of alleged harassment from retaliation. If the investigation reveals that the complaint is substantiated, appropriate remedial steps will be taken in an effort to stop the harassment and prevent its recurrence.

## 6.3. REMEDIES

- a. Any Employee who believes to have experienced unlawful harassment, discrimination, retaliation or to have been unfairly accused of engaging in discrimination or harassment, based on any protected classifications listed in 6.1 above, must, as a prerequisite to any relief, make use of the complaint, investigative, and appeal procedures provided by the USC Office for Equity, Equal Opportunity and Title IX ("EEO-TIX"). Employees may obtain information about the proper complaint and investigation procedures from Human Resources at 323.442.8628 or the USC Office for Equity, Equal Opportunity and Title IX ("EEO-TIX") at 213.740.5086.
- b. After EEO-TIX closes its review of the claims including any related processes and appeals, an Employee who wishes to further pursue such claims must do so pursuant to the grievance procedures set forth in Article 9 of this Agreement or, in the alternative, such other legal or arbitral forum that might be available to the Employee, but not both.

## **ARTICLE 7 – UNION NON-DISCRIMINATION**

There shall be no discrimination by the Hospital or the Union against any Employee because of membership in or activity on behalf of the Union. Union Representatives shall not be transferred or reassigned to another area of work as a result of Union activities.

## **ARTICLE 8 – COMMITTEES FOR QUALITY CARE AND WORKING ENVIRONMENT**

### 8.1. ADEQUATE STAFFING, SUPPLIES AND EQUIPMENT LEVELS

The Employer reaffirms its practice to maintain adequate staffing levels based on patient census and patient acuity, as required by law, and to make reasonable efforts to supply sufficient supplies and equipment for Employees' assignments. Should an Employee believe staffing levels or available supply and equipment are insufficient to permit the delivery of adequate patient care, he/she shall undertake work assignments but may do so under oral or written protest. In an emergency situation where there is a potential danger to patient, the Employee shall immediately notify the supervisor/manager/ designee who will physically visit the unit to assess the situation. Corrective action will be implemented if necessary. The Employer shall not require an Employee in any case to perform a work assignment outside the lawful scope of their license.

The parties agree there shall be total compliance with Title 22, Section 70217, "Nursing Service Staff" in California to the extent it is applicable to bargaining unit Employees.

### 8.2. QUALITY OF CARE COMMITTEE

a. Committee Composition. The Employer and the Union agree that quality patient care and an appropriate working environment require adequate staffing and that staffing levels within all departments vary with census, acuity, shift, the specialization of various areas, changes in the specialization of the units, and structural changes in delivery of patient services. In recognition of the foregoing, the Employer will establish a committee comprised of the following:

- i. One (1) Employee per one hundred and fifty (150) Employees covered by this Agreement, with at least 1 member for each Bargaining Unit, selected by the Union;
- ii. An equal number of Management employees, with at least 1 representing each Bargaining Unit, selected by the Employer;
- iii. Up to two (2) designated Union Field Representatives, selected by the Union.

The parties may mutually agree to expand the number of representatives to this committee as the need arises. The Union shall use its best efforts to recruit Committee members from various departments or units. No more than one Employee from any grouping shall be a committee member at any given time.

b. Purpose. The purpose of this committee is to monitor the quality of patient services and to make recommendations to improve patient service in the context of work design, if applicable or in the current method of system of patient services delivery. The function of the Committee is also to constructively discuss the quality of the

working environment and ways and means to improve patient service and safety and health conditions which affect patient service.

It is further agreed that the Committee may make recommendations to the Employer, but management reserves the right at its sole discretion to determine whether to implement any such recommendations.

- c. Meetings. The Employer will allow two (2) hours per month of paid time for each Employee member of the committee to attend meetings per facility. One (1) hour of each monthly committee meeting may be used for preparation prior to meeting with the Employer, per facility. The paid time allotted to attend meetings may be extended by mutual agreement if the parties determine that more time is needed for the purpose of reviewing, discussing and resolving issues related to Employee health and Safety concerns. Employees will not be denied paid time for attending scheduled meetings when not regularly scheduled to work. This paid release time shall not be scheduled in such a way as to create overtime.

Nothing in this Agreement shall prevent an employee, the Union or the Employer from subsequently pursuing an otherwise grievable issue through the grievance and arbitration procure as outlined in the CBA.

## **ARTICLE 9 – GRIEVANCE PROCEDURE**

### 9.1. DEFINITION

- a. Grievance. A grievance is a dispute over the interpretation, meaning or application of a specific provision of this Agreement.
- b. Employee Grievance. An Employee grievance is a grievance filed by the Union on behalf of any Employee.
- c. Union Grievance. A Union grievance is a grievance filed by the Union on its own behalf.
- d. Employer Grievance. An Employer grievance is a grievance filed by the Employer. Employer grievances shall be commenced at Step 2.

### 9.2. PROCEDURE

A Grievance as defined herein, shall be considered in accordance with the following grievance procedure and no grievance shall be considered which has not been presented in accordance with this procedure, including the specific timelines established herein, except where timelines have been extended by written mutual consent.

- a. Step One. An Employee must make a reasonable effort to resolve any possible dispute informally in a discussion with the Employee's immediate supervisor, or with the Director of the Department in which the Employee works. If an Employee is unable to resolve the possible grievance, the Union Steward (if requested by the Employee) and the Employee will have a discussion with the Manager/Director of

the Department. This requirement must be satisfied before a written grievance is submitted at Step 2. Under no circumstance will the time to file a written grievance under Step 2 be extended to accommodate the Step 1 meeting.

If the grievance is the result of a suspension or termination, the grievance may begin at Step 2.

- b. Step Two. If an Employee or Union grievance cannot be resolved informally, it shall be reduced to writing. The written grievance shall be submitted to a Senior Employee and Labor Relations Representative or their designee within twenty-eight (28) calendar days after the occurrence of the facts or circumstances constituting the grievance arose, or when the grieving party first became aware, or should have become aware, of the circumstances giving rise to the grievance.

The written grievance form must:

- i. allege the violation of a specific provision or provisions of this Agreement,
- ii. set forth the date, time and description of the Step 1 meeting, or when a Step 1 meeting was attempted,
- iii. identify the name(s) of the aggrieved Employee(s) or group of Employees (if identified by unit or group, the form must identify at least two (2) aggrieved Employees),
- iv. set forth all factual grounds upon which the allegation is based, including the date of the alleged violation, and
- v. each specific remedy or correction that is being sought from the Employer, provided, however, it is recognized that prior to filing for arbitration the Union shall be permitted to modify any proposed remedy based on facts that emerge from the resulting grievance investigation.

Within twenty-eight (28) calendar days after receipt of the written grievance, a meeting shall be held with a Senior Employee and Labor Relations Representative or their designee to discuss the grievance. In the case of any Employee grievance both the grievant and a Union Steward or Field Representative may be present at the meeting. Within fourteen (14) calendar days after the meeting, the designated representative of the party charged with the violation shall respond to the grievance in writing.

Employer grievances shall begin at Step 2. The Employer must discuss its grievance with the duly authorized Field Representative in an effort to resolve the dispute. This requirement must be satisfied before the Employer submits the grievance to arbitration in Step 3.

- c. Step Three. If the response of the party charged with the violation in Step 2 is not satisfactory to the other party, the other party may submit the grievance to

arbitration by requesting a panel of arbitrators from the Federal Mediation and Conciliation Service (FMCS) and providing the other party written confirmation the request has been timely submitted. In order to be timely, the FMCS request must be filed and confirmation of the request provided to the charged party and received within fourteen (14) calendar days after the receipt of the Step 2 response.

9.3. ARBITRATION (Step 3)

- a. If agreement is not reached at Step 2 the grieving party shall, if at all, within fourteen (14) calendar days after the receipt of the Step 2 response, advance the grievance for binding arbitration pursuant to the rules of the FMCS by requesting a panel of arbitrators and providing written confirmation of the request to the other party. The party filing for binding arbitration shall request a panel of seven (7) arbitrators, each of whom must be members of the National Academy of Arbitrators and shall have a primary mailing address located within the FMCS' Metropolitan Area for the Employer. The Employer and the Union shall alternately strike one name from the panel with the party filing for arbitration striking first. The last remaining arbitrator on the panel shall be the arbitrator for the grievance. Prior to striking the panel, if the Employer or the Union finds an otherwise compliant panel to be unacceptable, a second panel may be requested. The jurisdiction of the arbitrator shall not exceed those subjects identified herein in the original Step 2 grievance document. The parties shall complete the alternating striking process within fourteen (14) calendar days of receiving the panel from FMCS.
- b. A hearing on the grievance shall be held at a time and place agreed to by the parties and the arbitrator, at which the Employer and the Union shall present their respective positions, evidence and arguments. The sole parties to the arbitration proceeding shall be the Employer and the Union. The arbitrator's decision shall be rendered in writing and shall be final and binding on the parties and on all affected bargaining unit Employees. It shall be issued not more than thirty (30) calendar days after the close of the hearing or the filing of briefs, whichever is later.
- c. The arbitrator's authority is derived from this Agreement and their jurisdiction is limited to the interpretation and application thereof. He/She shall not have authority to:
  - i. amend or modify any provision of this Agreement; or
  - ii. render an award on any grievance arising before the effective date, or after the termination date. The Arbitrator shall have no power to engage in any form of interest arbitration.

In the event an unfair labor practice charge is deferred to arbitration, the arbitrator shall have the authority to resolve the unfair labor practice charge under the then applicable standard of the National Labor Relations Board.

- d. The fee and expenses of the arbitrator, the court reporter's appearance fee, and the cost of neutral facilities shall be borne equally by the Employer and the Union.

9.4. TIME LIMITS

Time is of the essence and the time limits and other procedural requirements set forth in this Article must be strictly adhered to unless mutually extended by the express agreement of the Employer and the Union. No request for extension may be considered unless submitted before the expiration of the applicable time limit. If any party fails to respond to a grievance within the applicable time limits, (including any extensions) the grievance may be appealed immediately to the next step. If a grievance is not appealed to the next step of the procedure within applicable time limits by the grieving party, the grievance will be considered resolved on the basis of the other party's last response to the grievance. In the event of a dispute over whether any party has failed to adhere to any timing or formal requirements of this Article, the other party may insist upon bifurcation of the arbitration with one arbitrator determining whether the grievance is arbitrable and a different arbitrator, if necessary, issuing an award on the merits.

## **ARTICLE 10 – DISCIPLINE**

10.1. JUST CAUSE

The Employer may only discipline or terminate an Employee for just cause. Any discipline or discharge may be subject to the grievance procedure in Article 9.

10.2. PROGRESSIVE DISCIPLINE

Unless circumstances warrant more severe actions, the Employer will attempt to utilize a system of progressive discipline. Progressive steps may include verbal counseling, written counseling and/or warnings, disciplinary suspensions without pay, and termination of employment.

10.3. INVESTIGATORY SUSPENSION

The Employer shall not, as a default position, place an Employee in suspension status pending investigation; however, if the Employer determines that such a step is necessary, in the Employer's sole discretion, it may place an Employee in suspension status pending investigation. No Employee shall be held in unpaid investigatory suspension for more than 7 calendar days.

10.4. WRITTEN DISCIPLINARY ACTION

A written warning is a document designated as such by the Employer. 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.

A Union grievance contesting a written warning shall be subject to the requirements of the grievance procedure in Article 9.

10.5. DISCIPLINARY NOTICES, REBUTTAL, AND INSPECTION OF PERSONNEL FILES

- a. There shall be one official personnel file for all bargaining unit Employees and they shall have the right to inspect and to be provided, on request, with one copy of any document in the Employee's file.
- b. Employees will receive copies of all disciplinary notice(s) placed in their personnel files and shall have the right to rebut in writing any disciplinary notice. Such rebuttals, other than grievances, shall be attached to the disciplinary notice and placed in the personnel file.
- c. In any case where the Employer and the Union agree to revise personnel record disciplinary material, the Employer shall, upon request, provide evidence of the revision.
- d. No disciplinary document shall be utilized for progressive discipline beyond twelve (12) months of its issuance. Specific to excessive occurrences of attendance or punctuality, no disciplinary documents shall be utilized for progressive discipline beyond twelve (12) months of its issuance.

10.6. ADDITIONAL REPRESENTATION RIGHTS

The following holding of the U.S. Supreme Court in *NLRB v. Weingarten, Inc.*, shall apply to investigatory interviews of an Employee, carried out by the Employer or the University of Southern California, related to the Employee's employment with the Employer. Upon the Employee's request, the Employee 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 (Field 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 their presence.

10.7. PROBATIONARY EMPLOYEES

An Employee will be on probation for the first ninety (90) calendar days and may be discharged or disciplined in the Employer's discretion without establishing just cause, and such probationary period may be extended for an additional ninety (90) calendar days upon written notice to the Employee and the Union.

**ARTICLE 11 – HOURS OF WORK, OVERTIME AND SCHEDULING**

11.1. STATE AND FEDERAL WAGE AND HOUR LAWS

The Employer will comply with all applicable local, State, and Federal wage and hour requirements.

## 11.2. WORKDAY AND WORKWEEK

- a. A workday is defined as the consecutive twenty-four (24) hour period beginning at 12:00 midnight each day.
- b. A workweek is defined as the seven (7) calendar day period that starts at 12:00 midnight on Sunday and ends at 11:59 p.m. the following Saturday.
- c. It is understood and agreed that the workday and workweek are defined above for the purposes of complying with the overtime requirements under state and federal wage and hour laws and that the workday and workweek may be changed by the Employer to comply with such laws so long as such changes are not designed to evade the overtime requirements.
- d. Nothing herein shall be deemed or construed to change the Employer's current practice as to the aggregation of consecutive hours into a single workday in which a shift commences for purposes of calculating for overtime compensation.
- e. Each Employee will receive two (2) consecutive days off each week, provided that the days off may be split or rotated at their written request, or for eight (8) hour shift Employees, in order to achieve every other weekend off scheduling.
- f. Except in a department(s)/unit(s) where an Employee(s) is regularly scheduled to be on standby/on-call or in order to achieve every other weekend off in their schedule, no Employee will be scheduled to work in excess of five (5) consecutive days without their consent.
- g. Twelve (12) hour shift Employees will not normally work more than the schedule they were hired into with up to three (3) shifts of twelve (12) or more hours per week (or a three (3) and four (4) shift schedule per pay period), except by mutual agreement.
- h. Past practices of consecutive or non-consecutive day schedule in which Employees may have fewer than two (2) consecutive days off each week may be continued at the Employee's discretion. Employees shall have a minimum respite period of eight (8) hours between regularly scheduled shift end and start times, unless otherwise agreed to voluntarily. The previous sentence shall not apply to on call/standby. No Employees shall be required to work two (2) shifts (i.e., a double shift) within a period of twenty-four (24) hours except in cases of emergency.
- i. The Employer and the Union may negotiate a certain number of regular schedules in a department not to exceed 10% of the schedules in a department in which Employees may work a regular schedule that involves working every weekend. The Employer will notify the Union of such intent in writing, no less than thirty (30) days prior to the proposed implementation date and upon request of the Union to negotiate over the proposal. No Employee who is currently assigned a schedule that includes at least every other weekend off can be involuntarily assigned to work on every weekend schedule. Once the schedules are posted, they will be filled in

accordance with Article 5. Employees who work regular schedules providing for working every weekend are not entitled to the every other weekend off provisions outlined above.

### 11.3. PAYROLL PERIOD

The payroll period will consist of a fourteen (14) day period that begins on Sunday at 12:00 midnight and ends on Saturday of the following week at 11:59 p.m.

### 11.4. OVERTIME

- a. Mandatory Overtime. The Employer 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 external or internal emergency, for the purposes of this Section, is defined as an unexpected situation of sudden occurrence of a serious and urgent nature that demands immediate attention, such as an unpredictable or unavoidable occurrence at unscheduled or unpredictable intervals relating to healthcare delivery requiring immediate interventions and care such as natural disasters, situations of mass casualties or an internal emergency endangering patient care such as fire, structural collapse, bomb threats, hazardous material spills or any other unanticipated event.
- b. An Employee must obtain supervisory approval prior to working any hours that would require the payment of overtime unless to do so would jeopardize patient care. An Employee unable to obtain prior authorization must document the reason in Kronos on the day the overtime was incurred and must verbally notify their supervisor of the situation prior to leaving at the end of the shift.
- c. Employees working extra overtime shifts will not be cancelled by the Employer on their regularly scheduled day the following week for the purpose of avoiding paying premium pay.

### 11.5. SHIFTS

- a. "8 and 40" Work Schedule. An Employee who is assigned to an "(8) and 40" work schedule will be paid at the rate of one and one-half (1½) times their regular rate of pay for all hours worked after the first eight (8) hours in a workday or over forty (40) hours in a workweek and two (2) times their regular rate of pay for all hours worked after the first twelve (12) hours in a workday.
- b. "8 and 80" Work Schedule. An Employee who is assigned to an "8 and 80" work schedule will be paid one and one-half (1½) times their regular rate of pay for all hours worked after the first eight (8) hours in a workday or over eighty (80) hours in a fourteen (14) day pay period and two (2) times their regular rate of pay for all hours worked after the first twelve (12) hours in a workday.

- c. Ten (10) Hour Shifts. An Employee who is assigned to work ten (10) hour shifts will be paid at the rate of one and one-half (1½) times their regular rate of pay for all hours worked after the first ten (10) hours in a workday or over forty (40) hours in a workweek and two (2) times their regular rate of pay for all hours worked after the first twelve (12) hours in a workday.
- d. Twelve (12) Hour Shifts. An Employee who is assigned to work twelve (12) hour shifts will be paid two (2) times their regular rate of pay for all hours worked after the first twelve (12) hours in a work day and will be paid at one-half (1 ½) times their regular rate of pay for all hours worked over forty (40) in a workweek.
- e. Regular Rate. For the purpose of computing overtime pay, the regular rate of pay shall be calculated in accordance with the Fair Labor Standards Act, as amended.
- f. Split Shift. The Employer will not split shifts once an Employee has reported to work.

#### 11.6. WORK SCHEDULES AND POSTING

- a. The Employer will post work schedules at least fourteen (14) days in advance of their commencement dates and may at the Employer's discretion, also be posted on a web based scheduling software program. Once posted, every Employee is required to review the schedule and ensure they are aware of the dates and times they are expected to work. Such schedules will cover a minimum period of four (4) weeks.
- b. As an exception to Subsection 11.6(a) above, a department/unit that permits self-scheduling in accordance with 11.6(c), below will attempt to post work schedules at least fourteen (14) days in advance of their commencement dates and such schedules will cover a minimum period of four (4) weeks. Such Employees shall make every effort to submit scheduling requests to their department head at least twenty-one (21) days in advance of scheduled commencement date.
- c. Wherever applicable, the Employer shall continue its existing practice(s) of permitting Employees to self-schedule on a department/unit-by-department/unit basis. The respective department Director or their designee will consider and make a reasonable effort to grant Employees' self-scheduling requests, provided such requests are submitted in a timely way and that they are consistent with departmental/unit needs and the operating requirements of the Employer.
- d. Changes to the posted schedule will be made only by agreement between the Employee and the Employer consistent with department and patient care needs. Requests by Employees for changes to a posted schedule must be made and approved in writing or online via the scheduling program, if applicable by the department Director or their designee.
- e. A regularly scheduled Employee may trade a shift or workday (including Holiday shifts) with another regularly scheduled Employee provided they have substantially

equal competencies. Such trades are subject to the written or electronic approval of the department Director or their designee and, except in emergency situations, should be submitted at least forty-eight (48) hours in advance. A shift trade will not be approved if it would increase overtime or extra shift premium costs for the Employer.

- f. Should the Employer determine that it is necessary to change/revise a schedule (s) for more than sixty (60) minutes, and if the changes affects more than three (3) current Employee(s) in positions covered by the CBA, the Employer agrees to notify the Union in writing no less than thirty (30) days prior to the implementation date. If the Union requests, the Employer will meet with the Union Steward and Union representative to make a reasonable attempt to review/revise the schedule so as to have the least impact on the fewest number of full-time and part-time staff possible. Once the new schedule is established, bidding will be accomplished by seniority within each classification. None of the foregoing shall affect the Employer's ability to make any changes or exercise any rights provided for in Article 21 (Management Rights).

#### 11.7. WEEKEND SCHEDULING

- a. An Employee whose regular schedule does not provide for working every weekend but who is working in a department/unit with weekend scheduling may be scheduled to work every other weekend, up to a maximum of two (2) weekend shifts per scheduled weekend. However, Employees will be scheduled with at least every other weekend off. If one shift is scheduled and worked on a weekend it shall constitute the weekend worked.
- b. A weekend means Saturday and Sunday, except for the night shift, when a weekend means Friday, Saturday and Sunday.
- c. Nothing herein shall preclude an Employee from volunteering to be scheduled for additional weekend shifts.
- d. An Employee may request to share their weekend shift requirement with another Employee with substantially equal competencies. Approval of such requests will be at the discretion of the Employer and will not be unreasonably withheld, except that an Employee's request will not be approved if it would increase overtime or extra shift premium costs for the Employer.
- e. Notwithstanding the above, Per Diem Employees will be scheduled to work weekends in accordance with their per diem agreements and Employees hired specifically to work weekends will continue to be scheduled to work weekends.
- f. Employees shall not be required to "make up" missed weekend days; however this shall not be interpreted as diminishing an Employee's overall attendance obligation.

- g. For departments that have weekend operations but also maintain some positions designated exclusively as Monday through Friday, weekday-only, the Employer shall not convert any such weekday-only position to include weekend days without providing the Union and any impacted Employee at least thirty (30) days prior notice and an opportunity to discuss the impact. Once the new schedule is established, bidding will be accomplished by seniority within each classification.
- h. For departments that do not have weekend operations the Employer will notify the Union of its decision to add weekend scheduling to the work schedule no less than thirty (30) days prior to the implementation date. If the Union requests, the Employer will meet with the Union Steward and Union representative to discuss minimizing the impact of the new schedule as established. None of the foregoing shall affect the Employer's ability to make any changes or exercise any rights provided for in Article 21 (Management Rights).

#### 11.8. ADDITIONAL HOURS

Departments/units will maintain a shift or departmental availability list and will attempt to cover any additional hours from such list, subject to competency, in accordance with the steps below. Regular Full-time and Part-time Employees will be placed on the availability list to be selected in seniority order. Per Diem Employees will be placed, in seniority order, on the availability list after all Regular Full-Time and Part-Time Employees. This Section applies only to the system for allocation of additional hours, not pay practices associated with the allocation of those additional hours.

- a. Straight Time. Additional hours shall first be offered on a rotational basis beginning with the Employee highest on the volunteer availability list who has the necessary competency and whose acceptance of such additional hours will not result in overtime. The department/classification specific volunteer availability list will be posted and maintained by Employees in the department/unit or the staffing office, whichever is appropriate. Employees will be responsible to maintain the accuracy of their availability and desire to be considered for additional hours. Straight time hours will be distributed starting with the senior-most volunteer, including per diems, and continue down the availability list, so that no Employee works more than one additional shift without all Employees on the list offered the opportunity to work an additional shift.
- b. Overtime. If the Employer is unable to cover the additional hours without incurring overtime, then such additional overtime hours will be offered on a rotational basis beginning with the Employee highest on the availability list who has the necessary competency. If the senior-most competent volunteer is not available, the Employer will proceed down the availability list, so that no Employee works more than one additional overtime shift without all Employees on the list offered the opportunity to work an additional overtime shift.

In the event there are no volunteers on the availability list, the Employer will be free to offer the additional hours to any other qualified Employee volunteer who is at work, in seniority order. In the event there are no volunteers on the availability

list or at work, the Employer will be free to offer additional hours to any other qualified Employee.

c. Confirmation/Scheduling

- i. At least two (2) hours prior to the start of the shift, an Employee who has indicated their availability will be notified by the Employer that they are needed for the additional hours or overtime that they have signed up for. Employees signing up for additional hours or overtime will be assigned to work their regular area if it has need, prior to being assigned to, or working in any other area. If not needed in their regular area, and provided such request is made in a timely way, the Employer will make a good faith effort to grant an Employee's request to work additional hours or an extra shift in a preferred alternative area, provided work is available in the area and competencies are sufficient.
- ii. At least six (6) hours prior to the start of the shift, if an Employee has made themselves available for additional hours or overtime, that Employee may remove their name from the availability list without penalty by written notification in accordance with departmental process, unless that Employee has already been confirmed in writing for their regular area or indicated preferred alternative area.
- iii. Once the hours/shift/overtime has been confirmed, this is considered a scheduled shift and will default to any and all provisions surrounding scheduling, time and attendance, including Call off/Flexing.
- iv. It is understood that the Employer will first attempt to fill its staffing needs through the straight time hours process outlined above prior to making use of overtime.

11.9. CALL-IN PROCEDURE

An Employee reporting absent for a shift, or portion thereof, will call in the absence and will describe the reason for such absence to their department Director or their designee as soon as he/she knows the absence will occur. An Employee calling in less than two and a half (2½) hours prior to the commencement of an absence may be required on request to provide reasonable substantiation to explain why such absence could not have been called in earlier by the Employee or another person acting on their behalf. Compliance with this call in requirement is necessary for staffing reliability and will not operate to excuse unscheduled or unauthorized absences.

11.10. CALL OFF/FLEXING

- a. It may be necessary to require an Employee to take time off without pay during temporary periods of low census or on other occasions when staffing needs to be adjusted on a temporary basis (Call Off/Flexing). Call Off/Flexing must be approved by a supervisor or department manager or designee. Eligible Employees

who are cancelled may take the day off without pay or use Paid Time Off (where applicable), at the Employee's discretion.

- b. Call Off/Flexing as Time Worked. If an Employee is cancelled or volunteers to take time off, the hours that an Employee was scheduled to work shall count as time worked for the following, including but not limited to:
  - i. Vesting and service credit under the retirement (401-k) plan;
  - ii. Waiting periods under health insurance and other fringe benefit plans;
  - iii. PTO accruals.
- c. Order of Call Off/Flexing. Subject to patient care staffing needs, including adequate qualifications of Employees, when it is necessary and unavoidable to call off an Employee, the Employer shall Call Off/Flex Employees in the following order:
  - i. Registry
  - ii. Employees receiving overtime or In-House Registry
  - iii. Volunteers
  - iv. Temporary Employees
  - v. Per Diem Employees
  - vi. Part-Time Employees
  - vii. Full-Time Employees
- d. Within each category above, Call Off/Flexing shall be by rotation beginning in reverse order of seniority provided the remaining Employee(s) are able to perform the work. Unit or department Call Off/Flexing rotation list shall be maintained, posted and made available to Union stewards and staff representatives, upon request.

Each instance of Call/Off/Flexing is considered an incident, regardless of the number of hours not worked as a result of Call Off/Flexing.

- e. The Employer will accept volunteers for Call Off/Flexing before any other Employees provided that such voluntary Call Off/Flexing do not result in retaining an Employee at premium pay who would have been Call Off/Flexed if the Employer had followed the list above, unless the Employer permits.
- f. Call Off/Flexing Notice. For Employees called off before the shift commences, the Employer will attempt to Call Off/Flex Employees at least two (2) hours prior to the commencement of their scheduled shift. Nothing herein shall be construed as preventing a call off/flex during the shift, when necessary.
- g. Call Off/Flexed Employees Off the Schedule. Once called-off, an Employee is considered off the schedule and shall not be required to maintain contact or be

available to work, unless the Employee has agreed to accept Standby status and is compensated accordingly, for the shift or portion thereof.

11.11. NO GUARANTEE

Nothing in this Agreement shall be construed to constitute a guarantee of hours of work per day or per week or of days of work per week.

11.12. NO PYRAMIDING

There will be no pyramiding of overtime and premium payments for the same hours worked. To the extent that hours are compensable as overtime under provisions of this Agreement and where two (2) or more overtime provisions apply, the greater will prevail.

## **ARTICLE 12 – FLOATING**

12.1. DEFINITION

- a. Floating is defined as the temporary reassignment of a staff member to a department covered by this Agreement other than the department into which they were hired.
- b. Employees may be assigned to float to a department other than the department into which they were hired, subject to the limitations provided in this Article.

12.2. FLOATING ORDER

Employees shall float in the following order:

- a. Registry
- b. Volunteers
- c. Employees receiving overtime or extra shift bonus
- d. Temporary
- e. Per Diem
- f. Part-Time
- g. Full-Time

Where a float is required following the start of a shift, and there is a qualified and competent Float Pool Employee working on the sending department, the Float Pool Employee will be reassigned to the receiving department prior to any part-time or full-time employee being floated.

12.3. FLOATING ROTATION

The order of float for Employees will be on a rotational basis within each of the categories of Employees described above. Nothing shall preclude any Employee from volunteering

to float outside of their rotational order. Floating decisions shall be based on the needs of the patients on the sending and receiving departments and the floating conditions and provisions in this Article.

12.4. FLOATING CONDITIONS

Floating shall be subject to the following conditions and limitations:

- a. Orientation. Fully qualified Employees may be floated to a different department provided the Employee has received orientation in that department and has demonstrated current competency in providing care to patients in that department. In the event an Employee with limited qualifications is floated to another department to assist other qualified Employees, they will be oriented and limited to performing only those tasks they are qualified and competent to perform.
- b. Compliance with Law. Floating of Employees shall be in compliance with all federal and state laws and regulations, including Title XXII of the California Administrative Code.
- c. Voluntary Floating. Nothing herein shall prohibit an Employee from volunteering to float to other departments, provided that the conditions in this Article are satisfied.
- d. Floating Records. The Employer will maintain competency validation, float orientation, and other such relevant float documentation. Float rotation lists will be maintained and will be available for inspection by affected Employees in the unit and job classification. Information in this paragraph will be made available and provided to the Union upon request.

12.5. SHIFTS AT OTHER FACILITIES ON THE HEALTH SCIENCES CAMPUS

Nothing in this Article shall be interpreted to interfere with Employees ability to request to work on any available shifts at, any facility on the Health Science Campus on a voluntary basis, as long as such work does not conflict with their schedule at the Hospital. These voluntary additional assignments are not considered floating and will be done consistent with other provisions of this Agreement.

**ARTICLE 13 – COMPENSATION**

13.1. IMPLEMENTATION OF WAGE RATES AND RATIFICATION BONUS

- a. Effective the second full pay period following the full ratification of this Agreement, the Employer will adopt the salary schedule set forth in Appendix B.
  - i. All full-time and part-time Employees shall have their hourly wage adjusted to the appropriate step for their job classification on the grid equal to their years of actual work experience (either at the Employer or in equivalent employment at another employer) in their current job classification as described in Appendix B.

- ii. In the event the rate corresponding to an Employee's appropriate experience-based step on the grid is more than fifteen percent (15%) higher than their current rate of pay, that Employee's increase shall be limited to fifteen percent (15%) above their current base rate.
  - iii. In the event an Employee would receive less than a two and a half percent (2.5%) increase above their base rate of pay as of April 30, 2024 by moving to the appropriate step on the salary schedule grid that Employee shall receive a minimum base increase totaling at least two and a half percent (2.5%) above their April 30, 2024 rate of pay. Additionally, such an Employee would receive a one-time base enhancement bonus payment equal to one and a half percent (1.5%) of their prior year's annual base compensation.
  - iv. At ratification any currently-employed Employee who believes they have been placed on the wrong wage step based on years of actual work experience will be permitted to address any discrepancy with the Senior Employee and Labor Relations Representative or their designee within thirty calendar (30) days of written notification of their wage following ratification, and the Employee submits documentation to support their claimed years of experience within that 30-day timeframe.
- b. Effective the first pay period following July 1, 2025: all full-time and part-time bargaining unit members shall have their hourly wage rate adjusted to the appropriate step for their job classification on the July 2025 grid in Appendix B equal to their years of actual work experience (either at the Employer or in equivalent employment at another employer) in their current job classification as described in Appendix B. In the event an Employee would receive less than a two and a half percent (2.5%) increase above their existing contractual base rate of pay by moving to the appropriate step on the salary schedule grid, that Employee shall receive a minimum base increase totaling at least two and a half percent (2.5%). Additionally, such an Employee would receive a one-time base enhancement bonus payment equal to one percent (1%) of their prior year's annual base compensation.
- c. Effective the first pay period following July 1, 2026: all full-time and part-time bargaining unit members shall have their hourly wage rate adjusted to the appropriate step for their job classification on the July 2026 grid in Appendix B equal to their years of actual work experience (either at the Employer or in equivalent employment at another employer) in their current job classification as described in Appendix B. In the event an Employee would receive less than a two and a half percent (2.5%) increase above their existing contractual base rate of pay by moving to the appropriate step on the salary schedule grid, that Employee shall receive a minimum base increase totaling at least two and a half percent (2.5%). Additionally, such an Employee would receive a one-time base enhancement bonus payment equal to one-half percent (0.5%) of their prior year's annual base compensation..

- d. Effective the second pay period following ratification: Per Diem bargaining unit members shall have their hourly wage rate increased to the rate reflected in Step 5 of their job classification as described in the grid for rates following ratification in Appendix B. In the event a Per Diem Employee would receive less than a two and a half percent (2.5%) increase from their base rate of pay on April 30, 2024 by moving to the appropriate step on the salary schedule grid that Employee shall receive a minimum base increase totaling at least two and a half percent (2.5%).
- e. Effective the first pay period following July 1, 2025: Per Diem bargaining unit members shall have their hourly wage rate increased to the rate reflected in Step 5 of their job classification as described on the July 2025 grid in Appendix B. In the event a Per Diem Employee would receive less than a two and a half percent (2.5%) increase from their base rate of pay on April 30, 2025 by moving to the appropriate step on the salary schedule grid that Employee shall receive a minimum base increase totaling at least two and a half percent (2.5%).
- f. Effective the first pay period following July 1, 2026: Per Diem bargaining unit members shall have their hourly wage rate increased to the rate reflected in Step 5 of their job classification as described on the July 2026 grid in Appendix B. In the event a Per Diem Employee would receive less than a two and a half percent (2.5%) increase from their base rate of pay on April 30, 2026 by moving to the appropriate step on the salary schedule grid that Employee shall receive a minimum base increase totaling at least two and a half percent (2.5%).
- g. New hires and transfers to a new classification will be placed at the appropriate wage step for their job classification and years of experience in their new job classification using the Appendix B wage step in effect on the date of hire/transfer or, for transfer, maintain their current rate, whichever higher.

## 13.2. PAY PRACTICES

- a. Pay Rate Upon Promotion
  - i. A promotion is defined as a change in classification or classification level to a higher rated position in which the rate of pay of the new classification as set forth in Appendix B exceeds the Employee's current classification at the same years of experience.
  - ii. Employees promoted into a higher position in the same department and job family (i.e., Respiratory Therapist and Respiratory Therapist, Sr.) shall have their years of experience in their prior position credited to their promoted position experience-based step. Employees promoted into a new department, classification or department shall have their wage rate adjusted to the appropriate step for the new job classification on the grid based on their actual work experience in that new classification or maintain their current rate, whichever higher.

- iii. Pay raises to promoted Employees referenced herein shall be effective on the date the promoted Employee assumes the duties of the new classification.
- b. Pay Rates Upon Transfer to Lower Paid Job Classification. Should an Employee be placed in a lower paid job classification, the Employee shall be placed on the wage scale set forth in Appendix B in the appropriate step based on years of actual experience in the lower paid job classification.
- c. No wage or benefit increases will be provided following the expiration of this Agreement, except as may be established as a result of future bargaining. The purpose of this language is to preclude any claim that this Agreement establishes a pattern of increases in wages, health fund contributions, or service charges that continues automatically after the Agreement expires.

### 13.3. JOB CLASSIFICATIONS AND RECLASSIFICATION

The right to determine job content and to make necessary changes to jobs and job descriptions remains with the Employer. The Employer shall timely notify the Union of all meaningful changes to job content and responsibilities. In the event an Employee believes their job is inaccurately described or that it has changed and, as a result of that change, should be upgraded, the Employee may appeal such rating and seek an upgrade by bringing such claim to the attention of their supervisor. If a satisfactory resolution is not forthcoming at that level, the matter may be appealed by the Union through the grievance procedure and, if necessary, to arbitration. In the event it is determined that a wage increase is in order, the adjustment shall be retroactive to the implementation date of the subject job changes.

### 13.4. PAYDAY AND PAYCHECK

- a. Wages will be paid every two (2) weeks. Paychecks will be distributed on payday. Payday is the Friday after the end of a pay period, except where such Friday is a University holiday, in which case the payday will be Thursday.
- b. The Employer will continue its current practice regarding the direct deposit of paychecks.
- c. Where an error by the Employer results in paycheck underpayment, upon Employee request, such error will be corrected by the close of business on the next business day. However, where the underpayment results from an Employee error, it will be corrected on the next paycheck.
- d. The Employer will comply with its obligations under state law regarding paycheck stubs.

13.5. BONUSES

- a. Referral Bonus. The Employer will continue its current practice of paying referral bonuses on an as-needed basis. In the event a referral bonus is to be instituted, modified or discontinued, notice will be given to the Union.
- b. Extra Shift Bonus. In addition to an Employee’s base hourly rate, overtime pay, shift and/ weekend differentials, the Employer shall continue its current practice of paying an additional Extra Shift Bonus (ESB) to bargaining unit Employees working in the job classifications and related advanced positions (e.g., Sr., levels I, II, III) listed below when they sign up to work an extra shift(s) or partial shift(s) as follows:

<b>POSITION</b>	<b>BONUS AMOUNT</b>	<b>POSITION</b>	<b>BONUS AMOUNT</b>
Asst – Patient care	\$75.00	Tech – Medical Lab	\$100.00
Asst – Nursing Cert	\$75.00	LVN	\$100.00
Secretary – Unit	\$50.00	Tech – Pulmonary	\$125.00
Tech – Sterile Processing	\$50.00	Tech – Surgical	\$100.00
Tech – Licensed Psych	\$50.00	Therapist – Respiratory	\$140.00
Tech – Pharmacy	\$65.00	Tech – Anesthesia	\$50.00
Tech – Monitor	\$75.00	Tech-Neurodiagnostics IOM	\$100.00

- i. In order to be eligible to receive an ESB, an Employee must work all hours in their posted schedule (i.e., 72 hours per pay period for FT 12-hour Employee and 80 hours per pay period for FT 8 and 10-hour Employees, etc.). Employees may not use ESB shifts to make up for scheduled or unscheduled absences. If an Employee is unable to work their regularly scheduled shift in the same pay period an ESB shift is worked, the ESB will be forfeited.
  - ii. An Employee who is scheduled to work an ESB shift may be called off/flexed off by the Employer. If an Employee works an incomplete ESB shift for any reason, he/she will be paid a prorated ESB for the actual hours worked. If an Employee is called off/flexed off for a regularly scheduled work day, an ESB shift(s) worked prior to the date on which the call off/flex off occurred will still qualify for the ESB.
  - iii. An Employee may not work an ESB shift and collect any other compensation, including Paid Time Off, for the same day worked.
- c. Certification Bonus

- i. The Employer will continue its current practice of paying an advanced certification recognition bonus to eligible bargaining unit Employees in certain job classifications in accordance with the following:
  - (1) Certain Licensed/Certified Employees who have been actively employed in a regular full-time or part-time benefit eligible position for the previous six (6) consecutive calendar months and who obtain a recognized advanced certification that has been pre-approved in writing by the Employer will be eligible to receive certification recognition bonus consideration.
  - (2) Eligible Employees can receive certification bonuses for up to a maximum of two (2) qualifying certifications based on the terms and conditions of the Employer's policy.
  - (3) Certifications must be directly related to the area in which the Employee regularly works in order to be eligible for recognition bonus compensation. Determination of whether the certification is sufficiently related to the Employee's regular work assignment will be made by the Employer. Certifications that are a minimum requirement of the job as established by the Employer or are required by law or regulation are not eligible for bonus consideration.
- ii. Certification Recognition Bonuses will be paid to eligible Employees as follows:
  - (1) Initial Certification (the first time an Employee has acquired the certification while an eligible Employee at the Hospital): The initial Certification Recognition Bonus is one thousand dollars (\$1,000).
  - (2) Re-certification (renewal of existing certification while an eligible Employee at the Hospital): The Re-certification Recognition Bonus is five hundred dollars (\$500).
  - (3) Initial Re-certification (where prior certification has lapsed and certifying agency certifies that conditions for certification have now been satisfied while an eligible Employee at the Hospital): The initial Re-certification Bonus is five hundred dollars (\$500).
- iii. Certification Recognition Bonuses and application for reimbursement are deemed approved and payable upon receipt of the completed Certification Recognition Bonus Form including a copy of the following items as appropriate:
  - (1) Certification Certificate
  - (2) Certification exam results

- (3) Dated letter from certifying agency asserting that conditions for continuing certification have been satisfied.
  - (4) Copy of the cancelled check submitted for the application fee or a receipt.
  - (5) Other evidence deemed necessary by the Employer.
- iv. Certification Recognition Bonuses are paid when all conditions are met, and are not prorated or extended. Employees must complete and submit the necessary documentation within sixty (60) days of qualifying event (certification or re-certification). Employees must be actively employed on the date the Recognition Bonus is paid, and not be in a notice period in order to receive the bonus.
  - v. Certification/Re-certification bonuses are taxable income subject to federal, state, and/or local withholdings.
  - vi. Certification Recognition Bonuses for certifications acquired prior to employment at the Hospital will not be provided retroactively; however, upon becoming an Employee at the Hospital eligible under the program, the original certification or subsequent re-certifications will be eligible for recognition compensation at the re-certification rate of five hundred dollars (\$500) after the completion of six (6) months of employment.
  - vii. Employees who are under active formal disciplinary action are not eligible to receive the Certification Recognition Bonuses.
  - viii. Employees achieving certification or re-certification while on a leave of absence of thirty (30) days or greater shall receive certification recognition bonuses if and when they return to work in an eligible status.
  - ix. Recognized National Certifications:

<b>CERTIFICATION/CERTIFYING AGENCY</b>	<b>PRACTICE AREA</b>
AOTA, NBCOT	Occupational Therapist Asst.
APTA/PTBC	Physical Therapist Asst.
ARDMS, RVT	One (1) Ultrasound Sub-Specialty: OB/Vascular/Cardio/Abdominal
ARRT	CRT, MRI, CT, Nuclear Medicine, Invasive, Ultrasound, Radiation Oncology, PET/CT, Fluoroscopy
NMTCB	Nuclear Medicine, PET/CT
CPFT, RPFT	Pulmonary Tech
SDS, AE-C	Polysomnography Tech
CPhT	Pharmacy Tech

RCVT, CCI	Cardiovascular Tech, Cardiovascular Sonographer, CVT
RCS	Cardiology
REEGT	Electroencephalographic Tech
RRT	Respiratory Therapist
CST or TS-C (from CAAHEP, ABHES, NBSTSA or AST)	Surgical Tech
ACCS	Respiratory Therapist
CNIM	IOM Technologist
ASATT	Anesthesia Tech
CBET	Biomed Tech
HSPA-SPD, CBSPD	Sterile Processing Tech, Scope Processing Tech

- x. If a nationally-recognized certifying agency introduces an advanced certification in the practice area of Interventional Pulmonology, the Employer will recognize that certification under the terms of this Section and will pay Employees who have received such certification within sixty (60) days of receipt of all necessary documentation.

### 13.6. SHIFT DIFFERENTIALS

- a. The Employer will continue its current practice of paying evening and night shift differentials at the following rates to the following job classifications and related advanced positions (e.g., Sr., levels I, II, III) when a majority of the hours worked fall within the respective evening and/or night shift hours.

POSITION	EVE. DIFF.	NIGHT DIFF.
Aide – OR	\$1.10	\$1.60
Aide – Therapy	\$1.10	\$1.60
Asst – Laboratory	\$2.00	\$2.50
Asst – Occupational Therapy	\$1.60	\$2.20
Asst – Patient Care	\$2.00	\$2.50
Asst – Physical Therapy	\$1.55	\$2.15
Asst – Radiology	\$1.50	\$2.00
Clerk – Material Management	\$1.10	\$1.60
Coord – Imaging	\$2.10	\$4.00
Food Services - Cafeteria	\$1.25	N/A
Engineer - Stationary	\$1.55	\$2.15
LVN	\$1.60	\$2.15
Maintenance	\$1.15	\$1.70
OR Secretary	\$1.15	\$1.70
Secretary – Unit	\$1.50	\$2.05

POSITION	EVE. DIFF.	NIGHT DIFF.
Specialist – Media	\$1.55	\$2.10
Tech – Anesthesia	\$1.60	\$2.25
Tech – Biomed	\$1.55	\$2.10
Tech – Cardiac Cath	\$2.10	\$3.40
Tech – Cardiovascular	\$2.00	\$2.65
Tech – CT	\$2.10	\$2.75
Tech – Scope Processing	\$1.50	\$2.00
Tech – Echo	\$2.00	\$2.65
Tech – EKG	\$2.00	\$2.50
Tech – Endoscopy	\$1.60	\$2.20
Tech – Equipment	\$1.50	\$2.00
Tech – Sterile Processing	\$1.50	\$2.00
Tech – Med Lab	\$2.00	\$3.00
Tech – Monitor	\$1.50	\$2.05
Tech – MRI	\$2.05	\$2.75
Tech – Neurodiagnostics	\$2.00	\$2.50
Tech – Nuclear Medicine	\$2.05	\$2.75
Tech – Pharmacy	\$1.55	\$2.15
Tech – Polysomnography	\$1.50	\$2.35
Tech – Pulmonary	\$1.55	\$2.50
Tech – Radiology	\$2.05	\$3.25
Tech – Special Procedure	\$2.10	\$3.20
Tech – Surgical	\$2.00	\$2.55
Tech – Ultrasound	\$2.00	\$2.70
Tech – Vascular	\$2.05	\$2.65
Therapist – Radiation	\$1.90	\$5.00
Therapist – Respiratory	\$2.10	\$5.50
Worker – EVS	\$1.05	\$1.60

- b. Eight and Ten Hour Shifts. For Employees on eight (8) and ten (10) hour shifts, the evening shift is defined for shift differential purposes as 3:00 p.m. to 10:59 p.m. and the night shift is defined for shift differential purposes as 11:00 p.m. to 6:59 a.m.
- c. Twelve Hour Shifts. For twelve (12)-hour shift Employees the pm or night shift is defined for shift differential purposes as 7:00 p.m. to 6:59 a.m.
- d. Cardiac Surgery Specialty Team. Cardiac Surgery Team Technicians will receive an additional differential of seven dollars per hour (\$7.00) for all hours worked, including extra shifts and call back, while assigned to the Cardiac Surgery Team providing care for patients undergoing cardiac surgery in the Main Operating Room of Keck.

Newly hired and transferring Cardiac Surgery Technicians will be eligible for the Base Differential for all hours worked while assigned to the Cardiac Surgery Team providing care for patients undergoing cardiac surgery in the Main Operating Room of Keck after their competencies are validated and they are able to take first call in the Cardiothoracic Surgery Department.

This differential only applies to hours worked providing care for cardiac surgery patients in the Main Operating Room and does not apply to hours worked outside the Cardiac Surgery Team, for education, training, meetings or for non-working paid time.

- e. Respiratory Therapists. Respiratory Therapists assigned to the Advanced Interventional Pulmonary area to perform any specialized bronchoscopy and advanced airway procedures including, but not limited to, EBUS, TBB, stent placement, valve placement, cryotherapy, APC, SuperD and Bronchothermoplasty procedures, shall receive a shift differential of five dollars (\$5.00) per hour to the Employee's base rate of pay for the Employee's shift in which the procedure was performed.
- f. Pharmacy Oncology. Pharmacy Technicians and Pharmacy Technicians Sr who staff, compound, and/or admix hazardous materials at any oncology site shall continue to receive a differential of five percent (5%) of their base rate for the entire shift.

13.7. WEEKEND DIFFERENTIAL

Weekend differential will be paid for all hours worked on a weekend when the majority of hours worked are on shifts during the times below. A weekend shift is any shift worked on Friday from 7:00 p.m. ending Monday at 6:59 a.m. The Employer shall continue its current practice of paying a weekend differential for bargaining unit Employees working in the job classifications listed below as follows:

<b>POSITION</b>	<b>WEEKEND DIFF. RATE</b>
Asst – Laboratory	\$2.00
Asst – Occupational Therapy	\$3.00
Asst – Physical Therapy	\$3.00
Food Services - Cafeteria	\$1.50
LVN	\$2.00
NON-LVN - DCP	\$1.50
LVN – CERTIFIED DCP	\$2.00
Tech – Med Lab	\$2.00
Tech – Radiology	\$2.25
Tech – CT	\$2.25
Tech – Ultrasound	\$2.25
Tech – MRI	\$2.50
Therapist – Respiratory	\$3.00

<b>POSITION</b>	<b>WEEKEND DIFF. RATE</b>
Tech – Pharmacy	\$1.75
PCT	\$1.50
EVS	\$1.50
Monitor Tech	\$1.50
Tech – Materials Management	\$1.50
Engineering/Maintenance	\$1.75
Tech – Surgical Technicians	\$2.00
Tech – OR AIDE	\$1.75
Tech – Anesthesia	\$2.00
Tech – Echo	\$2.25
Asst – Radiology	\$1.50
Tech – Sterile Processing	\$1.75

13.8. LEAD/COORDINATOR DIFFERENTIAL

- a. The Employer will continue its current practice of paying a lead/coordinator differential of five percent (5%) of the base rate when assigning lead/coordinator responsibilities.
- b. Preceptor Pay. An Employee, who is assigned to be a preceptor, shall receive additional compensation of five percent (5%) their base rate of pay.

To serve as a recognized preceptor, the Employee must complete the preceptor training course.

A preceptor is an experience/competent staff who serves as a clinical role model and resource person to a newly hired Employee, newly transferred in orientation. The preceptor will orient the new Employee to their roles and responsibilities on their unit and introduce them to the formal and informal rules, customs, culture and norms of their coworkers and workplace.

A preceptor will not be required to float or be subject to daily cancellations when working a shift in the preceptor role.

13.9. STAND-BY/ON-CALL AND CALL-BACK PAY

- a. Stand-By/On-Call Pay. An Employee assigned to stand-by/on-call status by the department Director or their designee will be paid as follows for each hour he/she is assigned to such status. No other compensation will be paid for such stand-by/on-call status. Hours of stand-by/on-call will not be considered hours worked for purposes of paying differentials, overtime or any other form of premium pay under this Agreement.

POSITION	STANDBY RATE	POSITION	STANDBY RATE
Asst – Laboratory	\$6.30	Tech – Nuclear Med	\$9.00
Engineer	\$6.50	Tech – Pharmacy	\$8.00
Maintenance	\$6.30	Tech – Pulmonary	\$9.00
Tech – Anesthesia	\$9.00	Tech – Mammography	\$6.00
Tech – Biomed	\$9.00	Tech – Radiology	\$9.00
Tech – Cardiovascular	\$8.75	Tech – Spec Procedure	\$9.00
Tech – Scope Processing	\$7.00	Tech – Surgical	\$10.75
Tech – Echo	\$8.75	Tech – Ultrasound	\$9.00
Tech – Neurodiagnostics	\$9.00	Tech – Vascular	\$10.75
Tech – Endoscopy	\$8.00	Respiratory Therapist	\$9.00
Tech – Sterile Processing	\$7.00	Worker – EVS	\$6.25
Tech – Med Lab	\$7.50	Neuro – IOM	\$10.75
Tech – MRI	\$9.00	Tech – CT	\$9.00
Radiation Therapist	\$8.50	Aide - OR	\$6.25
NON-LVN (Discharge Planning Coordinator)	\$6.25	LVN CERTIFIED (Discharge Planning Coordinator)	\$7.25
Coordinator – Imaging	\$9.00	Tech – Cardiac Cath	\$9.00

- b. Call-Back from Standby Pay. An Employee who is assigned to stand-by/on-call status will be guaranteed a minimum of two (2) hours work each time he/she is called in by the department Director or their designee. When called back, an Employee will be required to work until released by their Department Director or their designee. An Employee will receive one and one-half (1-1/2) times their base rate of pay, rather than stand-by/on-call pay, for all hours actually worked when he/she is called back to work from stand-by status. The work time of an Employee who is called in from stand-by/on-call status shall commence when he/she arrives at the work site and clocks in and will end when he/she clocks out.
- i. Where an Employee who is assigned to stand-by/on-call status is contacted to resolve an emergent issue and in the reasonable opinion of both the Employee and the individual contacting them, the issue can be resolved remotely (either telephonically, by computer or otherwise) and efficiently without actually physically reporting to their work location, the Employee will be compensated at one and one-half (1 ½) times their base rate of pay for all time spent actually performing substantive work to address the issue(s) with a minimum of at least one hour per on-call shift paid at this rate whenever such substantive work is performed. The parties agree this provision does not apply to *de minimis* non-substantive communications.

c. OR Employee Exception

i. An Employee who is scheduled to work a shift in the Operating Room the day after being called back to work from standby will have the following options:

(1) 7 am - 3:30pm shift. An Employee will only be required to report to work at 6:45am of the next morning if he/she has worked until 12:00am.

An Employee will not be required to report to work until 10:45am of the next morning if he/she has worked between 12:01 and 3am. If an Employee works past 3:01am then they will not be required to report to work until the following calendar day.

(2) 11 am - 7:30pm shift. If an Employee has worked until 4:00am he/she will be required to report to work at 10:45am.

If an Employee has worked between 4:01am and 7am, he/she will not be required to report to work until 2:45pm.

(3) 3pm - 11:30pm shift. If an Employee has worked until 7am he/she will not be required to report to work until 2:45pm the following afternoon.

Employees exercising the above listed reporting to work options shall not have their vacation or sick time deducted as a consequence of exercising said options. Additionally, if an Employee has already worked a total of forty (40) on-duty hours in a work week and is unable to report to work for their next scheduled shift following a work day exceeding sixteen (16) hours of work, the Employee shall not be required to use their sick or vacation time.

ii. Employees called back on a weekend/holiday will receive two (2) times their base rate of pay, rather than stand-by/on-call pay, for all hours actually worked when he/she is called back to work from standby-by status.

d. Stand-by/on-call and call-back hours are not subject to the weekend scheduling or call-off provisions of this Agreement.

e. Call-Back - Not on Standby. An Employee on standby status who is called back and either:

i. completes that assignment, or

ii. is released and/or is no longer on standby status, but subsequently agrees to return to work later that same day will be paid in accordance with paragraph 2(b), above.

13.10. REPORT PAY

- a. Each workday an Employee is required to report to work and does report to work, he/she will be provided with at least half of their scheduled shift up to a maximum of four (4) hours' work or any combination of work and pay totaling four (4) hours. If the Employee agrees to report to work a second time in any one (1) workday and does report, he/she will be provided with a minimum of two (2) hours' work or any combination of work and pay totaling two (2) hours. If the Employer offers an Employee an assignment other than the regular assignment and the Employee refuses the alternate work, no report pay will be paid.
- b. The Employee will not be paid report pay if the Employer makes a reasonable effort to notify the Employee at least two (2) hours prior to the start time that the Employee should not report to work. It shall be the Employee's responsibility to keep their current phone number on file with the Employer.
- c. Report pay will not be paid to an Employee who is called back to work from stand-by/on-call status.
- d. The Employer shall not be required to pay report pay if no work is available due to acts of God such as fires, floods, earthquakes, power failure or other causes not within the Employer's control.

13.11. WORKING OUT OF JOB CLASSIFICATION

Any Employee directed to relieve another Employee in a higher paid classification shall receive a differential of five percent (5%) of their base rate for the entire shift.

13.12. NEW CLASSIFICATIONS AND JOB DESCRIPTIONS

- a. In the event that the Employer wishes to establish a new job classification in the bargaining unit, the Employer and the Union will meet and negotiate over rate of pay and job duties, prior to the Employer implementing the job. The parties will make a good faith effort to reach a settlement. If the parties are unable to reach agreement, the Employer may implement and the Union, within fifteen days, may submit the dispute to expedited arbitration for final and binding resolution. Any monetary remedy resulting in a higher rate of pay for Employee shall be paid retroactively to the start of the job or the start date of each individual Employee in the new position.
- b. The Employer shall maintain and review job descriptions for all classification, which will be timely and remitted to the Union.
- c. Upon request to the Human Resources Director, or designee, the Employer shall provide the Union or Employee with any existing job description and/or individual position descriptions, for covered Employees. These shall be mailed and made available to the requesting party within five (5) calendar days of any such request.

13.13. EMPLOYER MEALS

The Employer will continue its current practice of providing all Employees with a cafeteria meal discount of twenty percent (20%).

13.14. BILINGUAL SERVICES

Translating and/or Interpreting services, verbal or written, shall be voluntary for all bargaining unit Employees. An Employee has the right to refuse to translate or interpret when requested, and there shall be no reprisal for such refusal. An Employee who provides such services on a voluntary basis shall be held harmless for any legal or other adverse action arising from an unintentional misrepresentation as a result of translating or interpreting activities.

13.15. MODIFICATION OF PRACTICES

There shall be no individual bargaining with Employees over wages, hours and working conditions. Where the Agreement explicitly allows Employee agreement, it shall not be coercive. If requested, by either party, the parties agree to discuss modifications or improvements to terms and conditions of current practices.

13.16. DONNING AND DOFFING OF UNIFORMS/OPERATING ROOM SURGERY

The Employer will permit Employees who are required to “Don” and “Doff” uniforms prior to reporting to their assigned areas in the operating room to clock in (and be compensated) up to seven (7) minutes prior to their scheduled start time and such Employees, after clocking in, will be provided up to seven (7) minutes after their scheduled start time before being required to be at their assigned areas. All Employees shall clock in in at or before their scheduled start time or shall be considered tardy.

This “Don” and “Doff” period is extended to those Employees in the perioperative services who are required to don Employer laundered uniforms after arrival to their work location.

13.17. MINIMUM RATES

No Employee shall suffer any reduction in wages or benefits as a result of the execution of this Agreement, except as provided for in the Agreement.

## **ARTICLE 14 – PAID TIME OFF**

14.1. The Employer will grant Regular Full-Time and Part-Time Employees Paid Vacation and Paid Sick Time.

14.2. The standard bi-weekly and annual accrual schedule for Full-Time Employees will be as follows:

<b>LENGTH OF SERVICE</b>	<b>BI-WEEKLY ACCRUAL</b>	<b>ANNUAL ACCRUAL</b>	<b>MAXIMUM</b>
31 days – 3.99 years	Sick: 3.7 hours Vacation: 3.7 hours	Sick: 96 hours Vacation: 96 hours	Sick: 96 hours Vacation: 144 hours
4.00 years – 8.99 years	Sick: 3.7 hours Vacation: 5.5 hours	Sick: 96 hours Vacation: 144 hours	Sick: 96 hours Vacation: 216 hours
9.00 years and over	Sick: 3.7 hours Vacation: 7.4 hours	Sick: 96 hours Vacation: 192 hours	Sick: 96 hours Vacation: 288 hours

- 14.3. Vacation Time and Sick Time do not accrue during any period in which an Employee is on a Leave of Absence, paid or unpaid, and has no scheduled hours.
- 14.4. Employees will be granted twenty-four (24) hours of Winter Recess Leave each year posted on or about December 15th. Employees may schedule time off with pay for up to one year following such award, or may use such award to provide payment for time off due to cancellation/flex-off. Subject to operational needs, winter recess leave may be combined with Vacation and Holiday Time off.

## **ARTICLE 15 – BENEFITS**

### 15.1. HEALTH INSURANCE

Employees in the bargaining unit shall be eligible to participate in designated USC healthcare plans on the same terms and conditions as offered to its unrepresented unit staff employees except as provided herein. Eligibility to participate in the plan(s) and the specific benefits available under the plan(s) shall be determined by the terms of the plan documents.

- a. Medical. No later than thirty (30) days before the commencement of open enrollment of each year, the Employer will notify the Union of any known plan changes and will meet and confer upon request.
  - i. No-Premium Healthcare Option. Notwithstanding the above, or whether or any such plan is offered to unrepresented employees, the Employer shall offer and Employees will be eligible to enroll in at least one healthcare plan, as it may be modified from time to time, for which Employees will continue to pay no premium contributions in 2025 2026 and 2027 at all levels of coverage (Employee, Employee/Adult, Employee/Child(ren), Employee/Family).
  - ii. USC Trojan Care EPO; or USC PPO. Employees will be eligible to enroll in the USC Trojan Care EPO, or USC PPO under the same design, premiums and co-payments provided to non-bargaining unit employees, as they may be modified or replaced from time to time.
  - iii. The Employer shall maintain all benefits information, including rates and plan descriptions, available for Employees to review.

- iv. If any of the existing plans are replaced, at least sixty (60) days before open enrollment, the Employer will notify the Union of the details related to the replacement plan, and will meet and confer with the Union upon request.
- b. Dental - Delta Dental PPO; United Concordia DHMO Plan. Employees will be eligible to enroll in the Delta Dental PPO or United Concordia DHMO Plan under the same design, premiums and co-payments provided to non-bargaining unit employees, as they may be modified from time to time.
- c. Vision - VSP Vision (same plan as provided to non-union employees). Premium Contributions: 100% Employee paid.

#### 15.2. PAYMENT IN LIEU OF MEDICAL BENEFITS

- a. A Regular Full-Time or Part-Time Employee may have the option to waive medical benefits provided herein and will be paid thirty-five dollars (\$35) per pay period in lieu of being covered by such medical benefits. The Employee must elect this option during the annual benefit open enrollment period. Such Employee is otherwise fully participating in all features of the Agreement.
- b. Opt-Out of Benefits Program. A regular Full-Time LVN, Radiology Technician, or Respiratory Therapist may waive health and welfare benefits as provided below in exchange for additional pay in accordance with the following. The eligible Employee must elect this option during the annual benefit open enrollment period. Such Employee is otherwise fully participating in all features of this Agreement.
- c. Opt-Out of Health and Welfare Benefits. Eligible Employees will be reimbursed a flat rate of two dollars (\$2) per budgeted hour per pay period. For example: Waive Health/Welfare Reimbursement – 80 hours X \$2.00 = \$160.00 per pay period.

#### 15.3. DISABILITY AND LIFE INSURANCE

- a. The Employer will continue to offer Life Insurance as currently available to bargaining unit Employees.
- b. The Disability Insurance will be offered on the same terms and conditions as offered to other non-union University employees. Such plans may be changed, modified, terminated or amended as long as such revisions are Applicable University wide.

#### 15.4. RETIREMENT

- a. Retirement Plan. Employees covered under this Agreement shall be covered under the USC Retirement Savings Program (defined contribution) on the same terms and conditions as those offered to its non-bargaining unit staff employees. Eligibility to participate in the plan and the specific benefits available under the plan shall be determined by the terms of the plan documents.

The University may alter, modify, substitute its retirement plan during the term of this Agreement and nothing in this Agreement shall limit the University's right to

do so as long as the change(s) also govern(s) all other employees of the University who are enrolled in the same plan; however, if said plan is canceled, the University and the Union will negotiate a replacement plan for the Employees covered by this Agreement.

- b. Years of Benefited Services. All Employees shall be credited for years of benefited service\* in accordance with the plans. All Employees at Keck Hospital of USC prior to the University's acquisition of the Hospital shall receive credit for benefited service based upon their date of hire.

\* "Benefited service" for the purpose of retirement includes only calendar years in which the participant worked 1,000 hours or more.

## **ARTICLE 16 – HOLIDAYS**

### 16.1. HOLIDAY DIFFERENTIAL FOR WORK ON HOLIDAYS

All Employees working the following holidays will be paid a holiday differential of one and one-half (1½) times the regular rate of pay for each hour worked:

New Year's Day	Labor Day
President's Day	Thanksgiving Day
Memorial Day	Day after Thanksgiving Day
Independence Day	Christmas Day
Martin Luther King Jr. Day	

This holiday differential is separate from and in addition to Holiday Pay pursuant to Section 16.4 below.

### 16.2. ELIGIBILITY FOR HOLIDAY DIFFERENTIAL

- a. Employees will be paid the holiday differential for up to the first twelve (12) hours of a holiday shift worked when at least fifty percent (50%) of their worked hours fall between 12:00 midnight and 11:59 p.m. on the designated holiday.

### 16.3. SCHEDULED OFF ON HOLIDAYS

Each Department Director, in conjunction with Administration, will determine the appropriateness of closing the department(s), or if volume allows, operate on a reduced schedule.

### 16.4. HOLIDAY PAY

Whether or not a full-time Employee works on a holiday, full-time Employees shall receive holiday pay equivalent to their straight time hourly wage rate for their regularly scheduled daily hours of work for each holiday listed in Article 16.1. All full-time staff Employees are eligible. Whether or not a part-time Employee works on a holiday, part-time Employees shall receive holiday pay equivalent to their straight time hourly wage rate prorated to their regularly scheduled daily hours of work for each holiday listed in Article

16.1. For example, a 0.6 part-time Employee regularly working 10-hour shifts will receive 6 hours of holiday pay. Per Diem Employees shall not be eligible.

Holiday pay shall not be considered time worked for overtime or any other purposes.

If a holiday is observed during an Employee’s vacation, that day will not be charged to accrued vacation. An Employee will not be paid for a holiday falling during an unpaid leave of absence (e.g., Family Care and Medical Leave, Medical Leave [including staff employees paid by Disability or Workers’ Compensation], Pregnancy Leave, Military Leave, Personal Leave).

16.5. MISCELLANEOUS

In addition to these nine (9) holidays, there may be other days during the year when it may be determined by the Department Director and Administration to close a department or operate with a minimal staff. Those who work these other days are not eligible for premium pay. All Employees who are scheduled off due to pre-approved time off or department closure will use accrued Vacation. If an Employee is cancelled/flexed off due to low volume, the Employee may choose to use accrued Vacation.

16.6. HOLIDAY SCHEDULING

- a. Except as provided below, Employees will not be scheduled to work on a designated holiday.
- b. Assuming more than three (3) Employees, the Employer will schedule bargaining unit Employees within a department/unit and shift to work on the following designated holidays according to an ABC rotational system, as follows:

	2025	2026	2027
“A” Rotation	Christmas Day, Independence Day & Martin Luther King	Thanksgiving Day, Day After Thanksgiving & Memorial Day	New Year’s Day, Presidents’ Day & Labor Day
“B” Rotation	New Year’s Day, Presidents’ Day & Labor Day	Christmas Day, Independence Day & Martin Luther King	Thanksgiving Day, Day After Thanksgiving & Memorial Day
“C” Rotation	Thanksgiving Day, Day After Thanksgiving & Memorial Day	New Year’s Day, Presidents’ Day & Labor Day	Christmas Day, Independence Day & Martin Luther King

- c. In a department/unit within a shift with three (3) or fewer Employees, holiday scheduling shall be determined by seniority or by rotation, as determined by an annual vote of bargaining unit members.
- d. Once an Employee has been placed into a holiday rotation, they will remain in that rotation unless or until they change position and/or shift. Each of the three (3) rotations will contain a balanced number of Employees but should an adjustment to balance be necessary that cannot be resolved through attrition, the parties shall meet to resolve the problem by mutual agreement.
- e. When a new Employee is hired into department/unit and/or shift, the Employee will be assigned into the holiday rotation schedule of the former Employee, or if a new position, the Employer will assign such Employee into one (1) of the three (3) holiday rotations with the intention of maintaining a balanced number of Employees in each holiday rotation. When an Employee transfers into a department/unit and/or shift, the Employee will be assigned into a holiday rotation schedule of the former Employee.
- f. In the event there are more Employees scheduled to work in a holiday rotation than are necessary to staff the unit on a designated holiday, such Employees may request to be scheduled off. Requests to be scheduled off shall be awarded on the basis of seniority or date of hire, whichever is applicable, subject to the operational needs of the Employer.
- g. Scheduled holiday shifts may be traded pursuant to Subsection 11.6(e).

16.7. OBSERVANCE OF HOLIDAYS

- a. All designated holidays will be observed on the actual calendar day, and all conditions and benefits applying to such holiday will be in effect on that day only. A department where staff is not regularly scheduled on the holiday, i.e., Saturday and/or Sunday, may close the department on the preceding Friday or following Monday (herein referred to as “alternatively-observed holiday”).

16.8. ADDITIONAL FEDERAL HOLIDAYS

If the University of Southern California recognizes any other additional federal holidays, the Employer shall also recognize said holiday for purposes of Article 16.

## **ARTICLE 17 – HEALTH AND SAFETY**

17.1. GENERAL

The Employer has the obligation to provide a safe and healthy environment for employees and patients. The Employer shall comply with all applicable Federal and California laws and regulations pertaining to occupational and general safety and health standards. In the

event that safety laws and regulations differ from the language of this Article, the higher standard between the law and contract shall apply.

- a. Reporting of Health and Safety Hazards. It is the duty of all Employees and Management to comply with health and safety regulations, and if any safety or health hazard is detected by an Employee, the Employee shall promptly report it to the Employer and the Employer shall take prompt positive measures to remedy the situation. The Union shall promptly notify the Employer of any potential health and safety hazards, violations, or problems of which it is aware and the Employer shall take prompt positive measures to remedy the situation. No adverse action shall be taken against any Employee for reporting, in good faith, health and safety concerns to the Employer, to the Union, or to federal or state authorities.
- b. Timely Resolution of Health and Safety Concerns: Given the time sensitivity to these types of concerns, the Employer and the Union agree to promptly meet to resolve any concerns related to any of the subjects in this Article. Such issues may be raised through the Quality of Care Committee as provided for in Article 8.
- c. In-Service. The Employer shall provide regular in-service or other training and information to Employee concerning health and safety.
- d. Personal Protective Equipment. Personal protective equipment, as appropriate, will be provided to all Employees who will utilize such equipment in accordance with the Hospital-wide exposure control plan. The Employer shall establish protocols and provide appropriate personal protective equipment (PPE) based on the type and nature of the disease. The Employer shall take commercially reasonable efforts to secure appropriate reserves of PPE to be prepared for an emergency in accordance with applicable law.
  - i. The Employer shall maintain a stockpile of new, medical grade, unused PPE in the amount equal to three months of normal consumption, including: N95 respirators, powered air purifying respirators (PAPRS), surgical masks, isolation gowns, eye protections, and shoe coverings.
  - ii. Any Employee assigned to a patient suspected of having an infectious disease shall be provided and use the same PPE and precautions as would be used in the case of a confirmed case of the disease.

## 17.2. COMMUNICABLE DISEASES

- a. The Employer will work to eliminate or minimize Employee exposure to communicable diseases. The Employees shall work collaboratively with management to achieve this goal.
- b. During a declaration of emergency related to an infectious disease, the Employer shall ensure that all patients and visitors are appropriately screened for infectious disease and shall limit or eliminate, as appropriate, in-person meetings unless necessary for the safety of patients and staff.

- c. The Employer shall provide appropriate and relevant information and training to Employees on communicable diseases to which they may have routine workplace exposure. The Employer shall make appropriate vaccinations, testing and medical surveillance recommended by a consensus of the state health department, the local health officer and other applicable government agencies available to Employees who are at risk of exposure to infectious agents on the job.
- d. Hepatitis B vaccine shall be made available free of charge and at an Employee's request.
- e. The Employer will continue existing practices with regard to testing and/or treatment for on-the-job exposure to health and safety hazards at no cost to the Employee.
- f. The Employer will comply with all laws regarding maintaining a Needlestick Injury Log.
- g. In an event of known or suspected workplace exposure, the Employer will proactively work with Employee Health and Infection Prevention to ensure applicable steps are taken, including surveillance, isolation, quarantine, and contact tracing as appropriate based on the circumstances.

#### 17.3. WORKPLACE VIOLENCE

The Employer will maintain a comprehensive workplace violence prevention program. The parties also acknowledge that no Employee should have to endure any act of violence from any other person and that should an Employee engage in such conduct it would be cause for discipline, up to and including discharge, in accordance with Article 10, Discipline and all applicable Employer policies.

#### 17.4. COUNSELING

The Employer will make available the resources of the University WorkWell Center to bargaining unit Employees under the same terms and conditions as made for non-union employees.

#### 17.5. PHYSICAL EXAMINATIONS

- a. All physical examinations required of an Employee in connection with their Employment, according to the practice of the Employer, shall be given without charge, provided such examination is conducted by a Employer -designated physician, nurse practitioner, or designated registered nurse. Physical examinations shall include all laboratory and other clinical tests as required by the Employer, Title XXII, or the Department of Health Services. All time spent by an Employee in such physical examination(s) will be considered as hours worked regardless of whether it occurs during the Employee's normal working hours or nonworking hours; however, time spent in a pre-employment physical examination and/or test will not be compensable.

- b. An examination conducted by any other physician, nurse practitioner or designated employee may be acceptable at the Employer's option for purposes of compliance with state law, but in these cases the Employer shall have no financial obligation for such examination(s). The amount of time that would have been spent in having the Employer -designated physician or employee registered nurse perform the examination(s) shall be considered as hours worked.

17.6. SECURITY

The Employer will provide reasonable security for employees at all times in and around the Hospital's premises. After dark and subject to operational needs of the Employer, a security escort to the Employee parking area(s) will be made available at the request of an Employee.

The Employer will meet with Employees to discuss concerns related to security, if requested to do so.

17.7. INJURY PREVENTION

The Employer will comply with state and federal regulations regarding employee injury prevention.

17.8. NOVEL EPIDEMIOLOGICAL DISEASES

In the event of a future novel epidemiological disease, including its variants, which raises to the level of a national epidemic, pandemic or declared public health emergency covering Los Angeles, the Parties recognize that it is in the mutual interest to ensure consistent communication to ensure safe patient care staffing,

- a. At the request of either party in writing, the Quality of Care Committee as described in Article 8 shall meet weekly. The Parties may meet more or less frequently with the mutual written consent of the Employer and the Union. Additional meetings of the Quality of Care Committee shall be scheduled at a mutually agreeable date and time.
- b. The Employer shall comply with all applicable Federal and California laws and regulations mandating additional paid time off benefits regarding a novel epidemiological disease as described above. This additional paid time off benefit shall be made available to Employees whether or not they have exhausted their already-accrued PTO/vacation/sick.
- c. Employees may access their Extended Illness Bank, if available, immediately upon being placed under quarantine or investigation by a primary physician or by the Employee Health Office in the case of exposure to a novel epidemiological disease as described above.
- d. If it will not compromise patient care, all departments that can do so should convert to remote working from home. The Employer will ensure that remote workers will

not incur any additional personal expenses due to remote work and shall reimburse them for any additional cost.

## **ARTICLE 18 – EDUCATION & TRAINING**

### **18.1. TUITION REIMBURSEMENT BENEFITS**

Tuition reimbursement shall be available to eligible Regular Full-Time and Part-Time Employees upon satisfactory completion of pre-approved qualified college or university coursework.

- a. Employee Eligibility. To be eligible to receive tuition reimbursement, an Employee must satisfy the following requirements:
  - i. The Employee must be on the payroll and classified as a Regular Full-Time or Part-Time Employee at the time of course registration through and including the course completion date.
  - ii. The Employee must have completed at least one (1) year of continuous service in a benefits-eligible status with the Employer at the time of registration.
  - iii. The Employer shall not unreasonably deny an Employee time off from work to utilize the education benefits.
  
- b. Qualified Courses. To be eligible for reimbursement, courses must fall within one (1) of the following categories:
  - i. A long term program or course (minimum of one (1) quarter or semester in length) taken through an accredited college or university toward a health occupation career goal. The course must offer a letter grade and the Employee must receive a grade of “C” or better.
  - ii. Courses offering Continuing Education Units (CEUs), as required for job related license or certification.
  - iii. Courses, conferences, seminars, etc. sponsored by a national or state organization not offering a letter grade or CEUs, if related to advancement within the Employee’s field or other healthcare position not covered by the Employee’s department.
  
- c. Participation Requirement. To receive tuition reimbursement, an eligible Employee must satisfy the following requirements:
  - i. Complete a Request for Educational Assistance form and secure written approval from the Department Head/Director and the Director of Employee

and Labor Relations at least thirty (30) calendar days prior to the start of the requested course, and

- ii. Submit to Human Resources proof of payment (i.e., receipt(s), or photocopy of front/back of canceled checks), etc.) and evidence of satisfactory completion of the course(s) (i.e., letter grade, transcript, CEU certificate or certificate of completion, etc.) if applicable.

d. Reimbursement Levels

i. Full-Time Employees

- 1) Eligible Full-Time Employees will be reimbursed for the cost of tuition (including class fees, textbooks, enrollment fees, test fees, and laboratory fees) up to three thousand and five hundred dollars (\$3,500) per calendar year.
- 2) Up to one thousand dollars (\$1,000) of the three thousand five hundred dollars (\$3,500) per calendar year may be used for authorized national or state professional organization seminars and conventions in accordance with the Employer's policy in effect upon ratification of the local Agreement.

ii. Part-Time Employees

- 1) Eligible Part-Time Employees will be reimbursed for the cost of tuition (including class fees, textbooks, enrollment fees, test fees, and laboratory fees) up to two thousand five hundred dollars (\$2,500) per calendar year.
  - 2) Up to five hundred (\$500) of the two thousand five hundred dollars (\$2,500) per calendar year may be used for authorized national or state professional organization seminars and conventions in accordance with the Employer's policy in effect upon ratification of the local Agreement.
- iii. Where the reimbursement provided by the Employer and the amount paid through other sources such as government agencies (e.g., G.I. Bill, etc.) or other educational benefits (i.e., scholarships or grants) exceeds the total cost of tuition, reimbursement will be reduced by the amount in excess of the cost of tuition.

If outside financial assistance is obtained, documentation of the outside financial assistance is required before reimbursement by the Employer.

18.2 MANDATORY IN-SERVICE AND EDUCATIONAL CLASSES

- a. Employees will be compensated as time worked for all in-service meetings or classes designated by the Employer as mandatory.
- b. Except where required for licensure or renewal, the Employer will pay Employees at their base rate of pay (or overtime, if applicable) for all hours spent attending

courses required by the Employer in order to retain their current positions, including but not limited to in-person or online Employer required courses for obtaining certification, licensure or respective renewals. In order to be eligible for payment, eligible Employees must obtain prior written approval from their Director to attend any such course offered at the Employer's facility. If no such course is reasonably available at the Employer's facility, the Employees may, with prior written approval from their Director, attend the course at a nearby location or facility. No tuition fee will be charged to Employees for such courses.

- i. For Patient Care Assistants, the Employer will make available and/or provide access to sufficient courses to permit recertification of their Certified Nursing Assistant certification on a bi-annual basis and shall pay for all hours attending such courses as hours worked in accordance with the provisions above.
  - ii. Patient Care Assistants whose certifications have been delayed through no fault of the Employee, may apply in writing to Human Resources and Human Resources shall provide the Employee with a written confirmation of a grace period of up to thirty (30) days to continue to work while waiting to receive their renewed certification, provided the Employee can validate that they have submitted their recertification materials at least thirty (30) days in advance of the expiration of their certification.
- c. The Employer will pay Employees at their base rate of pay (or overtime, if applicable) for all hours spent attending courses and will reimburse the Employees for the tuition fee provided such courses are attended by the Employees at the request of their Director and the Employees have obtained prior written approval from their Director to attend such courses.
  - d. With respect to Subsections 18.2(b) and 18.2(c), "travel time" to and from such course will be paid in accordance with the requirements of federal and state wage and hour laws.
  - e. Employees will only be scheduled to attend in-service meetings or classes on days on which they are regularly scheduled to work and will earn the same pay than they would be entitled to had they been working those hours as part of their regular schedule. When it is not possible to schedule an Employee to attend a meeting or class on a day they are regularly scheduled to work, the Employee may attend only if they have signed up for the class beforehand and their attendance is approved in writing by their department's director.

### 18.3 ADDITIONAL EDUCATION PROGRAMS

- a. USC Tuition Assistance Benefit Program. Employees covered by this Agreement remain eligible for participation in the University's Tuition Assistance Plan in accordance with the provisions of said plan. Said plan may be canceled on a University-wide basis at any time during the term of this Agreement and in such event, employees covered by this Agreement shall no longer be eligible for the tuition assistance benefits thereunder.
- b. The Tuition Exchange. Employees continue to be eligible for the Tuition Exchange Program. The Tuition Exchange is not a benefit but a selective and competitive scholarship. It is understood that such a program may be cancelled or modified on a University-wide basis at any time during the term of this Agreement.
- c. CNA Training Program. The Employer will provide a certified nursing assistant educational program as may be changed from time to time at the Employer's sole discretion. The cost of tuition will be covered by the Employer. The criteria for eligibility and participation will be established by the Employer and may be changed from time to time at the Employer's sole discretion except that disciplinary documents older than 12 months will not be taken into account in determining eligibility or participation.

### 18.4 ADDITIONAL SKILLS TRAINING

Reasonable efforts shall be made by the Employer to accommodate Employee requests for additional skills training for assignments within their job classification.

### 18.5 SKILLS COMPETENCY ASSESSMENTS

Any Patient Care Assistant who fails to pass the Skills Competency Assessment shall be provided additional training and opportunities to successfully complete the Assessment within thirty (30) days of the end of the original Assessment date.

## **ARTICLE 19 – LEAVES OF ABSENCE**

### 19.1. STATUTORY LEAVES

The Employer will comply with its obligations under federal and state law regarding leaves of absence, including but not limited to leaves of absence under the Pregnancy Leave Act, California Family Rights Act, California Paid Family Leave Act, the federal Family and Medical Leave Act of 1993, California Workers' Compensation laws, and the federal Uniform Services Employment and Reemployment Act (29 U.S.C. §§ 84301).

### 19.2. UNION LEAVE

Notwithstanding the above, Employees who have been in the employ of the Employer for at least one (1) year may request a Union leave of absence (without pay) in writing at least thirty (30) days prior to the leave commencing. Such leave of absence without pay will not exceed one year. No more than one (1) Employee per facility may take such a leave at any

one time. Should the Employer grant such leave, permission shall be in writing confirming the date of such leave as requested by the Union.

- a. Health Insurance. Benefits may be continued subject to the terms, conditions and limitations of the applicable benefits plans and according to state and federal law.
- b. Unpaid. Union leaves of absence are unpaid.
- c. Accrual of Benefits. A Union leave of absence will not affect previously accumulated benefits. However, Employees taking this type of leave will not accrue benefits while on unpaid leave.
- d. Return to Work. When an Employee returns to duty in compliance with the authorized leave of absence, such Employee shall be reinstated in the same classification, position, shift, unit and scheduled hours in which such Employee was employed before their absence, provided such position is available. If no such position is available, then the Employer will reinstate the Employee to as nearly comparable position and shift as is reasonable under the circumstances. If an Employee wishes to return from leave early they must give the Employer at least four (4) weeks' notice prior to reinstatement.

### 19.3. PERSONAL LEAVE OF ABSENCE

An Employee may request a Personal Leave of Absence. Such leave may be granted for reasons other than an Employee's own serious health condition or disability or the Employee's need to fulfill family obligations relating directly to childbirth, adoption, or placement of a foster child; or to care for a child, spouse, or parent with a serious health condition. An Employee requiring a leave for those reasons should apply for Family Leave or Medical leave. A Personal Leave of Absence may be granted for up to thirty (30) days; however, such leave may not be used to extend a vacation/or other paid time off. The leave may be extended beyond the initial thirty (30) days at the discretion of the Employee's Department Head/Director and Director of Employee and Labor Relations.

- a. Benefit Accrual. A benefit-eligible Employee on a Personal Leave of Absence will continue benefits in accordance with the benefit plans. A benefit-eligible Employee on a Personal Leave of Absence will not continue to accrue vacation/Paid Time Off (PTO), sick time, or other paid time off, but may use vacation/PTO until the vacation/PTO account has been exhausted.
- b. Continuation of Health Benefits. Benefits may be continued subject to the terms, conditions and limitations of the applicable benefits plans and according to state and federal law.
- c. Requests in Writing. A request for a Personal Leave of Absence must be submitted in writing and must be approved in writing by the Employee's Department Head/Director and the Human Resources Department before the leave begins.

#### 19.4. RETURN TO WORK FROM A LEAVE

When an Employee returns to work, in compliance with the authorized leave of absence, such Employee shall be reinstated in the same classification, position, shift, unit and scheduled hours in which such Employee was employed before their absence, if vacant. If not, the Employer will reinstate the Employee to a comparable vacant position, provided the Employee satisfies the job requirements and it is reasonable to believe that they can satisfactorily perform the job with minimal orientation and training within two (2) weeks. Notwithstanding the foregoing, the Employer will provide additional return to work protection should it be required by law. Any return to work is contingent upon the Employee's ability to perform the essential functions of the position with or without reasonable accommodation.

#### 19.5. MEDICAL LEAVE

- a. Employees shall be granted a medical leave of absence when an Employee is unable to work because of disability, injury or illness. The Employer will grant such a leave according to state and federal law and this Agreement. Employees on a medical leave of absence will comply with the responsibilities identified in the University's Unpaid Accommodated Medical Leave policy.
- b. Additionally, Employees shall be granted leaves of absence for physical or mental disabilities, where the necessity for such absence has been certified by the Employees' attending physician; such leaves shall be subject to the Return from Leave provisions of Section 19.4, above.
- c. Leave under Family and Medical Leave Act and/or the California Family Rights Act (FMLA/CFRA) will run concurrently with and unpaid medical leave provided the Employee meets the eligibility requirements of the FMLA/CFRA.

#### 19.6. CONTINUATION OF HEALTH BENEFITS

Benefits may be continued subject to the terms, conditions and limitations of the applicable benefits plans and according to state and federal law.

#### 19.7. LENGTH OF LEAVES

Leaves (whether paid, unpaid, or a combination of paid and unpaid) shall not exceed one year unless:

- a. otherwise required by law;
- b. otherwise provided in this Article;
- c. except in the case of Workers' Compensation leaves which will be handled on a case-by-case basis, but in no event shall be less than required by law and no less than that provided for other Medical leaves; and
- d. except in the case of pregnancy disability leave

19.8. USE OF PAID TIME OFF DURING LEAVES

Except as otherwise agreed, Employees will use any accumulated paid time off and extended illness benefits, in accordance with the paid time off policies, in connection with leaves of absence granted pursuant to this Article. If the Employee elects to utilize paid time off and/or reserve sick benefits during a leave covered by state Workers Compensation or State Disability benefits, such paid time off or accrued reserved sick benefits shall be integrated with the state benefits in order to fully replace the Employee's regular wages, until such benefits are exhausted.

19.9. MODIFIED DUTY PROGRAMS

- a. In the case of worker compensation injury, the Employer will make every effort to return an Employee with temporary restrictions to a job which they can perform with comparable wages, shift, and hours in accordance with the Transitional Duty/Modified Duty Program.
- b. Prior to participating in the Transitional Duty/Modified Duty Program, an Employee shall be provided Transitional Duty/Modified Duty Program Information.

19.10. BEREAVEMENT LEAVE

In the event of a death in the immediate family, an Employee will be allowed unpaid bereavement time off, up to a total of five (5) scheduled shifts removed from the schedule. Employees may be required to furnish satisfactory evidence to support the leave. Bereavement Leave must be taken within a three (3) month period following the death of an Employee's Immediate Family member. In the event of extenuating circumstance, bereavement leave may be taken at a later date. Cases will be decided on a case-by-case basis by Human Resource Director or their designee.

- a. Immediate Family. "Immediate Family" is defined as: spouse, parents, aunts, uncles, children, brothers, sisters, grandparents, grandchildren, nieces, nephews and current: brothers-and sisters-in-law, fathers-and mothers-in-law, sons- and daughters-in law, stepparents, stepbrothers, stepsisters, stepchildren, step-grandchildren, legal wards, domestic partners, and individuals who are not legally related but who reside with the Employee.
- b. Paid Bereavement Time Off. Full-Time and Part-Time Employees will be paid their base hourly rate for up to three (3) scheduled shift(s) missed (up to thirty-six (36) hours) for each qualifying bereavement leave. Employees may use accrued and available Vacation/Paid Time Off or Sick Time for any additional unpaid Bereavement Leave days.
- c. Additional Bereavement Leave. At the Employer's discretion, additional bereavement day or days may be granted.

#### 19.11. JURY DUTY LEAVE

- a. Eligibility. Regular Full-Time Employees and Part-Time Employees called to jury duty after completing ninety (90) days of employment may be eligible to receive a portion of their hourly base pay for a limited time while serving on jury duty. In the event that a regular full time Employee cannot be excused or cannot rearrange their working schedule to avoid a conflict, the Employee will be paid their base daily rate for each full working day missed because of jury duty for a maximum of eighty (80) hours pay within a thirty-six (36) month period, except where otherwise required by law. A Part-Time Employee may receive up to a maximum of forty (40) hours pay within a thirty-six (36) month period, except as otherwise required by law. Any additional time served on jury duty by the Employee during this period shall be without pay.
- b. Jury Duty Attendance and Work Requirement
  - i. Evidence of jury duty attendance must be presented to the Employer.
  - ii. An Employee required to report for jury duty will be excused from work on the day(s) the Employee is required to report to the court for jury duty. However, if excused from Jury Duty two (2) hours or more prior to the start of an Employee's regular shift, the Employee will contact the staffing office, house supervisor or department director to determine if needed, and if needed the Employee will come to work for that shift. Night shift Employees will be excused the shift before and the shift after they are required to report to court for jury duty.
- c. Return to Work. It is the Employee's responsibility to report to work at the end of an approved leave (not daily) for jury duty. Failure to do so may result in disciplinary action up to and including termination of employment.
- d. Continuation of Benefits. All Employee benefit accruals and other benefits in which the Employee is enrolled will continue while the Employee is on jury duty leave. The Employee will be required to continue payment of any required contributions for Employee benefits during the jury duty leave.

#### 19.12. WITNESS LEAVE

An Employee who is required by law to appear in court as a witness may take time off for such purpose provided they give the Employer reasonable advance notice. An Employee who appears as a witness at the request of the Employer will receive pay at their base rate during such time.

#### 19.13. PAY AND BENEFITS

Unless otherwise required by law or otherwise required by this Agreement, leaves of absence under this Article and Agreement shall be unpaid. Employees on leaves of absence other than Union leaves of absence shall be eligible to continue to participate in the

Employer's insurance and benefits plans in accordance with the terms and conditions of those plans.

19.14. REDUCTION IN FORCE

If business conditions require a reduction in force, Employees on approved leaves of absence will be considered for layoff under the same terms and conditions as other Employees actively at work.

19.15. TERMINATION DURING LEAVE OF ABSENCE

Unless otherwise required by law, an Employee may be subject to termination during a leave of absence for reasons including but not limited to the following:

- a. Failure to keep the Employer informed of changes in medical status if on a medical leave, including maternity/pregnancy-related leave.
- b. Misrepresentations regarding the reasons for applying for the leave of absence, or any facts related hereto.

19.16. PHYSICAL EXAMINATIONS

The Employer reserves the right to require any Employee on any medical leave, including maternity/pregnancy leave, to be examined at the Employer's expense by an Employer selected physician prior to their return to work.

## **ARTICLE 20 – SUCCESSORSHIP PROTECTION**

In the event of sale or transfer of control of the Hospital(s), the Hospital(s) shall, within a reasonable period of time but not less than twenty-one (21) days of the effective date of the sale or transfer, provide the Union with the new employer's or entity's name, address and designated representative. Prior to the sale or transfer, the Hospital(s) shall inform the new owner and/or employer or entity of the existence of this Agreement and of its terms and conditions; shall require the new owner, employer or entity to retain all or substantially all of the bargaining unit employees, recognize the Union as the collective bargaining representative and to assume any existing bargaining agreement. The parties agree that compliance with this Article shall constitute full satisfaction of any and all obligations to bargain regarding such sale or transfer, and the Hospital(s) shall have no further obligation to the Union with respect to a sale or transfer of control of the Hospital(s).

## **ARTICLE 21 – MANAGEMENT RIGHTS**

Subject to the laws and regulations governing the healthcare industry, the Employer retains, solely and exclusively, all the rights, powers and authority exercised or possessed by it prior to the execution of this Agreement, except as expressly limited, delegated or deleted by a provision of this Agreement. Without limiting the generality of the foregoing, the rights, powers and authority retained solely and exclusively by the Employer and not abridged by this Agreement include, but are not limited to, the following:

1. to manage, direct and maintain the efficiency of its business and personnel;
2. to manage and control its departments, buildings, facilities, equipment and operations;
3. to create, change, combine or abolish jobs, departments and facilities in whole or in part;
4. to subcontract or discontinue work for business, economic, medical or operational reasons;
5. to utilize personnel from registries or other temporary help agencies;
6. to direct the work force;
7. to increase or decrease the work force;
8. to determine staffing patterns and levels and the number of employees needed;
9. to lay off employees;
10. to hire, transfer and promote employees;
11. to demote, suspend, discipline and discharge employees;
12. to maintain the discipline and efficiency of its employees;
13. to establish work standards and schedules of operations;
14. to specify or assign work requirements and overtime;
15. to assign work and decide which employees are qualified to perform such work;
16. to determine working hours, shift assignments, and days off;
17. to adopt rules of conduct, appearance and safety, and penalties for violations thereof;
18. to determine the type and scope of work to be performed and for the services to be provided to patients;
19. to determine whether work will be assigned to bargaining unit employees or other employees;
20. to determine the methods, processes, means and places of providing service to patients;
21. to determine the quality of patient services;
22. to acquire and dispose of equipment and facilities;
23. to determine the places where work will be performed;
24. to hire temporary employees for designated periods of time;
25. to pay wages and benefits in excess of those required by this Agreement;
26. to effect technological changes in its equipment and operations; and
27. to sell, close, or dispose of all or part of the Employer's facilities and/or assets. The Employer's failure to exercise any right, prerogative, or function hereby reserved to it or the Employer's exercise of any such right, prerogative, or function in a particular way, shall not be considered a waiver of the Employer's right to exercise such right, prerogative, or function, or preclude it from exercising the same in some other way not in conflict with the express provisions of this Agreement.

## **ARTICLE 22 – SUBCONTRACTING**

- 22.1. The Employer may subcontract all or part of any operation performed by Employees. Where such subcontracting would displace an Employee, the Employer shall provide the Union with thirty (30) days prior notice of its decision to subcontract so that the Union can discuss the effects of such subcontracting. In the event that the subcontracting of any operation would result in the displacement of twenty (20) or more employees, the Employer will require any subcontracting entity to offer employment to the affected employees and to maintain their current rate of pay for a period of not less than ninety (90) days.
- 22.2. The parties desire to maximize stability in their labor relations. This effort includes their concern for the working environment and labor practices of subcontractors operating within the Hospital(s). The Employer supports and shall encourage its contractors to honor “a position of neutrality in the event there is a legitimate attempt by a labor organization to organize the subcontractor’s employees.”

## **ARTICLE 23 – UNION SECURITY**

### **23.1. UNION MEMBERSHIP AS A CONDITION OF EMPLOYMENT**

During the life of this Agreement, Employees of the Employer 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. Concurrent with new employee orientation, the Union will be afforded an opportunity to distribute and collect Union membership application/Payroll Deduction Forms.

As a condition of employment, all Employees hired on or after the effective date of this Agreement shall, on the thirty-first (31st) day following the beginning of such employment, become and remain members in good standing of the Union and tender to the Union the initiation fees and periodic dues that are the obligations of members.

### **23.2 FAILURE TO MAKE REQUIRED PAYMENTS**

The Union shall notify the Employer and the affected Employee in writing of an Employee’s failure to comply with the provisions of this Article and shall afford each such Employee fifteen (15) work days, after the Employee has been mailed such notice at their last known address, in which to comply.

If said Employee does not comply with the provisions of this Article within the ten (10) day period following actual notice, the Employee shall be promptly terminated upon written notice of such fact from the Union to the Employer.

### **23.3 DEDUCTION AND REMITTANCE OF UNION INITIATION FEES AND DUES**

Upon receipt of an individual, voluntary, written, and un-revoked check-off authorization form which has been signed by an Employee in the bargaining unit covered by this Agreement, the Employer shall deduct from the pay of such Employee during the first pay

period of each calendar month a sum equal to the Employee's union initiation fees or monthly membership dues, uniformly required, and only so long as such Employee was employed by the Employer at the time such obligation became due.

The Employer shall promptly remit to the Union the sums which are deducted under this Section, together with a list on hard copy and a disk or electronically (on Excel, ASCII delimited text, or another compatible format) showing the following information for Union members: their names, identification number on an as needed basis, home address and phone number (as provided by the employee), classification, regular wage rate, regular hours worked during the period, regular earnings during the period, department, status (e.g. Regular Full-Time, Regular Part-Time, Per Diem, or Temporary), and date of hire.

The Union shall indemnify the Employer and hold it harmless against any and all suits, claims, demands and liabilities that arise out of, or by reason of, any action that shall be taken by the Employer for the purpose of complying with the foregoing provisions of this Article.

The Employer will honor written assignment of wages to the Union's Committee on Political Education (C.O.P.E.) fund, where such assignments are submitted in a form agreed to by the Employer and the Union, and will remit such contributions to the Union.

## **ARTICLE 24 – WORK STOPPAGE**

### **24.1. PROHIBITED ACTIVITY**

During the term of this Agreement, neither the Union nor its agents or representatives, nor any Employees, individually or collectively, shall call, sanction, support or participate in any strike, work stoppage, boycott, sit-down, sickout or slow-down, any refusal to cross a picket line at the Employer, or refusal to enter the Employer's premises, or any other interference with any of the Employer's services or operations, or with the movement or transportation of goods to or from the Employer's premises.

The Union agrees that no informational picketing shall take place during the term of the Agreement unless the Union has provided ten (10) days' notice prior to such picketing.

### **24.2. WAIVER BY UNION**

The prohibitions of this Article are intended to apply regardless of the motivation for the strike or other conduct. By way of illustration only, this Article expressly prohibits:

- a. sympathy strikes (individual or concerted failure to cross a picket line established by another labor organization or by members of another bargaining unit);
- b. strikes over disputes that are not subject to arbitration; and
- c. strikes in protest of alleged violations of state or federal law.

Any statutory right under the NLRA which an employee may otherwise have to engage in such conduct is hereby expressly waived by the Union.

24.3. UNION OBLIGATION

If a violation of this Article should occur, the Union shall immediately do everything within its power to terminate the violation.

24.4. PENALTY

Any Employee who participates in any activity prohibited by this Article shall be subject to discharge or such lesser discipline as the Employer in its discretion shall determine, provided, however, that such Employee shall have recourse to the grievance and arbitration procedure as to the sole questions of whether he/she in fact participated in such prohibited activity and whether the discipline is discriminatory.

24.5. UNION OFFICIALS

The Union's Labor Representatives and Stewards shall attempt to end any violation of this Article by personally complying with the Article, and by urging others to do so.

Should they fail to do so, they may be selectively disciplined, including discharge; provided they shall have recourse to the grievance and arbitration procedure as to the question of whether they complied with this Section.

24.6. NO LOCKOUTS

The Employer agrees that there shall be no lockout during the term of this Agreement. As used herein, the term "lockout" shall not include the closing down or curtailment of operations or layoffs due to economic conditions, business or operational reasons, natural disaster, or reasons beyond the Employer's control.

## **ARTICLE 25 – NOTICES TO THE PARTIES**

Notices by the Union to the Hospital shall be mailed, by certified mail, return receipt requested, or delivered to the following:

Executive Administrator Systemwide Employee, Labor Relations, HR Policy and Compliance  
1500 San Pablo Street  
Los Angeles, CA 90033

Notices by the Hospital to the Union shall be mailed, by certified mail, return receipt requested, or delivered to the following address:

President  
National Union of Healthcare Workers  
Northern California Office  
1250 45th Street, Suite 200  
Emeryville, CA 94608

and

Southern California Office  
225 West Broadway, Suite 400  
Glendale, CA 91204

## **ARTICLE 26 – SAVINGS CLAUSE**

If any provision of this Agreement is held to be in conflict with any State or Federal law, or if compliance with or enforcement of any provision is restrained, the remainder of this Agreement shall remain in full force and effect, and the Employer and the Union shall enter negotiations (meeting and conferring) for the limited purpose of amending the provision found to be unenforceable. Such negotiations shall not apply to any other provision of this Agreement, or to any subject other than the subject of the provision found to be unenforceable. The Parties shall attempt to preserve standards or intention where possible.

## **ARTICLE 27 – ENTIRE AGREEMENT**

- 27.1. This Agreement represents the final result of full negotiations between the Employer and the Union, and as an indispensable part of the consideration for each agreeing to this Agreement, each waives its rights to require the other to negotiate further, and each excuses the other from any obligation to negotiate further, whether or not the subject was addressed in this Agreement, or was addressed in negotiations, or, for any reason whatsoever, could not have been addressed in negotiations. The parties agree that this Agreement is intended to constitute the entire Contract between them governing wages, hours and conditions of employment of bargaining unit Employees covered during the term hereof, and settles all demands and issues on all matters subject to collective bargaining. Notwithstanding, the parties understand that issues may arise from time to time during the term of this Agreement that may not have been covered by this Agreement that one party or the other feel need to be discussed. It is agreed therefore, that either party may raise such issues and the other agrees to meet and confer with respect to such issue(s) in an attempt to try to reach a mutual resolution of such issue, however, any party may conclude such discussions in its sole discretion and arbitration is not a remedy in the event the parties are unable to reach agreement.
- 27.2. This Agreement, including all exhibits, represents the full collective bargaining agreement between the Employer and the Union, and there exist no other agreements, oral or written, that define their collective bargaining relationship. In agreeing to this Agreement, neither the Employer nor the Union is relying upon any promise, representation, or other inducement that is not expressed in this Agreement. This Agreement may be modified

only by written agreement by the Employer and the Union and may not be modified by any oral agreement.

## **ARTICLE 28 – VACATION SCHEDULING**

### **28.1. ANNUAL VACATION SCHEDULING**

- a. Employees wishing to schedule vacation for the following calendar year (January through December) shall submit their preferences during the month of October of the prior year. Prior to December first (1st), the Employer shall advise all Employees who submitted requests as to when their vacation is scheduled and shall post the full twelve (12) month vacation schedule in a location in each department accessible to all Employees. Vacation preferences within a department shall be submitted via a consistent process determined by the department management.

To ensure proper vacation scheduling for 2025 and 2026, the Parties shall meet as necessary to review the Parties' preparations for the Vacation Scheduling process.

- b. Annual Vacation Requests. Vacation requests will be granted, subject to patient care and operational necessity, at times most desired by Employees, subject to seniority as described in this paragraph below. Where two or more Employees submit an annual vacation request for the same date(s) for vacation, vacation will be awarded to the Employee with the greatest seniority. In accordance with 28.6 below, Employees shall be permitted to submit a request for a consecutive vacation period up to their full annual accrual and/or multiple shorter vacation periods. For those Employees choosing to split their vacation into two (2) or more increments, seniority will apply only to the first (1st) choice of vacation in each year. The Employee awarded the vacation will then go to the bottom of the list and will be considered for their second choice after a full rotation by seniority, then to the bottom of the list again for a third choice, etc. Employees who submit annual vacation requests shall indicate which requested vacation period is their (1st) choice, which is their second (2nd) choice, and which is their third (3rd) choice.

### **28.2. NON-ANNUAL/OTHER VACATION REQUESTS**

- a. In addition to the annual vacation scheduling, Employees may request vacation at any time, and such requests will be considered at any time of the year. Requests received after the annual vacation scheduling period above shall be granted, subject to patient care and operational necessity, on a first come, first served basis, except that in the case of competing requests submitted on the same calendar day, the request shall be granted by seniority. Vacation request exceeding two (2) weeks of time off will not be unreasonably denied as long the employee has submitted their request within the limits of this Article.
- b. The Employer will notify an Employee in writing of approval or denial of Non-Annual vacation requests submitted after the annual vacation scheduling period above, as soon as possible, but no later than two (2) weeks after receipt of said request. If the Employee does not receive a denial or approval on their Non-Annual

vacation request within two (2) weeks of their request, the Employee may escalate the request to their approver's direct supervisor. If the approver's direct supervisor does not provide a denial or approval within seventy-two (72) hours of the escalated request, the vacation request shall be considered granted.

- 28.3. Transferring Employees will be required to select vacation from open dates, at their new department/location, not previously filled by scheduled vacations or approved leaves.
- 28.4. The Employee may request vacation be attached to the Employee's scheduled day(s) off and such request will be granted, when possible.
- 28.5. Employees granted vacation time must have and use accrued Vacation/PTO. An Employee who, at least two (2) weeks prior to the commencement of their vacation, does not have and, by their vacation start date, is not reasonably expected to accrue, sufficient vacation hours to cover their entire vacation request, shall, after meeting with their immediate manager, have any previously approved vacation adjusted to the amount of time off reasonably expected to be available at the start of their vacation. However, an Employee who, at least two (2) weeks prior to the commencement of their vacation, has or is reasonably expected to accrue sufficient Vacation/PTO to cover the scheduled Vacation by the vacation start date, but whose Vacation/PTO was diminished due to call-offs and/or unscheduled sick/leave, will be granted non-paid time off, not to exceed two (2) weeks, subject to patient care and operational necessity. Provided the Employee has sufficient vacation time accrued, vacation requests granted by the Employer may only be modified upon mutual agreement between the Employer and the Employee.
- 28.6. When requesting vacations, Employee may request less than five (5) workdays at a time or that the vacation start on any day of the week. The total amount of vacation earned in any given year may be taken in one (1) consecutive period or vacation periods may be split at the request of the Employee. For avoidance of doubt, and for example, if an Employee is entitled to accrue three (3) weeks of vacation during the calendar year, that Employee may request a vacation of up to three (3) weeks in duration for any single request.

## **ARTICLE 29 – EMPLOYMENT & INCOME SECURITY**

The parties acknowledge the common goal of providing employment and income security to employees. As such, it is the intent of the parties to avoid displacement of employees, but recognize there are circumstances where avoiding displacement cannot be achieved. The parties acknowledge a mutual intention to make use of attrition, business growth, job matching, retraining and/or other mutually agreed upon mechanisms to accomplish this goal. The Employer will make every effort to maintain employment and income security and to avoid displacing employees, i.e., reductions in force, reduction in hours, daily cancellations and job elimination on a temporary, indefinite, or permanent basis.

- 29.1. Issues regarding job security, retention and recruitment shall be considered by the parties, and the Employer will implement mutually agreeable programs to address these issues, when necessary and feasible, including the following:
  - a. Identifying current and anticipated vacancies;

- b. Projecting changes in the delivery of healthcare by each Hospital;
  - c. Identifying voluntary retraining opportunities for employees at the Employer;
  - d. Identifying creative retention programs such as one that contemplates the identification of transferable skills of employees to voluntarily work in classifications other than their own to avoid daily cancellations;
  - e. Identifying voluntary cross-training opportunities to minimize involuntary daily cancellations;
  - f. Identify systems to support effective reassignment processes such as float pools, cross-training programs, employee lists by competencies;
  - g. Identifying new and creative recruitment sources;
  - h. Other opportunities to enhance recruitment, retention and retraining;
  - i. Impact on the workforce as a result of business changes that would result in closures, consolidations or shared service entities.
- 29.2. Employees who are permanently laid off will be provided with concierge services, which include assistance with resume writing, interview coaching, job matching to open positions and referrals to hiring managers.

## **ARTICLE 30 – BARGAINING UNIT WORK**

### 30.1. SUPERVISORS

The Hospital and the Union agree that the term “supervisory employee” or “supervisor” as used in this Agreement is as defined in the National Labor Relations Act. The Hospital will not establish jobs or job titles for the purpose of excluding work or employees from the bargaining unit. Bargaining unit Employees will not perform the work of supervisors or assume supervisory responsibilities or authority. Supervisors will not perform duties normally performed by bargaining unit Employees except for emergencies such as natural disasters, situations of mass casualties or an internal emergency endangering patient care (such as fire, structural collapse, bomb threats, hazardous material spills broken pipes, power outages, gas leaks, shut downs, or any other event that might compromise patient safety or care), or under circumstances that are beyond the control of the Hospital, or for training situations where the performance of bargaining unit work may be required but is limited and minimal, or where necessary to maintain competencies or in an emergency and/or a situation where the delivery of health care services of important operations could be compromised and it would be necessary for a supervisor to assist until an appropriate bargaining unit Employee is available.

### 30.2. SPECIAL PROGRAMS

- a. The Hospital agrees that programs such as JTPA, Developmentally Disabled Programs, volunteers, students, student interns or other student programs and summer youth programs shall not be utilized to displace bargaining unit employees, or to fill positions previously occupied by bargaining unit Employees, nor shall they be used to reduce or limit hours of work for bargaining unit Employees.

- b. The Hospital shall notify the Union of the commencement of JTPA, Developmentally Disabled Programs, volunteers, student interns or other student programs and summer youth programs including the number of participants, their classification, duties, work location, hours per week, and the duration of the program. Information including the number of participants, their classification, duties, work locations, hours per week, and the duration of the program shall be furnished to the Union at any time, upon request.

## **ARTICLE 31 – UNIFORMS**

The Employer maintains the right to, at its discretion, establish and enforce specific dress code requirements and/or uniforms for Employees. To provide uniform appearance and ready identification, certain Employees shall wear uniforms prescribed by the Employer from time to time while performing their work. These uniforms shall be worn in the course of the performance of this work and may be worn to and from the Employee's home. "Uniform" is defined as any wearing apparel and accessories of distinctive design or color. Where uniforms are required, the Employer will provide either one uniform or a sufficient uniform allowance/voucher for each day the Employee is regularly scheduled to work per week, based on employment status. Additional uniforms or allowance/vouchers will be provided if required by change in employment status. Clothing which is a general ordinary type of street clothing or which is standard in the industry and can be worn from one job to the next is not considered a uniform.

The Employer will maintain only those uniforms that Employees are required to wear in order to maintain a sterile environment.

Employees are expected to take reasonable care of their uniforms. New uniforms or additional allowance/vouchers will be issued based on normal wear and tear or damage caused in the normal course of their duties. Employees who damage, destroy, lose, or otherwise need to replace their uniforms outside of the normal wear and tear replacement schedule must do so at their own expense.

The Employer shall permit employees to provide and wear their own clothing or outerwear provided that the articles of clothing are consistent with the specific dress code requirements as specified by the Employer and/or department management; whether any item is considered consistent shall be determined by the Employer at its discretion. Employees choosing to wear such clothing will not be entitled to any additional uniforms or allowances/vouchers.

## **ARTICLE 32 – MEAL AND REST PERIODS**

- 32.1. The Hospital will comply with all applicable state and federal laws pertaining to meal and rest periods, meal period waivers, missed meal period penalties, and “on duty” meal period agreements.
- 32.2. Unpaid, un-worked meal periods will not be counted as hours worked in calculating overtime to be paid under any provision of this Agreement.
- 32.3. An Employee will notify their supervisor in advance of their inability to leave the workstation for a meal period. Department schedules are prepared so as to allow Employees to take meal and break rest periods.
- 32.4. Employees are required to take all meal period and rest periods as scheduled and may not miss a meal or rest period without the express authorization of their supervisor, unless patient safety requirements prevent the obtaining of prior authorization, in which case the supervisor must be notified as soon as the patient safety issue has been resolved. Employees whose rest and/or meal periods are not scheduled by the Employer are authorized, permitted and expected to take them in accordance with this Article. It is an Employee’s responsibility to (a) timely provide both the soonest possible notice as described above and the explanation called for in this Section and (b) claim the premium payment described in the next provision.
- 32.5. Anytime an Employee’s right to a meal or rest period is interfered with or the Employee believes he/she was not provided a meal or rest period due to Employer operations, he/she must provide an explanation as to why the meal or rest period was missed. An Employee shall be provided a premium payment equal to one hour of their base rate of pay for any day which they right under the applicable Industrial Welfare Commission Wage Order to the appropriate meal or rest period(s) are interfered with. The Employer shall promptly pay any premium payment due under this Section. In the event an Employee does not receive a penalty payment called for by or otherwise has a dispute related to this Section, such dispute shall be resolved exclusively through the grievance and arbitration procedures under Article 9, or through an individual claim to the California Division of Labor Standards Enforcement (DLSE), provided that any single adjudication by either an arbitrator or the DLSE shall be final and binding as the means for addressing any disputed penalty payment or other dispute related to this Section. Employees who report missed meal or rest periods due to inability to leave the workstation or Employer interference shall not be subject to discipline in retaliation for such reporting missed meal or rest periods.

## **ARTICLE 33 – PARKING**

### **33.1. PARKING ALLOWANCE**

The Employer will provide free parking within a reasonable distance of the workplace. For most employees, that will include parking passes for the Valley Lot. Those Employees currently assigned a free spot in another lot may maintain that spot for free as long as those parking spaces continue to be allocated to those Employees by the University. If there is no parking available at the Valley Lot, bargaining unit Employees will be allowed to park by leaving their keys with the Valley Lot attendant, who will valet the car, or direct them

to stack park their car free of charge. For off hours, which is Monday – Friday after 5 p.m. (or 5 p.m. to 8 a.m.), holidays, and all weekends, parking passes will be honored at the main Keck parking structure.

The Employer will provide reasonable security for Employees at all times in and around the facilities premises. After dark and subject to operational needs of the Employer, a security escort to the designated parking lots will be made available at the request of an Employee.

The Employer will meet with Employees and the Union to discuss concerns related to security and/or parking availability, if requested to do so.

33.2. BIDDING FOR OPEN SPACES

The Employees shall continue to be able to participate in the Parking Office’s bidding system for open parking spaces, on the same basis as non-union employees. Employees awarded a parking space through this system shall be responsible for the same costs and expenses of such space as applicable to non-union employees.

33.3. SHUTTLE SERVICE

The Employees shall continue to have access to a shuttle service between assigned parking lots for Employees covered by this Agreement and the Health Science Campus. The

Employer shall maintain and publicize a schedule of hourly operations with regularly scheduled pick-up and drop-offs.

**ARTICLE 34 – TERM**

Except as otherwise provided in this Agreement, this Agreement shall become effective upon ratification and shall continue in full force and effect until June 30, 2027. This Agreement shall be automatically renewed and extended from year to year without addition, change or amendment, unless either party serves notice in writing to the other party no less than ninety (90) days before the end of the term of its desire to terminate, change, amend or add to this Agreement.

**For the Union:**

**For the Employer:**

By:



\_\_\_\_\_  
Vanessa Coe  
Secretary-Treasurer

By:



\_\_\_\_\_  
Marty Sargeant, MBA  
CEO Keck Medical Center of USC

Date:

2-14-2026

Date:

2-19-26

By:



\_\_\_\_\_  
Francisco Cendejas  
Hospital Division, NUHW

Date:

2/4/26

## NUHW BARGAINING COMMITTEE

Aaron Scrup, Keck IOM  
Albert Rodriguez, Keck Cath Lab  
Alesia Clay, Keck PCT  
Alma Amador, HC1 Transplant  
Alma Del Rodriguez, HC1 Transplant  
Alondra Sanchez, Food and Nutrition  
Amy Funez, Food and Nutrition  
Ana Cordero, Pasadena Lab  
Ana Melendez, HC1 Transplant  
Ana Saguin, HC3 Transplant  
Angie Woods, Keck Imaging  
Audra Goedemans, Keck IOM  
Braulio Mendo, Norris Maintenance/Engineers  
Brenda Basulto Llamas, Keck Surgery  
Brenda Lockett, Keck Physical Therapy  
Brian Dodero, Keck Respiratory  
Caitlin Krause, Keck Physical Therapy  
Casey Catuna, Norris Maintenance/Engineers  
Christopher Amici, HC2 CVTI  
Claudia Hidalgo, HC2 Endoscopy  
Crystal Castillo, Food and Nutrition  
Daniel Olivares, Keck Surgery  
David Zavala, Keck PCT  
Deborah Fuller, Keck PCT  
Diego Cordero, Keck Clinical Lab  
Edyth Palacios, Transplant  
Elaine Williams, Keck PCT  
Elizabeth Crothers, Transplant  
Elnora Oseguera, Keck PCT  
Emily Guardado, EVS  
Eric Campos, HC2 Transplant  
Eric Santifer, Food and Nutrition  
Fabiola Casas, Transplant  
Farman Boayes, Keck Physical Therapy  
Federicka Contreras, Keck Biomed  
Fida Nafeh, Keck Cardiology  
Gabriel Grajeda Escobedo, Food and Nutrition  
Gerardo Valadez, Keck Materials Management  
James Ayers, Keck Respiratory  
James Collins, Keck Clinical Lab  
Jeeny Nunez Cruz, Transplant  
Jerome Marmol, Norris Hem/Onc  
Jessica Flores, Norris Imaging  
Jose Molina, Norris CSPD

Judy Oliva, Food and Nutrition  
Julio Pedroza, Keck Materials Management  
Kristin O'Leary, HC1 PET/CT  
Kristine Gevojanian, HC2 CVTI  
Lanita Brown, EVS  
LuzRegina Llamas Viramontes, Keck PCT  
Manuel Rios, Norris Hem/Onc  
Marco Arellano, Food and Nutrition  
Maria del Refugio Romo, Keck Biomed  
Maria Hyde, Norris Hem/Onc  
Maria Silva, Keck PCT  
Mark Delgado, Keck Surgery  
Maryam Ghazarian, Keck Surgery  
Matias Cajina, Keck Imaging  
Maureen Macam, Norris Pharmacy  
Miguel Gonzalez, EVS  
Natalie Couch, Keck Imaging  
Nayeli Alonso, Norris Imaging  
Neil Carlson, Keck Cath Lab  
Nelson Roman, Keck Sterile Processing  
Nichole Palacios, Keck Surgery  
Noemi Aguirre, Keck Respiratory  
Ovsanna Ter-Nshanyan, Keck Surgery  
Rafe Barone, Norris Imaging  
Ramon Moreno, Norris Pharmacy  
Rebecca Cavallo, Norris Surgery  
Regina Bartsch, HC2 Imaging  
Renee Reyes, Pasadena Lab  
Rina Hernandez, HC4 Surgery  
Rocky Anderson, Keck Materials Management  
Rocky Woo, Food and Nutrition  
Rosa Gorostieta, Norris Lab  
Rudy Castaneda, Keck Float Pool  
Ryan Hoxmeier, Norris Radiation Oncology  
Salvador Goshorn, Norris Surgery  
Sarah Guzman, Food and Nutrition  
Sebastian Etniel, Keck Cath Lab  
Sherri Dominguez, Keck Pharmacy  
Sossie Elmajian, Keck Sterile Processing  
Steven Rivas, Keck Imaging  
Susan Hartling, Keck Physical Therapy  
Terence Pruitt, EVS  
Teresa Ramirez, Keck Vascular  
Thomas Stockton, Keck Imaging  
Tiffany Robinson, HC3 CSPD  
Tran Su, Keck Pharmacy

Trudy Williams, Keck PCT  
Tyler Alfelor, Norris Materials Management  
Vannessa Ruiz, EVS  
Waldina Izykowski, Keck PCT

## **APPENDIX A – DEPARTMENT GROUPINGS**

For purposes of Article 4 (Seniority, Reductions in Force and Recall) and Article 5 (Job Vacancies, Posting and Bidding), the following Groupings of Departments will apply:

1. Keck Inpatient Nursing: Critical Care, Med/Surg, Telemetry, Step Down, ETC, Float Pool, Rehabilitation.
2. Norris Inpatient Nursing: Critical Care, Med/Surg, Telemetry, ETC, Float Pool.
3. Day Hospital, Norris Outpatient Clinics, Oncology Services, BMT, Hematology.
4. Surgery/Procedure Areas: Outpatient Surgery, Same Day Surgery, PACU, Advanced Endoscopy, Main OR, Sterile Processing, and Scope Processing.
5. EEG and EMG
6. Vascular Lab, EKG Electrocardiography (Cardiology) and Ultrasound
7. Pulmonary, Respiratory Services, the Sleep Disorder Clinic and the Sleep Lab
8. Radiology-Diagnostics, Cardiovascular-Lab, CT Scanner, Interventional Radiology, MRI, Nuclear Medicine, Ultrasound and Direct Care Partners (Transporters) and Radiation Oncology.
9. Clinical Laboratory and Blood Bank
10. Pharmacy-Keck and Norris
11. Physical Therapy and Occupational Therapy
12. Grounds, Plant Maintenance, Plant Operations and Bio-Medical Engineering
13. Environmental Services
14. Materials Management
15. Food and Nutrition Services
16. Social Services
17. IOM

Other department groupings or changes or modifications to the above groupings may be agreed to by the parties.

## APPENDIX B – SALARY SCHEDULE UPON RATIFICATION

JOB CLASSIFICATIONS	0	1	2	3	4	5	6	7	8	9	10	11	12 - 14	15 - 17	18 - 20	21 - 24	25 +
AIDE - OR	\$21.85	\$22.29	\$22.74	\$23.19	\$23.65	\$24.13	\$24.61	\$25.10	\$25.60	\$26.12	\$26.64	\$27.17	\$27.71	\$28.27	\$28.83	\$29.41	\$30.00
AIDE - THERAPY	\$22.29	\$22.74	\$23.19	\$23.66	\$24.13	\$24.61	\$25.10	\$25.61	\$26.12	\$26.64	\$27.17	\$27.72	\$28.27	\$28.84	\$29.41	\$30.00	\$30.60
ASST - LAB NON-PHLEBOTOMY	\$22.74	\$23.19	\$23.66	\$24.13	\$24.61	\$25.11	\$25.61	\$26.12	\$26.64	\$27.18	\$27.72	\$28.27	\$28.84	\$29.42	\$30.00	\$30.61	\$31.22
ASST - LABORATORY	\$26.14	\$26.92	\$27.73	\$28.56	\$29.42	\$30.01	\$30.61	\$31.22	\$31.84	\$32.48	\$33.13	\$33.79	\$34.47	\$35.16	\$35.86	\$36.58	\$37.31
ASST - MEDICAL	\$24.62	\$25.36	\$26.12	\$26.91	\$27.71	\$28.27	\$28.83	\$29.41	\$30.00	\$30.60	\$31.21	\$31.84	\$32.47	\$33.12	\$33.78	\$34.46	\$35.15
ASST - OCCUPATIONAL THERAPY	\$35.58	\$36.65	\$37.75	\$38.88	\$40.05	\$40.85	\$41.67	\$42.50	\$43.35	\$44.22	\$45.10	\$46.00	\$46.92	\$47.86	\$48.82	\$49.80	\$50.79
ASST - PATIENT CARE	\$24.62	\$25.36	\$26.12	\$26.91	\$27.71	\$28.27	\$28.83	\$29.41	\$30.00	\$30.60	\$31.21	\$31.84	\$32.47	\$33.12	\$33.78	\$34.46	\$35.15
ASST - PHYSICAL THERAPY	\$35.58	\$36.65	\$37.75	\$38.88	\$40.05	\$40.85	\$41.67	\$42.50	\$43.35	\$44.22	\$45.10	\$46.00	\$46.92	\$47.86	\$48.82	\$49.80	\$50.79
ASST - RADIOLOGY	\$22.07	\$22.51	\$22.96	\$23.42	\$23.89	\$24.37	\$24.86	\$25.35	\$25.86	\$26.38	\$26.90	\$27.44	\$27.99	\$28.55	\$29.12	\$29.70	\$30.30
CARE COORDINATION LIAISON	\$29.16	\$30.04	\$30.94	\$31.87	\$32.82	\$33.48	\$34.15	\$34.83	\$35.53	\$36.24	\$36.96	\$37.70	\$38.46	\$39.23	\$40.01	\$40.81	\$41.63
CASHIER	\$21.42	\$21.85	\$22.29	\$22.73	\$23.19	\$23.65	\$24.12	\$24.61	\$25.10	\$25.60	\$26.11	\$26.64	\$27.17	\$27.71	\$28.27	\$28.83	\$29.41
CATERING	\$21.64	\$22.07	\$22.51	\$22.96	\$23.42	\$23.89	\$24.37	\$24.85	\$25.35	\$25.86	\$26.37	\$26.90	\$27.44	\$27.99	\$28.55	\$29.12	\$29.70
CLERK - HEALTH INFORMATION	\$21.85	\$22.29	\$22.74	\$23.19	\$23.65	\$24.13	\$24.61	\$25.10	\$25.60	\$26.12	\$26.64	\$27.17	\$27.71	\$28.27	\$28.83	\$29.41	\$30.00
CLERK - MATERIAL MGT	\$21.85	\$22.29	\$22.74	\$23.19	\$23.65	\$24.13	\$24.61	\$25.10	\$25.60	\$26.12	\$26.64	\$27.17	\$27.71	\$28.27	\$28.83	\$29.41	\$30.00
COOK	\$22.51	\$22.97	\$23.42	\$23.89	\$24.37	\$24.86	\$25.36	\$25.86	\$26.38	\$26.91	\$27.45	\$27.99	\$28.55	\$29.13	\$29.71	\$30.30	\$30.91
COORD - IMAGING (CT)	\$50.91	\$52.44	\$54.01	\$55.63	\$57.30	\$58.45	\$59.62	\$60.81	\$62.03	\$63.27	\$64.53	\$65.82	\$67.14	\$68.48	\$69.85	\$71.25	\$72.67
COORD - IMAGING (MRI)	\$56.80	\$58.51	\$60.26	\$62.07	\$63.93	\$65.21	\$66.51	\$67.84	\$69.20	\$70.58	\$72.00	\$73.44	\$74.90	\$76.40	\$77.93	\$79.49	\$81.08
COORD - IMAGING (NUC MED)	\$56.24	\$57.93	\$59.66	\$61.45	\$63.30	\$64.56	\$65.85	\$67.17	\$68.51	\$69.89	\$71.28	\$72.71	\$74.16	\$75.65	\$77.16	\$78.70	\$80.28
COORD - IMAGING (SPECIAL PR)	\$57.37	\$59.09	\$60.86	\$62.69	\$64.57	\$65.86	\$67.18	\$68.52	\$69.89	\$71.29	\$72.72	\$74.17	\$75.65	\$77.17	\$78.71	\$80.28	\$81.89
COORD - IMAGING (ULTRASOUND)	\$57.94	\$59.68	\$61.47	\$63.32	\$65.22	\$66.52	\$67.85	\$69.21	\$70.59	\$72.00	\$73.44	\$74.91	\$76.41	\$77.94	\$79.50	\$81.09	\$82.71
COORD - IMAGING (X-RAY)	\$49.91	\$51.41	\$52.95	\$54.54	\$56.17	\$57.30	\$58.44	\$59.61	\$60.80	\$62.02	\$63.26	\$64.53	\$65.82	\$67.13	\$68.47	\$69.84	\$71.24
COORD - NEW PATIENT	\$25.37	\$26.13	\$26.92	\$27.72	\$28.55	\$29.13	\$29.71	\$30.30	\$30.91	\$31.53	\$32.16	\$32.80	\$33.46	\$34.13	\$34.81	\$35.50	\$36.21
COORD - OFFICE	\$25.88	\$26.66	\$27.46	\$28.28	\$29.13	\$29.71	\$30.31	\$30.91	\$31.53	\$32.16	\$32.80	\$33.46	\$34.13	\$34.81	\$35.51	\$36.22	\$36.94

JOB CLASSIFICATIONS	0	1	2	3	4	5	6	7	8	9	10	11	12 - 14	15 - 17	18 - 20	21 - 24	25 +
COORD - REFERRAL	\$24.38	\$25.11	\$25.87	\$26.64	\$27.44	\$27.99	\$28.55	\$29.12	\$29.70	\$30.30	\$30.90	\$31.52	\$32.15	\$32.79	\$33.45	\$34.12	\$34.80
COORD - SCHEDULING	\$24.38	\$25.11	\$25.87	\$26.64	\$27.44	\$27.99	\$28.55	\$29.12	\$29.70	\$30.30	\$30.90	\$31.52	\$32.15	\$32.79	\$33.45	\$34.12	\$34.80
COORD - SCHEDULING, LEAD	\$25.62	\$26.39	\$27.18	\$28.00	\$28.84	\$29.42	\$30.01	\$30.61	\$31.22	\$31.84	\$32.48	\$33.13	\$33.79	\$34.47	\$35.16	\$35.86	\$36.58
COORD - SUPPORT	\$23.20	\$23.89	\$24.61	\$25.35	\$26.11	\$26.63	\$27.16	\$27.71	\$28.26	\$28.83	\$29.40	\$29.99	\$30.59	\$31.20	\$31.83	\$32.46	\$33.11
DISCHARGE PLANNING COORDINATOR	\$30.05	\$30.95	\$31.88	\$32.83	\$33.82	\$34.49	\$35.18	\$35.89	\$36.60	\$37.34	\$38.08	\$38.85	\$39.62	\$40.41	\$41.22	\$42.05	\$42.89
DISCHARGE PLANNING COORDINATOR-LVN	\$31.58	\$32.53	\$33.50	\$34.51	\$35.54	\$36.25	\$36.98	\$37.72	\$38.47	\$39.24	\$40.03	\$40.83	\$41.64	\$42.48	\$43.33	\$44.19	\$45.08
DISCHARGE PLANNING COORDINATOR-LVN, LEAD	\$33.19	\$34.19	\$35.21	\$36.27	\$37.36	\$38.10	\$38.86	\$39.64	\$40.43	\$41.24	\$42.07	\$42.91	\$43.77	\$44.64	\$45.54	\$46.45	\$47.38
ENGINEER - STATIONARY	\$44.73	\$46.08	\$47.46	\$48.88	\$50.35	\$51.36	\$52.38	\$53.43	\$54.50	\$55.59	\$56.70	\$57.84	\$58.99	\$60.17	\$61.38	\$62.60	\$63.85
FOOD SERVICE WORKER	\$21.42	\$21.85	\$22.29	\$22.73	\$23.19	\$23.65	\$24.12	\$24.61	\$25.10	\$25.60	\$26.11	\$26.64	\$27.17	\$27.71	\$28.27	\$28.83	\$29.41
FOOD SERVICE WORKER, LEAD	\$22.07	\$22.51	\$22.96	\$23.42	\$23.89	\$24.37	\$24.86	\$25.35	\$25.86	\$26.38	\$26.90	\$27.44	\$27.99	\$28.55	\$29.12	\$29.70	\$30.30
GRILL COOK	\$22.51	\$22.97	\$23.42	\$23.89	\$24.37	\$24.86	\$25.36	\$25.86	\$26.38	\$26.91	\$27.45	\$27.99	\$28.55	\$29.13	\$29.71	\$30.30	\$30.91
GRILL COOK, SR	\$23.66	\$24.37	\$25.10	\$25.86	\$26.63	\$27.17	\$27.71	\$28.26	\$28.83	\$29.41	\$29.99	\$30.59	\$31.21	\$31.83	\$32.47	\$33.12	\$33.78
GROUNDSKEEPER	\$22.51	\$22.97	\$23.42	\$23.89	\$24.37	\$24.86	\$25.36	\$25.86	\$26.38	\$26.91	\$27.45	\$27.99	\$28.55	\$29.13	\$29.71	\$30.30	\$30.91
INTERN - SURGICAL TECH	\$24.14	\$24.86	\$25.61	\$26.38	\$27.17	\$27.71	\$28.27	\$28.83	\$29.41	\$30.00	\$30.60	\$31.21	\$31.83	\$32.47	\$33.12	\$33.78	\$34.46
LVN/LPN	\$30.96	\$31.89	\$32.84	\$33.83	\$34.84	\$35.54	\$36.25	\$36.97	\$37.71	\$38.47	\$39.24	\$40.02	\$40.82	\$41.64	\$42.47	\$43.32	\$44.19
MAINT/SKILL HVAC MECHANIC	\$35.23	\$36.29	\$37.38	\$38.50	\$39.65	\$40.45	\$41.26	\$42.08	\$42.92	\$43.78	\$44.66	\$45.55	\$46.46	\$47.39	\$48.34	\$49.30	\$50.29
MAINT/SKILLED - ELECTRICIAN	\$45.18	\$46.54	\$47.93	\$49.37	\$50.85	\$51.87	\$52.91	\$53.97	\$55.04	\$56.15	\$57.27	\$58.41	\$59.58	\$60.77	\$61.99	\$63.23	\$64.49
MAINT/SKILLED CRAFTSMAN	\$32.21	\$33.18	\$34.18	\$35.20	\$36.26	\$36.98	\$37.72	\$38.48	\$39.25	\$40.03	\$40.83	\$41.65	\$42.48	\$43.33	\$44.20	\$45.08	\$45.98
MAINTENANCE - GENERAL	\$30.65	\$31.57	\$32.52	\$33.49	\$34.50	\$35.19	\$35.89	\$36.61	\$37.34	\$38.09	\$38.85	\$39.63	\$40.42	\$41.23	\$42.05	\$42.89	\$43.75
MEDICAL CALL CENTER SCHEDULER	\$21.64	\$22.07	\$22.51	\$22.96	\$23.42	\$23.89	\$24.37	\$24.85	\$25.35	\$25.86	\$26.37	\$26.90	\$27.44	\$27.99	\$28.55	\$29.12	\$29.70
NUTRITION ASSISTANT	\$24.62	\$25.36	\$26.12	\$26.91	\$27.71	\$28.27	\$28.83	\$29.41	\$30.00	\$30.60	\$31.21	\$31.84	\$32.47	\$33.12	\$33.78	\$34.46	\$35.15
OR SECRETARY	\$23.90	\$24.62	\$25.36	\$26.12	\$26.90	\$27.44	\$27.99	\$28.55	\$29.12	\$29.70	\$30.29	\$30.90	\$31.52	\$32.15	\$32.79	\$33.45	\$34.12
PAINTER	\$32.21	\$33.18	\$34.18	\$35.20	\$36.26	\$36.98	\$37.72	\$38.48	\$39.25	\$40.03	\$40.83	\$41.65	\$42.48	\$43.33	\$44.20	\$45.08	\$45.98
RECEPTIONIST	\$22.74	\$23.19	\$23.66	\$24.13	\$24.61	\$25.11	\$25.61	\$26.12	\$26.64	\$27.18	\$27.72	\$28.27	\$28.84	\$29.42	\$30.00	\$30.61	\$31.22
REPRESENTATIVE - PATIENT ACCESS	\$22.51	\$22.97	\$23.42	\$23.89	\$24.37	\$24.86	\$25.36	\$25.86	\$26.38	\$26.91	\$27.45	\$27.99	\$28.55	\$29.13	\$29.71	\$30.30	\$30.91
SCHEDULER, LEAD	\$23.66	\$24.37	\$25.10	\$25.86	\$26.63	\$27.17	\$27.71	\$28.26	\$28.83	\$29.41	\$29.99	\$30.59	\$31.21	\$31.83	\$32.47	\$33.12	\$33.78

JOB CLASSIFICATIONS	0	1	2	3	4	5	6	7	8	9	10	11	12 - 14	15 - 17	18 - 20	21 - 24	25 +
SECRETARY - DEPARTMENT	\$23.90	\$24.62	\$25.36	\$26.12	\$26.90	\$27.44	\$27.99	\$28.55	\$29.12	\$29.70	\$30.29	\$30.90	\$31.52	\$32.15	\$32.79	\$33.45	\$34.12
SPECIALIST - MEDIA	\$38.92	\$40.08	\$41.29	\$42.53	\$43.80	\$44.68	\$45.57	\$46.48	\$47.41	\$48.36	\$49.33	\$50.31	\$51.32	\$52.35	\$53.39	\$54.46	\$55.55
SPECIALIST - REFERRAL SERVICES	\$25.37	\$26.13	\$26.92	\$27.72	\$28.55	\$29.13	\$29.71	\$30.30	\$30.91	\$31.53	\$32.16	\$32.80	\$33.46	\$34.13	\$34.81	\$35.50	\$36.21
STOCK WORKER AND RECEIVER	\$21.85	\$22.29	\$22.74	\$23.19	\$23.65	\$24.13	\$24.61	\$25.10	\$25.60	\$26.12	\$26.64	\$27.17	\$27.71	\$28.27	\$28.83	\$29.41	\$30.00
STOCK WORKER AND RECEIVER, SR	\$22.29	\$22.74	\$23.19	\$23.66	\$24.13	\$24.61	\$25.10	\$25.61	\$26.12	\$26.64	\$27.17	\$27.72	\$28.27	\$28.84	\$29.41	\$30.00	\$30.60
TECH - ANESTHESIA I	\$33.52	\$34.53	\$35.56	\$36.63	\$37.73	\$38.48	\$39.25	\$40.04	\$40.84	\$41.66	\$42.49	\$43.34	\$44.21	\$45.09	\$45.99	\$46.91	\$47.85
TECH - ANESTHESIA II	\$35.23	\$36.29	\$37.38	\$38.50	\$39.65	\$40.45	\$41.26	\$42.08	\$42.92	\$43.78	\$44.66	\$45.55	\$46.46	\$47.39	\$48.34	\$49.30	\$50.29
TECH - ANESTHESIA, LEAD	\$37.03	\$38.14	\$39.28	\$40.46	\$41.68	\$42.51	\$43.36	\$44.23	\$45.11	\$46.01	\$46.93	\$47.87	\$48.83	\$49.81	\$50.80	\$51.82	\$52.86
TECH - BIOMED	\$38.92	\$40.08	\$41.29	\$42.53	\$43.80	\$44.68	\$45.57	\$46.48	\$47.41	\$48.36	\$49.33	\$50.31	\$51.32	\$52.35	\$53.39	\$54.46	\$55.55
TECH - CARDIOVASCULAR/CRT	\$33.86	\$34.87	\$35.92	\$37.00	\$38.11	\$38.87	\$39.65	\$40.44	\$41.25	\$42.07	\$42.91	\$43.77	\$44.65	\$45.54	\$46.45	\$47.38	\$48.33
TECH - CATH CARDIAC CATHETERIZATION	\$54.58	\$56.22	\$57.91	\$59.65	\$61.44	\$62.66	\$63.92	\$65.20	\$66.50	\$67.83	\$69.19	\$70.57	\$71.98	\$73.42	\$74.89	\$76.39	\$77.92
TECH - CT	\$48.44	\$49.89	\$51.39	\$52.93	\$54.52	\$55.61	\$56.72	\$57.86	\$59.02	\$60.20	\$61.40	\$62.63	\$63.88	\$65.16	\$66.46	\$67.79	\$69.15
TECH - ECHO	\$55.13	\$56.78	\$58.49	\$60.24	\$62.05	\$63.29	\$64.56	\$65.85	\$67.16	\$68.51	\$69.88	\$71.28	\$72.70	\$74.16	\$75.64	\$77.15	\$78.69
TECH - EKG	\$25.62	\$26.39	\$27.18	\$28.00	\$28.84	\$29.42	\$30.01	\$30.61	\$31.22	\$31.84	\$32.48	\$33.13	\$33.79	\$34.47	\$35.16	\$35.86	\$36.58
TECH - ENDOSCOPY INTERN	\$32.86	\$33.85	\$34.86	\$35.91	\$36.99	\$37.73	\$38.48	\$39.25	\$40.03	\$40.83	\$41.65	\$42.48	\$43.33	\$44.20	\$45.08	\$45.99	\$46.91
TECH - ENDOSCOPY I	\$32.86	\$33.85	\$34.86	\$35.91	\$36.99	\$37.73	\$38.48	\$39.25	\$40.03	\$40.83	\$41.65	\$42.48	\$43.33	\$44.20	\$45.08	\$45.99	\$46.91
TECH - ENDOSCOPY II	\$34.54	\$35.57	\$36.64	\$37.74	\$38.87	\$39.65	\$40.44	\$41.25	\$42.08	\$42.92	\$43.78	\$44.65	\$45.54	\$46.46	\$47.38	\$48.33	\$49.30
TECH - EQUIPMENT	\$21.42	\$21.85	\$22.29	\$22.73	\$23.19	\$23.65	\$24.12	\$24.61	\$25.10	\$25.60	\$26.11	\$26.64	\$27.17	\$27.71	\$28.27	\$28.83	\$29.41
TECH - MAMMOGRAPHY	\$48.44	\$49.89	\$51.39	\$52.93	\$54.52	\$55.61	\$56.72	\$57.86	\$59.02	\$60.20	\$61.40	\$62.63	\$63.88	\$65.16	\$66.46	\$67.79	\$69.15
TECH - MED LAB (MLT)	\$29.16	\$30.04	\$30.94	\$31.87	\$32.82	\$33.48	\$34.15	\$34.83	\$35.53	\$36.24	\$36.96	\$37.70	\$38.46	\$39.23	\$40.01	\$40.81	\$41.63
TECH - MONITOR	\$25.88	\$26.66	\$27.46	\$28.28	\$29.13	\$29.71	\$30.31	\$30.91	\$31.53	\$32.16	\$32.80	\$33.46	\$34.13	\$34.81	\$35.51	\$36.22	\$36.94
TECH - MRI	\$54.04	\$55.67	\$57.34	\$59.06	\$60.83	\$62.04	\$63.28	\$64.55	\$65.84	\$67.16	\$68.50	\$69.87	\$71.27	\$72.69	\$74.15	\$75.63	\$77.14
TECH - NEURODIAGNOSTICS I	\$51.94	\$53.49	\$55.10	\$56.75	\$58.45	\$59.62	\$60.82	\$62.03	\$63.27	\$64.54	\$65.83	\$67.15	\$68.49	\$69.86	\$71.25	\$72.68	\$74.13
TECH - NEURODIAGNOSTICS II	\$51.94	\$53.49	\$55.10	\$56.75	\$58.45	\$59.62	\$60.82	\$62.03	\$63.27	\$64.54	\$65.83	\$67.15	\$68.49	\$69.86	\$71.25	\$72.68	\$74.13
TECH - NEURODIAGNOSTICS IOM	\$56.24	\$57.93	\$59.66	\$61.45	\$63.30	\$64.56	\$65.85	\$67.17	\$68.51	\$69.89	\$71.28	\$72.71	\$74.16	\$75.65	\$77.16	\$78.70	\$80.28
TECH - NEURODIAGNOSTICS IOM (CERTIFIED)	\$56.24	\$57.93	\$59.66	\$61.45	\$63.30	\$64.56	\$65.85	\$67.17	\$68.51	\$69.89	\$71.28	\$72.71	\$74.16	\$75.65	\$77.16	\$78.70	\$80.28

<b>JOB CLASSIFICATIONS</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12 - 14</b>	<b>15 - 17</b>	<b>18 - 20</b>	<b>21 - 24</b>	<b>25 +</b>
<b>TECH - NEURODIAGNOSTICS IOM SR</b>	\$59.11	\$60.88	\$62.71	\$64.59	\$66.53	\$67.86	\$69.21	\$70.60	\$72.01	\$73.45	\$74.92	\$76.42	\$77.95	\$79.50	\$81.09	\$82.72	\$84.37
<b>TECH - NEURODIAGNOSTICS SR</b>	\$54.58	\$56.22	\$57.91	\$59.65	\$61.44	\$62.66	\$63.92	\$65.20	\$66.50	\$67.83	\$69.19	\$70.57	\$71.98	\$73.42	\$74.89	\$76.39	\$77.92
<b>TECH - NUCLEAR MED</b>	\$53.51	\$55.11	\$56.77	\$58.47	\$60.23	\$61.43	\$62.66	\$63.91	\$65.19	\$66.49	\$67.82	\$69.18	\$70.56	\$71.97	\$73.41	\$74.88	\$76.38
<b>TECH - PET/CT</b>	\$53.51	\$55.11	\$56.77	\$58.47	\$60.23	\$61.43	\$62.66	\$63.91	\$65.19	\$66.49	\$67.82	\$69.18	\$70.56	\$71.97	\$73.41	\$74.88	\$76.38
<b>TECH - PHARMACY</b>	\$26.40	\$27.19	\$28.01	\$28.85	\$29.71	\$30.31	\$30.91	\$31.53	\$32.16	\$32.81	\$33.46	\$34.13	\$34.81	\$35.51	\$36.22	\$36.95	\$37.68
<b>TECH - PHARMACY SR</b>	\$29.16	\$30.04	\$30.94	\$31.87	\$32.82	\$33.48	\$34.15	\$34.83	\$35.53	\$36.24	\$36.96	\$37.70	\$38.46	\$39.23	\$40.01	\$40.81	\$41.63
<b>TECH - POLYSOMNOGRAPHY</b>	\$38.15	\$39.30	\$40.47	\$41.69	\$42.94	\$43.80	\$44.67	\$45.57	\$46.48	\$47.41	\$48.36	\$49.32	\$50.31	\$51.32	\$52.34	\$53.39	\$54.46
<b>TECH - PULMONARY</b>	\$46.09	\$47.47	\$48.90	\$50.36	\$51.87	\$52.91	\$53.97	\$55.05	\$56.15	\$57.27	\$58.42	\$59.59	\$60.78	\$62.00	\$63.24	\$64.50	\$65.79
<b>TECH - RAD</b>	\$45.18	\$46.54	\$47.93	\$49.37	\$50.85	\$51.87	\$52.91	\$53.97	\$55.04	\$56.15	\$57.27	\$58.41	\$59.58	\$60.77	\$61.99	\$63.23	\$64.49
<b>TECH - RAD SR</b>	\$47.49	\$48.91	\$50.38	\$51.89	\$53.45	\$54.52	\$55.61	\$56.72	\$57.85	\$59.01	\$60.19	\$61.39	\$62.62	\$63.87	\$65.15	\$66.45	\$67.78
<b>TECH - SCOPE</b>	\$27.75	\$28.58	\$29.44	\$30.32	\$31.23	\$31.85	\$32.49	\$33.14	\$33.80	\$34.48	\$35.17	\$35.87	\$36.59	\$37.32	\$38.07	\$38.83	\$39.61
<b>TECH - SCOPE II</b>	\$29.16	\$30.04	\$30.94	\$31.87	\$32.82	\$33.48	\$34.15	\$34.83	\$35.53	\$36.24	\$36.96	\$37.70	\$38.46	\$39.23	\$40.01	\$40.81	\$41.63
<b>TECH - SPECIAL PROCEDURE</b>	\$54.58	\$56.22	\$57.91	\$59.65	\$61.44	\$62.66	\$63.92	\$65.20	\$66.50	\$67.83	\$69.19	\$70.57	\$71.98	\$73.42	\$74.89	\$76.39	\$77.92
<b>TECH - SPECIALIZED IMAGING, SENIOR CT</b>	\$50.91	\$52.44	\$54.01	\$55.63	\$57.30	\$58.45	\$59.62	\$60.81	\$62.03	\$63.27	\$64.53	\$65.82	\$67.14	\$68.48	\$69.85	\$71.25	\$72.67
<b>TECH - SPECIALIZED IMAGING, SENIOR MRI</b>	\$56.80	\$58.51	\$60.26	\$62.07	\$63.93	\$65.21	\$66.51	\$67.84	\$69.20	\$70.58	\$72.00	\$73.44	\$74.90	\$76.40	\$77.93	\$79.49	\$81.08
<b>TECH - SPECIALIZED IMAGING, SENIOR PET/CT</b>	\$56.24	\$57.93	\$59.66	\$61.45	\$63.30	\$64.56	\$65.85	\$67.17	\$68.51	\$69.89	\$71.28	\$72.71	\$74.16	\$75.65	\$77.16	\$78.70	\$80.28
<b>TECH - SPECIALIZED IMAGING, SENIOR SPECIAL PROCEDURE</b>	\$57.37	\$59.09	\$60.86	\$62.69	\$64.57	\$65.86	\$67.18	\$68.52	\$69.89	\$71.29	\$72.72	\$74.17	\$75.65	\$77.17	\$78.71	\$80.28	\$81.89
<b>TECH - SPECIALIZED IMAGING, SENIOR ULTRASOUND</b>	\$57.94	\$59.68	\$61.47	\$63.32	\$65.22	\$66.52	\$67.85	\$69.21	\$70.59	\$72.00	\$73.44	\$74.91	\$76.41	\$77.94	\$79.50	\$81.09	\$82.71
<b>TECH - STERILE PROCESSING I</b>	\$27.75	\$28.58	\$29.44	\$30.32	\$31.23	\$31.85	\$32.49	\$33.14	\$33.80	\$34.48	\$35.17	\$35.87	\$36.59	\$37.32	\$38.07	\$38.83	\$39.61
<b>TECH - STERILE PROCESSING II</b>	\$29.16	\$30.04	\$30.94	\$31.87	\$32.82	\$33.48	\$34.15	\$34.83	\$35.53	\$36.24	\$36.96	\$37.70	\$38.46	\$39.23	\$40.01	\$40.81	\$41.63
<b>TECH - STERILE PROCESSING III</b>	\$30.65	\$31.57	\$32.52	\$33.49	\$34.50	\$35.19	\$35.89	\$36.61	\$37.34	\$38.09	\$38.85	\$39.63	\$40.42	\$41.23	\$42.05	\$42.89	\$43.75
<b>TECH - SURGICAL CARDIAC I</b>	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	\$41.67	\$42.51	\$43.36	\$44.22	\$45.11	\$46.01	\$46.93	\$47.87	\$48.83	\$49.80	\$50.80	\$51.81
<b>TECH - SURGICAL CARDIAC II</b>	\$38.15	\$39.30	\$40.47	\$41.69	\$42.94	\$43.80	\$44.67	\$45.57	\$46.48	\$47.41	\$48.36	\$49.32	\$50.31	\$51.32	\$52.34	\$53.39	\$54.46

JOB CLASSIFICATIONS	0	1	2	3	4	5	6	7	8	9	10	11	12 - 14	15 - 17	18 - 20	21 - 24	25 +
<b>TECH - SURGICAL CARDIAC III</b>	\$40.10	\$41.30	\$42.54	\$43.81	\$45.13	\$46.03	\$46.95	\$47.89	\$48.85	\$49.83	\$50.82	\$51.84	\$52.88	\$53.93	\$55.01	\$56.11	\$57.23
<b>TECH - SURGICAL I</b>	\$36.30	\$37.39	\$38.51	\$39.66	\$40.85	\$41.67	\$42.51	\$43.36	\$44.22	\$45.11	\$46.01	\$46.93	\$47.87	\$48.83	\$49.80	\$50.80	\$51.81
<b>TECH - SURGICAL II</b>	\$38.15	\$39.30	\$40.47	\$41.69	\$42.94	\$43.80	\$44.67	\$45.57	\$46.48	\$47.41	\$48.36	\$49.32	\$50.31	\$51.32	\$52.34	\$53.39	\$54.46
<b>TECH - SURGICAL III</b>	\$40.10	\$41.30	\$42.54	\$43.81	\$45.13	\$46.03	\$46.95	\$47.89	\$48.85	\$49.83	\$50.82	\$51.84	\$52.88	\$53.93	\$55.01	\$56.11	\$57.23
<b>TECH - ULTRASOUND</b>	\$55.13	\$56.78	\$58.49	\$60.24	\$62.05	\$63.29	\$64.56	\$65.85	\$67.16	\$68.51	\$69.88	\$71.28	\$72.70	\$74.16	\$75.64	\$77.15	\$78.69
<b>TECH - VASCULAR</b>	\$59.70	\$61.49	\$63.33	\$65.23	\$67.19	\$68.54	\$69.91	\$71.30	\$72.73	\$74.18	\$75.67	\$77.18	\$78.73	\$80.30	\$81.91	\$83.54	\$85.21
<b>THERAPIST – RADIATION I</b>	\$60.30	\$62.10	\$63.97	\$65.89	\$67.86	\$69.22	\$70.60	\$72.02	\$73.46	\$74.93	\$76.42	\$77.95	\$79.51	\$81.10	\$82.72	\$84.38	\$86.07
<b>THERAPIST – RADIATION II</b>	\$64.64	\$66.58	\$68.58	\$70.64	\$72.76	\$74.21	\$75.70	\$77.21	\$78.76	\$80.33	\$81.94	\$83.58	\$85.25	\$86.95	\$88.69	\$90.47	\$92.28
<b>THERAPIST – RADIATION III</b>	\$67.94	\$69.98	\$72.08	\$74.24	\$76.47	\$78.00	\$79.56	\$81.15	\$82.77	\$84.43	\$86.12	\$87.84	\$89.60	\$91.39	\$93.22	\$95.08	\$96.98
<b>THERAPIST - RESP</b>	\$45.18	\$46.54	\$47.93	\$49.37	\$50.85	\$51.87	\$52.91	\$53.97	\$55.04	\$56.15	\$57.27	\$58.41	\$59.58	\$60.77	\$61.99	\$63.23	\$64.49
<b>THERAPIST - RESP SR</b>	\$47.49	\$48.91	\$50.38	\$51.89	\$53.45	\$54.52	\$55.61	\$56.72	\$57.85	\$59.01	\$60.19	\$61.39	\$62.62	\$63.87	\$65.15	\$66.45	\$67.78
<b>UNIT SECRETARY</b>	\$21.64	\$22.07	\$22.51	\$22.96	\$23.42	\$23.89	\$24.37	\$24.85	\$25.35	\$25.86	\$26.37	\$26.90	\$27.44	\$27.99	\$28.55	\$29.12	\$29.70
<b>UTILITY/DISHWASHER</b>	\$21.42	\$21.85	\$22.29	\$22.73	\$23.19	\$23.65	\$24.12	\$24.61	\$25.10	\$25.60	\$26.11	\$26.64	\$27.17	\$27.71	\$28.27	\$28.83	\$29.41
<b>WKR - ENVIRONMENTAL SVCS</b>	\$21.42	\$21.85	\$22.29	\$22.73	\$23.19	\$23.65	\$24.12	\$24.61	\$25.10	\$25.60	\$26.11	\$26.64	\$27.17	\$27.71	\$28.27	\$28.83	\$29.41
<b>WKR - ENVIRONMENTAL SVCS II</b>	\$22.29	\$22.74	\$23.19	\$23.66	\$24.13	\$24.61	\$25.10	\$25.61	\$26.12	\$26.64	\$27.17	\$27.72	\$28.27	\$28.84	\$29.41	\$30.00	\$30.60
<b>WKR - ENVIRONMENTAL SVCS, LEAD</b>	\$22.29	\$22.74	\$23.19	\$23.66	\$24.13	\$24.61	\$25.10	\$25.61	\$26.12	\$26.64	\$27.17	\$27.72	\$28.27	\$28.84	\$29.41	\$30.00	\$30.60
<b>WKR - EVS AMBASSADOR</b>	\$21.85	\$22.29	\$22.74	\$23.19	\$23.65	\$24.13	\$24.61	\$25.10	\$25.60	\$26.12	\$26.64	\$27.17	\$27.71	\$28.27	\$28.83	\$29.41	\$30.00
<b>WKR - EVS WASTE MANAGEMENT</b>	\$23.43	\$24.13	\$24.86	\$25.60	\$26.37	\$26.90	\$27.43	\$27.98	\$28.54	\$29.11	\$29.70	\$30.29	\$30.90	\$31.51	\$32.14	\$32.79	\$33.44

## FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2025

Job Classifications	0	1	2	3	4	5	6	7	8	9	10	11	12 - 14	15 - 17	18 - 20	21 - 24	25 +
<b>AIDE - OR</b>	\$22.85	\$23.29	\$23.74	\$24.19	\$24.65	\$25.13	\$25.61	\$26.10	\$26.60	\$27.12	\$27.64	\$28.17	\$28.71	\$29.27	\$29.83	\$30.41	\$31.00
<b>AIDE - THERAPY</b>	\$23.29	\$23.74	\$24.19	\$24.66	\$25.13	\$25.61	\$26.10	\$26.61	\$27.12	\$27.64	\$28.17	\$28.72	\$29.27	\$29.84	\$30.41	\$31.00	\$31.60
<b>ASST - LAB NON-PHLEBOTOMY</b>	\$23.74	\$24.19	\$24.66	\$25.13	\$25.61	\$26.11	\$26.61	\$27.12	\$27.64	\$28.18	\$28.72	\$29.27	\$29.84	\$30.42	\$31.00	\$31.61	\$32.22
<b>ASST - LABORATORY</b>	\$27.14	\$27.92	\$28.73	\$29.56	\$30.42	\$31.01	\$31.61	\$32.22	\$32.84	\$33.48	\$34.13	\$34.79	\$35.47	\$36.16	\$36.86	\$37.58	\$38.31
<b>ASST - MEDICAL</b>	\$25.62	\$26.36	\$27.12	\$27.91	\$28.71	\$29.27	\$29.83	\$30.41	\$31.00	\$31.60	\$32.21	\$32.84	\$33.47	\$34.12	\$34.78	\$35.46	\$36.15
<b>ASST - OCCUPATIONAL THERAPY</b>	\$36.58	\$37.65	\$38.75	\$39.88	\$41.05	\$41.85	\$42.67	\$43.50	\$44.35	\$45.22	\$46.10	\$47.00	\$47.92	\$48.86	\$49.82	\$50.80	\$51.79
<b>ASST - PATIENT CARE</b>	\$25.62	\$26.36	\$27.12	\$27.91	\$28.71	\$29.27	\$29.83	\$30.41	\$31.00	\$31.60	\$32.21	\$32.84	\$33.47	\$34.12	\$34.78	\$35.46	\$36.15
<b>ASST - PHYSICAL THERAPY</b>	\$36.58	\$37.65	\$38.75	\$39.88	\$41.05	\$41.85	\$42.67	\$43.50	\$44.35	\$45.22	\$46.10	\$47.00	\$47.92	\$48.86	\$49.82	\$50.80	\$51.79
<b>ASST - RADIOLOGY</b>	\$23.07	\$23.51	\$23.96	\$24.42	\$24.89	\$25.37	\$25.86	\$26.35	\$26.86	\$27.38	\$27.90	\$28.44	\$28.99	\$29.55	\$30.12	\$30.70	\$31.30
<b>CARE COORDINATION LIAISON</b>	\$30.16	\$31.04	\$31.94	\$32.87	\$33.82	\$34.48	\$35.15	\$35.83	\$36.53	\$37.24	\$37.96	\$38.70	\$39.46	\$40.23	\$41.01	\$41.81	\$42.63
<b>CASHIER</b>	\$22.42	\$22.85	\$23.29	\$23.73	\$24.19	\$24.65	\$25.12	\$25.61	\$26.10	\$26.60	\$27.11	\$27.64	\$28.17	\$28.71	\$29.27	\$29.83	\$30.41
<b>CATERING</b>	\$22.64	\$23.07	\$23.51	\$23.96	\$24.42	\$24.89	\$25.37	\$25.85	\$26.35	\$26.86	\$27.37	\$27.90	\$28.44	\$28.99	\$29.55	\$30.12	\$30.70
<b>CLERK - HEALTH INFORMATION</b>	\$22.85	\$23.29	\$23.74	\$24.19	\$24.65	\$25.13	\$25.61	\$26.10	\$26.60	\$27.12	\$27.64	\$28.17	\$28.71	\$29.27	\$29.83	\$30.41	\$31.00
<b>CLERK - MATERIAL MGT</b>	\$22.85	\$23.29	\$23.74	\$24.19	\$24.65	\$25.13	\$25.61	\$26.10	\$26.60	\$27.12	\$27.64	\$28.17	\$28.71	\$29.27	\$29.83	\$30.41	\$31.00
<b>COOK</b>	\$23.51	\$23.97	\$24.42	\$24.89	\$25.37	\$25.86	\$26.36	\$26.86	\$27.38	\$27.91	\$28.45	\$28.99	\$29.55	\$30.13	\$30.71	\$31.30	\$31.91
<b>COORD - IMAGING (CT)</b>	\$51.91	\$53.44	\$55.01	\$56.63	\$58.30	\$59.45	\$60.62	\$61.81	\$63.03	\$64.27	\$65.53	\$66.82	\$68.14	\$69.48	\$70.85	\$72.25	\$73.67
<b>COORD - IMAGING (MRI)</b>	\$57.80	\$59.51	\$61.26	\$63.07	\$64.93	\$66.21	\$67.51	\$68.84	\$70.20	\$71.58	\$73.00	\$74.44	\$75.90	\$77.40	\$78.93	\$80.49	\$82.08
<b>COORD - IMAGING (NUC MED)</b>	\$57.24	\$58.93	\$60.66	\$62.45	\$64.30	\$65.56	\$66.85	\$68.17	\$69.51	\$70.89	\$72.28	\$73.71	\$75.16	\$76.65	\$78.16	\$79.70	\$81.28
<b>COORD - IMAGING (SPECIAL PR)</b>	\$58.37	\$60.09	\$61.86	\$63.69	\$65.57	\$66.86	\$68.18	\$69.52	\$70.89	\$72.29	\$73.72	\$75.17	\$76.65	\$78.17	\$79.71	\$81.28	\$82.89
<b>COORD - IMAGING (ULTRASOUND)</b>	\$58.94	\$60.68	\$62.47	\$64.32	\$66.22	\$67.52	\$68.85	\$70.21	\$71.59	\$73.00	\$74.44	\$75.91	\$77.41	\$78.94	\$80.50	\$82.09	\$83.71
<b>COORD - IMAGING (X-RAY)</b>	\$50.91	\$52.41	\$53.95	\$55.54	\$57.17	\$58.30	\$59.44	\$60.61	\$61.80	\$63.02	\$64.26	\$65.53	\$66.82	\$68.13	\$69.47	\$70.84	\$72.24
<b>COORD - NEW PATIENT</b>	\$26.37	\$27.13	\$27.92	\$28.72	\$29.55	\$30.13	\$30.71	\$31.30	\$31.91	\$32.53	\$33.16	\$33.80	\$34.46	\$35.13	\$35.81	\$36.50	\$37.21
<b>COORD - OFFICE</b>	\$26.88	\$27.66	\$28.46	\$29.28	\$30.13	\$30.71	\$31.31	\$31.91	\$32.53	\$33.16	\$33.80	\$34.46	\$35.13	\$35.81	\$36.51	\$37.22	\$37.94
<b>COORD - REFERRAL</b>	\$25.38	\$26.11	\$26.87	\$27.64	\$28.44	\$28.99	\$29.55	\$30.12	\$30.70	\$31.30	\$31.90	\$32.52	\$33.15	\$33.79	\$34.45	\$35.12	\$35.80
<b>COORD - SCHEDULING</b>	\$25.38	\$26.11	\$26.87	\$27.64	\$28.44	\$28.99	\$29.55	\$30.12	\$30.70	\$31.30	\$31.90	\$32.52	\$33.15	\$33.79	\$34.45	\$35.12	\$35.80

Job Classifications	0	1	2	3	4	5	6	7	8	9	10	11	12 - 14	15 - 17	18 - 20	21 - 24	25 +
<b>COORD - SCHEDULING, LEAD</b>	\$26.62	\$27.39	\$28.18	\$29.00	\$29.84	\$30.42	\$31.01	\$31.61	\$32.22	\$32.84	\$33.48	\$34.13	\$34.79	\$35.47	\$36.16	\$36.86	\$37.58
<b>COORD - SUPPORT</b>	\$24.20	\$24.89	\$25.61	\$26.35	\$27.11	\$27.63	\$28.16	\$28.71	\$29.26	\$29.83	\$30.40	\$30.99	\$31.59	\$32.20	\$32.83	\$33.46	\$34.11
<b>DISCHARGE PLANNING COORDINATOR</b>	\$31.05	\$31.95	\$32.88	\$33.83	\$34.82	\$35.49	\$36.18	\$36.89	\$37.60	\$38.34	\$39.08	\$39.85	\$40.62	\$41.41	\$42.22	\$43.05	\$43.89
<b>DISCHARGE PLANNING COORDINATOR-LVN</b>	\$32.58	\$33.53	\$34.50	\$35.51	\$36.54	\$37.25	\$37.98	\$38.72	\$39.47	\$40.24	\$41.03	\$41.83	\$42.64	\$43.48	\$44.33	\$45.19	\$46.08
<b>DISCHARGE PLANNING COORDINATOR-LVN, LEAD</b>	\$34.19	\$35.19	\$36.21	\$37.27	\$38.36	\$39.10	\$39.86	\$40.64	\$41.43	\$42.24	\$43.07	\$43.91	\$44.77	\$45.64	\$46.54	\$47.45	\$48.38
<b>ENGINEER - STATIONARY</b>	\$45.73	\$47.08	\$48.46	\$49.88	\$51.35	\$52.36	\$53.38	\$54.43	\$55.50	\$56.59	\$57.70	\$58.84	\$59.99	\$61.17	\$62.38	\$63.60	\$64.85
<b>FOOD SERVICE WORKER</b>	\$22.42	\$22.85	\$23.29	\$23.73	\$24.19	\$24.65	\$25.12	\$25.61	\$26.10	\$26.60	\$27.11	\$27.64	\$28.17	\$28.71	\$29.27	\$29.83	\$30.41
<b>FOOD SERVICE WORKER, LEAD</b>	\$23.07	\$23.51	\$23.96	\$24.42	\$24.89	\$25.37	\$25.86	\$26.35	\$26.86	\$27.38	\$27.90	\$28.44	\$28.99	\$29.55	\$30.12	\$30.70	\$31.30
<b>GRILL COOK</b>	\$23.51	\$23.97	\$24.42	\$24.89	\$25.37	\$25.86	\$26.36	\$26.86	\$27.38	\$27.91	\$28.45	\$28.99	\$29.55	\$30.13	\$30.71	\$31.30	\$31.91
<b>GRILL COOK, SR</b>	\$24.66	\$25.37	\$26.10	\$26.86	\$27.63	\$28.17	\$28.71	\$29.26	\$29.83	\$30.41	\$30.99	\$31.59	\$32.21	\$32.83	\$33.47	\$34.12	\$34.78
<b>GROUNDSKEEPER</b>	\$23.51	\$23.97	\$24.42	\$24.89	\$25.37	\$25.86	\$26.36	\$26.86	\$27.38	\$27.91	\$28.45	\$28.99	\$29.55	\$30.13	\$30.71	\$31.30	\$31.91
<b>INTERN - SURGICAL TECH</b>	\$25.14	\$25.86	\$26.61	\$27.38	\$28.17	\$28.71	\$29.27	\$29.83	\$30.41	\$31.00	\$31.60	\$32.21	\$32.83	\$33.47	\$34.12	\$34.78	\$35.46
<b>LVN/LPN</b>	\$31.96	\$32.89	\$33.84	\$34.83	\$35.84	\$36.54	\$37.25	\$37.97	\$38.71	\$39.47	\$40.24	\$41.02	\$41.82	\$42.64	\$43.47	\$44.32	\$45.19
<b>MAINT/SKILL HVAC MECHANIC</b>	\$36.23	\$37.29	\$38.38	\$39.50	\$40.65	\$41.45	\$42.26	\$43.08	\$43.92	\$44.78	\$45.66	\$46.55	\$47.46	\$48.39	\$49.34	\$50.30	\$51.29
<b>MAINT/SKILLED – ELECTRICIAN</b>	\$46.18	\$47.54	\$48.93	\$50.37	\$51.85	\$52.87	\$53.91	\$54.97	\$56.04	\$57.15	\$58.27	\$59.41	\$60.58	\$61.77	\$62.99	\$64.23	\$65.49
<b>MAINT/SKILLED CRAFTSMAN</b>	\$33.21	\$34.18	\$35.18	\$36.20	\$37.26	\$37.98	\$38.72	\$39.48	\$40.25	\$41.03	\$41.83	\$42.65	\$43.48	\$44.33	\$45.20	\$46.08	\$46.98
<b>MAINTENANCE – GENERAL</b>	\$31.65	\$32.57	\$33.52	\$34.49	\$35.50	\$36.19	\$36.89	\$37.61	\$38.34	\$39.09	\$39.85	\$40.63	\$41.42	\$42.23	\$43.05	\$43.89	\$44.75
<b>MEDICAL CALL CENTER SCHEDULER</b>	\$22.64	\$23.07	\$23.51	\$23.96	\$24.42	\$24.89	\$25.37	\$25.85	\$26.35	\$26.86	\$27.37	\$27.90	\$28.44	\$28.99	\$29.55	\$30.12	\$30.70
<b>NUTRITION ASSISTANT</b>	\$25.62	\$26.36	\$27.12	\$27.91	\$28.71	\$29.27	\$29.83	\$30.41	\$31.00	\$31.60	\$32.21	\$32.84	\$33.47	\$34.12	\$34.78	\$35.46	\$36.15
<b>OR SECRETARY</b>	\$24.90	\$25.62	\$26.36	\$27.12	\$27.90	\$28.44	\$28.99	\$29.55	\$30.12	\$30.70	\$31.29	\$31.90	\$32.52	\$33.15	\$33.79	\$34.45	\$35.12
<b>PAINTER</b>	\$33.21	\$34.18	\$35.18	\$36.20	\$37.26	\$37.98	\$38.72	\$39.48	\$40.25	\$41.03	\$41.83	\$42.65	\$43.48	\$44.33	\$45.20	\$46.08	\$46.98
<b>RECEPTIONIST</b>	\$23.74	\$24.19	\$24.66	\$25.13	\$25.61	\$26.11	\$26.61	\$27.12	\$27.64	\$28.18	\$28.72	\$29.27	\$29.84	\$30.42	\$31.00	\$31.61	\$32.22
<b>REPRESENTATIVE - PATIENT ACCESS</b>	\$23.51	\$23.97	\$24.42	\$24.89	\$25.37	\$25.86	\$26.36	\$26.86	\$27.38	\$27.91	\$28.45	\$28.99	\$29.55	\$30.13	\$30.71	\$31.30	\$31.91
<b>SCHEDULER, LEAD</b>	\$24.66	\$25.37	\$26.10	\$26.86	\$27.63	\$28.17	\$28.71	\$29.26	\$29.83	\$30.41	\$30.99	\$31.59	\$32.21	\$32.83	\$33.47	\$34.12	\$34.78
<b>SECRETARY - DEPARTMENT</b>	\$24.90	\$25.62	\$26.36	\$27.12	\$27.90	\$28.44	\$28.99	\$29.55	\$30.12	\$30.70	\$31.29	\$31.90	\$32.52	\$33.15	\$33.79	\$34.45	\$35.12
<b>SPECIALIST - MEDIA</b>	\$39.92	\$41.08	\$42.29	\$43.53	\$44.80	\$45.68	\$46.57	\$47.48	\$48.41	\$49.36	\$50.33	\$51.31	\$52.32	\$53.35	\$54.39	\$55.46	\$56.55

Job Classifications	0	1	2	3	4	5	6	7	8	9	10	11	12 - 14	15 - 17	18 - 20	21 - 24	25 +
<b>SPECIALIST - REFERRAL SERVICES</b>	\$26.37	\$27.13	\$27.92	\$28.72	\$29.55	\$30.13	\$30.71	\$31.30	\$31.91	\$32.53	\$33.16	\$33.80	\$34.46	\$35.13	\$35.81	\$36.50	\$37.21
<b>STOCK WORKER AND RECEIVER</b>	\$22.85	\$23.29	\$23.74	\$24.19	\$24.65	\$25.13	\$25.61	\$26.10	\$26.60	\$27.12	\$27.64	\$28.17	\$28.71	\$29.27	\$29.83	\$30.41	\$31.00
<b>STOCK WORKER AND RECEIVER, SR</b>	\$23.29	\$23.74	\$24.19	\$24.66	\$25.13	\$25.61	\$26.10	\$26.61	\$27.12	\$27.64	\$28.17	\$28.72	\$29.27	\$29.84	\$30.41	\$31.00	\$31.60
<b>TECH - ANESTHESIA I</b>	\$34.52	\$35.53	\$36.56	\$37.63	\$38.73	\$39.48	\$40.25	\$41.04	\$41.84	\$42.66	\$43.49	\$44.34	\$45.21	\$46.09	\$46.99	\$47.91	\$48.85
<b>TECH - ANESTHESIA II</b>	\$36.23	\$37.29	\$38.38	\$39.50	\$40.65	\$41.45	\$42.26	\$43.08	\$43.92	\$44.78	\$45.66	\$46.55	\$47.46	\$48.39	\$49.34	\$50.30	\$51.29
<b>TECH - ANESTHESIA, LEAD</b>	\$38.03	\$39.14	\$40.28	\$41.46	\$42.68	\$43.51	\$44.36	\$45.23	\$46.11	\$47.01	\$47.93	\$48.87	\$49.83	\$50.81	\$51.80	\$52.82	\$53.86
<b>TECH - BIOMED</b>	\$39.92	\$41.08	\$42.29	\$43.53	\$44.80	\$45.68	\$46.57	\$47.48	\$48.41	\$49.36	\$50.33	\$51.31	\$52.32	\$53.35	\$54.39	\$55.46	\$56.55
<b>TECH - CARDIOVASCULAR/CRT</b>	\$34.86	\$35.87	\$36.92	\$38.00	\$39.11	\$39.87	\$40.65	\$41.44	\$42.25	\$43.07	\$43.91	\$44.77	\$45.65	\$46.54	\$47.45	\$48.38	\$49.33
<b>TECH - CATH CARDIAC CATHETERIZATION</b>	\$55.58	\$57.22	\$58.91	\$60.65	\$62.44	\$63.66	\$64.92	\$66.20	\$67.50	\$68.83	\$70.19	\$71.57	\$72.98	\$74.42	\$75.89	\$77.39	\$78.92
<b>TECH - CT</b>	\$49.44	\$50.89	\$52.39	\$53.93	\$55.52	\$56.61	\$57.72	\$58.86	\$60.02	\$61.20	\$62.40	\$63.63	\$64.88	\$66.16	\$67.46	\$68.79	\$70.15
<b>TECH - ECHO</b>	\$56.13	\$57.78	\$59.49	\$61.24	\$63.05	\$64.29	\$65.56	\$66.85	\$68.16	\$69.51	\$70.88	\$72.28	\$73.70	\$75.16	\$76.64	\$78.15	\$79.69
<b>TECH - EKG</b>	\$26.62	\$27.39	\$28.18	\$29.00	\$29.84	\$30.42	\$31.01	\$31.61	\$32.22	\$32.84	\$33.48	\$34.13	\$34.79	\$35.47	\$36.16	\$36.86	\$37.58
<b>TECH - ENDOSCOPY INTERN</b>	\$33.86	\$34.85	\$35.86	\$36.91	\$37.99	\$38.73	\$39.48	\$40.25	\$41.03	\$41.83	\$42.65	\$43.48	\$44.33	\$45.20	\$46.08	\$46.99	\$47.91
<b>TECH - ENDOSCOPY I</b>	\$33.86	\$34.85	\$35.86	\$36.91	\$37.99	\$38.73	\$39.48	\$40.25	\$41.03	\$41.83	\$42.65	\$43.48	\$44.33	\$45.20	\$46.08	\$46.99	\$47.91
<b>TECH - ENDOSCOPY II</b>	\$35.54	\$36.57	\$37.64	\$38.74	\$39.87	\$40.65	\$41.44	\$42.25	\$43.08	\$43.92	\$44.78	\$45.65	\$46.54	\$47.46	\$48.38	\$49.33	\$50.30
<b>TECH - EQUIPMENT</b>	\$22.42	\$22.85	\$23.29	\$23.73	\$24.19	\$24.65	\$25.12	\$25.61	\$26.10	\$26.60	\$27.11	\$27.64	\$28.17	\$28.71	\$29.27	\$29.83	\$30.41
<b>TECH - MAMMOGRAPHY</b>	\$49.44	\$50.89	\$52.39	\$53.93	\$55.52	\$56.61	\$57.72	\$58.86	\$60.02	\$61.20	\$62.40	\$63.63	\$64.88	\$66.16	\$67.46	\$68.79	\$70.15
<b>TECH - MED LAB (MLT)</b>	\$30.16	\$31.04	\$31.94	\$32.87	\$33.82	\$34.48	\$35.15	\$35.83	\$36.53	\$37.24	\$37.96	\$38.70	\$39.46	\$40.23	\$41.01	\$41.81	\$42.63
<b>TECH - MONITOR</b>	\$26.88	\$27.66	\$28.46	\$29.28	\$30.13	\$30.71	\$31.31	\$31.91	\$32.53	\$33.16	\$33.80	\$34.46	\$35.13	\$35.81	\$36.51	\$37.22	\$37.94
<b>TECH - MRI</b>	\$55.04	\$56.67	\$58.34	\$60.06	\$61.83	\$63.04	\$64.28	\$65.55	\$66.84	\$68.16	\$69.50	\$70.87	\$72.27	\$73.69	\$75.15	\$76.63	\$78.14
<b>TECH - NEURODIAGNOSTICS I</b>	\$52.94	\$54.49	\$56.10	\$57.75	\$59.45	\$60.62	\$61.82	\$63.03	\$64.27	\$65.54	\$66.83	\$68.15	\$69.49	\$70.86	\$72.25	\$73.68	\$75.13
<b>TECH - NEURODIAGNOSTICS II</b>	\$52.94	\$54.49	\$56.10	\$57.75	\$59.45	\$60.62	\$61.82	\$63.03	\$64.27	\$65.54	\$66.83	\$68.15	\$69.49	\$70.86	\$72.25	\$73.68	\$75.13
<b>TECH - NEURODIAGNOSTICS IOM</b>	\$57.24	\$58.93	\$60.66	\$62.45	\$64.30	\$65.56	\$66.85	\$68.17	\$69.51	\$70.89	\$72.28	\$73.71	\$75.16	\$76.65	\$78.16	\$79.70	\$81.28
<b>TECH - NEURODIAGNOSTICS IOM (CERTIFIED)</b>	\$57.24	\$58.93	\$60.66	\$62.45	\$64.30	\$65.56	\$66.85	\$68.17	\$69.51	\$70.89	\$72.28	\$73.71	\$75.16	\$76.65	\$78.16	\$79.70	\$81.28
<b>TECH - NEURODIAGNOSTICS IOM SR</b>	\$60.11	\$61.88	\$63.71	\$65.59	\$67.53	\$68.86	\$70.21	\$71.60	\$73.01	\$74.45	\$75.92	\$77.42	\$78.95	\$80.50	\$82.09	\$83.72	\$85.37

Job Classifications	0	1	2	3	4	5	6	7	8	9	10	11	12 - 14	15 - 17	18 - 20	21 - 24	25 +
<b>TECH - NEURODIAGNOSTICS SR</b>	\$55.58	\$57.22	\$58.91	\$60.65	\$62.44	\$63.66	\$64.92	\$66.20	\$67.50	\$68.83	\$70.19	\$71.57	\$72.98	\$74.42	\$75.89	\$77.39	\$78.92
<b>TECH - NUCLEAR MED</b>	\$54.51	\$56.11	\$57.77	\$59.47	\$61.23	\$62.43	\$63.66	\$64.91	\$66.19	\$67.49	\$68.82	\$70.18	\$71.56	\$72.97	\$74.41	\$75.88	\$77.38
<b>TECH - PET/CT</b>	\$54.51	\$56.11	\$57.77	\$59.47	\$61.23	\$62.43	\$63.66	\$64.91	\$66.19	\$67.49	\$68.82	\$70.18	\$71.56	\$72.97	\$74.41	\$75.88	\$77.38
<b>TECH - PHARMACY</b>	\$27.40	\$28.19	\$29.01	\$29.85	\$30.71	\$31.31	\$31.91	\$32.53	\$33.16	\$33.81	\$34.46	\$35.13	\$35.81	\$36.51	\$37.22	\$37.95	\$38.68
<b>TECH - PHARMACY SR</b>	\$30.16	\$31.04	\$31.94	\$32.87	\$33.82	\$34.48	\$35.15	\$35.83	\$36.53	\$37.24	\$37.96	\$38.70	\$39.46	\$40.23	\$41.01	\$41.81	\$42.63
<b>TECH - POLYSOMNOGRAPHY</b>	\$39.15	\$40.30	\$41.47	\$42.69	\$43.94	\$44.80	\$45.67	\$46.57	\$47.48	\$48.41	\$49.36	\$50.32	\$51.31	\$52.32	\$53.34	\$54.39	\$55.46
<b>TECH - PULMONARY</b>	\$47.09	\$48.47	\$49.90	\$51.36	\$52.87	\$53.91	\$54.97	\$56.05	\$57.15	\$58.27	\$59.42	\$60.59	\$61.78	\$63.00	\$64.24	\$65.50	\$66.79
<b>TECH - RAD</b>	\$46.18	\$47.54	\$48.93	\$50.37	\$51.85	\$52.87	\$53.91	\$54.97	\$56.04	\$57.15	\$58.27	\$59.41	\$60.58	\$61.77	\$62.99	\$64.23	\$65.49
<b>TECH - RAD SR</b>	\$48.49	\$49.91	\$51.38	\$52.89	\$54.45	\$55.52	\$56.61	\$57.72	\$58.85	\$60.01	\$61.19	\$62.39	\$63.62	\$64.87	\$66.15	\$67.45	\$68.78
<b>TECH - SCOPE</b>	\$28.75	\$29.58	\$30.44	\$31.32	\$32.23	\$32.85	\$33.49	\$34.14	\$34.80	\$35.48	\$36.17	\$36.87	\$37.59	\$38.32	\$39.07	\$39.83	\$40.61
<b>TECH - SCOPE II</b>	\$30.16	\$31.04	\$31.94	\$32.87	\$33.82	\$34.48	\$35.15	\$35.83	\$36.53	\$37.24	\$37.96	\$38.70	\$39.46	\$40.23	\$41.01	\$41.81	\$42.63
<b>TECH - SPECIAL PROCEDURE</b>	\$55.58	\$57.22	\$58.91	\$60.65	\$62.44	\$63.66	\$64.92	\$66.20	\$67.50	\$68.83	\$70.19	\$71.57	\$72.98	\$74.42	\$75.89	\$77.39	\$78.92
<b>TECH - SPECIALIZED IMAGING, SENIOR CT</b>	\$51.91	\$53.44	\$55.01	\$56.63	\$58.30	\$59.45	\$60.62	\$61.81	\$63.03	\$64.27	\$65.53	\$66.82	\$68.14	\$69.48	\$70.85	\$72.25	\$73.67
<b>TECH - SPECIALIZED IMAGING, SENIOR MRI</b>	\$57.80	\$59.51	\$61.26	\$63.07	\$64.93	\$66.21	\$67.51	\$68.84	\$70.20	\$71.58	\$73.00	\$74.44	\$75.90	\$77.40	\$78.93	\$80.49	\$82.08
<b>TECH - SPECIALIZED IMAGING, SENIOR PET/CT</b>	\$57.24	\$58.93	\$60.66	\$62.45	\$64.30	\$65.56	\$66.85	\$68.17	\$69.51	\$70.89	\$72.28	\$73.71	\$75.16	\$76.65	\$78.16	\$79.70	\$81.28
<b>TECH - SPECIALIZED IMAGING, SENIOR SPECIAL PROCEDURE</b>	\$58.37	\$60.09	\$61.86	\$63.69	\$65.57	\$66.86	\$68.18	\$69.52	\$70.89	\$72.29	\$73.72	\$75.17	\$76.65	\$78.17	\$79.71	\$81.28	\$82.89
<b>TECH - SPECIALIZED IMAGING, SENIOR ULTRASOUND</b>	\$58.94	\$60.68	\$62.47	\$64.32	\$66.22	\$67.52	\$68.85	\$70.21	\$71.59	\$73.00	\$74.44	\$75.91	\$77.41	\$78.94	\$80.50	\$82.09	\$83.71
<b>TECH - STERILE PROCESSING I</b>	\$28.75	\$29.58	\$30.44	\$31.32	\$32.23	\$32.85	\$33.49	\$34.14	\$34.80	\$35.48	\$36.17	\$36.87	\$37.59	\$38.32	\$39.07	\$39.83	\$40.61
<b>TECH - STERILE PROCESSING II</b>	\$30.16	\$31.04	\$31.94	\$32.87	\$33.82	\$34.48	\$35.15	\$35.83	\$36.53	\$37.24	\$37.96	\$38.70	\$39.46	\$40.23	\$41.01	\$41.81	\$42.63
<b>TECH - STERILE PROCESSING III</b>	\$31.65	\$32.57	\$33.52	\$34.49	\$35.50	\$36.19	\$36.89	\$37.61	\$38.34	\$39.09	\$39.85	\$40.63	\$41.42	\$42.23	\$43.05	\$43.89	\$44.75
<b>TECH - SURGICAL CARDIAC I</b>	\$37.30	\$38.39	\$39.51	\$40.66	\$41.85	\$42.67	\$43.51	\$44.36	\$45.22	\$46.11	\$47.01	\$47.93	\$48.87	\$49.83	\$50.80	\$51.80	\$52.81
<b>TECH - SURGICAL CARDIAC II</b>	\$39.15	\$40.30	\$41.47	\$42.69	\$43.94	\$44.80	\$45.67	\$46.57	\$47.48	\$48.41	\$49.36	\$50.32	\$51.31	\$52.32	\$53.34	\$54.39	\$55.46
<b>TECH - SURGICAL CARDIAC III</b>	\$41.10	\$42.30	\$43.54	\$44.81	\$46.13	\$47.03	\$47.95	\$48.89	\$49.85	\$50.83	\$51.82	\$52.84	\$53.88	\$54.93	\$56.01	\$57.11	\$58.23
<b>TECH - SURGICAL I</b>	\$37.30	\$38.39	\$39.51	\$40.66	\$41.85	\$42.67	\$43.51	\$44.36	\$45.22	\$46.11	\$47.01	\$47.93	\$48.87	\$49.83	\$50.80	\$51.80	\$52.81

<b>Job Classifications</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12 - 14</b>	<b>15 - 17</b>	<b>18 - 20</b>	<b>21 - 24</b>	<b>25 +</b>
<b>TECH - SURGICAL II</b>	\$39.15	\$40.30	\$41.47	\$42.69	\$43.94	\$44.80	\$45.67	\$46.57	\$47.48	\$48.41	\$49.36	\$50.32	\$51.31	\$52.32	\$53.34	\$54.39	\$55.46
<b>TECH - SURGICAL III</b>	\$41.10	\$42.30	\$43.54	\$44.81	\$46.13	\$47.03	\$47.95	\$48.89	\$49.85	\$50.83	\$51.82	\$52.84	\$53.88	\$54.93	\$56.01	\$57.11	\$58.23
<b>TECH - ULTRASOUND</b>	\$56.13	\$57.78	\$59.49	\$61.24	\$63.05	\$64.29	\$65.56	\$66.85	\$68.16	\$69.51	\$70.88	\$72.28	\$73.70	\$75.16	\$76.64	\$78.15	\$79.69
<b>TECH - VASCULAR</b>	\$60.70	\$62.49	\$64.33	\$66.23	\$68.19	\$69.54	\$70.91	\$72.30	\$73.73	\$75.18	\$76.67	\$78.18	\$79.73	\$81.30	\$82.91	\$84.54	\$86.21
<b>THERAPIST – RADIATION I</b>	\$61.30	\$63.10	\$64.97	\$66.89	\$68.86	\$70.22	\$71.60	\$73.02	\$74.46	\$75.93	\$77.42	\$78.95	\$80.51	\$82.10	\$83.72	\$85.38	\$87.07
<b>THERAPIST – RADIATION II</b>	\$65.64	\$67.58	\$69.58	\$71.64	\$73.76	\$75.21	\$76.70	\$78.21	\$79.76	\$81.33	\$82.94	\$84.58	\$86.25	\$87.95	\$89.69	\$91.47	\$93.28
<b>THERAPIST – RADIATION III</b>	\$68.94	\$70.98	\$73.08	\$75.24	\$77.47	\$79.00	\$80.56	\$82.15	\$83.77	\$85.43	\$87.12	\$88.84	\$90.60	\$92.39	\$94.22	\$96.08	\$97.98
<b>THERAPIST - RESP</b>	\$46.18	\$47.54	\$48.93	\$50.37	\$51.85	\$52.87	\$53.91	\$54.97	\$56.04	\$57.15	\$58.27	\$59.41	\$60.58	\$61.77	\$62.99	\$64.23	\$65.49
<b>THERAPIST - RESP SR</b>	\$48.49	\$49.91	\$51.38	\$52.89	\$54.45	\$55.52	\$56.61	\$57.72	\$58.85	\$60.01	\$61.19	\$62.39	\$63.62	\$64.87	\$66.15	\$67.45	\$68.78
<b>UNIT SECRETARY</b>	\$22.64	\$23.07	\$23.51	\$23.96	\$24.42	\$24.89	\$25.37	\$25.85	\$26.35	\$26.86	\$27.37	\$27.90	\$28.44	\$28.99	\$29.55	\$30.12	\$30.70
<b>UTILITY/DISHWASHER</b>	\$22.42	\$22.85	\$23.29	\$23.73	\$24.19	\$24.65	\$25.12	\$25.61	\$26.10	\$26.60	\$27.11	\$27.64	\$28.17	\$28.71	\$29.27	\$29.83	\$30.41
<b>WKR - ENVIRONMENTAL SVCS</b>	\$22.42	\$22.85	\$23.29	\$23.73	\$24.19	\$24.65	\$25.12	\$25.61	\$26.10	\$26.60	\$27.11	\$27.64	\$28.17	\$28.71	\$29.27	\$29.83	\$30.41
<b>WKR - ENVIRONMENTAL SVCS II</b>	\$23.29	\$23.74	\$24.19	\$24.66	\$25.13	\$25.61	\$26.10	\$26.61	\$27.12	\$27.64	\$28.17	\$28.72	\$29.27	\$29.84	\$30.41	\$31.00	\$31.60
<b>WKR - ENVIRONMENTAL SVCS, LEAD</b>	\$23.29	\$23.74	\$24.19	\$24.66	\$25.13	\$25.61	\$26.10	\$26.61	\$27.12	\$27.64	\$28.17	\$28.72	\$29.27	\$29.84	\$30.41	\$31.00	\$31.60
<b>WKR - EVS AMBASSADOR</b>	\$22.85	\$23.29	\$23.74	\$24.19	\$24.65	\$25.13	\$25.61	\$26.10	\$26.60	\$27.12	\$27.64	\$28.17	\$28.71	\$29.27	\$29.83	\$30.41	\$31.00
<b>WKR - EVS WASTE MANAGEMENT</b>	\$24.43	\$25.13	\$25.86	\$26.60	\$27.37	\$27.90	\$28.43	\$28.98	\$29.54	\$30.11	\$30.70	\$31.29	\$31.90	\$32.51	\$33.14	\$33.79	\$34.44

## FIRST FULL PAY PERIOD FOLLOWING JULY 1, 2026

JOB CLASSIFICATIONS	0	1	2	3	4	5	6	7	8	9	10	11	12 - 14	15 - 17	18 - 20	21 - 24	25 +
AIDE - OR	\$23.85	\$24.29	\$24.74	\$25.19	\$25.65	\$26.13	\$26.61	\$27.10	\$27.60	\$28.12	\$28.64	\$29.17	\$29.71	\$30.27	\$30.83	\$31.41	\$32.00
AIDE - THERAPY	\$24.29	\$24.74	\$25.19	\$25.66	\$26.13	\$26.61	\$27.10	\$27.61	\$28.12	\$28.64	\$29.17	\$29.72	\$30.27	\$30.84	\$31.41	\$32.00	\$32.60
ASST - LAB NON-PHLEBOTOMY	\$24.74	\$25.19	\$25.66	\$26.13	\$26.61	\$27.11	\$27.61	\$28.12	\$28.64	\$29.18	\$29.72	\$30.27	\$30.84	\$31.42	\$32.00	\$32.61	\$33.22
ASST - LABORATORY	\$28.14	\$28.92	\$29.73	\$30.56	\$31.42	\$32.01	\$32.61	\$33.22	\$33.84	\$34.48	\$35.13	\$35.79	\$36.47	\$37.16	\$37.86	\$38.58	\$39.31
ASST - MEDICAL	\$26.62	\$27.36	\$28.12	\$28.91	\$29.71	\$30.27	\$30.83	\$31.41	\$32.00	\$32.60	\$33.21	\$33.84	\$34.47	\$35.12	\$35.78	\$36.46	\$37.15
ASST - OCCUPATIONAL THERAPY	\$37.58	\$38.65	\$39.75	\$40.88	\$42.05	\$42.85	\$43.67	\$44.50	\$45.35	\$46.22	\$47.10	\$48.00	\$48.92	\$49.86	\$50.82	\$51.80	\$52.79
ASST - PATIENT CARE	\$26.62	\$27.36	\$28.12	\$28.91	\$29.71	\$30.27	\$30.83	\$31.41	\$32.00	\$32.60	\$33.21	\$33.84	\$34.47	\$35.12	\$35.78	\$36.46	\$37.15
ASST - PHYSICAL THERAPY	\$37.58	\$38.65	\$39.75	\$40.88	\$42.05	\$42.85	\$43.67	\$44.50	\$45.35	\$46.22	\$47.10	\$48.00	\$48.92	\$49.86	\$50.82	\$51.80	\$52.79
ASST - RADIOLOGY	\$24.07	\$24.51	\$24.96	\$25.42	\$25.89	\$26.37	\$26.86	\$27.35	\$27.86	\$28.38	\$28.90	\$29.44	\$29.99	\$30.55	\$31.12	\$31.70	\$32.30
CARE COORDINATION LIAISON	\$31.16	\$32.04	\$32.94	\$33.87	\$34.82	\$35.48	\$36.15	\$36.83	\$37.53	\$38.24	\$38.96	\$39.70	\$40.46	\$41.23	\$42.01	\$42.81	\$43.63
CASHIER	\$23.42	\$23.85	\$24.29	\$24.73	\$25.19	\$25.65	\$26.12	\$26.61	\$27.10	\$27.60	\$28.11	\$28.64	\$29.17	\$29.71	\$30.27	\$30.83	\$31.41
CATERING	\$23.64	\$24.07	\$24.51	\$24.96	\$25.42	\$25.89	\$26.37	\$26.85	\$27.35	\$27.86	\$28.37	\$28.90	\$29.44	\$29.99	\$30.55	\$31.12	\$31.70
CLERK - HEALTH INFORMATION	\$23.85	\$24.29	\$24.74	\$25.19	\$25.65	\$26.13	\$26.61	\$27.10	\$27.60	\$28.12	\$28.64	\$29.17	\$29.71	\$30.27	\$30.83	\$31.41	\$32.00
CLERK - MATERIAL MGT	\$23.85	\$24.29	\$24.74	\$25.19	\$25.65	\$26.13	\$26.61	\$27.10	\$27.60	\$28.12	\$28.64	\$29.17	\$29.71	\$30.27	\$30.83	\$31.41	\$32.00
COOK	\$24.51	\$24.97	\$25.42	\$25.89	\$26.37	\$26.86	\$27.36	\$27.86	\$28.38	\$28.91	\$29.45	\$29.99	\$30.55	\$31.13	\$31.71	\$32.30	\$32.91
COORD - IMAGING (CT)	\$52.91	\$54.44	\$56.01	\$57.63	\$59.30	\$60.45	\$61.62	\$62.81	\$64.03	\$65.27	\$66.53	\$67.82	\$69.14	\$70.48	\$71.85	\$73.25	\$74.67
COORD - IMAGING (MRI)	\$58.80	\$60.51	\$62.26	\$64.07	\$65.93	\$67.21	\$68.51	\$69.84	\$71.20	\$72.58	\$74.00	\$75.44	\$76.90	\$78.40	\$79.93	\$81.49	\$83.08
COORD - IMAGING (NUC MED)	\$58.24	\$59.93	\$61.66	\$63.45	\$65.30	\$66.56	\$67.85	\$69.17	\$70.51	\$71.89	\$73.28	\$74.71	\$76.16	\$77.65	\$79.16	\$80.70	\$82.28
COORD - IMAGING (SPECIAL PR)	\$59.37	\$61.09	\$62.86	\$64.69	\$66.57	\$67.86	\$69.18	\$70.52	\$71.89	\$73.29	\$74.72	\$76.17	\$77.65	\$79.17	\$80.71	\$82.28	\$83.89
COORD - IMAGING (ULTRASOUND)	\$59.94	\$61.68	\$63.47	\$65.32	\$67.22	\$68.52	\$69.85	\$71.21	\$72.59	\$74.00	\$75.44	\$76.91	\$78.41	\$79.94	\$81.50	\$83.09	\$84.71
COORD - IMAGING (X-RAY)	\$51.91	\$53.41	\$54.95	\$56.54	\$58.17	\$59.30	\$60.44	\$61.61	\$62.80	\$64.02	\$65.26	\$66.53	\$67.82	\$69.13	\$70.47	\$71.84	\$73.24
COORD - NEW PATIENT	\$27.37	\$28.13	\$28.92	\$29.72	\$30.55	\$31.13	\$31.71	\$32.30	\$32.91	\$33.53	\$34.16	\$34.80	\$35.46	\$36.13	\$36.81	\$37.50	\$38.21
COORD - OFFICE	\$27.88	\$28.66	\$29.46	\$30.28	\$31.13	\$31.71	\$32.31	\$32.91	\$33.53	\$34.16	\$34.80	\$35.46	\$36.13	\$36.81	\$37.51	\$38.22	\$38.94
COORD - REFERRAL	\$26.38	\$27.11	\$27.87	\$28.64	\$29.44	\$29.99	\$30.55	\$31.12	\$31.70	\$32.30	\$32.90	\$33.52	\$34.15	\$34.79	\$35.45	\$36.12	\$36.80

<b>JOB CLASSIFICATIONS</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12 - 14</b>	<b>15 - 17</b>	<b>18 - 20</b>	<b>21 - 24</b>	<b>25 +</b>
<b>COORD - SCHEDULING</b>	\$26.38	\$27.11	\$27.87	\$28.64	\$29.44	\$29.99	\$30.55	\$31.12	\$31.70	\$32.30	\$32.90	\$33.52	\$34.15	\$34.79	\$35.45	\$36.12	\$36.80
<b>COORD - SCHEDULING, LEAD</b>	\$27.62	\$28.39	\$29.18	\$30.00	\$30.84	\$31.42	\$32.01	\$32.61	\$33.22	\$33.84	\$34.48	\$35.13	\$35.79	\$36.47	\$37.16	\$37.86	\$38.58
<b>COORD - SUPPORT</b>	\$25.20	\$25.89	\$26.61	\$27.35	\$28.11	\$28.63	\$29.16	\$29.71	\$30.26	\$30.83	\$31.40	\$31.99	\$32.59	\$33.20	\$33.83	\$34.46	\$35.11
<b>DISCHARGE PLANNING COORDINATOR</b>	\$32.05	\$32.95	\$33.88	\$34.83	\$35.82	\$36.49	\$37.18	\$37.89	\$38.60	\$39.34	\$40.08	\$40.85	\$41.62	\$42.41	\$43.22	\$44.05	\$44.89
<b>DISCHARGE PLANNING COORDINATOR-LVN</b>	\$33.58	\$34.53	\$35.50	\$36.51	\$37.54	\$38.25	\$38.98	\$39.72	\$40.47	\$41.24	\$42.03	\$42.83	\$43.64	\$44.48	\$45.33	\$46.19	\$47.08
<b>DISCHARGE PLANNING COORDINATOR-LVN, LEAD</b>	\$35.19	\$36.19	\$37.21	\$38.27	\$39.36	\$40.10	\$40.86	\$41.64	\$42.43	\$43.24	\$44.07	\$44.91	\$45.77	\$46.64	\$47.54	\$48.45	\$49.38
<b>ENGINEER - STATIONARY</b>	\$46.73	\$48.08	\$49.46	\$50.88	\$52.35	\$53.36	\$54.38	\$55.43	\$56.50	\$57.59	\$58.70	\$59.84	\$60.99	\$62.17	\$63.38	\$64.60	\$65.85
<b>FOOD SERVICE WORKER</b>	\$23.42	\$23.85	\$24.29	\$24.73	\$25.19	\$25.65	\$26.12	\$26.61	\$27.10	\$27.60	\$28.11	\$28.64	\$29.17	\$29.71	\$30.27	\$30.83	\$31.41
<b>FOOD SERVICE WORKER, LEAD</b>	\$24.07	\$24.51	\$24.96	\$25.42	\$25.89	\$26.37	\$26.86	\$27.35	\$27.86	\$28.38	\$28.90	\$29.44	\$29.99	\$30.55	\$31.12	\$31.70	\$32.30
<b>GRILL COOK</b>	\$24.51	\$24.97	\$25.42	\$25.89	\$26.37	\$26.86	\$27.36	\$27.86	\$28.38	\$28.91	\$29.45	\$29.99	\$30.55	\$31.13	\$31.71	\$32.30	\$32.91
<b>GRILL COOK, SR</b>	\$25.66	\$26.37	\$27.10	\$27.86	\$28.63	\$29.17	\$29.71	\$30.26	\$30.83	\$31.41	\$31.99	\$32.59	\$33.21	\$33.83	\$34.47	\$35.12	\$35.78
<b>GROUNDSKEEPER</b>	\$24.51	\$24.97	\$25.42	\$25.89	\$26.37	\$26.86	\$27.36	\$27.86	\$28.38	\$28.91	\$29.45	\$29.99	\$30.55	\$31.13	\$31.71	\$32.30	\$32.91
<b>INTERN - SURGICAL TECH</b>	\$26.14	\$26.86	\$27.61	\$28.38	\$29.17	\$29.71	\$30.27	\$30.83	\$31.41	\$32.00	\$32.60	\$33.21	\$33.83	\$34.47	\$35.12	\$35.78	\$36.46
<b>LVN/LPN</b>	\$32.96	\$33.89	\$34.84	\$35.83	\$36.84	\$37.54	\$38.25	\$38.97	\$39.71	\$40.47	\$41.24	\$42.02	\$42.82	\$43.64	\$44.47	\$45.32	\$46.19
<b>MAINT/SKILL HVAC MECHANIC</b>	\$37.23	\$38.29	\$39.38	\$40.50	\$41.65	\$42.45	\$43.26	\$44.08	\$44.92	\$45.78	\$46.66	\$47.55	\$48.46	\$49.39	\$50.34	\$51.30	\$52.29
<b>MAINT/SKILLED - ELECTRICIAN</b>	\$47.18	\$48.54	\$49.93	\$51.37	\$52.85	\$53.87	\$54.91	\$55.97	\$57.04	\$58.15	\$59.27	\$60.41	\$61.58	\$62.77	\$63.99	\$65.23	\$66.49
<b>MAINT/SKILLED CRAFTSMAN</b>	\$34.21	\$35.18	\$36.18	\$37.20	\$38.26	\$38.98	\$39.72	\$40.48	\$41.25	\$42.03	\$42.83	\$43.65	\$44.48	\$45.33	\$46.20	\$47.08	\$47.98
<b>MAINTENANCE - GENERAL</b>	\$32.65	\$33.57	\$34.52	\$35.49	\$36.50	\$37.19	\$37.89	\$38.61	\$39.34	\$40.09	\$40.85	\$41.63	\$42.42	\$43.23	\$44.05	\$44.89	\$45.75
<b>MEDICAL CALL CENTER SCHEDULER</b>	\$23.64	\$24.07	\$24.51	\$24.96	\$25.42	\$25.89	\$26.37	\$26.85	\$27.35	\$27.86	\$28.37	\$28.90	\$29.44	\$29.99	\$30.55	\$31.12	\$31.70
<b>NUTRITION ASSISTANT</b>	\$26.62	\$27.36	\$28.12	\$28.91	\$29.71	\$30.27	\$30.83	\$31.41	\$32.00	\$32.60	\$33.21	\$33.84	\$34.47	\$35.12	\$35.78	\$36.46	\$37.15
<b>OR SECRETARY</b>	\$25.90	\$26.62	\$27.36	\$28.12	\$28.90	\$29.44	\$29.99	\$30.55	\$31.12	\$31.70	\$32.29	\$32.90	\$33.52	\$34.15	\$34.79	\$35.45	\$36.12
<b>PAINTER</b>	\$34.21	\$35.18	\$36.18	\$37.20	\$38.26	\$38.98	\$39.72	\$40.48	\$41.25	\$42.03	\$42.83	\$43.65	\$44.48	\$45.33	\$46.20	\$47.08	\$47.98
<b>RECEPTIONIST</b>	\$24.74	\$25.19	\$25.66	\$26.13	\$26.61	\$27.11	\$27.61	\$28.12	\$28.64	\$29.18	\$29.72	\$30.27	\$30.84	\$31.42	\$32.00	\$32.61	\$33.22
<b>REPRESENTATIVE - PATIENT ACCESS</b>	\$24.51	\$24.97	\$25.42	\$25.89	\$26.37	\$26.86	\$27.36	\$27.86	\$28.38	\$28.91	\$29.45	\$29.99	\$30.55	\$31.13	\$31.71	\$32.30	\$32.91
<b>SCHEDULER, LEAD</b>	\$25.66	\$26.37	\$27.10	\$27.86	\$28.63	\$29.17	\$29.71	\$30.26	\$30.83	\$31.41	\$31.99	\$32.59	\$33.21	\$33.83	\$34.47	\$35.12	\$35.78
<b>SECRETARY - DEPARTMENT</b>	\$25.90	\$26.62	\$27.36	\$28.12	\$28.90	\$29.44	\$29.99	\$30.55	\$31.12	\$31.70	\$32.29	\$32.90	\$33.52	\$34.15	\$34.79	\$35.45	\$36.12

JOB CLASSIFICATIONS	0	1	2	3	4	5	6	7	8	9	10	11	12 - 14	15 - 17	18 - 20	21 - 24	25 +
<b>SPECIALIST - MEDIA</b>	\$40.92	\$42.08	\$43.29	\$44.53	\$45.80	\$46.68	\$47.57	\$48.48	\$49.41	\$50.36	\$51.33	\$52.31	\$53.32	\$54.35	\$55.39	\$56.46	\$57.55
<b>SPECIALIST - REFERRAL SERVICES</b>	\$27.37	\$28.13	\$28.92	\$29.72	\$30.55	\$31.13	\$31.71	\$32.30	\$32.91	\$33.53	\$34.16	\$34.80	\$35.46	\$36.13	\$36.81	\$37.50	\$38.21
<b>STOCK WORKER AND RECEIVER</b>	\$23.85	\$24.29	\$24.74	\$25.19	\$25.65	\$26.13	\$26.61	\$27.10	\$27.60	\$28.12	\$28.64	\$29.17	\$29.71	\$30.27	\$30.83	\$31.41	\$32.00
<b>STOCK WORKER AND RECEIVER, SR</b>	\$24.29	\$24.74	\$25.19	\$25.66	\$26.13	\$26.61	\$27.10	\$27.61	\$28.12	\$28.64	\$29.17	\$29.72	\$30.27	\$30.84	\$31.41	\$32.00	\$32.60
<b>TECH - ANESTHESIA I</b>	\$35.52	\$36.53	\$37.56	\$38.63	\$39.73	\$40.48	\$41.25	\$42.04	\$42.84	\$43.66	\$44.49	\$45.34	\$46.21	\$47.09	\$47.99	\$48.91	\$49.85
<b>TECH - ANESTHESIA II</b>	\$37.23	\$38.29	\$39.38	\$40.50	\$41.65	\$42.45	\$43.26	\$44.08	\$44.92	\$45.78	\$46.66	\$47.55	\$48.46	\$49.39	\$50.34	\$51.30	\$52.29
<b>TECH - ANESTHESIA, LEAD</b>	\$39.03	\$40.14	\$41.28	\$42.46	\$43.68	\$44.51	\$45.36	\$46.23	\$47.11	\$48.01	\$48.93	\$49.87	\$50.83	\$51.81	\$52.80	\$53.82	\$54.86
<b>TECH - BIOMED</b>	\$40.92	\$42.08	\$43.29	\$44.53	\$45.80	\$46.68	\$47.57	\$48.48	\$49.41	\$50.36	\$51.33	\$52.31	\$53.32	\$54.35	\$55.39	\$56.46	\$57.55
<b>TECH - CARDIOVASCULAR/CRT</b>	\$35.86	\$36.87	\$37.92	\$39.00	\$40.11	\$40.87	\$41.65	\$42.44	\$43.25	\$44.07	\$44.91	\$45.77	\$46.65	\$47.54	\$48.45	\$49.38	\$50.33
<b>TECH - CATH CARDIAC CATHETERIZATION</b>	\$56.58	\$58.22	\$59.91	\$61.65	\$63.44	\$64.66	\$65.92	\$67.20	\$68.50	\$69.83	\$71.19	\$72.57	\$73.98	\$75.42	\$76.89	\$78.39	\$79.92
<b>TECH - CT</b>	\$50.44	\$51.89	\$53.39	\$54.93	\$56.52	\$57.61	\$58.72	\$59.86	\$61.02	\$62.20	\$63.40	\$64.63	\$65.88	\$67.16	\$68.46	\$69.79	\$71.15
<b>TECH - ECHO</b>	\$57.13	\$58.78	\$60.49	\$62.24	\$64.05	\$65.29	\$66.56	\$67.85	\$69.16	\$70.51	\$71.88	\$73.28	\$74.70	\$76.16	\$77.64	\$79.15	\$80.69
<b>TECH - EKG</b>	\$27.62	\$28.39	\$29.18	\$30.00	\$30.84	\$31.42	\$32.01	\$32.61	\$33.22	\$33.84	\$34.48	\$35.13	\$35.79	\$36.47	\$37.16	\$37.86	\$38.58
<b>TECH - ENDOSCOPY INTERN</b>	\$34.86	\$35.85	\$36.86	\$37.91	\$38.99	\$39.73	\$40.48	\$41.25	\$42.03	\$42.83	\$43.65	\$44.48	\$45.33	\$46.20	\$47.08	\$47.99	\$48.91
<b>TECH - ENDOSCOPY I</b>	\$34.86	\$35.85	\$36.86	\$37.91	\$38.99	\$39.73	\$40.48	\$41.25	\$42.03	\$42.83	\$43.65	\$44.48	\$45.33	\$46.20	\$47.08	\$47.99	\$48.91
<b>TECH - ENDOSCOPY II</b>	\$36.54	\$37.57	\$38.64	\$39.74	\$40.87	\$41.65	\$42.44	\$43.25	\$44.08	\$44.92	\$45.78	\$46.65	\$47.54	\$48.46	\$49.38	\$50.33	\$51.30
<b>TECH - EQUIPMENT</b>	\$23.42	\$23.85	\$24.29	\$24.73	\$25.19	\$25.65	\$26.12	\$26.61	\$27.10	\$27.60	\$28.11	\$28.64	\$29.17	\$29.71	\$30.27	\$30.83	\$31.41
<b>TECH - MAMMOGRAPHY</b>	\$50.44	\$51.89	\$53.39	\$54.93	\$56.52	\$57.61	\$58.72	\$59.86	\$61.02	\$62.20	\$63.40	\$64.63	\$65.88	\$67.16	\$68.46	\$69.79	\$71.15
<b>TECH - MED LAB (MLT)</b>	\$31.16	\$32.04	\$32.94	\$33.87	\$34.82	\$35.48	\$36.15	\$36.83	\$37.53	\$38.24	\$38.96	\$39.70	\$40.46	\$41.23	\$42.01	\$42.81	\$43.63
<b>TECH - MONITOR</b>	\$27.88	\$28.66	\$29.46	\$30.28	\$31.13	\$31.71	\$32.31	\$32.91	\$33.53	\$34.16	\$34.80	\$35.46	\$36.13	\$36.81	\$37.51	\$38.22	\$38.94
<b>TECH - MRI</b>	\$56.04	\$57.67	\$59.34	\$61.06	\$62.83	\$64.04	\$65.28	\$66.55	\$67.84	\$69.16	\$70.50	\$71.87	\$73.27	\$74.69	\$76.15	\$77.63	\$79.14
<b>TECH - NEURODIAGNOSTICS I</b>	\$53.94	\$55.49	\$57.10	\$58.75	\$60.45	\$61.62	\$62.82	\$64.03	\$65.27	\$66.54	\$67.83	\$69.15	\$70.49	\$71.86	\$73.25	\$74.68	\$76.13
<b>TECH - NEURODIAGNOSTICS II</b>	\$53.94	\$55.49	\$57.10	\$58.75	\$60.45	\$61.62	\$62.82	\$64.03	\$65.27	\$66.54	\$67.83	\$69.15	\$70.49	\$71.86	\$73.25	\$74.68	\$76.13
<b>TECH - NEURODIAGNOSTICS IOM</b>	\$58.24	\$59.93	\$61.66	\$63.45	\$65.30	\$66.56	\$67.85	\$69.17	\$70.51	\$71.89	\$73.28	\$74.71	\$76.16	\$77.65	\$79.16	\$80.70	\$82.28
<b>TECH - NEURODIAGNOSTICS IOM (CERTIFIED)</b>	\$58.24	\$59.93	\$61.66	\$63.45	\$65.30	\$66.56	\$67.85	\$69.17	\$70.51	\$71.89	\$73.28	\$74.71	\$76.16	\$77.65	\$79.16	\$80.70	\$82.28

JOB CLASSIFICATIONS	0	1	2	3	4	5	6	7	8	9	10	11	12 - 14	15 - 17	18 - 20	21 - 24	25 +
<b>TECH - NEURODIAGNOSTICS IOM SR</b>	\$61.11	\$62.88	\$64.71	\$66.59	\$68.53	\$69.86	\$71.21	\$72.60	\$74.01	\$75.45	\$76.92	\$78.42	\$79.95	\$81.50	\$83.09	\$84.72	\$86.37
<b>TECH - NEURODIAGNOSTICS SR</b>	\$56.58	\$58.22	\$59.91	\$61.65	\$63.44	\$64.66	\$65.92	\$67.20	\$68.50	\$69.83	\$71.19	\$72.57	\$73.98	\$75.42	\$76.89	\$78.39	\$79.92
<b>TECH - NUCLEAR MED</b>	\$55.51	\$57.11	\$58.77	\$60.47	\$62.23	\$63.43	\$64.66	\$65.91	\$67.19	\$68.49	\$69.82	\$71.18	\$72.56	\$73.97	\$75.41	\$76.88	\$78.38
<b>TECH - PET/CT</b>	\$55.51	\$57.11	\$58.77	\$60.47	\$62.23	\$63.43	\$64.66	\$65.91	\$67.19	\$68.49	\$69.82	\$71.18	\$72.56	\$73.97	\$75.41	\$76.88	\$78.38
<b>TECH - PHARMACY</b>	\$28.40	\$29.19	\$30.01	\$30.85	\$31.71	\$32.31	\$32.91	\$33.53	\$34.16	\$34.81	\$35.46	\$36.13	\$36.81	\$37.51	\$38.22	\$38.95	\$39.68
<b>TECH - PHARMACY SR</b>	\$31.16	\$32.04	\$32.94	\$33.87	\$34.82	\$35.48	\$36.15	\$36.83	\$37.53	\$38.24	\$38.96	\$39.70	\$40.46	\$41.23	\$42.01	\$42.81	\$43.63
<b>TECH - POLYSOMNOGRAPHY</b>	\$40.15	\$41.30	\$42.47	\$43.69	\$44.94	\$45.80	\$46.67	\$47.57	\$48.48	\$49.41	\$50.36	\$51.32	\$52.31	\$53.32	\$54.34	\$55.39	\$56.46
<b>TECH - PULMONARY</b>	\$48.09	\$49.47	\$50.90	\$52.36	\$53.87	\$54.91	\$55.97	\$57.05	\$58.15	\$59.27	\$60.42	\$61.59	\$62.78	\$64.00	\$65.24	\$66.50	\$67.79
<b>TECH - RAD</b>	\$47.18	\$48.54	\$49.93	\$51.37	\$52.85	\$53.87	\$54.91	\$55.97	\$57.04	\$58.15	\$59.27	\$60.41	\$61.58	\$62.77	\$63.99	\$65.23	\$66.49
<b>TECH - RAD SR</b>	\$49.49	\$50.91	\$52.38	\$53.89	\$55.45	\$56.52	\$57.61	\$58.72	\$59.85	\$61.01	\$62.19	\$63.39	\$64.62	\$65.87	\$67.15	\$68.45	\$69.78
<b>TECH - SCOPE</b>	\$29.75	\$30.58	\$31.44	\$32.32	\$33.23	\$33.85	\$34.49	\$35.14	\$35.80	\$36.48	\$37.17	\$37.87	\$38.59	\$39.32	\$40.07	\$40.83	\$41.61
<b>TECH - SCOPE II</b>	\$31.16	\$32.04	\$32.94	\$33.87	\$34.82	\$35.48	\$36.15	\$36.83	\$37.53	\$38.24	\$38.96	\$39.70	\$40.46	\$41.23	\$42.01	\$42.81	\$43.63
<b>TECH - SPECIAL PROCEDURE</b>	\$56.58	\$58.22	\$59.91	\$61.65	\$63.44	\$64.66	\$65.92	\$67.20	\$68.50	\$69.83	\$71.19	\$72.57	\$73.98	\$75.42	\$76.89	\$78.39	\$79.92
<b>TECH - SPECIALIZED IMAGING, SENIOR CT</b>	\$52.91	\$54.44	\$56.01	\$57.63	\$59.30	\$60.45	\$61.62	\$62.81	\$64.03	\$65.27	\$66.53	\$67.82	\$69.14	\$70.48	\$71.85	\$73.25	\$74.67
<b>TECH - SPECIALIZED IMAGING, SENIOR MRI</b>	\$58.80	\$60.51	\$62.26	\$64.07	\$65.93	\$67.21	\$68.51	\$69.84	\$71.20	\$72.58	\$74.00	\$75.44	\$76.90	\$78.40	\$79.93	\$81.49	\$83.08
<b>TECH - SPECIALIZED IMAGING, SENIOR PET/CT</b>	\$58.24	\$59.93	\$61.66	\$63.45	\$65.30	\$66.56	\$67.85	\$69.17	\$70.51	\$71.89	\$73.28	\$74.71	\$76.16	\$77.65	\$79.16	\$80.70	\$82.28
<b>TECH - SPECIALIZED IMAGING, SENIOR SPECIAL PROCEDURE</b>	\$59.37	\$61.09	\$62.86	\$64.69	\$66.57	\$67.86	\$69.18	\$70.52	\$71.89	\$73.29	\$74.72	\$76.17	\$77.65	\$79.17	\$80.71	\$82.28	\$83.89
<b>TECH - SPECIALIZED IMAGING, SENIOR ULTRASOUND</b>	\$59.94	\$61.68	\$63.47	\$65.32	\$67.22	\$68.52	\$69.85	\$71.21	\$72.59	\$74.00	\$75.44	\$76.91	\$78.41	\$79.94	\$81.50	\$83.09	\$84.71
<b>TECH - STERILE PROCESSING I</b>	\$29.75	\$30.58	\$31.44	\$32.32	\$33.23	\$33.85	\$34.49	\$35.14	\$35.80	\$36.48	\$37.17	\$37.87	\$38.59	\$39.32	\$40.07	\$40.83	\$41.61
<b>TECH - STERILE PROCESSING II</b>	\$31.16	\$32.04	\$32.94	\$33.87	\$34.82	\$35.48	\$36.15	\$36.83	\$37.53	\$38.24	\$38.96	\$39.70	\$40.46	\$41.23	\$42.01	\$42.81	\$43.63
<b>TECH - STERILE PROCESSING III</b>	\$32.65	\$33.57	\$34.52	\$35.49	\$36.50	\$37.19	\$37.89	\$38.61	\$39.34	\$40.09	\$40.85	\$41.63	\$42.42	\$43.23	\$44.05	\$44.89	\$45.75
<b>TECH - SURGICAL CARDIAC I</b>	\$38.30	\$39.39	\$40.51	\$41.66	\$42.85	\$43.67	\$44.51	\$45.36	\$46.22	\$47.11	\$48.01	\$48.93	\$49.87	\$50.83	\$51.80	\$52.80	\$53.81
<b>TECH - SURGICAL CARDIAC II</b>	\$40.15	\$41.30	\$42.47	\$43.69	\$44.94	\$45.80	\$46.67	\$47.57	\$48.48	\$49.41	\$50.36	\$51.32	\$52.31	\$53.32	\$54.34	\$55.39	\$56.46

<b>JOB CLASSIFICATIONS</b>	<b>0</b>	<b>1</b>	<b>2</b>	<b>3</b>	<b>4</b>	<b>5</b>	<b>6</b>	<b>7</b>	<b>8</b>	<b>9</b>	<b>10</b>	<b>11</b>	<b>12 - 14</b>	<b>15 - 17</b>	<b>18 - 20</b>	<b>21 - 24</b>	<b>25 +</b>
<b>TECH - SURGICAL CARDIAC III</b>	\$42.10	\$43.30	\$44.54	\$45.81	\$47.13	\$48.03	\$48.95	\$49.89	\$50.85	\$51.83	\$52.82	\$53.84	\$54.88	\$55.93	\$57.01	\$58.11	\$59.23
<b>TECH - SURGICAL I</b>	\$38.30	\$39.39	\$40.51	\$41.66	\$42.85	\$43.67	\$44.51	\$45.36	\$46.22	\$47.11	\$48.01	\$48.93	\$49.87	\$50.83	\$51.80	\$52.80	\$53.81
<b>TECH - SURGICAL II</b>	\$40.15	\$41.30	\$42.47	\$43.69	\$44.94	\$45.80	\$46.67	\$47.57	\$48.48	\$49.41	\$50.36	\$51.32	\$52.31	\$53.32	\$54.34	\$55.39	\$56.46
<b>TECH - SURGICAL III</b>	\$42.10	\$43.30	\$44.54	\$45.81	\$47.13	\$48.03	\$48.95	\$49.89	\$50.85	\$51.83	\$52.82	\$53.84	\$54.88	\$55.93	\$57.01	\$58.11	\$59.23
<b>TECH - ULTRASOUND</b>	\$57.13	\$58.78	\$60.49	\$62.24	\$64.05	\$65.29	\$66.56	\$67.85	\$69.16	\$70.51	\$71.88	\$73.28	\$74.70	\$76.16	\$77.64	\$79.15	\$80.69
<b>TECH - VASCULAR</b>	\$61.70	\$63.49	\$65.33	\$67.23	\$69.19	\$70.54	\$71.91	\$73.30	\$74.73	\$76.18	\$77.67	\$79.18	\$80.73	\$82.30	\$83.91	\$85.54	\$87.21
<b>THERAPIST – RADIATION I</b>	\$62.30	\$64.10	\$65.97	\$67.89	\$69.86	\$71.22	\$72.60	\$74.02	\$75.46	\$76.93	\$78.42	\$79.95	\$81.51	\$83.10	\$84.72	\$86.38	\$88.07
<b>THERAPIST – RADIATION II</b>	\$66.64	\$68.58	\$70.58	\$72.64	\$74.76	\$76.21	\$77.70	\$79.21	\$80.76	\$82.33	\$83.94	\$85.58	\$87.25	\$88.95	\$90.69	\$92.47	\$94.28
<b>THERAPIST – RADIATION III</b>	\$69.94	\$71.98	\$74.08	\$76.24	\$78.47	\$80.00	\$81.56	\$83.15	\$84.77	\$86.43	\$88.12	\$89.84	\$91.60	\$93.39	\$95.22	\$97.08	\$98.98
<b>THERAPIST - RESP</b>	\$47.18	\$48.54	\$49.93	\$51.37	\$52.85	\$53.87	\$54.91	\$55.97	\$57.04	\$58.15	\$59.27	\$60.41	\$61.58	\$62.77	\$63.99	\$65.23	\$66.49
<b>THERAPIST - RESP SR</b>	\$49.49	\$50.91	\$52.38	\$53.89	\$55.45	\$56.52	\$57.61	\$58.72	\$59.85	\$61.01	\$62.19	\$63.39	\$64.62	\$65.87	\$67.15	\$68.45	\$69.78
<b>UNIT SECRETARY</b>	\$23.64	\$24.07	\$24.51	\$24.96	\$25.42	\$25.89	\$26.37	\$26.85	\$27.35	\$27.86	\$28.37	\$28.90	\$29.44	\$29.99	\$30.55	\$31.12	\$31.70
<b>UTILITY/DISHWASHER</b>	\$23.42	\$23.85	\$24.29	\$24.73	\$25.19	\$25.65	\$26.12	\$26.61	\$27.10	\$27.60	\$28.11	\$28.64	\$29.17	\$29.71	\$30.27	\$30.83	\$31.41
<b>WKR - ENVIRONMENTAL SVCS</b>	\$23.42	\$23.85	\$24.29	\$24.73	\$25.19	\$25.65	\$26.12	\$26.61	\$27.10	\$27.60	\$28.11	\$28.64	\$29.17	\$29.71	\$30.27	\$30.83	\$31.41
<b>WKR - ENVIRONMENTAL SVCS II</b>	\$24.29	\$24.74	\$25.19	\$25.66	\$26.13	\$26.61	\$27.10	\$27.61	\$28.12	\$28.64	\$29.17	\$29.72	\$30.27	\$30.84	\$31.41	\$32.00	\$32.60
<b>WKR - ENVIRONMENTAL SVCS, LEAD</b>	\$24.29	\$24.74	\$25.19	\$25.66	\$26.13	\$26.61	\$27.10	\$27.61	\$28.12	\$28.64	\$29.17	\$29.72	\$30.27	\$30.84	\$31.41	\$32.00	\$32.60
<b>WKR - EVS AMBASSADOR</b>	\$23.85	\$24.29	\$24.74	\$25.19	\$25.65	\$26.13	\$26.61	\$27.10	\$27.60	\$28.12	\$28.64	\$29.17	\$29.71	\$30.27	\$30.83	\$31.41	\$32.00
<b>WKR - EVS WASTE MANAGEMENT</b>	\$25.43	\$26.13	\$26.86	\$27.60	\$28.37	\$28.90	\$29.43	\$29.98	\$30.54	\$31.11	\$31.70	\$32.29	\$32.90	\$33.51	\$34.14	\$34.79	\$35.44

## **SIDE LETTER OF AGREEMENT 1 – SUBCONTRACTING**

The parties agree that during the contractual term identified in Article 34 of the CBA, the Employer will not exercise its right to subcontract bargaining unit work pursuant to the provisions of Article 21 and 22. The foregoing shall not infringe on the Employer's ability to utilize personnel from registries or other temporary help agencies for temporary staffing needs in a manner that does not displace a bargaining unit Employee or result in the elimination of a bargaining unit position, nor shall it infringe on the Employer's ability to utilize non-bargaining unit workers to perform services which are required by an outside payor, part of an equipment purchase or lease warranty or service, or otherwise requires expertise, experience, or equipment which Employees do not have or cannot efficiently or effectively perform. Likewise, the Employer's utilization of non-bargaining unit workers will not be deemed to violate this Side Letter if a vacancy is currently posted, but has not yet been filled.

## **SIDE LETTER OF AGREEMENT 2 – SURGICAL TECH 10 AND 12 HOUR SHIFTS**

There will be an incentive bonus of \$100 for bargaining unit members who volunteer to be on call and are assigned to take the uncovered standby on call shifts. This is the same bonus and conditions agreed upon by the Nurses bargaining unit.

Call-off/Flexing in the Operating Room will continue to be rotated among all employees. Eight, ten, and twelve hour employees will be in the same call-off order and rotation for days and night shifts. The length of an employee's shift will not be a factor in determining call-off.

**MEMORANDUM OF UNDERSTANDING REGARDING  
CNA/PCT/PCA CURRENT EMPLOYEES IN KECK AND NORRIS  
HOSPITALS**

This Memorandum of Understanding (“MOU”) is entered into between the National Union of Healthcare Workers (“NUHW”) and the Keck Medical Center of USC (“Employer”), collectively (“Parties”).

The Parties agree to continue honoring and recognizing a “grandfather” status for ,and only for, the following existing Patient Care Assistants, Patient Care Technicians, and Certified Nurse Assistants who as of 2016 did not and still do not have their CNA certification in their current positions:

Armenta, Migdalia	Edwards, Peter	Lazara, Nerissa L.	Oloteo, Jennifer L
Brenes, Joyce C.	Fuller, Deborah L.	Lazo, Sonia	Ramirez, Victor
Candelas, Eddie K	Gutierrez, Lucy	Lopez, Juan	Supall, Louis E.
Davis, Tarra	Katz, Tailahr	Loustaunau, Marisol	Zaragoza, Rosaura

The grandfather status will remain in effect for those Employees designated and granted the status until the earlier of June 30, 2026 or until they obtain their CNA certification. Notwithstanding the June 30, 2026 deadline, should an Employee demonstrate they were taking appropriate action to meet the deadline, but due to unforeseen circumstances (i.e., leave of absence) is unable to do so, with timely and advance notification, the Employer will consider a reasonable accommodation for an appropriate extension of the deadline.

The Employees may also continue to use their original seniority date or hire date to bid and apply for an open or vacant positions without suffering a loss or being excluded from potential job vacancies as long as the minimum job requirements are met. However, prior to June 30, 2026, such Employees shall be eligible to apply for a change of shift transfer, moving from a position in the same unit/department to the equivalent position on a different shift, irrespective of a minimum CNA certification job requirement.

Those Employees that were hired into the positions requiring a Certification shall continue to have to recertify and keep licensure current to maintain their employed positions.

Those grandfathered Employees requiring or needing to take continuing education classes to obtain initial certification may utilize the Employer’s Education Benefits under Article 18.

## SIDE LETTER OF AGREEMENT 3 – KECK PAID TIME OFF

Notwithstanding any of the terms and provisions of the collective bargaining agreement (CBA) between the parties, the National Union of Healthcare Workers, Keck Hospital of USC, and USC Norris Cancer Hospital agree to all of the following for the duration of the CBA:

1. All Regular Full-Time and Part-Time Employees employed in the Keck Bargaining Unit as of January 1, 2025 (“PTO Employees”) shall be entitled to maintain, in accordance with this Side Letter, the applicable paid time off and holiday provisions of the prior CBA (2021-2024) and shall be entitled to maintain the existing Extended Illness Bank practices in lieu of the specific contractual provisions contained in Articles 14 and 16. To the extent any provision of Article 14 and 16 of the CBA conflict with this Side Letter, the provisions of the Side Letter will prevail with respect to the PTO Employees. Additionally, for the avoidance of doubt, nothing in this Side Letter impacts, alters or changes any other provision of the Agreement or any Employee, Union, or Employer rights or any current or future Employer policy, including the Attendance & Punctuality Policy #0-405, nor does this Side Letter impact how such policies do or may apply to an Employee’s utilization of PTO, Vacation and/or Sick Time or Kin Care.
  
2. PTO Employees will not participate in or be granted Paid Vacation, including Winter Recess, or Paid Sick Time and none of the provisions of Article 14 of the CBA would apply to them. Rather, PTO Employees shall be entitled to Paid Time Off as follows:
  - a. PTO Employees will be granted paid time off (PTO) as income replacement to enable them to take approved time off from scheduled work for vacations, holidays, and short term illnesses. Each eligible PTO Employee accrues PTO hours, which may be used to replace missed scheduled hours when taking time off for those purposes.
  - b. PTO Employees will earn PTO hours each pay period, based on length of service and scheduled hours.
  - c. The standard bi-weekly and annual accrual schedule for Keck Hospital Employees will be as follows:

LENGTH OF SERVICE	BI-WEEKLY ACCRUAL	ANNUAL ACCRUAL	MAXIMUM
31 days – 4 years	7.5 hours	195 hours	292.50 hours
4+ years – 8 years	9.1 hours	236.60 hours	354.90 hours
8+ years	11.2 hours	291.20 hours	436.80 hours

- d. The maximum amount of PTO hours a PTO Employee can accumulate is 150% of the Employee's annual accrual (the “Cap”). At the point the Cap is reached, accruals will cease until the hours balance is reduced below the Cap.

- e. PTO hours accrued by PTO Employees prior to the effective date of this Agreement are vested and count towards the Cap. Any future accrual will be in addition to those hours. During any period in which a PTO Employee is on Leave of Absence, paid or unpaid, and has no scheduled hours, they will not accrue PTO hours.
  - f. PTO Employees have the opportunity to elect to cash out up to one-half of their anticipated next year's annual PTO accrual in the year before the year that the cashed-out PTO will be earned, provided they must have at least 120 hours of PTO in their bank at the time of distribution and will have any election amount reduced to maintain the minimum. To participate in this cash out option, Employees must make their elections during the benefits open enrollment period in the prior calendar year. Employees participating in PTO cash out will be allowed to elect the number of hours they want to cash out on four occasions: the first check of the month of March, June, September, and December with an understanding that an Employee may not elect to cash out more than the number of hours they will have accrued in the calendar year at the time of cash out. To meet IRS guidelines, once the PTO Cash-Out open enrollment period has expired, these elections are irrevocable.
    - i. For the purposes of 2025 PTO cash outs, notwithstanding the regular time frame provided for under Section 2.f. of this Side Letter, the PTO cash out election period would be between December 1, 2024, or the ratification date (whichever is later) and December 31, 2024.
3. PTO Employees will not receive or be granted Holiday Pay and the Holiday Pay provisions of Article 16.4 of the CBA do not apply to them. Rather, while PTO Employees will receive the Holiday Differential called for under Article 16.1 if they work on a holiday, they do not receive the Holiday Pay provision whether or not they worked and if they wished to receive pay for a holiday not worked they would need to use accrued and unused Paid Time Off. Likewise, for days where their department was closed or operating with minimum staff under Article 16.5 or where a holiday is observed on a different day ("alternatively-observed holiday") under Article 16.7, they would need to use Paid Time Off if not scheduled to work.
4. PTO Employees will continue to accrue and be able to utilize extended illness bank hours in accordance with the practices existing at the time of ratification of the CBA.
5. All Regular Full-Time and Part-Time Employees employed in the Keck Bargaining Unit as of January 1, 2025 will be provided a one-time, irrevocable, opportunity to opt in to the Vacation, Sick and Holiday provisions of Articles 14 and 16 and elect to be excluded from coverage of this Side Letter. Specifically, such Employees will be provided a thirty (30) day window following the ratification of the CBA ("Opt In Period") to complete a form electing to not be considered a PTO Employee and not receive PTO but instead enjoy the specific contractual benefits as enumerated under Articles 14 and 16.

6. Per Diem Employees employed in the Keck Bargaining Unit as of January 1, 2025 who apply and convert into a Full-Time or Part-Time position in the Keck Bargaining Unit during the term of this Agreement shall be given a one-time irrevocable opportunity to elect whether to participate, in accordance with this Side Letter, in the applicable paid time off and holiday provisions of the prior CBA (2021-2024) and shall be entitled to participate in the existing Extended Illness Bank practices in lieu of the specific contractual provisions contained in Articles 14 and 16.
7. Effective the first full pay period following an Employee's transition from PTO to the Vacation, Sick and Holiday provisions of Article 14 and 16 of this Agreement, an Employee's existing PTO balance will transition to Sick Time and Vacation Time, with the first sixty (60) hours being transitioned to Sick Time and the remainder to Vacation Time. In the event the transition of PTO to Sick and Vacation Time would result in an Employee exceeding the Maximum Vacation accrual, the hours in excess of the Maximum, plus sixteen (16) hours, will be preserved in a legacy PTO bank which shall be utilized first before use of either Vacation Time or Sick Time. Additionally, Employees who opt in during the Opt In Period shall be credited with Winter Recess hours for the December 2024 Winter Recess Period as of the first full pay period following their transition.
8. For the avoidance of doubt the individuals considered PTO Employees and covered by this Side Letter are listed in Addendum A of this Side Letter. The draft Addendum A will be provided at ratification but will be amended and finalized, with mutual agreement of the parties, within 30 days of the conclusion of the Opt In Period. Additionally, Per Diem Employees who are eligible for the opportunity provided under Paragraph 6 are listed in Addendum B of this Side Letter.

## **SIDE LETTER ON DEPARTMENTS THAT HAVE CHANGED BARGAINING UNITS**

Effective ratification of this Agreement, the Employees in the HCC2 Imaging and PET Center, the Draw Station, the Transplant Clinic, CVI Diagnostics, Ambulatory Biomed, Norris Engineering, and the Pasadena Lab shall be subject to the following exemptions from this Agreement:

- No bumping from outside of their department. Employees in these departments shall not be bumped by an Employee outside of their department in the case of a layoff in that department nor shall they be permitted to bump any other Employee outside of their department in the event of their layoff.
- Maintenance of status quo time-off structure. Notwithstanding the provisions of the Side Letter of Agreement – Keck Paid Time Off, Employees in these departments shall maintain the overall status quo time-off bank structure, i.e. departments that currently have two separate Vacation and Sick banks shall maintain those two banks, irrespective of which Bargaining Unit they move to.
- Imaging and CVTI floating restrictions. Notwithstanding Article 12, the floating of Employees between inpatient imaging and outpatient imaging (HCC2 Imaging and PET Center), as well as floating between CVTI and Cardiology (Echo, Vascular, Lab) and CVTI and Transplant Clinic, shall only occur when necessary to meet patient care demands, including to ensure continuity of care and/or to avoid unnecessary delay. Prior to any such floating, and where doing so will not result in unnecessary delay, the Employer will offer overtime and/or extra shifts to the Employees regularly assigned to the area requiring additional assistance.

## **SIDE LETTER OF AGREEMENT 4 – RECLASSIFICATION OF NEURODIAGNOSTIC IOM TECHS**

Within thirty (30) days of the ratification of this Agreement, the Employer shall reclassify the seven individuals listed below currently in the Tech – Neurodiagnostics IOM classification to the Tech – Neurodiagnostics IOM (Certified) classification.

1. Mirian Mayorga
2. Julie Blue
3. Jimmy Nguyen
4. Audra Goedemans
5. Aaron Scorup
6. Tommy Ceron
7. Chau Luu