



**NATIONAL UNION OF
HEALTHCARE WORKERS**

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Collective Bargaining Agreement

with

Petaluma Valley Hospital

June 13, 2025 – May 25, 2028

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ARTICLE 1 – AGREEMENT

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

ARTICLE 2 – RECOGNITION

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

ARTICLE 3 – MANAGEMENT RIGHTS

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

ARTICLE 4 – BARGAINING UNIT ROSTER UPDATES

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

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

ARTICLE 5 – JOB DESCRIPTIONS

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

ARTICLE 6 – UNION STEWARDS

- 6.1 UNION STEWARDS
- a. Union Stewards shall have the authority to:
- i. To investigate or to assist in investigating grievances and complaints and to ascertain whether or not the Agreement is being observed;
 - ii. To file and process grievances in accordance with Article 29 – Grievance and Arbitration;
 - iii. To file requests for information with the Hospital; and
 - iv. To serve as a Union representative for investigatory meeting that could lead to discipline.
- 6.2 The Union will inform the Hospital in writing of the names of the designated Stewards, and the Hospital shall not recognize as a Steward any person not so designated. Upon request, the Union will inform the Hospital in writing of the names of the designated Stewards within seven (7) calendar days.

6.3 OFF-DUTY HOURS (HOURS OUTSIDE OF WORK HOURS)

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

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

6.4 ON-DUTY HOURS

- a. While on duty, a Union Steward may ascertain whether or not the Agreement is being observed and may assist in investigating grievances and complaints, subject to the following conditions. A Union Steward shall have the opportunity to carry out their responsibilities only during their meal period, rest breaks, or one (1) hour prior to or after the Union Steward's shift. An employee shall have the opportunity to meet with a Union Steward on their meal period, rest breaks or one (1) hour prior to or after their shift. In carrying out their responsibilities, the Union Steward will not let such responsibilities interfere with their own work.
- b. If the Union Steward is called by management to assist in a matter that arises during the Union Stewards' working time, time away from their work area will be considered and compensated by the Hospital as time worked. No other Union- related time will be compensated by the Hospital.
- c. Union Stewards shall be paid to attend investigatory meetings, grievance meetings and disciplinary hearings when such activities are scheduled at a time when the Union Stewards are at work.

6.5 While on Hospital property, Union Stewards shall fully comply with all relevant Hospital policies and guidelines.

6.6 Union Stewards shall not interfere in any way with patient care or privacy, shall not direct any employee on how to perform or not perform their work, shall not countermand the order of any supervisor, and shall not interfere with any other employee or the normal operations of the Hospital.

ARTICLE 7 - NON-EMPLOYEE UNION REPRESENTATIVES

The Hospital shall allow duly authorized representatives of the Union to visit the Hospital to ascertain whether or not the Agreement is being observed and to assist in adjusting grievances. Such visits shall be subject to the following conditions:

- 7.1 Notification of each visit will be made by email to the Human Resources leader, or designee in advance. Upon arrival at the Hospital, the Union representative will check in with security at the front of the Hospital and wear any Hospital badge provided by security while on Hospital property.
- 7.2 While on Hospital property, Union representatives shall act responsibly and professionally and fully comply with all relevant Hospital policies and guidelines.
- 7.3 Union representatives shall not interfere in any way with patient care, the work of any employee, or compromise patient privacy.
- 7.4 Union representatives shall meet with employees on Hospital premises only:
 - a. on the employee's non-work time unless otherwise agreed upon by the Human Resources leader or designee; and
 - b. in public areas of the Hospital or a meeting room designated by the Hospital for such use. Where Union representatives confer with employees in public areas of the Hospital, they shall not unduly draw the attention of patients and/or visitors.
- 7.5 No more than one (1) Union representative may conduct visits as set forth herein at the same time unless the parties mutually agree in advance that a second representative will accompany the Representative. The Union will ensure that the use of two (2) representatives does not circumvent the other requirements of this Article. All Union representatives shall wear Union identification.
- 7.6 The Hospital shall provide the Union reasonable access to on-site conference rooms upon request to the Human Resources leader.

ARTICLE 8 – UNION MEMBERSHIP & COPE CHECK-OFF

8.1 UNION MEMBERSHIP REQUIREMENTS

- a. During the life of this Agreement, employees of the Hospital who are subject to this Agreement shall be required as a condition of employment to maintain membership in the Union in good standing, subject to federal law. Compliance is required by the 31st day after employment or the 31st day after the date of this Agreement, whichever is later.

- b. Employees who refuse and/or fail to comply with the provisions of Section 1.a of this Article shall, within forty-five (45) days following receipt of notification of default from the Union to the employee with a copy to the Hospital, be terminated upon written demand from the Union to the Hospital. The Union shall indemnify the Hospital and hold it harmless against any and all claims, demands, suits and liabilities that shall arise out of or by reason of any action taken by the Hospital for the purpose of complying with the foregoing provisions.

8.2 DEDUCTION OF UNION MEMBERSHIP FEES

- a. The Hospital will honor written assignments of wages to the Union for the payment of Union membership fees when such assignments are submitted in a form agreed to by the Hospital and the Union.
- b. The Hospital will promptly remit the membership fees deducted pursuant to such assignments together with a list electronically and if requested by the Union on hard copy showing the following information for Union members: their name, home address, home phone number, classification, department status (e.g. regular Full-time, regular Part-time, Relief/Per Diem, Temporary), and date of hire. Normally, the deduction will be made on the first pay period of each month for the then current membership fees. However, the Union and the Hospital may make other arrangements by mutual consent.
- c. The Union shall indemnify the Hospital and hold it harmless against any and all claims, demands, suits and liabilities that shall arise out of or by reason of any action taken by the Hospital for the purpose of complying with the foregoing provisions.

The Union will have no monetary claim against the Hospital by reason of failure to perform under this Section.

8.3 COPE CHECK-OFF

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

ARTICLE 9 – CATEGORIES OF EMPLOYEES

9.1 REGULAR STATUS

- a. Full-Time employees are 0.75 FTE and above, meaning those employees who are regularly scheduled to work sixty (60) hours or more per pay period.

- b. Part-Time employees are at least 0.5 FTE but less than 0.75 FTE, meaning those employees who are regularly scheduled to work 40 – 59 hours per pay period.
- c. Each Full Time or Part-Time employee will be regularly scheduled to work the number of hours that are consistent with her/his FTE status (e.g. a 0.8 FTE employee would regularly scheduled to work sixty-four (64) hours per pay period).

9.2 RELIEF EMPLOYEES

- a. Relief employees are employed for the purpose of covering shifts that have not been filled by Full-time or Part-time employees. Relief employees shall submit their availability two (2) weeks prior to the posting of the schedule and will be scheduled for open shifts that have not been assigned to Regular Full Time, Regular Part-time, or Temporary employees.
- b. Relief employees must be available in accordance with all of the following requirements set forth below:
 - i. Four (4) weekend shifts over two (2) weekends each month; or (5) weekend shifts over three (3) weekends per 6-week schedule.
 - ii. Four (4) weekend shifts per month; or six (6) weekday shifts per 6-week schedule,
 - iii. Total minimum availability of eight (8) shifts per month; or eleven (11) shifts per 6-week schedule.

Relief employees may only provide availability for the shift zone(s) for which they were hired.

- c. All Relief employees must provide availability for one (1) major and two (2) minor holidays per year; this requirement counts toward their overall availability requirements.
 - i. Meeting availability for a shift is defined as being available to work any start time of the shift of indicated availability. The requirement for one (1) major and two (2) minor holidays may be satisfied concurrently with the weekend shift minimum availability requirement. Nothing in this Section shall preclude a Relief worker from providing additional availability, above and beyond the minimum requirements set forth in this Section.
 - ii. A Relief employee who has not provided availability in accordance with the provisions of this paragraph for two (2) or more schedule cycles in a six (6) month period may be terminated and such termination shall be considered for just cause. The only issue to be determined by the arbitrator shall be whether the Relief employee made themselves available.

- d. The parties agree to meet and discuss issues related to a Relief employee working Full-time hours (0.75 FTE or above) ninety (90) days or greater and who requests to be placed into a benefited position.

The Union will provide the Director of Human Resources the name of the Relief employee and the department where they are working. The Director of Human Resources and the Union will meet to review the number of hours, the length of time, and the reasons the Relief employee is working additional hours. This process shall not apply to hours worked by a Relief employee temporarily replacing another employee who is on an approved leave of absence. Further, a Relief employee shall not be reduced in hours solely to prevent their advancement to Full Time status when the Relief employee hours continue to be available or for the sole purpose of keeping a regular job constantly staffed by Relief employees. The Hospital will not unreasonably deny reclassifying a Relief employee who has been working Full-time hours (0.75 FTE or above) for ninety (90) days or greater who requests to be placed into a benefited position.

9.3 TEMPORARY EMPLOYEES

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

Before resorting to Traveler, Registry, or Temporary personnel, if the available hours are less than thirty (30) hours per week, the Hospital shall offer temporary work to existing employees. The available hours shall be allocated pursuant to Article 15 – Allocation of Additional Hours of Work.

ARTICLE 10 – ORIENTATION OF NEW HIRES

The Hospital will provide up to thirty minutes during the paid portion of new employee orientation for one (1) Union Steward or designee to address new hires who will be working in bargaining unit positions. Attendance by new employees shall be voluntary. Union Stewards shall coordinate their work schedules with their Supervisors, but in the event that the Orientation occurs on work-time, the Union Steward shall not suffer a loss of pay to participate. The Hospital shall provide a complete list of all bargaining unit employees who will attend the new employee orientation. On a quarterly basis, the Union steward or designee will provide their Supervisors and a Human Resources leader with a list of employees who will be conducting orientation for new hires that quarter. If the Hospital changes the designated orientation date and time, the Hospital will notify the Union at least seven (7) calendar days in advance.

ARTICLE 11 – PROBATIONARY PERIOD

- 11.1 The length of the probationary period for a new hire is ninety (90) days. The length of the probationary period for a new hire casual employee is twelve (12) months.
- 11.2 The Hospital may extend an employee’s probationary period for up to an additional (90) days in order to further evaluate the employee’s suitability for the position with written notice to the Union and employee. By the end of the fourth month of the probationary period, the Hospital shall have an informal conversation to provide performance feedback regarding the employee’s suitability for the position.
- 11.3 At its sole discretion, the Hospital may discipline or terminate the employment of any employee during their probationary period and such discipline or termination shall not be subject to Article 29 – Grievance & Arbitration of this Agreement.
- 11.4 Time spent on a leave of absence during a probationary period will not count toward completing such probationary period.

ARTICLE 12 – COMPENSATION

- 12.1 **Appreciation Bonus:** Employees in a bargaining unit position at the time of ratification will be eligible to receive a one-time appreciation bonus payment of \$1,500.00, pro-rated based on FTE (.9 to 1.0 FTE equates to Full-time, and Per Diem equates to .2 FTE), effective the third full pay period following ratification.
- 12.2 **WAGES**
 - a. Employees shall be placed on the new wage scale set forth in Appendix III two full pay periods following ratification of the Agreement. Effective the first full pay period following May 26, 2026, the wage scale referred to in Appendix III shall be increased by three percent (3.0%). Effective the first full pay period following May 26, 2027, the wage scale referred to in Appendix III shall be increased by three percent (3.0%).
 - b. Subject to the terms, conditions, and exceptions which follow, employees will be paid according to the wage grades and steps in Appendix III as determined by their job titles and relevant years of experience.
 - c. Placement on the appropriate step of the relevant wage scale shall be based on the employee’s relevant years of experience. The Hospital shall be the ultimate decision maker as to the years of relevant years of experience possessed by employees covered by this Agreement.
 - d. Employees who move to a different job title shall be paid based on the pay grade applicable to that new job title and their relevant years of experience for that job.

- e. The wage rates provided for in this Agreement are minimums only. Should the Hospital desire to increase pay rates above and beyond the increases negotiated in the Agreement for individuals, groups of employees, classifications or wage grades, the Hospital may do so with prior notification to the Union. If requested to do so, the Hospital will meet with the Union to discuss any equity or fairness issues the Union may raise.

12.3 EXTRA SHIFT INCENTIVE PAY

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

12.4 HOLIDAY PAY

- a. The following days are recognized for the purposes of premium pay for holidays worked:
 - i. New Year's Day
 - ii. Martin Luther King Day
 - iii. Presidents Day
 - iv. Memorial Day
 - v. Independence Day
 - vi. Labor Day
 - vii. Thanksgiving Day
 - viii. Christmas Day
- b. Full-Time, Part-Time and Per Diem employees who work on the nationally observed holiday shall receive one and one-half (1 ½) times their base hourly rate for all hours worked on the Holiday.

12.5 ON-CALL/CALLBACK PAY

An employee assigned to on-call shall be paid at the applicable minimum wage for all hours assigned to on-call.

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

12.6 SHIFT DIFFERENTIAL

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

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

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

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

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

c. Convenience Pay

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

12.7 RELIEF EMPLOYEE DIFFERENTIAL

Relief employee availability requirements are contained in Article 9 – Categories of Employees. The Relief employee differential is 15%, and is calculated by multiplying 15% by the employee's base hourly rate.

12.8 WITNESS PAY

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

12.9 UNIFORMS

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

12.10 SEVERANCE PAY

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

12.11 REPORT PAY

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

12.12 EMPLOYEES WITH MULTIPLE JOB CLASSIFICATIONS

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

12.13 RELIEF LEAD PAY

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

12.14 PAY DAY

- a. All wages shall be paid every other Friday.
- b. Direct deposit shall continue to be offered to all employees and shall be deposited by no later than the designated payday. Employees may request that their paychecks be mailed.

- c. When a holiday recognized by this Agreement falls on a payday, direct deposits shall be made the Thursday before the payday. Provided further, paychecks that are mailed shall be mailed the Thursday before the payday.

12.15 PAY CHECK ERRORS

Pay check errors by the Hospital resulting in underpayments of greater than eight hours pay to employees shall be corrected and a new check for the underpayment shall be issued to the employee as soon as possible.

12.16 TRAINING, ORIENTATION AND PRECEPTING NEW HIRES

An employee who provides orientation, or precepting for a new employee shall be paid a training/orientation differential of ten dollars (\$10.00) for an eight (8) hour shift spent training, orienting or precepting. Such Precepting Differential shall be pro-rated in four (4) hour increments when the Preceptor works more or less than an entire eight (8) hour shift. Employees who are using orientation, training and precepting towards clinical ladder eligibility, or such duties are included in the job description (i.e. designated Lead), are not eligible for this differential.

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

12.17 MEDICAL INTERPRETER PAY DIFFERENTIAL

Employees who are certified medical interpreters will be eligible for a one-time two hundred dollar (250.00) bonus each year during this Agreement. Employees will be required to submit evidence of their certification per the process established by the Hospital.

ARTICLE 13 – SCHEDULING

13.1 POSTING OF SCHEDULES

- a. Employee preferences for scheduling, including scheduled days off must be received at least fourteen (14) days in advance of the posting date. In the case there are multiple requests made for the same days off that cannot be honored, consideration shall be given first to the appropriate skill mix needed and then to Union seniority
- b. Employee schedules will be posted at least fourteen (14) days in advance of the start of the next schedule, subject to emergency situations. In the event a schedule is modified once posted, all impacted employees will be notified of those changes.
- c. It is the responsibility of the employee to check the posted schedule before days off. Subject to Section 1(b) of this Article, once posted, the schedule will only be changed by mutual agreement between the Hospital and the employee.

- d. Once a schedule is posted, requests to take off scheduled time need not be granted.

13.2 WEEKEND WORK

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

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

13.3 EMPLOYEE SCHEDULE EXCHANGES

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

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

13.4 PTO REQUESTS

- a. PTO must be used for all scheduled work hours missed due to vacation, holiday, illness, family emergency, religious observances, voting time, doctor or dental appointments, personal business or other excused or unexcused absences. Use of PTO is optional for low census days in accordance with Article 19 – ROH.
- b. PTO requests must be approved by the employee's department manager or designee.
- c. Employees will request PTO in writing or electronically if appropriate. Such requests shall include the date of the request, the dates of the PTO days requested, and the employee's signature.
- d. When determining the availability of the requested PTO, consideration will include the availability of Hospital staff, as well as patient care and safety.
- e. The request will only be granted if the employee has adequate accrued PTO for the period requested at the time of the request.
- f. PTO requests will not be unreasonably denied.

- g. PTO requests will be approved on a first-come, first-serve basis.
- h. In the case there are multiple requests made on the same day for the same days off that cannot be granted, the impacted employees will first be given a chance to modify their requests, then, if no agreement can be reached, PTO requests will be granted by Union seniority.

13.5 EXTENDED PTO/ REQUESTS (FOR PERIODS OF ONE WEEK OF MORE)

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

the employee does not have adequate accrued PTO by the time the request is to occur, the Hospital will abide by existing policy in its handling of the request, which permits cancellation of the scheduled time off absent extenuating circumstances.

13.6 HOLIDAY SCHEDULES

- a. The following holidays shall be recognized:
 - i. New Year's Day – major
 - ii. Martin Luther King Jr.'s birthday – minor
 - iii. President's Day – minor
 - iv. Memorial Day – minor
 - v. Independence Day – minor
 - vi. Labor Day – minor
 - vii. Thanksgiving Day – major
 - viii. Christmas Day – major
- b. The Hospital will follow the State and Federal Uniform Holiday Laws. Therefore, the days officially adopted by the government for observing a recognized holiday will be adopted by the Hospital for the observance of such holiday. Notwithstanding this provision, Independence Day will be observed on July 4th.
- c. Full-time and Part-time employees must be available to work one (1) major and one (1) minor holiday per calendar year.
- d. Relief employees must be available to work a minimum of one (1) major and two (2) minor holidays per calendar year.
- e. All holidays not filled by availability or volunteers will be scheduled by rotation by reverse department seniority.
- f. No employee will be required to work both Christmas and Thanksgiving. When an employee works on Christmas or Thanksgiving, the employee cannot be required to work that same holiday the following year.
- g. No employee will be required to work both the eve and the day of Christmas or the eve and Day of New Year's.

13.7 REST AND MEAL PERIODS

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

13.8 REST BETWEEN SHIFTS

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

shifts. For the Imaging and Surgery Departments only, if an employee returns to work from on-call status, there is less than an eight (8) hour interval between the conclusion of the call-back work and the start of her/his immediately following regularly scheduled shift. and the employee is too fatigued to work that shift, the employee may request to be excused for that shift. Under such a circumstance, an employee's request to be excused for a shift shall be subject to mutual agreement between the employee and the Hospital, and shall not be unreasonably denied. The employee must submit the request to be excused for their shift by the end of the call-back work that precedes the regularly scheduled shift. Unless the employee has been excused, the employee is expected to work her/his regular shift.

13.9 VOTING TIME

- a. An employee is eligible for up to two (2) hours of paid time off during their shift for the purpose of voting in an election (federal, state, or local) only if he/she does not have sufficient time outside of working hours to vote. Time off for voting must be taken at the beginning or end of the employee's shift.
- b. If the employee knows or has reason to believe that time off will be necessary to be able to vote, the employee shall give the Employer at least two working days' notice that time off for voting is desired.

13.10 HOME SHIFT

a. Assignment to Home Shift

Except for employees hired as variable, Full-time and Part-Time employees shall be assigned to a home shift. This shall be either the shift onto which they are hired or for those without a home shift the shift on which they work the majority of hours in the six months prior to ratification (i.e. PMs, or NOCs or appropriate designation in the case of 10 and 12 hour employees).

b. Scheduling Outside of Home Shift

In the case the Hospital has a need for employees to work a shift outside their home shift, provided the unit has the appropriate skill mix, employees will be scheduled in the following order on the basis of reverse department seniority:

- i. Volunteers
- ii. Travelers
- iii. Temporary employees
- iv. Part-time employees
- v. Full time employees

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

ARTICLE 14 – HOURS OF WORK AND OVERTIME

14.1 DEFINITIONS

- a. “Workday” is defined as a 24-hour period beginning at one or more times designated by the Hospital. Workdays will be assigned based on the employee’s regularly scheduled shift (or if the employee works more than one regularly scheduled shift, the most frequent regularly scheduled shift). The Hospital may not assign employees workdays to evade its obligation to pay overtime; as such, the Hospital will not assign an employee who regularly works a specific shift a workday that divides that regular shift in two.
- b. “Workweek” is defined as a period of seven (7) consecutive workdays.
- c. “Pay period” is defined as a period of fourteen (14) consecutive workdays.
- d. “Regular rate” is calculated according to applicable federal and state laws.
- e. “Hours worked” means time spent in work-related activities. Hours worked does not include PTO, holiday, Disability Reserve, leaves of absence, or any other time away from the Hospital, regardless whether this time away from the Hospital is paid time.

14.2 OVERTIME

- a. In general, employees covered by this Agreement work an 8/80 schedule.
- b. For employees assigned to an 8/80 schedule:
 - i. Overtime is paid at one and one half (1 ½) times the employee’s regular rate in the following situations:
 - (1) For hours worked over eight (8) in a workday; and
 - (2) For hours worked over eighty (80) in a pay period.
 - ii. Double time is paid at two (2) times the employee’s regular rate for hours worked over twelve (12) in a workday.
- c. For employees assigned to a straight time 10-hour schedule:
 - i. Overtime is paid at one and one half (1 ½) times the employee’s regular rate in the following situations:
 - (1) For hours worked over ten (10) in a workday; and
 - (2) For hours worked over forty (40) in a workweek.

- ii. Double time is paid at two (2) times the employee's regular rate for hours worked over twelve (12) in a workday.
 - d. For employees assigned to a straight time 12-hour schedule:
 - i. Overtime is paid at one and one half (1 ½) times the employee's regular rate for hours worked over forty (40) in a workweek.
 - ii. Double time is paid at two (2) times the employee's regular rate for hours worked over twelve (12) in a workday.
 - e. Any work time that qualifies as overtime pay under more than one of the above guidelines is paid only once. Example: An employee works nine, eight (8) hour workdays in a pay period, and then works nine (9) hours on the tenth workday. The last hour of work on the tenth workday qualifies as overtime because it exceeds eight (8) hours in a workday, and also exceeds eighty (80) hours in a pay period. Nevertheless, one hour of overtime is paid, not two. Holiday and other premiums voluntarily paid by the Hospital will be credited against overtime due as permitted by state and federal laws.
 - f. Under normal circumstances, employees are required to have the approval of their supervisors or designee prior to working overtime. On those occasions when an emergency arises and this is not possible, employees are required to report to their supervisor or designee the amount of overtime they have worked and the reason for having done so. The reason for having worked overtime must be documented.
 - g. The Hospital and the Union recognize that mandatory overtime is not desirable and represents a burden on the employee. Acceptance of overtime and shifts beyond the employee's schedule shall be voluntary and in accordance with state law or regulations, except where patient care would be endangered by an internal or external emergency declared by state, local or federal government, or declared by the administrator on duty. An internal or external emergency, for the purposes of this Section, is defined as an unexpected situation and sudden occurrence of a serious and urgent nature that demands immediate action. Mandatory overtime shall be done on the basis of reverse seniority when possible.
- 14.3 In the event the Hospital desires to implement ten or twelve hour shifts the Union will be notified and a vote will be conducted in the unit. Should any group of employees petition to implement ten (10) or twelve (12) hour shifts, the Hospital will grant due consideration to the feasibility of the request. Any rejection of an employee petition must be provided to impacted employees in writing. In the event an employee cannot work the ten (10) or twelve (12) hour shift, the Hospital will make a reasonable effort to accommodate the employee if the department needs can be met. In the event the Hospital desires to discontinue ten (10) or twelve (12) hour shifts in the unit, the Hospital shall meet and confer with the Union, upon request prior to such discontinuation.

ARTICLE 15 – ALLOCATION OF ADDITIONAL HOURS OF WORK

- 15.1 The Hospital shall offer additional hours of work to employees in the same classification and department as long as the additional work would not cause the Hospital to incur overtime liability. The Hospital will offer pre-scheduled additional hours of work by rotation in order of seniority according to the following preference list:
- a. Regular Full-time employees who have been ROH'd.
 - b. Regular Part-time employees who have been ROH'd.
 - c. Regular Part-time employees.
 - d. Relief/Per Diem

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

- 15.2 Pre-scheduled overtime shifts. When available, pre-scheduled overtime shifts will be assigned from a list of those employees indicating their desire to work additional work by rotation starting with the employee with the most Union seniority.
- 15.3 Overtime shifts not prescheduled (e.g. sick calls). Notification of all overtime shifts that are not pre-scheduled will be sent to qualified employees, and the shift will be awarded to whoever responds first.
- 15.4 Overtime shifts will be assigned to bargaining unit employees before assigning overtime shifts to non-bargaining unit employees.

ARTICLE 16 – FLOATING

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

- 16.4 If floating is a regular part of an employee's job assignment, the employee will not be required to float to more than three (3) departments during a single shift.

ARTICLE 17 – SENIORITY

17.1 DEFINITIONS

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

- a. "Health System seniority" shall mean continuous length of employment within the Providence/St. Joseph Health System.
- b. "Union seniority" shall mean an employee's continuous length of employment in a bargaining unit position at Petaluma Valley Hospital.
- c. "Department seniority" shall mean an employee's continuous length of service within their current department at Petaluma Valley Hospital.

17.2 SENIORITY

a. Full-time, Part-time and Relief Employees

Full-time, Part-time and Relief employees shall accrue one (1) year of Union seniority for every one (1) year of continuous employment in a bargaining unit position with Petaluma Valley Hospital.

b. Temporary Employees

Temporary employees do not accrue seniority. In the event a Temporary employee is hired into a bargaining unit Full-time, Part-time or Relief position in the same department and job classification as the temporary employment, the period of such temporary employment shall be credited towards the employee's Union Seniority once the introductory period is complete.

17.3 BREAK IN SERVICE

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

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

17.4 SENIORITY TIE BREAKER

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

- a. Date first worked
- b. Date of birth (earlier month and, if same month, then earlier day)

ARTICLE 18 – FILLING OF VACANCIES

- 18.1 Vacant bargaining unit positions shall be posted for no less than seven (7) calendar days on the Hospital's inter and intranet. If no qualified bargaining unit employees submit a bid for a posted position within the seven (7) day posting period, the Hospital may fill the posted position as it deems appropriate.
- 18.2 The Hospital shall make available a dedicated workstation or kiosk in a convenient central location. Information about signing up for email notifications of new positions will be given to all new employees.
- 18.3 The posting shall include the title of the position, the department, shift, category, summary of job duties and qualifications (including certifications) for the position. The posted qualifications shall be based on the job description for the position.
- 18.4 Employees interested in transferring to a position that may be posted in the future may set an alert to receive an email once a job is posted that meets their criteria. This will not relieve an employee of the responsibility to timely apply for the posted position.
- 18.5 The employee applicant must meet the minimum qualifications of the job established by the Hospital and State if applicable. These qualifications will be listed in the job description and the online posting.
- 18.6 The Hospital shall award the position to the most senior qualified applicant (according to Union Seniority) in the following order of preference:
 - a. Bargaining unit employees within the department and job title/classification where the vacancy occurs;
 - b. Bargaining unit employees within the job title/classification outside the department where the vacancy occurs
 - c. Bargaining unit employees within the department where the vacancy occurs
 - d. Bargaining unit employees from another job title/classification.
- 18.7 Employees applying for a posted vacancy shall be informed by the Hospital whether or not they are offered the position within five (5) business days of the position being filled.

- 18.8 For vacancies that are not filled internally (according to the preference order set forth above), the Hospital may employ the person who, in its judgement, will make the best employee.
- 18.9 Employees must be in their current position for a minimum of six (6) months in order to be eligible to apply for a posted position, unless the Hospital agrees otherwise.
- 18.10 Employees who have received a written warning or greater discipline within ninety (90) days prior to the date of the posting are ineligible to apply for a posted position, unless the Hospital agrees otherwise.
- 18.11 The above does not prevent the Hospital from filling a vacancy on a temporary basis by whatever means it deems necessary if it is unable to find a qualified applicant.
- 18.12 Once awarded a new position, the employee shall be released by their former department within fourteen (14) calendar days or no later than the end of the posted schedule, whichever is later.
- 18.13 The evaluation period for is ninety (90) days for current employees who previously completed the initial probationary period and who then transfer to another job title/classification. If an employee transfers to a position in the same department/service area and job title/classification, there will be no new evaluation period. If at any time during the evaluation period, the Hospital determines that the employee is unable to perform satisfactorily, the employee may be returned to their former position including shift, assignment and scheduled hours, provided the former position is still available. If the employee's position is not available, the employee will be returned to a comparable position in the same department and classification, provided such position exists.
- 18.14 Time spent on a leave of absence during the evaluation period will not count towards the completion of the evaluation period.
- 18.15 LEAD QUALIFICATIONS
- Employees in designated bargaining unit lead classifications are part of the regular staffing complement in the department. Leads have experience in the operations of the department and have demonstrated critical thinking skills, effectively problem-solve and manage the workflow of the department.
- The successful candidate must also possess proven leadership skills, including effective communication and interpersonal skills. Although Leads assist management in performing their lead functions, they are not considered Supervisors under the National Labor Relations Act.
- 18.16 The Hospital will make a good faith and reasonable effort to fill a vacant position within forty-five (45) calendar days of the position being posted. The Hospital will respond in a timely manner to inquiries from the Union about the status of vacant positions.

ARTICLE 19 – ROH

- 19.1 “ROH” is defined as reduction of hours for all or part of an employee’s shift as necessitated by low census, volume or other reasons related to patient care and operations that necessitate that staffing levels must be adjusted on a temporary basis.
- 19.2 No employee will be subject to mandatory ROH’ing for more than two full shifts or equivalent per pay period.
- 19.3 Provided the unit has the appropriate skill mix, Employees are ROH’d in the following order:
- a. The Hospital will accept volunteers for ROH before any other employee provided that such voluntary ROH does not result in retaining an employee at premium pay who would have been ROH’d
 - b. Registry
 - c. Travelers, unless a contractual obligation of payment exists between the Hospital and Agency
 - d. Employee receiving premium pay
 - e. Temporary employees
 - f. Part-time employees working shifts over and above their regular schedule
 - g. Relief employees
 - h. Full-time and Part-time employees working their regular schedule by rotation
- 19.4 ROH Notice
- When canceling all or part of an employee’s shift prior to the start of the shift, the Hospital will give the employee at least two (2) hours’ notice. The Hospital will be considered to have given such notice if (a) it reaches the employee by telephone, or (b) it attempts to do so and documents the attempt, the telephone number, the date and time.
- Where possible, the Hospital shall leave a message or voicemail. It is the employees responsibility to provide the Hospital with their current telephone number.
- 19.5 ROH that warrants reporting pay shall be paid in accordance with Article 12.
- 19.6 Use of PTO is at the employee’s discretion when they have been ROH’d. Employees who are ROH’d will accrue PTO for the amount of time missed during the shift. The Employer shall keep a record of each employee’s ROH hours, regardless of whether the employee uses PTO or not.
- 19.7 Once called off, an employee is considered off the schedule and shall not be required to maintain contact or be available for work, unless the employee has agreed to accept on-

call status. If the employee accepts on-call status, the employee shall be paid in accordance with Article 12.5 of this Agreement.

- 19.8 Should an employee feel that they've been subject to excessive mandatory ROH'ing, they can request a meeting with their manager and Human Resources to discuss options for future mitigation.

ARTICLE 20 – LAYOFF

20.1 LAYOFF

- a. Layoff is defined as a workforce reduction expected to be more than thirty (30) days in duration.
- b. Layoffs shall be determined by the job title/classification by Union Seniority. It is understood that the position affected may not be the same as the person actually laid off.
- c. Prior to implementing layoffs for bargaining unit employees, the Hospital will first seek to reduce or eliminate travelers and agency in the affected department or departments.
- d. The Hospital will notify the Union of workforce reduction as soon as reasonably practicable. The Hospital will provide the Union and affected employees with a minimum of three (3) weeks written notice or three (3) weeks' pay in lieu of notice. Upon request by the Union, the parties will engage in effects bargaining relative to a layoff.
- e. The Hospital shall select employees for layoff in inverse order of Union seniority by job title/classification subject to the following exceptions:
 - i. A written warning or greater related to a patient care safety issue that has been issued over the preceding ninety (90) days may also be considered.
 - ii. If an employee who otherwise would be selected by Union Seniority possesses specialized skills which cannot be replaced adequately by the remaining employees in that job title in the same department/unit that employee may be passed over for layoff. It is understood that an employee can be "replaced adequately" by one (1) or more remaining employees if they can achieve the same skill set and skill level as that employee with no more than ten (10) business days of instruction/orientation.
 - iii. If other employees in the same job title in the same job title/classification are unable or unwilling to accept the hours, scheduling and/or work commitment of the employee who would otherwise be laid off by Union Seniority, that employee may be passed over for layoff.

20.2 LAYOFF ORDER

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

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

20.3 RECALL

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

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

20.4 SEVERANCE

In the event of a layoff, an impacted benefited Full-Time or Part-Time employee shall have the opportunity to receive severance in exchange for their execution of a standard release agreement. The severance amount shall be determined based on the employee's years of service at the Hospital – one (1) week of severance for every one (1) year of service, with a minimum payment of two (2) weeks of severance and a maximum payment of twenty (20) weeks of severance. The severance payment shall be a gross payment reduced by applicable taxes, deductions and withholdings.

ARTICLE 21 – HEALTH AND WELFARE PROGRAM

The Hospital will provide eligible Full-time and Part-time employees covered by his Agreement with the same medical, dental, vision, life, accidental death & dismemberment, dependent life, long-term disability, short-term disability, medical reimbursement account and dependent care coverage that it provides to its non-bargaining unit employees, subject to the terms, conditions, limitations and other provisions of the respective plan documents.

The Employer agrees to maintain a PPO medical plan as an option for benefits eligible Full-time and Part-time employees covered by this Agreement in plan years 2025, 2026, 2027, and 2028

Premiums for the EPO, HRA and HSA medical plans shall not increase by more than 9% annually on a blended average basis, meaning for some categories the increases can be greater than 9% and others less than 9%. Premiums for the PPO medical plan shall not increase by more than 20% annually during the term of this Agreement.

The Medical Plan Assistance Program will be offered pursuant to the terms and conditions of the plan as amended, from time to time, by the Hospital.

ARTICLE 22 – RETIREMENT

Employees shall be eligible to participate in the Hospital’s 401(k) and/or 401(a) retirement programs under the terms and conditions set forth in the plan documents. Any such changes and/or benefits shall be consistent with any changes that are provided to other employees at the Hospital.

The Hospital’s retirement benefit contribution will be as follows:

Years of Service	Employer Match for 401(k)	Non-Matching 401(a)	Total Possible Employer Contribution
0-4	50% of the first 3% of pay saved	3% of pay	4.5% of pay
5-9	50 % of the first 4.5% of pay saved	3% of pay	5.25% of pay
10-14	50% of the first 6% of pay saved	5% of pay	8% of pay
15+	50% of the first 6% of pay saved	6% of pay	9% of pay

ARTICLE 23 – PAID TIME OFF (PTO)

23.1 ELIGIBILITY FOR PAID TIME OFF (PTO)

All benefited employees are eligible for PTO.

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

23.2 ACCRUAL OF PTO BENEFITS

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

23.3 PAID TIME OFF (“PTO”) ACCRUAL RATES

a. Full-Time employees shall accrue PTO in accordance with the schedule set forth below:

Years of Service	Annual PTO*	Maximum Accrual Per Pay Period	Maximum Balance**
Less than 3	200 hours	7.69 hours	300 hours
3 to less than 5	224 hours	8.62 hours	336 hours
5 to less than 10	240 hours	9.23 hours	360 hours
10 to less than 15	264 hours	10.15 hours	396 hours
15 or more	280 hours	10.77 hours	420 hours

*The PTO accrual rates listed in both of the table above of this Agreements are for 1.0 FTE employees. The accrual rates will be prorated based on FTE for all benefits eligible employees with less than 1.0 FTE, subject to the other terms of this Article.

**Maximum PTO Accrual cap is the maximum amount of PTO hours that an employee can accrue in their PTO accrual account.

b. PTO hours accrue:

- i. on hours worked up to a maximum of eighty (80) hours in a pay period
- ii. while PTO is being utilized
- iii. during paid jury duty, if available
- iv. during paid bereavement leave
- v. during paid short-term disability leave
- vi. during paid parental leave
- vii. on scheduled days taken off because of Hospital census

c. PTO hours do not accrue:

- i. during on-call hours
- ii. during unpaid leaves of absence, or
- iii. on hours that exceed eighty (80) in a pay period

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

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

23.4 REDEMPTION OF PTO

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

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

If an employee works in a department that normally closes because of a holiday listed in Article 13.6(a), and the holiday falls on the employee's regularly scheduled workday, then the employee may take PTO or an unpaid day.

23.5 SHORT TERM DISABILITY (STD)

Eligible employees will receive Short-Term Disability benefits in accordance with Article 21 – Health and Welfare Program.

ARTICLE 24 – LEAVES OF ABSENCE

24.1 The Employer agrees to provide leave of absences as required by applicable local, state, and federal regulations. The Employer will provide all eligible employees covered by this Agreement with the same statutory and non-statutory leaves of absence that it provides to non-bargaining unit employees of the Employer, subject to the same terms, conditions and limitations, in accordance with the Employer policies, as may be amended from time to time. The Employer will notify the Union of any modifications to its leave of absence policies in advance of implementation. Copies of such policies are available on the Employer's intranet or may be provided upon request.

24.2 Bereavement leave and jury and witness leave shall be administered in accordance with Employer's policy, which may be amended from time to time in the Employer's discretion.

ARTICLE 25 – EDUCATIONAL OPPORTUNITIES

25.1 PREAMBLE

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

25.2 TUITION REIMBURSEMENT

The Hospital will provide educational opportunities to employees who participate in educational courses that will result in an occupational certification or degree from an

accredited university or college in healthcare related fields that benefit the Hospital in accordance with the Hospital's Education Reimbursement policy. Changes in policy will not affect previously approved tuition reimbursement. Should the Hospital wish to modify the Education Reimbursement policy as it applies to bargaining unit employees, it will meet and confer with the Union upon request prior to the modification of the policy.

- a. Tuition reimbursement shall be provided in accordance with the Hospital's Education Reimbursement policy as follows:
 - i. Full-time employees may receive up to five thousand two hundred and fifty (\$5,250) dollars per fiscal year.
 - ii. Part-time employees may receive up to two thousand six hundred and twenty-five (\$2,625) dollars per fiscal year.

25.3 CONTINUING EDUCATION

- a. All Full-time employees are eligible to receive up to forty (40) hours of paid days of educational leave each year to attend courses, institutes, workshops, or classes of an educational nature as approved by the Hospital. For regular Part-time employees, the number of paid hours is prorated. Such continuing education benefits shall be administered in accordance with the Continuing Education Benefit policy. Such time shall not be considered hours worked for overtime purposes. Should the Hospital wish to modify the Continuing Education Reimbursement policy as it applies to bargaining unit employees, it will meet and confer with the Union upon request prior to the modification of the policy.
- b. One (1) year of Continuing Education leave may be carried over to the following calendar year. Accumulated Continuing Education leave may not exceed two (2) calendar years.
- c. Changes in policy will not affect previously approved educational leave.

ARTICLE 26 – BULLETIN BOARDS

- 26.1 The Hospital shall provide the Union one (1) locked and glass enclosed bulletin board inside the Hospital for use by the Union. The Union postings on these bulletin boards may relate to Union business such as:
 - a. Union elections and the results thereof,
 - b. Union meetings,
 - c. Union education classes, or
 - d. other Union business.
- 26.2 The Union may use space on existing designated bulletin boards, where available, in employee break rooms and rest areas where bargaining unit employees take breaks.

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

ARTICLE 27 – DISCIPLINE AND DISCHARGE

- 27.1 The Hospital shall have the right to assess discipline or discharge against any employee for just cause. This “just cause” provision shall not apply to an employee who is still in their introductory period.
- 27.2 The foregoing shall not limit the Hospital’s right to place an employee on paid administrative leave pending investigation to determine whether disciplinary action is in fact warranted.
- 27.3 The Hospital will utilize a system of progressive discipline unless there is a serious offense that warrants bypassing one (1) or more of the progressive disciplinary steps. A coaching/counseling is not considered disciplinary. Formal discipline consists of either a documented verbal warning, written warning or a final written warning. Any formal discipline, other than a final written warning, will not be considered for the purposes of future discipline one (1) year after it has been issued. A final written warning will not be considered for the purposes of future discipline eighteen (18) months from the date it was issued. The one (1) year period (in the case of a verbal warning or written warning) or eighteen (18) month period (in the case of a final written warning) will be extended by the length of any leave(s) of absence.
- 27.4 Any employee involved in an investigatory discussion with Hospital management will be advised of the reason for the meeting and that it may lead to disciplinary action. Should the employee have any questions about such meetings they may contact either the Union Representative or Human Resources.
- 27.5 Upon request from an employee, the employee has the right to request a Union representative be present during such meetings. However, the Union representative must be available to attend the meeting within forty-eight (48) hours, not including weekends and recognized holidays, of such request, unless the Hospital determines that a longer notification period is appropriate. If a Union representative cannot be present within the forty-eight (48) hour time frame, or other time frame designated by the Hospital, the investigatory discussion may proceed as scheduled by the Hospital.
- a. Notification to the employee of the need for an investigatory meeting shall be done in writing and include the date, time, and location of the meeting.
 - b. Investigatory meetings shall be limited to the issue(s) about which the employee was provided prior notification.
- 27.6 During any investigatory and/or disciplinary meetings, Hospital and Union representatives will conduct themselves in a professional and respectful manner.

- 27.7 The Hospital shall take disciplinary action no later than thirty (30) calendar days after the date the Hospital became aware of the act leading to discipline. The Hospital may request an extension if necessary to complete an investigation. The Union shall not unreasonably deny such a request.
- 27.8 When a disciplinary matter or investigation is closed, and a discipline is not being issued as a result, the employee will be notified in writing within one (1) week of the matter being closed.
- 27.9 In the case an interpreter is requested by an employee for an investigatory and/or disciplinary meeting, the interpreter shall be by mutual agreement between the Union and the Hospital.
- 27.10 Meetings of a disciplinary nature (i.e. documented verbal warning, written warning, final written warning, suspension or termination) and/or fact findings shall take place in a private setting.

ARTICLE 28 – EMPLOYEE PERSONNEL FILES

- 28.1 There shall be one official HR personnel file and one official department file for all bargaining unit employees. Employees shall receive copies of all evaluations and other documents related to their performance which they have signed and are placed in their personnel file.
- 28.2 An employee who receives a written warning shall be given a copy of the warning and shall sign a receipt to acknowledge having received the document. Acknowledging receipt of the warning shall not constitute an admission of the employee's agreement with the substance of the warning. An employee shall have the right to rebut in writing any such disciplinary notice. Such rebuttals, other than grievances, shall be attached to the disciplinary notice and placed in the employee's personnel file.
- 28.3 Employees may, at reasonable times and at reasonable intervals, review their personnel files upon request. Review of personnel files shall not include a review of references. Review of personnel files may only be done during normal business hours and during an employee's non-working time. Upon request, the Hospital will provide one copy of each requested document in the employee's personnel file.
- 28.4 Upon request from the Union and once the Hospital is in receipt of the written authorization from the employee, the Hospital will provide an accurate, complete, and up to date copy of an employee personnel file.

ARTICLE 29 – GRIEVANCE AND ARBITRATION

29.1 DEFINITIONS

- a. A grievance is defined as a dispute concerning the interpretation or application of an express provision of this Agreement, except of those Articles or provisions that are expressly not subject to the grievance procedure.

- b. Days shall mean calendar days. The date of receipt of a particular form or report provided for herein will not count as a day for the purposes of calculating time periods contained in this Article. If the last day for responding and acting is a Saturday, Sunday or Holiday (as defined by this Agreement), the period shall be extended to the next day which is not a Saturday, Sunday or Holiday.

29.2 GENERAL

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

- a. The parties shall agree that is their mutual intent to resolve all grievances, if possible expeditiously and informally. Any grievance resolved at any step of the grievance procedure shall be resolved on a non-precedent setting basis unless the parties expressly agree otherwise in writing. All written agreements must be signed by the Hospital's Director of Human Resources and designated Union representative.

- b. Unless otherwise specified, all notices or forms to be filed by the Union must be filed with the Director of Human Resources or their designee. All notices and forms filed by the Hospital shall be filed with the Union.

29.3 GRIEVANCE PROCEDURE CONTRACT INTERPRETATION

a. Step 1 – Informal Review

The Hospital and the Union share a commitment to resolve disputes informally. As such, employees are encouraged to first discuss their disputes with their supervisors/direct reports (except for discharge situations) or Human Resources, to discuss the complaint informally. If the complaint is not resolved to the employee's satisfaction and if the employee wishes to pursue their complaint, the following grievance steps shall be followed.

b. Step 2 – Review with Human Resources Partner

If the matter has not been resolved informally at Step 1, the Union must file a written grievance with the Human Resources Manager, or their designee. The grievance must be filed not more than twenty (20) days following the date the Union first became aware or of reasonably should have become aware of the incident from which the

grievance arose. During the twenty (20) day period following receipt of the written grievance, the parties shall meet in an attempt to resolve the grievance.

Neither party shall bring more than three (3) representatives to such meeting unless otherwise agreed to in advance by both parties; the Hospital shall bring the relevant supervisor and/or manager, and the Union shall bring the grievant unless otherwise agreed. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 2 meeting.

c. Step 3 – Review by Designated Human Resources Leader

If the grievance is not resolved at Step 2, the Union may proceed by delivering a written statement indicating its intent to proceed to the Human Resources Leader, or designee, indicating its intent to proceed to Step 3. This must be accomplished within twenty (20) days of the date of the Hospital's Step 2 response. During the twenty (20) day period following receipt of the written intent to proceed, the Human Resources Leader, or designee, the NUHW Staff Representative, or designee, and the parties shall meet in an attempt to resolve the grievance. Neither party shall bring more than three (3) representatives to such meeting unless otherwise agreed to in advance by both parties. No more than one (1) Employee Representative shall attend unless otherwise agreed to. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 3 meeting.

29.4 GRIEVANCE PROCEDURE DISCIPLINE AND DISCHARGE

a. Step 1 – Review with Human Resources Partner

The employee or Union must file a written grievance with the Human Resources Partner, or their designee. The grievance must be filed not more than seven (7) days following the date the discipline is issued. During the seven (7) day period following receipt of the written grievance, the parties shall meet in an attempt to resolve the grievance. Neither party shall bring more than three (3) representatives to such meeting unless otherwise agreed to in advance by both parties; the Hospital shall bring the relevant supervisor and/or manager, and the Union shall bring the grievant unless otherwise agreed. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 1 meeting.

b. Step 2 – Review by Designated Human Resources Leader

If the grievance is not resolved at Step 1, the Union may proceed by delivering a written statement indicating its intent to proceed to the Human Resources Leader, or designee. This must be accomplished within seven (7) days of the date of the Hospital's Step 1 response. During the seven (7) day period following receipt of the written intent to proceed, the Human Resources Leader, or designee, the NUHW Staff Representative, or designee, and the parties shall meet in an attempt to resolve the grievance. Neither party shall bring more than three (3) representatives to such meeting unless otherwise agreed to in advance by both parties. The Hospital shall respond in writing to the grievance within ten (10) days after the Step 2 meeting.

29.5 HOSPITAL GRIEVANCES

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

29.6 ARBITRATION

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

Within seven (7) days of receipt of a request for arbitration, the parties will attempt to reach mutual agreement on an arbitrator. If they cannot do so in that time frame, they will jointly request a panel of seven arbitrators from the FMCS. The parties will alternately strike names from that list until they have reached agreement, or only one name remains. The parties will make a good faith and reasonable effort to strike the arbitrator list within fourteen (14) days.

The parties may mutually agree in writing to conduct an expedited arbitration pursuant to FMCS expedited arbitration procedures.

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

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

ARTICLE 30 – NON DISCRIMINATION

There shall be no discrimination by either party to this Agreement or by any covered employees because of membership or non-membership in the Union, or because of participation or lack of participation in activity on behalf of or in opposition to the Union; or on the basis of race, religious creed, political affiliation, color, national origin, ancestry, physical or mental disability, medical condition, marital status, sex (including pregnancy, childbirth, and medical conditions relating to pregnancy or childbirth), gender/gender identity, gender expression, age, sexual orientation, military and veteran status, genetics, or any other legally protected characteristic.

ARTICLE 31 – LABOR MANAGEMENT ADVISORY COMMITTEE

31.1 OBJECTIVES

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

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

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

31.2 COMPOSITION

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

31.3 MEETINGS

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

The LMAC will schedule meeting dates no less than thirty (30) days in advance unless the parties agree otherwise in writing. Proposed agenda items will be exchanged no later than one (1) week in advance of each meeting with the intent of allowing the other party to properly prepare for the meeting.

31.4 DISPUTE RESOLUTION

In the event the LMAC cannot resolve a difference of opinion, the parties may, by mutual agreement, seek the assistance of a mediator from the Federal Mediation and Conciliation Service. The mediator shall not have the authority to issue a binding decision.

ARTICLE 32 – HEALTH EXAMINATION

The Hospital may require health examinations of employees as allowed by applicable law and pursuant to Hospital policy. Such health examinations shall be given without charge to the

employee. In the event the Hospital requires the employee to have the examination during scheduled work time or during their time off, the employee shall be paid for such time. In the event that the employee has to travel away from the Hospital for a health examination, the Hospital will pay the employee mileage as required by state or federal law. The examination report provided to the Hospital shall be limited to information that indicates whether the employee is physically and mentally qualified to perform the essential functions of the position, with or without any accommodation.

ARTICLE 33 – OCCUPATIONAL SAFETY AND HEALTH

The Hospital, the Union and the employees shall comply with their obligations and/or rights under applicable laws regarding safety and health in the workplace. The Hospital agrees to review and investigate claims involving health and safety concerns that are presented in writing by the employees and/or the Union following established Hospital protocols. Upon written request from Union, the Hospital will provide a written summary of its findings.

The Hospital shall continue to provide required in-service or other training and information to employees concerning health and safety.

The Union may appoint one (1) bargaining unit employee and one (1) alternate to the Hospital's IIPP Committee. The Union appointee (or alternate) shall be released from their duties with no loss of pay to attend IIPP Committee meetings.

ARTICLE 34 – SUBCONTRACTING

Should the Hospital propose to permanently contract out work presently performed by a bargaining unit employee, it shall first give the Union sixty (60) days' notice, and upon request, meet and confer in good faith regarding its effect on the employees. The Hospital will consider alternatives proposed by the Union. In the event the Hospital decides to contract out the work after meeting with the Union, the Hospital will use its best efforts to have the contractor hire the employees who would be displaced by the subcontracting.

ARTICLE 35– SAVINGS CLAUSE

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

ARTICLE 36 – SUCCESSORSHIP

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

will provide the Union with at least three (3) months advance notice prior to the effective date of any such sale or transfer.

ARTICLE 37– STRIKES AND LOCKOUTS

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


ARTICLE 38 – DURATION

This Agreement shall become effective upon ratification (June 13, 2025) and shall remain in full force and effect through May 25, 2028. This Agreement shall remain in full force and effect from year to year thereafter, unless at least ninety (90) days prior to the expiration of the term or any year to year renewal period thereafter, either party receives written notice from the other of its intent to terminate or modify the contract.


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

PETALUMA VALLEY HOSPITAL

NATIONAL UNION OF HEALTHCARE WORKERS




Scott Ciesielski
Chief Administrative Officer



Sophia Mendoza
President

Date: 5-6-2026

Date: 5/8/2026



Lindsey Sciford
Chief Human Resources Officer



Vanessa Coe
Secretary-Treasurer

Date: 5-6-2024

Date: 5-8-2024

NUHW BARGAINING COMMITTEE

Angelica Byrne
Lab Assistant

Bonnie Dolcini
MRI Tech

Lourdes Gutierrez
Associate EVS

Chris Jepsen
Associate Patient Access Specialist

Tracie Neigum
Rad Tech

Steven Santacruz
Lead CT Tech

Kiran Singh
Senior Rad Tech

Vickie Steffen
Ultrasound Tech

Michelle Sweeney
Associate Patient Access Specialist

Dan Weston
MRI Tech

APPENDIX I – LIST OF CLASSIFICATIONS

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



APPENDIX II – COPE FORM

COPE AUTHORIZATION

Voluntary Campaign Contributions

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

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

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

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

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

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

First Name _____ **Last Name:** _____

Best Phone: _____ **Home Email:** _____

Signature: _____ **Date:** _____

APPENDIX III – COMPENSATION

YEAR 1 - 2025

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
	Associate Clinical Data Analyst	11H	\$37.18	\$37.77	\$38.86	\$40.01	\$41.07	\$42.19	\$43.31	\$44.42	\$45.09	\$45.77	\$46.42	\$47.09	\$47.96	\$48.87	\$49.60
Env Svcs Rep - PVH	Associate Environmental Services Technician	7	\$26.34	\$26.72	\$27.52	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.95	\$32.38	\$32.87	\$33.37	\$33.98	\$34.58	\$35.10
Nutrition Svcs Aide I -PVH	Associate Nutrition Attendant	5H	\$23.69	\$24.06	\$24.76	\$25.48	\$26.22	\$26.92	\$27.64	\$28.34	\$28.74	\$29.20	\$29.62	\$30.05	\$30.60	\$31.16	\$31.64
	Associate Patient Services Specialist	6T	\$25.87	\$26.25	\$27.02	\$27.78	\$28.58	\$29.36	\$30.12	\$30.89	\$31.33	\$31.83	\$32.29	\$32.73	\$33.37	\$33.98	\$34.49
Tech-Pharmacy I - PVH	Associate Pharmacy Technician	8T	\$30.11	\$30.57	\$31.47	\$32.39	\$33.30	\$34.18	\$35.06	\$35.97	\$36.50	\$37.05	\$37.59	\$38.13	\$38.86	\$39.55	\$40.14
Tech-Radiology I - PVH	Associate Radiology Technologist	15T	\$51.58	\$52.35	\$53.89	\$55.43	\$56.96	\$58.52	\$60.05	\$61.58	\$62.50	\$63.46	\$64.38	\$65.30	\$66.53	\$67.75	\$68.78
Resp Care Practnr I -PVH	Associate Respiratory Care Practitioner	14	\$45.07	\$45.73	\$47.09	\$48.43	\$49.77	\$51.14	\$52.47	\$53.79	\$54.64	\$55.43	\$56.22	\$57.05	\$58.12	\$59.19	\$60.09
Tech-Sterile Processing I PVH	Associate Sterile Processing Technician	7T	\$27.91	\$28.34	\$29.18	\$30.00	\$30.84	\$31.68	\$32.53	\$33.36	\$33.85	\$34.31	\$34.84	\$35.35	\$36.00	\$36.66	\$37.19
Tech-Surgical I - PVH	Associate Surgical Technician	11T	\$37.89	\$38.50	\$39.62	\$40.76	\$41.86	\$43.00	\$44.14	\$45.28	\$45.97	\$46.64	\$47.31	\$47.97	\$48.90	\$49.79	\$50.54
CNA/Care Partner II -PVH	Certified Nursing Assistant	7H	\$27.41	\$27.81	\$28.62	\$29.44	\$30.27	\$31.08	\$31.91	\$32.73	\$33.20	\$33.66	\$34.18	\$34.68	\$35.33	\$35.95	\$36.49
Cook / Caterer - PVH	Cook	7H	\$27.41	\$27.81	\$28.62	\$29.44	\$30.27	\$31.08	\$31.91	\$32.73	\$33.20	\$33.66	\$34.18	\$34.68	\$35.33	\$35.95	\$36.49
NEW	CT Technologist	18	\$61.27	\$62.21	\$64.04	\$65.85	\$67.69	\$69.49	\$71.34	\$73.19	\$74.27	\$75.37	\$76.45	\$77.57	\$79.04	\$80.47	\$81.69
Tech-Central Supply PVH	Distribution Technician	6T	\$25.87	\$26.25	\$27.02	\$27.78	\$28.58	\$29.36	\$30.12	\$30.89	\$31.33	\$31.83	\$32.29	\$32.73	\$33.37	\$33.98	\$34.49
Tech-Echo PVH	Echocardiograph Technologist	16T	\$55.70	\$56.54	\$58.18	\$59.86	\$61.52	\$63.18	\$64.86	\$66.52	\$67.49	\$68.51	\$69.50	\$70.51	\$71.82	\$73.16	\$74.27
Tech-Emergency Dept -PVH	Emergency Department Technician	10	\$33.12	\$33.62	\$34.62	\$35.61	\$36.60	\$37.59	\$38.57	\$39.57	\$40.15	\$40.75	\$41.34	\$41.94	\$42.74	\$43.51	\$44.15
Tech-GI/CNA - PVH	Endoscopic Technician	9H	\$31.85	\$32.35	\$33.31	\$34.25	\$35.18	\$36.16	\$37.11	\$38.02	\$38.62	\$39.19	\$39.77	\$40.31	\$41.07	\$41.84	\$42.47
Clerk-Health Info II -PVH	Health Information Management Representative	6H	\$25.36	\$25.73	\$26.48	\$27.25	\$28.02	\$28.79	\$29.55	\$30.30	\$30.73	\$31.23	\$31.67	\$32.11	\$32.74	\$33.34	\$33.83
Inventory Database Controller PVH	Inventory Control Specialist	10	\$33.12	\$33.62	\$34.62	\$35.61	\$36.60	\$37.59	\$38.57	\$39.57	\$40.15	\$40.75	\$41.34	\$41.94	\$42.74	\$43.51	\$44.15
Clinical Lab Asst II-CPT -PVH	Laboratory Assistant	8	\$28.41	\$28.82	\$29.68	\$30.57	\$31.41	\$32.25	\$33.08	\$33.94	\$34.44	\$34.94	\$35.48	\$35.96	\$36.66	\$37.34	\$37.87

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Rep-Laboratory Patient Svc PVH	Laboratory Assistant	8	\$28.41	\$28.82	\$29.68	\$30.57	\$31.41	\$32.25	\$33.08	\$33.94	\$34.44	\$34.94	\$35.48	\$35.96	\$36.66	\$37.34	\$37.87
Lead-Cook -PVH	Lead Cook	8H	\$29.54	\$29.98	\$30.88	\$31.78	\$32.66	\$33.54	\$34.40	\$35.30	\$35.82	\$36.35	\$36.89	\$37.41	\$38.14	\$38.79	\$39.38
Lead-CT Tech PVH	Lead CT Technologist	18H	\$63.74	\$64.66	\$66.59	\$68.47	\$70.41	\$72.26	\$74.20	\$76.10	\$77.23	\$78.38	\$79.52	\$80.67	\$82.20	\$83.70	\$84.97
Lead-Environmntl Svcs Rep -PVH	Lead Environmental Services Technician	7T	\$27.91	\$28.34	\$29.18	\$30.00	\$30.84	\$31.68	\$32.53	\$33.36	\$33.85	\$34.31	\$34.84	\$35.35	\$36.00	\$36.66	\$37.19
Lead-Nutrition Svcs Aide PVH	Lead Food Service Attendant	8H	\$29.54	\$29.98	\$30.88	\$31.78	\$32.66	\$33.54	\$34.40	\$35.30	\$35.82	\$36.35	\$36.89	\$37.41	\$38.14	\$38.79	\$39.38
Lead-Secretary PVH	Lead Secretary	8	\$28.41	\$28.82	\$29.68	\$30.57	\$31.41	\$32.25	\$33.08	\$33.94	\$34.44	\$34.94	\$35.48	\$35.96	\$36.66	\$37.34	\$37.87
NEW	Mammography Technologist	18	\$61.27	\$62.21	\$64.04	\$65.85	\$67.69	\$69.49	\$71.34	\$73.19	\$74.27	\$75.37	\$76.45	\$77.57	\$79.04	\$80.47	\$81.69
Tech-MRI -PVH	MRI Technologist	18H	\$63.74	\$64.66	\$66.59	\$68.47	\$70.41	\$72.26	\$74.20	\$76.10	\$77.23	\$78.38	\$79.52	\$80.67	\$82.20	\$83.70	\$84.97
NEW	Non-Certified Surgical Technician	12	\$38.66	\$39.27	\$40.44	\$41.58	\$42.72	\$43.87	\$45.02	\$46.19	\$46.88	\$47.58	\$48.27	\$48.95	\$49.88	\$50.81	\$51.57
Tech-Nuclear Medicine -PVH	Nuclear Medicine Technologist	18H	\$63.74	\$64.66	\$66.59	\$68.47	\$70.41	\$72.26	\$74.20	\$76.10	\$77.23	\$78.38	\$79.52	\$80.67	\$82.20	\$83.70	\$84.97
Diet Aide - PVH	Nutrition Attendant	6H	\$25.36	\$25.73	\$26.48	\$27.25	\$28.02	\$28.79	\$29.55	\$30.30	\$30.73	\$31.23	\$31.67	\$32.11	\$32.74	\$33.34	\$33.83
Scheduler -PVH	Patient Scheduler	7	\$26.34	\$26.72	\$27.52	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.95	\$32.38	\$32.87	\$33.37	\$33.98	\$34.58	\$35.10
Spec. Patient Access-Sr. PVH	Patient Services Specialist	8	\$28.41	\$28.82	\$29.68	\$30.57	\$31.41	\$32.25	\$33.08	\$33.94	\$34.44	\$34.94	\$35.48	\$35.96	\$36.66	\$37.34	\$37.87
PBX Operator - PVH	PBX Operator	6	\$24.53	\$24.90	\$25.62	\$26.34	\$27.08	\$27.81	\$28.55	\$29.25	\$29.68	\$30.16	\$30.58	\$31.01	\$31.61	\$32.17	\$32.67
Phys Therapy Asst II -PVH	Physical Therapy Assistant	11T	\$37.89	\$38.50	\$39.62	\$40.76	\$41.86	\$43.00	\$44.14	\$45.28	\$45.97	\$46.64	\$47.31	\$47.97	\$48.90	\$49.79	\$50.54
	Procedural Scheduler	9H	\$31.85	\$32.35	\$33.31	\$34.25	\$35.18	\$36.16	\$37.11	\$38.02	\$38.62	\$39.19	\$39.77	\$40.31	\$41.07	\$41.84	\$42.47
Tech-Radiology II -PVH	Radiology Technologist	16T	\$55.70	\$56.54	\$58.18	\$59.86	\$61.52	\$63.18	\$64.86	\$66.52	\$67.49	\$68.51	\$69.50	\$70.51	\$71.82	\$73.16	\$74.27
Resp Care Practnr II -PVH	Respiratory Care Practitioner	15T	\$51.58	\$52.35	\$53.89	\$55.43	\$56.96	\$58.52	\$60.05	\$61.58	\$62.50	\$63.46	\$64.38	\$65.30	\$66.53	\$67.75	\$68.78
CNA/Care Partner III -PVH	Senior Certified Nursing Assistant	8H	\$29.54	\$29.98	\$30.88	\$31.78	\$32.66	\$33.54	\$34.40	\$35.30	\$35.82	\$36.35	\$36.89	\$37.41	\$38.14	\$38.79	\$39.38
	Senior Diagnostic Imaging Assistant	8H	\$29.54	\$29.98	\$30.88	\$31.78	\$32.66	\$33.54	\$34.40	\$35.30	\$35.82	\$36.35	\$36.89	\$37.41	\$38.14	\$38.79	\$39.38
NEW	Senior Environmental Services Technician	7H	\$27.41	\$27.81	\$28.62	\$29.44	\$30.27	\$31.08	\$31.91	\$32.73	\$33.20	\$33.66	\$34.18	\$34.68	\$35.33	\$35.95	\$36.49
Tech-Radiology III -PVH	Senior Radiology Technologist	18	\$61.27	\$62.21	\$64.04	\$65.85	\$67.69	\$69.49	\$71.34	\$73.19	\$74.27	\$75.37	\$76.45	\$77.57	\$79.04	\$80.47	\$81.69
Tech-Surgical III -PVH	Senior Surgical Technician	14H	\$46.87	\$47.57	\$48.96	\$50.38	\$51.75	\$53.18	\$54.57	\$55.93	\$56.83	\$57.65	\$58.45	\$59.34	\$60.43	\$61.56	\$62.48
Tech-Sterile Processing II PVH	Sterile Processing Technician	8T	\$30.11	\$30.57	\$31.47	\$32.39	\$33.30	\$34.18	\$35.06	\$35.97	\$36.50	\$37.05	\$37.59	\$38.13	\$38.86	\$39.55	\$40.14
Tech-Surgical II -PVH	Surgical Technician	12H	\$40.20	\$40.82	\$42.04	\$43.23	\$44.42	\$45.63	\$46.83	\$48.05	\$48.76	\$49.47	\$50.19	\$50.91	\$51.88	\$52.84	\$53.62
Tech-Telemetry -PVH	Telemetry Technician	8T	\$30.11	\$30.57	\$31.47	\$32.39	\$33.30	\$34.18	\$35.06	\$35.97	\$36.50	\$37.05	\$37.59	\$38.13	\$38.86	\$39.55	\$40.14

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Tech-Ultrasound - PVH	Ultrasound Technologist	18	\$61.27	\$62.21	\$64.04	\$65.85	\$67.69	\$69.49	\$71.34	\$73.19	\$74.27	\$75.37	\$76.45	\$77.57	\$79.04	\$80.47	\$81.69
Specialist-Patient Access PVH	Senior Patient Services Specialist	9	\$30.64	\$31.10	\$32.01	\$32.93	\$33.82	\$34.77	\$35.68	\$36.58	\$37.13	\$37.68	\$38.24	\$38.77	\$39.49	\$40.25	\$40.86
Asst-Imaging II PVH		5T	\$24.16	\$24.52	\$25.22	\$25.94	\$26.68	\$27.39	\$28.13	\$28.86	\$29.28	\$29.75	\$30.17	\$30.59	\$31.15	\$31.73	\$32.20
Clerk-Receiving Distribtn -PVH		6	\$24.53	\$24.90	\$25.62	\$26.34	\$27.08	\$27.81	\$28.55	\$29.25	\$29.68	\$30.16	\$30.58	\$31.01	\$31.61	\$32.17	\$32.67
Clinical Lab Asst I-CPT -PVH		6T	\$25.87	\$26.25	\$27.02	\$27.78	\$28.58	\$29.36	\$30.12	\$30.89	\$31.33	\$31.83	\$32.29	\$32.73	\$33.37	\$33.98	\$34.49
CNA/Care Partner I -PVH		5	\$23.00	\$23.34	\$24.06	\$24.71	\$25.41	\$26.09	\$26.80	\$27.47	\$27.89	\$28.32	\$28.73	\$29.14	\$29.66	\$30.22	\$30.68
Coord-Diet PVH		7	\$26.34	\$26.72	\$27.52	\$28.31	\$29.10	\$29.88	\$30.67	\$31.47	\$31.95	\$32.38	\$32.87	\$33.37	\$33.98	\$34.58	\$35.10
Financial Counselor -PVH		7T	\$27.91	\$28.34	\$29.18	\$30.00	\$30.84	\$31.68	\$32.53	\$33.36	\$33.85	\$34.31	\$34.84	\$35.35	\$36.00	\$36.66	\$37.19
Inventory Controller/Buyr - PVH		9	\$30.64	\$31.10	\$32.01	\$32.93	\$33.82	\$34.77	\$35.68	\$36.58	\$37.13	\$37.68	\$38.24	\$38.77	\$39.49	\$40.25	\$40.86
Lead Scheduler - PVH		8	\$28.41	\$28.82	\$29.68	\$30.57	\$31.41	\$32.25	\$33.08	\$33.94	\$34.44	\$34.94	\$35.48	\$35.96	\$36.66	\$37.34	\$37.87
Lead-Rehabilitation Tech -PVH		16	\$52.53	\$53.33	\$54.87	\$56.48	\$58.03	\$59.61	\$61.17	\$62.74	\$63.70	\$64.62	\$65.57	\$66.52	\$67.76	\$69.02	\$70.07
Material Handler - PVH		5	\$23.00	\$23.34	\$24.06	\$24.71	\$25.41	\$26.09	\$26.80	\$27.47	\$27.89	\$28.32	\$28.73	\$29.14	\$29.66	\$30.22	\$30.68
PTA/Rehab Coordinator		10	\$33.12	\$33.62	\$34.62	\$35.61	\$36.60	\$37.59	\$38.57	\$39.57	\$40.15	\$40.75	\$41.34	\$41.94	\$42.74	\$43.51	\$44.15
Registrar-Patient Access -PVH		6	\$24.53	\$24.90	\$25.62	\$26.34	\$27.08	\$27.81	\$28.55	\$29.25	\$29.68	\$30.16	\$30.58	\$31.01	\$31.61	\$32.17	\$32.67
Tech-GI PVH		8	\$28.41	\$28.82	\$29.68	\$30.57	\$31.41	\$32.25	\$33.08	\$33.94	\$34.44	\$34.94	\$35.48	\$35.96	\$36.66	\$37.34	\$37.87
Tech-OB PVH		8T	\$30.11	\$30.57	\$31.47	\$32.39	\$33.30	\$34.18	\$35.06	\$35.97	\$36.50	\$37.05	\$37.59	\$38.13	\$38.86	\$39.55	\$40.14
Tech-Pharmacy II-PVH		9H	\$31.85	\$32.35	\$33.31	\$34.25	\$35.18	\$36.16	\$37.11	\$38.02	\$38.62	\$39.19	\$39.77	\$40.31	\$41.07	\$41.84	\$42.47
Tech-SurgSvcs Supply OR-PVH		9H	\$31.85	\$32.35	\$33.31	\$34.25	\$35.18	\$36.16	\$37.11	\$38.02	\$38.62	\$39.19	\$39.77	\$40.31	\$41.07	\$41.84	\$42.47
Tech-SurgSvcs Supply/Scheduler-PVH		6T	\$25.87	\$26.25	\$27.02	\$27.78	\$28.58	\$29.36	\$30.12	\$30.89	\$31.33	\$31.83	\$32.29	\$32.73	\$33.37	\$33.98	\$34.49

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Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
	Associate Clinical Data Analyst	11H	\$38.30	\$38.90	\$40.03	\$41.21	\$42.30	\$43.46	\$44.61	\$45.75	\$46.44	\$47.14	\$47.81	\$48.50	\$49.40	\$50.34	\$51.09
Env Svcs Rep - PVH	Associate Environmental Services Technician	7	\$27.13	\$27.52	\$28.35	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.91	\$33.35	\$33.86	\$34.37	\$35.00	\$35.62	\$36.15
Nutrition Svcs Aide I -PVH	Associate Nutrition Attendant	5H	\$24.40	\$24.78	\$25.50	\$26.24	\$27.01	\$27.73	\$28.47	\$29.19	\$29.60	\$30.08	\$30.51	\$30.95	\$31.52	\$32.09	\$32.59
	Associate Patient Services Specialist	6T	\$26.65	\$27.04	\$27.83	\$28.61	\$29.44	\$30.24	\$31.02	\$31.82	\$32.27	\$32.78	\$33.26	\$33.71	\$34.37	\$35.00	\$35.52
Tech-Pharmacy I - PVH	Associate Pharmacy Technician	8T	\$31.01	\$31.49	\$32.41	\$33.36	\$34.30	\$35.21	\$36.11	\$37.05	\$37.60	\$38.16	\$38.72	\$39.27	\$40.03	\$40.74	\$41.34
Tech-Radiology I - PVH	Associate Radiology Technologist	15T	\$53.13	\$53.92	\$55.51	\$57.09	\$58.67	\$60.28	\$61.85	\$63.43	\$64.38	\$65.36	\$66.31	\$67.26	\$68.53	\$69.78	\$70.84
Resp Care Practnr I -PVH	Associate Respiratory Care Practitioner	14	\$46.42	\$47.10	\$48.50	\$49.88	\$51.26	\$52.67	\$54.04	\$55.40	\$56.28	\$57.09	\$57.91	\$58.76	\$59.86	\$60.97	\$61.89
Tech-Sterile Processing I PVH	Associate Sterile Processing Technician	7T	\$28.75	\$29.19	\$30.06	\$30.90	\$31.77	\$32.63	\$33.51	\$34.36	\$34.87	\$35.34	\$35.89	\$36.41	\$37.08	\$37.76	\$38.31
Tech-Surgical I - PVH	Associate Surgical Technician	11T	\$39.03	\$39.66	\$40.81	\$41.98	\$43.12	\$44.29	\$45.46	\$46.64	\$47.35	\$48.04	\$48.73	\$49.41	\$50.37	\$51.28	\$52.06
CNA/Care Partner II -PVH	Certified Nursing Assistant	7H	\$28.23	\$28.64	\$29.48	\$30.32	\$31.18	\$32.01	\$32.87	\$33.71	\$34.20	\$34.67	\$35.21	\$35.72	\$36.39	\$37.03	\$37.58
Cook / Caterer - PVH	Cook	7H	\$28.23	\$28.64	\$29.48	\$30.32	\$31.18	\$32.01	\$32.87	\$33.71	\$34.20	\$34.67	\$35.21	\$35.72	\$36.39	\$37.03	\$37.58
NEW	CT Technologist	18	\$63.11	\$64.08	\$65.96	\$67.83	\$69.72	\$71.57	\$73.48	\$75.39	\$76.50	\$77.63	\$78.74	\$79.90	\$81.41	\$82.88	\$84.14
Tech-Central Supply PVH	Distribution Technician	6T	\$26.65	\$27.04	\$27.83	\$28.61	\$29.44	\$30.24	\$31.02	\$31.82	\$32.27	\$32.78	\$33.26	\$33.71	\$34.37	\$35.00	\$35.52
Tech-Echo PVH	Echocardiograph Technologist	16T	\$57.37	\$58.24	\$59.93	\$61.66	\$63.37	\$65.08	\$66.81	\$68.52	\$69.51	\$70.57	\$71.59	\$72.63	\$73.97	\$75.35	\$76.50
Tech-Emergency Dept -PVH	Emergency Department Technician	10	\$34.11	\$34.63	\$35.66	\$36.68	\$37.70	\$38.72	\$39.73	\$40.76	\$41.35	\$41.97	\$42.58	\$43.20	\$44.02	\$44.82	\$45.47
Tech-GI/CNA - PVH	Endoscopic Technician	9H	\$32.81	\$33.32	\$34.31	\$35.28	\$36.24	\$37.24	\$38.22	\$39.16	\$39.78	\$40.37	\$40.96	\$41.52	\$42.30	\$43.10	\$43.74
Clerk-Health Info II -PVH	Health Information Management Representative	6H	\$26.12	\$26.50	\$27.27	\$28.07	\$28.86	\$29.65	\$30.44	\$31.21	\$31.65	\$32.17	\$32.62	\$33.07	\$33.72	\$34.34	\$34.84
Inventory Database Controller PVH	Inventory Control Specialist	10	\$34.11	\$34.63	\$35.66	\$36.68	\$37.70	\$38.72	\$39.73	\$40.76	\$41.35	\$41.97	\$42.58	\$43.20	\$44.02	\$44.82	\$45.47
Clinical Lab Asst II-CPT -PVH	Laboratory Assistant	8	\$29.26	\$29.68	\$30.57	\$31.49	\$32.35	\$33.22	\$34.07	\$34.96	\$35.47	\$35.99	\$36.54	\$37.04	\$37.76	\$38.46	\$39.01
Rep-Laboratory Patient Svc PVH	Laboratory Assistant	8	\$29.26	\$29.68	\$30.57	\$31.49	\$32.35	\$33.22	\$34.07	\$34.96	\$35.47	\$35.99	\$36.54	\$37.04	\$37.76	\$38.46	\$39.01
Lead-Cook -PVH	Lead Cook	8H	\$30.43	\$30.88	\$31.81	\$32.73	\$33.64	\$34.55	\$35.43	\$36.36	\$36.89	\$37.44	\$38.00	\$38.53	\$39.28	\$39.95	\$40.56
Lead-CT Tech PVH	Lead CT Technologist	18H	\$65.65	\$66.60	\$68.59	\$70.52	\$72.52	\$74.43	\$76.43	\$78.38	\$79.55	\$80.73	\$81.91	\$83.09	\$84.67	\$86.21	\$87.52

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Lead-Environmntl Svcs Rep -PVH	Lead Environmental Services Technician	7T	\$28.75	\$29.19	\$30.06	\$30.90	\$31.77	\$32.63	\$33.51	\$34.36	\$34.87	\$35.34	\$35.89	\$36.41	\$37.08	\$37.76	\$38.31
Lead-Nutrition Svcs Aide PVH	Lead Food Service Attendant	8H	\$30.43	\$30.88	\$31.81	\$32.73	\$33.64	\$34.55	\$35.43	\$36.36	\$36.89	\$37.44	\$38.00	\$38.53	\$39.28	\$39.95	\$40.56
Lead-Secretary PVH	Lead Secretary	8	\$29.26	\$29.68	\$30.57	\$31.49	\$32.35	\$33.22	\$34.07	\$34.96	\$35.47	\$35.99	\$36.54	\$37.04	\$37.76	\$38.46	\$39.01
NEW	Mammography Technologist	18	\$63.11	\$64.08	\$65.96	\$67.83	\$69.72	\$71.57	\$73.48	\$75.39	\$76.50	\$77.63	\$78.74	\$79.90	\$81.41	\$82.88	\$84.14
Tech-MRI -PVH	MRI Technologist	18H	\$65.65	\$66.60	\$68.59	\$70.52	\$72.52	\$74.43	\$76.43	\$78.38	\$79.55	\$80.73	\$81.91	\$83.09	\$84.67	\$86.21	\$87.52
NEW	Non-Certified Surgical Technician	12	\$39.82	\$40.45	\$41.65	\$42.83	\$44.00	\$45.19	\$46.37	\$47.58	\$48.29	\$49.01	\$49.72	\$50.42	\$51.38	\$52.33	\$53.12
Tech-Nuclear Medicine -PVH	Nuclear Medicine Technologist	18H	\$65.65	\$66.60	\$68.59	\$70.52	\$72.52	\$74.43	\$76.43	\$78.38	\$79.55	\$80.73	\$81.91	\$83.09	\$84.67	\$86.21	\$87.52
Diet Aide - PVH	Nutrition Attendant	6H	\$26.12	\$26.50	\$27.27	\$28.07	\$28.86	\$29.65	\$30.44	\$31.21	\$31.65	\$32.17	\$32.62	\$33.07	\$33.72	\$34.34	\$34.84
Scheduler -PVH	Patient Scheduler	7	\$27.13	\$27.52	\$28.35	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.91	\$33.35	\$33.86	\$34.37	\$35.00	\$35.62	\$36.15
Spec. Patient Access-Sr. PVH	Patient Services Specialist	8	\$29.26	\$29.68	\$30.57	\$31.49	\$32.35	\$33.22	\$34.07	\$34.96	\$35.47	\$35.99	\$36.54	\$37.04	\$37.76	\$38.46	\$39.01
PBX Operator - PVH	PBX Operator	6	\$25.27	\$25.65	\$26.39	\$27.13	\$27.89	\$28.64	\$29.41	\$30.13	\$30.57	\$31.06	\$31.50	\$31.94	\$32.56	\$33.14	\$33.65
Phys Therapy Asst II -PVH	Physical Therapy Assistant	11T	\$39.03	\$39.66	\$40.81	\$41.98	\$43.12	\$44.29	\$45.46	\$46.64	\$47.35	\$48.04	\$48.73	\$49.41	\$50.37	\$51.28	\$52.06
	Procedural Scheduler	9H	\$32.81	\$33.32	\$34.31	\$35.28	\$36.24	\$37.24	\$38.22	\$39.16	\$39.78	\$40.37	\$40.96	\$41.52	\$42.30	\$43.10	\$43.74
Tech-Radiology II -PVH	Radiology Technologist	16T	\$57.37	\$58.24	\$59.93	\$61.66	\$63.37	\$65.08	\$66.81	\$68.52	\$69.51	\$70.57	\$71.59	\$72.63	\$73.97	\$75.35	\$76.50
Resp Care Practnr II -PVH	Respiratory Care Practitioner	15T	\$53.13	\$53.92	\$55.51	\$57.09	\$58.67	\$60.28	\$61.85	\$63.43	\$64.38	\$65.36	\$66.31	\$67.26	\$68.53	\$69.78	\$70.84
CNA/Care Partner III -PVH	Senior Certified Nursing Assistant	8H	\$30.43	\$30.88	\$31.81	\$32.73	\$33.64	\$34.55	\$35.43	\$36.36	\$36.89	\$37.44	\$38.00	\$38.53	\$39.28	\$39.95	\$40.56
	Senior Diagnostic Imaging Assistant	8H	\$30.43	\$30.88	\$31.81	\$32.73	\$33.64	\$34.55	\$35.43	\$36.36	\$36.89	\$37.44	\$38.00	\$38.53	\$39.28	\$39.95	\$40.56
NEW	Senior Environmental Services Technician	7H	\$28.23	\$28.64	\$29.48	\$30.32	\$31.18	\$32.01	\$32.87	\$33.71	\$34.20	\$34.67	\$35.21	\$35.72	\$36.39	\$37.03	\$37.58
Tech-Radiology III -PVH	Senior Radiology Technologist	18	\$63.11	\$64.08	\$65.96	\$67.83	\$69.72	\$71.57	\$73.48	\$75.39	\$76.50	\$77.63	\$78.74	\$79.90	\$81.41	\$82.88	\$84.14
Tech-Surgical III - PVH	Senior Surgical Technician	14H	\$48.28	\$49.00	\$50.43	\$51.89	\$53.30	\$54.78	\$56.21	\$57.61	\$58.53	\$59.38	\$60.20	\$61.12	\$62.24	\$63.41	\$64.35
Tech-Sterile Processing II PVH	Sterile Processing Technician	8T	\$31.01	\$31.49	\$32.41	\$33.36	\$34.30	\$35.21	\$36.11	\$37.05	\$37.60	\$38.16	\$38.72	\$39.27	\$40.03	\$40.74	\$41.34
Tech-Surgical II - PVH	Surgical Technician	12H	\$41.41	\$42.04	\$43.30	\$44.53	\$45.75	\$47.00	\$48.23	\$49.49	\$50.22	\$50.95	\$51.70	\$52.44	\$53.44	\$54.43	\$55.23
Tech-Telemetry - PVH	Telemetry Technician	8T	\$31.01	\$31.49	\$32.41	\$33.36	\$34.30	\$35.21	\$36.11	\$37.05	\$37.60	\$38.16	\$38.72	\$39.27	\$40.03	\$40.74	\$41.34
Tech-Ultrasound - PVH	Ultrasound Technologist	18	\$63.11	\$64.08	\$65.96	\$67.83	\$69.72	\$71.57	\$73.48	\$75.39	\$76.50	\$77.63	\$78.74	\$79.90	\$81.41	\$82.88	\$84.14
Specialist-Patient Access PVH	Senior Patient Services Specialist	9	\$31.56	\$32.03	\$32.97	\$33.92	\$34.83	\$35.81	\$36.75	\$37.68	\$38.24	\$38.81	\$39.39	\$39.93	\$40.67	\$41.46	\$42.09
Asst-Imaging II PVH		5T	\$24.88	\$25.26	\$25.98	\$26.72	\$27.48	\$28.21	\$28.97	\$29.73	\$30.16	\$30.64	\$31.08	\$31.51	\$32.08	\$32.68	\$33.17

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Clerk-Receiving Distribtn -PVH		6	\$25.27	\$25.65	\$26.39	\$27.13	\$27.89	\$28.64	\$29.41	\$30.13	\$30.57	\$31.06	\$31.50	\$31.94	\$32.56	\$33.14	\$33.65
Clinical Lab Asst I-CPT -PVH		6T	\$26.65	\$27.04	\$27.83	\$28.61	\$29.44	\$30.24	\$31.02	\$31.82	\$32.27	\$32.78	\$33.26	\$33.71	\$34.37	\$35.00	\$35.52
CNA/Care Partner I -PVH		5	\$23.69	\$24.04	\$24.78	\$25.45	\$26.17	\$26.87	\$27.60	\$28.29	\$28.73	\$29.17	\$29.59	\$30.01	\$30.55	\$31.13	\$31.60
Coord-Diet PVH		7	\$27.13	\$27.52	\$28.35	\$29.16	\$29.97	\$30.78	\$31.59	\$32.41	\$32.91	\$33.35	\$33.86	\$34.37	\$35.00	\$35.62	\$36.15
Financial Counselor -PVH		7T	\$28.75	\$29.19	\$30.06	\$30.90	\$31.77	\$32.63	\$33.51	\$34.36	\$34.87	\$35.34	\$35.89	\$36.41	\$37.08	\$37.76	\$38.31
Inventory Controller/Buyr -PVH		9	\$31.56	\$32.03	\$32.97	\$33.92	\$34.83	\$35.81	\$36.75	\$37.68	\$38.24	\$38.81	\$39.39	\$39.93	\$40.67	\$41.46	\$42.09
Lead Scheduler -PVH		8	\$29.26	\$29.68	\$30.57	\$31.49	\$32.35	\$33.22	\$34.07	\$34.96	\$35.47	\$35.99	\$36.54	\$37.04	\$37.76	\$38.46	\$39.01
Lead-Rehabilitation Tech -PVH		16	\$54.11	\$54.93	\$56.52	\$58.17	\$59.77	\$61.40	\$63.01	\$64.62	\$65.61	\$66.56	\$67.54	\$68.52	\$69.79	\$71.09	\$72.17
Material Handler -PVH		5	\$23.69	\$24.04	\$24.78	\$25.45	\$26.17	\$26.87	\$27.60	\$28.29	\$28.73	\$29.17	\$29.59	\$30.01	\$30.55	\$31.13	\$31.60
PTA/Rehab Coordinator		10	\$34.11	\$34.63	\$35.66	\$36.68	\$37.70	\$38.72	\$39.73	\$40.76	\$41.35	\$41.97	\$42.58	\$43.20	\$44.02	\$44.82	\$45.47
Registrar-Patient Access -PVH		6	\$25.27	\$25.65	\$26.39	\$27.13	\$27.89	\$28.64	\$29.41	\$30.13	\$30.57	\$31.06	\$31.50	\$31.94	\$32.56	\$33.14	\$33.65
Tech-GI PVH		8	\$29.26	\$29.68	\$30.57	\$31.49	\$32.35	\$33.22	\$34.07	\$34.96	\$35.47	\$35.99	\$36.54	\$37.04	\$37.76	\$38.46	\$39.01
Tech-OB PVH		8T	\$31.01	\$31.49	\$32.41	\$33.36	\$34.30	\$35.21	\$36.11	\$37.05	\$37.60	\$38.16	\$38.72	\$39.27	\$40.03	\$40.74	\$41.34
Tech-Pharmacy II-PVH		9H	\$32.81	\$33.32	\$34.31	\$35.28	\$36.24	\$37.24	\$38.22	\$39.16	\$39.78	\$40.37	\$40.96	\$41.52	\$42.30	\$43.10	\$43.74
Tech-SurgSvcs Supply OR-PVH		9H	\$32.81	\$33.32	\$34.31	\$35.28	\$36.24	\$37.24	\$38.22	\$39.16	\$39.78	\$40.37	\$40.96	\$41.52	\$42.30	\$43.10	\$43.74
Tech-SurgSvcs Supply/Scheduler-PVH		6T	\$26.65	\$27.04	\$27.83	\$28.61	\$29.44	\$30.24	\$31.02	\$31.82	\$32.27	\$32.78	\$33.26	\$33.71	\$34.37	\$35.00	\$35.52

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Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
	Associate Clinical Data Analyst	11H	\$39.45	\$40.07	\$41.23	\$42.45	\$43.57	\$44.76	\$45.95	\$47.12	\$47.83	\$48.55	\$49.24	\$49.96	\$50.88	\$51.85	\$52.62
Env Svcs Rep - PVH	Associate Environmental Services Technician	7	\$27.94	\$28.35	\$29.20	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.90	\$34.35	\$34.88	\$35.40	\$36.05	\$36.69	\$37.23
Nutrition Svcs Aide I -PVH	Associate Nutrition Attendant	5H	\$25.13	\$25.52	\$26.27	\$27.03	\$27.82	\$28.56	\$29.32	\$30.07	\$30.49	\$30.98	\$31.43	\$31.88	\$32.47	\$33.05	\$33.57
	Associate Patient Services Specialist	6T	\$27.45	\$27.85	\$28.66	\$29.47	\$30.32	\$31.15	\$31.95	\$32.77	\$33.24	\$33.76	\$34.26	\$34.72	\$35.40	\$36.05	\$36.59
Tech-Pharmacy I - PVH	Associate Pharmacy Technician	8T	\$31.94	\$32.43	\$33.38	\$34.36	\$35.33	\$36.27	\$37.19	\$38.16	\$38.73	\$39.30	\$39.88	\$40.45	\$41.23	\$41.96	\$42.58
Tech-Radiology I - PVH	Associate Radiology Technologist	15T	\$54.72	\$55.54	\$57.18	\$58.80	\$60.43	\$62.09	\$63.71	\$65.33	\$66.31	\$67.32	\$68.30	\$69.28	\$70.59	\$71.87	\$72.97
Resp Care Practnr I -PVH	Associate Respiratory Care Practitioner	14	\$47.81	\$48.51	\$49.96	\$51.38	\$52.80	\$54.25	\$55.66	\$57.06	\$57.97	\$58.80	\$59.65	\$60.52	\$61.66	\$62.80	\$63.75
Tech-Sterile Processing I PVH	Associate Sterile Processing Technician	7T	\$29.61	\$30.07	\$30.96	\$31.83	\$32.72	\$33.61	\$34.52	\$35.39	\$35.92	\$36.40	\$36.97	\$37.50	\$38.19	\$38.89	\$39.46
Tech-Surgical I - PVH	Associate Surgical Technician	11T	\$40.20	\$40.85	\$42.03	\$43.24	\$44.41	\$45.62	\$46.82	\$48.04	\$48.77	\$49.48	\$50.19	\$50.89	\$51.88	\$52.82	\$53.62
CNA/Care Partner II -PVH	Certified Nursing Assistant	7H	\$29.08	\$29.50	\$30.36	\$31.23	\$32.12	\$32.97	\$33.86	\$34.72	\$35.23	\$35.71	\$36.27	\$36.79	\$37.48	\$38.14	\$38.71
Cook / Caterer - PVH	Cook	7H	\$29.08	\$29.50	\$30.36	\$31.23	\$32.12	\$32.97	\$33.86	\$34.72	\$35.23	\$35.71	\$36.27	\$36.79	\$37.48	\$38.14	\$38.71
NEW	CT Technologist	18	\$65.00	\$66.00	\$67.94	\$69.86	\$71.81	\$73.72	\$75.68	\$77.65	\$78.80	\$79.96	\$81.10	\$82.30	\$83.85	\$85.37	\$86.66
Tech-Central Supply PVH	Distribution Technician	6T	\$27.45	\$27.85	\$28.66	\$29.47	\$30.32	\$31.15	\$31.95	\$32.77	\$33.24	\$33.76	\$34.26	\$34.72	\$35.40	\$36.05	\$36.59
Tech-Echo PVH	Echocardiograph Technologist	16T	\$59.09	\$59.99	\$61.73	\$63.51	\$65.27	\$67.03	\$68.81	\$70.58	\$71.60	\$72.69	\$73.74	\$74.81	\$76.19	\$77.61	\$78.80
Tech-Emergency Dept -PVH	Emergency Department Technician	10	\$35.13	\$35.67	\$36.73	\$37.78	\$38.83	\$39.88	\$40.92	\$41.98	\$42.59	\$43.23	\$43.86	\$44.50	\$45.34	\$46.16	\$46.83
Tech-GI/CNA - PVH	Endoscopic Technician	9H	\$33.79	\$34.32	\$35.34	\$36.34	\$37.33	\$38.36	\$39.37	\$40.33	\$40.97	\$41.58	\$42.19	\$42.77	\$43.57	\$44.39	\$45.05
Clerk-Health Info II -PVH	Health Information Management Representative	6H	\$26.90	\$27.30	\$28.09	\$28.91	\$29.73	\$30.54	\$31.35	\$32.15	\$32.60	\$33.14	\$33.60	\$34.06	\$34.73	\$35.37	\$35.89
Inventory Database Controller PVH	Inventory Control Specialist	10	\$35.13	\$35.67	\$36.73	\$37.78	\$38.83	\$39.88	\$40.92	\$41.98	\$42.59	\$43.23	\$43.86	\$44.50	\$45.34	\$46.16	\$46.83

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Clinical Lab Asst II-CPT -PVH	Laboratory Assistant	8	\$30.14	\$30.57	\$31.49	\$32.43	\$33.32	\$34.22	\$35.09	\$36.01	\$36.53	\$37.07	\$37.64	\$38.15	\$38.89	\$39.61	\$40.18
Rep-Laboratory Patient Svc PVH	Laboratory Assistant	8	\$30.14	\$30.57	\$31.49	\$32.43	\$33.32	\$34.22	\$35.09	\$36.01	\$36.53	\$37.07	\$37.64	\$38.15	\$38.89	\$39.61	\$40.18
Lead-Cook -PVH	Lead Cook	8H	\$31.34	\$31.81	\$32.76	\$33.71	\$34.65	\$35.59	\$36.49	\$37.45	\$38.00	\$38.56	\$39.14	\$39.69	\$40.46	\$41.15	\$41.78
Lead-CT Tech PVH	Lead CT Technologist	18H	\$67.62	\$68.60	\$70.65	\$72.64	\$74.70	\$76.66	\$78.72	\$80.73	\$81.94	\$83.15	\$84.37	\$85.58	\$87.21	\$88.80	\$90.15
Lead-Environmntl Svcs Rep -PVH	Lead Environmental Services Technician	7T	\$29.61	\$30.07	\$30.96	\$31.83	\$32.72	\$33.61	\$34.52	\$35.39	\$35.92	\$36.40	\$36.97	\$37.50	\$38.19	\$38.89	\$39.46
Lead-Nutrition Svcs Aide PVH	Lead Food Service Attendant	8H	\$31.34	\$31.81	\$32.76	\$33.71	\$34.65	\$35.59	\$36.49	\$37.45	\$38.00	\$38.56	\$39.14	\$39.69	\$40.46	\$41.15	\$41.78
Lead-Secretary PVH	Lead Secretary	8	\$30.14	\$30.57	\$31.49	\$32.43	\$33.32	\$34.22	\$35.09	\$36.01	\$36.53	\$37.07	\$37.64	\$38.15	\$38.89	\$39.61	\$40.18
NEW	Mammography Technologist	18	\$65.00	\$66.00	\$67.94	\$69.86	\$71.81	\$73.72	\$75.68	\$77.65	\$78.80	\$79.96	\$81.10	\$82.30	\$83.85	\$85.37	\$86.66
Tech-MRI -PVH	MRI Technologist	18H	\$67.62	\$68.60	\$70.65	\$72.64	\$74.70	\$76.66	\$78.72	\$80.73	\$81.94	\$83.15	\$84.37	\$85.58	\$87.21	\$88.80	\$90.15
NEW	Non-Certified Surgical Technician	12	\$41.01	\$41.66	\$42.90	\$44.11	\$45.32	\$46.55	\$47.76	\$49.01	\$49.74	\$50.48	\$51.21	\$51.93	\$52.92	\$53.90	\$54.71
Tech-Nuclear Medicine -PVH	Nuclear Medicine Technologist	18H	\$67.62	\$68.60	\$70.65	\$72.64	\$74.70	\$76.66	\$78.72	\$80.73	\$81.94	\$83.15	\$84.37	\$85.58	\$87.21	\$88.80	\$90.15
Diet Aide - PVH	Nutrition Attendant	6H	\$26.90	\$27.30	\$28.09	\$28.91	\$29.73	\$30.54	\$31.35	\$32.15	\$32.60	\$33.14	\$33.60	\$34.06	\$34.73	\$35.37	\$35.89
Scheduler -PVH	Patient Scheduler	7	\$27.94	\$28.35	\$29.20	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.90	\$34.35	\$34.88	\$35.40	\$36.05	\$36.69	\$37.23
Spec. Patient Access-Sr. PVH	Patient Services Specialist	8	\$30.14	\$30.57	\$31.49	\$32.43	\$33.32	\$34.22	\$35.09	\$36.01	\$36.53	\$37.07	\$37.64	\$38.15	\$38.89	\$39.61	\$40.18
PBX Operator - PVH	PBX Operator	6	\$26.03	\$26.42	\$27.18	\$27.94	\$28.73	\$29.50	\$30.29	\$31.03	\$31.49	\$31.99	\$32.45	\$32.90	\$33.54	\$34.13	\$34.66
Phys Therapy Asst II -PVH	Physical Therapy Assistant	11T	\$40.20	\$40.85	\$42.03	\$43.24	\$44.41	\$45.62	\$46.82	\$48.04	\$48.77	\$49.48	\$50.19	\$50.89	\$51.88	\$52.82	\$53.62
	Procedural Scheduler	9H	\$33.79	\$34.32	\$35.34	\$36.34	\$37.33	\$38.36	\$39.37	\$40.33	\$40.97	\$41.58	\$42.19	\$42.77	\$43.57	\$44.39	\$45.05
Tech-Radiology II -PVH	Radiology Technologist	16T	\$59.09	\$59.99	\$61.73	\$63.51	\$65.27	\$67.03	\$68.81	\$70.58	\$71.60	\$72.69	\$73.74	\$74.81	\$76.19	\$77.61	\$78.80
Resp Care Practnr II -PVH	Respiratory Care Practitioner	15T	\$54.72	\$55.54	\$57.18	\$58.80	\$60.43	\$62.09	\$63.71	\$65.33	\$66.31	\$67.32	\$68.30	\$69.28	\$70.59	\$71.87	\$72.97
CNA/Care Partner III -PVH	Senior Certified Nursing Assistant	8H	\$31.34	\$31.81	\$32.76	\$33.71	\$34.65	\$35.59	\$36.49	\$37.45	\$38.00	\$38.56	\$39.14	\$39.69	\$40.46	\$41.15	\$41.78
	Senior Diagnostic Imaging Assistant	8H	\$31.34	\$31.81	\$32.76	\$33.71	\$34.65	\$35.59	\$36.49	\$37.45	\$38.00	\$38.56	\$39.14	\$39.69	\$40.46	\$41.15	\$41.78
NEW	Senior Environmental Services Technician	7H	\$29.08	\$29.50	\$30.36	\$31.23	\$32.12	\$32.97	\$33.86	\$34.72	\$35.23	\$35.71	\$36.27	\$36.79	\$37.48	\$38.14	\$38.71
Tech-Radiology III -PVH	Senior Radiology Technologist	18	\$65.00	\$66.00	\$67.94	\$69.86	\$71.81	\$73.72	\$75.68	\$77.65	\$78.80	\$79.96	\$81.10	\$82.30	\$83.85	\$85.37	\$86.66
Tech-Surgical III - PVH	Senior Surgical Technician	14H	\$49.73	\$50.47	\$51.94	\$53.45	\$54.90	\$56.42	\$57.90	\$59.34	\$60.29	\$61.16	\$62.01	\$62.95	\$64.11	\$65.31	\$66.28

Union Title	Oracle Title	Grade Name	0	1	2	3	4	5	6	7	8	9	10	11	16	21	26 - Top
Tech-Sterile Processing II PVH	Sterile Processing Technician	8T	\$31.94	\$32.43	\$33.38	\$34.36	\$35.33	\$36.27	\$37.19	\$38.16	\$38.73	\$39.30	\$39.88	\$40.45	\$41.23	\$41.96	\$42.58
Tech-Surgical II - PVH	Surgical Technician	12H	\$42.65	\$43.30	\$44.60	\$45.87	\$47.12	\$48.41	\$49.68	\$50.97	\$51.73	\$52.48	\$53.25	\$54.01	\$55.04	\$56.06	\$56.89
Tech-Telemetry - PVH	Telemetry Technician	8T	\$31.94	\$32.43	\$33.38	\$34.36	\$35.33	\$36.27	\$37.19	\$38.16	\$38.73	\$39.30	\$39.88	\$40.45	\$41.23	\$41.96	\$42.58
Tech-Ultrasound - PVH	Ultrasound Technologist	18	\$65.00	\$66.00	\$67.94	\$69.86	\$71.81	\$73.72	\$75.68	\$77.65	\$78.80	\$79.96	\$81.10	\$82.30	\$83.85	\$85.37	\$86.66
Specialist-Patient Access PVH	Senior Patient Services Specialist	9	\$32.51	\$32.99	\$33.96	\$34.94	\$35.87	\$36.88	\$37.85	\$38.81	\$39.39	\$39.97	\$40.57	\$41.13	\$41.89	\$42.70	\$43.35
Asst-Imaging II PVH		5T	\$25.63	\$26.02	\$26.76	\$27.52	\$28.30	\$29.06	\$29.84	\$30.62	\$31.06	\$31.56	\$32.01	\$32.46	\$33.04	\$33.66	\$34.17
Clerk-Receiving Distribtn -PVH		6	\$26.03	\$26.42	\$27.18	\$27.94	\$28.73	\$29.50	\$30.29	\$31.03	\$31.49	\$31.99	\$32.45	\$32.90	\$33.54	\$34.13	\$34.66
Clinical Lab Asst I-CPT -PVH		6T	\$27.45	\$27.85	\$28.66	\$29.47	\$30.32	\$31.15	\$31.95	\$32.77	\$33.24	\$33.76	\$34.26	\$34.72	\$35.40	\$36.05	\$36.59
CNA/Care Partner I -PVH		5	\$24.40	\$24.76	\$25.52	\$26.21	\$26.96	\$27.68	\$28.43	\$29.14	\$29.59	\$30.05	\$30.48	\$30.91	\$31.47	\$32.06	\$32.55
Coord-Diet PVH		7	\$27.94	\$28.35	\$29.20	\$30.03	\$30.87	\$31.70	\$32.54	\$33.38	\$33.90	\$34.35	\$34.88	\$35.40	\$36.05	\$36.69	\$37.23
Financial Counselor -PVH		7T	\$29.61	\$30.07	\$30.96	\$31.83	\$32.72	\$33.61	\$34.52	\$35.39	\$35.92	\$36.40	\$36.97	\$37.50	\$38.19	\$38.89	\$39.46
Inventory Controller/Buylr - PVH		9	\$32.51	\$32.99	\$33.96	\$34.94	\$35.87	\$36.88	\$37.85	\$38.81	\$39.39	\$39.97	\$40.57	\$41.13	\$41.89	\$42.70	\$43.35
Lead Scheduler - PVH		8	\$30.14	\$30.57	\$31.49	\$32.43	\$33.32	\$34.22	\$35.09	\$36.01	\$36.53	\$37.07	\$37.64	\$38.15	\$38.89	\$39.61	\$40.18
Lead-Rehabilitation Tech -PVH		16	\$55.73	\$56.58	\$58.22	\$59.92	\$61.56	\$63.24	\$64.90	\$66.56	\$67.58	\$68.56	\$69.57	\$70.58	\$71.88	\$73.22	\$74.34
Material Handler - PVH		5	\$24.40	\$24.76	\$25.52	\$26.21	\$26.96	\$27.68	\$28.43	\$29.14	\$29.59	\$30.05	\$30.48	\$30.91	\$31.47	\$32.06	\$32.55
PTA/Rehab Coordinator		10	\$35.13	\$35.67	\$36.73	\$37.78	\$38.83	\$39.88	\$40.92	\$41.98	\$42.59	\$43.23	\$43.86	\$44.50	\$45.34	\$46.16	\$46.83
Registrar-Patient Access -PVH		6	\$26.03	\$26.42	\$27.18	\$27.94	\$28.73	\$29.50	\$30.29	\$31.03	\$31.49	\$31.99	\$32.45	\$32.90	\$33.54	\$34.13	\$34.66
Tech-GI PVH		8	\$30.14	\$30.57	\$31.49	\$32.43	\$33.32	\$34.22	\$35.09	\$36.01	\$36.53	\$37.07	\$37.64	\$38.15	\$38.89	\$39.61	\$40.18
Tech-OB PVH		8T	\$31.94	\$32.43	\$33.38	\$34.36	\$35.33	\$36.27	\$37.19	\$38.16	\$38.73	\$39.30	\$39.88	\$40.45	\$41.23	\$41.96	\$42.58
Tech-Pharmacy II-PVH		9H	\$33.79	\$34.32	\$35.34	\$36.34	\$37.33	\$38.36	\$39.37	\$40.33	\$40.97	\$41.58	\$42.19	\$42.77	\$43.57	\$44.39	\$45.05
Tech-SurgSvcs Supply OR-PVH		9H	\$33.79	\$34.32	\$35.34	\$36.34	\$37.33	\$38.36	\$39.37	\$40.33	\$40.97	\$41.58	\$42.19	\$42.77	\$43.57	\$44.39	\$45.05
Tech-SurgSvcs Supply/Scheduler-PVH		6T	\$27.45	\$27.85	\$28.66	\$29.47	\$30.32	\$31.15	\$31.95	\$32.77	\$33.24	\$33.76	\$34.26	\$34.72	\$35.40	\$36.05	\$36.59