



**NATIONAL UNION OF  
HEALTHCARE WORKERS**

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**Collective Bargaining Agreement**

**with**

**Queen of the Valley Medical Center**

**June 13, 2025 – April 4, 2028**

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## **ARTICLE 1 – AGREEMENT**

This Agreement is made and entered into by and between Queen of the Valley Medical Center, Napa, 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 in Case No. 20-RC-185503, the Hospital recognizes the Union as the exclusive collective bargaining representative for all service and technical employees employed by the Hospital at its facilities located at 1000 Trancas, 980 Trancas, 3448 Villa Lane and 3421 Villa Lane in the job classifications set forth in Appendix A (wage scale), and additionally including community health workers, community program/service educators and coordinators, staffing coordinators and lead staffing coordinators.
- 2.2 In accordance with Federal Labor Law and as set forth in National Labor Relations Board in Case No. 20-RC-185503, excluded from coverage under this Agreement are all other employees including supply chain coordinators, coders, lead coders, fitness instructors, HIM quality analysts, lead community program/service analysts, patient account representatives, point of care coordinators, safety coordinators, senior inventory clerks, transcription coordinators, transcriptionists, Physicians, Registered Nurses, Professionals, 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-185503 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 – NEW OR REVISED JOBS**

- 4.1 The Hospital shall maintain job descriptions for all job titles covered by this Agreement. Upon request to the Human Resources Director, or designee, the Hospital shall provide the Union with any existing job descriptions for all covered employees within twenty-one (21) calendar days of any such request.
- 4.2 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. The parties shall meet and confer within seven (7) business days of notice to the Union concerning the new position.
- 4.3 If the Hospital modifies qualifications and/or requirements (including added educational prerequisites) of a job covered by this Agreement, such modified job descriptions shall be forwarded to the Union prior to implementation. Within seven (7) business days, the Union may request that the parties shall meet and confer over such modifications.

#### **ARTICLE 5 – 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:

- 5.1 Notification of each visit will be made by email to Human Resources leader, or designee, at least twenty-four (24) hours in advance by email. Upon arrival at the Hospital, the Union representative will check in with security and wear any hospital badge provided by security while on Hospital property.
- 5.2 While on Hospital property, Union representatives shall act responsibly and professionally and fully comply with all relevant Hospital policies and guidelines.
- 5.3 Union representatives shall not interfere in any way with patient care, the work of any employee, or compromise patient privacy.
- 5.4 Union representatives shall meet with employees on Hospital premises only:
  - a. on the employee's non-work time unless otherwise agreed upon by the Vice President of Human Resources 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.
- 5.5 No more than one (1) Union representative may conduct visits as set forth herein at the same time unless the Union specifically provides advance notice that a second representative will accompany the Representative. The Union shall not unnecessarily use two (2) representatives for visits and 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.
- 5.6 Upon request to the Human Resource leader, the Hospital will provide the Union with reasonable access to conference rooms at the Hospital's facilities.

## **ARTICLE 6 – UNION SHOP 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 31 – Grievance and Arbitration;
  - iii. To file requests for information with the Hospital; and
  - iv. To serve as a Union representative for Weingarten meeting.

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

- iii. 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 periods, rest breaks or one (1) hour prior to or after their shift. In carrying out their responsibilities, the Union Shop 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 Steward's 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 Union Stewards shall not interfere in any way with patient care or privacy, shall not direct any employee 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 or any other employee.

## **ARTICLE 7 – UNION MEMBERSHIP & COPE CHECK-OFF**

7.1 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 in the alternative 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 Subsection 7.1(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.

## 7.2 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, primary 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.

## 7.3 COPE CHECK-OFF

- a. The Hospital hereby agrees to honor contribution deduction authorizations from its employees who are Union members in a form to be provided by the Union.
- 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 8 – BARGAINING UNIT ROSTER UPDATES**

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

## ARTICLE 9 – CATEGORIES OF EMPLOYEES

### 9.1 CATEGORIES

- a. Regular Full Time Employee - An employee who is regularly scheduled to work 60 - 80 hours in each fourteen-day pay period (0.75 FTE or higher).
- b. Regular Part Time (RPT) Employee - An employee who is regularly scheduled to work at least forty (40) but less than fifty-nine (59) hours in each fourteen-day pay period (0.5 FTE to 0.74 FTE).
- c. Per Diem Employees - An employee who is employed to provide supplemental staffing and meet on-call needs. Per Diem Employees are subject to the following availability requirements:
  - i. Shifts per six-week scheduling periods:

<b>Length of Shift</b>	<b>Total Weekend Shifts (for Areas Requiring Weekend Support)</b>	<b>Total Weekday Shifts (Can Also Be Satisfied by Voluntary Extra Weekend Availability)</b>
12 hours	2	3
10 hours	3	3
8 hours	3	4

- ii. Holidays: One (1) major and two (2) minor holidays each calendar year.
- iii. The Per Diem Employee's department may require an employee to offer different availability dates if none of the dates offered meet the needs of the department.
- iv. Per Diem Employees may make themselves unavailable for three (3) two-week periods per year, of which no more than two (2) two- week periods may be between June 1st and Labor Day.
- v. Per Diem Employees who have indicated availability and have been placed on the master schedule shall be held to the same degree of accountability as other Hospital employees. Sick calls and no show occurrences shall result in the same types of disciplinary actions as regular employees.
- vi. A Per Diem Employee that is not available in accordance with the provisions of this paragraph may be terminated and such termination shall be considered for just cause. The only issue to be determined by an arbitrator shall be whether or not the Per Diem Employee made himself/herself available.

### 9.2 RECLASSIFICATION

The Union may request a Full-Time or RPT position for a Per Diem Employee working the same hours as a Full-Time or RPT status for ninety (90) days or greater, unless those

hours worked are due to temporary replacement of another employee on a leave of absence. Human Resources and the Union then will meet to review the number of hours, the length of time, and the reasons the Per Diem Employee is working additional hours. The Hospital will not unreasonably deny the request to reclassify the employee. In no event will the Hospital reduce a Per Diem Employee's hours solely to avoid the application of this Section.

## **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. The Hospital shall provide a complete list of employees who will attend the new employee orientation. The Union Steward 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. If the Hospital changes the designated orientation time, the Hospital will notify the Union at least seven (7) calendar days in advance. 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.

## **ARTICLE 11 – INTRODUCTORY PERIOD**

- 11.1 The length of the introductory period for new hires is ninety (90) days. The length of the introductory period for a per-diem new hire is twelve (12) months.
- 11.2 The Hospital may extend an employee's introductory period for up to an additional ninety (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 introductory period, the Hospital shall have an informal conversation to provide performance feedback regarding the employee's suitability for the position.
- 11.3 Time spent on a leave of absence during an introductory period will not count toward completing such introductory period.
- 11.4 At its sole discretion the Hospital may discipline or terminate the employment of any employee during their introductory period and such discipline or termination shall not be subject to Article 31 (Grievance & Arbitration).

## ARTICLE 12 – COMPENSATION

### 12.1 WAGES

#### a. Appreciation Bonus

Effective the third full pay period following ratification, employees in a bargaining unit position at the time of ratification will be eligible to receive a one-time appreciation bonus payment as follows:

- i. Employees Receiving Market Adjustment: \$1,000.00 prorated by FTE (.9 to 1.0 FTE equates to Full-time, and Per Diem equates to .2 FTE)
  - ii. Employees Not Receiving Market Adjustment: \$2,000.00 prorated by FTE (.9 to 1.0 FTE equates to Full-time, and Per Diem equates to .2 FTE)
- b. Effective two full pay periods following ratification, employees shall be placed on the new wage scale set forth in Appendix A.
  - c. Effective the first full pay period following April 4, 2026, the wage scale in Appendix A shall be increased three percent (3.0%)
  - d. Effective the first full pay period after April 4, 2027, the wage scale in Appendix A shall be increased three percent (3.0%).

#### i. Years of Experience

Placement on the appropriate step of the relevant wage grade shall be based on the employee's relevant years of experience. Years of Experience will be determined by the Hospital, based on relevant Full-time experience (same job/licensure/registration/certification) at the Hospital or at another acute-care hospital in the United States.

The Hospital in its sole discretion will determine what partial credit, if any, will be given to Part-time work and/or non-acute-care work.

#### ii. Additional Increases

The wage rates provided for in this Agreement are minimums only. Should the Hospital at any time desire to increase pay rates above and beyond the pay scale negotiated in this 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.

### 12.2 HOLIDAY PAY

- a. The following days are recognized for the purposes of premium pay for holidays worked.

- i. New Year's Day (January 1st)
  - ii. Martin Luther King Jr. Day
  - iii. Day President's Day
  - iv. Memorial Day
  - v. Independence Day (July 4th)
  - vi. Labor Day
  - vii. Thanksgiving Day
  - viii. Christmas Day
- b. Premium pay will be paid at one and one-half (1.5) times the employee's base hourly rate, including applicable differentials, for all straight time hours worked on the holiday.
  - c. Overtime worked on the holiday itself will be paid at the required overtime rate and Double time will be paid at the required double time rate. Holiday premium will not be paid for those holiday hours worked for which an overtime/double time rate is also payable.
  - d. Holiday Premium Pay Zones
    - i. For 8-hour or 10-hour Shifts. The holiday is defined as the 24-hour period, beginning at 11:00 p.m. the night before the holiday and ending at 10:59 p.m., on which the holiday occurs. For instance, if July 4th is a Sunday, premium pay will be paid for work performed on Saturday, July 3rd for 1 hour (11:00 p.m. to 11:59 p.m.) and for the remaining work performed on Sunday.
    - ii. For 12-hour Shifts. The holiday is defined as the 24-hour period, beginning at 7:00 p.m. the night before the holiday and ending at 6:59 p.m., on which the holiday occurs.

### 12.3 ON-CALL/STANDBY/CALLBACK

- a. On-Call/Standby
  - i. Definitions
    - (1) On Call. Used by departments for pre-scheduled periods where on-call coverage is needed (such as when a department is closed).
    - (2) Standby. Used by departments when the need arises to flex to volume or to ensure that adequate staff coverage is available on a scheduled shift. In these circumstances, employees may be placed on standby for a specified period of time and are required to be available to report for Duty as needed. Employees will be advised at the time they are placed on standby whether it is an emergent, urgent or other situation. Employees may be placed on standby either before the start of their scheduled shift or may be sent home early to be on standby.

ii. Pay

(1) On-Call and Standby Pay

- (a) An employee assigned to on-call shall receive an on-call rate in accordance with applicable state or federal law, but no less than 30% of the employee's base hourly rate. On-call and Emergent standby on a holiday (as defined above) will be paid in accordance with applicable state or federal law, but no less than 50% of the employee's base hourly rate.
- (b) Shift differentials will not apply to on call or standby situations.
- (c) Per diem employees will be eligible for the per diem differential

(2) Call-Back Pay

- (a) Call-back pay comes into effect when an on-call employee is required to report to the Medical Center when on call. Call-back hours will be paid at one-and-one-half (1.5) times employee's regular rate of pay, plus the applicable shift differential. Overtime/double-time, if applicable, will be paid as required by law.
- (b) When an employee is called back to the Medical Center while on call, but is not put to work or furnished with less than two (2) hours of work, a minimum of two (2) hours of pay will be paid at time-and-one-half of the employee's regular rate of pay.

(3) Pay When Reporting to Duty from Standby

- (a) When an employee reports for duty to the Medical Center after being on standby, he/she will be paid his/her base rate of pay, plus applicable differentials, for the actual time worked.
- (b) Report pay will be due if the employee is furnished with less than half of his or her regular shift of work.

(4) Beginning/End of Special Pay

- (a) On call and Standby pay stops when the employee has clocked in for a call-back or reporting for duty situation.
- (b) Should an employee receive a notice of recall while in the process of leaving the Medical Center after having completed a call-back situation, he/she will return as part of the original call-back period.

(5) Relationship to Overtime Pay

On call and standby hours are not considered hours worked for overtime purposes. In addition, the Medical Center will credit call-back premium pay

against overtime due. There is no pyramiding of call-back premium pay and overtime or double time.

- (6) Should on-call or standby obligations not be met voluntarily, they will be assigned by department management on a fair and equitable basis

#### 12.4 SHIFT DIFFERENTIAL

- a. The applicable shift differential for each classification is listed in the Wage Scale (Appendix A).
- b. The three shifts for purposes of calculating Shift Differentials are:
  - i. Day Shift- are those hours between 07:00 and 15:00, and are paid at the day shift rate.
  - ii. PM (Evening) Shift - are those hours between 15 :00 and 23:00, and are paid at the PM shift rate.
  - iii. NOC (Night) Shift - are those hours between 23:00 and 07:00, and are paid at the NOC shift rate.
- c. To qualify for payment of shift differential, an employee must work (a) all hours within the defined shift or (b) four (4) continuous hours in the higher paid shift. When four or more continuous hours are worked in a higher-paid shift, then the hours worked in that shift will be paid at the differential rate.
- d. If an employee is scheduled to work a full shift during the defined PM or NOC shift and is then sent home at the Hospital's request prior to completing the full shift, the appropriate shift differential will be paid for hours worked.
- e. All non-productive time (in-services, meetings, etc.) will be paid at the home shift rate, except for Orientation, which will be paid according to the shift actually worked.
- f. If an employee who is regularly scheduled to work on the PM or NOC shift attends a seminar at the request of Queen of the Valley Medical Center, the shift differential will continue to be paid for up to three (3) days. If the seminar or education session is for more than three (3) days, the shift differential will cease after three (3) days.

#### 12.5 WEEKEND DIFFERENTIAL

Employees working a weekend shift shall receive a weekend differential of \$1.00 per hour. 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.

#### 12.6 RELIEF EMPLOYEE DIFFERENTIAL

The per diem differential is listed for each job classification in the Wage Scale.

## 12.7 UNIFORMS

When the Hospital requires an employee to wear a uniform as a condition of employment, such uniform will be provided by the Hospital. (The term "uniform" herein means apparel of distinctive design and/or color (i.e., not white).)

The employee will be responsible for wash-and-wear laundering of the uniform.

## 12.8 REPORT PAY

Employees who report to work but are not put to work or furnished less than one half( $\frac{1}{2}$ ) of his/her usual or scheduled day's work shall be paid for half of a day's work up to a maximum of four (4) hours' pay.

## 12.9 RELIEF LEAD PAY

An employee assigned to act as a Relief Lead shall be paid at the Lead scale step rate of pay based on the employee's years of service. Example: an employee at the five-year scale step who relieves a Lead will be paid at the Lead five-year scale step.

## 12.10 PAY CHECK ERRORS

Pay check errors by the Hospital resulting in underpayments of greater than eight hours pay to employees shall be corrected and payment made to the employee as soon as practicable.

## 12.11 MEDICAL INTERPRETER PAY DIFFERENTIAL

- a. When the Hospital determines that there is a need for medical interpreter services to be provided by qualified staff outside of the Medical Interpreter department, such employees shall be paid a one-dollar and twenty-five cents (\$1.25) per hour differential for performing these services within the scope of their job.
- b. To be eligible:
  - i. Management must determine that the position in question is eligible.
  - ii. The employee in the identified position must obtain initial medical interpretation certification pursuant to the requirements set forth by the Hospital. Employees will be required to complete annual competencies and to re-certify every two (2) years.
  - iii. Employees identified shall, on a monthly basis, track the usage of the medical interpreter skills in the course of performing the scope of work in their position. The Hospital reserves the right to cap the number of participants in the program and/or eliminate or modify participation based on operational needs.

## ARTICLE 13 – SCHEDULING

### 13.1 GENERAL

Each department shall maintain its scheduling practices (both for work schedules and scheduled time off) in effect as of the ratification of this Agreement, except as provided below or otherwise agreed in writing between the Hospital and the Union.

### 13.2 WORK SCHEDULES

Scheduling of work days is subject to the following requirements:

- a. Scheduling preferences will be solicited at least twenty-eight (28) days before the start of the schedule, and the final schedule will be posted at least fourteen (14) days in advance.
- b. Department schedules will be made available to all employees in a department, using any one of the following methods: scheduling software that is accessible to employees; emailing of the schedule to employees; physical posting of the schedule in the department; or a scheduling binder accessible to all employees.
- c. Employee seniority shall be utilized for all scheduling so long as employees with the appropriate competencies can be scheduled.
- d. The Hospital will grant at least every other weekend off to all Full-time and Part-time employees, except for dedicated weekend positions or where an employee volunteers to work more weekends. A weekend is defined as two (2) consecutive work days, which are Saturday and Sunday for the day and evening shifts and Friday and Saturday for the night shift. Employees may choose as an alternative, Sunday-Thursday and Tuesday-Saturday schedules.
- e. Employee Schedule Exchanges  
Employees in the same department and classification may exchange scheduled workdays so long as:
  - i. The competencies of the employees making such exchange are relatively equal.
  - ii. No overtime or other premium pay results; and
  - iii. The change is approved in advance, in writing or electronically, by the appropriate manager/supervisor.
- f. Home Shift  
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). In the case of employees who were hired as variable, if such an assigned home shift based

on the prior six (6) month's assignment does not meet operational needs, the Hospital may assign such home shifts, based on preferences received by department seniority. On those occasions when the employer needs to temporarily assign an employee to a shift outside their home shift, such assignment will occur only after all other options have been explored, and then in order of inverse seniority.

- g. This Section (13.2) does not apply to on-call obligations; instead, practice at the time of ratification will continue to be followed except by mutual agreement.
- h. No employee will be required to work both Christmas and Thanksgiving in the same year. When an employee works on Christmas or Thanksgiving, the employee cannot be required to work that same holiday the following year.

### 13.3 PTO AND VACATION SCHEDULING

- a. There is no requirement to grant PTO after the schedule has been posted.
- b. The selection process begins with the employee with the most senior employee on each list and proceeds from person to person down the list. Each person has seventy-two (72) hours to make their selection, put the dates on the calendar, and submit a written request.
- c. Conflicting requests for vacations (PTO of one (1) or more weeks) will be resolved by seniority. However this does not preclude departments from resolving conflicts voluntarily, subject to the following rules:
  - i. During the initial selection process, vacation selection is limited to one of the following:
    - (1) Up to four (4) calendar weeks per person during non-peak time
    - (2) Two (2) calendar weeks per person during peak time
    - (3) One (1) week during peak time and two (2) weeks during non-peak time
  - ii. "Peak vacation time" is defined as:
    - (1) The week before and the week after Easter
    - (2) The months of June, July, and August
    - (3) December 10<sup>th</sup> through January 10<sup>th</sup>
  - iii. Once all employees have completed their initial selection, the process starts again following the same guidelines as above.
  - iv. After two rounds of the selection process, any additional selection of vacation or PTO requests will be approved on a first-come, first-serve basis. 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 will be granted by seniority.

- v. If an employee transfers to another department, any previously scheduled vacation or PTO will be carried with the employee to their new department.

#### 13.4 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.

#### 13.5 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 regularly scheduled shifts.

#### 13.6 VOTING TIME

- a. Employees who are unable to vote in a government election because his/her scheduled shift requires that such employee be on duty during the time the election occurs, the employee will be permitted up to two (2) hours off with pay during his/her shift.
- b. A request for voting time must be approved, in advance, by the employee's supervisor.
- c. 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.

### **ARTICLE 14 – HOURS OF WORK AND OVERTIME**

#### 14.1 DEFINITIONS

- a. "Workday" is defined as a fixed and recurring 24-hour period (as an example only, 12 midnight to 11:59 pm or 12 noon to 11:59 am).
- b. 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 shift scheduled). The Hospital may not assign employees workdays to evade its obligation to pay overtime; as such, the Hospital will not assign an employee who primarily works a specific shift a workday that divides that regular shift in two.
- c. "Workweek" is defined as a period of seven (7) consecutive workdays.
- d. "Pay period" is defined as a period of 14 consecutive workdays.
- e. "Regular rate" is calculated according to applicable federal and state laws.

- f. "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. As described further below, overtime is calculated based on the number of hours worked in an employee's workday. However, premium (overtime) pay is also paid when an employee's shift continues past the end of the workday into the next workday, which may happen when an employee works lengthy overtime (such as a double shift), or in certain circumstances when the employee picks up a shift other than his or her home shift and works that shift for longer than the usual scheduled shift length.
- b. 8/80 Schedule
  - i. In general, employees covered by this Agreement work an 8/80 schedule.
  - ii. For employees assigned to an 8/80 schedule, 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.
  - iii. Double time is paid at two (2) times the employee's regular rate for hours worked over twelve (12) in a workday.

Note: If strict application of the "workday" calculation method results in lost overtime (because the shift crosses the end of the "workday"), the employee will be paid overtime for those hours.

- c. 10-Hour Schedule

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.

Note: If strict application of the "workday" calculation method results in lost overtime (because the shift crosses the end of the "workday"), the employee will be paid overtime for those hours.

d. 12-Hour Schedule

For employees assigned to a straight time 12-hour schedule:

- i. Overtime will be paid at one and one half (1 ½) times the employee's regular rate for hours worked over thirty-six (36) in a work week, except that education and in-service time will be paid at straight time.
- ii. All work over 40 hours (including education and in-service time) in a work week will be paid at time and-a-half.
- iii. Overtime is paid as two (2) times the employee's regular rate for hours worked over twelve (12) in a workday.

Note: If strict application of the "workday" calculation method results in lost overtime (because the shift crosses the end of the "workday"), the employee will be paid overtime for those hours.

- 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 paid by the Hospital will be credited against overtime due as permitted by state and federal laws.
- f. The following provision applies until the effective date of shift-based workdays, pursuant to the Side Letter Regarding "Day Divide": All hours worked in a given shift will be attributed to the Workday during which the initial in-punch for that shift takes place. The purpose of this "in-Punch" calculation is to "pre-pay" hours worked from a subsequent Workday to a prior Workday in order to maximize the overtime earned and paid to an employee when crossing a day divide during a given shift. With the exception of call back, which the Parties agree has always been interpreted as a separate shift, in the event an employee is out for more than two (2) hours, all hours worked upon return will be considered a new shift for the purposes of calculating overtime. In addition, a break in a call back shift creates a new shift for purposes of overtime.
- g. Under normal circumstances, employees are required to have the approval of their supervisors or designee prior to working overtime. 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.
- h. The Hospital and the Union recognize that mandatory overtime is not desirable and represents a burden on the employee. Acceptance of overtime and shifts beyond the

employee's schedule shall be voluntary and in accordance with state law or regulations, except where patient care would be endangered by an internal or external emergency declared by state, local or federal government, or declared by the administrator on duty. An internal or external emergency, for the purposes of this Section, is defined as an unexpected situation and sudden occurrence of a serious and urgent nature that demands immediate action. Mandatory overtime shall be done on the basis of reverse seniority when possible.

- 14.3 The Hospital and the Union agree that all existing 10-hour and 12-hour shifts ("alternative workweek schedules" or "AWS") will continue in effect. In the event the Hospital desires to implement new AWS shifts the Union will be notified and a vote will be conducted in the unit. Should any group of employees petition to implement AWS 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) hours shift, the Hospital will reasonably attempt to accommodate such employee if department needs can be met. The Hospital may discontinue an alternative workweek schedule upon 60 days' notice to the Union and shall meet and confer with the Union 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 called off,
  - b. Regular Part-time employees who have been called off.
  - c. Regular Part-time employees
  - d. Per Diem

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

- 15.2 When available, pre-scheduled overtime shifts will be assigned from a list of those employees indicating their desire to work overtime by rotation starting with the employee with the most Union seniority. Notification of overtime shifts that are not prescheduled will be sent to qualified employees, and the shift will be awarded to whoever responds first. 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. Agency (Registry or Travelers or Temporary Agencies)
  - c. Per diem employees
  - d. Full-time or Part-time by rotation.
- 16.3 No employee will be required 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. Nothing in this Article shall prevent an employee from volunteering to float to additional departments/units.

## **ARTICLE 17 – SENIORITY**

### 17.1 DEFINITIONS

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

“Union Seniority” shall mean an employee’s continuous length of employment in the bargaining unit.

### 17.2 SENIORITY

Full-time, Part-time and Per Diem Employees. Full-time, Part-time and Per Diem Employees shall be credited with one year of Union Seniority for every one (1) year of continuous employment in the bargaining unit with the Hospital. For employees working at the time of ratification, Union Seniority will be based on their most recent date of hire at the Hospital.

### 17.3 BREAK IN SERVICE

An employee’s Union Seniority will be broken for all purposes if:

- a. The employee 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. Month and day of birthday, the earliest will be the most senior

**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 an application 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 provide access to computer equipment that employees may use to review postings or submit applications.
- 18.3 The posting shall include the title of the position, the department, shift (for example, 10-hour Nights or 12-hour Days), schedule (for example, Full-time 80 hours bi-weekly), job duties and qualifications for the position (including required certifications). 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 submit a timely transfer request for the posted position.
- 18.5 The employee applicant must meet the minimum qualifications of the job established by the Hospital and the State, if applicable. These qualifications will be listed in the job description and the online posting.
- 18.6 In filling vacancies in bargaining unit positions, the Hospital shall award the position to the most senior qualified applicant (according to Union seniority) in the following order of preference:
  - a. A bargaining unit employee within the department and job title/classification where the vacancy occurs;
  - b. A bargaining unit employee within the job title/classification outside the department where the vacancy occurs (by Union seniority);

- c. A bargaining unit employee within the department where the vacancy occurs (by Union seniority) and
  - d. A bargaining unit employee from another job title/classification (by Union seniority).
- 18.7 Employees submitting an internal transfer request for a posted vacancy shall be informed by the Hospital when the position has been 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 judgment 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 transfer into a posted position, unless the Hospital agrees otherwise.
- 18.10 With the exception of Full-time/Part-time status changes and shift changes within their current department and classification, employees in their introductory period may not transfer positions, unless the Hospital agrees otherwise.
- 18.11 Employees who have received a written warning or greater discipline within twelve (12) months prior to the date of the posting are ineligible to transfer, unless the Hospital agrees otherwise.
- 18.12 Nothing in this Article prevents 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.
- 18.13 Once awarded a new position, the employee shall be released by their former department within fourteen (14) calendar days or at the end of the current schedule, whichever is later.
- 18.14 The evaluation period is for 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 will be returned to his/her 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.
- 18.15 Time spent on a leave of absence during the evaluation period will not count towards the completion of the evaluation period.
- 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 vacancies.

### 18.17 LEAD QUALIFICATIONS

Employees in the bargaining unit lead classifications are part of the regular staffing complement in the department. Leads generally 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 for a Lead position must also possess leadership skills, including effective communication and interpersonal skills. The skills detailed in this paragraph shall be the primary factor in selecting a candidate.

Although Leads assist management in performing their lead functions, they are not considered Supervisors under the National Labor Relations Act.

## **ARTICLE 19 – HRTO (CALL-OFF/FLEXING/CANCELLATION)**

- 19.1 "HRTO" is defined as Hospital-Requested Time Off (also referred to as call off, flexing or cancellation) and is a 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. Employees may be called off in advance of a scheduled shift, at the beginning of a shift, or during the shift subject to the order as described below.
- 19.2 No employee will be subject to mandatory HRTO for more than two (2) full shifts or the equivalent per pay period.
- 19.3 When an HRTO is to occur, and with consideration of objectively required skills and competencies, employees subject to call off are called off within a classification or assignment in the following order:
- a. The Hospital will accept volunteers for HRTO before any other employee provided that such voluntary HRTO does not result in retaining an employee at premium pay who would have been called-off.
  - b. Registry
  - c. Temporary-agency staff
  - d. Travelers, up to the maximum penalty-free cancellation period provided by their contracts
  - e. Employees receiving premium pay
  - f. Part-time employees working shifts over and above their regular schedule in rotation by Hospital Union seniority
  - g. Per Diem employees, in rotation by Union seniority

- h. Full-time and Part-time employees working their regular schedule in rotation by Union seniority\*

Lead employees will be included in the HRTO call-off process unless no qualified relief lead or manager/supervisor is available to fulfill the responsibilities of the lead. In departments/areas where call-offs are unbalanced as a result of this process, the Union may request that additional employees be trained to serve in a relief lead role, which request shall not unreasonably be denied.

19.4 REMEDY FOR IMPROPER CALL-OFF

Where multiple employees have been improperly called off in sequence (a "chain"), only the first employee in the chain to report the improper call-off will receive a remedy.

19.5 HRTO NOTICE

When canceling all or part of an employee's shift prior to the start of the shift, the Hospital will make every effort to give the employee at least ninety (90) minutes' notice. The Hospital will be considered to have given such notice if (a) it reaches the employee by telephone or text message, 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 his/her current telephone number by entering it in the HRIS system.

- 19.6 HRTO that warrants reporting pay shall be paid in accordance with Article 12.

- 19.7 Use of PTO is at the employee's discretion when they have been called off. Employees who are called off and use the HRTO code in the timekeeping system will accrue PTO based on the number of HRTO hours entered. PTO and/or HRTO must be used for the amount of time missed during the shift. HRTO, PTO and any hours worked cannot exceed the total number of hours scheduled for that shift. HRTO leave accrual and PTO cannot be used for the same hours.

- 19.8 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 goes on standby status.

- 19.9 Should an employee feel that he/she has been subject to excessive mandatory HRTO's, 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 twenty-one (21) days in duration.

- b. Layoffs shall be determined by 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 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 on the basis of inverse seniority by job title/classification. The employee's Union Seniority shall govern, subject to the following exceptions:
  - i. 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) days of instruction/orientation.
  - ii. If other employees in the same job title/classification are unable or unwilling to accept the hours, scheduling and/or work commitment of the employee who would otherwise be laid off by 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. Per Diem employees in inverse order of Union Seniority in the job title/classification to be impacted.
- b. 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 Union Seniority order, the most senior employee being recalled first.

- a. An employee on the recall list must respond to a recall notice within seven (7) calendar 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 ensure that the Hospital has the employee's current mailing 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 BENEFITS**

The Hospital will provide health and welfare programs including the following: Medical, Prescription Drug, Dental, Short Term Disability, Long Term Disability, Basic Life, and Employee Assistance Program. Bargaining unit employees will also have the opportunity to participate in voluntary benefits programs including the following: Vision, Supplemental Employee Life, Dependent Life, and AD&D.

Bargaining unit employees shall participate in the same plans as non-bargaining unit employees, with the same plan design, co-pays, co-insurance, employee contribution, etc. except as modified by this Agreement.

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 contract. (The increases in the PPO premium will not be included in, or otherwise be credited, or accounted against, the blended average calculation for other plans.) In no case, however, will the premiums charged to bargaining unit caregivers exceed those charged to non-represented employees.

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

### 22.1 ELIGIBILITY FOR PAID TIME OFF (PTO)

All Full-time and Regular Part-time employees are eligible for PTO.

### 22.2 ACCRUAL OF PTO BENEFITS

PTO begins accruing in the first pay period that that the employee is in a PTO-eligible position. PTO may be used as it is earned.

### 22.3 PAID TIME OFF ("PTO") ACCRUAL RATES

As of the first full pay period in January 2023, the schedule for accrual rates and accrual maximums will be:

<b>Years of Service</b>	<b>Annual PTO*</b>	<b>Max accrual per pay period</b>	<b>Maximum balance **</b>
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

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

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

The Hospital will maintain its practice of adjusting PTO accruals for 0.9 FTE Employees so that they accrue the full annual amount (e.g., 200 hours for an employee with less than three years of service) over 1872 hours of work (or other PTO-eligible hours).

Any employee whose PTO balance is above the PTO maximum as a result of changes in PTO accrual rules will automatically be cashed out PTO in early 2023 such that the remaining balance will be 24 hours below the applicable maximum.

#### a. 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 bereavement leave,
- iv. during a paid leave of absence. PTO hours do not accrue on unpaid hours, except for unpaid HRTO hours.

- b. 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 will stop accruing once an employee has reached his/her maximum accrual until the PTO balance falls below the maximum accrual cap.

#### 22.4 USE OF PTO

PTO is used for vacations, incidental sick days, and holidays not worked. It can also be used to supplement short-term disability and paid family leave benefits.

PTO is paid at the employee's base rate in effect plus shift differential at the time the PTO hours are used.

#### 22.5 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 remains employed but loses eligibility for PTO, the accumulated PTO benefit will be paid at the current base rate of pay 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 12.2(a), and the holiday falls on the employee's regularly scheduled workday, then the employee may take PTO or an unpaid day.

Short Term Disability: Eligible employees shall receive short term disability benefits in accordance with Article 21 – Health and Welfare Benefits.

## **ARTICLE 23 – 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 contributions will be as follows, which contributions will be maintained for the duration of the agreement.

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

## **ARTICLE 24 – LEAVES OF ABSENCE**

### **24.1 STATUTORY LEAVES OF ABSENCE**

- a. Statutory Leaves of Absence include but may not be limited to the following:
  - i. Medical Leave
  - ii. Family Medical Leave
  - iii. Military Leave
  - iv. Pregnancy Disability Leave
  - v. Workers Compensation
  - vi. California Family Rights Act
- b. Statutory leaves are governed by applicable State and Federal laws and are subject to change.

### **24.2 PERSONAL LEAVE OF ABSENCE**

- a. A Full-time or Part-time Employee may request a Personal Leave of Absence ("PLA"), provided such employee has been employed by the Hospital for at least six (6) months.
- b. The decision to grant a PLA shall be at the Hospital's sole discretion, which shall not be unreasonably denied.
- c. If the Hospital grants an employee's request for a PLA, such PLA shall be without pay, unless the employee elects, in writing, to use his/her PTO.
- d. Regardless of pay status, the employee will continue to accrue bargaining unit seniority during the first ninety (90) days, after which the employee's seniority date shall be frozen until the employee returns to work.

- e. Health insurance premiums will continue in accordance with the Hospital's Leave of Absence policy, as amended from time to time. Changes in this policy will not affect employees on leave at the time of change.
- f. When an employee returns to work in compliance with an authorized PLA, the employee shall be reinstated in the same classification, position, shift, unit and scheduled hours in which the employee was employed before his/her leave.

### 24.3 BEREAVEMENT LEAVE

- a. Employees are eligible for up to five (5) scheduled working days off for the death of a family member. Employees may receive up to 24 hours with pay in the event of the death of an immediate family member or up to 40 hours with pay in the event of the death of the caregiver's spouse, domestic partner, or child. Employees are entitled to an additional 16 hours of bereavement leave within three months of their immediate family member's death for up to a total of 40 hours of time off
- b. Bereavement leave is not payable for any day the employee is not scheduled to work, nor is it payable in addition to regular pay if the employee remains at work.
- c. The employee and the Hospital may agree to extend the period of bereavement leave. This extension may be unpaid, or the employee may use PTO at the Hospital's discretion. The Hospital will not unreasonably deny such a request.
- d. A immediate "family member" for purposes of this Section is defined as one of the following relatives: mother, father, child, sister, brother, employee's grandparents, and grandchild; employee's current spouse, registered domestic partner, mother-in-law, father-in-law, brother-in-law, sister-in-law, son-in-law, and daughter-in-law; and the current spouse's grandparents. Also included are stepparents, stepchild, step/half-sister, step/half-brother and current step-grandparents. All step-family member must be related to the current marriage and the spouse must still be actively sharing the same household.
- e. In the case of the death of a person who is a relative or other loved one, but not a qualifying relative, the Hospital will grant PTO requests when feasible for attendance at a funeral.

### 24.4 VOLUNTARY LEAVES FOR DISASTER RELIEF SERVICES

Employees may request a voluntary leave of absence to participate in Disaster Relief Services. Such requests will be considered a request for a personal leave of absence and will be subject to the personal leave of absence provision set forth herein.

## ARTICLE 25 – JURY AND WITNESS LEAVE

- 25.1 The Hospital encourages employees to serve on jury or witness duty when called. An employee must notify their Manager or Manager's designee of the need for time off for jury or witness duty as soon as a notice of summons from the court or a subpoena is received.
- 25.2 All employees who are called to serve on jury or witness duty pursuant to a summons or subpoena will be granted a paid leave of absence (minus any jury/witness fees received from the court or governmental agency) for the length of time required for jury or witness service. (Witness duty time is only paid when the employee is testifying at the request of the Hospital.) Such paid time off pursuant to this provision shall not be considered hours worked for the purposes of computing overtime. Jury Duty is paid at the employee's regular shift rate of pay (the employee's base pay plus shift differential) for the scheduled work hours that were missed as a result of participating in jury and/or witness duty.
- 25.3 Subject to operational needs, and upon the employee's request, the Hospital will not require an employee to work on the weekend if the combination of the employee's jury duty days and work days (including standby shifts) will exceed the normally scheduled number of work days in a workweek. Per diem Employees called to jury duty shall be excused from weekend availability, if requested and subject to operational needs.
- 25.4 Employees who are scheduled to work evening shifts on the night before jury duty or witness duty may be required to work a portion of their shift, but will be relieved of work no later than 9:00 p.m. and earlier if practicable. Employees who are scheduled to work a night shift on the night before jury duty or witness duty will not be required to report for such shifts. Employees who are scheduled to work evening or night shifts after serving on jury or witness duty on the same day will not be required to report for such shifts.
- 25.5 Verification from the court clerk may be required and unless Sections 24.3 or 24.4 above applies, an employee will be expected to report or return to work for the remainder of her/his work schedule on any day he/she is dismissed from jury or witness duty in less than four (4) hours, unless otherwise instructed by his/her Manager or designee. Such voucher shall be the basis for determining the employee's pay during the leave.
- 25.6 Subject to the terms, conditions and limitations of the applicable plans, the Hospital will continue to provide all benefits for the full period of the leave. Applicable benefits will continue to accrue during any corresponding paid portion of jury or witness duty leave. An employee will continue to accrue bargaining unit seniority while serving on jury duty or witness duty.
- 25.7 When an employee returns to duty in compliance with an authorized Jury Duty Leave of Absence or Witness Duty Leave, such employee shall be reinstated in the same classification, position, unit, shift, and scheduled hours in which such employee was employed before her/his absence.

## ARTICLE 26 – CONTINUING EDUCATION FOR LICENSED/CERTIFIED EMPLOYEES

### 26.1 TUITION REIMBURSEMENT

- a. 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 Tuition Reimbursement policy, as amended from time to time. In no event, however, shall the total reimbursement amounts available under the Tuition Reimbursement policy be reduced for unit employees during the life of the Agreement. Changes in policy will not affect previously approved tuition reimbursement.
- b. Tuition reimbursement shall be provided in accordance with the Hospital's Tuition 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.

### 26.2 CONTINUING EDUCATION

Full-time and Regular Part-time employees whose position requires a license and/or certification are eligible to receive paid time off and educational/training reimbursement once they have six (6) or more months of service. Time off and reimbursement are provided according to the following schedule:

- a. Full-time \$1,000 and forty (40) hours with pay.
- b. Regular Part-time II: \$750 and twenty-four (24) hours with pay
- c. Regular Part-time I: \$500 and eight (8) hours with pay.

Paid time under this Article shall not be considered hours worked for overtime purposes.

Use of benefits under this Article must be approved in advance by the Hospital. Eligible activities under this Article are seminars and workshops that grant CEUs. Professional association memberships and courses subject to the Tuition Reimbursement Policy are not eligible for reimbursement.

Travel and meals will be reimbursed in accordance with the Hospitals' expense reimbursement policy. Travel expenses will accumulate to the permitted maximum.

Unused Continuing Education funds and paid time will not carry over to a following year.

## **ARTICLE 27 – BULLETIN BOARDS**

- 27.1 The Hospital will provide space on existing bulletin boards in designated non-patient care areas in employee lounges and break rooms. 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 educational classes; or
  - d. Other Union business.

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

- 27.2 A copy of all materials posted pursuant to this Article shall be sent to Human Resources as soon as practicable.

## **ARTICLE 28 – SUBCONTRACTING**

Should the Hospital decide 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 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 29 – DISCIPLINE AND DISCHARGE**

- 29.1 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.
- 29.2 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.
- 29.3 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 disciplinary action less than a final written warning will not be used to justify further discipline after one (1) year. The one (1) year period will be extended by the length of any leave(s) of absence.

- 29.4 Any employee involved in any investigatory discussion with Hospital management will be advised of the reason for the meeting and that it may lead to discipline. Should the employee have any questions about such meetings, they may contact either the Union Representative (including a Union Shop Steward) or Human Resources.
- 29.5 Upon request from an employee, the employee has the right to request a Union representative be present during such meetings. However, the Union representative must be available to attend the meeting within seventy-two (72) hours, not including weekends and recognized holidays, of such request. The Union may request to reschedule an investigatory discussion one (1) time with Human Resources. Such requests will be granted provided the request is made within the initial seventy-two (72) hour time frame and the request is for a date that occurs within a reasonable timeframe. If a Union representative cannot be present within the seventy-two (72) hour time frame, or after the rescheduled date, the investigatory discussion may proceed as scheduled by the Hospital.
- a. Notification to the employee of the need for an investigatory meeting shall be done in writing and include the date, time, and location of the meeting.
  - b. Investigatory meetings shall be limited to the issue(s) about which the employee was provided prior notification.
- 29.6 During any investigatory and/or disciplinary meetings, Hospital and Union representatives (including the Union Shop Steward) will conduct themselves in a professional and respectful manner.
- 29.7 The Hospital shall take disciplinary action no later than forty-five (45) calendar days after the date the Hospital became aware of the act leading to discipline, not including days that the employee is on a leave of absence or paid time off. The Hospital may request an extension if necessary to complete an investigation. The Union shall not unreasonably deny such a request.
- 29.8 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 of such conclusion within one (1) week.
- 29.9 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.
- 29.10 Meetings of a disciplinary nature and/or fact findings shall take place in a private setting.

### **ARTICLE 30 – EMPLOYEE PERSONNEL FILES**

- 30.1 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.

- 30.2 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.
- 30.3 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.
- 30.4 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 31 – GRIEVANCE AND ARBITRATION**

### **31.1 DEFINITIONS**

- a. A grievance is defined as a dispute concerning the interpretation or application of an express provision of this Agreement, except 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.

### **31.2 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 it 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 Human Resources leader and designated Union representative.

- b. Unless otherwise specified, all notices or forms to be filed by the Union must be filed with the Human Resources leader or his/her designee. All notices and forms filed by the Hospital shall be filed with the Union.

### 31.3 GRIEVANCE PROCEDURE CONTRACT INTERPRETATION

#### a. Step 1 - Informal Review

The employee may first request a meeting with his/her supervisor/direct report (except for discharge situation) or Human Resources, to discuss the complaint informally. If the complaint is not resolved to the employee's satisfaction and if the employee wishes to pursue his/her complaint, the following grievance steps shall be followed.

#### b. Step 2 - Review with Human Resources

If the matter has not been resolved informally at Step 1, the Union must file a written grievance with the Human Resources leader, or his/her designee. The grievance must be filed not more than twenty-one (21) days following the date the Union first became aware of or reasonably should have become aware of the incident from which the grievance arises. During the fourteen (14) 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 fourteen (14) days after the Step 2 meeting.

#### c. Step 3 - Review by Designated Hospital Representative

If the grievance is not resolved at Step 2, the Union may proceed by delivering a written statement to the Human Resources leader indicating its intent to proceed to Step 3. This must be accomplished within fourteen (14) days of the date of the Hospital's Step 2 response. During the fourteen (14) day period following the receipt of the written intent to proceed, the designated Hospital representative, 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 fourteen (14) days after the Step 3 meeting.

### 31.4 GRIEVANCE PROCEDURE DISCIPLINE AND DISCHARGE

#### a. Step 1 - Review with Human Resources

The employee or Union must file a written grievance with the Human Resources leader, or his/her designee. The grievance must be filed not more than seven (7) days following the date the discipline is issued. During the seven (7) day period following

receipt of the written grievance, the parties shall meet in an attempt to resolve the grievance. Neither party shall bring more than three (3) representatives to such meeting unless otherwise agreed to in advance by both parties; the Hospital shall bring the relevant supervisor and/or manager and the Union shall bring the grievant unless otherwise agreed. The Hospital shall respond in writing to the grievance within fourteen (14) days after the Step 1 meeting.

b. Step 2 - Review by Designated Hospital Representative

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 Designated Hospital Representative, the NUHW Staff Representative, or designee, 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 fourteen (14) days after the Step 2 meeting.

31.5 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 the Human Resources leader, or designee, shall meet in an effort to resolve the grievance within fourteen (14) days after the date of the Hospital's grievance if no meeting is requested.

31.6 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 fourteen (14) 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 Federal Mediation and Conciliation Service ("FMCS"). The parties will alternately strike names from that list until they have reached agreement, or only one (1) 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 party's 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 32 – 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 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, lactation, 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 33 – OCCUPATIONAL SAFETY AND HEALTH**

- 33.1 The Hospital, the Union and the employees shall comply with their obligations and/or rights under applicable laws regarding safety and health in the workplace. The Hospital agrees to review and investigate claims involving health and safety concerns that are presented in writing by the employees and/or the Union following established Hospital protocols. Upon written request from the Union, the Hospital will provide a written summary of its findings. The Hospital will not retaliate against any employee for reporting health and safety concerns to the Employer, to Federal, or to State authorities.
- 33.2 The Hospital shall continue to provide required in-service or other training and information to employees concerning health and safety.
- 33.3 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 his/her duties with no loss of pay to attend IIPP Committee meetings.

### **ARTICLE 34 – 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 is required 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 35 – LABOR MANAGEMENT ADVISORY COMMITTEE**

### **35.1 OBJECTIVES**

The objectives of the Labor Management Advisory Committee are:

- a. to resolve disputes without going to the grievance process where possible;
- b. to discuss concerns regarding 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.

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

### **35.3 COMPOSITION**

The LMAC will be comprised of six (6) committee members, three (3) 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.

### **35.4 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 (for up to two (2) hours per meeting) due to their attendance at LMAC meetings.

The LMAC will schedule meeting dates one (1) year in advance. 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.

### **35.5 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 36 – STAFFING**

The Hospital and the Union agree that adequate staffing ensures safe patient care and the health and safety of employees. Staffing shall take into consideration the magnitude and variety of the activities needed on a particular shift. Upon request, the Hospital will provide the Union with the

staffing matrices for a department and the methodology used to develop the staffing matrices. Staffing levels shall be determined by the Hospital. Upon request, the Hospital will meet and confer with the Union about changes to staffing matrices that impact employees' terms and conditions of employment and consider any alternatives proposed by the Union.

### **ARTICLE 37 – 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 38 – SALE OR TRANSFER OF HOSPITAL**

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

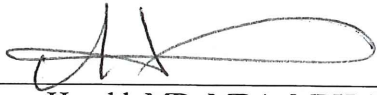
### **ARTICLE 39 – STRIKES AND LOCKOUTS**

- 39.1 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.
- 39.2 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.
- 39.3 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.
- 39.4 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.
- 39.5 Any employee who participates in a work stoppage that is found to be in violation of this Article may be subject to discipline up to and including termination.

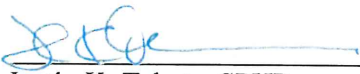
**ARTICLE 40 – DURATION**

This Agreement shall become effective upon ratification June 13, 2025 and shall remain in full force and effect through April 4, 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.

**QUEEN OF THE VALLEY  
MEDICAL CENTER**


  
\_\_\_\_\_  
Amy Herold, MD, MBA, MPH, FACOG  
Chief Administrative Officer

Date: 4/13/20


  
\_\_\_\_\_  
Justin K. Takata, SPHR  
Interim Chief HR Officer

Date: 4/10/2026

**NATIONAL UNION OF  
HEALTHCARE WORKERS**

  
\_\_\_\_\_  
Sophia Mendoza  
President

Date: 5/11/2026

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

Date: 5-11-2026

## NUHW BARGAINING COMMITTEE

Luis Aguirre  
Senior Receiving and Distribution Assistant

Dionne Barajas  
Laboratory Assistant

Tania Barajas Castaneda  
Senior Dental Assistant

Elizabeth Barrera  
Community Health Worker

Lisa Bennett  
Respiratory Care Practitioner

Amanda Brockway  
Certified Nursing Assistant

Graciela Calderon  
Associate Environmental Services  
Technician

Gabriela Caro  
Patient Services Specialist

Daphne Cejo  
Associate Nursing Assistant

April Clemons  
Pharmacy Medication Data Technician

Stacey Dedrick  
Lead Respiratory Care Practitioner

Britney Ferron  
Lead Surgical Technician

Kimberly Foster  
Lead Pharmacy Technician

Iban Garcia  
Associate Environmental Services  
Technician

Maria Garcia  
Obstetrics Technician

Raymond Herrera  
Lead Radiology Technologist

Zakeyah Hester  
Sterile Processing Technician

Ashley Higgins  
Patient Services Specialist

Caleb Hughson  
Lead Distribution Technician

Emily Jackson  
Pharmacy Technician

Fariba Keihani  
Dental Assistant

David Koch  
Lead MRI Technologist

Tina Ladisky  
Lead Surgical Technician

Tammy Laughren  
Lead PBX Operator

Joy Layson  
Certified Nursing Assistant

Jacqueline Lyons  
CT Technologist

Shirley McIntosh  
Associate Food Service Attendant

Martha McNelis  
Associate Sterile Processing Technician

Lori Miller  
Certified Nursing Assistant

Jennifer Mini-Bera  
Patient Services Specialist

Juan Mora-Torres  
Lead Respiratory Care Practitioner

Francis Navarra  
Ultrasound Technologist

Kaylie Neve  
Senior Radiology Technologist

Maria Padilla  
Certified Nursing Assistant

Catherine Paras  
Certified Nursing Assistant

Rebecca Richter  
Patient Services Specialist

Johanna Rivera  
Dietary Technician

Erica Rojas  
Laboratory Assistant

Lavella Short  
Sterile Processing Technician

Chad Smith  
MRI Technologist

Maria Stillwagon  
Associate Patient Services Specialist

Linda Weatherspoon  
Patient Scheduler

Jeanelle Wilson  
Patient Scheduler

## APPENDIX A – WAGE SCALE

		YEAR 1 5% ATB																	
		Years	0 - 0.99	1 - 1.99	2 - 2.99	3 - 3.99	4 - 4.99	5 - 5.99	6 - 6.99	7 - 7.99	8 - 8.99	9 - 9.99	10 - 10.99	11 - 15.99	16 - 20.99	21+	Evening Rate	Night Rate	Per Diem Rate
JOB TITLE	FINAL GRADE	STEPS															Evening Rate	Night Rate	Per Diem Rate
		0	1	2	3	4	5	6	7	8	9	10	11	16	21				
Associate Food Service Attendant	5	\$24.12	\$24.49	\$24.96	\$25.48	\$25.98	\$26.48	\$27.04	\$27.56	\$27.98	\$28.41	\$28.83	\$29.27	\$29.86	\$30.47	\$1.50	\$2.50	8.00%	
Associate Nursing Assistant	5	\$24.12	\$24.49	\$24.96	\$25.48	\$25.98	\$26.48	\$27.04	\$27.56	\$27.98	\$28.41	\$28.83	\$29.27	\$29.86	\$30.47	\$1.50	\$2.50	8.00%	
Associate PBX Operator	5	\$24.12	\$24.49	\$24.96	\$25.48	\$25.98	\$26.48	\$27.04	\$27.56	\$27.98	\$28.41	\$28.83	\$29.27	\$29.86	\$30.47	\$1.50	\$2.50	8.00%	
Patient Transporter	5	\$24.12	\$24.49	\$24.96	\$25.48	\$25.98	\$26.48	\$27.04	\$27.56	\$27.98	\$28.41	\$28.83	\$29.27	\$29.86	\$30.47	\$1.50	\$2.50	8.00%	
Senior Operating Room Assistant	5	\$24.12	\$24.49	\$24.96	\$25.48	\$25.98	\$26.48	\$27.04	\$27.56	\$27.98	\$28.41	\$28.83	\$29.27	\$29.86	\$30.47	\$2.25	\$3.75		
Associate Environmental Services Technician	6	\$26.04	\$26.43	\$26.97	\$27.51	\$28.07	\$28.63	\$29.20	\$29.79	\$30.23	\$30.68	\$31.13	\$31.62	\$32.25	\$32.91	\$1.50	\$2.50	8.00%	
Associate Medical Equipment Maintenance Technician	6	\$26.04	\$26.43	\$26.97	\$27.51	\$28.07	\$28.63	\$29.20	\$29.79	\$30.23	\$30.68	\$31.13	\$31.62	\$32.25	\$32.91	\$1.50	\$2.50	8.00%	
Associate Patient Services Specialist	6	\$26.04	\$26.43	\$26.97	\$27.51	\$28.07	\$28.63	\$29.20	\$29.79	\$30.23	\$30.68	\$31.13	\$31.62	\$32.25	\$32.91	\$1.50	\$2.50	8.00%	
Associate Receiving and Distribution Assistant	6	\$26.04	\$26.43	\$26.97	\$27.51	\$28.07	\$28.63	\$29.20	\$29.79	\$30.23	\$30.68	\$31.13	\$31.62	\$32.25	\$32.91	\$1.50	\$2.50	8.00%	
Associate Sterile Processing Technician	6	\$26.04	\$26.43	\$26.97	\$27.51	\$28.07	\$28.63	\$29.20	\$29.79	\$30.23	\$30.68	\$31.13	\$31.62	\$32.25	\$32.91	\$1.75	\$2.75	8.00%	
Cook	6	\$26.04	\$26.43	\$26.97	\$27.51	\$28.07	\$28.63	\$29.20	\$29.79	\$30.23	\$30.68	\$31.13	\$31.62	\$32.25	\$32.91	\$1.50	\$2.50	8.00%	
Dietary Technician	6	\$26.04	\$26.43	\$26.97	\$27.51	\$28.07	\$28.63	\$29.20	\$29.79	\$30.23	\$30.68	\$31.13	\$31.62	\$32.25	\$32.91	\$1.50	\$2.50	8.00%	
Food Service Storeroom Attendant	6	\$26.04	\$26.43	\$26.97	\$27.51	\$28.07	\$28.63	\$29.20	\$29.79	\$30.23	\$30.68	\$31.13	\$31.62	\$32.25	\$32.91	\$1.50	\$2.50	8.00%	
Health Information Management Representative	6	\$26.04	\$26.43	\$26.97	\$27.51	\$28.07	\$28.63	\$29.20	\$29.79	\$30.23	\$30.68	\$31.13	\$31.62	\$32.25	\$32.91	\$1.50	\$2.50	8.00%	
Health Unit Coordinator	6	\$26.04	\$26.43	\$26.97	\$27.51	\$28.07	\$28.63	\$29.20	\$29.79	\$30.23	\$30.68	\$31.13	\$31.62	\$32.25	\$32.91	\$1.50	\$2.50	8.00%	
Nursing Assistant	6	\$26.04	\$26.43	\$26.97	\$27.51	\$28.07	\$28.63	\$29.20	\$29.79	\$30.23	\$30.68	\$31.13	\$31.62	\$32.25	\$32.91	\$1.50	\$2.50	8.00%	
Telemetry Technician	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50	8.00%	
<b>Associate Patient Services Specialist - applies to CG in dept # 10006117 - Patient Access ED Reg ONLY</b>	7	\$28.13	\$28.55	\$29.12	\$29.69	\$30.29	\$30.89	\$31.50	\$32.14	\$32.61	\$33.11	\$33.59	\$34.11	\$34.80	\$35.49	\$1.50	\$2.50	8.00%	
Certified Nursing Assistant	7	\$28.13	\$28.55	\$29.12	\$29.69	\$30.29	\$30.89	\$31.50	\$32.14	\$32.61	\$33.11	\$33.59	\$34.11	\$34.80	\$35.49	\$1.50	\$2.50	8.00%	
Diagnostic Imaging Assistant	7	\$28.13	\$28.55	\$29.12	\$29.69	\$30.29	\$30.89	\$31.50	\$32.14	\$32.61	\$33.11	\$33.59	\$34.11	\$34.80	\$35.49	\$1.50	\$2.50	8.00%	
Laboratory Technical Assistant	7	\$28.13	\$28.55	\$29.12	\$29.69	\$30.29	\$30.89	\$31.50	\$32.14	\$32.61	\$33.11	\$33.59	\$34.11	\$34.80	\$35.49	\$1.50	\$2.50	8.00%	
Lead Environmental Services Technician	7	\$28.13	\$28.55	\$29.12	\$29.69	\$30.29	\$30.89	\$31.50	\$32.14	\$32.61	\$33.11	\$33.59	\$34.11	\$34.80	\$35.49	\$1.50	\$2.50	8.00%	
Lead Food Service Attendant	7	\$28.13	\$28.55	\$29.12	\$29.69	\$30.29	\$30.89	\$31.50	\$32.14	\$32.61	\$33.11	\$33.59	\$34.11	\$34.80	\$35.49	\$1.50	\$2.50	8.00%	
Lead PBX Operator	7	\$28.13	\$28.55	\$29.12	\$29.69	\$30.29	\$30.89	\$31.50	\$32.14	\$32.61	\$33.11	\$33.59	\$34.11	\$34.80	\$35.49	\$1.50	\$2.50		
Phlebotomist	7	\$28.13	\$28.55	\$29.12	\$29.69	\$30.29	\$30.89	\$31.50	\$32.14	\$32.61	\$33.11	\$33.59	\$34.11	\$34.80	\$35.49	\$1.75	\$2.75	8.00%	
Senior Receiving and Distribution Assistant	7	\$28.13	\$28.55	\$29.12	\$29.69	\$30.29	\$30.89	\$31.50	\$32.14	\$32.61	\$33.11	\$33.59	\$34.11	\$34.80	\$35.49	\$1.50	\$2.50		
Administrative Assistant	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50	8.00%	
Community Health Worker	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50	8.00%	
Emergency Technician	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50	8.00%	
Inventory Control Specialist	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50		
Lead Distribution Technician	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50		
Lead Laboratory Technical Assistant	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50	8.00%	
Patient Authorization and Referral Representative	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50		
Patient Financial Counselor	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50		
Patient Scheduler	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50		
Patient Services Specialist	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50	8.00%	
Pharmacy Technician	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50	8.00%	
Senior Health Unit Coordinator	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50		
Senior Phlebotomist	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.75	\$2.75	8.00%	
Senior Radiology Assistant	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50	8.00%	
Staffing Coordinator	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.50	\$2.50		
Sterile Processing Technician	8	\$30.37	\$30.84	\$31.45	\$32.07	\$32.72	\$33.37	\$34.02	\$34.70	\$35.23	\$35.76	\$36.30	\$36.83	\$37.56	\$38.31	\$1.75	\$2.75	8.00%	
Administrative Coordinator	9	\$32.80	\$33.31	\$33.96	\$34.64	\$35.33	\$36.05	\$36.76	\$37.50	\$38.08	\$38.63	\$39.23	\$39.80	\$40.59	\$41.41	\$1.50	\$2.50		
Dental Assistant	9	\$32.80	\$33.31	\$33.96	\$34.64	\$35.33	\$36.05	\$36.76	\$37.50	\$38.08	\$38.63	\$39.23	\$39.80	\$40.59	\$41.41	\$1.50	\$2.50	8.00%	

	Years	0 - 0.99	1 - 1.99	2 - 2.99	3 - 3.99	4 - 4.99	5 - 5.99	6 - 6.99	7 - 7.99	8 - 8.99	9 - 9.99	10 - 10.99	11 - 15.99	16 - 20.99	21+			
JOB TITLE	FINAL GRADE	STEPS														Evening Rate	Night Rate	Per Diem Rate
		0	1	2	3	4	5	6	7	8	9	10	11	16	21			
Lead Patient Services Specialist	9	\$32.80	\$33.31	\$33.96	\$34.64	\$35.33	\$36.05	\$36.76	\$37.50	\$38.08	\$38.63	\$39.23	\$39.80	\$40.59	\$41.41	\$1.50	\$2.50	8.00%
Lead Phlebotomist	9	\$32.80	\$33.31	\$33.96	\$34.64	\$35.33	\$36.05	\$36.76	\$37.50	\$38.08	\$38.63	\$39.23	\$39.80	\$40.59	\$41.41	\$1.75	\$2.75	8.00%
Lead Staffing Coordinator	9	\$32.80	\$33.31	\$33.96	\$34.64	\$35.33	\$36.05	\$36.76	\$37.50	\$38.08	\$38.63	\$39.23	\$39.80	\$40.59	\$41.41	\$1.50	\$2.50	
Senior Patient Services Specialist	9	\$32.80	\$33.31	\$33.96	\$34.64	\$35.33	\$36.05	\$36.76	\$37.50	\$38.08	\$38.63	\$39.23	\$39.80	\$40.59	\$41.41	\$1.50	\$2.50	
Senior Pharmacy Technician	9	\$32.80	\$33.31	\$33.96	\$34.64	\$35.33	\$36.05	\$36.76	\$37.50	\$38.08	\$38.63	\$39.23	\$39.80	\$40.59	\$41.41	\$1.50	\$2.50	
Trauma Registrar	9	\$32.80	\$33.31	\$33.96	\$34.64	\$35.33	\$36.05	\$36.76	\$37.50	\$38.08	\$38.63	\$39.23	\$39.80	\$40.59	\$41.41	\$1.50	\$2.50	
Community Education Instructor	10	\$35.43	\$35.96	\$36.69	\$37.42	\$38.17	\$38.93	\$39.71	\$40.50	\$41.10	\$41.72	\$42.34	\$42.98	\$43.85	\$44.72	\$1.50	\$2.50	
Anesthesia Technician	10	\$35.43	\$35.96	\$36.69	\$37.42	\$38.17	\$38.93	\$39.71	\$40.50	\$41.10	\$41.72	\$42.34	\$42.98	\$43.85	\$44.72	\$2.25	\$3.75	
Lead Pharmacy Technician	10	\$35.43	\$35.96	\$36.69	\$37.42	\$38.17	\$38.93	\$39.71	\$40.50	\$41.10	\$41.72	\$42.34	\$42.98	\$43.85	\$44.72	\$1.50	\$2.50	
Lead Sterile Processing Technician	10	\$35.43	\$35.96	\$36.69	\$37.42	\$38.17	\$38.93	\$39.71	\$40.50	\$41.10	\$41.72	\$42.34	\$42.98	\$43.85	\$44.72	\$1.75	\$2.75	
Medical Interpreter	10	\$35.43	\$35.96	\$36.69	\$37.42	\$38.17	\$38.93	\$39.71	\$40.50	\$41.10	\$41.72	\$42.34	\$42.98	\$43.85	\$44.72	\$1.50	\$2.50	
Obstetrics Technician	10	\$35.43	\$35.96	\$36.69	\$37.42	\$38.17	\$38.93	\$39.71	\$40.50	\$41.10	\$41.72	\$42.34	\$42.98	\$43.85	\$44.72	\$1.75	\$2.75	8.00%
Pharmacy Medication Data Technician	10	\$35.43	\$35.96	\$36.69	\$37.42	\$38.17	\$38.93	\$39.71	\$40.50	\$41.10	\$41.72	\$42.34	\$42.98	\$43.85	\$44.72	\$1.50	\$2.50	8.00%
Pharmacy Technician-Automation Systems	10	\$35.43	\$35.96	\$36.69	\$37.42	\$38.17	\$38.93	\$39.71	\$40.50	\$41.10	\$41.72	\$42.34	\$42.98	\$43.85	\$44.72	\$1.50	\$2.50	
Senior Dental Assistant	10	\$35.43	\$35.96	\$36.69	\$37.42	\$38.17	\$38.93	\$39.71	\$40.50	\$41.10	\$41.72	\$42.34	\$42.98	\$43.85	\$44.72	\$1.50	\$2.50	8.00%
Education Program Coordinator	10	\$35.43	\$35.96	\$36.69	\$37.42	\$38.17	\$38.93	\$39.71	\$40.50	\$41.10	\$41.72	\$42.34	\$42.98	\$43.85	\$44.72	\$1.50	\$2.50	
LPN LVN	11	\$38.26	\$38.86	\$39.64	\$40.43	\$41.22	\$42.05	\$42.89	\$43.74	\$44.42	\$45.07	\$45.75	\$46.43	\$47.37	\$48.31	\$2.75	\$4.00	12.00%
Pharmacy Buyer	11	\$38.26	\$38.86	\$39.64	\$40.43	\$41.22	\$42.05	\$42.89	\$43.74	\$44.42	\$45.07	\$45.75	\$46.43	\$47.37	\$48.31	\$1.50	\$2.50	
Certified Occupational Therapy Assistant	12	\$41.33	\$41.94	\$42.79	\$43.64	\$44.50	\$45.39	\$46.31	\$47.22	\$47.93	\$48.66	\$49.38	\$50.13	\$51.15	\$52.15	\$2.75	\$4.00	
Lead Anesthesia Technician	12	\$41.33	\$41.94	\$42.79	\$43.64	\$44.50	\$45.39	\$46.31	\$47.22	\$47.93	\$48.66	\$49.38	\$50.13	\$51.15	\$52.15	\$2.25	\$3.75	
Histotechnologist	13	\$44.64	\$45.31	\$46.21	\$47.15	\$48.09	\$49.05	\$50.03	\$51.03	\$51.79	\$52.57	\$53.37	\$54.18	\$55.25	\$56.36	\$3.75	\$5.25	12.00%
Physical Therapy Assistant	13	\$44.64	\$45.31	\$46.21	\$47.15	\$48.09	\$49.05	\$50.03	\$51.03	\$51.79	\$52.57	\$53.37	\$54.18	\$55.25	\$56.36	\$2.75	\$4.00	8.00%
Surgical Technician	13	\$44.64	\$45.31	\$46.21	\$47.15	\$48.09	\$49.05	\$50.03	\$51.03	\$51.79	\$52.57	\$53.37	\$54.18	\$55.25	\$56.36	\$2.25	\$3.75	8.00%
Lead Surgical Technician	14	\$48.21	\$48.93	\$49.91	\$50.89	\$51.92	\$52.95	\$54.01	\$55.09	\$55.92	\$56.75	\$57.61	\$58.46	\$59.64	\$60.84	\$2.25	\$3.75	12.00%
Radiology Technologist	15	\$52.05	\$52.84	\$53.89	\$54.97	\$56.07	\$57.19	\$58.34	\$59.50	\$60.41	\$61.31	\$62.24	\$63.16	\$64.44	\$65.72	\$3.75	\$5.25	12.00%
Respiratory Care Practitioner	15	\$52.05	\$52.84	\$53.89	\$54.97	\$56.07	\$57.19	\$58.34	\$59.50	\$60.41	\$61.31	\$62.24	\$63.16	\$64.44	\$65.72	\$3.75	\$5.25	12.00%
Mammography Technologist	16	\$56.22	\$57.06	\$58.20	\$59.38	\$60.55	\$61.75	\$63.01	\$64.26	\$65.25	\$66.21	\$67.21	\$68.21	\$69.57	\$70.97	\$3.75	\$5.25	12.00%
Senior Radiology Technologist	16	\$56.22	\$57.06	\$58.20	\$59.38	\$60.55	\$61.75	\$63.01	\$64.26	\$65.25	\$66.21	\$67.21	\$68.21	\$69.57	\$70.97	\$3.75	\$5.25	12.00%
CT Technologist	17	\$60.72	\$61.62	\$62.85	\$64.12	\$65.39	\$66.71	\$68.05	\$69.41	\$70.44	\$71.51	\$72.57	\$73.66	\$75.13	\$76.64	\$3.75	\$5.25	12.00%
Lead Mammography Technologist	17	\$60.72	\$61.62	\$62.85	\$64.12	\$65.39	\$66.71	\$68.05	\$69.41	\$70.44	\$71.51	\$72.57	\$73.66	\$75.13	\$76.64	\$3.75	\$5.25	
Lead Radiology Technologist	17	\$60.72	\$61.62	\$62.85	\$64.12	\$65.39	\$66.71	\$68.05	\$69.41	\$70.44	\$71.51	\$72.57	\$73.66	\$75.13	\$76.64	\$3.75	\$5.25	
Lead Respiratory Care Practitioner	17	\$60.72	\$61.62	\$62.85	\$64.12	\$65.39	\$66.71	\$68.05	\$69.41	\$70.44	\$71.51	\$72.57	\$73.66	\$75.13	\$76.64	\$3.75	\$5.25	
Radiology Interventional Technologist	17	\$60.72	\$61.62	\$62.85	\$64.12	\$65.39	\$66.71	\$68.05	\$69.41	\$70.44	\$71.51	\$72.57	\$73.66	\$75.13	\$76.64	\$3.75	\$5.25	12.00%
Ultrasound Technologist	17	\$60.72	\$61.62	\$62.85	\$64.12	\$65.39	\$66.71	\$68.05	\$69.41	\$70.44	\$71.51	\$72.57	\$73.66	\$75.13	\$76.64	\$3.75	\$5.25	12.00%
Lead CT Technologist	18	\$65.57	\$66.56	\$67.89	\$69.26	\$70.63	\$72.05	\$73.50	\$74.96	\$76.08	\$77.23	\$78.38	\$79.56	\$81.15	\$82.77	\$3.75	\$5.25	
MRI Technologist	18	\$65.57	\$66.56	\$67.89	\$69.26	\$70.63	\$72.05	\$73.50	\$74.96	\$76.08	\$77.23	\$78.38	\$79.56	\$81.15	\$82.77	\$3.75	\$5.25	12.00%
Nuclear Medicine Technologist	18	\$65.57	\$66.56	\$67.89	\$69.26	\$70.63	\$72.05	\$73.50	\$74.96	\$76.08	\$77.23	\$78.38	\$79.56	\$81.15	\$82.77	\$3.75	\$5.25	12.00%
Radiation Therapist	18	\$65.57	\$66.56	\$67.89	\$69.26	\$70.63	\$72.05	\$73.50	\$74.96	\$76.08	\$77.23	\$78.38	\$79.56	\$81.15	\$82.77	\$3.75	\$5.25	12.00%
Senior Radiology Interventional Technologist	18	\$65.57	\$66.56	\$67.89	\$69.26	\$70.63	\$72.05	\$73.50	\$74.96	\$76.08	\$77.23	\$78.38	\$79.56	\$81.15	\$82.77	\$3.75	\$5.25	12.00%
Senior Ultrasound Technologist	18	\$65.57	\$66.56	\$67.89	\$69.26	\$70.63	\$72.05	\$73.50	\$74.96	\$76.08	\$77.23	\$78.38	\$79.56	\$81.15	\$82.77	\$3.75	\$5.25	12.00%
Lead MRI Technologist	19	\$70.82	\$71.88	\$73.32	\$74.79	\$76.31	\$77.83	\$79.39	\$80.98	\$82.18	\$83.41	\$84.66	\$85.92	\$87.63	\$89.40	\$3.75	\$5.25	
Lead Nuclear Medicine Technologist	19	\$70.82	\$71.88	\$73.32	\$74.79	\$76.31	\$77.83	\$79.39	\$80.98	\$82.18	\$83.41	\$84.66	\$85.92	\$87.63	\$89.40	\$3.75	\$5.25	
Lead Radiation Therapist	19	\$70.82	\$71.88	\$73.32	\$74.79	\$76.31	\$77.83	\$79.39	\$80.98	\$82.18	\$83.41	\$84.66	\$85.92	\$87.63	\$89.40	\$3.75	\$5.25	
Lead Ultrasound Technologist	19	\$70.82	\$71.88	\$73.32	\$74.79	\$76.31	\$77.83	\$79.39	\$80.98	\$82.18	\$83.41	\$84.66	\$85.92	\$87.63	\$89.40	\$3.75	\$5.25	

		YEAR 2 3% ATB																	
		Years	0 - 0.99	1 - 1.99	2 - 2.99	3 - 3.99	4 - 4.99	5 - 5.99	6 - 6.99	7 - 7.99	8 - 8.99	9 - 9.99	10 - 10.99	11 - 15.99	16 - 20.99	21+			
JOB TITLE	FINAL GRADE	STEPS														Evening Rate	Night Rate	Per Diem Rate	
		0	1	2	3	4	5	6	7	8	9	10	11	16	21				
Associate Food Service Attendant	5	\$24.84	\$25.22	\$25.71	\$26.24	\$26.76	\$27.27	\$27.85	\$28.39	\$28.82	\$29.26	\$29.69	\$30.15	\$30.76	\$31.38	\$1.50	\$2.50	8.00%	
Associate Nursing Assistant	5	\$24.84	\$25.22	\$25.71	\$26.24	\$26.76	\$27.27	\$27.85	\$28.39	\$28.82	\$29.26	\$29.69	\$30.15	\$30.76	\$31.38	\$1.50	\$2.50	8.00%	
Associate PBX Operator	5	\$24.84	\$25.22	\$25.71	\$26.24	\$26.76	\$27.27	\$27.85	\$28.39	\$28.82	\$29.26	\$29.69	\$30.15	\$30.76	\$31.38	\$1.50	\$2.50	8.00%	
Patient Transporter	5	\$24.84	\$25.22	\$25.71	\$26.24	\$26.76	\$27.27	\$27.85	\$28.39	\$28.82	\$29.26	\$29.69	\$30.15	\$30.76	\$31.38	\$1.50	\$2.50	8.00%	
Senior Operating Room Assistant	5	\$24.84	\$25.22	\$25.71	\$26.24	\$26.76	\$27.27	\$27.85	\$28.39	\$28.82	\$29.26	\$29.69	\$30.15	\$30.76	\$31.38	\$2.25	\$3.75		
Associate Environmental Services Technician	6	\$26.82	\$27.22	\$27.78	\$28.34	\$28.91	\$29.49	\$30.08	\$30.68	\$31.14	\$31.60	\$32.06	\$32.57	\$33.22	\$33.90	\$1.50	\$2.50	8.00%	
Associate Medical Equipment Maintenance Technician	6	\$26.82	\$27.22	\$27.78	\$28.34	\$28.91	\$29.49	\$30.08	\$30.68	\$31.14	\$31.60	\$32.06	\$32.57	\$33.22	\$33.90	\$1.50	\$2.50	8.00%	
Associate Patient Services Specialist	6	\$26.82	\$27.22	\$27.78	\$28.34	\$28.91	\$29.49	\$30.08	\$30.68	\$31.14	\$31.60	\$32.06	\$32.57	\$33.22	\$33.90	\$1.50	\$2.50	8.00%	
Associate Receiving and Distribution Assistant	6	\$26.82	\$27.22	\$27.78	\$28.34	\$28.91	\$29.49	\$30.08	\$30.68	\$31.14	\$31.60	\$32.06	\$32.57	\$33.22	\$33.90	\$1.50	\$2.50	8.00%	
Associate Sterile Processing Technician	6	\$26.82	\$27.22	\$27.78	\$28.34	\$28.91	\$29.49	\$30.08	\$30.68	\$31.14	\$31.60	\$32.06	\$32.57	\$33.22	\$33.90	\$1.75	\$2.75	8.00%	
Cook	6	\$26.82	\$27.22	\$27.78	\$28.34	\$28.91	\$29.49	\$30.08	\$30.68	\$31.14	\$31.60	\$32.06	\$32.57	\$33.22	\$33.90	\$1.50	\$2.50	8.00%	
Dietary Technician	6	\$26.82	\$27.22	\$27.78	\$28.34	\$28.91	\$29.49	\$30.08	\$30.68	\$31.14	\$31.60	\$32.06	\$32.57	\$33.22	\$33.90	\$1.50	\$2.50	8.00%	
Food Service Storeroom Attendant	6	\$26.82	\$27.22	\$27.78	\$28.34	\$28.91	\$29.49	\$30.08	\$30.68	\$31.14	\$31.60	\$32.06	\$32.57	\$33.22	\$33.90	\$1.50	\$2.50	8.00%	
Health Information Management Representative	6	\$26.82	\$27.22	\$27.78	\$28.34	\$28.91	\$29.49	\$30.08	\$30.68	\$31.14	\$31.60	\$32.06	\$32.57	\$33.22	\$33.90	\$1.50	\$2.50	8.00%	
Health Unit Coordinator	6	\$26.82	\$27.22	\$27.78	\$28.34	\$28.91	\$29.49	\$30.08	\$30.68	\$31.14	\$31.60	\$32.06	\$32.57	\$33.22	\$33.90	\$1.50	\$2.50	8.00%	
Nursing Assistant	6	\$26.82	\$27.22	\$27.78	\$28.34	\$28.91	\$29.49	\$30.08	\$30.68	\$31.14	\$31.60	\$32.06	\$32.57	\$33.22	\$33.90	\$1.50	\$2.50	8.00%	
Telemetry Technician	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50	8.00%	
<b>Associate Patient Services Specialist - applies to CG in dept # 10006117 - Patient Access ED Reg ONLY</b>	7	\$28.97	\$29.41	\$29.99	\$30.58	\$31.20	\$31.82	\$32.45	\$33.10	\$33.59	\$34.10	\$34.60	\$35.13	\$35.84	\$36.55	\$1.50	\$2.50	8.00%	
Certified Nursing Assistant	7	\$28.97	\$29.41	\$29.99	\$30.58	\$31.20	\$31.82	\$32.45	\$33.10	\$33.59	\$34.10	\$34.60	\$35.13	\$35.84	\$36.55	\$1.50	\$2.50	8.00%	
Diagnostic Imaging Assistant	7	\$28.97	\$29.41	\$29.99	\$30.58	\$31.20	\$31.82	\$32.45	\$33.10	\$33.59	\$34.10	\$34.60	\$35.13	\$35.84	\$36.55	\$1.50	\$2.50	8.00%	
Laboratory Technical Assistant	7	\$28.97	\$29.41	\$29.99	\$30.58	\$31.20	\$31.82	\$32.45	\$33.10	\$33.59	\$34.10	\$34.60	\$35.13	\$35.84	\$36.55	\$1.50	\$2.50	8.00%	
Lead Environmental Services Technician	7	\$28.97	\$29.41	\$29.99	\$30.58	\$31.20	\$31.82	\$32.45	\$33.10	\$33.59	\$34.10	\$34.60	\$35.13	\$35.84	\$36.55	\$1.50	\$2.50	8.00%	
Lead Food Service Attendant	7	\$28.97	\$29.41	\$29.99	\$30.58	\$31.20	\$31.82	\$32.45	\$33.10	\$33.59	\$34.10	\$34.60	\$35.13	\$35.84	\$36.55	\$1.50	\$2.50	8.00%	
Lead PBX Operator	7	\$28.97	\$29.41	\$29.99	\$30.58	\$31.20	\$31.82	\$32.45	\$33.10	\$33.59	\$34.10	\$34.60	\$35.13	\$35.84	\$36.55	\$1.50	\$2.50		
Phlebotomist	7	\$28.97	\$29.41	\$29.99	\$30.58	\$31.20	\$31.82	\$32.45	\$33.10	\$33.59	\$34.10	\$34.60	\$35.13	\$35.84	\$36.55	\$1.75	\$2.75	8.00%	
Senior Receiving and Distribution Assistant	7	\$28.97	\$29.41	\$29.99	\$30.58	\$31.20	\$31.82	\$32.45	\$33.10	\$33.59	\$34.10	\$34.60	\$35.13	\$35.84	\$36.55	\$1.50	\$2.50		
Administrative Assistant	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50	8.00%	
Community Health Worker	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50	8.00%	
Emergency Technician	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50	8.00%	
Inventory Control Specialist	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50		
Lead Distribution Technician	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50		
Lead Laboratory Technical Assistant	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50	8.00%	
Patient Authorization and Referral Representative	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50		
Patient Financial Counselor	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50		
Patient Scheduler	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50		
Patient Services Specialist	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50	8.00%	
Pharmacy Technician	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50	8.00%	
Senior Health Unit Coordinator	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50		
Senior Phlebotomist	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.75	\$2.75	8.00%	
Senior Radiology Assistant	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50	8.00%	
Staffing Coordinator	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.50	\$2.50		
Sterile Processing Technician	8	\$31.28	\$31.77	\$32.39	\$33.03	\$33.70	\$34.37	\$35.04	\$35.74	\$36.29	\$36.83	\$37.39	\$37.93	\$38.69	\$39.46	\$1.75	\$2.75	8.00%	
Administrative Coordinator	9	\$33.78	\$34.31	\$34.98	\$35.68	\$36.39	\$37.13	\$37.86	\$38.63	\$39.22	\$39.79	\$40.41	\$40.99	\$41.81	\$42.65	\$1.50	\$2.50		
Dental Assistant	9	\$33.78	\$34.31	\$34.98	\$35.68	\$36.39	\$37.13	\$37.86	\$38.63	\$39.22	\$39.79	\$40.41	\$40.99	\$41.81	\$42.65	\$1.50	\$2.50	8.00%	

	Years	0 - 0.99	1 - 1.99	2 - 2.99	3 - 3.99	4 - 4.99	5 - 5.99	6 - 6.99	7 - 7.99	8 - 8.99	9 - 9.99	10 - 10.99	11 - 15.99	16 - 20.99	21+			
JOB TITLE	FINAL GRADE	STEPS														Evening Rate	Night Rate	Per Diem Rate
		0	1	2	3	4	5	6	7	8	9	10	11	16	21			
Lead Patient Services Specialist	9	\$33.78	\$34.31	\$34.98	\$35.68	\$36.39	\$37.13	\$37.86	\$38.63	\$39.22	\$39.79	\$40.41	\$40.99	\$41.81	\$42.65	\$1.50	\$2.50	8.00%
Lead Phlebotomist	9	\$33.78	\$34.31	\$34.98	\$35.68	\$36.39	\$37.13	\$37.86	\$38.63	\$39.22	\$39.79	\$40.41	\$40.99	\$41.81	\$42.65	\$1.75	\$2.75	8.00%
Lead Staffing Coordinator	9	\$33.78	\$34.31	\$34.98	\$35.68	\$36.39	\$37.13	\$37.86	\$38.63	\$39.22	\$39.79	\$40.41	\$40.99	\$41.81	\$42.65	\$1.50	\$2.50	
Senior Patient Services Specialist	9	\$33.78	\$34.31	\$34.98	\$35.68	\$36.39	\$37.13	\$37.86	\$38.63	\$39.22	\$39.79	\$40.41	\$40.99	\$41.81	\$42.65	\$1.50	\$2.50	
Senior Pharmacy Technician	9	\$33.78	\$34.31	\$34.98	\$35.68	\$36.39	\$37.13	\$37.86	\$38.63	\$39.22	\$39.79	\$40.41	\$40.99	\$41.81	\$42.65	\$1.50	\$2.50	
Trauma Registrar	9	\$33.78	\$34.31	\$34.98	\$35.68	\$36.39	\$37.13	\$37.86	\$38.63	\$39.22	\$39.79	\$40.41	\$40.99	\$41.81	\$42.65	\$1.50	\$2.50	
Community Education Instructor	10	\$36.49	\$37.04	\$37.79	\$38.54	\$39.32	\$40.10	\$40.90	\$41.72	\$42.33	\$42.97	\$43.61	\$44.27	\$45.17	\$46.06	\$1.50	\$2.50	
Anesthesia Technician	10	\$36.49	\$37.04	\$37.79	\$38.54	\$39.32	\$40.10	\$40.90	\$41.72	\$42.33	\$42.97	\$43.61	\$44.27	\$45.17	\$46.06	\$2.25	\$3.75	
Lead Pharmacy Technician	10	\$36.49	\$37.04	\$37.79	\$38.54	\$39.32	\$40.10	\$40.90	\$41.72	\$42.33	\$42.97	\$43.61	\$44.27	\$45.17	\$46.06	\$1.50	\$2.50	
Lead Sterile Processing Technician	10	\$36.49	\$37.04	\$37.79	\$38.54	\$39.32	\$40.10	\$40.90	\$41.72	\$42.33	\$42.97	\$43.61	\$44.27	\$45.17	\$46.06	\$1.75	\$2.75	
Medical Interpreter	10	\$36.49	\$37.04	\$37.79	\$38.54	\$39.32	\$40.10	\$40.90	\$41.72	\$42.33	\$42.97	\$43.61	\$44.27	\$45.17	\$46.06	\$1.50	\$2.50	
Obstetrics Technician	10	\$36.49	\$37.04	\$37.79	\$38.54	\$39.32	\$40.10	\$40.90	\$41.72	\$42.33	\$42.97	\$43.61	\$44.27	\$45.17	\$46.06	\$1.75	\$2.75	8.00%
Pharmacy Medication Data Technician	10	\$36.49	\$37.04	\$37.79	\$38.54	\$39.32	\$40.10	\$40.90	\$41.72	\$42.33	\$42.97	\$43.61	\$44.27	\$45.17	\$46.06	\$1.50	\$2.50	8.00%
Pharmacy Technician-Automation Systems	10	\$36.49	\$37.04	\$37.79	\$38.54	\$39.32	\$40.10	\$40.90	\$41.72	\$42.33	\$42.97	\$43.61	\$44.27	\$45.17	\$46.06	\$1.50	\$2.50	
Senior Dental Assistant	10	\$36.49	\$37.04	\$37.79	\$38.54	\$39.32	\$40.10	\$40.90	\$41.72	\$42.33	\$42.97	\$43.61	\$44.27	\$45.17	\$46.06	\$1.50	\$2.50	8.00%
Education Program Coordinator	10	\$36.49	\$37.04	\$37.79	\$38.54	\$39.32	\$40.10	\$40.90	\$41.72	\$42.33	\$42.97	\$43.61	\$44.27	\$45.17	\$46.06	\$1.50	\$2.50	
LPN LVN	11	\$39.41	\$40.03	\$40.83	\$41.64	\$42.46	\$43.31	\$44.18	\$45.05	\$45.75	\$46.42	\$47.12	\$47.82	\$48.79	\$49.76	\$2.75	\$4.00	12.00%
Pharmacy Buyer	11	\$39.41	\$40.03	\$40.83	\$41.64	\$42.46	\$43.31	\$44.18	\$45.05	\$45.75	\$46.42	\$47.12	\$47.82	\$48.79	\$49.76	\$1.50	\$2.50	
Certified Occupational Therapy Assistant	12	\$42.57	\$43.20	\$44.07	\$44.95	\$45.84	\$46.75	\$47.70	\$48.64	\$49.37	\$50.12	\$50.86	\$51.63	\$52.68	\$53.71	\$2.75	\$4.00	
Lead Anesthesia Technician	12	\$42.57	\$43.20	\$44.07	\$44.95	\$45.84	\$46.75	\$47.70	\$48.64	\$49.37	\$50.12	\$50.86	\$51.63	\$52.68	\$53.71	\$2.25	\$3.75	
Histotechnologist	13	\$45.98	\$46.67	\$47.60	\$48.56	\$49.53	\$50.52	\$51.53	\$52.56	\$53.34	\$54.15	\$54.97	\$55.81	\$56.91	\$58.05	\$3.75	\$5.25	12.00%
Physical Therapy Assistant	13	\$45.98	\$46.67	\$47.60	\$48.56	\$49.53	\$50.52	\$51.53	\$52.56	\$53.34	\$54.15	\$54.97	\$55.81	\$56.91	\$58.05	\$2.75	\$4.00	8.00%
Surgical Technician	13	\$45.98	\$46.67	\$47.60	\$48.56	\$49.53	\$50.52	\$51.53	\$52.56	\$53.34	\$54.15	\$54.97	\$55.81	\$56.91	\$58.05	\$2.25	\$3.75	8.00%
Lead Surgical Technician	14	\$49.66	\$50.40	\$51.41	\$52.42	\$53.48	\$54.54	\$55.63	\$56.74	\$57.60	\$58.45	\$59.34	\$60.21	\$61.43	\$62.67	\$2.25	\$3.75	12.00%
Radiology Technologist	15	\$53.61	\$54.43	\$55.51	\$56.62	\$57.75	\$58.91	\$60.09	\$61.29	\$62.22	\$63.15	\$64.11	\$65.05	\$66.37	\$67.69	\$3.75	\$5.25	12.00%
Respiratory Care Practitioner	15	\$53.61	\$54.43	\$55.51	\$56.62	\$57.75	\$58.91	\$60.09	\$61.29	\$62.22	\$63.15	\$64.11	\$65.05	\$66.37	\$67.69	\$3.75	\$5.25	12.00%
Mammography Technologist	16	\$57.91	\$58.77	\$59.95	\$61.16	\$62.37	\$63.60	\$64.90	\$66.19	\$67.21	\$68.20	\$69.23	\$70.26	\$71.66	\$73.10	\$3.75	\$5.25	12.00%
Senior Radiology Technologist	16	\$57.91	\$58.77	\$59.95	\$61.16	\$62.37	\$63.60	\$64.90	\$66.19	\$67.21	\$68.20	\$69.23	\$70.26	\$71.66	\$73.10	\$3.75	\$5.25	12.00%
CT Technologist	17	\$62.54	\$63.47	\$64.74	\$66.04	\$67.35	\$68.71	\$70.09	\$71.49	\$72.55	\$73.66	\$74.75	\$75.87	\$77.38	\$78.94	\$3.75	\$5.25	12.00%
Lead Mammography Technologist	17	\$62.54	\$63.47	\$64.74	\$66.04	\$67.35	\$68.71	\$70.09	\$71.49	\$72.55	\$73.66	\$74.75	\$75.87	\$77.38	\$78.94	\$3.75	\$5.25	
Lead Radiology Technologist	17	\$62.54	\$63.47	\$64.74	\$66.04	\$67.35	\$68.71	\$70.09	\$71.49	\$72.55	\$73.66	\$74.75	\$75.87	\$77.38	\$78.94	\$3.75	\$5.25	
Lead Respiratory Care Practitioner	17	\$62.54	\$63.47	\$64.74	\$66.04	\$67.35	\$68.71	\$70.09	\$71.49	\$72.55	\$73.66	\$74.75	\$75.87	\$77.38	\$78.94	\$3.75	\$5.25	
Radiology Interventional Technologist	17	\$62.54	\$63.47	\$64.74	\$66.04	\$67.35	\$68.71	\$70.09	\$71.49	\$72.55	\$73.66	\$74.75	\$75.87	\$77.38	\$78.94	\$3.75	\$5.25	12.00%
Ultrasound Technologist	17	\$62.54	\$63.47	\$64.74	\$66.04	\$67.35	\$68.71	\$70.09	\$71.49	\$72.55	\$73.66	\$74.75	\$75.87	\$77.38	\$78.94	\$3.75	\$5.25	12.00%
Lead CT Technologist	18	\$67.54	\$68.56	\$69.93	\$71.34	\$72.75	\$74.21	\$75.71	\$77.21	\$78.36	\$79.55	\$80.73	\$81.95	\$83.58	\$85.25	\$3.75	\$5.25	
MRI Technologist	18	\$67.54	\$68.56	\$69.93	\$71.34	\$72.75	\$74.21	\$75.71	\$77.21	\$78.36	\$79.55	\$80.73	\$81.95	\$83.58	\$85.25	\$3.75	\$5.25	12.00%
Nuclear Medicine Technologist	18	\$67.54	\$68.56	\$69.93	\$71.34	\$72.75	\$74.21	\$75.71	\$77.21	\$78.36	\$79.55	\$80.73	\$81.95	\$83.58	\$85.25	\$3.75	\$5.25	12.00%
Radiation Therapist	18	\$67.54	\$68.56	\$69.93	\$71.34	\$72.75	\$74.21	\$75.71	\$77.21	\$78.36	\$79.55	\$80.73	\$81.95	\$83.58	\$85.25	\$3.75	\$5.25	12.00%
Senior Radiology Interventional Technologist	18	\$67.54	\$68.56	\$69.93	\$71.34	\$72.75	\$74.21	\$75.71	\$77.21	\$78.36	\$79.55	\$80.73	\$81.95	\$83.58	\$85.25	\$3.75	\$5.25	12.00%
Senior Ultrasound Technologist	18	\$67.54	\$68.56	\$69.93	\$71.34	\$72.75	\$74.21	\$75.71	\$77.21	\$78.36	\$79.55	\$80.73	\$81.95	\$83.58	\$85.25	\$3.75	\$5.25	12.00%
Lead MRI Technologist	19	\$72.94	\$74.04	\$75.52	\$77.03	\$78.60	\$80.16	\$81.77	\$83.41	\$84.65	\$85.91	\$87.20	\$88.50	\$90.26	\$92.08	\$3.75	\$5.25	
Lead Nuclear Medicine Technologist	19	\$72.94	\$74.04	\$75.52	\$77.03	\$78.60	\$80.16	\$81.77	\$83.41	\$84.65	\$85.91	\$87.20	\$88.50	\$90.26	\$92.08	\$3.75	\$5.25	
Lead Radiation Therapist	19	\$72.94	\$74.04	\$75.52	\$77.03	\$78.60	\$80.16	\$81.77	\$83.41	\$84.65	\$85.91	\$87.20	\$88.50	\$90.26	\$92.08	\$3.75	\$5.25	
Lead Ultrasound Technologist	19	\$72.94	\$74.04	\$75.52	\$77.03	\$78.60	\$80.16	\$81.77	\$83.41	\$84.65	\$85.91	\$87.20	\$88.50	\$90.26	\$92.08	\$3.75	\$5.25	

		YEAR 3 3% ATB																	
		Years	0 - 0.99	1 - 1.99	2 - 2.99	3 - 3.99	4 - 4.99	5 - 5.99	6 - 6.99	7 - 7.99	8 - 8.99	9 - 9.99	10 - 10.99	11 - 15.99	16 - 20.99	21+			
JOB TITLE	FINAL GRADE	STEPS														Evening Rate	Night Rate	Per Diem Rate	
		0	1	2	3	4	5	6	7	8	9	10	11	16	21				
Associate Food Service Attendant	5	\$25.59	\$25.98	\$26.48	\$27.03	\$27.56	\$28.09	\$28.69	\$29.24	\$29.68	\$30.14	\$30.58	\$31.05	\$31.68	\$32.32	\$1.50	\$2.50	8.00%	
Associate Nursing Assistant	5	\$25.59	\$25.98	\$26.48	\$27.03	\$27.56	\$28.09	\$28.69	\$29.24	\$29.68	\$30.14	\$30.58	\$31.05	\$31.68	\$32.32	\$1.50	\$2.50	8.00%	
Associate PBX Operator	5	\$25.59	\$25.98	\$26.48	\$27.03	\$27.56	\$28.09	\$28.69	\$29.24	\$29.68	\$30.14	\$30.58	\$31.05	\$31.68	\$32.32	\$1.50	\$2.50	8.00%	
Patient Transporter	5	\$25.59	\$25.98	\$26.48	\$27.03	\$27.56	\$28.09	\$28.69	\$29.24	\$29.68	\$30.14	\$30.58	\$31.05	\$31.68	\$32.32	\$1.50	\$2.50	8.00%	
Senior Operating Room Assistant	5	\$25.59	\$25.98	\$26.48	\$27.03	\$27.56	\$28.09	\$28.69	\$29.24	\$29.68	\$30.14	\$30.58	\$31.05	\$31.68	\$32.32	\$2.25	\$3.75		
Associate Environmental Services Technician	6	\$27.62	\$28.04	\$28.61	\$29.19	\$29.78	\$30.37	\$30.98	\$31.60	\$32.07	\$32.55	\$33.02	\$33.55	\$34.22	\$34.92	\$1.50	\$2.50	8.00%	
Associate Medical Equipment Maintenance Technician	6	\$27.62	\$28.04	\$28.61	\$29.19	\$29.78	\$30.37	\$30.98	\$31.60	\$32.07	\$32.55	\$33.02	\$33.55	\$34.22	\$34.92	\$1.50	\$2.50	8.00%	
Associate Patient Services Specialist	6	\$27.62	\$28.04	\$28.61	\$29.19	\$29.78	\$30.37	\$30.98	\$31.60	\$32.07	\$32.55	\$33.02	\$33.55	\$34.22	\$34.92	\$1.50	\$2.50	8.00%	
Associate Receiving and Distribution Assistant	6	\$27.62	\$28.04	\$28.61	\$29.19	\$29.78	\$30.37	\$30.98	\$31.60	\$32.07	\$32.55	\$33.02	\$33.55	\$34.22	\$34.92	\$1.50	\$2.50	8.00%	
Associate Sterile Processing Technician	6	\$27.62	\$28.04	\$28.61	\$29.19	\$29.78	\$30.37	\$30.98	\$31.60	\$32.07	\$32.55	\$33.02	\$33.55	\$34.22	\$34.92	\$1.75	\$2.75	8.00%	
Cook	6	\$27.62	\$28.04	\$28.61	\$29.19	\$29.78	\$30.37	\$30.98	\$31.60	\$32.07	\$32.55	\$33.02	\$33.55	\$34.22	\$34.92	\$1.50	\$2.50	8.00%	
Dietary Technician	6	\$27.62	\$28.04	\$28.61	\$29.19	\$29.78	\$30.37	\$30.98	\$31.60	\$32.07	\$32.55	\$33.02	\$33.55	\$34.22	\$34.92	\$1.50	\$2.50	8.00%	
Food Service Storeroom Attendant	6	\$27.62	\$28.04	\$28.61	\$29.19	\$29.78	\$30.37	\$30.98	\$31.60	\$32.07	\$32.55	\$33.02	\$33.55	\$34.22	\$34.92	\$1.50	\$2.50	8.00%	
Health Information Management Representative	6	\$27.62	\$28.04	\$28.61	\$29.19	\$29.78	\$30.37	\$30.98	\$31.60	\$32.07	\$32.55	\$33.02	\$33.55	\$34.22	\$34.92	\$1.50	\$2.50	8.00%	
Health Unit Coordinator	6	\$27.62	\$28.04	\$28.61	\$29.19	\$29.78	\$30.37	\$30.98	\$31.60	\$32.07	\$32.55	\$33.02	\$33.55	\$34.22	\$34.92	\$1.50	\$2.50	8.00%	
Nursing Assistant	6	\$27.62	\$28.04	\$28.61	\$29.19	\$29.78	\$30.37	\$30.98	\$31.60	\$32.07	\$32.55	\$33.02	\$33.55	\$34.22	\$34.92	\$1.50	\$2.50	8.00%	
Telemetry Technician	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50	8.00%	
<b>Associate Patient Services Specialist - applies to CG in dept # 1006117 - Patient Access ED Reg ONLY</b>	7	\$29.84	\$30.29	\$30.89	\$31.50	\$32.14	\$32.77	\$33.42	\$34.09	\$34.60	\$35.12	\$35.64	\$36.18	\$36.92	\$37.65	\$1.50	\$2.50	8.00%	
Certified Nursing Assistant	7	\$29.84	\$30.29	\$30.89	\$31.50	\$32.14	\$32.77	\$33.42	\$34.09	\$34.60	\$35.12	\$35.64	\$36.18	\$36.92	\$37.65	\$1.50	\$2.50	8.00%	
Diagnostic Imaging Assistant	7	\$29.84	\$30.29	\$30.89	\$31.50	\$32.14	\$32.77	\$33.42	\$34.09	\$34.60	\$35.12	\$35.64	\$36.18	\$36.92	\$37.65	\$1.50	\$2.50	8.00%	
Laboratory Technical Assistant	7	\$29.84	\$30.29	\$30.89	\$31.50	\$32.14	\$32.77	\$33.42	\$34.09	\$34.60	\$35.12	\$35.64	\$36.18	\$36.92	\$37.65	\$1.50	\$2.50	8.00%	
Lead Environmental Services Technician	7	\$29.84	\$30.29	\$30.89	\$31.50	\$32.14	\$32.77	\$33.42	\$34.09	\$34.60	\$35.12	\$35.64	\$36.18	\$36.92	\$37.65	\$1.50	\$2.50	8.00%	
Lead Food Service Attendant	7	\$29.84	\$30.29	\$30.89	\$31.50	\$32.14	\$32.77	\$33.42	\$34.09	\$34.60	\$35.12	\$35.64	\$36.18	\$36.92	\$37.65	\$1.50	\$2.50	8.00%	
Lead PBX Operator	7	\$29.84	\$30.29	\$30.89	\$31.50	\$32.14	\$32.77	\$33.42	\$34.09	\$34.60	\$35.12	\$35.64	\$36.18	\$36.92	\$37.65	\$1.50	\$2.50		
Phlebotomist	7	\$29.84	\$30.29	\$30.89	\$31.50	\$32.14	\$32.77	\$33.42	\$34.09	\$34.60	\$35.12	\$35.64	\$36.18	\$36.92	\$37.65	\$1.75	\$2.75	8.00%	
Senior Receiving and Distribution Assistant	7	\$29.84	\$30.29	\$30.89	\$31.50	\$32.14	\$32.77	\$33.42	\$34.09	\$34.60	\$35.12	\$35.64	\$36.18	\$36.92	\$37.65	\$1.50	\$2.50		
Administrative Assistant	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50	8.00%	
Community Health Worker	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50	8.00%	
Emergency Technician	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50	8.00%	
Inventory Control Specialist	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50		
Lead Distribution Technician	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50		
Lead Laboratory Technical Assistant	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50	8.00%	
Patient Authorization and Referral Representative	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50		
Patient Financial Counselor	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50		
Patient Scheduler	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50		
Patient Services Specialist	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50	8.00%	
Pharmacy Technician	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50	8.00%	
Senior Health Unit Coordinator	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50		
Senior Phlebotomist	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.75	\$2.75	8.00%	
Senior Radiology Assistant	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50	8.00%	
Staffing Coordinator	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.50	\$2.50		
Sterile Processing Technician	8	\$32.22	\$32.72	\$33.36	\$34.02	\$34.71	\$35.40	\$36.09	\$36.81	\$37.38	\$37.93	\$38.51	\$39.07	\$39.85	\$40.64	\$1.75	\$2.75	8.00%	
Administrative Coordinator	9	\$34.79	\$35.34	\$36.03	\$36.75	\$37.48	\$38.24	\$39.00	\$39.79	\$40.40	\$40.98	\$41.62	\$42.22	\$43.06	\$43.93	\$1.50	\$2.50		

	Years	0 - 0.99	1 - 1.99	2 - 2.99	3 - 3.99	4 - 4.99	5 - 5.99	6 - 6.99	7 - 7.99	8 - 8.99	9 - 9.99	10 - 10.99	11 - 15.99	16 - 20.99	21+			
JOB TITLE	FINAL GRADE	STEPS														Evening Rate	Night Rate	Per Diem Rate
		0	1	2	3	4	5	6	7	8	9	10	11	16	21			
Dental Assistant	9	\$34.79	\$35.34	\$36.03	\$36.75	\$37.48	\$38.24	\$39.00	\$39.79	\$40.40	\$40.98	\$41.62	\$42.22	\$43.06	\$43.93	\$1.50	\$2.50	8.00%
Lead Patient Services Specialist	9	\$34.79	\$35.34	\$36.03	\$36.75	\$37.48	\$38.24	\$39.00	\$39.79	\$40.40	\$40.98	\$41.62	\$42.22	\$43.06	\$43.93	\$1.50	\$2.50	8.00%
Lead Phlebotomist	9	\$34.79	\$35.34	\$36.03	\$36.75	\$37.48	\$38.24	\$39.00	\$39.79	\$40.40	\$40.98	\$41.62	\$42.22	\$43.06	\$43.93	\$1.75	\$2.75	8.00%
Lead Staffing Coordinator	9	\$34.79	\$35.34	\$36.03	\$36.75	\$37.48	\$38.24	\$39.00	\$39.79	\$40.40	\$40.98	\$41.62	\$42.22	\$43.06	\$43.93	\$1.50	\$2.50	
Senior Patient Services Specialist	9	\$34.79	\$35.34	\$36.03	\$36.75	\$37.48	\$38.24	\$39.00	\$39.79	\$40.40	\$40.98	\$41.62	\$42.22	\$43.06	\$43.93	\$1.50	\$2.50	
Senior Pharmacy Technician	9	\$34.79	\$35.34	\$36.03	\$36.75	\$37.48	\$38.24	\$39.00	\$39.79	\$40.40	\$40.98	\$41.62	\$42.22	\$43.06	\$43.93	\$1.50	\$2.50	
Trauma Registrar	9	\$34.79	\$35.34	\$36.03	\$36.75	\$37.48	\$38.24	\$39.00	\$39.79	\$40.40	\$40.98	\$41.62	\$42.22	\$43.06	\$43.93	\$1.50	\$2.50	
Community Education Instructor	10	\$37.58	\$38.15	\$38.92	\$39.70	\$40.50	\$41.30	\$42.13	\$42.97	\$43.60	\$44.26	\$44.92	\$45.60	\$46.53	\$47.44	\$1.50	\$2.50	
Anesthesia Technician	10	\$37.58	\$38.15	\$38.92	\$39.70	\$40.50	\$41.30	\$42.13	\$42.97	\$43.60	\$44.26	\$44.92	\$45.60	\$46.53	\$47.44	\$2.25	\$3.75	
Lead Pharmacy Technician	10	\$37.58	\$38.15	\$38.92	\$39.70	\$40.50	\$41.30	\$42.13	\$42.97	\$43.60	\$44.26	\$44.92	\$45.60	\$46.53	\$47.44	\$1.50	\$2.50	
Lead Sterile Processing Technician	10	\$37.58	\$38.15	\$38.92	\$39.70	\$40.50	\$41.30	\$42.13	\$42.97	\$43.60	\$44.26	\$44.92	\$45.60	\$46.53	\$47.44	\$1.75	\$2.75	
Medical Interpreter	10	\$37.58	\$38.15	\$38.92	\$39.70	\$40.50	\$41.30	\$42.13	\$42.97	\$43.60	\$44.26	\$44.92	\$45.60	\$46.53	\$47.44	\$1.50	\$2.50	
Obstetrics Technician	10	\$37.58	\$38.15	\$38.92	\$39.70	\$40.50	\$41.30	\$42.13	\$42.97	\$43.60	\$44.26	\$44.92	\$45.60	\$46.53	\$47.44	\$1.75	\$2.75	8.00%
Pharmacy Medication Data Technician	10	\$37.58	\$38.15	\$38.92	\$39.70	\$40.50	\$41.30	\$42.13	\$42.97	\$43.60	\$44.26	\$44.92	\$45.60	\$46.53	\$47.44	\$1.50	\$2.50	8.00%
Pharmacy Technician-Automation Systems	10	\$37.58	\$38.15	\$38.92	\$39.70	\$40.50	\$41.30	\$42.13	\$42.97	\$43.60	\$44.26	\$44.92	\$45.60	\$46.53	\$47.44	\$1.50	\$2.50	
Senior Dental Assistant	10	\$37.58	\$38.15	\$38.92	\$39.70	\$40.50	\$41.30	\$42.13	\$42.97	\$43.60	\$44.26	\$44.92	\$45.60	\$46.53	\$47.44	\$1.50	\$2.50	8.00%
Education Program Coordinator	10	\$37.58	\$38.15	\$38.92	\$39.70	\$40.50	\$41.30	\$42.13	\$42.97	\$43.60	\$44.26	\$44.92	\$45.60	\$46.53	\$47.44	\$1.50	\$2.50	
LPN LVN	11	\$40.59	\$41.23	\$42.05	\$42.89	\$43.73	\$44.61	\$45.51	\$46.40	\$47.12	\$47.81	\$48.53	\$49.25	\$50.25	\$51.25	\$2.75	\$4.00	12.00%
Pharmacy Buyer	11	\$40.59	\$41.23	\$42.05	\$42.89	\$43.73	\$44.61	\$45.51	\$46.40	\$47.12	\$47.81	\$48.53	\$49.25	\$50.25	\$51.25	\$1.50	\$2.50	
Certified Occupational Therapy Assistant	12	\$43.85	\$44.50	\$45.39	\$46.30	\$47.22	\$48.15	\$49.13	\$50.10	\$50.85	\$51.62	\$52.39	\$53.18	\$54.26	\$55.32	\$2.75	\$4.00	
Lead Anesthesia Technician	12	\$43.85	\$44.50	\$45.39	\$46.30	\$47.22	\$48.15	\$49.13	\$50.10	\$50.85	\$51.62	\$52.39	\$53.18	\$54.26	\$55.32	\$2.25	\$3.75	
Histotechnologist	13	\$47.36	\$48.07	\$49.03	\$50.02	\$51.02	\$52.04	\$53.08	\$54.14	\$54.94	\$55.77	\$56.62	\$57.48	\$58.62	\$59.79	\$3.75	\$5.25	12.00%
Physical Therapy Assistant	13	\$47.36	\$48.07	\$49.03	\$50.02	\$51.02	\$52.04	\$53.08	\$54.14	\$54.94	\$55.77	\$56.62	\$57.48	\$58.62	\$59.79	\$2.75	\$4.00	8.00%
Surgical Technician	13	\$47.36	\$48.07	\$49.03	\$50.02	\$51.02	\$52.04	\$53.08	\$54.14	\$54.94	\$55.77	\$56.62	\$57.48	\$58.62	\$59.79	\$2.25	\$3.75	8.00%
Lead Surgical Technician	14	\$51.15	\$51.91	\$52.95	\$53.99	\$55.08	\$56.18	\$57.30	\$58.44	\$59.33	\$60.20	\$61.12	\$62.02	\$63.27	\$64.55	\$2.25	\$3.75	12.00%
Radiology Technologist	15	\$55.22	\$56.06	\$57.18	\$58.32	\$59.48	\$60.68	\$61.89	\$63.13	\$64.09	\$65.04	\$66.03	\$67.00	\$68.36	\$69.72	\$3.75	\$5.25	12.00%
Respiratory Care Practitioner	15	\$55.22	\$56.06	\$57.18	\$58.32	\$59.48	\$60.68	\$61.89	\$63.13	\$64.09	\$65.04	\$66.03	\$67.00	\$68.36	\$69.72	\$3.75	\$5.25	12.00%
Mammography Technologist	16	\$59.65	\$60.53	\$61.75	\$62.99	\$64.24	\$65.51	\$66.85	\$68.18	\$69.23	\$70.25	\$71.31	\$72.37	\$73.81	\$75.29	\$3.75	\$5.25	12.00%
Senior Radiology Technologist	16	\$59.65	\$60.53	\$61.75	\$62.99	\$64.24	\$65.51	\$66.85	\$68.18	\$69.23	\$70.25	\$71.31	\$72.37	\$73.81	\$75.29	\$3.75	\$5.25	12.00%
CT Technologist	17	\$64.42	\$65.37	\$66.68	\$68.02	\$69.37	\$70.77	\$72.19	\$73.63	\$74.73	\$75.87	\$76.99	\$78.15	\$79.70	\$81.31	\$3.75	\$5.25	12.00%
Lead Mammography Technologist	17	\$64.42	\$65.37	\$66.68	\$68.02	\$69.37	\$70.77	\$72.19	\$73.63	\$74.73	\$75.87	\$76.99	\$78.15	\$79.70	\$81.31	\$3.75	\$5.25	
Lead Radiology Technologist	17	\$64.42	\$65.37	\$66.68	\$68.02	\$69.37	\$70.77	\$72.19	\$73.63	\$74.73	\$75.87	\$76.99	\$78.15	\$79.70	\$81.31	\$3.75	\$5.25	
Lead Respiratory Care Practitioner	17	\$64.42	\$65.37	\$66.68	\$68.02	\$69.37	\$70.77	\$72.19	\$73.63	\$74.73	\$75.87	\$76.99	\$78.15	\$79.70	\$81.31	\$3.75	\$5.25	
Radiology Interventional Technologist	17	\$64.42	\$65.37	\$66.68	\$68.02	\$69.37	\$70.77	\$72.19	\$73.63	\$74.73	\$75.87	\$76.99	\$78.15	\$79.70	\$81.31	\$3.75	\$5.25	12.00%
Ultrasound Technologist	17	\$64.42	\$65.37	\$66.68	\$68.02	\$69.37	\$70.77	\$72.19	\$73.63	\$74.73	\$75.87	\$76.99	\$78.15	\$79.70	\$81.31	\$3.75	\$5.25	12.00%
Lead CT Technologist	18	\$69.57	\$70.62	\$72.03	\$73.48	\$74.93	\$76.44	\$77.98	\$79.53	\$80.71	\$81.94	\$83.15	\$84.41	\$86.09	\$87.81	\$3.75	\$5.25	
MRI Technologist	18	\$69.57	\$70.62	\$72.03	\$73.48	\$74.93	\$76.44	\$77.98	\$79.53	\$80.71	\$81.94	\$83.15	\$84.41	\$86.09	\$87.81	\$3.75	\$5.25	12.00%
Nuclear Medicine Technologist	18	\$69.57	\$70.62	\$72.03	\$73.48	\$74.93	\$76.44	\$77.98	\$79.53	\$80.71	\$81.94	\$83.15	\$84.41	\$86.09	\$87.81	\$3.75	\$5.25	12.00%
Radiation Therapist	18	\$69.57	\$70.62	\$72.03	\$73.48	\$74.93	\$76.44	\$77.98	\$79.53	\$80.71	\$81.94	\$83.15	\$84.41	\$86.09	\$87.81	\$3.75	\$5.25	12.00%
Senior Radiology Interventional Technologist	18	\$69.57	\$70.62	\$72.03	\$73.48	\$74.93	\$76.44	\$77.98	\$79.53	\$80.71	\$81.94	\$83.15	\$84.41	\$86.09	\$87.81	\$3.75	\$5.25	12.00%
Senior Ultrasound Technologist	18	\$69.57	\$70.62	\$72.03	\$73.48	\$74.93	\$76.44	\$77.98	\$79.53	\$80.71	\$81.94	\$83.15	\$84.41	\$86.09	\$87.81	\$3.75	\$5.25	12.00%
Lead MRI Technologist	19	\$75.13	\$76.26	\$77.79	\$79.34	\$80.96	\$82.56	\$84.22	\$85.91	\$87.19	\$88.49	\$89.82	\$91.16	\$92.97	\$94.84	\$3.75	\$5.25	
Lead Nuclear Medicine Technologist	19	\$75.13	\$76.26	\$77.79	\$79.34	\$80.96	\$82.56	\$84.22	\$85.91	\$87.19	\$88.49	\$89.82	\$91.16	\$92.97	\$94.84	\$3.75	\$5.25	
Lead Radiation Therapist	19	\$75.13	\$76.26	\$77.79	\$79.34	\$80.96	\$82.56	\$84.22	\$85.91	\$87.19	\$88.49	\$89.82	\$91.16	\$92.97	\$94.84	\$3.75	\$5.25	
Lead Ultrasound Technologist	19	\$75.13	\$76.26	\$77.79	\$79.34	\$80.96	\$82.56	\$84.22	\$85.91	\$87.19	\$88.49	\$89.82	\$91.16	\$92.97	\$94.84	\$3.75	\$5.25	

## **SIDE LETTER – REDUCTION IN EMPLOYEE MEDICAL PREMIUM CONTRIBUTIONS (EPO PLAN)**

### **Section 1. Intent**

In recognition of the dedication and service of caregivers, the Employer shall implement a reduction in employee premium contributions for the EPO medical plan, lowering out-of-pocket healthcare costs and supporting caregivers well-being.

### **Section 2. Scope and Eligibility**

This provision applies to all Regular Full-time and Part-time bargaining unit employees at Queen of the Valley Medical Center who are eligible for and enrolled in the Employer's EPO medical plan.

### **Section 3. Reduced Employee Premium Contributions**

Effective January 1, 2027, employee premium contributions for the EPO medical plan for all tiers (i.e., Caregiver Only, Caregiver + Children, Caregiver + Spouse, and Caregiver + Family) shall be set at the same rate as employee premium contributions at St. Joesph Hospital of Eureka. These rates represent a decrease from current contribution levels and are intended to improve affordability for caregivers and their families.

### **Section 4. Application and Payroll Deduction**

The revised premium contribution amounts shall be applied through regular payroll deductions beginning the first full pay period following January 1, 2027.

### **Section 5. No Reduction of Other Benefits**

This reduction in premium contributions shall not reduce or interfere with any other rates, benefits or provisions of the health and welfare programs offered by the Employer. All other rates, benefits and provisions of the health and welfare programs shall remain unchanged unless otherwise mutually agreed upon by the Employer and the Union.