

**Collective Bargaining Agreement  
Between  
Saint Mary's Regional Medical Center  
And  
The Communications Workers of  
America, AFL-CIO**

**March 10, 2017 - March 9, 2020 ·**

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**PREAMBLE**

**COLLECTIVE BARGAINING AGREEMENT  
BETWEEN  
SAINT MARY'S REGIONAL MEDICAL CENTER  
AND  
THE COMMUNICATIONS WORKERS OF AMERICA, AFL-  
CIO**

THIS AGREEMENT dated as of the 10<sup>th</sup> day of March, 2016, by and between Saint Mary's Regional Medical Center (hereinafter referred to as the "Employer" or "EMPLOYER") and the Communications Workers of America, AFL-CIO (hereinafter referred to as the "Union").

Whereas, the Union and the Employer have negotiated a Collective Bargaining Agreement covering wages, hours and other terms and conditions of employment, and

Whereas, the parties desire to reduce the Agreement to writing, now

Therefore, in consideration of the mutual promises herein set forth, the parties hereto agree as follows.

## 1. RECOGNITION

St Mary's Regional Medical Center ("Employer") recognizes the Communications Workers of America, AFL-CIO, as the sole and exclusive bargaining agent with respect to rates of pay, wages, hours of work and all other conditions of employment for all Employees covered by this Agreement.

The Employer and the Union agree that the Employees covered by this Agreement shall consist of the following: All Full-time, Part-time and Per Diem Service Employees included in the following positions:

Anesthesia Techs	Neuro-Cardio Diag Techs (EEG)
Cardiology Techs (EKG)	Nuc Med Techs
Cardio-Vascular Techs	Nursing Assistant Trainee
Cardio-Vascular Ultrasound Tech (Echo)	OB Techs
Certified Nursing Assistants	Operators (PBX)
Certified Surgical Techs	OR Techs
Chart Auditors	Orderlies
Cooks	Patient Account Registrar
CT Techs	Patient Aides
Diet Assistants	Patient Safety Advocates
ED Techs	Pharmacy Techs
Emergency Medical Techs	Physical Therapy Aides
Endoscopy Techs	Rad Techs
Environmental Service Workers	Radiology Clerks
Financial Counselors	Radiology Schedulers
Food Service Workers	Registered Respiratory Therapist
Implant Coordinator	Schedulers
Lab Assistants	Sterile Processing Techs
Linen Workers	Storeroom Clerks
Mailroom Clerks	Surgery Coordinators
Mammo Techs	Surgery Data Techs (Non-RN)
Materials Distribution Techs	Surgery Inventory Techs
Materials Management Techs	Transport Aides
Medical Lab Technologist	Ultrasound Techs
Medical Technicians	Unit Coordinators
Monitor Techs	Unit Secretaries
MRI Techs	

Lead positions will be grandfathered and any Employees who are added to the bargaining unit by unit clarification, accretion and/or Agreement by both parties.

This Agreement shall also apply to any other classifications which may be established with the scope of duties now included within this bargaining unit.

Excluding:

All Registered Nurses (RNs), doctors, and all other professional Employees, LPNs, all business office clerical Employees, all skilled maintenance Employees, all managerial and administrative Employees, Employees of all home health agencies, Employees of outside registries and other agencies supplying labor to the Employer, guards, and supervisors as defined by the Act.

## **2. SAVINGS CLAUSE**

The parties agree that should any part of this Agreement be held invalid by any court of competent jurisdiction, the remainder of the Agreement shall remain in full force and effect and shall not be invalidated by such court action. In the event that any part of the Agreement is thus invalidated, the parties will enter into immediate negotiations to cure such defect.

## **3. WORK STOPPAGES - NO STRIKES/NO LOCKOUTS**

### Economic Action:

During the term of this Agreement, neither the Union nor the Employer shall either jointly or severally authorize, permit, cause, engage in, sanction, or assist in any work stoppage, boycott, strike, lockout or other form of economic action against the other, nor shall any Employee engage in, sanction, assist, or otherwise observe a picket line, legal or illegal, established on or around the premises of the Employer, nor otherwise engage in a sympathy strike. Any Employee who violates this Section shall be subject to discipline pursuant to Article 18 of this Agreement.

### Employer Action:

The Union agrees that a violation of this Article shall cause the Employer irreparable harm and injury and that in the event the Union or any Employee covered hereby violates said Section, the Employer may obtain an appropriate temporary restraining order and/or injunctive relief in addition to any other relief to which it may be entitled. By seeking relief under this Section, the Employer is not precluded from taking disciplinary action against any Employee who violates said Section.

### Union Action:

In the event of a breach of this Article, the Union, its officers and representatives, shall do everything within their power to end or avert such activity.

## **4. NO DISCRIMINATION**

Saint Mary's Regional Medical Center (Employer) and the Union agree there shall be no discrimination against any Employee on account of race, sex, age, creed, color, national origin, or political affiliation, veteran's status, sexual orientation, Union activity protected under the NLRA or other basis in violation of applicable federal, state or municipal law. The Employer and the Union also agree that they shall comply with the Americans with Disabilities Act and where such compliance requires departure from provisions of this Agreement, the Employer shall notify

the Union and, upon request, shall meet and confer on the proposed action and any alternative proposals by the Union.

The Employer and the Union further agree that there shall be no discrimination by the Employer against any Employee on account of membership in or activity on behalf of the Union, provided that such Union activity shall not interfere with any Employee's regular work.

## 5. UNION REPRESENTATION

- A. The Union may select, from Employees in the bargaining unit, Union Stewards for the purpose of handling grievances or other legitimate Union business.
- B. If a Steward is not available for Union business, an Officer, Executive Board Member or authorized Representative of the Local Union, may identify themselves to the Human Resources Director or designee as the person who will be acting on behalf of the Steward for the period of the absence of such Steward.
- C. The Local Union shall furnish the Employer a list of designated Chief Stewards, Stewards and Union Officers quarterly. Whenever there is a change in Stewards, the Local Union shall give written notice to the Employer and such list of change notice shall be authorized and executed by the Local President, Secretary-Treasurer, or such other Union Official designated by the Local Union.
- D. Chief Stewards, Stewards and Union Officers shall restrict their activities to the handling of grievances or other legitimate Union business.
- E. Union Stewards shall perform their functions or Union-related activities on their own time. However, if a meeting is mutually agreed to by the Employer and the Union Steward to meet during the Union Steward's work shift, that time will be paid by the Employer.
- F. Stewards, including Chief Stewards, Officers and Executive Board Members, shall be required to obtain approval from their immediate supervisor to leave their work station or to take time to attend investigatory meetings or grievance meetings scheduled by the Employer. Where practical, such approval shall be granted without unreasonable delay. It shall be understood that these Employees shall report back to their work stations promptly after completion of Union business.
- G. It is understood that Union representation time must be pre-scheduled to work in the Union office, or at the site. Such request shall be submitted in advance of posting of the schedule in the same manner as requests for other time off. Stewards, including the Chief Stewards and Union Officers, shall record time used for Union business on the appropriate time keeping system each week (e.g. a pay edit form.).

It is agreed that the collection of dues and soliciting of membership shall be allowed on Employer premises, but not on Employer-paid time.

- H. When an Employee covered by this Agreement is interviewed or investigated by a representative of the Employer and the result of such interview or investigation may lead to discipline, the Employee will be so informed and he/she has a right to request Union representation during the meeting.

If the employee reasonably believes that the result of such interview or investigation may lead to discipline, the Employee has a right to request Union representation during the meeting.

- I. The Union will have time off as outlined below for all meetings that are mutually agreed to by the Employer and the Union for the purpose of negotiating a successor to this Agreement.
1. The Union shall have up to three (3) Union-paid bargaining committee members, which may include the Chief Negotiator if he/she is from the bargaining unit.
  2. Full-time or part-time Employees who serve in the role of President, Executive Vice President, Vice President, Secretary-Treasurer, and additional Executive Board Members of the Local Union, if employed by the Employer, shall be considered as Full-time Employees with Full-time benefits and Part-time Employees shall continue to be considered part-time with benefits equivalent to their status and will not be unreasonably denied release time by the Employer for up to five (5) days equivalent to forty (40) hours of unpaid time per week as necessary to perform the duties of their office. The Local Union shall provide the Employer with notice two (2) weeks in advance, or as soon as practicable, of such absence. If any Officer or Executive Board Member requires more than the days per contract year as outlined in this section, the Local Union may request the Employer to provide him/her with additional unpaid days.
  3. The Employer shall provide up to one hundred fifty (150) days per contract year of unpaid, excused absence time for Union business to the Employees in the following Union positions: Chief Stewards, Stewards, Convention Delegates and Committee Members. The Local Union shall provide the Employer with two (2) weeks advance notice, or as soon as practicable, of such absences. It is understood that no more than five (5) Employees may be excused at any one time unless approved by the Human Resources Director.
  4. Any Employee that is excused from work for Union business will retain his/her category of employment and will not lose any benefits provided for in this Agreement.

#### **6. UNION MEMBERSHIP DUES AND PAYROLL DEDUCTION OF POLITICAL ACTION FUND (PAF)**

- A. The Employer shall honor dues deduction of wages to the Union for payment of Union membership dues when such requests are submitted in the form of the CWA Membership and Dues Authorization Form.



- B. The Employer will promptly remit the membership dues deducted pursuant to such assignments. Along with the membership dues, the Employer will transmit to the Union, no later than the tenth (10th) of each month, an electronic or digital standard computer importable data file in a format agreed upon by the parties with the following information for all bargaining unit Employees: first name, last name, address, city, state, zip, social security number, date of hire, salary or hourly wage, hours worked for pay period, home phone number, department/unit, job classification, status (part time, hourly, etc.) date of birth, gender, and dues paid for period. The file shall be transmitted in a manner agreed upon by the parties. As technology advances, the Union reserves the right to make changes to the medium used as far as the standard computer database importable electronic file format and/or method of delivery.
- C. Cancellations by Employees of such written payroll deduction authorizations must be in writing and such cancellation requests must be sent individually by certified mail to the Employer's Human Resources Director, and received within the fourteen (14) day period immediately prior to the annual anniversary date of this Agreement (February 24 – March 9). After receipt of such cancellation, the Employer will discontinue the payroll deduction in the month following that in which the cancellation is received, and will notify the Union of the action taken.
- D. The Employer shall honor voluntary payroll deductions to PAF. The Employer will remit contributions to the CWA Treasurer, monthly, following the deduction from the Employees' pay. In addition, the Employer will transmit monthly, a list of contributors through payroll deductions showing the contributor's name and amounts contributed.

## 7. BULLETIN BOARDS

The Employer will furnish a bulletin board on the First Floor Hallway – adjacent to the "A" Elevators, half of which may be used only for Union business. Notices posted will be submitted first to the Human Resources Department prior to posting and will be limited to official notices which do not contain editorial comment. Postings elsewhere at the Employer's premises, whether by Union representatives, Stewards or Employees, are prohibited.

Additionally, the Employer will designate space on existing break room bulletin boards to be used by the Union in the following departments:

- |  |  |
|--|--|
| <ol style="list-style-type: none"> <li>1. 3 North (Medical Oncology)</li> <li>2. 4 North (General Surgery)</li> <li>3. CCU/ICU</li> <li>4. Emergency Department</li> <li>5. Imaging</li> <li>6. Maternal Child</li> <li>7. Operating Room</li> </ol> | <ol style="list-style-type: none"> <li>8. Perioperative Services</li> <li>9. Telemetry</li> <li>10. Housekeeping</li> <li>11. Nutrition Services</li> <li>12. Lab</li> <li>13. Central Supply</li> <li>14. Admitting</li> <li>15. Center for Health</li> </ol> |
|--|--|

The Employer will furnish a locked mailbox for use by the Union near the First-Floor Hallway Bulletin Board referenced above.

## **8. NEW EMPLOYEE ORIENTATION**

An integral part of each represented Employee's tenure with the Employer is an understanding of the Agreement and the role of the Union in the employment setting. As such, each new Employee, as part of the new Employee orientation day (general orientation), shall attend a mandatory 30-minute session where he/she will receive an overview of the Union and its program. The session will be conducted by a Union representative designated by the Union. The Employer shall provide to the Union a list of all Represented Employees attending the orientation as many days possible prior to such orientation and no later than 24 hours prior to the date of the orientation.

## **9. UNION ACCESS**

A duly authorized Union representative will be permitted to enter the Employer's premises during working hours for the purpose of observing whether the Agreement is being observed or to check upon complaints of Employees. The Union Representative shall advise the Human Resources Director, or his/her designee, of each visit upon entering the premises. The Union Representative will abide by patient confidentiality, infection control and other Employer policies applicable to the Employer

Whenever the Union Representative is on the premises, he/she will wear a Hospital issued identification badge.

The Union Representative shall comply with customary security precautions. The Union Representative shall not interfere with the Employee's duties or operations, nor may the Union Representative have a conference with an Employee while the Employee is on duty. Nothing herein shall prevent brief contacts with a Union Representative to schedule a meeting or other incidental conversations.

Subject to established procedures and use limitations, the Employer will grant meeting rooms to the Union.

## **10. GRIEVANCE PROCEDURE and ARBITRATION**

Experience shows that nearly all questions which arise under this Agreement can be settled without following the formal grievance procedure. If any Employee believes he/she has any claim or complaint, it is recommended that he/she talk it over first with his or her supervisor. However, this is not required. If he/she prefers, the Employee may first consult with a Union Representative. It will not be considered an unfriendly act for an Employee to consult with any Union Representative or to present a claim or complaint. There will be no retaliation against any Employee for doing any of these.

## A. Definitions

In this Article, the following definitions apply:

1. "Grievance" – means a dispute raised by the Union concerning the interpretation or application of any provision in this Agreement. Unless otherwise provided in this Agreement, a violation of this Agreement is subject to this grievance and arbitration procedures set forth below.
2. "Days" – means calendar days. In this Article, whenever a period of time is specified, the day of the event or action which commences the period shall not be included in calculating the length of the period. If the last day for responding and acting is a Saturday, Sunday or Agreement holiday, the period shall be extended to the next day which is not a Saturday, Sunday or Agreement holiday.
3. Limitation: Settlements reached with Union Representatives in Step 1 and Step 2 of the grievance procedure shall not establish a precedent or a practice for future cases unless by specific written Agreement signed by a Union Representative and by the Employer.

## B. Initiating a Grievance

The Employer and the Union recognize that the goal of this grievance and arbitration procedure is to attempt to resolve the grievance at the lowest level possible with the least amount of time and resources.

**Informal Resolution:** The Employee or Union Representative may first confer with the supervisor or with such other person as the Employer may designate and attempt to settle the matter.

### **STEP ONE**

A Union Representative must initiate the grievance procedure by completing and delivering a grievance to the immediate supervisor or department manager with a copy provided to the Human Resources Department within thirty (30) days of the date upon which either the Grievant or the Union first became aware, or reasonably should have first become aware, of the events or circumstances which gave rise to the grievance.

A meeting to resolve the grievance shall take place within fifteen (15) days after the filing of the grievance. In this meeting, the Union Representative and the immediate supervisor or department manager shall engage in a full and frank discussion of their respective positions including the supporting rationale for their positions. The Employer will respond in writing within ten (10) days of the meeting.

## **STEP TWO**

After the Employer's written response is received in Step One above, or in the absence of a response from the Employer, if the grievance remains unresolved, the Union Representative must notify Human Resources in writing of a move to Step Two.

A meeting shall be held to resolve the grievance during the fifteen (15) day period following the receipt of the written notice of the move to Step Two. In this meeting the Union Representative and the Human Resources designee shall engage in a full and frank discussion of their respective positions including the supporting rationale for their positions. The Employer will respond in writing within ten (10) days after the meeting.

### **C. Timelines**

If the Employer does not respond to a grievance in a timely manner, the grievance shall move to the next step.

Alternatively, all timelines may be extended by mutual agreement of the parties.

### **D. Union Participation**

1. A Representative of the Union, designated by the Union, has the right to be present at any grievance meeting called for the purpose of discussing an Employee grievance.
2. The Union has the right to request all relevant written materials regarding individual cases prior to any step of the grievance procedure. All relevant written materials, as allowed by law, must be provided to the Union prior to the grievance meeting(s).

### **E. Arbitration**

#### **STEP THREE**

##### **1. Demand for Arbitration**

If the grievance is not resolved at Step Two, the Union may proceed by submitting a written request for arbitration to the other party:

- (a) within thirty (30) days after the due date of the Step Two response, if no Step Two response has been provided, or
- (b) within thirty (30) days following the receipt of the Step Two response.

A Union request for arbitration will be delivered to Human Resources within the time limits above.

## 2. Selection of Arbitrator

Within ninety (90) days of the ratification of this Agreement, the parties shall meet to discuss and implement a permanent panel of seven (7) arbitrators to hear cases as prescribed by this Article. Any cases referred to arbitration prior to the implementation of the permanent panel shall have the arbitrator selected from a list of seven which have been jointly requested from the Federal Mediation and Conciliation Service (FMCS). Once the list is received, the Arbitrator will be selected by alternately striking a name until one is left. The party to strike first will be chosen by lot.

## 3. Arbitration Hearing and Decision

The Arbitrator shall hear the submitted grievances as expeditiously as possible, and shall render a decision in writing within thirty (30) days after the conclusion of the last hearing date or submission of briefs, whichever is later.

## 4. Arbitration Fees and Costs

The fees and expenses of the Arbitrator, the cost of the hearing room, and the cost of the court reporter, if required by the Arbitrator, shall be shared jointly by the parties. Each party will bear its own expenses of representation and presentation of its case, including witnesses, and including the cost of any transcript for the party's own use.

## 5. Arbitrator's Authority

The Arbitrator shall have no power to add to, to subtract from or to change any of the terms or provisions of the Agreement. In cases concerning the interpretation or application of any provision of this Agreement, the arbitrator's jurisdiction shall extend solely to the claims of violation of specific written provisions of the Agreement. The award shall be based upon the joint submission agreement of the parties, or in the absence thereof, the questions raised by the parties in respect to the specific interpretation and application of the Agreement. Further, the Arbitrator's decision will be final and binding upon all parties concerned.

# 11. PERSONNEL FILES

## A. Employee Access

1. Employees who wish to review their own files shall provide a written request to the Human Resources Department and shall have such request granted within two business days (excluding weekends).
2. Copies of relevant materials within the personnel file shall be provided on written request by the Employee. Relevant materials include items in which the Employee has signed, initialed or are in regards to his/her job performance. Written requests for copies of other materials contained in the personnel file shall not be unreasonably denied.

3. Employees will receive copies of all disciplinary notice(s) placed in their personnel files and shall have the right to rebut in writing any disciplinary notice. Such rebuttals, other than grievances, shall be attached to the disciplinary notice and placed in the personnel file.
4. In any case where the Employer and the Union agree to revise personnel record materials, the Employer shall, upon request, provide evidence of the revision.

#### **B. Management Access**

A member of management may view only the personnel files of Employees who are currently in his/her area of responsibility, or are a prospective candidate for a vacant position in his/her area of responsibility. In handling personnel files, management shall maintain the security and confidentiality of such files and store such files in a secure area when not in immediate use.

#### **C. Union Access**

1. In the case where the Union is bringing a grievance, the Union has a right to request all relevant written materials regarding individual cases prior to the decision to arbitrate. This may include relevant parts of a particular personnel file.
2. Such information shall be provided in a timely manner.

#### **D. Purging the Personnel File**

1. Disciplinary materials, including complaint letters, shall be removed from an Employee's personnel file after twelve (12) months. Disciplinary actions for gross misconduct shall be removed after five (5) years, if the Employee is not terminated for the offense.
2. If grieved or arbitrated and/or the charges of the offense are determined to be without merit or otherwise withdrawn, all records shall be purged of any references.
3. It is understood by both parties that the Employer shall not be required to remove copies of public records or documents which are required to be retained by applicable law, government regulations, or other legal requirements.

- E. In the event that all or part of the personnel file becomes computerized or stored in any other form than the paper files currently used, all these same provisions shall apply.

### **12. INTRODUCTORY PERIOD**

For Employees hired on or after the effective date of this Agreement, he/she may be dismissed without recourse to the grievance procedure during the introductory period - first ninety (90) days of employment.

If a Per Diem Employee has not completed thirty (30) days of work within said ninety (90) days, the introductory period will be extended through the Employee's thirtieth (30<sup>th</sup>) day of work or through the one hundred and thirty-fifth (135<sup>th</sup>) day of employment, whichever occurs first.

### **13. MANDATORY MEETINGS AND REQUIRED TRAINING**

- A. All mandatory staff meetings and required on-site training shall be paid. If an Employee is already working a shift during those hours, his/her pay will continue as usual as if he/she was working his/her normal shift. If an Employee must come in on his/her time off in order to fulfill this training, he/she will be paid the rates that would apply if it were a regular shift, but not less than two (2) hours' worth of pay, even if the meeting lasts less than two (2) hours. Employees will not attend mandatory staff meetings or required training without compensation.
- B. The Employer will provide as much notice as possible for mandatory meetings or required training that occurs outside an Employee's regular schedule and not less than fourteen (14) days' notice, except in cases of emergency situations.
- C. An Employee who has a legitimate reason to miss a mandatory meeting and/or required training shall be excused without penalty. Examples of legitimate excuses include, but are not limited to, medical, bereavement, a second job, etc. In those situations where an Employee has been excused from attending a mandatory meeting or required training, the Employer will make reasonable efforts to insure the Employee is able to receive the information from an alternative source. An Employee who does not have a legitimate reason to miss a mandatory meeting will be disciplined in accordance with the Employer's attendance policy.
- D. When introducing a new policy or new equipment, the Employer shall provide all the materials and training necessary to implement the new policy or equipment.

### **14. EMPLOYMENT CATEGORIES**

#### **A. Benefited Employees**

- 1. Full-Time—Employees hired into a position regularly scheduled to work thirty (30) or more hours per work week or sixty (60) or more hours per pay period. A twelve (12) hour shift Employee working a seventy-two (72) hour pay period is considered a regular full-time Employee. Employees in this category are eligible for all benefits.
- 2. Part-Time—Employees hired into a position regularly scheduled to work twenty (20) or more hours per week or forty (40) or more hours per pay period, but less than sixty (60) hours. Employees in this category are eligible for all benefits.

#### **B. Non-Benefited Employees**

- 1. Per Diem—Employees hired with the expectation that they will not be regularly scheduled to work or who are regularly scheduled to work less than twenty (20) hours per week or less

than forty (40) hours in a pay period. Per Diem Employees are used only when regular staffing cannot cover. Employees in this category receive all legally required benefits and are eligible to purchase the Value medical plan in compliance with the Affordable Care Act but are not eligible for additional benefits except retirement program eligibility.

2. Temporary—Employees hired for a specified limited period of time and for a specific and temporary purpose, to replace a specific Employee on leave of absence or for a short-term project when bargaining unit Employees have been solicited and the need cannot be filled. Temporary employment, whether full-time or part-time, will last a maximum of ninety (90) calendar days, unless approval for an extension is given. Employees in this category are eligible for legally required benefits only and do not receive additional pay in lieu of benefits. Employees do not accrue seniority while in a Temporary status and are not eligible for wage increases unless expressly provided for herein.
  - a. The ninety (90) calendar days may be extended in any given case by mutual agreement of the Employer and the Union, and the Union's agreement to such extension will not be unreasonably denied. This period may not be extended by the use of temporary assignments beyond a twelve (12) month period.
  - b. The Union shall be notified of the specific purpose, including the specific Employee being replaced and anticipated length of the temporary work assignment in each case.
  - c. Temporary employment lasting for more than the period provided above, or any extension agreed upon, shall be posted as a job vacancy in accordance with Article 20 - Seniority.
  - d. In the event a Temporary Employee becomes a Full-Time or Part-Time Employee, the qualifying date for pay raises starts with his/her most recent date of continuous employment, and the qualifying date for benefit eligibility and accrual is the date of reclassification to Full-Time or Part-Time status.
  - e. A Temporary Employee shall not be terminated solely to prevent his/her advancement to Full-Time or Part-Time status when the temporary job continues in effect or for the sole purpose of keeping a regular job constantly staffed by Temporary Employees.
  - f. Temporary positions that are expected to last for more than ninety (90) calendar days will be posted in accordance with Article 20 -Seniority. Employees shall be eligible for a temporary position and shall bid on such positions in accordance with Article 20 - Seniority. Upon conclusion of the temporary position, the bargaining unit Employee shall be returned to his/her former position. A Full-Time or Part-Time Employee who requests and receives a temporary position of forty (40) or more hours each pay period will continue to maintain his/her Employee category and benefited status during the period of temporary employment.



## 15. HOURS OF WORK

### A. Straight Time

The Employer may assign or schedule Employees to straight time shifts of up to twelve (12) hours (e.g. 8-, 10- or 12-hour shifts, etc.). For all hours within such shifts, pay will be at the Employee's straight time hourly rate, plus shift differential, if applicable. For scheduling purposes, a full-time week shall be five (5) eight (8) hour shifts, four (4) ten (10) hour shifts, or three (3) twelve (12) hour shifts.

### B. Definitions

1. "Work day" means a consecutive twenty-four-hour period beginning at the same time each day.
2. The "work week" means seven (7) consecutive workdays commencing Sunday at 12:00 a.m.
3. The "pay period" means two consecutive workweeks. The Employer agrees that it will only change the work day, work week or pay period in compliance with the provisions of the Fair Labor Standards Act and after first notifying the Union and, upon request, meeting and conferring with the Union.

### C. Overtime

Employees shall receive overtime at the rate of time and one-half (1 ½) their regular rate of pay as follows:

1. Eight (8) hour Employees working under the 8/80 option pursuant to the Fair Labor Standards Act shall be paid overtime at the rate of one and one half (1 ½) times their regular rate of pay for all hours worked in excess of eight (8) in a day or eighty (80) in a pay period.
2. For hours worked in excess of forty (40) in a work week (unless employed on an 8/80 schedule). Additionally, overtime shall be paid to:
  - a. 10-hour shift Employees for hours worked in excess of 10 in a day.
  - b. 12-hour shift Employees for hours worked in excess of 12 in a day.

### D. No Mandatory Overtime

There shall be no mandatory overtime except in cases of emergency declared by state, local or federal government or an unpredictable or unavoidable occurrence at unscheduled or unpredictable intervals relating to healthcare delivery requiring immediate medical interventions and care such as natural disasters, situations of mass casualties or an internal emergency endangering patient care such as fire, structural collapse, bomb threats or hazardous material spills.

The use of mandatory overtime, described above, shall be limited to those extraordinary circumstances where efforts have been made to obtain voluntary or external assistance in providing the care, but additional staffing is still required to provide a safe level of patient care and also to limit the burden imposed upon the individual Employee.

#### E. Rotation of Shifts

For the purposes of this Article, "rotating shift" means that an Employee is required to work a shift other than his/her regular shift (e.g. day to p.m., p.m. today).

This provision shall not prevent the Employer from posting and filling a position which contains rotating shifts, nor shall it prevent an Employee from agreeing to work rotating shifts. This provision shall not apply to the following: instances when Employees commence a new regular schedule; a temporary rotation for the purposes of training, in-service, or evaluation; and a rotation to accommodate an Employee who is on jury duty. Nothing in this Article shall prevent the Employer from designing shift schedules for Employees on individual units with differing shift starting times less than five hours apart. If the Employer intends to implement such schedules, it shall first notify the Union and, upon request, bargain over such a schedule. This provision shall not require the Employer to change current practices where such schedules exist.

#### F. Rest Between Shifts

Except in the case of emergency or unforeseen circumstances causing staffing difficulties, or unless the Employee agrees, the Employer shall not schedule a shift for an Employee which commences within ten (10) hours of the end of the Employee's last scheduled shift.

#### G. Rest and Meal Periods

Each Employee shall be provided with one (1) paid rest period for every four (4) hours worked. Paid rest periods (breaks) are fifteen (15) minutes in length and are not intended to be combined or taken consecutively with another rest or meal period.

Employees working in excess of six (6) hours shall be provided with one (1) thirty (30) minute unpaid meal period each workday. Meal Periods are not intended to be combined or taken consecutively with rest periods. Employees are expected to take their breaks and arrange for appropriate relief, as required. In the event an Employee is unable to take their break, he/she will contact his/her supervisor.

If an Employee is interrupted during his/her meal period and is required by the Employer to perform work for any period of time, the Employee will be paid for the entire meal period

#### H. Posting of Work Schedules

1. Work schedules shall be posted at least fourteen (14) days in advance of their commencement and cover a minimum of twenty eight (28) days. Once posted, established

schedules may not be changed except by mutual agreement between the Employee and the Employer, or in the case of an emergency or unforeseen extraordinary circumstance causing staffing difficulties.

2. Employees in the same department may, by mutual agreement, submit requests to exchange days off provided they are qualified and that overtime or other premium pay does not result and that such requests have the advance approval of their supervisor or manager. All such requests must be submitted in writing and approved.
3. Nothing in this provision shall prevent the Employer from automating its scheduling methods in the future, with the understanding that any new scheduling method shall maintain all provisions of this Agreement.

## **16. SHIFT DIFFERENTIALS AND STANDBY**

### **A. Definitions**

1. "Day shift" means the majority of scheduled hours fall between 7:00 am and 3:30 pm.
2. "Mid-Day Shift" means the majority of scheduled hours fall between 3:00 pm and 11:00 pm.
3. "Night Shift" means the majority of scheduled hours fall between 11:00 pm and 7:00 am.
4. "Weekend Shift" begins at 7:00 pm on Friday and continues through 7:00 am on Monday.

### **B. Shift differential**

1. There is no shift differential for 8, 10 and 12-hour day shifts, 7:00 a.m. to 7:00 p.m. Monday through Friday.
2. The shift differential for work performed on the Mid-Day shift is paid at:  
Non-licensed staff at \$1.25 per hour;  
Licensed clinical staff at \$2.00 per hour, including lab assistants.
3. The shift differential for work performed on the Night shift is paid at:  
Non-licensed staff at \$2.25 per hour;  
Licensed clinical staff at \$3.00 per hour, including lab assistants.
4. The Weekend shift differential is paid at \$2.00 per hour, as is available to licensed clinical staff only, including lab assistants.
5. When shifts overlap the designations above, differentials will be calculated by where the majority of scheduled hours fall. For example, if the majority of the shift falls between 3:00 pm and 11:00 pm, the Mid-Shift differential will apply.

6. Shift differential pay will be included in the calculation of the average hourly rate for the purpose of computing overtime.

## STANDBY

### Definition:

Standby is used in departments where patient census fluctuates. An Employee is placed on a schedule and is to be available via phone to come back to the facility should patient census increase. Once called, the Employee is to return to the facility within 30 minutes. This time is called "standby" and is paid at the standby rate of \$5.00 per hour.

### Utilization:

When an Employee is scheduled and placed on standby, the Employee is eligible for this pay until called into work. When the Employee is called back into work, the Employee should clock IN once arriving at the facility using the CALL BACK button. The Employee will be guaranteed two hours of call back pay which is paid at one-and-one-half ( 1 ½ ) times his/her base rate. This will reduce the standby pay by a minimum of two hours. The two-hour guarantee for the call back covers all call backs during the two-hour period from the time the Employee clocks IN. A new two- hour guarantee begins two hours after the next IN call back clocking after the previous two-hour guarantee. Standby and the two-hour guarantee shall not exceed the number of hours scheduled for standby.

## PRECEPTOR PAY

Relief Preceptor Pay \$1.50/hr Licensed (Respiratory Therapist and Radiology Tech I, II, III)  
\$1.00/hr non licensed (All other members of the bargaining unit)

## 17. MANDATORY DAY OFF (MDO), STANDBY, CALL-BACK

### A. Mandatory Day Off (MDO)

#### 1. Every Effort to Avoid Call-offs

Insofar as it is practicable, the Employer will make every effort to avoid daily cancellations in accordance with Article 19 - Job Security. However, occasionally it may be necessary to require an Employee to take time off during temporary periods of low census or on other occasions when staffing needs to be adjusted on a temporary basis. MDO time must be approved by a supervisor or department manager. Eligible Employees who are cancelled may take the day off without pay or use vacation at their discretion.

#### 2. MDO as Time Worked

If an Employee is cancelled, the hours that an Employee was scheduled to work shall count as time worked for the following, including but not limited to:

- a. Vesting and service credit under the Employer's retirement plan;
- b. Waiting periods under health insurance and other benefit plans;
- c. Vacation/Sick Time accruals;
- d. Application of Shift Differential

MDO time shall not affect an Employee's status (i.e. Full-time or Part-time).

### 3. Order of Call-off

Subject to patient care considerations and staffing needs, when it is necessary to cancel Employees pursuant to this Article, the following procedure shall be followed and the Employees shall be called-off in the following order:

- a. Registry (Local Agency);
- b. Travelers;
- c. Employees receiving double time;
- d. Employees receiving overtime or other premium pay;
- e. Volunteers
- f. Temporary Employees;
- g. Per Diem Employees;
- h. Part-time Employees working shifts over and above their regular schedule;
- i. Full-time and Part-time Employees working their regular schedules.

Within each category above, call-offs shall be by rotation beginning at the bottom of the seniority roster provided that the remaining Employees are qualified and able to perform the work.

### 4. Call-off Notice

The Employer will call-off Employees at least two (2) hours prior to the commencement of their scheduled shift.

### 5. Called-off Employees Off the Schedule

Once called off, an Employee is considered off the schedule and shall not be required to maintain contact or be available to work, unless the Employee has been placed on standby status and is compensated accordingly, for the shift or portion thereof.

### 6. Seniority Among Volunteers

If more than one Employee in an affected department volunteers to be cancelled, seniority shall prevail.

## 7. Reporting Pay

An Employee who reports to work as scheduled, but is called off in less than two hours of working, shall nonetheless receive two (2) hours' pay.

### B. Standby and Callback

1. Employees who are placed in a standby status will not be required to remain on the Employer's premises, but will be required to be available to be reached by telephone, cell phone or beeper if their services are needed.
2. An Employee who is in a standby status must be available and reachable by phone or beeper and, if he/she is called into work, he/she must respond. Employees cannot choose not to be available for work if they are in a standby status.
3. Employees in standby status who are called back are expected to report to work as soon as reasonably possible, but not more than thirty (30) minutes from the time the callback notice is received.
4. Employees in a standby status shall be paid in accordance with the Article 16 - Shift Differentials.
5. When called back to work from an Employer-assigned standby period, an Employee shall be paid time-and-a-half (1 1/2) his/her base hourly rate, plus any applicable shift differential, for all hours worked on such callback.
6. The Employer shall guarantee an Employee called back from standby a minimum of two (2) hours' work, two (2) hours' pay, or two (2) hours' combination of work and pay.

### C. Non-Elective Standby

If an Employer department is closed, it may be necessary for Employees to be placed on standby. This is not classified as elective standby. In this situation, Employees may utilize accrued vacation/sick time hours to subsidize the standby pay. An Employee placed on non-elective standby shall not lose his/her placement on the standby rotation. Total dollars paid may not exceed compensation for a regularly-scheduled shift or vacation/sick unless the Employee is called back to work.

## 18 - DISCIPLINE

### A. Just Cause

The Employer may only discipline or terminate an Employee for just cause. Any discipline or discharge may be subject to the grievance procedure in Article 10.

## B. Progressive Discipline

Unless circumstances warrant severe and immediate actions, the Employer will utilize a system of progressive discipline. Progressive steps shall include verbal counseling, written counseling and/or warnings, disciplinary suspensions without pay and termination of employment. Any discipline must be presented to the Employee no later than 10 days from the date on which the Employer became aware of the incident, event or actions leading to the discipline, unless the Employee, for whatever reason, is unavailable.

C. No Employee shall be held in unpaid investigatory suspension for more than seven (7) calendar days.

D. A written warning is a document designated as such by the Employer. An Employee who receives a written warning shall be given a copy of the warning and may sign a receipt to acknowledge having received the document. Acknowledging receipt of the warning shall not constitute an admission of the Employee's agreement with the substance of the warning. A Union grievance contesting a written warning shall be subject to the requirements of the grievance procedure in Article 10.

## E. Additional Representation Rights

1. The following holding of the U.S. Supreme Court in NLRB v. Weingarten, Inc., shall apply to investigatory interviews conducted by the employer that an Employee, upon his/her request, is entitled to have a Union representative present during an investigatory interview in which the Employee is required to participate and where the Employee reasonably believes that such investigation will result in disciplinary action. The right to the presence of a Union representative (Field Representative or Union Steward) is conditioned upon a requirement that the Union representative be available for participation in such investigatory interview within 24 hours, excluding Saturday, Sunday, and Holidays, of the Employee's request for his or her presence.
2. Any meeting between the Employer and the Employee in which discipline is to be issued, a Union representative shall be present if requested by the Employee.
3. If a Union representative is an Employee, he/she will not suffer a loss of pay if representing an Employee in either a disciplinary or investigatory meeting during working hours.

## F. Notification to Union

The Employer shall notify the Union of all involuntary disciplinary terminations within 72 hours, excluding holidays and weekends.

## 19. JOB SECURITY

The parties acknowledge a common goal and intent of providing employment and income security to Employees. As such, it is the intent of the parties to avoid displacement of Employees, but recognize there are circumstances when avoiding displacement cannot be achieved. The parties acknowledge a mutual intention to make use of attrition, business growth, job matching, retraining and/or other mutually agreed upon mechanisms to accomplish this goal. Insofar as practicable, the Employer will make every effort to avoid displacing Employees, i.e., reductions in force, reduction in hours, daily cancellations, and job elimination on a temporary, indefinite, or permanent basis. The parties agree that Employees faced with displacement from their positions shall be given first consideration for reassignment or floating wherever possible in lieu of involuntary reduction. Furthermore, if an Employee is displaced, the Employer will assist Employees in identifying other job opportunities in other departments with the Employer.

## 20. SENIORITY

### A. Seniority Defined

“Seniority” shall be defined as an Employee’s total length of part-time or full-time service at the Employer calculated from the original date of hire at Saint Mary’s Regional Medical Center.

### B. Uses of Seniority

An Employee’s seniority date shall be used in determining eligibility and scheduling for holidays, vacations, sick; hours/shifts, medical/dental/vision/401k contributions, and for all other purposes, including, but not limited to, layoffs, recalls, promotions, vacancies and transfers, unless specified otherwise in this Agreement.

When two or more Employees have the same seniority date, the most qualified Employee will be selected and/or retained.

### C. Seniority and Per-Diems

Per-Diem Employees shall accrue seniority only between and among the per diem pools. If an Employee moves from part-time or full-time to per diem, he/she carries his/her seniority to the Per-Diem position. If any Employee who was full-time or part-time becomes a per diem and then returns to a full-time or part-time position, the seniority his/her held at the time he/she went to the per diem status will be reinstated.

### D. Temporary Employees

Employees hired into temporary status do not earn seniority of any kind.



#### E. Adjustments to Seniority Dates

Seniority shall be adjusted by the following:

1. Periods of employment in a temporary status;
2. Periods of employment in a per diem status;
3. A layoff of twelve (12) months or less;
4. Personal leaves of absence (except for military leave, workers compensation, Union Leave and the portion of a leave mandated under state or federal laws);
5. The period between voluntary termination and rehire when reemployed within 90 days of termination;
6. A former bargaining unit Employee who returns to the bargaining unit within 90 days shall have his/her seniority restored but shall not receive seniority credit for time spent in a non-bargaining unit position.

#### F. Loss of Seniority

1. Discharge with cause;
2. Voluntary termination of employment without rehire in excess of 90 days
3. Layoff without recall/rehire in excess of twelve (12) months.
4. At retirement

#### G. Seniority List

The Employer shall maintain seniority lists, which will be provided to the Union upon request but no more often than once every six (6) months.

### **21. POSTING AND FILLING VACANCIES**

#### A. Definition

For the purposes of this Article, "vacancy" means a vacated or newly-created position at the Employer, but does not include a work assignment or work shift change or an approved voluntary reduction in hours.

#### B. Posting Period and Process

Openings for vacancies covered by this Agreement are posted for a minimum of seven (7)

calendar days before the Employer fills the job on a permanent basis. Vacancies are posted on the Employer's Intranet.

Position Postings shall include:

1. Job title, department, location (facility)
2. Employment category (e.g., Full-time, Part-time, Per-diem)
3. Qualifications and job summary
4. Hours, shift and days off (if fixed)
5. Whether days off are fixed or variable
6. Dates of posting

#### C. Elimination of Positions

Both parties recognize that there are reasons why posting would not be warranted, for example to avoid a layoff, to avoid excessive call-offs, to effectuate changes due to loss of volume to meet legal/legislative requirements, to change skill mix, and/or to change services or business lines.

In all cases where the Employer intends not to post a vacancy, it will so notify the Union in writing, within thirty (30) days of the date on which the position became available. Nothing herein is intended to alter any obligations the Employer may have under this Agreement.

#### D. Preference Order

Preference among those bidding shall be given in the following order among bidding Employees from the same preference level, seniority shall govern. For lead positions only, they will be offered the position based first on the applicant's ability to fill the position.

1. Regular (i.e., Full-time or Part-time) Employees from the same department, including Employees on layoff, as well as regular Employees on layoff who remain on the per diem list.
2. Regular Employees from other departments, including Employees on layoff, as well as regular Employees on layoff who remain on the per diem list.
3. Per Diem Employees from the same department.
4. Per Diem Employees from other departments.
5. Applicants who are former Employees who left in good standing with not more than one (1) year's absence from the Employer.

#### E. Eligibility

1. Employees who have not completed their 90-calendar day introductory period are ineligible to apply for a position on another unit or in Prime Healthcare-facility.
2. An Employee who is awarded a posted position may not be awarded another posted vacancy within the next six (6) months unless:
  - a. The vacancy arises in the Employee's same department or
  - b. The Employee is in his/her current position as a direct result of an involuntary job change or layoff.

#### F. Notification of Selection

Employees who submitted a bid for a posted vacancy shall be informed by the Employer in writing (electronically) within thirty (30) days of whether or not they are awarded the position.

#### G. Evaluation Period after Promotion or Transfer

1. Employees who are promoted or transfer through the bidding process shall have orientation as necessary.
2. Transferred Employees cannot be terminated for failure to pass the ninety (90) day introductory period, but only for rule infraction or inability to perform, subject to the provisions in Article – 18 Discipline.
3. If the Employee fails to perform satisfactorily, he/she shall be returned to his/her former position including shift, assignment and scheduled hours without loss of seniority, if it is still available.
4. No acts of recrimination shall result from transfer requests.

## 22. REDUCTION IN FORCE

Insofar as practicable, if after exercising every effort to avoid layoff in accordance with Article 19 - Job Security, it is necessary to conduct a layoff, then such layoff shall be undertaken as set forth below. It is the intent of the following provisions to protect the most senior Employees in the case of reductions, and to preserve their shift and hours as is practicable under the circumstances.

#### A. Preliminary Issues

1. For the purposes of this Article "reduction" means an involuntary, indefinite elimination of a position or hours and does not include Mandatory Days Off (MDO). "Affected unit/department" means a unit/department where a reduction has occurred or is planned.

“Affected Employee” means an Employee whose position is the subject of a reduction.

2. The Employer will conduct any reduction in such a way to avoid an adverse impact with regard to race, creed, national origin, sex, age, veteran status, marital status, sexual orientation, disability, or any other basis protected by law.

## B. Reductions

### 1. Implementation of Reductions

- a) Before implementing a reduction on any unit/department, the Employer will first:
  - 1) Solicit volunteers on all affected units/departments who wish to resign; and
  - 2) Return to his/her former unit/department, scheduling category and shift any Employee temporarily assigned to or from an affected unit/department.
- b) Reductions will be conducted by job classification, within a unit/department. Departments are listed in Article 20 - Seniority. However, the Employer may decide to cluster similar and/or closely related units, whether or not they are in the same location, for purposes of a reduction.
- c) Before implementing such a decision, the Employer shall first notify the Union and, upon request, shall negotiate with the Union. In addition, the Union may request that the Employer cluster two or more units. In making the decision to cluster, factors such as the following will be considered: the extent to which the units rely on each other for vacation and other relief; the extent to which there has been cross-training; the extent to which there is floating between the units; and the extent to which the Employees in different units have equivalent qualifications and perform substantially similar duties.
- d) If two or more units have been clustered under this subsection, references to “unit” in this Article shall mean such clustered units.
- e) Within each job classification, reductions will occur by Seniority as defined in Article 20 - Seniority, provided that, the remaining Employees are qualified and able to perform the work with reasonable orientation.

### 2. Order of Reductions

- a) Reductions will occur in the following order:
  - 1) Volunteers among an affected classification, as stated above in Section B.1.a. (1).
  - 2) Temporary Employees
  - 3) Per Diems
  - 4) Part-time Employees
  - 5) Full-time Employees
- b) It is understood that a reduction shall not prevent the Employer from retaining positions in categories (2) and (3) above and from reconfiguring positions, if such positions are

needed to ensure continuing operations of the unit/department. Affected unit/department Employees who do not retain their pre-reduction positions shall be given preference in filling such positions. Thereafter, unit/department positions shall be filled in accordance with Section C.

### C. Preferences for Employees

#### 1. Preference:

An affected Employee who does not retain a position on his/her unit/department under section B.2.b. ("displaced Employee") shall have preference for any posted bargaining unit position by the Employer.

#### 2. Conditions

- a) A displaced non-benefited Employee shall have preference over all other non-benefited Employees but shall have no preference over benefited Employees who are applying for positions in their own unit/department.
- b) In the event more than one displaced Employee entitled to preference applies for a posted position under this Section C, the position shall be awarded by Seniority.
- c) To qualify for preference in this Section C, a displaced Employee must apply for a posted position and must be qualified and able to perform the work with reasonable orientation.

#### 3. Layoffs and Benefits

##### a) Displaced benefited Employees

- 1) A benefited Employee who is not placed in a position under C.1. will be laid off and entitled to additional benefits and rights set forth in sections E, G and H.
- 2) If there is a vacant position in his/her category and shift at the Employer and the Employee does not apply for such a position, or applies for but does not accept the position if offered, the Employee will be considered as having resigned and will not be entitled to additional benefits and rights contained in Sections E, G and H.

##### b) Displaced non-benefited Employees

- 1) A non-benefited Employee who is not placed in a position under Section C.1. will be laid off and entitled to recall under Section H.
- 2) If there is a vacant position in his/her category and shift at the Employer and the Employee does not apply for such a position, or applies for but does not accept the

position if offered, the Employee will be considered as having resigned and will not be entitled to recall under Section H.

4. For the purposes of this Section C, a "posted position" means a vacant position which is posted at any time commencing with the notification date in Section D through the effective date of the reduction. No such position will be filled until there has been compliance with the provisions of this Section C.

#### D. Notification

1. The Employer shall notify the Union at least thirty (30) days before any reduction and shall, upon request, meet and confer with CWA regarding the impact of the reduction. Where possible, additional notice will be given.
2. Affected Employees will receive at least fourteen (14) calendar days' written notice, or will receive two weeks' pay in lieu of notice. Any payments to Part-time Employees will be prorated in direct proportion to their current scheduled hours as noted on the time card.
3. The Employer will comply with all applicable provisions of the Workers' Adjustment and Retraining Notification Act (WARN) and provide appropriate notice in those reductions which fall within the scope of WARN.

#### E. Severance Pay

1. Benefited Employees who have completed their probationary period and who are laid off in accordance with this Article will receive severance pay, in a lump sum, according to the following schedule. Benefited Part-time Employees will receive severance pay, per the schedule below, prorated in direct proportion to their current scheduled hours.

<u>Period of Service</u>	<u>Severance Pay Amount</u>
90 days through 1 year	1 week
1 – 2 years	2 weeks
2 – 3 years	3 weeks
3 – 4 years	4 weeks
4 – 5 years	5 weeks
5 – 6 years	6 weeks
6 – 7 years	7 weeks
7 – 8 years	8 weeks
8 – 9 years	9 weeks
9 – 10 years	10 weeks
10 – 11 years	11 weeks
11 – 12 years	12 weeks
12 years or more	13 weeks

2. With the consent of the Employer, an Employee, who otherwise would not have been laid off, may resign. Such an Employee shall be entitled to severance pay and benefits if, as a

result, another affected benefited Employee on the same unit/department, or clustered unit/department, is not laid off, but the Employee who voluntarily resigned shall not be entitled to recall or other rights under Section G.

#### F. General Severance Provisions

1. Severance is calculated as weeks of pay for regularly scheduled work at the Employee's most recent base salary level but does not include overtime or any other non-salary payments.
2. An Employee's signing of the general release for receipt of severance pay will not preclude the Union's ability to grieve the Employee's layoff or recall rights pursuant to the terms of this Agreement. In the event an arbitrator awards back pay, any severance monies paid will offset any such award.
3. Additionally, the Union and the Employer will make a good faith effort to reach Agreement regarding layoff. If the parties are not able to reach agreement, the Employer may implement and the Union may, within fifteen (15) days of the effective date of the layoff, submit the dispute to expedited arbitration for final and binding resolution.
4. Effective beginning the date of this Agreement, an Employee who is laid off, receives severance pay and is returned to work before the period which the severance pay covered, shall have their future entitlement for severance pay adjusted accordingly (e.g. the Employee who receives ten (10) weeks' severance pay and is returned in five (5) weeks would have five (5) weeks less of severance pay in the future).

#### G. Benefits

Laid off Employees who are covered by the Employer-sponsored health insurance will be covered until the last day of the calendar month in which the fourteen (14) day notice period (Section D.2) ends. Such Employees will also receive, in addition to and as part of their severance pay, the cash equivalent of two months' premiums for health, dental and vision insurance.

#### H. Recall of Laid-Off Employees

1. For a period of twelve (12) months from the date of layoff, and subject to qualifications, Employees who, as a result of a reduction, are or will be laid off or reduced from a benefited to a non-benefited status, are entitled to recall under the provisions of this Article.
2. In order to be eligible for recall, the Employee must keep the Employer informed as to his/her current address and current telephone number. Recall notice to Employees on layoff shall be sent by certified mail, return receipt requested, to the Employee's last known address, with a copy sent to the Union.

3. The Employee must return from layoff within ten (10) working days after receipt of notice to return to work, unless otherwise mutually agreed by the Employer and the Union, or lose all recall privileges.
  4. Within the period specified and subject to qualifications, Employees who, as a result of a reduction, are or will be laid off or who are reduced from benefited to non-benefited status may use their seniority to bid on vacant positions.
  5. An Employee shall remain on the recall list unless he/she is offered and declines a position in the same position classification and status as the position from which he/she was laid off or reduced from benefited to non-benefited status.
- I. An Employee's unused sick leave shall be reinstated if the Employee resumes work in a benefited position during the recall period.
- J. An Employee who is on layoff shall retain but not accrue seniority while he/she is on the recall list.

### **23. HEALTHCARE, DENTAL AND VISION BENEFITS**

The Employer shall offer medical, dental and vision benefits to eligible Employees

#### A. Medical Plan

The Employer will provide eligible Employees medical insurance plans for the life of this Agreement. Eligibility will be determined by the medical plans' Summary Plan Descriptions, which are incorporated fully into this Agreement.

The Employee's per pay period contribution is as follows:

<b>Plan Name</b>	<b>Full Time</b>	<b>Part Time</b>	<b>Per Diem</b>
<b>EPO Plan</b>	Per pay period (26)	Per pay period (26)	Per pay period (26)
Employee Only	\$0.00	\$45.60	Not Eligible
Employee + Spouse	\$66.36	\$91.20	Not Eligible
Employee + Child(ren)	\$52.97	\$76.15	Not Eligible
Employee + Family	\$126.67	\$151.98	Not Eligible
<b>PPO Plan</b>	Per pay period (26)	Per pay period (26)	Per pay period (26)
Employee Only	\$82.94	\$138.26	Not Eligible
Employee + Spouse	\$248.56	\$397.70	Not Eligible
Employee + Child(ren)	\$220.80	\$353.28	Not Eligible
Employee + Family	\$394.42	\$617.57	Not Eligible
<b>Value Plan</b>	Per pay period (26)	Per pay period (26)	Per pay period (26)
Employee Only	\$42.64	\$42.64	\$42.64
Employee + Spouse	\$91.20	\$91.20	\$91.20
Employee + Child(ren)	\$76.15	\$76.15	\$76.15
Employee + Family	\$151.98	\$151.98	\$151.98



The parties jointly commit to make reasonable efforts to reduce the Employer's health care premium costs and/or offset future increases. The parties intend to achieve this through a collaborative commitment to Employee and dependent wellness and healthcare management programs (See Section C) together with cost control strategies. The parties are committed to and will meet regularly to identify, explore and evaluate opportunities to reduce medical plan(s) costs.

**A. Dental and Vision Insurance:**

For the life of the Agreement, the Employer will provide dental and vision plans to eligible Employees and dependents.

The Employee's per pay period contribution is as follows:

Delta Dental PPO Plan	Full-Time Employee (per pay period)	Part-Time Employee (per pay period)	Per Diem
Employee Only	\$6.49	\$6.49	Not Eligible
Employee + Spouse	\$16.09	\$16.09	Not Eligible
Employee + Children	\$15.42	\$15.42	Not Eligible
Employee + Family	\$23.16	\$23.16	Not Eligible

Delta Dental 1200 Plan	Full-Time Employee (per pay period)	Part-Time Employee (per pay period)	Per Diem
Employee Only	\$11.31	\$11.31	Not Eligible
Employee + Spouse	\$22.35	\$22.35	Not Eligible
Employee + Children	\$24.58	\$24.58	Not Eligible
Employee + Family	\$34.12	\$34.12	Not Eligible

Delta Dental PPO 2500 Plan	Full-Time Employee (per pay period)	Part-Time Employee (per pay period)	Per Diem
Employee Only	\$22.95	\$22.95	Not Eligible
Employee + Spouse	\$45.43	\$45.43	Not Eligible
Employee + Children	\$45.29	\$45.29	Not Eligible
Employee + Family	\$70.17	\$70.17	Not Eligible

Vision Plan/ Signature A	Full-Time Employee (per pay period)	Part-Time Employee (per pay period)	Per Diem
Employee Only	\$2.72	\$2.72	Not Eligible
Employee + Spouse	\$5.45	\$5.45	Not Eligible
Employee + Children	\$5.83	\$5.83	Not Eligible
Employee + Family	\$9.31	\$9.31	Not Eligible

Vision Plan/ Signature C	Full-Time Employee (per pay period)	Part-Time Employee (per pay period)	Per Diem
Employee Only	\$6.78	\$6.78	Not Eligible
Employee + Spouse	\$13.56	\$13.56	Not Eligible
Employee + Children	\$14.51	\$14.51	Not Eligible
Employee + Family	\$23.18	\$23.18	Not Eligible

**B. Employee Health and Care Management Program**

The Employer will implement a voluntary Health and Care Management Program to improve the health and well-being of Employees and reduce the incidence of chronic diseases among

Employees. The Employer and Union will meet to secure Union input, recommendations and engagement with respect to program content and implementation. The Union and Employer agree that they will work together to encourage Employee health and participation. Topics for discussion may include health risk assessments, disease management, nurse advice lines, care management and third-party health coaches and healthy lifestyles and actions to encourage and support widespread Employee participation in these programs. The Employer will not make unilateral changes in any mandatory subject of bargaining without meeting its obligation to bargain with the Union.

#### C. Medical Plans

The Employer shall retain the ability to establish plan designs, benefit levels and rates for the non-Employer paid plans, but shall notify the Union by October 1st of each year of any changes.

### 24. VACATION AND OTHER LEAVES

#### A. Bereavement Leave

When a death occurs in the immediate family of a benefited Employee, the Employee shall be entitled to a leave of absence of up to three (3) days or 24 hours with pay. The leave will be unpaid for non-benefited Employees. Up to three (3) days or 24 hours of bereavement leave may be taken following the death or before, during or after the scheduled funeral or memorial service. Such leave shall not exceed the normal number of scheduled hours within a normal work week. "Immediate family" includes current spouse, children, parents, stepparents, legal guardian, stepchildren, siblings, current in-laws, grandparents, grandchildren, and legally-designated domestic partner. A benefited Employee may request additional time off as vacation, or if the Employee has exhausted his/her vacation, may request unpaid leave. The Employer will not unreasonably deny such a request. The bereavement leave is available from date of hire.

#### B. Jury Duty

1. A benefited Employee called for jury duty on a scheduled workday will receive three days, or up to 24 hours, regular pay when he/she reports for jury duty at a time when he/she would have worked according to his/her regular schedule. Regardless of shift, an Employee shall be relieved of his/her Employer duties during the time he/she is required to be on jury duty.
2. Employees must show the jury duty summons to their supervisor as soon as possible so that the supervisor may make arrangements to accommodate the Employee's absence. The Employee must report for work whenever the court schedule permits. The Employer may request an excuse for jury duty if, in the Employer's judgment, the Employee's absence would create serious operational difficulties.
3. Employees who are placed on telephone standby by the Jury Commissioner are required to work if scheduled to do so. The Employer may waive this requirement where the nature of

the work and the availability of the personnel will not permit the Employee to leave the department on short notice.

4. Employees who volunteer their services to be jurors on the Grand Jury or in the U.S. District Court are not eligible for jury duty pay.

### C. Witness Pay

Employer will reimburse Employees at their straight time hourly rate, for the time spent in necessary traveling, waiting and testifying when the Employee is subpoenaed by the Employer or an affiliated organization to appear in court or at a deposition, or by any other party when the Employee is subpoenaed to appear in court or at a deposition to testify as to matters arising out of his/her employment. If the Employee uses his/her own vehicle, Employer will reimburse the Employee for the round trip mileage between the worksite and the place of appearance at the rate permitted by the Internal Revenue Service. An Employee will not be reimbursed in cases where the Employer or an affiliated organization is not a party to the action unless the matter arose out of his/her employment.

### D. Vacation

- Purpose

Eligible Employees shall accrue vacation time, which includes time to be used for vacation, personal needs, sick, etc.

- Eligibility

Regular full-time benefit-eligible Employees will accrue vacation each pay period based on the number of hours the Employee was hired to work and years of service with Saint Mary's Regional Medical Center. (See the vacation accrual chart). Part-Time Employees will be pro-rated.

Per Diem Employees and Employees who are hired to work less than 20 hours per week are not eligible for vacation accrual.

- Procedure

#### a. Accrual

Once the vacation maximum limit of 320 hours is accrued, an Employee will stop accruing vacation hours until some of the vacation balance is used.

Vacation is accrued based on hours hired to work, not hours actually worked, in any given pay period. Vacation does not accrue on premium or overtime hours. Vacation also does not accrue for "on-call" hours.

b. Taking Vacation

Employees are eligible to use their accrued vacation only after they complete 90 days of service at the Employer. Use of vacation time must be pre-approved by the Employee's supervisor. Use of vacation for sick time or family emergencies requires the Employee to notify their supervisor as early in advance as possible.

The supervisor may deny requests for vacation based on staffing requirements of the department/unit.

An Employee taking time off must use vacation or sick time (whichever is applicable), except in the case of an MDO (Mandatory Day Off). An Employee who is asked to "flex-down" or take an MDO day may elect to utilize his/her accrued vacation or they may take the MDO without pay. If the Employee chooses to use vacation, they must use enough hours of vacation to represent an entire shift minus any time they worked during that shift.

- c. Employees begin accruing vacation on their date of hire. Employees who have a status change from an ineligible position to an eligible one will begin accruing vacation from the effective date of the position change.
- d. An Employee who has a status change from benefit-eligible to non-eligible status stops accruing vacation on the last date worked in the eligible status. Vacation balances (earned but unused hours) are paid at the end of the pay period following the status change.
- e. Accrued vacation, eligible for use, is reflected on the Employee's pay statement each pay period. Employees may only access vacation hours accrued and reflected on the most recent pay-advice. Vacation in excess of accrued hours cannot be taken as paid.
- f. Vacation Cash Out  

During June and December of each year, eligible Employees will have the opportunity to make an irrevocable election to cash out up to 80 accrued vacation hours. The cash out times are the first pay period in June and December. A copy of the policy and forms are available in the Human Resources Department.
- g. Unused vacation cannot be used to extend the date of resignation or termination of employment. Once notice has been given, an Employee cannot utilize vacation time.
- h. Payment of all vacation will be at the Employee's base rate of pay, not including shift differentials or other ancillary pay.
- i. Employees that have experienced an industrial injury/illness who do not have enough accrued sick time to cover the first seven days of the time away from work must use available accrued vacation.

#### E. Peak Vacation / Holiday Times

During the peak vacation months of June, July, August and December, vacation will be granted in increments of no more than two consecutive weeks.

Vacation during holiday weeks/days including Thanksgiving, Day after Thanksgiving, Christmas, New Year's Eve, and New Year's Day, may not be granted two years in a row for those departments and areas that are open on these holidays. At these holiday times, vacation will be granted in increments of no more than one week provided that department staffing needs can be met and the same holiday was not taken off in the previous year.

#### F. Recording Vacation Time Taken

Vacation cannot be used in excess of the Employee's regular schedule unless an Employee is scheduled to take vacation on a normal workday and then works additional hours on a non-regular workday.

#### G. Payout of Unused Paid Time Off at Separation or Retirement

If the Employee retires or separates from the Employer voluntarily, the Employee is eligible to receive payment at 100% of the value for unused vacation accruals. Employees terminated by the Employer for cause are not eligible for this benefit.

#### H. Vacation Scheduling

1. Employees shall submit written vacation requests between the 1<sup>st</sup> and 15<sup>th</sup> day of October for the twelve (12) months commencing the next January. Vacation will then be scheduled subject to operational needs and holiday coverage and, in the event of conflicting requests, shall be granted on the basis of seniority within the department for non-nursing positions and within the unit for nursing positions. The Manager shall notify Employees by November 30<sup>th</sup> of approval or disapproval of their requests.
2. After the October 15<sup>th</sup> deadline, vacations will be granted on a first come first serve basis subject to operational needs and holiday coverage including the need to accommodate previously scheduled vacation. Employees shall make such vacation requests in writing, at least four (4) weeks prior to the proposed vacation date. Shorter notice shall be acceptable upon mutual Agreement between the Manager and Employee, confirmed in writing by the Manager in advance of the commencement of vacation.
3. If an Employee changes units or departments, the Employer will not unreasonably deny previously approved vacation requests.
4. If an Employee is involuntarily transferred to another unit/department due to department/unit closure or merger, the Employee will keep his/her scheduled vacation time.

**Full-Time/Part-Time Employee 8.0 Hr.**

Years of Service	Vacation Max	Per Hour	Hours Per Year	Days Per Year	Cap
<1 – 5	3.0769	0.03846	80	10	320 Hours
Over 5-10	4.6153	0.05769	120	15	320 Hours
Over 10	6.1537	0.07692	160	20	320 Hours

**Full-Time/Part-Time Employee 12.0 Hr.**

Years of Service	Vacation Max	Per Hour	Hours Per Year	Days Per Year	Cap
<1 – 5	3.0769	0.04273	80	10	320 Hours
Over 5-10	4.6153	0.06410	120	15	320 Hours
Over 10	6.1537	0.08547	160	20	320 Hours

**25. PAID SICK TIME****A. Purpose**

The Employer provides benefited Employees with paid sick time that allows Employees to take time away from work for personal illness/injury. Sick Time is paid at the Employee's base hourly rate and does not include differentials or premiums.

**B. Eligibility**

All full-time and part-time benefited Employees are eligible to accrue paid sick time. New Employees are eligible to access paid sick time after the first 90 days of employment. A non-benefited Employee who has changed to benefited status and has already completed the benefit eligibility period is eligible to use paid sick time the first of the month following the change to benefited status.

**C. Sick Time Hours**

Employment status determines the number of paid sick time available to a benefited Employee. (See chart below)

Unused paid sick time from one plan year is carried over to the next plan year, up to a maximum of 120 hours.

**D. Utilization of Paid Sick Time**

Should an Employee become ill/injured and unable to report to work, the Employee must notify their immediate supervisor as far in advance as possible. A note from a physician verifying the need to utilize paid sick time may be required.

**E. Status of Paid Sick Time at Transfer, Termination or Retirement**

Employees transferring between departments will maintain their paid sick time accrual balance. Paid sick time may not be used once an Employee has given notice of termination. No sick time is paid out at termination of employment.

**F. Substitution**

Benefited Employees must utilize paid sick time for their personal illness. If all paid sick time hours have been used, the Employee must substitute vacation for the time missed from work.

**G. Full Time Employee Paid Sick Time**

Employment Status	Accrual Per Pay Period	Paid Sick Time Hours Earned per Year	Days Per Year	CAP
Regular Benefit-Eligible Full-Time Employees	1.8461 Hours	48 Hours	6	120 Hours

**H. Part-Time Employee Paid Sick Time**

Part-time Employee paid sick time will be prorated based on hours scheduled to work.

**26. OTHER BENEFITS**

The Employer will provide optional benefits to its Employees for the life of this Agreement. These benefits include: Basic Life and Accidental Death and Dismemberment Insurance (100% Employer paid); Voluntary Life Insurance and Accidental Death and Dismemberment Insurance (100% Employee paid); Voluntary Long-Term Disability Income Insurance (100% Employee paid) and Identity Theft program and Travel Insurance (100% Employee paid as long as plan continues to be offered as part of Basic Life benefit)

**27. TUITION REIMBURSEMENT AND CONTINUING EDUCATION UNITS**

The Employer and Union agree that continuing education is a vital and integral part of the Employee's professional and personal growth. The Employer encourages the ongoing education of the Employees it employs and to that end agrees to the following principles regarding continuing education.

**A. Continuing Education**

1. All Employees (excluding per diems) shall be entitled to paid continuing education time spent completing Health Stream assignments. Such time is not counted as "hours worked" for purposes of calculation of overtime.
2. Employees will be paid for attendance at education classes provided by the Employer-preferred providers, and which are required by the Employer and/or any licensing agency so as to maintain licenses in good standing.

## B. Tuition Reimbursement

### Full-Time and Part-Time Employees Eligibility

1. Employed for 12 months;
2. Initiated and completed during the Employer's employment period;
3. Immediate Director and HR Director must approve course/program;
4. Up to \$2,500 reimbursement per calendar year for full-time;
5. Up to \$1,250 per calendar year for part-time.

## C. Process

Within 60 days of course completion, the Employee must submit:

- A grade of "C" or better for formal education courses
- A certificate (copy) of completion of programs other than grade courses
- For details, please refer to the Hospital's Human Resources Policy.

## D. Requests for Continuing Education Time and Tuition Reimbursement

All requests for tuition reimbursement Continuing Education Time must be approved in advance by the Employer. Approval of Continuing Education Time shall not be unreasonably denied.

## E. Tuition Reimbursement will be provided for:

1. Courses required in accredited bachelors or advanced degree programs, or
2. Courses, examination or renewals for certifications.

## F. Tuition Reimbursement will be provided from those amounts available to the Employee as of the date of course completion, provided:

1. The Employee received advance approval;
2. The Employee satisfactorily completes the course;
3. The Employee submits all receipts for the reimbursable expenses (as described above);
4. Once submitted to Human Resources, tuition reimbursement is to be paid within (4) weeks.

## 28. HOLIDAYS

A non-exempt Employee who works on the following holidays shall be paid time and one half (1 1/2) of his/her regular rate of pay for actual holiday hours worked.

For twelve (12) hour Employees, the holiday pay will start at 6p/7p on the eve of the holiday and continue until midnight the day of the recognized holiday, in addition to any shift or weekend differential.

For eight (8) hour Employees, the holiday pay will start at 11p/Midnight on the eve/day of the holiday and continue until midnight the day of the recognized holiday, in addition to any shift or weekend differential.



The following holidays' premium will be paid for all hours worked between midnight (12:00 am) and midnight (12:00 am) of the actual holiday:

- Memorial Day
- Independence Day
- Labor Day
- Thanksgiving
- Day after Thanksgiving
- Christmas Day
- New Year's Day

Whenever possible for those departments open 24/7, a request for time off to observe the holiday is to be granted on the scheduled day of the actual holiday. This will be done on a rotational basis to ensure fairness. It is the Employee's responsibility to ensure that the day off is requested and scheduled with his/her supervisor. If this is impossible and the Employee must work on the day of the actual holiday, then the Employer will pay the Employee time-and-a-half ( 1 ½) for hours actually worked. For those departments closed on an Employer-recognized holiday (in the case where holidays fall on a Saturday or Sunday and the holiday is observed on the preceding Friday or subsequent Monday respectively), the Employee may access any accrued hours in lieu of hours worked as long as those hours do not exceed allotted hours or create overtime.

#### ACCRUAL RATES

The accrual rates for full and part-time Employees are as follows:

##### Full-Time/Part-Time Employee 8.0 Hour

ELIGIBLE SERVICE RATE	HOLIDAY MAX	PER HOUR	HOURS PER YEAR	DAYS PER YEAR	CAP
<1 - 5 years of service	2.1538	0.02692	56	7	56 hrs
Over 5 - 10 years of service	2.1538	0.02692	56	7	56 hrs
Over 10 years of service	2.1538	0.02692	56	7	56 hrs

##### Full-Time/Part-Time Employee 12.0 Hour

ELIGIBLE SERVICE RATE	HOLIDAY MAX	PER HOUR	HOURS PER YEAR	DAYS PER YEAR	CAP
<1 - 5 years of service	2.1538	0.02991	56	7	56 hrs
Over 5 - 10 years of service	2.1538	0.02991	56	7	56 hrs
Over 10 years of service	2.1538	0.02991	56	7	56 hrs

Accrued holiday time shall be available to the Employee for future use, under the terms and conditions of vacation time, as provided for in this Agreement.

## 29. LEAVES OF ABSENCE

### A. Types and Maximum Duration of Unpaid Leaves

#### 1. Personal Disability Leave

Leaves of absence are granted when an Employee is unable to work because of disability or illness (including disability due to pregnancy or pregnancy-related conditions). The Employer will grant such leaves to the extent required under state and federal law.

## 2. Military Service

The Employer will grant military leaves of absence to an eligible Employee, other than a Temporary Employee, in accordance with federal law. The Employee will provide the Employer copies of active orders prior to military leave.

An Employee requesting a military leave of absence need not exhaust vacation/sick benefits prior to being placed on such a leave. The parties acknowledge that an Employee will attempt to fulfill military commitments during non-work hours.

## 3. Medical Leave

- a. The Employer will comply with state and federal leave laws.
- b. In order to be eligible for medical leave, the Employee must provide to the Employer or the Employer's designee a medical certification, in advance where practicable and foreseeable, the probable duration and confirmation that the Employee is unable to perform his/her job duties due to the medical condition.
- c. Benefits under this Agreement shall be maintained during the paid portions of leave and/or during any portion of the leave that qualifies for FMLA leave. Beginning on the first day of the month following the exhaustion of paid time and/or maximum FMLA leave, the Employee may elect to continue benefit coverage under COBRA by paying the cost of such coverage as provided by COBRA.

## 4. Personal Leaves

An Employee, including a Per Diem Employee, may request an unpaid leave of absence for personal reasons, or for reasons other than those specified in this Article, and the granting or denial of any such leave, including but not limited to determining the length of any leave granted, shall be within the sole discretion of the Employer, consistent with applicable law.

## B. Leave Procedures

### 1. Request for Leave

Except in an emergency, or where otherwise permitted by law, a request for a leave of absence and any appropriate and/or required supporting information shall be submitted by the Employee to the Employer, or to a designated third party administrator, in advance of such leave, on a request for leave of absence form provided by the Employer.

### 2. Verification

As a condition to authorizing, continuing or extending a leave of absence, the Employer, or the third-party administrator, may require verification of the reasons given by the Employee

who is requesting the leave, including signed physician's certification in the case of personal disability leaves, and/or may periodically request updated information and/or documentation regarding the continued existence of reasons requiring a leave, as, and to the extent, permitted by law.

### 3. Accrual of Benefits

- a. Except for military leaves to the extent required by law, Employees do not accrue benefits or seniority during the period of an unpaid leave of absence, nor is the period counted for the purpose of determining entitlement to compensation or benefits.
- b. Employees may elect to continue medical, dental, vision, long-term disability, life and/or accidental death and dismemberment insurance coverage while on an unpaid leave of absence by paying the full premium to the Employer.

### C. Return from Leave

1. An Employee must give the Employer at least seven (7) days' prior notice of his/her intent to return to work. An Employee returning from a medical/disability leave of absence, including extensions to any such leave, must submit a medical release and be cleared to return to work by the Employee health nurse.
2. After an extended leave of absence, the Employer reserves the right to require a fitness for duty exam.
3. The Employer will make reasonable efforts to reinstate an Employee to the same job held when the Employee left on his/her leave of absence, provided the Employee remains qualified and able to perform the job.

If the Employee's job has been eliminated while he/she was on a leave of absence, the Employee shall be entitled, upon his/her return, to the same alternatives and considerations that would have been available to the Employee had he/she been working at the time the position was eliminated.

If the Employer is unable to return the Employee to the same position, or if a position is not available, the Employer will provide the Employee with a substantially similar vacant position, if available.

### D. Transitional Work

The Employer shall attempt to return Employees who are temporarily incapacitated, as a result of a work-related injury or illness, to transitional work as soon as medically feasible. The transitional work assignment will be determined by the availability of transitional work and in accordance with the description of physical limitations/restrictions provided by the physician treating the occupational injury.

The Transitional Work Program is not intended to apply in cases where the Employee requires a permanent job reassignment as a result of an injury. Employees may be assigned to the modified work program for a period not to exceed ninety (90) days in any twelve (12) month period. At the Employer's discretion, the modified program may be extended an additional thirty (30) days.

#### E. Union Leave

Union leave shall be requested by the Employee and the Union at least twenty-one (21) calendar days in advance in writing (shorter notice can be agreed to by the parties). One bargaining unit Employee per 100 bargaining unit members shall be granted a leave of absence of at least thirty (30) days, but not to exceed twelve (12) months. Health, dental, vision and any other benefits provided by the Employer will continue during the leave but paid 100% by the Employee.

At the time the leave of absence is taken or at least forty-five (45) calendar days prior to the completion of the stated terms of the leave of absence, the Union shall notify the Employer of the Employee's intent to return to work and the Employee shall likewise so advise the Employer. Upon return, the Employee shall be returned to the same or similar position, without loss of pay rate or scheduled hours or seniority, from which the Employee took the leave of absence, consistent with staffing reductions and/or layoffs which may have occurred during the period of the leave of absence without pay.

### 30. WAGES

#### A. Wage Scales and Increases

Year 1: Effective in the first full payroll period following March 10, 2017:

- a. All full-time and part-time employees shall receive an increase of 2.75% to their base hourly rate.

Year 2: Effective in the first full payroll period following March 10, 2018:

- a. All full-time and part-time employees shall receive an increase of 2.75% to their base hourly rate.

Year 3: Effective in the first full payroll period following March 10, 2019:

- a. All full-time and part-time employees shall receive an increase of 2.75% to their base hourly rate.

#### B. New Hires:

Any Employee hired on or after the date of ratification of this agreement will be placed in the attached New Hire Wage Scale (Appendix A) based on years of experience in the same job classification at another accredited acute care hospital or healthcare facility.

C. Promotions:

When an Employee is promoted to a higher job classification, he/she will be placed at the appropriate step on the wage grid based on years of experience in the same job classification at another accredited acute care hospital or health care facility.

### **31. SUCCESSORS**

Before any sale, assignment, or any other change in ownership, the Employer shall provide the Union with 90 days advance notice in writing of such intended sale, assignment, or any other change in ownership. Whenever possible, the notice shall include the name and address of the prospective purchaser, assignee, and/or their designated agent. The Employer shall meet at the Union's request to engage in good faith bargaining over the impact of such change.

The Employer shall not use any sale or transfer or other mechanism for the purpose of evading the terms of this Agreement.

### **32. COMPENSATION RATE REVIEW**

The Union and the Employer agree that it is in the best interest of both to recruit and retain qualified experienced staff. To this end, either party may initiate and discuss specific job classification(s) possibly requiring a wage increase.

### **33. MANAGEMENT RIGHTS**

The Employer retains, solely and exclusively, all rights, powers, and authority that are not specifically abridged by an express provision of this Agreement. Without limiting the generality of the foregoing, examples as to the rights, powers and authority retained exclusively by the Employer, and which may be exercised in its sole discretion unless abridged by an express provision of this Agreement, include but are not limited to the following: to manage, direct and maintain the efficiency of its business and Employees; to maintain and control its departments, buildings, facilities and operations; to determine methods, processes, means, scope and places of quality patient care delivery and services; to create, change, combine, or abolish jobs, departments and facilities in whole or in part; to determine the means and manner by which patient care is to be delivered to patients; to discontinue work for economic, technological, operational or other reasons; to direct the work force; to increase or decrease the work force and/or determine the number of Bargaining Unit Employees and other Employees to be hired or retained and how they are to be assigned; to hire, transfer, promote, demote, suspend, discharge, and to lay off Employees; to determine staff and establish work standards, schedules of operation and work load; to specify or assign work requirements, overtime, or on-call responsibilities; to assign work and decide which Employees are qualified to perform such work; to schedule and change work hours, shifts and days off; to adopt, revise or delete Employer policies governing the employment of Employees, including but not limited to rules of conduct and safety and for penalties for violations thereof (after notice and opportunity to bargain is provided to the Union); to establish and revise performance standards and evaluation tools; to determine the type and scope of work to

be performed and the services to be provided; to determine the methods, processes, means and places of providing services; to determine the location and relocation of any hospital or any services; to effect technological changes; and to determine the quality of patient services. The listing of Management Rights set forth in the preceding sentence are meant by way of an explanation not a limitation. The operation, authority, and control of the Employer's operation is vested exclusively in the Employer through its management and management's designees, who, among other duties, may discharge or otherwise discipline Employees for just cause.

#### **34. STAFFING COMMITTEE**

It would be beneficial for the Employer and Union to discuss broad concerns of mutual interest. Therefore, a STAFFING Committee.

The Staffing Committee does not have the authority to formulate policy or enter in Agreements that require collective bargaining. The WRC proceedings will not be used in lieu of the grievance or arbitration procedures nor will they be subject to the grievance and arbitration process.

The Staffing Committee will meet on a quarterly basis, or more frequently upon mutual Agreement of the parties, for the purpose of discussing issues that may affect the working environment of the bargaining unit. Time spent in attendance of the Staffing Committee meetings will be paid at the Employee's base hourly rate of pay and will be limited to no more than four (4) hours per quarter.


All certified nursing assistants seated on the staffing committee, pursuant to Senate Bill No. 362, shall be appointed by the Union.


### 35. TERM AND TERMINATION

This Agreement is effective on March 10, 2017, and shall remain in full force and effect until March 9, 2020, and from year to year thereafter unless either party shall deliver to the other written notice of its desire to terminate or amend the Agreement at least ninety (90) calendar days prior to March 9, 2020 and bargaining sessions shall begin within thirty (30) calendar days after submission of such notice.

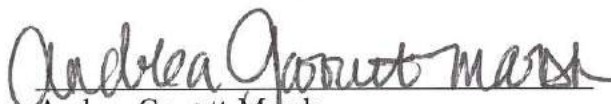
Communications Workers of America,  
AFL-CIO


Saint  
Mary's Regional Medical Center

  
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Sofia Guadron  
Date: 4/19/17

  
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Angela Rodriguez  
Date: 4/19/17

  
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Dorothy Noack  
Date: 4/19/17

  
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Andrea Garrett-Marsh  
Date: 4/19/17

  
\_\_\_\_\_  
Christina Botnen  
Date: 4/19/17

# Appendix - A Wage Scale

All newly hired employees shall be placed on the appropriate step on the wage grid based on years of experience in the same job classification at another accredited acute care hospital or health care facility.

	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15+
ANESTHESIA TECHNICIAN	\$ 14.00	\$ 15.28	\$ 16.04	\$ 16.85	\$ 17.69	\$ 18.57	\$ 19.50	\$ 19.88	\$ 20.27	\$ 20.66	\$ 21.04	\$ 21.43	\$ 21.81	\$ 22.20	\$ 22.58
CARDIOLOGY TECHNICIAN (EKG/ECG)	\$ 10.88	\$ 11.21	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.61	\$ 12.99	\$ 13.38	\$ 13.78	\$ 14.20	\$ 14.62	\$ 15.06	\$ 15.51	\$ 15.98	\$ 16.46
CARDIOLOGY TECHNICIAN (EKG/ECG) PO	\$ 12.67	\$ 12.87	\$ 12.67	\$ 12.67	\$ 12.67	\$ 12.67	\$ 12.67	\$ 12.67	\$ 12.67	\$ 12.67	\$ 12.67	\$ 12.67	\$ 12.67	\$ 12.67	\$ 12.67
CARDIOVASCULAR ULTRASOUND TECHNICIAN (ECHS)	\$ 26.50	\$ 27.50	\$ 28.50	\$ 29.64	\$ 30.93	\$ 32.06	\$ 33.34	\$ 34.67	\$ 36.06	\$ 37.14	\$ 38.28	\$ 39.41	\$ 40.59	\$ 41.81	\$ 43.06
CERTIFIED NURSES ASSISTANT	\$ 11.80	\$ 12.10	\$ 12.40	\$ 12.71	\$ 13.02	\$ 13.35	\$ 13.75	\$ 14.16	\$ 14.59	\$ 15.03	\$ 15.48	\$ 15.94	\$ 16.42	\$ 16.91	\$ 17.42
CERTIFIED NURSES ASSISTANT PD	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50	\$ 15.50
CENTRAL STERILE TECH	\$ 13.00	\$ 13.30	\$ 13.67	\$ 14.02	\$ 14.38	\$ 14.74	\$ 15.12	\$ 15.51	\$ 15.90	\$ 16.31	\$ 16.72	\$ 17.15	\$ 17.59	\$ 18.03	\$ 18.49
CERTIFIED OR TECHNICIAN (SURGICAL)	\$ 21.38	\$ 22.02	\$ 22.68	\$ 23.36	\$ 24.06	\$ 24.79	\$ 25.53	\$ 26.29	\$ 27.08	\$ 27.90	\$ 28.73	\$ 29.59	\$ 30.48	\$ 31.40	\$ 32.34
CERTIFIED RESPIRATORY THERAPIST	\$ 21.00	\$ 21.63	\$ 22.28	\$ 22.95	\$ 23.64	\$ 24.34	\$ 25.03	\$ 25.73	\$ 26.43	\$ 27.13	\$ 27.82	\$ 28.52	\$ 29.22	\$ 29.92	\$ 30.62
CERTIFIED RESPIRATORY THERAPIST PD	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00
CHART AUDITOR	\$ 12.00	\$ 12.36	\$ 12.73	\$ 13.11	\$ 13.51	\$ 13.91	\$ 14.26	\$ 14.62	\$ 14.98	\$ 15.36	\$ 15.74	\$ 16.13	\$ 16.54	\$ 16.95	\$ 17.37
COOKS	\$ 12.00	\$ 12.36	\$ 12.73	\$ 13.11	\$ 13.51	\$ 13.91	\$ 14.33	\$ 14.76	\$ 15.20	\$ 15.66	\$ 16.13	\$ 16.61	\$ 17.11	\$ 17.62	\$ 18.15
COOK - LEAD	\$ 18.00	\$ 18.54	\$ 19.10	\$ 19.67	\$ 20.26	\$ 20.87	\$ 21.26	\$ 21.71	\$ 22.14	\$ 22.59	\$ 23.04	\$ 23.50	\$ 23.97	\$ 24.45	\$ 24.94
COOK PER DIEM	\$ 15.20	\$ 15.20	\$ 15.20	\$ 15.20	\$ 15.20	\$ 15.20	\$ 15.20	\$ 15.20	\$ 15.20	\$ 15.20	\$ 15.20	\$ 15.20	\$ 15.20	\$ 15.20	\$ 15.20
COORDINATORS (STAFFING)	\$ 12.50	\$ 12.82	\$ 13.15	\$ 13.48	\$ 13.82	\$ 14.16	\$ 14.54	\$ 14.91	\$ 15.29	\$ 15.68	\$ 16.08	\$ 16.49	\$ 16.91	\$ 17.34	\$ 17.78
CT TECHS	\$ 25.00	\$ 25.75	\$ 26.52	\$ 27.32	\$ 28.14	\$ 28.98	\$ 29.82	\$ 30.65	\$ 31.51	\$ 32.32	\$ 33.15	\$ 33.99	\$ 34.85	\$ 35.71	\$ 36.59
CT TECHS PD	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00	\$ 27.00
DIET CLERKS	\$ 10.88	\$ 11.21	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.61	\$ 12.99	\$ 13.38	\$ 13.78	\$ 14.20	\$ 14.62	\$ 15.06	\$ 15.51	\$ 15.98	\$ 16.46
DIET CLERKS PD	\$ 12.30	\$ 12.30	\$ 12.30	\$ 12.30	\$ 12.30	\$ 12.30	\$ 12.30	\$ 12.30	\$ 12.30	\$ 12.30	\$ 12.30	\$ 12.30	\$ 12.30	\$ 12.30	\$ 12.30
DISTRIBUTION TECH	\$ 10.88	\$ 11.21	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.61	\$ 12.99	\$ 13.38	\$ 13.78	\$ 14.20	\$ 14.62	\$ 15.06	\$ 15.51	\$ 15.98	\$ 16.46
ED TECH	\$ 12.33	\$ 12.64	\$ 12.95	\$ 13.26	\$ 13.61	\$ 13.95	\$ 14.30	\$ 14.66	\$ 15.02	\$ 15.40	\$ 15.78	\$ 16.18	\$ 16.58	\$ 17.00	\$ 17.42
ED TECH PD	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00
ED TECH ADVANCED	\$ 13.07	\$ 13.40	\$ 13.73	\$ 14.07	\$ 14.43	\$ 14.79	\$ 15.16	\$ 15.54	\$ 15.92	\$ 16.32	\$ 16.73	\$ 17.15	\$ 17.58	\$ 18.02	\$ 18.47
ED TECH ADVANCED PD	\$ 15.92	\$ 15.92	\$ 15.92	\$ 15.92	\$ 15.92	\$ 15.92	\$ 15.92	\$ 15.92	\$ 15.92	\$ 15.92	\$ 15.92	\$ 15.92	\$ 15.92	\$ 15.92	\$ 15.92
EVS TECH	\$ 10.88	\$ 11.21	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.61	\$ 12.99	\$ 13.38	\$ 13.78	\$ 14.20	\$ 14.62	\$ 15.06	\$ 15.51	\$ 15.98	\$ 16.46
EVS TECH PD	\$ 11.00	\$ 11.00	\$ 11.00	\$ 11.00	\$ 11.00	\$ 11.00	\$ 11.00	\$ 11.00	\$ 11.00	\$ 11.00	\$ 11.00	\$ 11.00	\$ 11.00	\$ 11.00	\$ 11.00
EVS TECH LEAD	\$ 10.88	\$ 11.21	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.61	\$ 12.99	\$ 13.38	\$ 13.78	\$ 14.20	\$ 14.62	\$ 15.06	\$ 15.51	\$ 15.98	\$ 16.46
FINANCIAL COUNSELER	\$ 12.00	\$ 12.36	\$ 12.73	\$ 13.11	\$ 13.51	\$ 13.91	\$ 14.26	\$ 14.62	\$ 14.98	\$ 15.36	\$ 15.74	\$ 16.13	\$ 16.54	\$ 16.95	\$ 17.37
FOOD SERVICES WORKERS	\$ 10.88	\$ 11.21	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.61	\$ 12.99	\$ 13.38	\$ 13.78	\$ 14.20	\$ 14.62	\$ 15.06	\$ 15.51	\$ 15.98	\$ 16.46
FOOD SERVICES WORKERS PD	\$ 11.07	\$ 11.07	\$ 11.07	\$ 11.07	\$ 11.07	\$ 11.07	\$ 11.07	\$ 11.07	\$ 11.07	\$ 11.07	\$ 11.07	\$ 11.07	\$ 11.07	\$ 11.07	\$ 11.07
GI TECH	\$ 13.50	\$ 13.84	\$ 14.20	\$ 14.56	\$ 14.93	\$ 15.31	\$ 15.70	\$ 16.10	\$ 16.51	\$ 16.93	\$ 17.37	\$ 17.81	\$ 18.26	\$ 18.73	\$ 19.21
LAB ASSISTANT	\$ 11.50	\$ 11.85	\$ 12.20	\$ 12.57	\$ 12.94	\$ 13.33	\$ 13.66	\$ 14.01	\$ 14.36	\$ 14.72	\$ 15.08	\$ 15.46	\$ 15.85	\$ 16.24	\$ 16.65
LAB ASSISTANT PD	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00	\$ 14.00
LINEN WORKER	\$ 12.54	\$ 12.81	\$ 13.07	\$ 13.34	\$ 13.60	\$ 13.87	\$ 14.14	\$ 14.40	\$ 14.67	\$ 14.93	\$ 15.20	\$ 15.47	\$ 15.73	\$ 16.00	\$ 16.28
MAIL CLERK/COOKER	\$ 10.88	\$ 11.21	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.61	\$ 12.99	\$ 13.38	\$ 13.78	\$ 14.20	\$ 14.62	\$ 15.06	\$ 15.51	\$ 15.98	\$ 16.46
MAMMO TECHS	\$ 22.88	\$ 23.38	\$ 23.92	\$ 24.46	\$ 25.01	\$ 25.57	\$ 26.15	\$ 26.74	\$ 27.34	\$ 27.95	\$ 28.58	\$ 29.22	\$ 29.88	\$ 30.55	\$ 31.24
MEDICAL TECHNICIAN	\$ 13.65	\$ 13.92	\$ 14.20	\$ 14.49	\$ 14.78	\$ 15.07	\$ 15.37	\$ 15.68	\$ 15.99	\$ 16.31	\$ 16.64	\$ 16.97	\$ 17.31	\$ 17.66	\$ 18.01
MONITOR TECH	\$ 13.60	\$ 13.94	\$ 14.29	\$ 14.65	\$ 15.01	\$ 15.38	\$ 15.77	\$ 16.17	\$ 16.57	\$ 16.98	\$ 17.41	\$ 17.84	\$ 18.29	\$ 18.75	\$ 19.22
MONITOR TECH PD	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00	\$ 15.00
MRI TECHS	\$ 21.00	\$ 21.63	\$ 22.28	\$ 22.95	\$ 23.64	\$ 24.34	\$ 24.71	\$ 25.08	\$ 25.46	\$ 25.84	\$ 26.23	\$ 26.62	\$ 27.02	\$ 27.42	\$ 27.84
NEURO-CARDIO DIAG TECHS (EEG)	\$ 10.88	\$ 11.21	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.61	\$ 12.99	\$ 13.38	\$ 13.78	\$ 14.20	\$ 14.62	\$ 15.06	\$ 15.51	\$ 15.98	\$ 16.46
NUC MED TECHS	\$ 27.00	\$ 27.81	\$ 28.64	\$ 29.50	\$ 30.39	\$ 31.30	\$ 32.24	\$ 33.21	\$ 34.50	\$ 35.23	\$ 36.29	\$ 37.01	\$ 37.75	\$ 38.51	\$ 39.28
NUC MED TECHS PD	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00	\$ 33.00
NURSING ASSISTANT (NON-CERTIFIED Grandfathered)	\$ 11.52	\$ 11.87	\$ 12.22	\$ 12.59	\$ 12.97	\$ 13.35	\$ 13.76	\$ 14.17	\$ 14.59	\$ 15.03	\$ 15.49	\$ 15.95	\$ 16.42	\$ 16.92	\$ 17.43
NURSING ASSISTANT PER DIEM	\$ 13.50	\$ 13.60	\$ 13.50	\$ 13.50	\$ 13.50	\$ 13.50	\$ 13.50	\$ 13.50	\$ 13.50	\$ 13.50	\$ 13.50	\$ 13.50	\$ 13.50	\$ 13.50	\$ 13.50
NURSING ASSISTANT (RN)	\$ 11.50	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a	n/a
OK TECHNICIAN (SURGICAL/NON-CERTIFIED)	\$ 20.38	\$ 21.01	\$ 21.66	\$ 22.33	\$ 23.02	\$ 23.27	\$ 24.46	\$ 25.22	\$ 26.00	\$ 26.78	\$ 27.58	\$ 28.41	\$ 29.26	\$ 30.14	\$ 31.06
OBSTETRIC TECHNICIAN	\$ 20.38	\$ 21.01	\$ 21.66	\$ 22.33	\$ 23.02	\$ 23.27	\$ 24.46	\$ 25.22	\$ 26.00	\$ 26.78	\$ 27.58	\$ 28.41	\$ 29.26	\$ 30.14	\$ 31.06
ORDERLY	\$ 10.88	\$ 11.21	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.61	\$ 12.99	\$ 13.38	\$ 13.78	\$ 14.20	\$ 14.62	\$ 15.06	\$ 15.51	\$ 15.98	\$ 16.46



TITLES	1	2	3	4	5	6	7	8	9	10	11	12	13	14	15
PATIENT ACCOUNT REGISTRAR	\$ 12.00	\$ 12.36	\$ 12.73	\$ 13.11	\$ 13.51	\$ 13.91	\$ 14.19	\$ 14.47	\$ 14.76	\$ 15.06	\$ 15.36	\$ 15.67	\$ 15.82	\$ 15.98	\$ 16.14
PATIENT ACCOUNT REGISTRAR PER DIEM	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00
PATIENT SAFETY ADVOCATE (SITTER)	\$ 10.88	\$ 11.21	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.61	\$ 12.99	\$ 13.38	\$ 13.78	\$ 14.20	\$ 14.62	\$ 15.06	\$ 15.98	\$ 16.46	\$ 16.95
PBX OPERATOR	\$ 10.88	\$ 11.21	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.61	\$ 12.99	\$ 13.38	\$ 13.78	\$ 14.20	\$ 14.62	\$ 15.06	\$ 15.98	\$ 16.46	\$ 16.95
PBX OPERATOR PD	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00	\$ 13.00
PHARMACY TECH LEAD	\$ 14.00	\$ 14.42	\$ 14.85	\$ 15.30	\$ 15.76	\$ 16.23	\$ 16.72	\$ 17.22	\$ 17.73	\$ 18.27	\$ 18.81	\$ 19.38	\$ 19.96	\$ 20.56	\$ 21.81
PHARMACY TECH	\$ 12.00	\$ 12.36	\$ 12.73	\$ 13.11	\$ 13.51	\$ 13.91	\$ 14.33	\$ 14.76	\$ 15.20	\$ 15.66	\$ 16.13	\$ 16.61	\$ 17.11	\$ 17.62	\$ 18.70
PHARMACY TECH PD	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00	\$ 16.00
PT REHAB AID	\$ 11.50	\$ 11.82	\$ 12.14	\$ 12.48	\$ 12.82	\$ 13.17	\$ 13.53	\$ 13.90	\$ 14.29	\$ 14.68	\$ 15.08	\$ 15.50	\$ 16.36	\$ 16.81	\$ 17.28
RAD TECHS I	\$ 20.00	\$ 20.60	\$ 21.22	\$ 21.85	\$ 22.51	\$ 23.19	\$ 23.53	\$ 23.89	\$ 24.24	\$ 24.61	\$ 24.98	\$ 25.23	\$ 25.48	\$ 25.73	\$ 26.25
RAD TECHS I PD	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00	\$ 23.00
RAD TECHS II	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76	\$ 25.50	\$ 25.89	\$ 26.27	\$ 26.67	\$ 27.07	\$ 27.48	\$ 27.75	\$ 28.03	\$ 28.31	\$ 28.88
RAD TECH II PD	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00	\$ 25.00
RAD TECH III	\$ 23.00	\$ 23.88	\$ 24.40	\$ 25.13	\$ 25.89	\$ 26.66	\$ 27.20	\$ 27.74	\$ 28.30	\$ 28.86	\$ 29.44	\$ 30.03	\$ 30.63	\$ 31.24	\$ 32.50
RAD TECH III PD	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00	\$ 28.00
RRT-REGISTERED RESPIRATORY THERAPIST	\$ 21.00	\$ 21.63	\$ 22.28	\$ 22.95	\$ 23.64	\$ 24.34	\$ 24.83	\$ 25.33	\$ 25.83	\$ 26.35	\$ 26.88	\$ 27.42	\$ 27.96	\$ 28.52	\$ 29.69
RRT-REGISTERED RESPIRATORY THERAPIST PD	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00	\$ 30.00
SCHEDULER	\$ 12.90	\$ 12.92	\$ 13.15	\$ 13.48	\$ 13.82	\$ 14.18	\$ 14.54	\$ 14.91	\$ 15.29	\$ 15.68	\$ 16.08	\$ 16.48	\$ 16.91	\$ 17.34	\$ 18.24
SURGERY INVENTORY TECHS	\$ 10.88	\$ 11.21	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.61	\$ 12.98	\$ 13.38	\$ 13.78	\$ 14.20	\$ 14.62	\$ 15.06	\$ 15.51	\$ 15.98	\$ 16.95
TRANSCRIPTIONIST	\$ 15.00	\$ 15.45	\$ 15.91	\$ 16.39	\$ 16.88	\$ 17.39	\$ 17.91	\$ 18.45	\$ 18.91	\$ 19.38	\$ 19.87	\$ 20.36	\$ 20.87	\$ 21.38	\$ 22.43
TRANSCRIPTIONIST PD	\$ 18.91	\$ 18.91	\$ 18.91	\$ 18.91	\$ 18.91	\$ 18.91	\$ 18.91	\$ 18.91	\$ 18.91	\$ 18.91	\$ 18.91	\$ 18.91	\$ 18.91	\$ 18.91	\$ 18.91
TRANSPORTER	\$ 10.88	\$ 11.21	\$ 11.54	\$ 11.89	\$ 12.25	\$ 12.61	\$ 12.98	\$ 13.38	\$ 13.78	\$ 14.20	\$ 14.62	\$ 15.06	\$ 15.51	\$ 15.98	\$ 16.95
TRANSPORTER AID II	\$ 12.25	\$ 12.50	\$ 12.75	\$ 12.99	\$ 13.24	\$ 13.49	\$ 13.74	\$ 13.99	\$ 14.23	\$ 14.48	\$ 14.73	\$ 14.98	\$ 15.23	\$ 15.47	\$ 15.97
ULTRASOUND TECHS	\$ 22.00	\$ 22.66	\$ 23.34	\$ 24.04	\$ 24.76	\$ 25.50	\$ 26.27	\$ 27.06	\$ 27.87	\$ 28.43	\$ 28.98	\$ 29.57	\$ 29.87	\$ 30.17	\$ 30.78
ULTRASOUND TECHS PD	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00	\$ 26.00
UNIT SECRETARY	\$ 11.10	\$ 11.38	\$ 11.67	\$ 11.97	\$ 12.28	\$ 12.59	\$ 12.91	\$ 13.24	\$ 13.58	\$ 13.92	\$ 14.28	\$ 14.64	\$ 15.02	\$ 15.40	\$ 16.19