

AGREEMENT
BETWEEN
DIGNITY HEALTH
SEQUOIA HOSPITAL
AND
SEQUOIA HOSPITAL CHAPTER
OF
LOCAL 829, DISTRICT COUNCIL 57
AMERICAN FEDERATION OF STATE, COUNTY
and
MUNICIPAL EMPLOYEES

March 31, 2015 TO MARCH 31, 2019



Weingarten Rights

Remember your Weingarten Rights. The Supreme Court has determined that an employee is entitled to have a Union Steward during any interview/ meeting that may result in discipline. YOU must request such representation. You have the right to know the subject of the meeting and the right to consult your Union Steward prior to the meeting.

Remember: It is up to YOU to request that your Union Steward be present.

TABLE OF CONTENTS

PREMABLE 3
ARTICLE 1	RECOGNITION & COVERAGE..... 4
ARTICLE 2	UNION SECURITY..... 3
ARTICLE 3	EMPLOYMENT STATUS 8
ARTICLE 4	SENIORITY RIGHTS 10
ARTICLE 5	FILLING OF VACANCIES 10
ARTICLE 6	LAYOFF & CANCELLATIONS 16
ARTICLE 7	GRIEVANCE PROCEDURE21
ARTICLE 8	BASIC WAGES24
ARTICLE 9	OTHER COMPENSATION 27
ARTICLE 10	GROUP INSURANCE BENEFITS 30
ARTICLE 11	HOURS & SHIFTS 33
ARTICLE 12	PTO & ESL36
ARTICLE 13	HOLIDAYS 41
ARTICLE 14	LEAVE OF ABSENCE 42
ARTICLE 15	PERSONNEL DOCUMENTS49
ARTICLE 16	MISCELLANEOUS PROVISIONS 51
ARTICLE 17	NEW WORK 52

ARTICLE 18	SAVINGS CLAUSE	52
ARTICLE 19	TRANSFER OF OWNERSHIP	52
ARTICLE 20	SUBCONTRACTING/RELOCATION....	52
ARTICLE 21	NO STRIKE/ LOCK OUT	54
ARTICLE 22	DURATION OF AGREEMENT	55
APPENDIX A	ON-CALL, PART-TIME NO BENEFIT...56	
APPENDIX B	OCCUPATIONAL PROVISIONS	60
APPENDIX C	SURGICAL TECH JOB SERIES	62
SIDE LETTERS	MISC	63
ADDENDUM I	CLASSIFICATION LISTINGS	64
SALARY SCHEDULES	66

AGREEMENT

PREAMBLE

This Agreement, entered into by Sequoia Health Services, hereinafter referred to as the Hospital, and Local 829, District Council 57, American Federation of State, County and Municipal Employees, AFL-CIO, hereinafter referred to as the Union; has as its purpose the promotion of harmonious relations between the Hospital and the Union; the establishment of an equitable and peaceful procedure for the resolution of differences; and the establishment of rates of pay, hours of work, and other conditions of employment.

ARTICLE 1: RECOGNITION AND COVERAGE

The Union is certified as the recognized employee organization for the representation unit comprised of Hospital employees performing work in the classifications listed in Addendum I of this Agreement in facilities operated by Sequoia Hospital.

ARTICLE 2: UNION SECURITY

A. Union Membership

At the time a new Worker is hired who will be subject to this Agreement, the Hospital shall deliver to the Worker a written notice stating that the Hospital acknowledges the Union as the recognized employee organization for the Workers covered by this Agreement.

All Workers covered by this Agreement, who are not already Union members, shall, as a condition of employment, make application for membership within three (3) months following their date of employment or pay to the Union, each month through payroll deduction, a service charge as a contribution toward the administration of this Agreement in an amount equal to the regular monthly dues. Workers who fail to comply with these requirements shall be discharged by the Hospital within thirty (30) days after receipt of written notice to the Hospital from the Union.

B. Orientation

The Hospital shall provide up to a one-half (1/2) hour period during each new Worker orientation session for the Chief Steward or another Union Steward to explain the Agreement and promote AFSCME, Local 829 membership to all new Workers covered by this Agreement.

C. Payroll Deductions

The Hospital agrees to deduct the Union Membership dues from the pay of those Workers who request, in writing, on a form supplied by the Union and approved by the parties, that such deductions be made. The amount to be deducted shall be certified to the Hospital by the Union and the aggregate deductions of all Workers shall be remitted together with a monthly list of the names of the Workers for whom the deductions are made. Normally, the deductions will be made on the first (1st) pay period of each month for the then current membership dues.

D. Hold Harmless

The Union shall indemnify the Hospital and hold it harmless against any and all suits, claims, demands and liabilities that arise out of or by reason of any action that shall be taken by the Hospital for the purposes of complying with the requirements of Article 2, Section A and Article 2, Section C above, including the cost of defending against such claim.

E. Information Supplied

The Hospital shall provide the Union with a monthly report of: (1) new hires and terminations, including the Worker's name, classification, and date of hire or termination; (2) a listing of each Worker's name, department, job classification, employment or leave status, benefit accrual date, home address and telephone number. The Hospital shall also supply the Union with a copy of the updated postings on a weekly basis. Additional requested information will not be unreasonably denied.

F. Union Stewards & Organizational Rights

1. The function of the Shop Steward, as they relate to the Union's collective bargaining relationships with the Hospital, can include ascertaining that the terms and conditions of the Agreement are observed; investigating grievances; assisting the Union in matters relating to employer-employee relations; participating, when requested to do so, in investigatory meetings requested by the Hospital; and participating in the grievance procedure as provided in the grievance section of this agreement. In the case of a meeting, the Hospital will attempt to schedule a mutually convenient time before setting the time for meetings involving a Shop Steward. The Shop Steward shall perform these functions on non-working time; the sole exception being where the Hospital schedules an investigatory meeting, a grievance meeting, or other similar meeting with the Shop Steward in his/her official capacity during the Shop Steward's normal work time/shift.
2. Union Stewards shall not direct any worker on how to perform their job duties and responsibilities. Union Stewards shall not counter any order from a Supervisor and/or Manager and shall not interfere with the normal operations of the Hospital or any of its employees.
3. Upon request of the Worker, the Steward shall be present in all disciplinary matters and in discussions of the Worker's performance evaluation if such evaluation has been discussed at least once by the Worker and the supervisor alone. This limitation on the Steward's presence shall not apply if the Worker reasonably anticipates that an initial discussion with the supervisor may involve the threat of disciplinary action.
4. *Appointment of Shop Steward.* The Union may select employees to serve as the Union's official shop stewards in the Hospital. The Union will notify the hospital in writing of the employees chosen to be Shop Stewards upon completion of the Union Steward Training. The Union will also notify the Hospital in writing of any Steward who resigns their Steward duties. The Hospital shall not be required to deal with anyone who is not so designated by the Union in writing as an official union steward. The Union will provide the Hospital an annual written notice of all current and active Union Officers, Executive Board Members and Union Stewards.

5. Union Stewards must make arrangements with and have prior approval from their direct Supervisor/Manager prior to leaving their work assignment to provide Union Steward duties. This provision shall not be used to prevent any Steward from performing their duties and obligations, the Supervisor/Manager will use their best efforts to release the Steward during their work shift when possible.
6. A total of nine (9) hours will be paid to Union Representatives for the monthly scheduled AFSCME Executive Board meeting.
7. For grievance meetings, off-shift representatives will not be compensated for representing employees; however on-shift representatives will be paid regular time as long as they are cleared by their Manager/Supervisor to be released from duty assignment. Meetings surrounding proposals, signing of agreements, reductions etc. will not be compensated by the Hospital.
8. The AFSCME Business Agent will provide monthly correspondence to Human Resources and the AFSCME Executive Board regarding the monthly allotment of hours paid and how they were/will be allocated.
9. A maximum of five (5) Union officials plus two alternates (i.e., President, Vice-President, Chief Steward, and Area Representatives) will each be provided up to forty eight (48) hours released time, with pay, to participate in the development of Union proposals concerning the Agreement prior to the expiration of the Agreement's term. Eight (8) hours of that release time shall be allowed for preparation of negotiation proposals, and forty (40) hours release time shall be allowed for actual bargaining. The five (5) Union Committee Members shall receive PTO/ESL accruals based on release time spent in negotiations. The Union shall provide at least two (2) weeks' advance notice to the Hospital for released time off under this subsection and agreement between the Hospital and the Union on a mutually satisfactory schedule will be necessary prior to the release of any official.
10. The Union shall designate a Chief Steward whose function it shall be to provide representation when a Steward is the grievant or complainant, to act in the absence of a work group's regular Steward, and to provide advice and interpretation of the Agreement to other Stewards in the Hospital. The Chief Steward shall be allowed a reasonable amount of time for these purposes, subject to the provisions of Article 2, Section F-5.

G. Access to Establishment/Visitation

A business agent of the Union shall be permitted to visit the Hospital at reasonable times to ascertain that the provisions of this Agreement are being observed and to confer only with employees covered by this Agreement during their non-work time and in non-work, non-patient care areas. Such visits shall be related to ensuring that the Hospital is in compliance with this Agreement, and shall not interfere with the operation of the Hospital or the performance of any employee's duties. The Union business agent shall inform Hospital Administration or his/her designee of his/her visit prior to entering Hospital premises.

H. Union Bulletin Board

The Union may have the privilege of suitable space on bulletin boards, for posting notices of official Union business, provided that copies of such notices are delivered to the Hospital prior to posting. At the completion of the new hospital building both parties agree to bargain over appropriate areas for AFSCME specific bulletin boards (i.e. main employee eating area).

I. No Discrimination

1. To the extent required by law there shall be no discrimination by the Union or the Hospital of any kind against any employee on account of race, color, creed, marital status, sex, sexual orientation, national origin, ancestry, religion, medical condition, age, physical handicap, genetic information, past or current membership in the uniformed services, status as a disabled veteran or a veteran of Vietnam era, or on account of membership or nonmembership in the Union, or on account of lawful activity on behalf of or in opposition to the Union (as proposed by the Union).
2. The parties agree that the Hospital is required to make reasonable accommodations for certain qualified disabled individuals in order to comply with the Americans with Disabilities Act ("ADA") and the California Fair Employment and Housing Act ("FEHA"), and that actions taken by the Hospital in an attempt to comply with the ADA and the FEHA shall not constitute a violation of this Agreement. The Hospital shall notify the Union of any such intended departures from the Agreement before any such departures are made. As the circumstances of such events cannot be anticipated fully by the Hospital and Union, each agree that it shall cooperate with each other to provide such accommodation that the law may require in each state.

3. The parties agree that the Hospital shall enforce the rules and regulations set forth in the Family Leave Act and the California Family Rights Act, and that actions taken by the Hospital in an attempt to meet such obligations shall not constitute a violation of this Agreement. The Hospital shall notify the Union of any such intended departures from the Agreement before any such departures are made.
4. Any use of gender in this Agreement, including job classifications, shall be interpreted as referring to either male or female.

J. Advance Notice

1. Except in cases of emergency, as provided below in this Section, the Union, if affected, shall be given reasonable notice of any resolution, rule, regulation or change in practice which is directly related to matters within the scope of representation and which has a significant and material relationship to wages, hours or other conditions of employment. Except as provided below, such notice shall be given prior to the adoption of such resolution, rule, regulation or change in practice by the Hospital, and in such manner as to afford the Union the opportunity to negotiate with the appropriate management representatives prior to the adoption.
2. In the case of emergency when the foregoing procedure is not practical or in the best public interest, the Hospital may adopt or put into practice immediately such measures as are required. At the earliest practicable date thereafter, the Union shall be provided with written notice as described above and be given an opportunity to negotiate with the appropriate management representatives.

ARTICLE 3: EMPLOYMENT STATUS

A. Employment Status Categories

1. *Full-time:* Workers employed to work a regular schedule of seventy-two (72) hours within a fourteen (14) day pay period shall have the employment status of full-time and shall be eligible for all benefits under this Agreement. Workers shall be eligible for all benefits under this Agreement prorated according to the Worker's employment status.

2. *Part-time, Benefit*: Workers employed to work a regular schedule of less than seventy-two (72) hours, but forty (40) hours or more within a fourteen (14) day pay period shall have the employment status of part-time, benefit and shall be eligible for all benefits under this Agreement prorated according to the Worker's employment status relative to full-time employment; except, however, that group insurance benefits shall not be prorated by the Hospital.

3. *Part-time/Short-Hour, No Benefit*: Workers employed to work a regular schedule of less than forty (40) hours within a fourteen (14) day pay period shall have the employment status of part-time, no benefit and shall not be eligible for benefits under this Agreement but will receive a wage premium in lieu of benefits pursuant to Appendix A.

4. *On-Call*: Workers employed to work on an irregular schedule or assigned to an on-call pool, without a minimum number of scheduled hours per fourteen (14) day pay period, shall have the employment status of on-call. Such Workers shall not be eligible for benefits under this Agreement but will receive a wage premium in lieu of benefits, pursuant to Appendix A.

B. Probationary Period

1. A Worker shall not attain regular status until completion of a probationary period of ninety (90) days in the employ of the Hospital. For Workers employed less than full-time, the probationary period shall be five hundred twenty (520) hours of work in the employ of the Hospital.

2. The probationary period may be extended by mutual agreement between the Hospital and the Union.

ARTICLE 4: SENIORITY RIGHTS

A. Definition

1. A Worker's seniority is based on the Worker's length of service in the AFSCME bargaining unit at Dignity Health.

2. Approved leave of absence periods, for full-time and part-time benefit Workers, shall not be deducted from the seniority calculation.
3. A Worker shall lose seniority rights for any one (1) of the following reasons:
 - a. Resignation from the hospital,
 - b. Discharge for cause,
 - c. Failure to return to work within fourteen (14) days after actual receipt of notice by certified mail of recall from layoff, unless for a verified medical reason.
 - d. Failure to return to work upon expiration of a leave of absence, unless for a verified medical reason, or
 - e. Retirement
4. If two or more employees have the same Seniority Date, the tie shall be decided in favor of the employee with the lowest number in the last digit of their social security number.
5. Seniority shall be used to determine the following in accordance with Articles in this Agreement governing such items: paid time off, recall, reductions in force due to census, transfers, layoffs, call off, floating, offering of overtime shifts, scheduling of PTO, and shift bidding. If the Hospital departs from Seniority, it is subject to the grievance procedure.

ARTICLE 5: FILLING OF VACANCIES

The Hospital and the Union subscribe to the principle of filling position vacancies from within. Qualified in-house applicants shall be considered over outside applicants provided that applications are made in compliance with the procedures described in Article 5, Section A.

A. Transfer Procedure

All vacancies to be filled shall be posted by the Human Resources department for a period of seven (7) days. In order to be considered for transfer to such vacancies, Workers must possess the minimum qualifications for the position and submit a transfer request to the Human Resources Department during the seven (7) day posting period.

Preference among qualified applicants, in filling vacancies for positions subject to this agreement, shall be given in the following order by seniority:

1. Benefitted workers in the same department and classification as the posted position.
2. Benefitted workers in a different department but same classification as the posted position.
3. Previously Benefitted Workers in any Department, or classification on layoff status, or involuntary reduced status, who during the preceding eighteen (18) months, held a position and lost such a position due to the position's elimination or the individual's displacement as a result of a layoff.
4. Non-Benefitted Workers in the same classification as the posted position.
5. Non-Benefitted Workers in a different department but same classification as the posted position.
6. Benefitted Workers in any classification
7. Non-Benefitted Workers in any classification.

Applicants required to pass a typing test shall be permitted to take the test on a computer. Competency testing and all required testing will be conducted under guidelines established by the Human Resources Department.

B. General Provisions Relating to the Filling of Vacancies

1. Bids on posted positions shall be accepted only by the Human Resources Department. Bids will be accepted on a twenty-four (24) hour basis through established procedures.
2. Vacant positions not filled by an in-house applicant shall be eligible for filling with persons from outside the Hospital.

3. A copy of all postings shall be forwarded, at the time of posting, to a Steward designated by the Union.

C. Reclassification/Category Change

1. The Employee or the Union Business Agent may request that the Human Resources Department conduct a review of their hours worked in an on-call or part-time status, when such hours have been in excess of the part-time Worker's(s') employment status, or when the on-call Worker(s) has been regularly scheduled, over a period of not less than five (5) pay periods.
2. If a consistent pattern of hours, which is directly related to an ongoing workload, is identified, those hours agreed by the Union and the Hospital to be recurring and in excess of that part-time Worker's(s') employment status or constitute a regular schedule for the on-call Worker(s), the excess hours will be posted pursuant to Article 4, Section A.

D. Probationary Period for Transfers

1. Worker who is placed in a position in a classification shall serve a probationary period of ninety (90) days. During such ninety (90) day period, the Worker may return to his or her former position, after giving two (2) weeks written notice, if such former position is vacant. Any Worker who fails the probationary period, as determined by the Department Director, he/she shall have the right to return to his or her former position, if said position is still available. If said position is not available, reasonable efforts will be made to place the Worker in a comparable position in the same class.
2. After sixty (60) days, but not more than sixty-five (65) days after transfer to a classification, the probationary Worker shall meet with the Department Director to review the Worker's performance during the probationary period.

E. Progression Schedule

Progression schedules are based upon service with the Employer, beginning with the date of last continuous employment. However, as an exception to the previous sentence, when an employee is promoted to a

higher classification, placement in the progression schedule of the new job classification shall not be determined by his/her length of service with the Employer, but rather the employee will be placed at the next step in the progression that is closest to the current wage, at no time will the employee lose wages.

F. Position Changes Exempt from Posting

The following changes in positions may be proposed by a Worker or the Department Director and shall not be subject to the posting requirements and shall not be considered a position change for the purposes of Article 4, Section A:

- a) A reduction in employment status;
- b) A change in work hours (i.e., change in shift start and stop times);
or
- c) A change in the days of work; provided that the above change(s) or reduction does not result in a change in classification or department.

In the event that the change(s) or reduction is proposed by a Worker:

- a) In exercising his or her discretion in granting the requested change(s) or reduction, the Department Director will, to the extent possible, discuss the request with other Workers who may be affected and attempt to accommodate the interests and concerns expressed by the affected Workers.
- b) If the change(s) or reduction is granted, the Union will be notified of such reductions and changes on a monthly basis.

In the event that the change(s) or reduction is proposed by the Department Director:

The Department Director will, to the extent possible, discuss the change(s) or reduction(s) with the Workers who may be affected and attempt to accommodate the interests and concerns expressed by the affected Workers in making the change(s) or reductions.

- 1) If more than one of the Workers affected requests the change(s) or reduction, the most senior Worker of those affected will be

assigned the change(s) or reduction.

- 2) If no Worker among those affected requests the change(s) or reduction, the least senior Worker of those affected will be assigned the change(s) or reduction. Such least senior Worker may elect to accept the change(s) or reduction.
- 3) As an alternative to acceptance of the assignment in 2) above, the least senior Worker may exercise rights under Article 6, Section B by providing written notice of such intent to the Department Director and the proposed position will be posted under Article 4, Section A.
- 4) The Union will be notified of such reductions and changes on a monthly basis.

G. Temporary Assignments

1. Temporary assignments anticipated to be of more than sixty (60) days' duration will be posted pursuant to Article 4, Section A, with such posting to include the estimated duration of the temporary assignment.
2. A Worker applying for such temporary assignment will be advised whether the Worker's regular position will be held, for the Worker's return, during the anticipated temporary assignment. If the Worker then accepts the temporary assignment, a transfer date shall be established.
3. If the Worker has been advised that the Worker's regular position would be held, for the Worker's return, and it is determined subsequently that such regular position cannot be held, the Worker will be advised and permitted to return, at that time, to the Worker's former position.
4. If the Worker's regular position has not been held and the Worker has not returned to the Worker's former position at the conclusion of the temporary assignment, the Worker will be placed on inactive status for a maximum period of thirty (30) days, during which thirty (30) day period the Worker may bid on any vacancy posted pursuant to this Agreement. If the Worker has not been selected for any such vacant position before the end of the thirty (30) day

period, the Worker's employment shall be terminated.

5. For temporary assignments of nine (9) months or less duration, the minimum requirement for the position shall include recent experience (within the last three years) in a similar position in order to meet the needs of the department manager or his /her designee for temporary staff who do not require extensive training or orientation.
6. If a temporary assignment is not filled through the procedures above by an in-house applicant, the temporary assignment shall be eligible for filling with persons from outside the Hospital.

H. Exceptions

1. Nothing in this Section shall be construed so as to restrict the Hospital's right to staff each shift with qualified Workers. Exceptions may be made to the above procedures if there is reasonable cause to believe that patient care or safety may be placed in jeopardy. The Hospital shall meet with representatives of the Union prior to any such exceptions being made.
2. Upon request of the Union, the Hospital and the Union shall meet to discuss staffing and scheduling issues.
3. Upon mutual agreement of the hospital and the Union, position posting requirements may be waived for vacant positions that may be made available to workers, on a seniority basis, whose positions are to be eliminated, or workers who are displaced by others as a result of layoff. All positions will be offered to the incumbent staff by seniority order and by classification, provided the worker is competent to perform the job, until all positions are filled by the incumbent staff. If any positions remain unfilled after the incumbent staff have been selected, those positions will be posted externally hospital wide.

* For the purposes of Certified Nursing Assistants, Administrative Coordinators and LVNs within the Nursing Department, the term department shall include the following Nursing Units: MSO, Short Stay, CSU, ICU, Perinatal Services, PACU, and Emergency Department.

ARTICLE 6: LAYOFF & REEMPLOYMENT/CANCELLATIONS

In the event that the Hospital deems it necessary to reduce the work force, layoffs within any classification so reduced shall be by inverse order of seniority, when the reduction is not due to the specific elimination of a designated position(s). All reductions shall be accomplished as follows:

A. Notification and Interview

1. Workers affected by the reduction will, to the extent possible, be personally contacted by their Department Head.
2. The Hospital shall attempt to give fourteen (14) days, but shall in no case give less than seven (7) days, notice to any Worker who is to be laid-off or displaced, except in the event of a catastrophe, such notice is to include a listing of the Worker's rights under Article 6. Such notice, under the same terms, shall be provided to the Union.
3. All Workers whose positions are to be directly affected by the reduction will be sent a written notification of position reduction by certified mail, or shall be provided such notification in person. Workers will be notified that they may be required to pass a skills test (e.g., typing, filing, keyboard, etc.) in order to transfer to a position requiring such skills.
4. The written notification will include an appointment time for an interview with a representative of the Human Resources Department or directions to schedule an appointment within a specified time period. Failure to appear for the scheduled interview appointment, to schedule an appointment within the specified period, or to arrange a satisfactory alternative interview time prior to the date of the scheduled interview, will result in forfeiture of the Worker's displacement rights.

B. Transfer and Displacement Rights

1. When a reduction in force occurs within a department, the least senior employee in a specific position classification (e.g. Speech Therapist) shall be the first to be laid off unless the least senior employee exercises bumping rights.

2. Except in cases of layoff resulting from a catastrophic occurrence, employees shall receive two weeks' notice of layoff. The Union shall be given a copy of any written notice of such layoff.
3. An employee who has completed his or her probationary period and is subject to layoff shall have the right to displace (bump) a less senior employee in the same position classification within the same department provided the employee subject to layoff has the ability, skills and experience to fill the position, has a satisfactory work performance history, and is willing to accept the hours, shift and schedule of the less senior employee.
4. If there is no less senior employee in the same classification within the same department, the employee subject to layoff may displace the least senior employee in the same classification and employment status in other departments, provided the Hospital has determined that (s)he is presently qualified (which for purposes of this Article means that (s)he has the qualifications, skills and abilities for the position, requiring only the customary orientation provided to qualified employees hired for the position), and further provided (s)he is willing to accept the hours, shift and schedule of the position.
5. If there is not a least senior regular employee in the same classification, the employee may elect to displace any pre-scheduled per diem employee in the same classification again subject to the Hospital's determination that (s)he is presently qualified for the position and the quantity and regularity of hours constitutes that of a regular position and the employee accepts the hours, shift and schedule of the per diem employee.
6. An Employee who is laid off shall have the right to fill a vacant position in another department or classification provided that the Hospital determines that the laid off employee is presently qualified to fill the position and has a satisfactory work performance history.
7. Employees changing classification series are expected to perform satisfactorily the new duties after the normal orientation period provided to new or transferred employees. A probationary period of ninety (90) days applies to assignment to the position in the new classification series. The probationary period may be extended by the employee's manager an additional forty-five (45) days.
8. *Recall.* Laid off employees shall be recalled to the jobs from which they were laid off in the inverse order of layoff. Except as otherwise provided below, laid off employees shall have recall rights for one year following the date of layoff. An employee will be terminated

from layoff that refuses to accept recall to the job from which the employee was laid off to any other job where his or her rate of pay would not be less than his or her former rate of pay.

C. Alternative Procedures

It is recognized that the circumstances of any given reduction in the work force may make variation from this procedure advantageous to all affected by such reduction. Such variations shall be allowed only if agreed to by both the Hospital and the Union, provided however, that the Union may not agree to any such variation unless the proposed action has been agendized and voted on at a Sequoia Chapter Membership Meeting, of which at least five (5) calendar days' notice has been given to its membership through the Local's Shop Steward.

D. Temporary Reduction

Shift reductions of a temporary nature, which may be effected by the hospital to decrease staffing due to fluctuations in patient census, acuity or other factors, will be accomplished in the following manner:

1. Voluntary time off will be requested of Workers assigned to the department/unit, shift and classification affected, in order of seniority.
2. To the extent the necessary shift reductions are not accomplished through voluntary time off, mandatory time off will be required, and subject to Article 5, Section B-5 below, calling off Workers in the affected department/unit, shift and classification in the following order:
 - a. On-Call Workers
 - b. Part-time non-benefit Workers scheduled to work an additional shift as defined in Article 11, Section C
 - c. Part-time non-benefit Workers
 - d. Part-time benefit Workers scheduled to work an additional shift as defined in Article 11, Section C

3. Any further reductions necessary will be accomplished through the rotating cancellation or dismissal of part-time benefit and full-time Workers in the department/unit, shift and classification affected. Such reductions will begin with the least senior Worker in the classification who is scheduled to work the affected shift and shall continue through the list for that classification until all Workers in the classification have been canceled one shift or the pay period ends. At the beginning of each pay period, or if all Workers in a classification have been canceled once, additional cancellations will begin with the least senior Worker on each list.
4. No temporary Worker shall be assigned to work on a shift from which Workers, on the same shift and assigned to the same classification and department/unit, have been canceled or dismissed.
5. If it is determined that any employees are to be canceled, the affected employees will be called at home at least two (2) hours prior to the start of the employee's shift and given the option of utilizing accrued PTO or taking absent time. If an employee is not called a minimum of two (2) hours prior to the start of the shift, the employee will be paid for a minimum of four (4) hours. For purposes of this provision, an employee shall be deemed to have been called if a telephone call is made by the nursing unit or the staffing office to the employee's telephone number which is then on file. A record of such call shall be maintained. If a call has been made, the canceled employee is then ineligible for the four (4) hours of pay. Requests for time off from employees in an affected classification shall be honored prior to any reduction in that classification provided that the employees remaining are qualified to do the work.
6. Employees may be required to float within the Department. Such floating shall be rotated among the Workers with the unit, shift and classification affected, in inverse order of seniority. At the beginning of each pay period, the rotation order shall begin with the least senior employee in the unit, shift and classification affected. Employees to be floated to another unit will be advised of their duty location upon reporting to work. Employees floated to other units will not be replaced unless such floating was due to 1) the employee's particular qualifications, as indicated in the job

description, or 2) conditions change on the floated employee's regular unit which require that personnel be added after the start of the shift. For purposes of floating, employees will not be required to replace employees in different job classifications provided that the available employees are qualified to do the work.

7. On-Call and regularly scheduled employees who have been pre-scheduled above the regular employment status will be reduced to allow other employees within the same classification to make up time reduced below their regular employment status. CNA and Oncology Technician shall be considered the same classification for purposes of reductions. Employees being canceled may choose to use absent time or PTO for the canceled time.

ARTICLE 7. GRIEVANCE PROCEDURE

A. Grievances and Complaints

1. A grievance is defined as a condition that exists as a result of an unsatisfactory adjustment or failure to adjust a claim or dispute by a Worker or Workers, the Union representative or representatives, the Steward, Chief Steward, or the Union concerning rates of pay, hours or working conditions set forth herein; the interpretation or application of this Agreement; alleged improper discharge, demotion, disciplinary transfer, suspension, or memorandum of discipline, warning or reprimand, alleged improper performance evaluation or alleged improper layoff, except that the discharge of a probationary Worker shall not be grievable.
2. Any complaint by the Hospital relating to the observance and execution of this Agreement by the Union, or by any of the Workers covered by this Agreement, shall have the status of a grievance within the meaning of this Article. All grievances shall be processed in accordance with the provisions of Article 7, Section B through Section C below.
3. Any complaint by a Worker, whose classification is covered under this Agreement, which is not a grievance, as defined by Article 7, Section A-1, may be submitted to the Associate Administrator for Human Resources for resolution. The Associate Administrator for Human Resources may conduct an investigation and/or hold a hearing regarding the complaint and will provide a response to the Worker within a reasonable time after

submission of the complaint.

4. In taking a disciplinary action against any employee, the employer is entitled to consider prior disciplinary action provided that the Hospital shall consider the length of time since any such prior disciplinary action.

B. Time Limits

1. Grievances regarding alleged improper discharge, suspension or layoff must be filed within ten (10) days after such discharge, suspension or layoff. Grievances alleging improper discharge, suspension or layoff may be filed by the Worker affected or by the Business Agent, Chief Steward or Steward. Other grievances shall be without effect and void unless presented orally or in writing to the lowest step within twenty-one (21) days from the date either the Worker, Workers, or the Union, first acquire, or by ordinary observation should have acquired, knowledge of the fact or facts upon which the grievance is based.
2. Retroactive pay shall be limited to a maximum of thirty (30) calendar days, except in the case of a willful violation of the Agreement the arbitrator may waive the thirty (30) calendar day limitation on retroactivity or unless otherwise provided for by statute. This limitation shall be calculated from the date on which the grievance was first filed.
3. Any of the time limits contained in Article 7, Section B & C may be waived by mutual agreement of the parties hereto.

C. Grievance Procedure

1. *Step 1-Department Director.* No matter shall be considered a grievance unless it is presented orally or in writing by the Worker and/or Steward or Chief Steward to the Department Director of the department in which the affected employee(s) is employed within the time limits set forth above. The Department Director will render a decision on the grievance within ten (10) calendar days. If the alleged grievance is not settled by such response, it shall be reduced to writing and referred directly to Step 2. [For purposes of this section, Department Directors of Nursing Units shall be the Unit's Division Director.
2. *Step 2-Associate Administrator for Human Resources.* If any such grievance has not been settled in Step 1, the grievance may, within ten (10) calendar days of reply by the Department Director or from the date when

such reply was due under Step 1, be set forth in writing and submitted to Human Resources.

Within ten (10) calendar days thereafter, there shall be a meeting between Union representatives and the Human Resources Manager or his/her designee regarding the grievance and an attempt shall be made by those persons to settle the matter. Within ten (10) calendar days following such meeting, the Human Resources Manager or his/her designee shall give a written reply to such grievance.

3. *Step 3-Optional Mediation Process Step.* If any grievance is not resolved in Step 1 or Step 2 above, the grievance will, upon the request of either party, be considered by a Mediation Process involving a maximum of two(2) representatives from the Union, a maximum of two (2) representatives from the Hospital, the grievant and a Mediator from the Federal Mediation and Conciliation Services ("FMCS"). Either party must request the Optional Mediation Process Step in writing within five (5) calendar days of receipt of the Step 2 written response. The Mediation Process meeting will be scheduled at the earliest mutual convenience of the hospital, the Union and the Mediator.

The Mediation Process is intended to be an informal, expeditious and candid discussion of the grievance where the Mediator will explore opportunities for resolution of the grievance. The use of the Mediator from the FMCS shall be at no cost to either party.

Neither the Union nor the Hospital will submit evidence or raise issues or introduce arguments during the Mediation Process that were not first introduced during Step 1 and/or Step 2 of the grievance procedure. Neither the Union nor the Hospital may introduce into evidence at a subsequent arbitration, any statement, admission and/or declaration made by the other party or the Mediator during the Mediation Process.

4. *Step 4 – Arbitration.* If such a grievance is not settled at Step 1 or 2, and the party initiating the grievance does not request the Mediation Process described in Article 7, Section C-3 above, the party initiating the grievance will have ten (10) calendar days from the date of receipt of the written response at Step 2 to invoke arbitration. If the grievance is not settled at Step 1 or 2, and the party initiating the grievance does request the Mediation Process described in Article 7, Section C-3 above, the party initiating the grievance must invoke arbitration in writing within ten (10) calendar days of the date of the Medication Process meeting.

The arbitrator may award damages for any breach of this Agreement; but no such award of damages shall be made for any period earlier than the date when the grievance or complaint was first presented. The parties shall each pay one-half (1/2) of the costs of arbitration, including the fees of the arbitrator and other expenses of the arbitral proceeding, but not including compensation or costs or representation advocacy or witnesses for either party.

The decision of the arbitrator shall be final and binding on the Hospital and the Union. Such decision shall be within the scope and terms of this Agreement, but shall not add to, subtract from, alter or change the scope and terms. The decision shall be rendered in writing within ten (10) days from the time of presentation to the arbitrator and shall specify the effective date of the decision.

ARTICLE 8: BASIC WAGES

A. Revision of Wage Rates During Term of Agreement

1. Year One:

Ratification bonus: The employer will pay each regular full-time and part-time employee an amount equal to one percent (1%) of their base compensation (both regular hours worked and paid time off) during the preceding twelve months (26 pay periods beginning first pay period paid in April 2014 through second pay period of March 2015). Eligible employees must be employed at the time of payment in order to receive said payment. Bonus payment the first full pay period following ratification.

One and one-half (1.5%) percent across the board wage increase effective the first full pay period following January 1, 2016.

2. Year Two:

One and one-half (1.5%) percent across the board wage increase effective the first full pay period following January 1, 2017.

One (1%) percent across the board wage increase effective the first full pay period following July 1, 2017.

3. Year Three

One and one-half (1.5%) percent across the board wage increase effective the first full pay period following January 1, 2018.

One (1%) percent across the board wage increase effective the first full pay period following July 1, 2018.

Sequoia Hospital will negotiate regarding reclassifications, or modifications, to specific job classifications throughout the term of the agreement.

B. Wage Step Progression

1. *Step Progression Guideline, affecting all members hired after March 1998.* For wage Steps 1 through 5, a Worker shall advance to each subsequent step upon completion of each one (1) year period of service, or the hourly equivalent thereof in the case of non-benefit employment. Step 6 shall be attained upon the completion of five (5) years of continuous service, or the hourly equivalent thereof in the case of non-benefit employment. Step 7 shall be attained upon completion of ten (10) years of continuous service, or the hourly equivalent thereof in the case of non-benefit employment.
2. Leave of absence periods are not counted as time worked for purposes of wage step advancement.
3. Wage step changes shall be effective with the beginning of a pay period. The change shall be made in that pay period of which the first day is closest to the date on which the Worker is eligible for the change. (Example: If the Worker is eligible for the change in the first half of a pay period, the change shall be effective as of the first day of the pay period. If the Worker is eligible for the change in the second half of the pay period, the change shall be effective as of the first day of the next pay period.)

C. Pay Practices

1. *Minimum Wages.* Minimum wages for classifications of Workers covered by this Agreement are set forth in Addendum I which are a part of this Agreement. Premium wage rates over and above the minimum wage rates may be paid by the Hospital.
2. *New Hires.* New hires with at least one (1) year's comparable experience

with in the last two (2) years shall be advanced to Step 2 of the wage schedule upon completion of probation. Advancement to Step 3 of the wage schedule shall be based on the date of advancement to Step 2, or hours equivalent there-from in the case of non-benefited employees.

3. Former Workers Rehired. Former Workers rehired within six (6) months of termination will receive the same wage step as at the time of termination, if they are re-employed in the same classification.

D. Pay Periods & Pay Checks

1. All wages shall be paid on the basis of two (2) week periods.
2. Direct deposit will continue to be offered to all employees and shall be transmitted to the designated financial institution no later than the designated payday.
3. Live/Manual checks may be mailed to the employees address on file unless otherwise specified in writing. Unless otherwise mutually agreed, payment errors resulting in improper payments (e.g. overpayment) shall be corrected in accordance with applicable California Law.
4. The Hospital shall comply with the California Labor Code Section 204 and will establish a regular payday, posting notification that states day, time and location of payment.
5. Workers' Compensation checks will be forwarded directly to Workers by the plan administrator.

E. Computation of Wages for Pay Purposes

1. Procedure. It is agreed that wages will be computed in accordance with the following procedure:
 - Step 1 -The hourly rate of pay set forth for each classification included in this agreement shall be multiplied by eighty (80) to produce the rate of pay per pay period.
 - Step 2 - The rate of pay per pay period shall be multiplied by twenty-six (26) to produce the annual wage figure.

Step 3- The annual wage figure shall be divided by twelve (12) to produce the monthly rate of pay.

All pay increases shall be applied to the hourly rate of pay and all pay computations shall be based on the hourly rate of pay stated to three (3) decimal places. In producing the hourly rate of pay, the calculation shall be carried to the fourth (4th) decimal place, in the event that the dividend is not evenly divisible by the third (3rd) decimal place, or prior to that. When the calculation is carried to the fourth (4th) decimal place, the following rule shall prevail in stating an hourly rate of pay calculated to three (3) decimal places:

If the number in the fourth (4th) decimal place is four (4) or less, the number in the third decimal place shall remain unaffected. If the number in the fourth (4th) decimal place is five (5) or larger, the number in the third (3rd) decimal place shall be increased by one (1).

2. *Variances.* It is stipulated by both parties to this Agreement that there is a mutually held understanding that the method of computing wages set forth above may produce minor variances from the monthly rates of pay agreed herein. The intent of Section E is to establish the arithmetic procedure to be employed by the Hospital in computing wages; variances which result from the use of this arithmetic procedure shall not be subject to adjustment. Variances from the monthly rates of pay agreed to herein, which result from faulty application of this arithmetic procedure, are open to adjustment at any time.

F. Equal Pay

There shall be no distinction between the wages paid to men and the wages paid to women for the performance of comparable quality and quantity of work in the same or similar operation.

ARTICLE 9: OTHER COMPENSATION

A. Shift Differential

1. The day shift is defined as 0700 - 1500 hours. The evening shift is defined as 1500 - 2300 hours. The night shift is defined as 2300 - 0700 hours. The applicable shift differential rate shall be paid to Workers for all hours worked in a shift differential period provided that the Worker works in excess of two (2) hours in the shift differential period.
2. Shift differential of one dollar seventy-five cents (\$1.75) per hour shall be paid for all work performed on an evening shift, except that Respiratory Care classifications shall receive 10% of Step III of the Respiratory Care Practitioner rate.
3. Shift differential of two dollars (\$2.00) per hour shall be paid for all work performed on a night shift, except that Respiratory Care classifications shall receive 15% of Step III of the Respiratory Care Practitioner rate.
4. Evening and night shift Workers temporarily assigned to the day shift, on an irregular basis, shall receive their customary shift differential pay for the day shifts worked that are in lieu of the Worker's regular shifts.

B. Standby Pay

1. Workers assigned to standby status shall be compensated at one-half (1/2) times the basic straight time hourly rate for hours as assigned. When required to report to work while on standby status, the Worker shall receive one and one-half (1-1/2) times the basic straight time hourly rate.
2. Workers assigned to standby status on a holiday may elect to claim an equivalent number of hours to those spent on standby status of accrued PTO to be paid at the straight time rate, plus shift differential if applicable.

(**Hospital agrees to withdraw proposal without prejudice as long as Union agrees to deem the proposal was never made and shall not be used against the employer in any other setting.
Maintain Status Quo)

C. Pay for Temporary Work in a Higher Classification

When a Worker in any of the classifications in this Agreement is temporarily assigned to a higher classification of work covered by this

Agreement, she/he will receive the higher rate of pay for the time so worked. A Worker shall not be required to accept a temporary assignment in a classification not covered under this Agreement.

D. Meals

All Workers covered by this Agreement who are Food Service Department employees working four (4) hours or more shall be entitled to one (1) full meal which shall be the main meal served during their shift. This meal shall be the "employee's special" or the equivalent thereof.

E. Uniforms

The Hospital will provide uniforms to employees that are properly fitting, in good repair and create a pleasant appearance. When the Hospital provides uniforms, lab coats, or other special types of work clothes, the Hospital will continue to provide and launder (if applicable) the same provided that the Hospital shall not be required to furnish apparel traditionally worn by such employees in healthcare generally.

F. Mileage

Payment for all miles driven as a result of work requirements shall be equivalent to the I.R.S. allowance for mileage reimbursement.

G. Tuition Reimbursement

Tuition reimbursement is available to Workers in benefit status upon completion of the probationary period. Tuition and educational expense reimbursement is available for Workers who take courses during their off-duty hours.

The Hospital shall reimburse Workers upon presentation of receipts for tuition, books, other educational supplies and evidence of satisfactory course completion, subject to the following guidelines:

Courses must meet either of the following criteria:

- a. Be included in a career development plan which has been jointly developed by the Worker and his or her department director; or

- b. Be a course related to the development of specific job skills related to the Worker's current position and approved by the department director.

Workers shall be entitled to a maximum tuition reimbursement amount of three thousand dollars (\$3,000.00) each year of the Agreement.

Personnel authorized to attend meetings off site will be reimbursed according to the Dignity Health Travel and Entertainment Reimbursement policy and procedure.

H. Continuing Education Hours & Leave

1. Continuing Education courses will be offered at the Hospital whenever practical. Continuing Education Hours are available to Workers in benefit status upon completion of the probationary period.
2. Continuing Education Hours will only be paid for class or testing time that is required to obtain or maintain a license and/or certification required by law or the Hospital for a currently held position.
3. Hours will only be paid when regular scheduled shifts will be missed. Payment for such Hours shall be at the employee's straight time hourly rate. Hours shall not constitute hours worked for purposes of calculating overtime unless otherwise required by law.
4. Continuing Education Hours must be pre-approved by the Department Manager.
5. If, during the term of this Agreement, any classification covered by this Agreement is required to complete continuing education courses as a condition of State relicensure or recertification, the Hospital and the Union agree to meet and confer regarding release time which may be granted for Workers to attend required courses not available through the Hospital's in-service program.

I. Other Benefits Maintained

If, during the term of this Agreement, the Hospital proposes to establish a charge to Workers for parking, the Hospital will provide advance notice to the Union and will negotiate with the Union regarding any such

proposed charge. It is the intent of the Hospital to offer parking on the same basis to all employees.

ARTICLE 10: GROUP INSURANCE BENEFITS

A. Maintenance of Benefits

The group insurance plans – Medical, Dental, Vision, Accidental Death and Dismemberment, Life and Long Term Disability - as provided by the Hospital shall continue in effect for the duration of this Agreement except as may be modified pursuant to Article 10 below. The Hospital will provide one fully employer paid medical, dental, and vision plan for the Worker, the worker's spouse or Registered Domestic Partner and dependent children and legally domiciled adults who were provided coverage under the Agreement as of April 1, 2015 so long as they continue to meet the eligibility requirements established by the 2011-2015 agreement.

B. Coverage

Newly hired Workers will be covered under the group insurance plans on the first day of the month following the completion of sixty (60) days of benefit status employment.

C. Medical Insurance

1. Eligible Workers may elect health plan coverage under the fully employer paid plan, the optional plan, or an alternative plan provided that the Hospital will not offer an alternative plan without first notifying the Union at least sixty (60) days in advance of such proposed action and, upon request, bargaining with the Union.
2. Hospital and Union agree that Hospital may, on written notice to Union negotiate premium cost sharing and/or replacement medical, dental, vision and life insurance benefit plan(s) to replace the benefit plans set forth in this Section. Such written notice to Union will provide the Union and Hospital 60 days within which to negotiate regarding such changes; if agreement is not reached within said 60-day period, Hospital shall have the right to unilaterally implement its proposed changes. Either party may request the assistance of the

Federal Mediation and Conciliation Services (FMCS) or the State Mediation Service to assist the negotiations and any agreement reached after the sixty (60) day period will be applied retroactively.

3. If the Hospital changes insurance carriers for the fully employer paid plan (medical, dental, and vision), the benefits provided under such replacement plan shall be similar and substantially equal to those provided under the current Plan.

4. *Optional Plan*

- a. Sequoia Hospital will offer employee and dependent coverage in the optional plan with the required employee contribution equal to the difference in premium between the fully employer paid plan and the optional plan.
- b. Deductions for the Employee portion of any applicable premiums shall be made on a per pay period basis.
- c. If the hospital changes insurance carriers for the Optional Plan, the hospital will make a good faith attempt to maintain existing benefits.

D. Life Insurance

Life insurance is provided to Workers at one times the worker's annual salary at no cost to the worker.

E. Long Term Disability Insurance

1. Eligible Workers shall have three options of insurance to choose from:
 - a. 50% - buy up
 - b. 40%- no cost to employee
 - c. 60%- buy up
2. The monthly benefits are reduced by other income benefits and earnings as specified in the insurance policy (for example, Workers' Compensation, State Disability Insurance benefits, or Social Security Disability payments).

F. Accidental Life Insurance

Workers have option to purchase insurance of up to 4 times annual salary or a flat \$10,000.

G. Continuation of Group Insurance

When a Worker terminates his/her employment with the Hospital, the Worker, his/her spouse and eligible dependents, may be eligible to continue group insurance coverage to the extent required under applicable laws. The cost of such coverage shall be borne entirely by the Worker, spouse or dependent.

H. Retiree Medical Reimbursement Program:

- a. The Employer will extend the Dignity Health Retiree Medical Reimbursement Program (RMRP) to AFSCME represented employees. This Plan will be administered consistent with existing plan rules, parameters and requirements. To the extent Dignity Health modifies this Plan; said modifications shall also apply to employees represented under this Agreement.
- b. The employer covers all AFSCME represented employees under the Guaranteed Growth Account (GGA) Retirement Program, which consists of defined benefit pension plan and a company match in the 403 (b) savings plan.

ARTICLE 11: HOURS AND SHIFTS

A. Hours of Work

1. Shifts of less than eight (8) hours may be established by the Hospital.
2. The standard shift shall be eight (8) hours worked within an eight and one-half (8 and 1/2) hour period.
3. Shifts in excess of eight (8) hours, but not more than twelve (12) hours, may be established by the Hospital.

B. Overtime

1. Except as otherwise provided in this Section, hours worked in excess of forty (40) within a work week shall be paid at time and one-half (1 and 1/2) as required by law.
2. A work week is defined as Sunday through Saturday.
3. For Workers working shifts of eight (8) hours or less, work authorized in accordance with Hospital policy in excess of eight (8) consecutive hours shall be paid at time and one-half (1 and 1/2) as required by law.
4. For Workers working shifts in excess of eight (8) hours, work authorized in accordance with Hospital policy in excess of the scheduled work shift shall be paid at time and one-half (1 and 1/2) as required by law.
5. Hours worked in excess of twelve (12) consecutive hours shall be paid at double time as required by law.
6. Workers working a double shift, defined as the second of two (2) consecutive shifts, shall be paid at the rate of two (2) times the Worker's basic straight time rate for the second shift. If less than eight (8) hours are worked on either shift, this subsection shall not apply except if less than eight (8) hours are worked due to shifts overlapping for up to thirty minutes (e.g. giving report).
7. There shall be no pyramiding or duplication of overtime/premiums (i.e., hours for which an overtime/premium rate is paid shall not be counted for the purposes of determining overtime eligibility for any other hours).

C. Assignment of Additional Work

Prior to the posting of the schedule, the Hospital will attempt to accommodate part-time benefited and part-time non-benefited employees who have requested that they be considered for additional shifts in their classification and department before on-call employees. Such employees shall make requests by submitting their availability, in writing, at least four weeks prior to the date the schedule is to be posted. For the purposes of this paragraph an "additional shift" means a shift in excess of the minimum availability requirements contained in Appendix "A" for on-call workers. The Hospital will attempt to assign such shifts in

rotation by seniority per pay period. This paragraph shall not require the Hospital to assign any shift which would result in premium pay.

D. Position Categories

Positions which are posted shall be one of the following:

- a) Regular Position: A "Regular Position" shall have defined hours and days of work or involve rotation schedules. Anticipated changes in scheduled hours and days of work or rotation schedules will be noted on the posting notice. Regular positions are subject to occasional scheduling adjustments which may be necessary due to workload, staffing, or other factors. To the extent that such scheduling adjustments are known prior to the posting of the schedule, such adjustments shall be noted on the work schedule. Departments will attempt to use Variable, Relief and On-Call Workers before making schedule changes for Regular Positions. In posting positions, it is the intention of the Hospital to identify as many positions as possible as Regular Positions with set days and hours of work.
- b) Relief Position: A "Relief Position" will involve variable hours and days of work. Such positions will be established to provide coverage for shift or position vacancies, Worker absences, and to supplement the regular staffing.

E. Posting of Schedules

Work schedules shall be posted at least fourteen (14) days in advance of the applicable work period. It is the intention of the Hospital, whenever possible, to maintain existing position schedules which provide for two (2) consecutive days off or a rotation schedule.

F. Rest Periods

Rest Periods shall be consistent with California Labor Law. Where an employee is otherwise entitled to a ten (10) minute rest period under the law, the Hospital shall provide a fifteen (15) minute rest period.

G. Rest Between Shifts

Each benefited full time and benefited part time employee shall have an unbroken rest period of at least 12 (twelve) hours rest between shifts. All hours worked within the above rest period shall be paid at the rate of time

and one half (1.5). This does not apply to Workers on a regular ten (10) or twelve (12) hour schedule. Overtime for which premium pay is given shall count as rest periods for the purpose of this paragraph. The provision of this paragraph may be waived on the written request of the individual employee and with agreement of the Worker's supervisor. Such requests for waivers shall be in writing and the individual employee shall indicate the time period during which such waiver shall be in effect. The written waivers shall be made available to the Union, in the Human Resources office, upon request.

H. Meal Periods

Meal Periods will be provided in accordance with applicable laws.

I. Split Shifts

Unless mutually agreed to, in writing, by the Hospital and Union, Workers shall not be assigned to a split shift for the duration of the Agreement.

J. Cancellation of Call-Back Shifts

Workers who are called in to work an unscheduled eight (8) hour shift and who report for such shift will be paid for a minimum of four (4) hours if such shift is canceled.

K. Weekend Work Proposal

1. The Hospital shall make every effort to schedule each Employee at least every other weekend off.
2. The Hospital shall guarantee to schedule employees that work a variable schedule two consecutive days off every pay period.
3. Employees who want a more frequent weekend work schedule may request such in writing.
4. Positions filled as weekend only are not applicable to the clause.

ARTICLE 12: PAID TIME OFF (PTO) & EXTENDED SICK LEAVE (ESL)

A. Paid Time Off Program

1. *General Concept.* The Paid Time Off (PTO) program combines sick leave, vacation and holidays into one account of paid time off. PTO shall be used for vacation, holidays, illness, emergencies, religious observances, preventative health or dental care, personal business or other elective excused absences (except continuing education released time provided for in Article 9, bereavement leave and jury duty, which will be paid in addition to PTO). PTO must be scheduled with the Worker's immediate supervisor, in advance, except in the case of illness or emergency.

2. *Eligibility.*
 - a. PTO will be provided for all full-time and part-time benefit Workers.

 - b. PTO will begin to accrue with the first (1st) day of benefit status employment.

B. PTO Accrual Schedule

1. *Full-time (1.0 FTE) Employment Status Schedule*

<u>Length of Service</u>	<u>Total PTO Per Year</u>	<u>PTO Accrued Per Pay Pay Period</u>
0-12 months	208 hours	8.00 hours
13-24 months	256 hours	9.85 hours
25-144 months	304 hours	11.69 hours
145 months and up	344 hours	13.23 hours

2. *Part-time (.8 FTE/64 hours per pay period) Employment Status Schedule*

<u>Length of Service</u>	<u>Total PTO Per Year</u>	<u>PTO Accrued Per Pay Pay Period</u>
0-12 months	166.4 hours	6.40 hours
13-24 months	204.8 hours	7.88 hours
25-144 months	243.2 hours	9.35 hours
145 months and up	275.2 hours	10.58 hours

3. *Part-time (.6 FTE/48 hours per pay period) Employment Status Schedule*

<u>Length of Service</u>	<u>Total PTO Per Year</u>	<u>PTO Accrued Per Pay Pay Period</u>
0-12 months	124.8 hours	4.80 hours
13-24 months	153.6 hours	5.91 hours
25-144 months	182.4 hours	7.02 hours
145 months and up	206.4 hours	7.94 hours

4. Effective with the first pay period beginning on or after July 1, 1994, PTO shall be accrued on the basis of straight-time hours paid. Part-time benefit Workers will accrue pro-rata PTO on the basis of straight-time hours paid.
5. A maximum cap of 400 hours as of January 1, 2013. Current cash out language shall continue through December 31, 2012 (balances in excess of 400 at this time shall be cashed out pursuant to existing procedures).
6. Employees will be able to cash out PTO hours for personal hardships pursuant to IRS regulations as set forth under Dignity Health – Sequoia Hospital’s PTO Hardship cash out program.

C. Use of PTO

1. PTO shall be used for vacation, holidays, illness, emergencies, preventative health or dental care, personal business, non-immediate family bereavement, or other excused absence.
2. PTO will be paid at the Worker's hourly base rate, plus shift differential for those Workers regularly assigned to the evening or night shifts.
3. PTO may be used as it is earned.
4. With the exception of illness or emergency, PTO must be scheduled, in advance, with the Worker's immediate supervisor. Requests for PTO are to be made in writing and a written response to such requests shall be provided within ten (10) days. Written requests for PTO made less than ten (10) days in advance of the date requested shall be accommodated to the extent possible and a written response shall be provided as soon as practicable. In order to meet normal work requirements, the Hospital has the right to limit the number of Workers who may be off for any particular

shift. In the event of illness or emergency, PTO will be granted provided notification of the illness or emergency is given to the department head prior to the start of the shift for which the PTO is to be used.

5. "Emergency" for the purposes of Article 12 shall be defined as a circumstance for which the Worker could not have provided advance notice and of such compelling and sufficient reason to cause the Worker's absence from a scheduled shift.
6. Responsibility for scheduling vacation periods also lies with department heads. Whenever possible, Workers shall be given preference on the basis of seniority in the choice of vacation period.
7. Workers will submit to their supervisors by November 15th of each year a list of their vacation choices for dates occurring during the following twelve (12) month period beginning on January 1. On or before January 1 of each calendar year, the supervisor or department head will post the vacation schedule for the year.
8. After posting, changes in the vacation schedule will be indicated in a manner which will provide notice of such changes to Workers within the department. Workers may request consideration for any open dates, either by revising their original vacation requests or by using additional accrued PTO hours not already assigned.
9. A Worker may cancel his or her scheduled vacation at least one (1) month in advance by written notification to his or her immediate supervisor. The relinquished vacation shall be posted and awarded by seniority except if there is reasonable cause to believe that by granting such vacation, patient care, safety, services, or operations would be placed in jeopardy by the Worker's absence.
10. Workers are encouraged to use no less than eighty percent (80%) of PTO accrued by the end of the service year following the service year in which the PTO is accrued.
11. PTO shall be used for all time off, except that which is required to reduce staffing levels due to decreased workload, which may be unpaid or PTO at the Worker's option with prior notice to the Worker's supervisor.
12. The Hospital may require a doctor's certificate as verification of illness, or injury, provided notice of such requirement has been previously given to

the Worker. Certification to determine a Worker's fitness to return to work may, however, be required without prior notice and will be submitted to the Employee Health Nurse.

13. In the event that scheduled PTO must be canceled by the department, the Worker shall be given the reason for such cancellation. Once granted, the Hospital will not cancel a Worker's scheduled PTO except by mutual agreement between the Worker and the Hospital or in the event that there is reasonable cause to believe that patient care, safety, services or operations would be placed in jeopardy by the Worker's absence.

D. Cash Out of PTO

Upon termination, or transfer to non-benefit status, one hundred percent (100%) of the Worker's PTO balance will be paid. The payoff rate will be the Worker's current hourly rate, plus shift differential if the Worker has been assigned to the evening or night shift for the preceding ninety (90) days.

E. Extended Sick Leave Program

1. Workers will earn forty (40) hours of Extended Sick Leave (ESL) per year, prorated for part-time Workers, or 1.54 hours per pay period. Effective with the first pay period on or after July 1, 1994, ESL shall be accrued on the basis of straight-time hours paid. These hours will be placed in an ESL account and may be used if the following requirements are met:
 - a) Qualification for State Disability Insurance (SDI) or Workers' Compensation benefits, or for absences from work for an worker's personal injury or illness for work hours in excess of the first three scheduled work days of illness/injury or the first 24 scheduled work hours whichever occurs first, and
 - b) Completion of the first ninety (90) days of employment, or five hundred twenty (520) hours for part-time Workers.
2. ESL must be used to supplement SDI or Workers' Compensation benefits during an extended illness or injury period.
3. ESL will be used in place of PTO, at such time as the Worker qualifies for SDI or Workers' Compensation benefits; however, PTO must be used when ESL has been exhausted.

4. A maximum of seven hundred twenty (720) hours may be accrued in the ESL account. Current employees exceeding 720 hours may retain his/her accumulated ESL but shall not accrue additional ESL until such drops below 720 hours.
5. ESL will be paid at the Worker's hourly base rate, plus shift differential for those Workers regularly assigned to the evening or night shifts.

F. Cash Out of ESL

ESL may not be cashed out, except for employees hired prior to March 1, 1997 and as provided below:

- a. "Sick leave" hours accrued prior to January 1, 1983, which were converted by the Worker to ESL on that date and which remain in the ESL account will be paid off at thirty percent (30%) of the Worker's base pay at the time of termination, or transfer to non-benefit status, except as provided in Article 12, Section F-1 B & C.
- b. A Worker who terminates employment or transfers to non-benefit status, after the completion of twenty (20) years of service, or a Worker who is vested in the Hospital Pension Plan and voluntarily terminates employment at age fifty-five (55) or over, shall be compensated for all unused ESL hours, including those accrued after January 1, 1983, at a rate equal to fifty percent (50%) of base pay.
- c. The Worker who is vested in the Hospital Pension Plan and who voluntarily terminates employment at age fifty-five (55) or over may request, as an alternative to the compensation provided in Article 12, Section F-1-B above, that the Hospital pay the Worker-only premium for either the Hospital's self-funded or HMO health plans to which the Worker may convert upon retirement, without evidence of insurability. The Hospital, upon presentation by the Worker of the billing for such premiums, shall continue to provide payment therefore to the insurer, to the limit of the total dollars that would have been provided under Article 12, Section F-1-B. Upon exhaustion of the Hospital's contributions under this subsection, the Worker may continue such premium payments himself/herself.

ARTICLE 13: HOLIDAYS

A. Holidays Recognized

The following holidays are recognized: New Year's Day, Martin Luther King Jr.'s Birthday, Presidents' Day, Memorial Day, Independence Day, Labor Day, Thanksgiving, Christmas, and the Worker's birthday. The parties agree that the holidays set forth herein shall be observed on the dates set for in the Federal enactment relating to that subject (Federal Uniform Monday Holiday Law).

B. Premium Pay For Holidays Worked

1. Full-time and part-time, benefit Workers required to work on any of the above holidays will be paid at one and one-half (1/2) times the straight time rate for all such hours worked. In addition to such pay, full-time and part-time, benefit Workers may elect to claim an equivalent number of hours to those actually worked of accrued PTO to be paid at straight time rate, plus shift differential if applicable.
2. On-call and part-time, no benefit Workers required to work on any of the above holidays will receive one and one-half (1-1/2) times the hourly rate of pay for all such hours worked.
3. Workers must request time off for their birthday not less than twenty-eight (28) days prior to their birthday to be eligible for holiday pay in the event that such time off cannot be scheduled. Employees must note specifically on PTO requests that time off is for Employee's Birthday.
4. Holiday pay will be paid for all shifts ending on the holiday.

C. Holiday Scheduling

Consistent with the Hospital's work requirements, Workers normally scheduled to work on a holiday will be provided with the opportunity to take the holiday off by rotation in order of seniority.

ARTICLE 14: LEAVES OF ABSENCE

A. Return to Work After Illness or Injury

1. Workers shall be cleared by the Employee Health Service prior to their return to work after illness or injury in any of the following cases:
 - a) The Worker has been absent due to illness for more than five (5) days.
 - b) The Worker has undergone surgery.
 - c) The Worker has been exposed to a communicable disease other than a common upper respiratory or gastrointestinal infection.
 - d) The Worker is required to wear a cast, cervical collar, ace bandage or any other type of medical/mechanical device.
 - e) The Worker has suffered any orthopedic injury (e.g., back, neck, knee, etc.).
 - f) The Worker has an extensive history or high incidence of illness or injury.
 - g) The Worker requests such clearance.
 - h) The Worker has undergone short stay, outpatient or physician's office surgery.
2. The Employee Health clearance shall be initiated as soon as Employee Health is notified of the illness or injury and shall include the following:
 - a) The Worker's physical condition and medical evaluation.
 - b) The Worker's ability to return to his/her regular assignment.
 - c) Temporary changes in work assignment or reassignment which may be necessary to return the Worker to work as soon as possible
 - d) At such time as medical restrictions are removed, the Worker will return to the Worker's regular work assignment.

A Worker who has suffered an on-the-job injury or illness and is scheduled for an Employee Health Services medical appointment on duty time shall be released for such appointment without loss of pay.

B. Light Duty

1. Workers released by a physician from illness or injury with work restrictions will be evaluated by the Employee Health Service and a reasonable effort will be made to accommodate such restrictions with a temporary limited duty assignment. The temporary limited duty assignment will be evaluated, approved and monitored by the Employee Health Service.
2. Workers shall not suffer a reduction in their hourly rate of pay during any temporary limited duty assignment.
3. It is the intent of the Union and the Hospital that Workers be returned to work as soon as possible following illness or injuries. Toward that end, all reasonable measures necessary for the Worker's return to work shall be pursued which are consistent with the above provisions.

B. Industrial Disability Leave

1. *Rights and Benefits.* A Worker who is disabled because of an on-the-job accident for a period exceeding his/her available PTO and ESL will automatically be placed on a leave of absence for a twelve (12) month period. The Worker shall be cleared by the Employee Health Service prior to his/her return to work from such leave.
2. Workers who are off work due to an on-the-job injury for a period in excess of twelve (12) months will have previous seniority reinstated upon their return to work. Every effort will be made to place the Worker when he or she is able to return to work, provided that suitable employment is available.
3. The Hospital shall pay the Worker and dependent's health insurance premiums for a period not to exceed twelve (12) months while on Industrial Disability Leave.
4. *Return-to-Work Program.* Workers who are designated as "Qualified Injured Workers" under the Workers' Compensation Program shall be eligible for placement in a return-to-work program which may involve any

or all of the following:

- a) A temporary limited duty assignment, consistent with any medical restriction, for up to six (6) months duration.
- b) Referral to a community retraining program.
- c) Placement in a Hospital-sponsored rehabilitation program.
- d) Ongoing medical evaluation and vocational counseling.

C. Non-Industrial Disability Leave

1. Any benefited Worker who has completed his/her probationary period shall be entitled to a leave of absence on appropriate proof that he/she is unable to work because of his/her own physical disability. Such leaves shall not exceed twelve (12) months, including PTO and ESL. The leave may be extended only by agreement between the Worker and the Hospital. The Hospital may require reasonable proof of physical disability and reasonable proof that the employee will be able to return to duty within the time for which the leave is requested.
2. Benefits under this agreement shall be maintained during the paid portions of leave and/or during any portion of FMLA/CFRA qualifying leave, as provided below. Beginning on the first day of the month following exhaustion of paid time and/or the maximum FMLA/CFRA leave, the employee may elect to continue benefit coverage under COBRA by paying the cost of such coverage as provided under COBRA.
3. Workers shall be cleared by Employee Health Services prior to their return to work from such leave.
4. If the leave of absence due to non-job-related illness continues beyond the twelve (12) month period, the Worker will be terminated. Every effort will be made to rehire the Worker when she/he is physically able to return to work, provided that suitable employment is available.

D. Maternity Leave

1. The Hospital shall grant a leave of absence up to a maximum of nine (9) months, including any PTO and ESL, for maternity purposes.

2. Workers shall be cleared by Employee Health Services prior to their return to work from such leave. Nine (9) months shall be extended if employees ESL and PTO exceeds nine (9) months.
3. During such leave of absence, the Hospital shall continue to pay the Worker's health insurance premiums for that period during which the Worker is disabled, to a maximum of six (6) months.
4. For all other periods of the leave, it shall be the responsibility of the Worker to make arrangements with the Employee Benefits Office to continue participation in group insurance at the Worker's expense.

E. Personal Leave

1. A leave of absence for personal reasons may be granted to Workers covered by this Agreement, such leave to be used for either, personal, paternity or educational purposes, or for activity on behalf of the Union, provided that a leave for Union activity shall be limited to one worker at a time. Upon return to work from a Union leave, the Worker shall be returned to the same position as he/she held prior to the leave. Such leave shall not be denied unreasonably. The maximum duration of such a Personal Leave shall be six (6) months.
2. Benefits and seniority shall not accrue to Workers while on Personal leave of absence, however, seniority shall be retained.
3. Workers going on Personal leave of absence are required to make arrangements concerning insurance premiums with the Employee Benefits Office before leaving. If this is not done, the insurance will be canceled. Payment of such premiums shall not be made by the Hospital.
4. Should a dispute arise over the Hospital's refusal to grant a Personal leave to a Worker covered by this Agreement, the matter shall be submitted to one (1) Hospital representative and one (1) Union representative who shall make a joint advisory recommendation to the Associate Administrator for Human Resources.

F. Family Care Leave

1. A Family Care Leave of Absence will be granted to Workers, pursuant to State and Federal requirements in effect at the time the leave is requested and granted. Family care leave will be coordinated with other applicable Hospital benefit and leave policies. To the extent required by law, the Hospital will continue to pay its portion of the Worker's health insurance premiums for the duration of the leave.
2. A Worker may not request a Family Care Leave of Absence to extend either a Personal Leave or a Maternity Leave unless warranted by a change in personal circumstances.
3. To be eligible for a Family Care Leave of Absence, a Worker must have been employed by the Hospital for at least twelve (12) months and worked at least 1250 hours during the twelve (12) months immediately preceding the commencement of the requested leave. Eligible Workers may receive up to twelve (12) weeks during a rolling 12-month period for one or more of the following reasons:
 - a. to care for a newborn, adopted or foster child within one (1) year of the date of birth or placement of the child,
 - b. to care for a child, spouse, or parent with a serious health condition,
 - c. a Worker's own serious health condition, and
 - d. prenatal care.
4. A health care provider's certification of serious illness and a written request for Family Care Leave must be submitted to Employee Benefits prior to such leave.
5. ESL may only be used in conjunction with the Worker's own disability and will be integrated with State Disability or Workers' Compensation benefits.
6. Workers must use PTO before taking time off without pay.

G. Return from Leave of Absence

Upon completion of any leave period under Article 14, Section B through F, the Worker shall be offered the next available position for which qualified, or may bid on any subsequent vacancy for which

qualified. If two (2) or more positions are available, the returning Worker will be placed in that available position which is most comparable to his/her former position. In the event that the Worker's former position has been filled on a temporary basis, the Worker shall return to his/her former position, providing the conditions of the leave have been fully met. The Hospital shall notify the Worker at the time of request for leave of absence if his or her position will be held, if it is known. If the position is to be subsequently posted, the Worker shall be notified by certified mail as soon as possible, but not less than three (3) weeks in advance.

H. Jury Duty

1. A Worker will be paid at their usual hourly rate for scheduled work hours missed due to service on a jury. The Department Head is responsible for making arrangements with Payroll.
2. Night shift Workers shall be granted the night off before anticipated jury duty.
3. No Worker shall, as a consequence of jury service, be required to work hours, when such work hours are combined with hours in jury duty service, which are in excess of the Worker's regular work schedule.

1. Bereavement Leave

1. In the case of death in the Worker's immediate family, the Hospital is authorized to grant up to three (3) days leave with pay. In the event that travel in excess of five hundred (500) miles (one way) is required, an additional two (2) days off with pay shall be approved.
2. Immediate family shall include a Worker's spouse or domestic partner, child, mother, father, mother-in-law, father-in-law, grandparent, grandchild, brother, sister, an individual who has, prior to the Worker's attaining of legal majority, stood in the place of the Worker's mother or father, or a related child, domiciled with the Worker, for whom the Worker has the majority responsibility for care and support.

2. The Hospital retains the right to request verification concerning the above bereavement and death cases.
3. If a Worker is on PTO or ESL, and experiences a death in the family for which the Worker is eligible for bereavement leave and of which the Hospital is notified, such Worker will have the corresponding number of PTO or ESL days added to his or her PTO or ESL balance to be used at a later time.
 1. A Worker may be given up to one (1) day off without pay for the purpose of attending a funeral.
 2. Under certain conditions, such as the death of a Hospital Worker or someone closely associated with the Hospital, representation at the funeral may be approved, in which case the Worker will be paid for the time required.

I. Failure to Return from Leave of Absence

If a Worker does not return to work at or before the end of his or her Leave of Absence, the Worker's employment will be terminated. The Worker will be considered for reemployment upon the Worker's application, provided that suitable employment is available.

J. Continuation of Leave Status

If a Worker returns to duty prior to the expiration of the Worker's Industrial Disability Leave or Non-Industrial Disability Leave and is unable to work for a period of at least fifteen (15) days (for reasons related to the leave from which the Worker returns), the Worker will be returned to leave of absence status for a period not to exceed the unexpired portion of the leave.

ARTICLE 15: PERSONNEL DOCUMENTS

A. Job Descriptions

Upon request of the Worker, the Hospital shall provide him/her, a copy of his/her job description during the normal working hours of the Human Resources Department.

B. Personnel Files

1. There shall be only one official Hospital Personnel File for each worker.
2. Each Worker shall have the right to inspect, review, copy and rebut any record relating to his/her performance as an employee or to a grievance concerning the Worker which is kept or maintained by the Hospital. The contents of such records shall be made available to the Worker for inspection and review at reasonable intervals during the regular business hours of the Human Resources Department, or of any department of the Hospital where such records are maintained. The Worker's designated representative may also review the personnel file with specific written authorization provided by the Worker, in person, in the Human Resources Department.
3. The Hospital shall provide an opportunity for the Worker to respond in writing, or by personal interview, to any information about which she/he disagrees. Such response shall become a permanent part of the Worker's permanent personnel record.
4. Written counseling and verbal warnings placed in the official Personnel File of a Worker along with responses thereto, shall be removed from the Personnel File at the Worker's request after three (3) years from the time of placement provided no similar conduct has occurred in the intervening period.
5. At or before the time of placement, a Worker shall be offered a copy of any letter or memoranda concerning the Worker's job performance which is to be placed in the Worker's official personnel file(s), provided the Worker signs an acknowledgment of receipt. If the Worker refuses to sign an acknowledgment, such documentation may be placed in the file after being initialed by a supervisor with the statement that the Worker has been offered a copy.
6. Article 15, Section B does not apply to the records of a Worker relating to the investigation of a possible criminal offense, or to letters of reference. With regard to the investigation of a possible criminal offense, if such investigation leads to neither conviction nor to disciplinary action, reference to the investigation shall be removed from the Worker's personnel file. If the criminal investigation results in conviction and/or disciplinary action, any reference to the investigation which may be in the Worker's personnel file shall be retained and will be subject to inspection

pursuant to Article 15, Section B.

C. Personnel Policies

Upon request of the Worker, the Hospital shall provide him/her with a copy of the Hospital's most current Personnel Policies Manual.

D. Performance Evaluations

1. Upon request of either the Hospital or the Union, the parties shall discuss suggestions that may be made by either party regarding improvement in the present system of performance evaluation, and if there is agreement, the Hospital shall implement such changes when practicable.
2. The hospital and the Union understand that, from time to time, an employee may perform new or different duties for a limited period of time in response to the needs of the Hospital. In all such cases, the Hospital will ensure that the employee is aware of the performance expectations of the new or different duties. An employee shall not suffer adverse action when performing new or different duties if Hospital has not communicated the performance expectations to the employee.

E. Discipline and Dismissal

1. The Hospital may discharge or take other appropriate disciplinary action against a non-probationary employee for just cause. Discipline may be a verbal warning, written warning, suspension without pay, and discharge. The Hospital will notify the Union of any suspensions or discharges.
2. In taking a disciplinary action against any employee, the employer is entitled to consider prior disciplinary action provided that the Hospital shall consider the length of time since any prior discipline.

ARTICLE 16: MISCELLANEOUS PROVISIONS

A. Safety

The Union shall appoint one (1) representative to the Hospital Safety Committee and by such appointment; the representative shall be a member in good standing of the Committee.

A Worker in a classification covered by the Agreement and an alternate will be proposed for membership on the Hospital's Safety Committee. The Worker and the alternate will be nominated by the Union.

B. Picketed Locations

In the case of a legally declared lawful strike against a private sector employer which has been sanctioned and approved by the labor body or council having jurisdiction, a Worker who is in danger of physical harm shall not be required to cross the picket line, provided the Worker advised his/her supervisor prior to leaving the picketed location, and provided further that a Worker may be required to cross a picket line where the performance of his/her duties is of an emergency nature and/or failure to perform such duties might cause or aggravate a danger to public health or safety.

C. Term "Day" or "Days"

Unless specifically indicated to the contrary, the terms "day" or "days," as used in this Agreement, shall mean calendar day or days.

ARTICLE 17: NEW WORK

In the event that the Hospital introduces new work which is not included within the duties of established classifications, the Union and the Hospital will negotiate regarding the appropriate wage range for the classification affected. If no agreement is reached, the issue may be referred to arbitration as provided in Step 4 of the Grievance Procedure. Pending final settlement of the proper rate for the new work, the work shall be performed at the rate of pay established by the Hospital. When a rate is established by agreement between the Union and the Hospital, or as a result of an arbitrator's decision, that rate shall be effective as of the date the issue was first raised.

ARTICLE 18: SAVINGS CLAUSE

If any provision or benefit contained in this Agreement is declared illegal by court of competent jurisdiction, or becomes illegal by virtue of changes in the law governing public employees, the remainder of this Agreement shall remain in full force and effect. The parties agree to negotiate upon such finding of

illegality with the intent of arriving at a replacement, if possible, for the provision or benefit found illegal.

ARTICLE 19: TRANSFER OF MANAGEMENT OR OWNERSHIP

The Hospital will notify the Union in the event of any proposed consideration of transfer of management or ownership of the Hospital and shall offer to negotiate with the Union with respect to the impact of such transfer.

ARTICLE 20: SUBCONTRACTING/RELOCATION/ CONSOLIDATION of BARGAINING UNIT WORK

A. Relocation/Consolidation of Bargaining Unit Work

1. The Hospital and the Union acknowledge that the Hospital may relocate or consolidate work currently performed exclusively by employees covered by this agreement (for the purposes of Article 20 referred to as "bargaining unit work"). It is agreed that, in the event such bargaining unit work is relocated to, and/or consolidated at a site ("site") within Dignity Health West Bay Region ("West Bay"), and the employees who perform such work at the site are represented by another union, West Bay, the Hospital, AFSCME and the other union will negotiate a procedure for staffing positions created at the site. The Hospital will use its best endeavors to ensure that employees who lose their positions as a result of any such consolidation/relocation have opportunities to obtain such positions at the site. Employees covered by this agreement who do not obtain employment in any such positions at the West Bay site may exercise their rights under Article 6.
2. In the event that West Bay consolidates services performed at two or more West Bay health care facilities, other than in the circumstances described in Article 20 A-1, and such consolidation includes bargaining unit work, the Union will represent all the employees in such a consolidated service if a majority of the employees in the consolidated service immediately following the consolidation consists of employees who were performing bargaining unit work immediately prior to the consolidation and the employees in the consolidated service constitute an appropriate unit for bargaining. An employee whose position is eliminated or whose position is relocated and the employee elects not to accept the relocated position may exercise transfer and displacement rights under Article 6.

3. The Hospital acknowledges its obligation to bargain with the Union over the effects of any consolidation/relocation of bargaining unit work.

B. Prohibition on Voluntary Recognition

During the term of this agreement, the Hospital will not voluntarily recognize another union as the exclusive bargaining representative of any group of employees at any Sequoia Health Services facility who fall within the NLRB's definition of service and maintenance, technical or clerical bargaining units.

C. Subcontracting of Bargaining Unit Work

1. In the event that the Hospital proposes to subcontract bargaining unit work, it shall use its best efforts to give the Union at least ninety (90) days' written notice of its intent to subcontract but is required to give Union sixty (60) days written notice. Such notice shall include information related to the labor costs which are to be considered by the Hospital in reaching a final determination. Upon the written request of the Union, the Hospital shall bargain over the decision and the effects of subcontracting any such work. The Union shall have the opportunity, during such ninety (90) day period, to propose alternative cost efficient methods by which the work could be performed.
2. If the Hospital has proposed subcontracting, the Union has requested bargaining over the decision and effects, and the parties have not reached an agreement within sixty (60) days of the Hospital's notice, either party may request the services of the Federal Mediation and Conciliation Services ("FMCS").
3. If no agreement has been reached between the Hospital and the Union regarding the decision to subcontract and its effects within ninety (90) days after the Hospital has given the Union notice of its intention to subcontract by the parties over the Hospital's proposal to subcontract, and the Hospital gives notice of its intent to proceed with subcontracting, the Union may suspend the No Strike/Lockout provision of this Agreement, provided that it gives all such notices as are required by law.

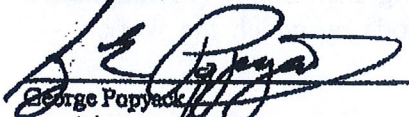
ARTICLE 21: NO STRIKES OR LOCK-OUTS

There shall be no strike work stoppage or other interruption of work during the life of this Agreement. Similarly, there shall be no lockout by the Hospital. Furthermore, there shall be no sympathy strikes. Individuals will not be disciplined for refusing to cross a primary picket line maintained by another Union at Sequoia.

ARTICLE 22: DURATION OF AGREEMENT

This Agreement shall remain in full force and effect March 31, 2015 through March 31, 2019 and from year to year thereafter unless either party serves written notice of its desire to amend, modify or terminate the Agreement ninety (90) days prior to the anniversary date. In the event either party gives written notice of its desire to amend or modify this Agreement, the parties shall meet not later than forty-five days prior to the anniversary date for the purpose of negotiating the desired amendments or modifications.

For the Union


George Poppyack


Niraj Singh


Marilyn Delay

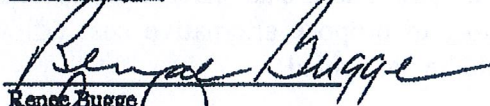

Terri Vanrixe


Dhir Singh


Joyce Kumar


Vonne Haynes

For the Hospital


Renee Bugge


Linda Cheema


Beate Greenwood


Michael Coletta


Karen Dawkins

ARTICLE 21: NO STRIKES OR LOCK-OUTS

There shall be no strike work stoppage or other interruption of work during the life of this Agreement. Similarly, there shall be no lockout by the Hospital. Furthermore, there shall be no sympathy strikes. Individuals will not be disciplined for refusing to cross a primary picket line maintained by another Union at Sequoia.

ARTICLE 22: DURATION OF AGREEMENT

This Agreement shall remain in full force and effect March 31, 2015 through March 31, 2019 and from year to year thereafter unless either party serves written notice of its desire to amend, modify or terminate the Agreement ninety (90) days prior to the anniversary date. In the event either party gives written notice of its desire to amend or modify this Agreement, the parties shall meet not later than forty-five days prior to the anniversary date for the purpose of negotiating the desired amendments or modifications.

For the Union

For the Hospital

APPENDIX A

ON-CALL AND PART-TIME, NO-BENEFIT EMPLOYMENT

1. This Appendix shall apply to Workers with the employment status of on-call or part-time, no-benefit as defined in Article 3. These Workers are excluded from the group insurance, retirement, PTO, vacation, sick leave, holiday, leave of absence, and other benefits provided for in this Agreement (excepting voluntary participation in the deferred compensation program), subject to the conditions further described herein.

2. On-call pool workers are required to provide notice of availability for a minimum of four (4) shifts for each four (4) week scheduling period, of which two (2) shall be weekend shifts. Such notice shall be given at least four (4) weeks in advance of the applicable four (4) week scheduling period. In addition, each such Worker is required to provide notice of availability to work a holiday shift on either Christmas or the immediately following New Year's Day. The Hospital and individual employees may waive or modify these requirements in whole or in part.

An on-call Worker, who has agreed to be available in writing for a designated period of time, may be terminated if he/she refuses assignments, or cannot be reached during the time for calling, three times within ninety (90) days. An on-call Worker cannot be charged with refusal if:

- a. the Worker refuses an assignment which would occur during a period when his/her supervisor has approved a written request to be unavailable: such requests will not be unreasonably denied, or

- b. the Worker is on more than one list and refuses the offer because he/she has accepted an assignment from another department for that day, or

- c. the Worker refuses an assignment that would disallow a minimum of eight (8) hours rest between shifts,

- d. the Worker refuses an assignment offered during a period not covered by his/her written availability, or

- e. the Worker is unable to accept an assignment because he/she is sick which is verified in writing by a physician (one such refusal will be permitted every ninety (90) days and multiple refusals during the same episode of illness will be considered one refusal), or

- f. a documented death or documented family emergency in the employee's immediate family that occurred within seven (7) days prior to the offered assignment(s).
3. An on-call pool Worker's refusal to respond to a call-out within the fifteen and one-half (15 and 1/2) hour period prior to the start of a shift will not be registered as a refusal to work.
4. Whenever regular positions become available in other employment statuses, on-call and part-time, no-benefit Workers shall have the right to bid on such positions under the terms and conditions of Article 5 of this Agreement.
5. Present benefit Workers shall be allowed to bid into vacancies in these positions.
6. Starting wage for new hires will be the first wage step of the applicable wage range. Such new hires shall receive the second (2nd) step rate of the applicable wage schedule upon completion of five hundred twenty (520) hours work if they have at least one (1) year of comparable experience within the last two (2) years at the time of employment, or after two thousand, eighty (2080) hours if they do not possess such qualifications or experience. Advancement to Step 3 of the wage schedule shall be based on the date of advancement to Step 2 and the hours equivalent therefrom. There shall be no advancement through the wage steps for the life of this agreement.
7. Benefit Workers who transfer to part-time, non-benefit or on-call positions; part-time, no-benefit Workers who transfer to on-call positions; or on-call Workers who transfer to part-time, no-benefit positions shall be placed at the same step of the range held prior to the transfer if the transfer is within the same classification or to a classification with the same or a lower wage range. Transfer to a classification with a higher wage range shall result in placement at the first (1st) step of the new classification which will provide the Worker with an increase on the effective date of the transfer. Step placement shall be determined on the basis of the Worker's base rate at the time of transfer.

8. Succeeding wage step increases for Workers entering part-time, no-benefit and on-call positions under paragraphs 6 and 7 above shall be effective upon the completion of the hours equivalent to each succeeding wage step in the range until the top of the applicable wage range is reached. There shall be no advancement through the wage steps for the life of this agreement.

There shall be a ten percent (10%) premium paid to on-call and part-time no-benefit Workers after completion of five hundred twenty (520) hours of work in such employment status, such premium being in lieu of providing benefits. This premium shall increase to fifteen percent (15%) after eight (8) calendar years of continuous service in such employment status.

9. All time worked in on-call or part-time, no-benefit status will count towards the waiting periods for the hospital group insurance and will be so applied at the time the Worker moves to benefit status. Also, the time worked in a classification will be counted towards fulfilling the probationary period for that classification, which shall be defined as five hundred twenty (520) hours for these workers.
10. Work on a recognized holiday shall be paid at the rate of one and one-half (1 and 1/2) times the regular hourly rate of pay.
11. On-call and part-time, no-benefit Workers may request to be placed on inactive status for a period not to exceed nine (9) months for the purpose of maternity, education, disability, or personal reasons. Workers returning from such inactive status will be placed in his/her former position or, if such position is unavailable, be required to bid on available positions for which qualified. Upon return from such inactive status, the Worker shall retain only that seniority accrued before the inactive status began.
12. On-call Workers are required to maintain a home telephone in working order with the current telephone number on file with the Worker's department(s) and Human Resources.
13. The purpose of the group of Workers is to provide the Hospital with a pool of Workers that are flexible as to scheduling so as to allow the Hospital to schedule personnel where needed, when needed in the effort to provide continuity of service to our patients.

14. Whenever possible, such Workers shall be notified in advance when work is available, recognizing that it may well be necessary to call them to work on short notice.
15. Workers who do not wish to respond to calls in excess of seven (7) consecutive days shall not have such refusals registered as refusals.
16. Work assignments shall be assigned to this group as equally as possible as measured by the number of opportunities to work offered (call-outs). A list of all individuals in this group will be kept, and call-outs will be made by going through the list in order, each call-out representing an opportunity to work, whether available or not.

APPENDIX B

OCCUPATIONAL PROVISIONS

A. Central Service Technicians

1. *Charge Pay.* Central Service Technicians assigned to charge duty shall be paid a differential of one-dollar (\$1.00) per hour for all hours worked in such assignment.
2. Charge pay shall be provided to one (1) Central Service Technician when no Supervisor or Lead Technician is on duty for a complete shift, provided that such Central Service Technician is in charge of at least one (1) other Central Service Technician.

B. EEG-EMG Technicians

1. *Call In Rate.* Workers who are called in to perform EEG or EMG procedures shall be paid for a minimum of two (2) hours at the rate of time and one-half (1 and 1/2) the Worker's regular straight time rate, plus time and one-half (1 and 1/2) for any time required over the two-hour minimum.
2. Workers will be required to respond to such call-in requests when contacted.

C. Housekeeper

Charge Pay. Housekeepers assigned to charge duty shall be paid a differential of one dollar (\$1.00) per hour for all hours worked in such assignment.

D. Licensed Vocational Nurse

Charge Pay. LVNs assigned to charge duty shall be paid a differential of one-dollar (\$1.00) per hour for all hours worked in such assignment.

E. Respiratory Therapists

Charge Pay. Respiratory Therapists assigned to charge duty shall be paid a differential of one-dollar (\$1.00) for all hours worked in such assignment.

F. In-Service Education

Therapists attending in-service education on their own time shall be paid for such time at their straight time rate.

G. Professional Performance Committee

1. Professional Performance Committee shall be established to review and discuss matters related to improving patient care and professional performance.
2. The Professional Performance committee shall be composed of no more than three (3) representatives by the employer and three (3) representatives appointed by the union. The Professional Performance committee will be formed for the purpose of reviewing, discussing and resolving issues of mutual concern to the parties that directly relate to employee work environment and patient care.

The objectives of the PPC shall be:

- a. To work constructively for the improvement of patient care and employee work environment
 - b. To make recommendations to the Facility regarding ways and means to improve patient care
 - c. To consider constructively the improvement of safety and health conditions which affect employees
 - d. To investigate complaints and make recommendations to the Facility.
 - e. Identifying retraining opportunities for employees at the Hospital
 - f. To bring forward work practices that needs to be reviewed to improve patient and employee satisfaction
3. This Professional Performance Committee will meet at least quarterly or more frequently if needed by mutual consent. Meeting agendas will be mutually established in advance of the meeting. Minutes shall be taken at each meeting and reviewed and approved at each subsequent meeting.

APPENDIX C

SURGICAL TECH JOB SERIES

Sequoia Hospital is partnering with Palo Alto Medical Foundation to provide hospital services to their patients and physicians. This partnership is expected to expand our surgical volumes.

The parties agree to meet upon ratification to discuss;

- Updating job descriptions for the position in the Surgical Tech job series
- Reviewing market rates.
- Negotiating appropriate market rates where necessary.

SIDE LETTERS

A. Training

1. The Hospital and the Union recognize that Workers must be sufficiently trained in order that each Worker may perform his or her job in an efficient and competent manner. Within the resources available, orientation and training related to the assignments of individual Workers will be provided by the Hospital. Announcements of training opportunities received by the Hospital will be communicated to Workers.
2. The Worker also has a responsibility to identify his or her specific training needs and to acquire and update his or her skills through active participation in related continuing education and in-service programs which are sponsored by the Hospital and in those programs available through community resources.
3. Union Contract Training:

At completion of bargaining and upon the ratification of this agreement, the Hospital and Union agree to jointly provide Contract Review Training for Sequoia Leadership and AFSCME membership. The content of the training will be determined and agreed upon by the Hospital and Union prior to meetings being held.

Topics to be reviewed shall include but are not limited to:

1. All New changes made to the contract due to bargaining
2. Seniority rights determination and proper application
3. Schedule posting deadlines, proper call off process, and written availability
4. Annual Vacation Process Review
5. Filing of Vacancies and reclassification language
6. Grievance Procedure & Weingarten Rights

ADDENDUM I* CLASSIFICATIONS

Support

- Gardener
- Hospitality Ambassador
- Hot Foods Coordinator
- Housekeeper/Linen Worker
- Housekeeper/Linen Worker/Driver
- OR Environmental Serv. Tech.
- Public Safety Officer
- Lead Public Safety Officer
- Stock Clerk
- Lead Stock Clerk

Technical

- Administrative Coordinator II
- Anesthesia Tech II
- Anesthesia/ OR Tech
- Central Service Process Distribution Tech
- Certified Nursing Asst
- EEG-EKG-EMG Tech
- ER Tech.
- Lab Tech I
- Lab Tech II
- Lead Patient Services Coordinator
- Lead Respiratory Care Practitioner (RCP)
- LVN
- OB Scrub Tech
- Patient Service Tech Coord
- Patient Services Tech
- Pharmacy Tech
- Pharmacy Buying Tech
- Polysomnography Tech I
- Polysomnography Tech II
- Polysomnography Tech III
- Pulmonary Function Tech
- Registered Respiratory Therapist
- Respiratory Care Practitioner (RCP)
- Rehab Services Aide
- Senior Surgical Tech
- Senior OR Tech
- Support Tech
- Surgical Equipment Tech
- Senior OB Scrub Tech (II)

Clerical

- Administrative Coord. I
- Admin Coordinator (Nurse Admin)
- Case Mgmt Clerical Assist.
- Console Attendant (Lead)
- CV Lab Inventory Coordinator
- Facilities Clerical Coordinator
- HIM Clerk
- HIM Senior Clerk
- HIM Tech II
- HIM Tech III
- Medical Transcriptionist
- Surgery Scheduler
- OR Clerical Coordinator/ Billing Specialist (Surgery)
- Message Center Coordinator
- Messenger
- OR Coordinator
- OR Inv. & Clerical Assistant
- Financial Rep/Billing Specialist (ED)
- Senior Patient Registrar
- Patient Registrar
- Patient Registrar/ER Coordinator
- Radiology Clerical Coordinator
- Radiation Oncology Financial Representative/Patient Registrar
- Sleep Disorders Registrar Clerical Assistant

Note: Some classifications may have been deleted or there may be no incumbent currently in the classification

Previous Classifications Include but not limited to:

Caterer, Cold Foods Worker, First Cook, Kitchen Helper, Second Cook, Dietary Clerk, Central Service Lead Tech, LPT, Mental Health Worker, OR Lead Tech, Senior OB Scrub Tech, OR Tech, Pathology Aid, Polysomnography Tech Trainee, Admitting Registrar, Admitting Representative (Coordinator), Cardiopulmonary Rehab Secretary, Cardiopulmonary Services Clerk., Central Services Inventory Coordinator, Compliance/Billing Coordinator, Diagnostic Therapeutic Registrar & Clerk, EEG-EKG Secretary, ER Coordinator, Food Service Inventory Coordinator, & Gift Shop Assistant.

SALARY SCHEDULES

AFSCME Wage Scale effective first pay period of January 1, 2016
1.5% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
ADMIN COORD I	\$24.3646	\$25.4435	\$26.5245	\$27.6166	\$28.7105	\$29.8041	\$30.1726
ADMIN COORD I NB	\$26.8009	\$27.9877	\$29.1767	\$30.3781	\$31.5812	\$32.7846	\$33.1899
ADMIN COORD I NB 8+	\$28.2855	\$29.5267	\$30.7694	\$32.0258	\$33.2834	\$34.3708	\$34.9651
ADMIN COORD II	\$26.5384	\$27.7231	\$28.9206	\$30.1043	\$31.2986	\$32.5122	\$32.8694
ADMIN COORD II NB	\$29.1927	\$30.4950	\$31.8130	\$33.1151	\$34.4289	\$32.7184	\$36.1563
ANESTHESIA OR TECH	\$25.3942	\$26.5744	\$27.7382	\$28.9164	\$30.0913	\$31.2861	\$31.6434
ANESTHESIA OR TECH NB	\$27.9335	\$29.2319	\$30.5119	\$31.8081	\$33.1005	\$34.4148	\$34.8078
ANESTHESIA TECH I	\$21.9115	\$22.9195	\$23.9243	\$24.9434	\$25.9606	\$26.9891	\$27.3160
ANESTHESIA TECH II	\$26.3572	\$27.5628	\$28.7501	\$29.9556	\$31.3099	\$32.3843	\$32.7386
ANESTHESIA TECH II NB	\$28.9934	\$30.3191	\$31.6252	\$32.9512	\$34.2967	\$35.6227	\$36.0124
ANESTHESIA TECH II NB 8+	\$30.3114	\$31.6972	\$33.0630	\$34.4491	\$35.8558	\$37.2416	\$37.6494
ANESTHESIA TECH III	\$28.9934	\$30.3191	\$31.6252	\$32.9512	\$34.2967	\$35.6227	\$36.0124
CARE COORDINATION ASST	\$26.5384	\$27.7231	\$28.9206	\$30.1043	\$31.2986	\$32.5122	\$32.8694
CARE COORDINATION ASST NB	\$29.1927	\$30.4950	\$31.8130	\$33.1151	\$34.4289	\$32.7184	\$36.1563
CERT NURSE ASST	\$24.6756	\$25.8226	\$26.9531	\$28.0977	\$29.2393	\$30.4005	\$30.7478
CERT NURSE ASST NB	\$27.1429	\$28.4046	\$29.6487	\$30.9079	\$32.1635	\$33.4407	\$33.8225
CERT NURSE ASST NB 8+	\$28.3765	\$29.6958	\$30.9963	\$32.3127	\$33.6254	\$34.9608	\$35.3600
CONSOLE ATTENDANT	\$23.2591	\$24.3171	\$25.3754	\$26.4357	\$27.4918	\$28.5626	\$28.9154
CONSOLE ATTENDANT NB	\$25.5850	\$26.7490	\$27.9132	\$29.0791	\$30.2412	\$31.4189	\$31.8070
CONSOLE ATTENDANT NB 8+	\$26.7479	\$27.9648	\$29.1820	\$30.4009	\$31.6157	\$32.8470	\$33.2526
COOK	\$26.3246	\$27.4466	\$28.5916	\$29.7418	\$30.8836	\$32.0372	\$32.3670
COOK NB	\$28.9570	\$30.1913	\$31.4509	\$32.7162	\$33.9717	\$35.2410	\$35.6038
CS PROC DIST TECH	\$26.3598	\$27.5599	\$28.7609	\$29.9647	\$31.1781	\$32.3824	\$32.7453
CS PROC DIST TECH NB	\$28.9934	\$30.3191	\$31.6252	\$32.9512	\$34.2967	\$35.6227	\$36.0200
CS PROC DIST TECH NB 8+	\$30.3137	\$31.6942	\$33.0748	\$34.4597	\$35.8549	\$37.2397	\$37.6570
CV LAB INVENTORY COORD	\$30.6722	\$32.2527	\$33.5497	\$34.8304	\$36.1239	\$37.4390	\$37.8261
DIET CLERK	\$22.8817	\$23.8970	\$24.9163	\$25.9323	\$26.9619	\$27.9953	\$28.3460
DIET CLERK NB	\$25.1699	\$26.2867	\$27.4076	\$28.5254	\$29.6582	\$30.7951	\$31.1806
EEG EKG EMG TECH	\$31.4923	\$32.7690	\$34.0455	\$35.3260	\$36.6162	\$37.8969	\$38.2833
EEG EKG EMG TECH NB	\$34.6416	\$36.0458	\$37.4502	\$38.8584	\$40.2777	\$41.6865	\$42.1116
EEG EKG EMG TECH NB 8+	\$36.2163	\$37.6845	\$39.1526	\$40.6248	\$42.1087	\$43.5816	\$44.0258
ENV TECH	\$22.3533	\$23.3732	\$24.4022	\$25.4455	\$26.4765	\$27.5301	\$27.8567

AFSCME Wage Scale effective first pay period of January 1, 2016 (con't)
1.5% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
ENV TECH NB	\$24.4167	\$25.5295	\$26.6354	\$27.7526	\$28.8690	\$29.9946	\$30.3423
EQUIPMENT TECH SURG	\$25.3942	\$26.5744	\$27.7382	\$28.9164	\$30.0913	\$31.2861	\$31.6434
ER TECH - 12HR	\$26.3572	\$27.5628	\$28.7501	\$29.9556	\$31.1790	\$32.3843	\$32.7386
ER TECH - 12HR NB	\$28.9934	\$30.3191	\$31.6252	\$32.9512	\$34.2967	\$34.9826	\$36.0124
FACILITIES COORDINATOR	\$30.5199	\$31.8810	\$33.2592	\$34.6204	\$35.9940	\$37.3886	\$37.7998
FACILITIES COORDINATOR NB	\$32.5284	\$33.8538	\$35.1748	\$36.4993	\$37.8338	\$39.1586	\$39.5578
FINANCIAL REP/BILLING SPEC	\$33.8620	\$35.2297	\$36.5969	\$37.9506	\$39.3317	\$40.6856	\$44.9008
FINANCIAL REP/BILLING SPEC	\$37.2487	\$38.7530	\$40.2567	\$41.7459	\$43.2649	\$44.7545	\$49.3910
GARDENER	\$24.7764	\$25.9444	\$27.0983	\$28.2647	\$29.4149	\$30.5921	\$30.9251
HEALTH INFORMATION MGMT	\$23.5480	\$24.5928	\$25.6415	\$26.6876	\$27.7471	\$28.8107	\$29.1719
HEALTH INFORMATION MGMT	\$25.9024	\$27.0524	\$28.2062	\$29.3562	\$30.5221	\$31.6919	\$32.0892
HEALTH INFO MGMT CLK NB	\$27.0805	\$28.2821	\$29.4883	\$30.6908	\$31.9093	\$33.1325	\$33.5477
HEALTH INFO MGMT SR CLERK	\$24.9444	\$26.0489	\$27.1555	\$28.2737	\$29.3934	\$30.5133	\$30.8868
HEALTH INFO MGMT SR CLK	\$27.4395	\$28.7386	\$30.0228	\$31.3090	\$32.6102	\$33.8929	\$34.2806
HEALTH INFO MGMT SR CLK	\$28.6857	\$29.9564	\$31.2291	\$32.5147	\$33.8027	\$35.0906	\$35.5200
HEALTH INFO MGMT TECH II	\$29.3117	\$29.9172	\$31.2056	\$32.4589	\$33.7971	\$35.0994	\$35.4918
HEALTH INFORM MGMT TECH	\$32.2430	\$33.3582	\$34.3263	\$35.7050	\$37.1769	\$38.6095	\$39.0409
HEALTH INFO MGMT TECH II	\$33.7088	\$34.4047	\$35.8866	\$37.3277	\$38.8668	\$40.3646	\$40.8157
HEALTH INFO MGMT TECH III	\$32.1113	\$33.4082	\$34.7049	\$35.9886	\$37.2982	\$38.5819	\$42.5794
HOSPITALITY AMBASSADOR	\$22.8817	\$23.8970	\$24.9163	\$25.9323	\$26.9619	\$27.9953	\$28.3460
HOSPITALITY AMBASSADOR NB	\$25.1699	\$26.2867	\$27.4076	\$28.5254	\$29.6582	\$30.7951	\$31.1806
HOSPITALITY AMBASSADOR NB	\$26.3246	\$27.4466	\$28.5916	\$29.7418	\$30.8836	\$32.0372	\$32.3670
HOUSEKEEPER/LINEN	\$24.1026	\$25.2115	\$26.3169	\$27.4377	\$28.5562	\$29.6883	\$30.0479
HOUSEKEEPER/LINEN	\$21.9115	\$22.9195	\$23.9243	\$24.9434	\$25.9606	\$26.9891	\$27.3160
HOUSEKEEPER/LINEN WORKER	\$21.9115	\$22.9195	\$23.9243	\$24.9434	\$25.9606	\$26.9891	\$27.3160
HOUSEKEEPER/LINEN WORKER	\$24.1026	\$25.2115	\$26.3169	\$27.4377	\$28.5562	\$29.6883	\$30.0479
HOUSEKEEPER NB 8+	\$25.1983	\$26.3573	\$27.5130	\$28.6849	\$29.8544	\$31.0376	\$31.4137
INVENTORY & CLERICAL ASSIST	\$26.5384	\$27.7231	\$28.9206	\$30.1043	\$31.2986	\$32.5122	\$32.8694
LABORATORY TECH	\$32.0186	\$33.3279	\$34.6444	\$35.9462	\$37.2673	\$38.5868	\$40.8045
LABORATORY TECH SR NB	\$28.1760	\$29.4729	\$30.7608	\$32.0551	\$33.3592	\$34.6653	\$35.0570
LAB TECH II	\$24.4167	\$25.5295	\$26.6354	\$27.7526	\$28.8690	\$29.9946	\$30.3423
LAB TECH II NB	\$26.8585	\$28.0828	\$29.2992	\$30.5277	\$31.7561	\$32.9942	\$33.3764

AFSCME Wage Scale effective first pay period of January 1, 2016 (con't)
1.5% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
LABORATORY TECH II SR	\$25.6364	\$26.8161	\$27.9880	\$29.1656	\$30.3527	\$31.5408	\$31.8969
LEAD ANESTHESIA TECH	\$28.9934	\$30.3191	\$31.6252	\$32.9512	\$34.2967	\$35.6227	\$36.0124
LEAD CONSOLE ATTENDANT	\$25.5850	\$26.7490	\$27.9132	\$29.0791	\$30.2412	\$31.4189	\$31.8070
LEAD PATIENT SERVICES	\$32.0186	\$33.3279	\$34.6444	\$35.9462	\$37.2673	\$38.5868	\$40.8045
LEAD PATIENT SVC 10HR	\$28.4325	\$29.7408	\$31.0404	\$32.3464	\$33.6624	\$34.9806	\$35.3755
LEAD PUBLIC SAFETY OFFICER	\$28.4325	\$29.7408	\$31.0404	\$32.3464	\$33.6624	\$34.9806	\$35.3755
LEAD RCP 12HR	\$46.7006	\$49.0625	\$51.4829	\$53.8846	\$56.3009	\$58.7244	\$59.2275
LEAD STOCK CLERK	\$25.2108	\$26.3929	\$27.5964	\$28.8000	\$30.0159	\$31.2339	\$31.5654
LVN	\$32.4419	\$33.7851	\$35.1439	\$36.4855	\$37.8405	\$39.2182	\$39.6234
LVN NB	\$35.6863	\$37.1637	\$38.6585	\$40.1341	\$41.6245	\$43.1401	\$43.5860
MED TRANSCRIPTIONIST	\$27.4395	\$28.7386	\$30.0228	\$31.3090	\$32.6102	\$33.8929	\$34.2806
MED TRANSCRIPTIONIST NB	\$30.1832	\$31.6126	\$33.0251	\$34.4400	\$35.8714	\$37.2821	\$37.7088
MED TRANSCRIPTIONIST NB 8+	\$31.5551	\$33.0497	\$34.5262	\$36.0057	\$37.5029	\$33.9019	\$39.4227
MESSAGE CENTER CLERK	\$22.8817	\$23.8970	\$24.9163	\$25.9323	\$26.9619	\$27.9953	\$28.3460
MESSAGE CENTER CLERK NB	\$25.1699	\$26.2867	\$27.4076	\$28.5254	\$29.6582	\$30.7951	\$31.1806
MESSAGE CENTER COORD	\$25.3986	\$26.5259	\$27.6570	\$28.7846	\$29.9282	\$31.0747	\$31.4644
MESSENGER	\$22.8817	\$23.8970	\$24.9163	\$25.9323	\$26.9619	\$27.9953	\$28.3460
OB SCRUB TECH 12 HR	\$25.6747	\$26.8201	\$27.9791	\$29.1244	\$30.2799	\$31.4536	\$31.7992
OB SCRUB TECH 12 HR NB	\$28.2426	\$29.5019	\$31.0818	\$32.0369	\$33.3079	\$34.5990	\$34.9792
OR CENTRAL SUPPLY TECH	\$29.5762	\$30.7763	\$31.9772	\$33.1811	\$34.3944	\$35.5985	\$35.9616
OR CENTRAL SUPPLY TECH NB	\$32.5284	\$33.8538	\$35.1748	\$36.4993	\$37.8338	\$39.1586	\$39.5578
OR COORD	\$24.0320	\$25.1167	\$26.2013	\$27.2880	\$28.3747	\$29.4840	\$29.8389
OR COORD NB	\$26.4353	\$27.6283	\$28.8215	\$30.0168	\$31.2121	\$32.4328	\$32.8227
OR TECH	\$25.3942	\$26.5744	\$27.7382	\$28.9164	\$30.0913	\$31.2861	\$31.6434
OR TECH NB	\$27.9335	\$29.2319	\$30.5119	\$31.8081	\$33.1005	\$34.4148	\$34.8078
OR TECH NB 8+	\$29.2034	\$30.5606	\$31.8990	\$33.2537	\$34.6047	\$35.9791	\$36.3901
PATIENT COORDINATOR	\$24.7795	\$25.8849	\$26.9927	\$28.1007	\$29.2084	\$30.3411	\$30.7026
PATIENT COORDINATOR NB	\$25.2108	\$26.3929	\$27.5964	\$28.8000	\$30.0159	\$31.2339	\$31.5654
PATIENT REGISTRAR/ER	\$26.9838	\$27.8790	\$28.8167	\$29.7241	\$30.6598	\$31.5839	\$31.9345
PT REGISTRAR/ED	\$28.2855	\$29.5267	\$30.7694	\$32.0258	\$33.2834	\$34.3708	\$34.9651
PATIENT REGISTRAR	\$24.7795	\$25.8849	\$26.9927	\$28.1007	\$29.2084	\$30.3411	\$30.7026
PATIENT REGISTRAR NB	\$27.2309	\$28.4468	\$29.6654	\$30.8840	\$32.1024	\$33.3485	\$33.7462

AFSCME Wage Scale effective first pay period of January 1, 2016 (con't)
1.5% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
PATIENT REGISTRAR NB 8+	\$28.2855	\$29.5267	\$30.7694	\$32.0258	\$33.2834	\$34.3708	\$34.9651
PHARMACY BUYING TECH	\$26.6206	\$27.8584	\$29.0787	\$30.3132	\$31.5459	\$32.7928	\$33.1901
PHARMACY TECH	\$26.6206	\$27.8584	\$29.0787	\$30.3132	\$31.5459	\$32.7928	\$33.1901
PHARMACY TECH NB	\$29.2828	\$30.6445	\$31.9866	\$33.3447	\$34.7003	\$48.5630	\$36.5091
PRE-OP COORDINATOR	\$27.4395	\$28.7386	\$30.0228	\$31.3090	\$32.6102	\$33.8929	\$34.2806
PULM FUNCTION TECH 12HR	\$42.0723	\$44.2003	\$46.3810	\$48.5446	\$50.7217	\$52.9048	\$53.3580
PULMONARY REHAB	\$46.2795	\$48.6205	\$51.0193	\$53.3993	\$55.7937	\$58.1954	\$58.6940
RAD FILM LIBRARIAN	\$22.8116	\$23.8498	\$24.8876	\$25.9273	\$25.6645	\$26.9632	\$28.3594
RAD FILM LIBRARIAN NB	\$25.0927	\$26.2346	\$27.3762	\$28.5200	\$28.2311	\$29.6593	\$31.1955
RAD ONC PAT REG FIN REP	\$33.8620	\$35.2297	\$36.5969	\$37.9506	\$39.3317	\$40.6856	\$44.9008
RAD ONC PAT REGIST/FIN REP	\$34.6498	\$36.0490	\$37.4482	\$38.8336	\$40.2462	\$41.6318	\$45.9454
RAD ONC PAT REGIST/FINAN	\$31.5000	\$32.7717	\$34.0438	\$35.3030	\$36.5877	\$37.8470	\$41.7685
RAD ONCOLOGY BILLING	\$33.8620	\$35.2297	\$36.5969	\$37.9506	\$39.3317	\$40.6856	\$44.9008
RADIOLOGY CLERICAL COORD	\$31.5000	\$32.7717	\$34.0438	\$35.3030	\$36.5877	\$37.8470	\$41.7685
RCP/PULM REHAB THERAPIST	\$42.0723	\$44.2003	\$46.3810	\$48.5446	\$50.7217	\$52.9048	\$53.3580
RCP 12HR NB	\$46.2795	\$48.6205	\$51.0193	\$53.3993	\$55.7937	\$58.1954	\$58.6940
RCP 12HR NB 8+	\$48.3834	\$50.8302	\$53.3383	\$55.8264	\$58.3299	\$60.8406	\$61.3617
REHAB SERVICES AIDE	\$23.4784	\$24.5460	\$25.6219	\$26.6996	\$27.7771	\$28.8551	\$29.2041
REHAB SERVICES AIDE NB	\$25.8265	\$27.0003	\$28.1842	\$29.3697	\$30.5548	\$31.7407	\$32.1245
SR MED TRANSCRIPTIONIST	\$29.3781	\$30.6695	\$31.9578	\$33.2477	\$34.5465	\$35.8253	\$36.2098
SR OB SCRUB TECH 12HR	\$26.9587	\$28.1613	\$29.3784	\$30.5805	\$31.7942	\$33.0262	\$33.3890
SR OB SCRUB TECH II 12 HR	\$32.4419	\$33.7851	\$35.1439	\$36.4855	\$37.8405	\$39.2182	\$39.6234
SR OR TECH	\$26.6637	\$27.9031	\$29.1251	\$30.3622	\$31.5959	\$32.8507	\$33.2255
SR PATIENT REGISTRAR	\$26.8060	\$27.9897	\$29.1872	\$30.3709	\$31.5653	\$32.7788	\$33.1360
SR SURGICAL TECH	\$38.3710	\$39.6630	\$40.9685	\$42.2606	\$43.5615	\$44.8848	\$46.5102
SR SURGICAL TECH NB	\$42.2079	\$43.6295	\$45.0657	\$46.4866	\$47.9174	\$49.3732	\$51.1614
SR SURGICAL TECH NB 8+	\$44.1265	\$45.6126	\$47.1141	\$48.5999	\$50.0954	\$51.6177	\$53.4869
STOCK CLERK	\$23.4784	\$24.5460	\$25.6219	\$26.6996	\$27.7771	\$28.8551	\$29.2041
STOCK CLERK NB	\$25.8265	\$27.0003	\$28.1842	\$29.3697	\$30.5548	\$31.7407	\$32.1245
SUPPORT TECH	\$23.4784	\$24.5460	\$25.6219	\$26.6996	\$27.7771	\$28.8551	\$29.2041
SUPPORT TECH NB	\$25.8265	\$27.0003	\$28.1842	\$29.3697	\$30.5548	\$31.7407	\$32.1245
SUPPORT TECH NB 8+	\$27.0003	\$28.2277	\$29.4651	\$30.7047	\$31.9435	\$33.1832	\$33.5847

AFSCME Wage Scale effective first pay period of January 1, 2016 (con't)
1.5% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
SUPPORT TECH NURSING	\$24.6756	\$25.8226	\$26.9531	\$28.0977	\$29.2393	\$30.4005	\$30.7478
SUPPORT TECH NURSING	\$27.1429	\$28.4046	\$29.6487	\$30.9079	\$32.1635	\$33.4407	\$33.8225
SURGICAL TECH	\$25.9024	\$27.0524	\$28.2062	\$29.3562	\$30.5221	\$31.6919	\$32.0892
STERILE PROCESSING TECH NB	\$28.9934	\$30.3191	\$31.6252	\$32.9512	\$34.2967	\$35.6227	\$36.0200

AFSCME Wage Scale Effective first pay period of January 1, 2017
1.5% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
ADMIN COORD I	\$24.7301	\$25.8252	\$26.9224	\$28.0308	\$29.1412	\$30.2512	\$30.6252
ADMIN COORD I NB	\$27.2029	\$28.4075	\$29.6144	\$30.8338	\$32.0549	\$33.2764	\$33.6877
ADMIN COORD I NB 8+	\$28.7098	\$29.9696	\$31.2309	\$32.5062	\$33.7827	\$34.8864	\$35.4896
ADMIN COORD II	\$26.9365	\$28.1389	\$29.3544	\$30.5559	\$31.7681	\$32.9999	\$33.3624
ADMIN COORD II NB	\$29.6306	\$30.9524	\$32.2902	\$33.6118	\$34.9453	\$33.2092	\$36.6986
ANESTHESIA OR TECH	\$25.7751	\$26.9730	\$28.1543	\$29.3501	\$30.5427	\$31.7554	\$32.1181
ANESTHESIA OR TECH NB	\$28.3525	\$29.6704	\$30.9696	\$32.2852	\$33.5970	\$34.9310	\$35.3299
ANESTHESIA TECH I	\$22.2402	\$23.2633	\$24.2832	\$25.3176	\$26.3500	\$27.3939	\$27.7257
ANESTHESIA TECH II	\$26.7526	\$27.9762	\$29.1814	\$30.4049	\$31.7795	\$32.8701	\$33.2297
ANESTHESIA TECH II NB	\$29.4283	\$30.7739	\$32.0996	\$33.4455	\$34.8112	\$36.1570	\$36.5526
ANESTHESIA TECH II NB 8+	\$30.7661	\$32.1727	\$33.5589	\$34.9658	\$36.3936	\$37.8002	\$38.2141
ANESTHESIA TECH III	\$29.4283	\$30.7739	\$32.0996	\$33.4455	\$34.8112	\$36.1570	\$36.5526
CARE COORDINATION ASST	\$26.9365	\$28.1389	\$29.3544	\$30.5559	\$31.7681	\$32.9999	\$33.3624
CARE COORDINATION ASST NB	\$29.6306	\$30.9524	\$32.2902	\$33.6118	\$34.9453	\$33.2092	\$36.6986
CERT NURSE ASST	\$25.0457	\$26.2099	\$27.3574	\$28.5192	\$29.6779	\$30.8565	\$31.2090
CERT NURSE ASST NB	\$27.5500	\$28.8307	\$30.0934	\$31.3715	\$32.6460	\$33.9423	\$34.3298
CERT NURSE ASST NB 8+	\$28.8021	\$30.1412	\$31.4612	\$32.7974	\$34.1298	\$35.4852	\$35.8904
CONSOLE ATTENDANT	\$23.6080	\$24.6819	\$25.7560	\$26.8322	\$27.9042	\$28.9910	\$29.3491
CONSOLE ATTENDANT NB	\$25.9688	\$27.1502	\$28.3319	\$29.5153	\$30.6948	\$31.8902	\$32.2841
CONSOLE ATTENDANT NB 8+	\$27.1491	\$28.3843	\$29.6197	\$30.8569	\$32.0899	\$33.3397	\$33.7514
COOK	\$26.7195	\$27.8583	\$29.0205	\$30.1879	\$31.3469	\$32.5178	\$32.8525
COOK NB	\$29.3914	\$30.6442	\$31.9227	\$33.2069	\$34.4813	\$35.7696	\$36.1379
CS PROC DIST TECH	\$26.7552	\$27.9733	\$29.1923	\$30.4142	\$31.6458	\$32.8681	\$33.2365
CS PROC DIST TECH NB	\$29.4283	\$30.7739	\$32.0996	\$33.4455	\$34.8112	\$36.1570	\$36.5603
CS PROC DIST TECH NB 8+	\$30.7684	\$32.1696	\$33.5709	\$34.9766	\$36.3927	\$37.7983	\$38.2219
CV LAB INVENTORY COORD	\$31.1323	\$32.7365	\$34.0529	\$35.3529	\$36.6658	\$38.0006	\$38.3935
DIET CLERK	\$23.2249	\$24.2555	\$25.2900	\$26.3213	\$27.3663	\$28.4152	\$28.7712
DIET CLERK NB	\$25.5474	\$26.6810	\$27.8187	\$28.9533	\$30.1031	\$31.2570	\$31.6483
EEG EKG EMG TECH	\$31.9647	\$33.2605	\$34.5562	\$35.8559	\$37.1654	\$38.4654	\$38.8575
EEG EKG EMG TECH NB	\$35.1612	\$36.5865	\$38.0120	\$39.4413	\$40.8819	\$42.3118	\$42.7433
EEG EKG EMG TECH NB 8+	\$36.7595	\$38.2498	\$39.7399	\$41.2342	\$42.7403	\$44.2353	\$44.6862
ENV TECH	\$22.6886	\$23.7238	\$24.7682	\$25.8272	\$26.8736	\$27.9431	\$28.2746

AFSCME Wage Scale Effective first pay period of January 1, 2017 (con't)
1.5% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
ENV TECH NB	\$24.7830	\$25.9124	\$27.0349	\$28.1689	\$29.3020	\$30.4445	\$30.7974
EQUIPMENT TECH SURG	\$25.7751	\$26.9730	\$28.1543	\$29.3501	\$30.5427	\$31.7554	\$32.1181
ER TECH - 12HR	\$26.7526	\$27.9762	\$29.1814	\$30.4049	\$31.6467	\$32.8701	\$33.2297
ER TECH - 12HR NB	\$29.4283	\$30.7739	\$32.0996	\$33.4455	\$34.8112	\$35.5073	\$36.5526
FACILITIES COORDINATOR	\$30.9777	\$32.3592	\$33.7581	\$35.1397	\$36.5339	\$37.9494	\$38.3668
FACILITIES COORDINATOR NB	\$33.0163	\$34.3616	\$35.7024	\$37.0468	\$38.4013	\$39.7460	\$40.1512
FINANCIAL REP/BILLING SPEC	\$34.3699	\$35.7581	\$37.1459	\$38.5199	\$39.9217	\$41.2959	\$45.5743
FINANCIAL REP/BILLING SPEC	\$37.8074	\$39.3343	\$40.8606	\$42.3721	\$43.9139	\$45.4258	\$50.1319
GARDENER	\$25.1480	\$26.3336	\$27.5048	\$28.6887	\$29.8561	\$31.0510	\$31.3890
HEALTH INFORMATION MGMT	\$23.9012	\$24.9617	\$26.0261	\$27.0879	\$28.1633	\$29.2429	\$29.6095
HEALTH INFORMATION MGMT	\$26.2909	\$27.4582	\$28.6293	\$29.7965	\$30.9799	\$32.1673	\$32.5705
HEALTH INFO MGMT CLK NB 8+	\$27.4867	\$28.7063	\$29.9306	\$31.1512	\$32.3879	\$33.6295	\$34.0509
HEALTH INFO MGMT SR CLERK	\$25.3186	\$26.4396	\$27.5628	\$28.6978	\$29.8343	\$30.9710	\$31.3501
HEALTH INFO MGMT SR CLK NB	\$27.8511	\$29.1697	\$30.4731	\$31.7786	\$33.0994	\$34.4013	\$34.7948
HEALTH INFO MGMT SR CLK NB	\$29.1160	\$30.4057	\$31.6975	\$33.0024	\$34.3097	\$35.6170	\$36.0528
HEALTH INFO MGMT TECH II	\$29.7514	\$30.3660	\$31.6737	\$32.9458	\$34.3041	\$35.6259	\$36.0242
HEALTH INFORM MGMT TECH	\$32.7266	\$35.8886	\$34.8412	\$36.2406	\$37.7346	\$39.1886	\$39.6265
HEALTH INFO MGMT TECH II	\$34.2144	\$34.9208	\$36.4249	\$37.8876	\$39.4498	\$40.9701	\$41.4279
HEALTH INFO MGMT TECH III	\$32.5930	\$33.9093	\$35.2255	\$36.5284	\$37.8577	\$39.1606	\$43.2181
HOSPITALITY AMBASSADOR	\$23.2249	\$24.2555	\$25.2900	\$26.3213	\$27.3663	\$28.4152	\$28.7712
HOSPITALITY AMBASSADOR NB	\$25.5474	\$26.6810	\$27.8187	\$28.9533	\$30.1031	\$31.2570	\$31.6483
HOSPITALITY AMBASSADOR NB	\$26.7195	\$27.8583	\$29.0205	\$30.1879	\$31.3469	\$32.5178	\$32.8525
HOUSEKEEPER/LINEN	\$24.4641	\$25.5897	\$26.7117	\$27.8493	\$28.9845	\$30.1336	\$30.4986
HOUSEKEEPER/LINEN	\$22.2402	\$23.2633	\$24.2832	\$25.3176	\$26.3500	\$27.3939	\$27.7257
HOUSEKEEPER/LINEN WORKER	\$22.2402	\$23.2633	\$24.2832	\$25.3176	\$26.3500	\$27.3939	\$27.7257
HOUSEKEEPER/LINEN WORKER	\$24.4641	\$25.5897	\$26.7117	\$27.8493	\$28.9845	\$30.1336	\$30.4986
HOUSEKEEPER NB 8+	\$25.5763	\$26.7527	\$27.9257	\$29.1152	\$30.3022	\$31.5032	\$31.8849
INVENTORY & CLERICAL ASSIST	\$26.9365	\$28.1389	\$29.3544	\$30.5559	\$31.7681	\$32.9999	\$33.3624
LABORATORY TECH	\$32.4989	\$33.8278	\$35.1641	\$36.4854	\$37.8263	\$39.1656	\$41.4166
LABORATORY TECH SR NB	\$28.5986	\$29.9150	\$31.2222	\$32.5359	\$33.8596	\$35.1853	\$35.5829
LABORATORY TECH II SR	\$26.0209	\$27.2183	\$28.4078	\$29.6031	\$30.8080	\$32.0139	\$32.3754
LEAD ANESTHESIA TECH	\$29.4283	\$30.7739	\$32.0996	\$33.4455	\$34.8112	\$36.1570	\$36.5526
LEAD CONSOLE ATTENDANT	\$25.9688	\$27.1502	\$28.3319	\$29.5153	\$30.6948	\$31.8902	\$32.2841

AFSCME Wage Scale Effective first pay period of January 1, 2017 (con't)
1.5% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
LEAD PATIENT SERVICES	\$32.4989	\$33.8278	\$35.1641	\$36.4854	\$37.8263	\$39.1656	\$41.4166
LEAD PATIENT SVC 10HR	\$28.8590	\$30.1869	\$31.5060	\$32.8316	\$34.1673	\$35.5053	\$35.9061
LEAD PUBLIC SAFETY OFFICER	\$28.8590	\$30.1869	\$31.5060	\$32.8316	\$34.1673	\$35.5053	\$35.9061
LEAD RCP 12HR	\$47.4011	\$49.7984	\$52.2551	\$54.6929	\$57.1454	\$59.6053	\$60.1159
LEAD STOCK CLERK	\$25.5890	\$26.7888	\$28.0103	\$29.2320	\$30.4661	\$31.7024	\$32.0389
LVN	\$32.9285	\$34.2919	\$35.6711	\$37.0328	\$38.4081	\$39.8065	\$40.2178
LVN NB	\$36.2216	\$37.7212	\$39.2384	\$40.7361	\$42.2489	\$43.7872	\$44.2398
MED TRANSCRIPTIONIST	\$27.8511	\$29.1697	\$30.4731	\$31.7786	\$33.0994	\$34.4013	\$34.7948
MED TRANSCRIPTIONIST NB	\$30.6359	\$32.0868	\$33.5205	\$34.9566	\$36.4095	\$37.8413	\$38.2744
MED TRANSCRIPTIONIST NB 8+	\$32.0284	\$33.5454	\$35.0441	\$36.5458	\$38.0654	\$34.4104	\$40.0140
MESSAGE CENTER CLERK	\$23.2249	\$24.2555	\$25.2900	\$26.3213	\$27.3663	\$28.4152	\$28.7712
MESSAGE CENTER CLERK NB	\$25.5474	\$26.6810	\$27.8187	\$28.9533	\$30.1031	\$31.2570	\$31.6483
MESSAGE CENTER COORD	\$25.7796	\$26.9238	\$28.0719	\$29.2164	\$30.3771	\$31.5408	\$31.9364
MESSENGER	\$23.2249	\$24.2555	\$25.2900	\$26.3213	\$27.3663	\$28.4152	\$28.7712
OB SCRUB TECH 12 HR	\$26.0598	\$27.2224	\$28.3988	\$29.5613	\$30.7341	\$31.9254	\$32.2762
OB SCRUB TECH 12 HR NB	\$28.6662	\$29.9444	\$31.5480	\$32.5175	\$33.8075	\$35.1180	\$35.5039
OR CENTRAL SUPPLY TECH	\$30.0198	\$31.2379	\$32.4569	\$33.6788	\$34.9103	\$36.1325	\$36.5010
OR CENTRAL SUPPLY TECH NB	\$33.0163	\$34.3616	\$35.7024	\$37.0468	\$38.4013	\$39.7460	\$40.1512
OR COORD	\$24.3925	\$25.4935	\$26.5943	\$27.6973	\$28.8003	\$29.9263	\$30.2865
OR COORD NB	\$26.8318	\$28.0427	\$29.2538	\$30.4671	\$31.6803	\$32.9193	\$33.3150
OR TECH	\$25.7751	\$26.9730	\$28.1543	\$29.3501	\$30.5427	\$31.7554	\$32.1181
OR TECH NB	\$28.3525	\$29.6704	\$30.9696	\$32.2852	\$33.5970	\$34.9310	\$35.3299
OR TECH NB 8+	\$29.6415	\$31.0190	\$32.3775	\$33.7525	\$35.1238	\$36.5188	\$36.9360
PATIENT COORDINATOR	\$25.1512	\$26.2732	\$27.3976	\$28.5222	\$29.6465	\$30.7962	\$31.1631
PATIENT COORDINATOR NB	\$25.5890	\$26.7888	\$28.0103	\$29.2320	\$30.4661	\$31.7024	\$32.0389
PATIENT REGISTRAR/ER COORD	\$27.3886	\$28.2972	\$29.2490	\$30.1700	\$31.1197	\$32.0577	\$32.4135
PT REGISTRAR/ED	\$28.7098	\$29.9696	\$31.2309	\$32.5062	\$33.7827	\$34.8864	\$35.4896
PATIENT REGISTRAR	\$25.1512	\$26.2732	\$27.3976	\$28.5222	\$29.6465	\$30.7962	\$31.1631
PATIENT REGISTRAR NB	\$27.6394	\$28.8735	\$30.1104	\$31.3473	\$32.5839	\$33.8487	\$34.2524
PATIENT REGISTRAR NB 8+	\$28.7098	\$29.9696	\$31.2309	\$32.5062	\$33.7827	\$34.8864	\$35.4896
PHARMACY BUYING TECH	\$27.0199	\$28.2763	\$29.5149	\$30.7679	\$32.0191	\$33.2847	\$33.6880
PHARMACY TECH	\$27.0199	\$28.2763	\$29.5149	\$30.7679	\$32.0191	\$33.2847	\$33.6880
PHARMACY TECH NB	\$29.7220	\$31.1042	\$32.4664	\$33.8449	\$35.2208	\$49.2914	\$37.0567

AFSCME Wage Scale Effective first pay period of January 1, 2017 (con't)
1.5% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
PRE-OP COORDINATOR	\$27.8511	\$29.1697	\$30.4731	\$31.7786	\$33.0994	\$34.4013	\$34.7948
PULM FUNCTION TECH 12HR	\$42.7034	\$44.8633	\$47.0767	\$49.2728	\$51.4825	\$53.6984	\$54.1584
PULMONARY REHAB	\$46.9737	\$49.3498	\$51.7846	\$54.2003	\$56.6306	\$59.0683	\$59.5744
RAD FILM LIBRARIAN	\$23.1538	\$24.2075	\$25.2609	\$26.3162	\$26.0495	\$27.3676	\$28.7848
RAD FILM LIBRARIAN NB	\$25.4691	\$26.6281	\$27.7868	\$28.9478	\$28.6546	\$30.1042	\$31.6634
RAD ONC PAT REG FIN REP	\$34.3699	\$35.7581	\$37.1459	\$38.5199	\$39.9217	\$41.2959	\$45.5743
RAD ONC PAT REGIST/FIN REP	\$35.1695	\$36.5897	\$38.0099	\$39.4161	\$40.8499	\$42.2563	\$46.6346
RAD ONC PAT REGIST/FINAN	\$31.9725	\$33.2633	\$34.5545	\$35.8325	\$37.1365	\$38.4147	\$42.3950
RAD ONCOLOGY BILLING	\$34.3699	\$35.7581	\$37.1459	\$38.5199	\$39.9217	\$41.2959	\$45.5743
RADIOLOGY CLERICAL COORD	\$31.9725	\$33.2633	\$34.5545	\$35.8325	\$37.1365	\$38.4147	\$42.3950
RCP/PULM REHAB THERAPIST	\$42.7034	\$44.8633	\$47.0767	\$49.2728	\$51.4825	\$53.6984	\$54.1584
RCP 12HR NB	\$46.9737	\$49.3498	\$51.7846	\$54.2003	\$56.6306	\$59.0683	\$59.5744
RCP 12HR NB 8+	\$49.1092	\$51.5927	\$54.1384	\$56.6638	\$59.2048	\$61.7532	\$62.2821
REHAB SERVICES AIDE	\$23.8306	\$24.9142	\$26.0062	\$27.1001	\$28.1938	\$29.2879	\$29.6422
REHAB SERVICES AIDE NB	\$26.2139	\$27.4053	\$28.6070	\$29.8102	\$31.0131	\$32.2168	\$32.6064
SR MED TRANSCRIPTIONIST	\$29.8188	\$31.1295	\$32.4372	\$33.7464	\$35.0647	\$36.3627	\$36.7529
SR OB SCRUB TECH 12HR	\$27.3631	\$28.5837	\$29.8191	\$31.0392	\$32.2711	\$33.5216	\$33.8898
SR OB SCRUB TECH II 12 HR	\$32.9285	\$34.2919	\$35.6711	\$37.0328	\$38.4081	\$39.8065	\$40.2178
SR OR TECH	\$27.0637	\$28.3216	\$29.5620	\$30.8176	\$32.0698	\$33.3435	\$33.7239
SR PATIENT REGISTRAR	\$27.2081	\$28.4095	\$29.6250	\$30.8265	\$32.0388	\$33.2705	\$33.6330
SR SURGICAL TECH	\$38.9466	\$40.2579	\$41.5830	\$42.8945	\$44.2149	\$45.5581	\$47.2079
SR SURGICAL TECH NB	\$42.8410	\$44.2839	\$45.7417	\$47.1839	\$48.6362	\$50.1138	\$51.9288
SR SURGICAL TECH NB 8+	\$44.7884	\$46.2968	\$47.8208	\$49.3289	\$50.8468	\$52.3920	\$54.2892
STOCK CLERK	\$23.8306	\$24.9142	\$26.0062	\$27.1001	\$28.1938	\$29.2879	\$29.6422
STOCK CLERK NB	\$26.2139	\$27.4053	\$28.6070	\$29.8102	\$31.0131	\$32.2168	\$32.6064
SUPPORT TECH	\$23.8306	\$24.9142	\$26.0062	\$27.1001	\$28.1938	\$29.2879	\$29.6422
SUPPORT TECH NB	\$26.2139	\$27.4053	\$28.6070	\$29.8102	\$31.0131	\$32.2168	\$32.6064
SUPPORT TECH NB 8+	\$27.4053	\$28.6511	\$29.9071	\$31.1653	\$32.4227	\$33.6809	\$34.0885
SUPPORT TECH NURSING	\$25.0457	\$26.2099	\$27.3574	\$28.5192	\$29.6779	\$30.8565	\$31.2090
SUPPORT TECH NURSING	\$27.5500	\$28.8307	\$30.0934	\$31.3715	\$32.6460	\$33.9423	\$34.3298
SURGICAL TECH	\$26.2909	\$27.4582	\$28.6293	\$29.7965	\$30.9799	\$32.1673	\$32.5705
STERILE PROCESSING TECH NB	\$29.4283	\$30.7739	\$32.0996	\$33.4455	\$34.8112	\$36.1570	\$36.5603

AFSCME Wage Scale Effective first pay period of July 1, 2017

1% Increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
ADMIN COORD I	\$24.9774	\$26.0834	\$27.1916	\$28.3112	\$29.4326	\$30.5537	\$30.9314
ADMIN COORD I NB	\$27.4749	\$28.6916	\$29.9105	\$31.1421	\$32.3755	\$33.6091	\$34.0246
ADMIN COORD I NB 8+	\$28.9969	\$30.2693	\$31.5433	\$32.8312	\$34.1205	\$35.2352	\$35.8445
ADMIN COORD II	\$27.2058	\$28.4203	\$29.6480	\$30.8614	\$32.0858	\$33.3299	\$33.6961
ADMIN COORD II NB	\$29.9269	\$31.2619	\$32.6131	\$33.9479	\$35.2948	\$33.5413	\$37.0656
ANESTHESIA OR TECH	\$26.0329	\$27.2427	\$28.4358	\$29.6436	\$30.8481	\$32.0729	\$32.4392
ANESTHESIA OR TECH NB	\$28.6360	\$29.9671	\$31.2793	\$32.6081	\$33.9330	\$35.2803	\$35.6832
ANESTHESIA TECH I	\$22.4626	\$23.4959	\$24.5260	\$25.5707	\$26.6135	\$27.6679	\$28.0030
ANESTHESIA TECH II	\$27.0201	\$28.2560	\$29.4732	\$30.7090	\$32.0973	\$33.1988	\$33.5620
ANESTHESIA TECH II NB	\$29.7226	\$31.0816	\$32.4206	\$33.7799	\$35.1593	\$36.5186	\$36.9181
ANESTHESIA TECH II NB 8+	\$31.0737	\$32.4944	\$33.8945	\$35.3155	\$36.7576	\$38.1782	\$38.5963
ANESTHESIA TECH III	\$29.7226	\$31.0816	\$32.4206	\$33.7799	\$35.1593	\$36.5186	\$36.9181
CARE COORDINATION ASST	\$27.2058	\$28.4203	\$29.6480	\$30.8614	\$32.0858	\$33.3299	\$33.6961
CARE COORDINATION ASST NB	\$29.9269	\$31.2619	\$32.6131	\$33.9479	\$35.2948	\$33.5413	\$37.0656
CERT NURSE ASST	\$25.2962	\$26.4720	\$27.6310	\$28.8044	\$29.9747	\$31.1651	\$31.5211
CERT NURSE ASST NB	\$27.8255	\$29.1190	\$30.3944	\$31.6852	\$32.9724	\$34.2817	\$34.6731
CERT NURSE ASST NB 8+	\$29.0902	\$30.4426	\$31.7759	\$33.1254	\$34.4711	\$35.8401	\$36.2493
CONSOLE ATTENDANT	\$23.8441	\$24.9287	\$26.0136	\$27.1006	\$28.1832	\$29.2809	\$29.6426
CONSOLE ATTENDANT NB	\$26.2285	\$27.4217	\$28.6152	\$29.8104	\$31.0018	\$32.2091	\$32.6069
CONSOLE ATTENDANT NB 8+	\$27.4206	\$28.6681	\$29.9159	\$31.1655	\$32.4108	\$33.6731	\$34.0889
COOK	\$26.9867	\$28.1369	\$29.3107	\$30.4898	\$31.6603	\$32.8429	\$33.1810
COOK NB	\$29.6853	\$30.9506	\$32.2419	\$33.5390	\$34.8261	\$36.1273	\$36.4992
CS PROC DIST TECH	\$27.0227	\$28.2530	\$29.4842	\$30.7183	\$31.9622	\$33.1968	\$33.5688
CS PROC DIST TECH NB	\$29.7226	\$31.0816	\$32.4206	\$33.7799	\$35.1593	\$36.5186	\$36.9259
CS PROC DIST TECH NB 8+	\$31.0761	\$32.4913	\$33.9066	\$35.3264	\$36.7567	\$38.1763	\$38.6041
CV LAB INVENTORY COORD	\$31.4436	\$33.0639	\$34.3935	\$35.7064	\$37.0324	\$38.3806	\$38.7774
DIET CLERK	\$23.4572	\$24.4980	\$25.5429	\$26.5845	\$27.6400	\$28.6994	\$29.0589
DIET CLERK NB	\$25.8029	\$26.9478	\$28.0969	\$29.2428	\$30.4041	\$31.5696	\$31.9648
EEG EKG EMG TECH	\$32.2843	\$33.5931	\$34.9017	\$36.2144	\$37.5371	\$38.8500	\$39.2461
EEG EKG EMG TECH NB	\$35.5128	\$36.9524	\$38.3921	\$39.8357	\$41.2907	\$42.7349	\$43.1707
EEG EKG EMG TECH NB 8+	\$37.1271	\$38.6323	\$40.1373	\$41.6465	\$43.1677	\$44.6777	\$45.1330
ENV TECH	\$22.9155	\$23.9610	\$25.0159	\$26.0855	\$27.1424	\$28.2225	\$28.5573

AFSCME Wage Scale Effective first pay period of July 1, 2017 (con't)
1% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
ENV TECH NB	\$25.0308	\$26.1716	\$27.3053	\$28.4506	\$29.5951	\$30.7490	\$31.1054
EQUIPMENT TECH SURG	\$26.0329	\$27.2427	\$28.4358	\$29.6436	\$30.8481	\$32.0729	\$32.4392
ER TECH - 12HR	\$27.0201	\$28.2560	\$29.4732	\$30.7090	\$31.9632	\$33.1988	\$33.5620
ER TECH - 12HR NB	\$29.7226	\$31.0816	\$32.4206	\$33.7799	\$35.1593	\$35.8624	\$36.9181
FACILITIES COORDINATOR	\$31.2875	\$32.6828	\$34.0957	\$35.4911	\$36.8992	\$38.3289	\$38.7505
FACILITIES COORDINATOR NB	\$33.3465	\$34.7052	\$36.0594	\$37.4173	\$38.7853	\$40.1434	\$40.5527
FINANCIAL REP/BILLING SPEC	\$34.7136	\$36.1157	\$37.5173	\$38.9051	\$40.3209	\$41.7088	\$46.0301
FINANCIAL REP/BILLING SPEC	\$38.1855	\$39.7276	\$41.2692	\$42.7958	\$44.3530	\$45.8801	\$50.6332
GARDENER	\$25.3995	\$26.5969	\$27.7798	\$28.9756	\$30.1547	\$31.3615	\$31.7029
HEALTH INFORMATION MGMT	\$24.1402	\$25.2113	\$26.2864	\$27.3588	\$28.4449	\$29.5353	\$29.9056
HEALTH INFORMATION MGMT	\$26.5538	\$27.7328	\$28.9156	\$30.0945	\$31.2897	\$32.4890	\$32.8962
HEALTH INFO MGMT CLK NB 8+	\$27.7616	\$28.9934	\$30.2299	\$31.4627	\$32.7118	\$33.9658	\$34.3914
HEALTH INFO MGMT SR CLERK	\$25.5718	\$26.7040	\$27.8385	\$28.9848	\$30.1326	\$31.2807	\$31.6636
HEALTH INFO MGMT SR CLK NB	\$28.1296	\$29.4614	\$30.7779	\$32.0964	\$33.4303	\$34.7453	\$35.1428
HEALTH INFO MGMT SR CLK NB	\$29.4071	\$30.7098	\$32.0145	\$33.3324	\$34.6528	\$35.9731	\$36.4133
HEALTH INFO MGMT TECH II	\$30.0489	\$30.6696	\$31.9904	\$33.2752	\$34.6471	\$35.9821	\$36.3844
HEALTH INFORM MGMT TECH	\$33.0539	\$36.2475	\$35.1896	\$36.6030	\$38.1119	\$39.5805	\$40.0228
HEALTH INFO MGMT TECH II	\$34.5566	\$35.2700	\$36.7891	\$38.2665	\$39.8443	\$41.3798	\$41.8422
HEALTH INFO MGMT TECH III	\$32.9189	\$34.2484	\$35.5777	\$36.8937	\$38.2362	\$39.5522	\$43.6503
HOSPITALITY AMBASSADOR	\$23.4572	\$24.4980	\$25.5429	\$26.5845	\$27.6400	\$28.6994	\$29.0589
HOSPITALITY AMBASSADOR NB	\$25.8029	\$26.9478	\$28.0969	\$29.2428	\$30.4041	\$31.5696	\$31.9648
HOSPITALITY AMBASSADOR NB	\$26.9867	\$28.1369	\$29.3107	\$30.4898	\$31.6603	\$32.8429	\$33.1810
HOUSEKEEPER/LINEN	\$24.7088	\$25.8456	\$26.9788	\$28.1278	\$29.2744	\$30.4350	\$30.8036
HOUSEKEEPER/LINEN	\$22.4626	\$23.4959	\$24.5260	\$25.5707	\$26.6135	\$27.6679	\$28.0030
HOUSEKEEPER/LINEN WORKER	\$22.4626	\$23.4959	\$24.5260	\$25.5707	\$26.6135	\$27.6679	\$28.0030
HOUSEKEEPER/LINEN WORKER	\$24.7088	\$25.8456	\$26.9788	\$28.1278	\$29.2744	\$30.4350	\$30.8036
HOUSEKEEPER NB 8+	\$25.8320	\$27.0202	\$28.2050	\$29.4063	\$30.6052	\$31.8182	\$32.2038
INVENTORY & CLERICAL ASSIST	\$27.2058	\$28.4203	\$29.6480	\$30.8614	\$32.0858	\$33.3299	\$33.6961
LABORATORY TECH	\$32.8239	\$34.1661	\$35.5157	\$36.8502	\$38.2046	\$39.5573	\$41.8307
LABORATORY TECH SR NB	\$28.8846	\$30.2141	\$31.5344	\$32.8613	\$34.1982	\$35.5371	\$35.9387
LABORATORY TECH II SR	\$26.2812	\$27.4905	\$28.6919	\$29.8991	\$31.1161	\$32.3341	\$32.6991
LEAD ANESTHESIA TECH	\$29.7226	\$31.0816	\$32.4206	\$33.7799	\$35.1593	\$36.5186	\$36.9181
LEAD CONSOLE ATTENDANT	\$26.2285	\$27.4217	\$28.6152	\$29.8104	\$31.0018	\$32.2091	\$32.6069

AFSCME Wage Scale Effective first pay period of July 1, 2017 (con't)
1% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
LEAD PATIENT SERVICES	\$32.8239	\$34.1661	\$35.5157	\$36.8502	\$38.2046	\$39.5573	\$41.8307
LEAD PATIENT SVC 10HR	\$29.1476	\$30.4888	\$31.8211	\$33.1599	\$34.5090	\$35.8604	\$36.2652
LEAD PUBLIC SAFETY OFFICER	\$29.1476	\$30.4888	\$31.8211	\$33.1599	\$34.5090	\$35.8604	\$36.2652
LEAD RCP 12HR	\$47.8751	\$50.2964	\$52.7777	\$55.2398	\$57.7169	\$60.2013	\$60.7171
LEAD STOCK CLERK	\$25.8449	\$27.0567	\$28.2904	\$29.5243	\$30.7708	\$32.0194	\$32.3593
LVN	\$33.2578	\$34.6348	\$36.0278	\$37.4031	\$38.7922	\$40.2045	\$40.6199
LVN NB	\$36.5838	\$38.0984	\$39.6308	\$41.1435	\$42.6714	\$44.2251	\$44.6822
MED TRANSCRIPTIONIST	\$28.1296	\$29.4614	\$30.7779	\$32.0964	\$33.4303	\$34.7453	\$35.1428
MED TRANSCRIPTIONIST NB	\$30.9423	\$32.4077	\$33.8557	\$35.3062	\$36.7736	\$38.2197	\$38.6572
MED TRANSCRIPTIONIST NB 8+	\$32.3487	\$33.8809	\$35.3945	\$36.9112	\$38.4461	\$34.7545	\$40.4142
MESSAGE CENTER CLERK	\$23.4572	\$24.4980	\$25.5429	\$26.5845	\$27.6400	\$28.6994	\$29.0589
MESSAGE CENTER CLERK NB	\$25.8029	\$26.9478	\$28.0969	\$29.2428	\$30.4041	\$31.5696	\$31.9648
MESSAGE CENTER COORD	\$26.0374	\$27.1930	\$28.3526	\$29.5085	\$30.6809	\$31.8562	\$32.2557
MESSENGER	\$23.4572	\$24.4980	\$25.5429	\$26.5845	\$27.6400	\$28.6994	\$29.0589
OB SCRUB TECH 12 HR	\$26.3204	\$27.4946	\$28.6828	\$29.8569	\$31.0414	\$32.2447	\$32.5989
OB SCRUB TECH 12 HR NB	\$28.9529	\$30.2439	\$31.8635	\$32.8426	\$34.1456	\$35.4692	\$35.8589
OR CENTRAL SUPPLY TECH	\$30.3200	\$31.5503	\$32.7814	\$34.0156	\$35.2594	\$36.4938	\$36.8660
OR CENTRAL SUPPLY TECH NB	\$33.3465	\$34.7052	\$36.0594	\$37.4173	\$38.7853	\$40.1434	\$40.5527
OR COORD	\$24.6364	\$25.7484	\$26.8603	\$27.9743	\$29.0883	\$30.2255	\$30.5893
OR COORD NB	\$27.1001	\$28.3232	\$29.5464	\$30.7717	\$31.9971	\$33.2485	\$33.6482
OR TECH	\$26.0329	\$27.2427	\$28.4358	\$29.6436	\$30.8481	\$32.0729	\$32.4392
OR TECH NB	\$28.6360	\$29.9671	\$31.2793	\$32.6081	\$33.9330	\$35.2803	\$35.6832
OR TECH NB 8+	\$29.9379	\$31.3292	\$32.7013	\$34.0900	\$35.4750	\$36.8840	\$37.3053
PATIENT COORDINATOR	\$25.4027	\$26.5359	\$27.6716	\$28.8074	\$29.9430	\$31.1042	\$31.4748
PATIENT COORDINATOR NB	\$25.8449	\$27.0567	\$28.2904	\$29.5243	\$30.7708	\$32.0194	\$32.3593
PATIENT REGISTRAR/ER COORD	\$27.6624	\$28.5802	\$29.5414	\$30.4717	\$31.4309	\$32.3782	\$32.7377
PT REGISTRAR/ED	\$28.9969	\$30.2693	\$31.5433	\$32.8312	\$34.1205	\$35.2352	\$35.8445
PATIENT REGISTRAR	\$25.4027	\$26.5359	\$27.6716	\$28.8074	\$29.9430	\$31.1042	\$31.4748
PATIENT REGISTRAR NB	\$27.9158	\$29.1622	\$30.4115	\$31.6607	\$32.9098	\$34.1872	\$34.5949
PATIENT REGISTRAR NB 8+	\$28.9969	\$30.2693	\$31.5433	\$32.8312	\$34.1205	\$35.2352	\$35.8445
PHARMACY BUYING TECH	\$27.2901	\$28.5590	\$29.8100	\$31.0756	\$32.3393	\$33.6175	\$34.0248
PHARMACY TECH	\$27.2901	\$28.5590	\$29.8100	\$31.0756	\$32.3393	\$33.6175	\$34.0248
PHARMACY TECH NB	\$30.0193	\$31.4152	\$32.7911	\$34.1833	\$35.5730	\$49.7844	\$37.4273

AFSCME Wage Scale Effective first pay period of July 1, 2017 (con't)
1% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
PRE-OP COORDINATOR	\$28.1296	\$29.4614	\$30.7779	\$32.0964	\$33.4303	\$34.7453	\$35.1428
PULM FUNCTION TECH 12HR	\$43.1304	\$45.3119	\$47.5475	\$49.7655	\$51.9974	\$54.2354	\$54.7000
PULMONARY REHAB	\$47.4434	\$49.8433	\$52.3024	\$54.7423	\$57.1969	\$59.6590	\$60.1702
RAD FILM LIBRARIAN	\$23.3853	\$24.4496	\$25.5135	\$26.5794	\$26.3100	\$27.6413	\$29.0726
RAD FILM LIBRARIAN NB	\$25.7238	\$26.8944	\$28.0647	\$29.2373	\$28.9411	\$30.4052	\$31.9801
RAD ONC PAT REG FIN REP	\$34.7136	\$36.1157	\$37.5173	\$38.9051	\$40.3209	\$41.7088	\$46.0301
RAD ONC PAT REGIST/FIN REP	\$35.5212	\$36.9556	\$38.3900	\$39.8103	\$41.2584	\$42.6788	\$47.1009
RAD ONC PAT REGIST/FINAN	\$32.2922	\$33.5959	\$34.9000	\$36.1909	\$37.5079	\$38.7989	\$42.8190
RAD ONCOLOGY BILLING	\$34.7136	\$36.1157	\$37.5173	\$38.9051	\$40.3209	\$41.7088	\$46.0301
RADIOLOGY CLERICAL COORD	\$32.2922	\$33.5959	\$34.9000	\$36.1909	\$37.5079	\$38.7989	\$42.8190
RCP/PULM REHAB THERAPIST	\$43.1304	\$45.3119	\$47.5475	\$49.7655	\$51.9974	\$54.2354	\$54.7000
RCP 12HR NB	\$47.4434	\$49.8433	\$52.3024	\$54.7423	\$57.1969	\$59.6590	\$60.1702
RCP 12HR NB 8+	\$49.6002	\$52.1086	\$54.6798	\$57.2304	\$59.7969	\$62.3707	\$62.9049
REHAB SERVICES AIDE	\$24.0689	\$25.1633	\$26.2663	\$27.3711	\$28.4757	\$29.5808	\$29.9386
REHAB SERVICES AIDE NB	\$26.4760	\$27.6794	\$28.8930	\$30.1083	\$31.3233	\$32.5390	\$32.9324
SR MED TRANSCRIPTIONIST	\$30.1170	\$31.4408	\$32.7615	\$34.0839	\$35.4153	\$36.7263	\$37.1205
SR OB SCRUB TECH 12HR	\$27.6367	\$28.8696	\$30.1173	\$31.3496	\$32.5938	\$33.8568	\$34.2287
SR OB SCRUB TECH II 12 HR	\$33.2578	\$34.6348	\$36.0278	\$37.4031	\$38.7922	\$40.2045	\$40.6199
SR OR TECH	\$27.3343	\$28.6049	\$29.8576	\$31.1258	\$32.3905	\$33.6769	\$34.0611
SR PATIENT REGISTRAR	\$27.4802	\$28.6936	\$29.9213	\$31.1347	\$32.3592	\$33.6032	\$33.9694
SR SURGICAL TECH	\$39.3360	\$40.6605	\$41.9989	\$43.3235	\$44.6571	\$46.0137	\$47.6799
SR SURGICAL TECH NB	\$43.2694	\$44.7268	\$46.1991	\$47.6557	\$49.1225	\$50.6149	\$52.4481
SR SURGICAL TECH NB 8+	\$45.2363	\$46.7598	\$48.2990	\$49.8222	\$51.3553	\$52.9159	\$54.8321
STOCK CLERK	\$24.0689	\$25.1633	\$26.2663	\$27.3711	\$28.4757	\$29.5808	\$29.9386
STOCK CLERK NB	\$26.4760	\$27.6794	\$28.8930	\$30.1083	\$31.3233	\$32.5390	\$32.9324
SUPPORT TECH	\$24.0689	\$25.1633	\$26.2663	\$27.3711	\$28.4757	\$29.5808	\$29.9386
SUPPORT TECH NB	\$26.4760	\$27.6794	\$28.8930	\$30.1083	\$31.3233	\$32.5390	\$32.9324
SUPPORT TECH NB 8+	\$27.6794	\$28.9376	\$30.2061	\$31.4769	\$32.7469	\$34.0178	\$34.4294
SUPPORT TECH NURSING	\$25.2962	\$26.4720	\$27.6310	\$28.8044	\$29.9747	\$31.1651	\$31.5211
SUPPORT TECH NURSING	\$27.8255	\$29.1190	\$30.3944	\$31.6852	\$32.9724	\$34.2817	\$34.6731
SURGICAL TECH	\$26.5538	\$27.7328	\$28.9156	\$30.0945	\$31.2897	\$32.4890	\$32.8962
STERILE PROCESSING TECH NB	\$29.7226	\$31.0816	\$32.4206	\$33.7799	\$35.1593	\$36.5186	\$36.9259

AFSCME Wage Scale Effective first pay period of January 1, 2018
1.5% Increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
ADMIN COORD I	\$25.3520	\$26.4747	\$27.5995	\$28.7358	\$29.8741	\$31.0120	\$31.3954
ADMIN COORD I NB	\$27.8871	\$29.1220	\$30.3592	\$31.6092	\$32.8611	\$34.1133	\$34.5350
ADMIN COORD I NB 8+	\$29.4318	\$30.7233	\$32.0164	\$33.3237	\$34.6323	\$35.7638	\$36.3821
ADMIN COORD II	\$27.6139	\$28.8466	\$30.0927	\$31.3243	\$32.5670	\$33.8298	\$34.2015
ADMIN COORD II NB	\$30.3758	\$31.7309	\$33.1023	\$34.4572	\$35.8242	\$34.0444	\$37.6216
ANESTHESIA OR TECH	\$26.4234	\$27.6514	\$28.8624	\$30.0883	\$31.3108	\$32.5540	\$32.9258
ANESTHESIA OR TECH NB	\$29.0656	\$30.4166	\$31.7485	\$33.0972	\$34.4420	\$35.8095	\$36.2185
ANESTHESIA TECH I	\$22.7995	\$23.8484	\$24.8939	\$25.9543	\$27.0127	\$28.0829	\$28.4230
ANESTHESIA TECH II	\$27.4254	\$28.6798	\$29.9153	\$31.1696	\$32.5788	\$33.6967	\$34.0654
ANESTHESIA TECH II NB	\$30.1684	\$31.5478	\$32.9069	\$34.2866	\$35.6867	\$37.0664	\$37.4719
ANESTHESIA TECH II NB 8+	\$31.5398	\$32.9818	\$34.4030	\$35.8452	\$37.3089	\$38.7509	\$39.1752
ANESTHESIA TECH III	\$30.1684	\$31.5478	\$32.9069	\$34.2866	\$35.6867	\$37.0664	\$37.4719
CARE COORDINATION ASST	\$27.6139	\$28.8466	\$30.0927	\$31.3243	\$32.5670	\$33.8298	\$34.2015
CARE COORDINATION ASST NB	\$30.3758	\$31.7309	\$33.1023	\$34.4572	\$35.8242	\$34.0444	\$37.6216
CERT NURSE ASST	\$25.6756	\$26.8691	\$28.0454	\$29.2364	\$30.4243	\$31.6325	\$31.9939
CERT NURSE ASST NB	\$28.2429	\$29.5558	\$30.8503	\$32.1605	\$33.4670	\$34.7960	\$35.1932
CERT NURSE ASST NB 8+	\$29.5265	\$30.8993	\$32.2525	\$33.6222	\$34.9881	\$36.3777	\$36.7930
CONSOLE ATTENDANT	\$24.2017	\$25.3026	\$26.4038	\$27.5071	\$28.6060	\$29.7202	\$30.0873
CONSOLE ATTENDANT NB	\$26.6219	\$27.8331	\$29.0444	\$30.2576	\$31.4668	\$32.6922	\$33.0961
CONSOLE ATTENDANT NB 8+	\$27.8319	\$29.0981	\$30.3647	\$31.6330	\$32.8970	\$34.1782	\$34.6002
COOK	\$27.3915	\$28.5589	\$29.7503	\$30.9472	\$32.1352	\$33.3356	\$33.6787
COOK NB	\$30.1305	\$31.4149	\$32.7255	\$34.0421	\$35.3485	\$36.6692	\$37.0467
CS PROC DIST TECH	\$27.4281	\$28.6768	\$29.9265	\$31.1791	\$32.4417	\$33.6948	\$34.0724
CS PROC DIST TECH NB	\$30.1684	\$31.5478	\$32.9069	\$34.2866	\$35.6867	\$37.0664	\$37.4798
CS PROC DIST TECH NB 8+	\$31.5422	\$32.9787	\$34.4152	\$35.8563	\$37.3080	\$38.7489	\$39.1831
CV LAB INVENTORY COORD	\$31.9153	\$33.5598	\$34.9094	\$36.2420	\$37.5879	\$38.9563	\$39.3591
DIET CLERK	\$23.8090	\$24.8655	\$25.9261	\$26.9833	\$28.0546	\$29.1299	\$29.4948
DIET CLERK NB	\$26.1900	\$27.3520	\$28.5184	\$29.6815	\$30.8602	\$32.0431	\$32.4443
EEG EKG EMG TECH	\$32.7686	\$34.0970	\$35.4253	\$36.7577	\$38.1002	\$39.4328	\$39.8348
EEG EKG EMG TECH NB	\$36.0455	\$37.5066	\$38.9680	\$40.4332	\$41.9100	\$43.3759	\$43.8183
EEG EKG EMG TECH NB 8+	\$37.6840	\$39.2117	\$40.7393	\$42.2712	\$43.8152	\$45.3478	\$45.8100
ENV TECH	\$23.2592	\$24.3205	\$25.3912	\$26.4767	\$27.5495	\$28.6458	\$28.9857

AFSCME Wage Scale Effective first pay period of January 1, 2018 (con't)
1.5% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
ENV TECH NB	\$25.4062	\$26.5641	\$27.7149	\$28.8773	\$30.0390	\$31.2102	\$31.5720
EQUIPMENT TECH SURG	\$26.4234	\$27.6514	\$28.8624	\$30.0883	\$31.3108	\$32.5540	\$32.9258
ER TECH - 12HR	\$27.4254	\$28.6798	\$29.9153	\$31.1696	\$32.4426	\$33.6967	\$34.0654
ER TECH - 12HR NB	\$30.1684	\$31.5478	\$32.9069	\$34.2866	\$35.6867	\$36.4003	\$37.4719
FACILITIES COORDINATOR	\$31.7568	\$33.1730	\$34.6071	\$36.0235	\$37.4527	\$38.9039	\$39.3317
FACILITIES COORDINATOR NB	\$33.8467	\$35.2258	\$36.6003	\$37.9785	\$39.3671	\$40.7456	\$41.1610
FINANCIAL REP/BILLING SPEC	\$35.2343	\$36.6575	\$38.0801	\$39.4886	\$40.9257	\$42.3345	\$46.7205
FINANCIAL REP/BILLING SPEC	\$38.7583	\$40.3236	\$41.8882	\$43.4377	\$45.0183	\$46.5683	\$51.3927
GARDENER	\$25.7805	\$26.9959	\$28.1965	\$29.4102	\$30.6070	\$31.8319	\$32.1784
HEALTH INFORMATION MGMT	\$24.5023	\$25.5895	\$26.6807	\$27.7692	\$28.8716	\$29.9783	\$30.3542
HEALTH INFORMATION MGMT	\$26.9522	\$28.1488	\$29.3493	\$30.5459	\$31.7591	\$32.9763	\$33.3897
HEALTH INFO MGMT CLK NB 8+	\$28.1780	\$29.4283	\$30.6834	\$31.9346	\$33.2025	\$34.4753	\$34.9073
HEALTH INFO MGMT SR CLERK	\$25.9553	\$27.1046	\$28.2560	\$29.4196	\$30.5846	\$31.7499	\$32.1386
HEALTH INFO MGMT SR CLK NB	\$28.5515	\$29.9033	\$31.2395	\$32.5779	\$33.9318	\$35.2665	\$35.6699
HEALTH INFO MGMT SR CLK NB	\$29.8483	\$31.1705	\$32.4947	\$33.8324	\$35.1726	\$36.5127	\$36.9595
HEALTH INFO MGMT TECH II	\$30.4996	\$31.1297	\$32.4703	\$33.7744	\$35.1668	\$36.5219	\$36.9302
HEALTH INFORM MGMT TECH	\$33.5497	\$36.7912	\$35.7175	\$37.1520	\$38.6836	\$40.1742	\$40.6231
HEALTH INFO MGMT TECH II	\$35.0749	\$35.7990	\$37.3410	\$38.8405	\$40.4420	\$42.0005	\$42.4698
HEALTH INFO MGMT TECH III	\$33.4127	\$34.7621	\$36.1114	\$37.4471	\$38.8098	\$40.1455	\$44.3050
HOSPITALITY AMBASSADOR	\$23.8090	\$24.8655	\$25.9261	\$26.9833	\$28.0546	\$29.1299	\$29.4948
HOSPITALITY AMBASSADOR NB	\$26.1900	\$27.3520	\$28.5184	\$29.6815	\$30.8602	\$32.0431	\$32.4443
HOSPITALITY AMBASSADOR NB	\$27.3915	\$28.5589	\$29.7503	\$30.9472	\$32.1352	\$33.3356	\$33.6787
HOUSEKEEPER/LINEN	\$25.0794	\$26.2333	\$27.3835	\$28.5497	\$29.7135	\$30.8915	\$31.2657
HOUSEKEEPER/LINEN	\$22.7995	\$23.8484	\$24.8939	\$25.9543	\$27.0127	\$28.0829	\$28.4230
HOUSEKEEPER/LINEN WORKER	\$22.7995	\$23.8484	\$24.8939	\$25.9543	\$27.0127	\$28.0829	\$28.4230
HOUSEKEEPER/LINEN WORKER	\$25.0794	\$26.2333	\$27.3835	\$28.5497	\$29.7135	\$30.8915	\$31.2657
HOUSEKEEPER NB 8+	\$26.2195	\$27.4255	\$28.6280	\$29.8474	\$31.0643	\$32.2955	\$32.6868
INVENTORY & CLERICAL ASSIST	\$27.6139	\$28.8466	\$30.0927	\$31.3243	\$32.5670	\$33.8298	\$34.2015
LABORATORY TECH	\$33.3162	\$34.6786	\$36.0484	\$37.4030	\$38.7776	\$40.1506	\$42.4582
LABORATORY TECH SR NB	\$29.3179	\$30.6674	\$32.0075	\$33.3542	\$34.7112	\$36.0702	\$36.4778
LABORATORY TECH II SR	\$26.6754	\$27.9029	\$29.1223	\$30.3476	\$31.5828	\$32.8191	\$33.1896
LEAD ANESTHESIA TECH	\$30.1684	\$31.5478	\$32.9069	\$34.2866	\$35.6867	\$37.0664	\$37.4719
LEAD CONSOLE ATTENDANT	\$26.6219	\$27.8331	\$29.0444	\$30.2576	\$31.4668	\$32.6922	\$33.0961

AFSCME Wage Scale Effective first pay period of January 1, 2018 (con't)
1.5% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
LEAD PATIENT SERVICES	\$33.3162	\$34.6786	\$36.0484	\$37.4030	\$38.7776	\$40.1506	\$42.4582
LEAD PATIENT SVC 10HR	\$29.5848	\$30.9461	\$32.2984	\$33.6573	\$35.0266	\$36.3983	\$36.8092
LEAD PUBLIC SAFETY OFFICER	\$29.5848	\$30.9461	\$32.2984	\$33.6573	\$35.0266	\$36.3983	\$36.8092
LEAD RCP 12HR	\$48.5932	\$51.0509	\$53.5694	\$56.0684	\$58.5826	\$61.1043	\$61.6278
LEAD STOCK CLERK	\$26.2325	\$27.4625	\$28.7148	\$29.9672	\$31.2324	\$32.4997	\$32.8447
LVN	\$33.7567	\$35.1543	\$36.5682	\$37.9642	\$39.3741	\$40.8076	\$41.2292
LVN NB	\$37.1326	\$38.6698	\$40.2252	\$41.7606	\$43.3114	\$44.8884	\$45.3524
MED TRANSCRIPTIONIST	\$28.5515	\$29.9033	\$31.2395	\$32.5779	\$33.9318	\$35.2665	\$35.6699
MED TRANSCRIPTIONIST NB	\$31.4064	\$32.8938	\$34.3635	\$35.8358	\$37.3252	\$38.7930	\$39.2370
MED TRANSCRIPTIONIST NB 8+	\$32.8339	\$34.3891	\$35.9255	\$37.4649	\$39.0228	\$35.2759	\$41.0204
MESSAGE CENTER CLERK	\$23.8090	\$24.8655	\$25.9261	\$26.9833	\$28.0546	\$29.1299	\$29.4948
MESSAGE CENTER CLERK NB	\$26.1900	\$27.3520	\$28.5184	\$29.6815	\$30.8602	\$32.0431	\$32.4443
MESSAGE CENTER COORD	\$26.4279	\$27.6009	\$28.7779	\$29.9512	\$31.1411	\$32.3341	\$32.7396
MESSENGER	\$23.8090	\$24.8655	\$25.9261	\$26.9833	\$28.0546	\$29.1299	\$29.4948
OB SCRUB TECH 12 HR	\$26.7152	\$27.9070	\$29.1130	\$30.3047	\$31.5071	\$32.7283	\$33.0879
OB SCRUB TECH 12 HR NB	\$29.3872	\$30.6975	\$32.3415	\$33.3353	\$34.6578	\$36.0012	\$36.3968
OR CENTRAL SUPPLY TECH	\$30.7748	\$32.0236	\$33.2731	\$34.5258	\$35.7883	\$37.0412	\$37.4190
OR CENTRAL SUPPLY TECH NB	\$33.8467	\$35.2258	\$36.6003	\$37.9785	\$39.3671	\$40.7456	\$41.1610
OR COORD	\$25.0060	\$26.1346	\$27.2632	\$28.3939	\$29.5246	\$30.6789	\$31.0482
OR COORD NB	\$27.5067	\$28.7480	\$29.9896	\$31.2333	\$32.4770	\$33.7472	\$34.1529
OR TECH	\$26.4234	\$27.6514	\$28.8624	\$30.0883	\$31.3108	\$32.5540	\$32.9258
OR TECH NB	\$29.0656	\$30.4166	\$31.7485	\$33.0972	\$34.4420	\$35.8095	\$36.2185
OR TECH NB 8+	\$30.3869	\$31.7991	\$33.1918	\$34.6014	\$36.0071	\$37.4372	\$37.8649
PATIENT COORDINATOR	\$25.7837	\$26.9339	\$28.0866	\$29.2395	\$30.3921	\$31.5707	\$31.9469
PATIENT COORDINATOR NB	\$26.2325	\$27.4625	\$28.7148	\$29.9672	\$31.2324	\$32.4997	\$32.8447
PATIENT REGISTRAR/ER COORD	\$28.0774	\$29.0089	\$29.9846	\$30.9287	\$31.9024	\$32.8639	\$33.2287
PT REGISTRAR/ED	\$29.4318	\$30.7233	\$32.0164	\$33.3237	\$34.6323	\$35.7638	\$36.3821
PATIENT REGISTRAR	\$25.7837	\$26.9339	\$28.0866	\$29.2395	\$30.3921	\$31.5707	\$31.9469
PATIENT REGISTRAR NB	\$28.3345	\$29.5997	\$30.8677	\$32.1356	\$33.4034	\$34.7000	\$35.1138
PATIENT REGISTRAR NB 8+	\$29.4318	\$30.7233	\$32.0164	\$33.3237	\$34.6323	\$35.7638	\$36.3821
PHARMACY BUYING TECH	\$27.6995	\$28.9874	\$30.2572	\$31.5417	\$32.8244	\$34.1218	\$34.5352
PHARMACY TECH	\$27.6995	\$28.9874	\$30.2572	\$31.5417	\$32.8244	\$34.1218	\$34.5352
PHARMACY TECH NB	\$30.4696	\$31.8864	\$33.2829	\$34.6961	\$36.1066	\$50.5311	\$37.9887

AFSCME Wage Scale Effective first pay period of January 1, 2018 (con't)
1.5% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
PRE-OP COORDINATOR	\$28.5515	\$29.9033	\$31.2395	\$32.5779	\$33.9318	\$35.2665	\$35.6699
PULM FUNCTION TECH 12HR	\$43.7774	\$45.9916	\$48.2607	\$50.5120	\$52.7773	\$55.0489	\$55.5205
PULMONARY REHAB	\$48.1551	\$50.5910	\$53.0870	\$55.5634	\$58.0549	\$60.5539	\$61.0727
RAD FILM LIBRARIAN	\$23.7361	\$24.8164	\$25.8962	\$26.9781	\$26.7046	\$28.0559	\$29.5087
RAD FILM LIBRARIAN NB	\$26.1096	\$27.2978	\$28.4857	\$29.6758	\$29.3752	\$30.8613	\$32.4598
RAD ONC PAT REG FIN REP	\$35.2343	\$36.6575	\$38.0801	\$39.4886	\$40.9257	\$42.3345	\$46.7205
RAD ONC PAT REGIST/FIN REP	\$36.0541	\$37.5100	\$38.9659	\$40.4074	\$41.8773	\$43.3190	\$47.8074
RAD ONC PAT REGIST/FINAN	\$32.7766	\$34.0998	\$35.4235	\$36.7337	\$38.0705	\$39.3808	\$43.4613
RAD ONCOLOGY BILLING	\$35.2343	\$36.6575	\$38.0801	\$39.4886	\$40.9257	\$42.3345	\$46.7205
RADIOLOGY CLERICAL COORD	\$32.7766	\$34.0998	\$35.4235	\$36.7337	\$38.0705	\$39.3808	\$43.4613
RCP/PULM REHAB THERAPIST	\$43.7774	\$45.9916	\$48.2607	\$50.5120	\$52.7773	\$55.0489	\$55.5205
RCP 12HR NB	\$48.1551	\$50.5910	\$53.0870	\$55.5634	\$58.0549	\$60.5539	\$61.0727
RCP 12HR NB 8+	\$50.3442	\$52.8902	\$55.5000	\$58.0889	\$60.6939	\$63.3063	\$63.8485
REHAB SERVICES AIDE	\$24.4299	\$25.5408	\$26.6603	\$27.7817	\$28.9028	\$30.0245	\$30.3877
REHAB SERVICES AIDE NB	\$26.8732	\$28.0945	\$29.3264	\$30.5600	\$31.7931	\$33.0271	\$33.4264
SR MED TRANSCRIPTIONIST	\$30.5687	\$31.9125	\$33.2530	\$34.5951	\$35.9466	\$37.2772	\$37.6773
SR OB SCRUB TECH 12HR	\$28.0513	\$29.3026	\$30.5690	\$31.8198	\$33.0827	\$34.3647	\$34.7422
SR OB SCRUB TECH II 12 HR	\$33.7567	\$35.1543	\$36.5682	\$37.9642	\$39.3741	\$40.8076	\$41.2292
SR OR TECH	\$27.7443	\$29.0339	\$30.3055	\$31.5927	\$32.8764	\$34.1820	\$34.5720
SR PATIENT REGISTRAR	\$27.8924	\$29.1240	\$30.3701	\$31.6017	\$32.8446	\$34.1072	\$34.4789
SR SURGICAL TECH	\$39.9261	\$41.2704	\$42.6288	\$43.9733	\$45.3269	\$46.7039	\$48.3951
SR SURGICAL TECH NB	\$43.9185	\$45.3977	\$46.8921	\$48.3706	\$49.8594	\$51.3742	\$53.2348
SR SURGICAL TECH NB 8+	\$45.9148	\$47.4612	\$49.0235	\$50.5695	\$52.1256	\$53.7096	\$55.6546
STOCK CLERK	\$24.4299	\$25.5408	\$26.6603	\$27.7817	\$28.9028	\$30.0245	\$30.3877
STOCK CLERK NB	\$26.8732	\$28.0945	\$29.3264	\$30.5600	\$31.7931	\$33.0271	\$33.4264
SUPPORT TECH	\$24.4299	\$25.5408	\$26.6603	\$27.7817	\$28.9028	\$30.0245	\$30.3877
SUPPORT TECH NB	\$26.8732	\$28.0945	\$29.3264	\$30.5600	\$31.7931	\$33.0271	\$33.4264
SUPPORT TECH NB 8+	\$28.0945	\$29.3717	\$30.6592	\$31.9491	\$33.2381	\$34.5280	\$34.9458
SUPPORT TECH NURSING	\$25.6756	\$26.8691	\$28.0454	\$29.2364	\$30.4243	\$31.6325	\$31.9939
SUPPORT TECH NURSING	\$28.2429	\$29.5558	\$30.8503	\$32.1605	\$33.4670	\$34.7960	\$35.1932
SURGICAL TECH	\$26.9522	\$28.1488	\$29.3493	\$30.5459	\$31.7591	\$32.9763	\$33.3897
STERILE PROCESSING TECH NB	\$30.1684	\$31.5478	\$32.9069	\$34.2866	\$35.6867	\$37.0664	\$37.4798

AFSCME Wage Scale Effective first pay period of July 1, 2018
1% Increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
ADMIN COORD I	\$25.6056	\$26.7394	\$27.8755	\$29.0232	\$30.1728	\$31.3221	\$31.7094
ADMIN COORD I NB	\$28.1659	\$29.4132	\$30.6627	\$31.9253	\$33.1897	\$34.4544	\$34.8803
ADMIN COORD I NB 8+	\$29.7262	\$31.0306	\$32.3366	\$33.6570	\$34.9786	\$36.1214	\$36.7460
ADMIN COORD II	\$27.8901	\$29.1351	\$30.3936	\$31.6376	\$32.8927	\$34.1681	\$34.5435
ADMIN COORD II NB	\$30.6796	\$32.0482	\$33.4333	\$34.8017	\$36.1825	\$34.3848	\$37.9978
ANESTHESIA OR TECH	\$26.6876	\$27.9279	\$29.1510	\$30.3892	\$31.6239	\$32.8796	\$33.2551
ANESTHESIA OR TECH NB	\$29.3562	\$30.7208	\$32.0659	\$33.4282	\$34.7864	\$36.1676	\$36.5806
ANESTHESIA TECH I	\$23.0275	\$24.0868	\$25.1428	\$26.2138	\$27.2828	\$28.3637	\$28.7073
ANESTHESIA TECH II	\$27.6996	\$28.9666	\$30.2144	\$31.4813	\$32.9046	\$34.0337	\$34.4061
ANESTHESIA TECH II NB	\$30.4701	\$31.8633	\$33.2360	\$34.6295	\$36.0435	\$37.4371	\$37.8466
ANESTHESIA TECH II NB 8+	\$31.8552	\$33.3116	\$34.7470	\$36.2037	\$37.6820	\$39.1384	\$39.5670
ANESTHESIA TECH III	\$30.4701	\$31.8633	\$33.2360	\$34.6295	\$36.0435	\$37.4371	\$37.8466
CARE COORDINATION ASST	\$27.8901	\$29.1351	\$30.3936	\$31.6376	\$32.8927	\$34.1681	\$34.5435
CARE COORDINATION ASST NB	\$30.6796	\$32.0482	\$33.4333	\$34.8017	\$36.1825	\$34.3848	\$37.9978
CERT NURSE ASST	\$25.9324	\$27.1378	\$28.3259	\$29.5288	\$30.7285	\$31.9489	\$32.3139
CERT NURSE ASST NB	\$28.5254	\$29.8513	\$31.1588	\$32.4821	\$33.8017	\$35.1439	\$35.5452
CERT NURSE ASST NB 8+	\$29.8218	\$31.2083	\$32.5750	\$33.9585	\$35.3380	\$36.7414	\$37.1610
CONSOLE ATTENDANT	\$24.4437	\$25.5556	\$26.6678	\$27.7821	\$28.8920	\$30.0174	\$30.3881
CONSOLE ATTENDANT NB	\$26.8881	\$28.1114	\$29.3349	\$30.5602	\$31.7815	\$33.0191	\$33.4270
CONSOLE ATTENDANT NB 8+	\$28.1102	\$29.3891	\$30.6683	\$31.9493	\$33.2260	\$34.5200	\$34.9462
COOK	\$27.6654	\$28.8445	\$30.0478	\$31.2566	\$32.4566	\$33.6689	\$34.0155
COOK NB	\$30.4319	\$31.7290	\$33.0528	\$34.3825	\$35.7020	\$37.0359	\$37.4172
CS PROC DIST TECH	\$27.7024	\$28.9636	\$30.2258	\$31.4909	\$32.7661	\$34.0317	\$34.4131
CS PROC DIST TECH NB	\$30.4701	\$31.8633	\$33.2360	\$34.6295	\$36.0435	\$37.4371	\$37.8546
CS PROC DIST TECH NB 8+	\$31.8577	\$33.3085	\$34.7594	\$36.2148	\$37.6811	\$39.1364	\$39.5750
CV LAB INVENTORY COORD	\$32.2344	\$33.8954	\$35.2585	\$36.6044	\$37.9638	\$39.3459	\$39.7527
DIET CLERK	\$24.0471	\$25.1141	\$26.1854	\$27.2531	\$28.3351	\$29.4212	\$29.7897
DIET CLERK NB	\$26.4519	\$27.6255	\$28.8035	\$29.9783	\$31.1688	\$32.3636	\$32.7687
EEG EKG EMG TECH	\$33.0963	\$34.4380	\$35.7795	\$37.1252	\$38.4812	\$39.8271	\$40.2332
EEG EKG EMG TECH NB	\$36.4060	\$37.8817	\$39.3576	\$40.8376	\$42.3291	\$43.8097	\$44.2565
EEG EKG EMG TECH NB 8+	\$38.0609	\$39.6039	\$41.1467	\$42.6939	\$44.2534	\$45.8013	\$46.2681
ENV TECH	\$23.4918	\$24.5637	\$25.6451	\$26.7415	\$27.8250	\$28.9323	\$29.2755

AFSCME Wage Scale Effective first pay period of July 1, 2018 (con't)
1% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
ENV TECH NB	\$25.6603	\$26.8298	\$27.9920	\$29.1661	\$30.3394	\$31.5223	\$31.8877
EQUIPMENT TECH SURG	\$26.6876	\$27.9279	\$29.1510	\$30.3892	\$31.6239	\$32.8796	\$33.2551
ER TECH - 12HR	\$27.6996	\$28.9666	\$30.2144	\$31.4813	\$32.7670	\$34.0337	\$34.4061
ER TECH - 12HR NB	\$30.4701	\$31.8633	\$33.2360	\$34.6295	\$36.0435	\$36.7644	\$37.8466
FACILITIES COORDINATOR	\$32.0744	\$33.5048	\$34.9532	\$36.3837	\$37.8273	\$39.2929	\$39.7250
FACILITIES COORDINATOR NB	\$34.1852	\$35.5781	\$36.9663	\$38.3583	\$39.7608	\$41.1530	\$41.5726
FINANCIAL REP/BILLING SPEC	\$35.5867	\$37.0240	\$38.4609	\$39.8835	\$41.3350	\$42.7578	\$47.1877
FINANCIAL REP/BILLING SPEC	\$39.1459	\$40.7268	\$42.3071	\$43.8721	\$45.4685	\$47.0340	\$51.9066
GARDENER	\$26.0383	\$27.2658	\$28.4785	\$29.7043	\$30.9131	\$32.1502	\$32.5002
HEALTH INFORMATION MGMT	\$24.7474	\$25.8454	\$26.9475	\$28.0469	\$29.1603	\$30.2781	\$30.6577
HEALTH INFORMATION MGMT	\$27.2217	\$28.4302	\$29.6428	\$30.8514	\$32.0767	\$33.3060	\$33.7236
HEALTH INFO MGMT CLK NB 8+	\$28.4598	\$29.7226	\$30.9902	\$32.2540	\$33.5345	\$34.8200	\$35.2564
HEALTH INFO MGMT SR CLERK	\$26.2149	\$27.3756	\$28.5386	\$29.7138	\$30.8905	\$32.0674	\$32.4599
HEALTH INFO MGMT SR CLK NB	\$28.8371	\$30.2023	\$31.5519	\$32.9036	\$34.2711	\$35.6192	\$36.0266
HEALTH INFO MGMT SR CLK NB	\$30.1467	\$31.4822	\$32.8197	\$34.1708	\$35.5244	\$36.8779	\$37.3291
HEALTH INFO MGMT TECH II	\$30.8046	\$31.4410	\$32.7950	\$34.1121	\$35.5185	\$36.8871	\$37.2995
HEALTH INFORM MGMT TECH	\$33.8852	\$37.1591	\$36.0746	\$37.5235	\$39.0704	\$40.5760	\$41.0294
HEALTH INFO MGMT TECH II	\$35.4257	\$36.1570	\$37.7144	\$39.2289	\$40.8464	\$42.4205	\$42.8945
HEALTH INFO MGMT TECH III	\$33.7468	\$35.1098	\$36.4725	\$37.8216	\$39.1979	\$40.5470	\$44.7481
HOSPITALITY AMBASSADOR	\$24.0471	\$25.1141	\$26.1854	\$27.2531	\$28.3351	\$29.4212	\$29.7897
HOSPITALITY AMBASSADOR NB	\$26.4519	\$27.6255	\$28.8035	\$29.9783	\$31.1688	\$32.3636	\$32.7687
HOSPITALITY AMBASSADOR NB	\$27.6654	\$28.8445	\$30.0478	\$31.2566	\$32.4566	\$33.6689	\$34.0155
HOUSEKEEPER/LINEN	\$25.3302	\$26.4956	\$27.6573	\$28.8352	\$30.0106	\$31.2004	\$31.5783
HOUSEKEEPER/LINEN	\$23.0275	\$24.0868	\$25.1428	\$26.2138	\$27.2828	\$28.3637	\$28.7073
HOUSEKEEPER/LINEN WORKER	\$23.0275	\$24.0868	\$25.1428	\$26.2138	\$27.2828	\$28.3637	\$28.7073
HOUSEKEEPER/LINEN WORKER	\$25.3302	\$26.4956	\$27.6573	\$28.8352	\$30.0106	\$31.2004	\$31.5783
HOUSEKEEPER NB 8+	\$26.4817	\$27.6997	\$28.9143	\$30.1459	\$31.3750	\$32.6184	\$33.0137
INVENTORY & CLERICAL ASSIST	\$27.8901	\$29.1351	\$30.3936	\$31.6376	\$32.8927	\$34.1681	\$34.5435
LABORATORY TECH	\$33.6494	\$35.0254	\$36.4089	\$37.7770	\$39.1654	\$40.5521	\$42.8828
LABORATORY TECH SR NB	\$29.6111	\$30.9740	\$32.3275	\$33.6877	\$35.0583	\$36.4309	\$36.8425
LABORATORY TECH II SR	\$26.9421	\$28.1819	\$29.4135	\$30.6511	\$31.8986	\$33.1473	\$33.5215
LEAD ANESTHESIA TECH	\$30.4701	\$31.8633	\$33.2360	\$34.6295	\$36.0435	\$37.4371	\$37.8466
LEAD CONSOLE ATTENDANT	\$26.8881	\$28.1114	\$29.3349	\$30.5602	\$31.7815	\$33.0191	\$33.4270

AFSCME Wage Scale Effective first pay period of July 1, 2018 (con't)
1% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
LEAD PATIENT SERVICES	\$33.6494	\$35.0254	\$36.4089	\$37.7770	\$39.1654	\$40.5521	\$42.8828
LEAD PATIENT SVC 10HR	\$29.8806	\$31.2556	\$32.6214	\$33.9939	\$35.3769	\$36.7623	\$37.1773
LEAD PUBLIC SAFETY OFFICER	\$29.8806	\$31.2556	\$32.6214	\$33.9939	\$35.3769	\$36.7623	\$37.1773
LEAD RCP 12HR	\$49.0792	\$51.5614	\$54.1051	\$56.6291	\$59.1684	\$61.7154	\$62.2441
LEAD STOCK CLERK	\$26.4948	\$27.7372	\$29.0020	\$30.2669	\$31.5447	\$32.8247	\$33.1731
LVN	\$34.0942	\$35.5059	\$36.9339	\$38.3438	\$39.7678	\$41.2157	\$41.6415
LVN NB	\$37.5039	\$39.0565	\$40.6275	\$42.1782	\$43.7445	\$45.3373	\$45.8059
MED TRANSCRIPTIONIST	\$28.8371	\$30.2023	\$31.5519	\$32.9036	\$34.2711	\$35.6192	\$36.0266
MED TRANSCRIPTIONIST NB	\$31.7205	\$33.2227	\$34.7072	\$36.1941	\$37.6984	\$39.1810	\$39.6294
MED TRANSCRIPTIONIST NB 8+	\$33.1623	\$34.7330	\$36.2847	\$37.8396	\$39.4130	\$35.6286	\$41.4306
MESSAGE CENTER CLERK	\$24.0471	\$25.1141	\$26.1854	\$27.2531	\$28.3351	\$29.4212	\$29.7897
MESSAGE CENTER CLERK NB	\$26.4519	\$27.6255	\$28.8035	\$29.9783	\$31.1688	\$32.3636	\$32.7687
MESSAGE CENTER COORD	\$26.6922	\$27.8769	\$29.0656	\$30.2507	\$31.4525	\$32.6574	\$33.0670
MESSENGER	\$24.0471	\$25.1141	\$26.1854	\$27.2531	\$28.3351	\$29.4212	\$29.7897
OB SCRUB TECH 12 HR	\$26.9824	\$28.1861	\$29.4041	\$30.6078	\$31.8221	\$33.0556	\$33.4188
OB SCRUB TECH 12 HR NB	\$29.6811	\$31.0045	\$32.6649	\$33.6686	\$35.0044	\$36.3612	\$36.7608
OR CENTRAL SUPPLY TECH	\$31.0826	\$32.3438	\$33.6059	\$34.8711	\$36.1462	\$37.4116	\$37.7932
OR CENTRAL SUPPLY TECH NB	\$34.1852	\$35.5781	\$36.9663	\$38.3583	\$39.7608	\$41.1530	\$41.5726
OR COORD	\$25.2560	\$26.3960	\$27.5358	\$28.6778	\$29.8199	\$30.9857	\$31.3587
OR COORD NB	\$27.7817	\$29.0355	\$30.2895	\$31.5456	\$32.8018	\$34.0847	\$34.4944
OR TECH	\$26.6876	\$27.9279	\$29.1510	\$30.3892	\$31.6239	\$32.8796	\$33.2551
OR TECH NB	\$29.3562	\$30.7208	\$32.0659	\$33.4282	\$34.7864	\$36.1676	\$36.5806
OR TECH NB 8+	\$30.6908	\$32.1171	\$33.5237	\$34.9474	\$36.3672	\$37.8116	\$38.2435
PATIENT COORDINATOR	\$26.0416	\$27.2033	\$28.3675	\$29.5319	\$30.6961	\$31.8864	\$32.2664
PATIENT COORDINATOR NB	\$26.4948	\$27.7372	\$29.0020	\$30.2669	\$31.5447	\$32.8247	\$33.1731
PATIENT REGISTRAR/ER COORD	\$28.3582	\$29.2989	\$30.2844	\$31.2380	\$32.2214	\$33.1925	\$33.5610
PT REGISTRAR/ED	\$29.7262	\$31.0306	\$32.3366	\$33.6570	\$34.9786	\$36.1214	\$36.7460
PATIENT REGISTRAR	\$26.0416	\$27.2033	\$28.3675	\$29.5319	\$30.6961	\$31.8864	\$32.2664
PATIENT REGISTRAR NB	\$28.6178	\$29.8957	\$31.1763	\$32.4570	\$33.7375	\$35.0470	\$35.4650
PATIENT REGISTRAR NB 8+	\$29.7262	\$31.0306	\$32.3366	\$33.6570	\$34.9786	\$36.1214	\$36.7460
PHARMACY BUYING TECH	\$27.9765	\$29.2773	\$30.5598	\$31.8571	\$33.1526	\$34.4630	\$34.8806
PHARMACY TECH	\$27.9765	\$29.2773	\$30.5598	\$31.8571	\$33.1526	\$34.4630	\$34.8806
PHARMACY TECH NB	\$30.7742	\$32.2053	\$33.6158	\$35.0430	\$36.4677	\$51.0364	\$38.3686

AFSCME Wage Scale Effective first pay period of July 1, 2018 (con't)
1% increase

Facility Title	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
PRE-OP COORDINATOR	\$28.8371	\$30.2023	\$31.5519	\$32.9036	\$34.2711	\$35.6192	\$36.0266
PULM FUNCTION TECH 12HR	\$44.2151	\$46.4515	\$48.7433	\$51.0171	\$53.3051	\$55.5994	\$56.0757
PULMONARY REHAB	\$48.6366	\$51.0969	\$53.6178	\$56.1191	\$58.6354	\$61.1594	\$61.6834
RAD FILM LIBRARIAN	\$23.9735	\$25.0645	\$26.1552	\$27.2478	\$26.9717	\$28.3365	\$29.8038
RAD FILM LIBRARIAN NB	\$26.3707	\$27.5708	\$28.7705	\$29.9726	\$29.6690	\$31.1699	\$32.7844
RAD ONC PAT REG FIN REP	\$35.5867	\$37.0240	\$38.4609	\$39.8835	\$41.3350	\$42.7578	\$47.1877
RAD ONC PAT REGIST/FIN REP	\$36.4146	\$37.8851	\$39.3555	\$40.8115	\$42.2960	\$43.7522	\$48.2855
RAD ONC PAT REGIST/FINAN	\$33.1044	\$34.4408	\$35.7777	\$37.1011	\$38.4512	\$39.7746	\$43.8959
RAD ONCOLOGY BILLING	\$35.5867	\$37.0240	\$38.4609	\$39.8835	\$41.3350	\$42.7578	\$47.1877
RADIOLOGY CLERICAL COORD	\$33.1044	\$34.4408	\$35.7777	\$37.1011	\$38.4512	\$39.7746	\$43.8959
RCP/PULM REHAB THERAPIST	\$44.2151	\$46.4515	\$48.7433	\$51.0171	\$53.3051	\$55.5994	\$56.0757
RCP 12HR NB	\$48.6366	\$51.0969	\$53.6178	\$56.1191	\$58.6354	\$61.1594	\$61.6834
RCP 12HR NB 8+	\$50.8477	\$53.4191	\$56.0550	\$58.6698	\$61.3008	\$63.9394	\$64.4870
REHAB SERVICES AIDE	\$24.6742	\$25.7962	\$26.9269	\$28.0595	\$29.1919	\$30.3248	\$30.6915
REHAB SERVICES AIDE NB	\$27.1419	\$28.3755	\$29.6197	\$30.8656	\$32.1110	\$33.3573	\$33.7607
SR MED TRANSCRIPTIONIST	\$30.8744	\$32.2316	\$33.5855	\$34.9411	\$36.3060	\$37.6500	\$38.0541
SR OB SCRUB TECH 12HR	\$28.3318	\$29.5956	\$30.8747	\$32.1380	\$33.4136	\$34.7083	\$35.0896
SR OB SCRUB TECH II 12 HR	\$34.0942	\$35.5059	\$36.9339	\$38.3438	\$39.7678	\$41.2157	\$41.6415
SR OR TECH	\$28.0217	\$29.3243	\$30.6085	\$31.9086	\$33.2052	\$34.5239	\$34.9178
SR PATIENT REGISTRAR	\$28.1713	\$29.4153	\$30.6738	\$31.9178	\$33.1730	\$34.4483	\$34.8237
SR SURGICAL TECH	\$40.3253	\$41.6831	\$43.0551	\$44.4130	\$45.7802	\$47.1709	\$48.8791
SR SURGICAL TECH NB	\$44.3577	\$45.8517	\$47.3610	\$48.8543	\$50.3580	\$51.8879	\$53.7672
SR SURGICAL TECH NB 8+	\$46.3740	\$47.9358	\$49.5137	\$51.0752	\$52.6469	\$54.2467	\$56.2111
STOCK CLERK	\$24.6742	\$25.7962	\$26.9269	\$28.0595	\$29.1919	\$30.3248	\$30.6915
STOCK CLERK NB	\$27.1419	\$28.3755	\$29.6197	\$30.8656	\$32.1110	\$33.3573	\$33.7607
SUPPORT TECH	\$24.6742	\$25.7962	\$26.9269	\$28.0595	\$29.1919	\$30.3248	\$30.6915
SUPPORT TECH NB	\$27.1419	\$28.3755	\$29.6197	\$30.8656	\$32.1110	\$33.3573	\$33.7607
SUPPORT TECH NB 8+	\$28.3755	\$29.6654	\$30.9658	\$32.2686	\$33.5705	\$34.8733	\$35.2953
SUPPORT TECH NURSING	\$25.9324	\$27.1378	\$28.3259	\$29.5288	\$30.7285	\$31.9489	\$32.3139
SUPPORT TECH NURSING	\$28.5254	\$29.8513	\$31.1588	\$32.4821	\$33.8017	\$35.1439	\$35.5452
SURGICAL TECH	\$27.2217	\$28.4302	\$29.6428	\$30.8514	\$32.0767	\$33.3060	\$33.7236
STERILE PROCESSING TECH NB	\$30.4701	\$31.8633	\$33.2360	\$34.6295	\$36.0435	\$37.4371	\$37.8546