

United Healthcare Workers — West



United Healthcare Workers West

COLLECTIVE BARGAINING AGREEMENT



KAISER PERMANENTE®

Northern and Southern California

Kaiser Foundation Health Plan, Inc.

Kaiser Foundation Hospitals

Southern California Permanente Medical Group

The Permanente Medical Group, Inc.

EFFECTIVE THROUGH SEPTEMBER 30, 2023

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INTRODUCTORY LETTER

This is the SEIU-UHW Agreement, which covers all UHW-represented employees of Northern and Southern California Kaiser Foundation Health Plan, Inc., Kaiser Foundations Hospitals, Southern California Permanente Medical Group, and the Permanente Medical Group, Inc. It supersedes the SEIU Local 250 Agreement, the Registered Dietitians' Agreement, and the KPPACC Agreement in Northern California and the SEIU Local 399 Agreement in Southern California.

This Agreement has been extended in its entirety as part of the 2012 National Agreement Bargaining; the extension to this Agreement can be found on pages 132-133 and in the National Agreement (Section 3. D. 2.). Several agreements reached in 2010 local bargaining are included in the Agreement; these are:

- Additional rights for on-call conversions in paragraphs 260-262 and 267-269.
- Additional language on job posting starting in paragraph 589.
- Additional rights for cross regional transfers starting in paragraph 601.

The Grievance and Arbitration process has been modified, and the parties agree to support the joint goal of resolving grievances within 90 days. No other changes have been to the master agreement besides grammatical corrections, reformatting and updating of the wage scales, and the removal of references to former SEIU-UHW Bargaining Units.

How to Read Our Contract.

1. National Agreement.

The provisions of the National Agreement, which is the agreement that covers all the labor organizations participating in the Coalition of Kaiser Permanente Unions (the Coalition), are not included in this document. There are provisions of the National Agreement that are in addition to, supersede or amend the local union agreements. Please refer to that document to review those provisions.

2. SEIU Cross-Regional Master Agreement.

This Agreement includes provisions that were negotiated in common with SEIU-UHW, SEIU Local 49 (Oregon/Washington Region), SEIU Local 105 (Colorado Region), and UHW-Medical Social Workers (Northern California).

Provisions of the SEIU Cross-Regional Master Agreement that were agreed to in Cross Regional bargaining are shaded in this manner herein.

3. **Regional Provisions.**

Where there are differences between the Northern California Region and the Southern California Region in the terms/provisions of the UHW Collective Bargaining Agreement, there will be separate sections for each. It is important that the Collective Bargaining Agreement be read with care so that these provisions are not confused one with the other. For example:

ARTICLE VII PAID LEAVES

Section 1. Holidays

A. NORTHERN CALIFORNIA REGION—Holiday Provisions

B. SOUTHERN CALIFORNIA REGION—Holiday Provisions

Questions may arise as to why the benefit structure and other contractual provisions are different in the two Regions. The UHW Bargaining Committee

1) consolidated provisions where management and the Union could agree and
2) maintained certain benefit structures consistent with the wishes of the members in the specific Region. That is why, among other contractual differences between the Northern California and Southern California Regions, you will see, as an example, the following differences in Paid Leave benefits:

Southern California	Northern California
Similar Vacation Provisions	Similar Vacation Provisions
6 Fixed Holidays at 1½	10 Holidays: 8 Fixed Holidays at 1½ and 2 Other Holidays (Float and Birthday)
5 Work Life Balance Days	No Equivalent

4. **Provisions in Common.**

Provisions that have no special separation or annotation are provisions that UHW has in common in both the Northern California and Southern California Regions.

5. **Provisions for Dietitians.**

The parties to the UHW Agreement have also agreed to certain specific provisions applicable only to Registered Dietitians in Northern California who were formerly represented by SEIU Local 250. Such language is contained in Appendix R-W hereto; such language and supplements are incorporated into the Agreement with respect to such Registered Dietitians, and except as to such specific language, the terms and conditions of this Agreement are applicable to and govern the terms and conditions of employment of Registered Dietitians in Northern California.

AGREEMENT

THIS AGREEMENT is made and entered into as of the 1st day of October, 2012 by and between Kaiser Foundation Health Plan, Inc., Kaiser Foundation Hospitals, The Permanente Medical Group, Inc., and Southern California Permanente Medical Group (collectively, "Employer") and United Healthcare Workers-West ("Union").

WITNESSETH:

The parties hereto have agreed as follows:

100 **ARTICLE I – PURPOSE**

101 It is the intent and purpose of the parties to set forth herein their Agreement covering rates of pay, hours of work and conditions of employment for Employees covered by this Agreement, to collaboratively work to provide high quality, affordable service and care for patients and members, and to promote harmonious relations between the Employer and the Union.

102 **ARTICLE II – COURTEOUS AND RESPONSIBLE RELATIONSHIPS**

103 The Union and the Employer, including all Kaiser Permanente managers, supervisors, physicians, Employees, and Union staff, agree:

104 A. **Treatment of One Another.**

That ethical and fair treatment of one another is an integral part of providing high quality patient care.

105 B. **Regardless of Profession.**

To treat one another, regardless of position or profession, with dignity, respect and trust, and recognize and appreciate the individual contribution each of us makes in our daily work.

106 C. **Ensuring Courtesy.**

To exhibit a personal, caring attitude toward each person with whom we interact and do so in ways that ensure courtesy, compassion, kindness and honesty.

107 D. **Communication and Input.**

To treat one another in the ways we want to be treated ourselves, including clear communications of expectations regarding performance, support of individual opportunities for growth, and provision of opportunities for input into decisions when they impact people directly.

- 108 E. **Accountability of the Union and the Employer.**
The Union and the Employer shall be responsible for improving communications among all levels of the organization and shall be accountable for modeling and implementing the commitments of this section.

109 **ARTICLE III – MANAGEMENT’S RIGHTS**

- 110 The Union recognizes that the Employer has the duty and the right to manage its facilities and to direct the working forces. This includes the right to hire, transfer, promote, demote, layoff, discipline and discharge Employees, subject to the terms of this Agreement and the grievance procedure.

111 **ARTICLE IV – RECOGNITION**

112 **SECTION 1 – RECOGNITION**

- 113 A. **Exclusive Collective Bargaining Agent.**
The Cross-Regional Master Agreement is entered into by the signatory parties and reflects the Employer’s recognition of the Unions listed in Attachment 1 as the exclusive collective bargaining agent of the Employees in the bargaining units listed in Attachment 1 with respect to the terms and conditions of employment set forth herein.

- 114 Provisions of the SEIU Cross-Regional Master Agreement incorporated into this Agreement are shaded for identification purposes only.

- 115 B. **Unit Clarifications, Accretions, and/or Agreements.**
This Agreement shall also apply to any Employees who are added to the bargaining unit by unit clarification, accretion and/or Agreement of the parties.

- 116 C. **Creation of New Classifications.**
This Agreement shall also apply to any new classification(s) which may be established within the scope of duties now included within a covered bargaining unit.

- 117 D. **Local Agreements Superseded.**
The provisions of this Cross-Regional Master Agreement shall supersede and replace the equivalent provisions of the local agreements between the Employers and the Unions listed in Attachment 1. If a local agreement does not contain an equivalent provision, the provision of this Cross-Regional Master Agreement shall become a new provision of the local agreement. If there are differences between the bargaining unit descriptions in Attachment 1 and the descriptions contained in a local agreement, the descriptions in the local agreement shall control.

118 **SECTION 2 – JURISDICTION**

119 The Employer and the Union agree that no jurisdiction over any group of
Employees shall be surrendered to any other union during the life of this
Agreement except by mutual Agreement of the parties hereto.

120 **SECTION 3 – NOTIFICATION OF NEW EMPLOYEES**

121 No later than the tenth (10th) of the following month the Employer shall supply the
Union with the names, addresses and classifications of work of new Employees
and the names of Employees terminated.

122 A. **NORTHERN CALIFORNIA REGION Written Notice.**

At the time a new Employee is hired who will be subject to this Agreement,
the Employer shall deliver to the Employee a written notice stating that the
Employer recognizes the Union as the collective bargaining agent for the
Employees covered by the Agreement and quoting or paraphrasing the
provisions of “Article V – Union Membership” of this Agreement.

123 **SECTION 4 – BONA FIDE SUPERVISORY EMPLOYEES**

124 A. **Authority of Bona Fide Supervisors.**

The Employer recognizes the fact that only bona fide supervisory
Employees have the authority to hire, promote, discipline, discharge, or
otherwise effect changes in the status of Employees or effectively
recommend such actions, and it is not the Employer’s policy to establish
jobs or job titles for the purpose of excluding such Employees from the
unit(s). Bona fide supervisors will not perform duties performed by
Employees falling within the scope of this Agreement except for training,
emergencies requiring immediate action, or under circumstances that are
beyond the control of the Employer.

125 B. **Bona Fide Supervisors Performing Bargaining Unit Work.**

It is not the Employer’s intent to hire or utilize bona fide supervisors to
perform bargaining unit work; however, in an emergency and/or a situation
where the delivery of health care services could be compromised it may be
necessary for a supervisor to assist until an appropriate bargaining unit
Employee is available.

126 **SECTION 5 – UNION LEADS**

127 A. **Union Leads Defined.**

Union Leads (positions with the titles Lead, Senior, Chief, Supervisor, Head and Foreman) are bargaining unit Employees who are regularly assigned by the Employer to direct and check the work of others. Under the supervision and direction of a manager, Leads may also perform the following duties:

- 128 1. Oversee the orientation and/or training of Employees and inform management of any barriers preventing successful completion of training;
- 129 2. Co-ordinate the workflow among Employees within the work area;
- 130 3. Provide technical or functional direction and support to Employees; and
- 131 4. Inform management on the work environment, defined as department resources, staffing needs, training needs and equipment needs.
- 132 5. Besides these duties, Leads must participate in the regular work of their classification within the department.

133 B. **Union Leads are Not Bona Fide Supervisors.**

Leads do not act in the role of a bona fide supervisor and are not given any authority for performance evaluations, disciplinary actions, or decisions to hire or fire bargaining unit Employees. Also, Leads may not perform the following duties:

- 134 1. Approve requests for time off, schedule changes or additional hours/overtime;
- 135 2. Determine sick call replacement; or
- 136 3. Maintain time and attendance records.

137 Union Leads will not act independently of management supervision and/or direction.

- 138 C. **Training for Union Leads.**
The Employer will provide all Leads training in a jointly developed program to insure their success in the Lead role. Such training shall include, but not be limited to, courses in the following: Labor Management Partnership, Interest Based Problem Solving, Union Partnership Representative and Communication Skills.

139 **SECTION 6 – VOLUNTEERS AND SPECIAL PROGRAMS**

- 140 A. **Role of Volunteers.**
The volunteer's role in the facilities is to provide services to patients that may not otherwise be offered.
- 141 B. **Volunteer Programs Not Used to Displace Employees.**
The Employer agrees that programs such as volunteer programs and summer youth programs shall not be utilized to displace bargaining unit Employees or to fill positions previously occupied by bargaining unit Employees, nor shall they be used to reduce their hours of work.
- 142 C. **Notification to Union of Volunteer Programs.**
The Employer shall notify the Union upon commencement of volunteer programs and summer youth programs of the number of participants, their classification, work location, hours of work per week, and the duration of the program.

143 **SECTION 7 – JOB DESCRIPTIONS**

- 144 A. **Availability of Job Descriptions.**
The Employer and the Union shall maintain job descriptions in accordance with duties necessary in the operation of facilities concerned with the care, treatment, and recovery of patients. Each Employee at the time of hire will receive a copy of the job description and at anytime, at the Employee's request.
- 145 B. **Creation of New Jobs or Changes in Existing Job Descriptions.**
If the Employer intends to create a new job which is within the jurisdiction of the Union or if the Employer intends to change an existing job description, it will notify the Union with the intent of reaching Agreement on the proposed changes to the job description or the creation of the new job and accompanying wage rate. Should the parties not reach Agreement, the Employer and the Union shall bargain the issue in good faith.

146 **SECTION 8 – SUBCONTRACTING**

147 A. **NORTHERN CALIFORNIA REGION Subcontracting Procedures.**

148 The Union recognizes that the Employer has the obligation to provide effective health care in as efficient a manner as possible. The Employer recognizes that the Union has the obligation to protect the rights of Union members. To this end, they jointly establish procedures for subcontracting work which has traditionally been performed by bargaining unit Employees to an outside shop or agency, and/or for bringing in temporary Employees from an outside shop or agency.

149 1. **Subcontracted Work Expected to Last Fewer than Ninety Days.**
Before subcontracting bargaining unit work which is expected to last fewer than ninety (90) days, the Employer shall first offer the work to existing bargaining unit Employees within the facility. If there is an additional need for work after the work is offered to Employees within the facility, the work shall be offered to bargaining unit Employees from other facilities who have submitted a written request to be considered for additional work. Such written request shall be sent to the facility(s) at which the Employee has an interest in accepting additional work. Such written request shall be valid for a period of ninety (90) days and will be maintained in the Personnel Office of the facility where the Employee desires extra work. Disputes under this paragraph shall be subject to the grievance procedure.

150 2. **Subcontracted Work Expected to Last Ninety Days or More.**
For the subcontracted work which is expected to last ninety (90) days or more, the Employer shall notify the Union at least thirty (30) days prior to such subcontracting, and the Employer and the Union shall discuss the circumstances resulting in the decision for such subcontracting including the impact, if any, it will have on existing Employees.

151 3. **Deferral to Arbitration.**
Following the procedures outlined in the preceding two (2) paragraphs, the Union may appeal the Employer's decision directly to arbitration and the arbitrator shall determine if the Employer's decision was logical in light of the mutual obligations set forth in this Section.

152 B. **SOUTHERN CALIFORNIA REGION Subcontracting Procedures.**

153 1. **Notice of Intent to Subcontract.**

In the event the Employer elects to subcontract work heretofore performed by Employees within the jurisdiction of this Agreement, the Employer shall provide the Union with a thirty (30) day written notice of such intent.

154 2. **Subcontracting May Not Result in Layoffs.**

The Employer agrees not to subcontract bargaining unit work currently performed by bargaining unit Employees if such subcontracting would result in the layoff of bargaining unit Employees.

155 3. **Contracted Housekeeping Services.**

156 a.) The Employer agrees to maintain language in the existing contracts with contractors regarding the subcontracting of Housekeeping in small outlying clinics that requires the contractors to pay a rate equal to the prevailing SEIU, UHW/Kaiser contractor rate for Housekeepers. In new contracts with contractors, the Employer agrees to include language that requires contractors to pay a rate equal to the prevailing SEIU, UHW/Kaiser rate. Further, should the contractor fail to pay said rate, the contract would be voided.

157 b.) The Union agrees to remove contractors that fail to pay the appropriate rate from their "Bid List" and should a contractor require clarification regarding existing or revised rates, the Union agrees to provide such data.

158 c.) The Employer and the Union will engage in the process Contained in the National Agreement to evaluate and address issues related to past, current and future contracting.

159 C. **2005 NATIONAL AGREEMENT Regarding In-Sourcing and Subcontracting.**

160 Insofar as the provisions of the 2005 National Agreement regarding subcontracting and in-sourcing apply to the current Collective Bargaining Agreement, the Union and the Employer have agreed to initially prioritize for application of the National Agreement the following classifications: 1) Environmental Services, 2) Food Services, 3) Transcription, and 4) Coding.

161 **ARTICLE V – UNION MEMBERSHIP**

162 A. **Union Membership.**

It shall be a condition of employment that all Employees covered by this Agreement and those hired on or after its effective date shall, within thirty-one (31) days following the beginning of such employment become and remain members of the Union or tender to the Union a fee equal to the initiation fees and periodic dues that are the obligations of members.

163 B. **Failure to Maintain Membership.**

Employees who are required hereunder to join the Union and maintain membership in the Union, or pay initiation fees and periodic dues uniformly required of members, and who fail to do so shall upon notice of such fact in writing from the Union to the Employer be discharged.

164 **ARTICLE VI – DEDUCTION AND REMITTANCE OF UNION DUES, FEES, AND COPE**

165 **SECTION 1 – DUES AUTHORIZATION**

166 The Employer will honor written assignments of wages to the Union for the payment of Union dues and fees, uniformly required, when such assignments are authorized by a signed dues deduction form.

167 **SECTION 2 – REMITTANCE OF DUES**

168 The Employer will promptly remit to the Union dues and fees deducted pursuant to such assignments together with a list on hard copy and a disk or electronically (on compatible format) supporting the amount of dues remitted including sufficient detail of Employee information and individual payments.

169 **SECTION 3 – COPE CHECK OFF**

170 The Employer will honor assignment of wages to the Union's Committee on Political Education (C.O.P.E.) fund, when such assignments are submitted in a form agreed to by the Employer and the Union, and will promptly remit such contributions to the Union. It is understood by all parties that such contribution will be on an individual and voluntary basis.

171 **SECTION 4 – EMPLOYER INDEMNIFICATION**

172 The Union shall indemnify the Employer and hold it harmless against any and all suits, claims, demands and liabilities that shall arise out of or by reason of any action that shall be taken by the Employer for the purpose of complying with the foregoing provisions of this Article, or in reliance on any list or certificate which shall have been furnished to the Employer under any of such provisions.

173 **ARTICLE VII – SAFE WORKING CONDITIONS AND WORKLOAD**

174 **SECTION 1 – SAFE WORKING CONDITIONS**

175 A. **Standards Consistent with Nature of Work.**

The Employer shall provide reasonable, safe working conditions, material and equipment consistent with accepted standards for the nature of the work performed.

176 B. **Work Assignments.**

Work assignments shall be made only if they are in accordance with the foregoing principle.

177 C. **Some Methods of Resolution.**

Work conditions or other facility safety issues (e.g. security) which appear to be inconsistent with this principle may be brought to the attention of the area supervisor by any Employee; and if the supervisor is unable to resolve the problem, it may be submitted for investigation by the Facility Safety Committee and/or the Workplace Safety Committee.

178 D. **Participation in the Facility and Workplace Safety Committee.**

The Union shall designate an Employee representative to be assigned to the Facility Safety Committee and the Workplace Safety Committee. Such attendance on safety committees shall not result in loss of pay to Employees.

179 **SECTION 2 – WORKLOAD DISTRIBUTION**

180 A. **Equitable Distribution of Workload.**

It is the intent of the Employer to distribute the workload equitably among Employees in both single work units and departments with due regard for Employee safety.

181 B. **Workload When a Replacement Cannot Be Found.**

When an Employee is absent for any reason and if a replacement cannot be obtained in time, it is the intent of the Employer to distribute the workload equitably among the Employees in the work unit so that no undue hardship may be placed on an individual worker.

182 C. **Reduced Work Performance While Orienting.**
If Employees are assigned to familiarize others with the duties and responsibilities of their job, any resulting reduced work performance shall not be appropriate cause for discipline.

183 D. **SOUTHERN CALIFORNIA REGION Staffing at Outlying Clinics.**
The Employer shall maintain staffing at the outlying clinics commensurate with the workload, and in so doing, shall replace Employees on half (1/2) days off where necessary.

184 **SECTION 3 – NORTHERN CALIFORNIA REGION – REGISTERED DIETITIAN PARTICIPATION IN RELEVANT COMMITTEES**

185 Registered Dietitians covered by this Agreement may participate in meetings and on committees that affect staffing, standards of practice, support, equipment and space. Registered Dietitians will also have the right to participate on all committees or in meetings related to Medical Nutrition Therapy.

186 **ARTICLE VIII – DISCRIMINATION**

187 A. **Discrimination Defined.**
The Employer and the Union agree there shall be no discrimination against any Employee or applicant because of membership in the Union or lawful activities on behalf of the Union, or because of race, color, religion, creed, national origin, ancestry, gender, gender identity, sexual orientation, age, physical or mental disabilities, political affiliation, marital status, medical condition (as defined by applicable law), or veteran status.

188 B. **No Discrimination in Pay.**
There shall be no distinction between wages paid to men and the wages paid to women for the performance of comparable quality and quantity of work on the same or similar jobs.

189 **ARTICLE IX – NEW EMPLOYEES**

190 **SECTION 1 – PROBATIONARY EMPLOYEES.**

191 A. **For Employees Regularly Scheduled 20 Hours or More.**
The probationary period for Employees regularly scheduled for twenty (20) hours or more shall be ninety (90) calendar days.

- 192 B. **For Employees Regularly Scheduled Fewer than 20 Hours.**
The probationary period for Employees regularly scheduled for fewer than twenty (20) hours shall be three hundred (300) hours or ninety (90) calendar days, whichever occurs later.
- 193 C. **Only One Probationary Period.**
In no case shall an Employee be required to serve more than one probationary period.
- 194 D. **Extensions of the Probationary Period.**
- 195 1. **Mutual Agreement.**
The probationary period may be extended only by mutual Agreement between the Employer, the Employee and the Union.
- 196 2. **During Leave.**
If an Employee is on leave at any time during the probationary period, time spent on leave will not count towards fulfilling the probationary period.
- 197 E. **Evaluation During Probationary Period.**
Probationary Employees shall be provided with appropriate training and orientation tools and a written performance evaluation shall be issued upon completion of sixty (60) calendar days.
- 198 F. **Discharge During Probationary Period.**
During the probationary period, Employees may be discharged without recourse to the grievance procedure.

199 **SECTION 2 – NOTIFICATION TO NEW EMPLOYEES**

200 At the time of new Employee orientation, each new Employee shall be given a copy of the Collective Bargaining Agreement and a list of the stewards provided such list has been provided by the Union. The cost of such Agreement shall be shared equally by the Employer and the Union.

201 **SECTION 3 – NEW EMPLOYEE ORIENTATION / NEW HIRE**

202 The Union and the Employer shall coordinate times for Union
Representatives/Stewards to meet with new bargaining unit members for thirty
(30) minutes during the New Employee Orientation period. The Employer will
provide the Union Representative with New Employee Orientation schedules and
updates as they occur. Such time will be scheduled within the new Employee
orientation agenda. It is further understood that, should the Union designate a
Union Steward to meet with new Employees, the Steward's time will be paid and
the Steward will be released from work for the time needed to meet with
Employees.

203 **ARTICLE X – CATEGORIES OF EMPLOYEES**

204 **SECTION 1 – REGULAR BENEFITED EMPLOYEES**

205 A. **Regular Full-Time Employee.**

Regular Full-Time Employee is assigned a regular pre-determined
schedule of forty (40) hours per work week.

206 B. **Regular Part-Time Employee.**

A Regular Part-Time Employee is assigned a regular pre-determined
schedule of twenty (20) or more hours but fewer than forty (40) hours per
work week.

207 **SECTION 2 – NON-BENEFITED EMPLOYEES**

208 A. **Limited Part-Time Employee.**

A Limited Part-Time Employee (previously referred to as "Short-Hour" in
the Northern California Region) is assigned a regular pre-determined
schedule of fewer than twenty (20) hours per work week.

209 B. **On-Call Employee.**

An On-Call Employee (previously referred to as "Casual" in the Northern
California Region) works on an intermittent basis without a regularly pre-
determined schedule and is assigned a specific shift.

210 C. **Temporary Employee.**

A Temporary Employee is assigned a regular pre-determined schedule that
does not extend beyond three (3) months and is hired as an interim
replacement for an Employee on a leave of absence or for a specific
temporary project.

211 **SOUTHERN CALIFORNIA REGION Temporary Assignments.**

212 1. **Employer's Request for Extension.**

The Employer may request an extension of the temporary assignment beyond the three (3) months and the Union will not unreasonably deny the request.

213 2. **Review of Temporary Assignment.**

Upon the request of the Union, the Employee or the Employer, the temporary assignment shall be jointly reviewed to determine whether the assignment should be posted as a non-temporary position. If the temporary Employee successfully bids into the new position, he/she will have service credit retroactive to his/her original date of hire into the temporary assignment.

214 **SECTION 3 – ACCRUAL OF BENEFITS**

215 Any Employee designated as a benefited Employee shall begin to accrue all of the fringe benefits as provided in this Agreement, when he/she becomes benefited and will continue to accrue such benefits as long as he/she remains a benefited Employee.

216 A. **Accrual for Regular Part-Time Employees Working Additional Hours.**

Regular Part-Time Employees shall accrue benefits at a greater rate than their status based on additional hours worked and paid.

217 B. **Employees Not Eligible for Benefits.**

Limited Part-Time, Temporary and On-Call Employees are not eligible for benefits while in this status. They are, however, eligible for shift differential, split shift differential and credited service for the Pension Plan.

218 C. **SOUTHERN CALIFORNIA REGION Service Credit.**

219 1. **Definition of Service Credit.**

Service credit applies to benefit levels and wage placement that are determined by compensated hours.

220 2. **Part-Time/Limited, Part-Time/On-Call, Employees Changing to Full-Time Status.**

In the event a Part-Time, Limited Part-Time or On-Call Employee successfully bids into a full-time position, his/her compensated hours as a Part-Time, Limited Part-Time or On-Call Employee from date of hire through the change in status date, shall be totaled, and any such Part-Time, Limited Part-Time or On-Call Employee shall receive one (1) month of service credit for each 173.333 compensated hours. Using this formula, a new service credit

eligibility date will be established for this number of months prior to the date of the Employee's going to full-time status.

221 3. **Maintenance of Service Credit.**
An Employee who has six (6) calendar months service, and has terminated and returns within six (6) months, will retain all previously accrued seniority for wages and benefits. Employees transferring into the Southern California Region from other regions shall retain their service credit for purposes of benefit accrual, and, if transferring into the same classification, placement on the wage scale.

222 4. When used in this Agreement, "Service Credit" shall mean that period of continuous employment with the Employer, less any absence from employment, except regularly scheduled days off, which exceed thirty (30) calendar days for personal or family leave or sixty (60) calendar days for medical leave for which no compensation is received. Where unpaid absences exceed thirty (30) or sixty (60) calendar days respectively, service credit will be adjusted by the total number of days of absence. However, upon return from any unpaid authorized leave from employment, the Employee's service credit accrued prior to such leave shall be retained. In the event of an industrial injury or illness leave of absence, the Employee's service credit shall continue during the entire period of industrial injury or illness.

223 **SECTION 4 – IN-LIEU OF BENEFITS DIFFERENTIAL**

224 A. **Employees Eligible for the In-Lieu-of Benefits Differential.**
Limited Part-Time, Temporary and On-Call Employees shall receive a differential in lieu of benefits as follows:

225 1. **NORTHERN CALIFORNIA REGION Application of Differential.**

226 a.) **Schedule Y.** Classifications listed in Schedule Y of NCAL Appendix Y, Section 1 shall receive \$1.00 per hour for all hours worked.

227 b.) **Schedule Z.** Classifications listed in Schedule Z of NCAL Appendix Y, Section 2 shall receive \$2.00 per hour for all hours worked.

228 c.) **Registered Dietitians.** In lieu of eligibility for benefits, Limited Part-Time, Temporary and On-Call Registered Dietitians shall be paid a wage differential of \$2.00 per hour.

229 2. **SOUTHERN CALIFORNIA REGION Application of Differential.**

230 A \$1.00 per hour differential shall apply for all hours worked, except
for specified classifications denoted in the On-Call (Per-Diem) wage
rates beginning on page 199.

231 B. **Limited Part-Time or On-Call Employees Who Are Not Eligible for
Benefits.**

232 Employees who are converting or transferring from non-benefited to
benefited status shall continue to receive the in-lieu of benefits differential
until such time as they receive benefits (except Dental benefits).

233 **SECTION 5 – VOLUNTARY CHANGE TO ON-CALL STATUS**

234 A Regular Full-Time or Regular Part-Time Employee may voluntarily reduce
his/her status to On-Call and will be paid at the rate he/she was receiving as a
Regular Employee in addition to the appropriate differential.

235 **SECTION 6 – ALTERNATE COMPENSATION PROGRAM**

236 A Benefit-eligible Employee scheduled to work twenty (20) or more hours per
week who can verify that he/she has medical coverage from a source other than
his/her benefited status with Kaiser Permanente shall have the option of
voluntarily participating in the Alternate Compensation Program which includes a
20% differential in lieu of benefits (Statewide Appendix C).

237 **SECTION 7 – DISTRIBUTION OF OVERTIME AND ADDITIONAL HOURS**

238 A. **NORTHERN CALIFORNIA REGION Distribution Procedure.**

239 1. **Distribution of Overtime and Additional Hours.**

The Employer shall assign overtime and additional hours to
Employees in a classification of a department who have
volunteered to be on the list for overtime or additional hours. Such
work will be offered by seniority: First, to all Regular Employees;
then, to all LPT Employees; then, to On-Call and Temporary
Employees.

240 2. **Assignment If There Are No Volunteers.**

If no one on the list volunteers for overtime or additional hours and
no other qualified Employee volunteers, it will be assigned on a
rotational basis by reverse seniority to those Employees on the list.
If no list exists, such work will be assigned to qualified Employees
in the department on a rotational basis by reverse seniority.

- 241 3. **Obligations Not Associated with the Assignment of Additional Hours.**
The assignment of additional hours shall not require the Employer to: split the additional hours among two (2) or more Employees; pay overtime as a result of such assignment; or change the Employee's normally assigned work schedule.
- 242 B. **SOUTHERN CALIFORNIA REGION Distribution Procedure.**
- 243 1. **Distribution of Additional Intermittent Work Hours.**
Additional intermittent work hours shall be offered, based on seniority, to Employees who are interested in working additional hours in the following order:
- 244 a.) **Cancelled Full-Time Employees – Same Department /Same Classification.**
Full-time Employees in the same department and classification who, due to cancellation, did not work their regularly scheduled number of hours (for which they were hired) in the pay period, until such Employees have been made whole.
- 245 b.) **Cancelled Part-Time, Limited Part-Time Employees – Same Department/Same Classification.**
Part-Time, Limited Part-Time Employees in the same department and classification who, due to cancellation, did not work their regularly scheduled hours (for which they were hired) in the pay period, until such Employees have been made whole.
- 246 c.) **Cancelled Full-Time Employees – Same Department/ Different Classification.**
Qualified Full-Time Employees in the same department, but different classifications, who, due to cancellation, did not work their regularly scheduled number of hours (for which they were hired) in the pay period, until such Employees have been made whole.
- 247 d.) **Cancelled Part-Time, Limited Part-Time Employees – Same Department/Different Classification.**
Qualified Part-Time, Limited Part-Time Employees in the same department, but different classifications, who, due to cancellation, did not work their regularly scheduled number of hours (for which they were hired) in the pay period, until such Employees have been made whole.

- 248 e.) **Part-Time, Limited Part-Time Employees.**
Part-time, Limited Part-Time Employees in the same
classification and department.
- 249 f.) **On-Call Employees.**
On-Call Employees in the same classification and
department.
- 250 g.) **Other Part-Time, Limited Part-Time Employees.**
Other qualified Part-Time, Limited Part-Time Employees in
the same department.
- 251 h.) **Other On-Call Employees.**
Other qualified On-Call Employees in the same department.
- 252 i.) **Outside the Department.**
May offer to qualified Employees outside the department.
- 253 j.) **In-House Registry.**
In-House Registry (when implemented).
- 254 k.) **Registry.**
- 255 2. **Additional Hours in Another Department or Entity.**
The Employer will give consideration to Employees who request to
work additional hours in another department or entity. However, in
such circumstances, hours worked outside their home department
will not count for computation of premium pay except for hours
worked in excess of eight (8) hours in one (1) day and hours
worked in excess of forty (40) hours worked in one week.

256 **SECTION 8 – CONVERSION OF ON-CALL AND LIMITED PART-TIME
EMPLOYEES**

- 257 A. **Effective Date for this Agreement.**
The modifications to the agreement concerning conversion shall be
effective on April 1, 2006, with Employee requests for conversion to be
submitted no earlier than July 1, 2006.
- 258 B. **Period Necessary for Conversion Eligibility.**
An On-Call or Limited Part-Time Employee who works a regular schedule
in the department an average of at least forty (40) hours per pay period for
six (6) consecutive pay periods will be converted to regular full-time or
part-time status (e.g., .5, .6, .7 FTE, etc.) commensurate with the average
number of hours worked during the six (6) consecutive pay periods,
pursuant to the provisions of this agreement.

- 259 C. **Employee Must Submit Request for Conversion.**
In order to be considered for conversion, an Employee must submit a request in writing to his/her department manager for a review of the six (6) consecutive pay periods immediately preceding the Employee's written request. Such requests for conversion must be received within thirty (30) calendar days of the end of the last pay period considered in determining eligibility for conversion.
- 260 D. **Employer Response to a Request for Conversion.**
Once conversion is requested under this provision, the Employer will respond to the request with 30 days of the receipt of the request.
- 261 If the conversion request is denied, the Employer will provide the reason for denial.
- 262 Both denials of conversion requests and the Union's belief that the Employer failed to respond to such requests within reasonable time, are appropriate subjects to adjudicate through the contractual grievance procedure. Both parties are committed to the timely processing of grievances in an ongoing effort toward expeditious resolution of this and other matters of dispute.
- 263 E. **Actual Days and Shift of Conversion.**
The Employee may be converted to Regular status in the department and shift in which the majority of hours were worked. The converted Employee will be scheduled to work according to his/her new status. His/her schedule and assignment will be based on operational needs. This may result in variable schedules and assignments.
- 264 F. **Effective Date of the Conversion.**
An Employee's conversion will be effective the first full pay period following the Employee's submission of the written request.
- 265 G. **Ineligible Hours.**
Hours worked 1) in training, 2) in special projects, or 3) in relieving Employees for leaves of absence and/or replacement of an individual's sick leave of two (2) days or more will not be used for conversion purposes.
- 266 H. **In-Lieu-of-Benefits Differential.**
An On-Call Employee or Limited Part-Time Employee who is converted to benefited status will continue to receive the in-lieu-of-benefits differential until he/she begins receiving health coverage.

267 I. **Labor Management Conversion Meetings.**
Beyond the commitment to the terms above, it is recognized that conversions can pose challenges for both parties. The parties therefore agree that it is on their mutual interest to work together to find ways to minimize the need for conversions.

268 At the request of either party, meetings will be scheduled at the local facility level, once per calendar quarter, to address any specific problems of On-Call scheduling, any factors that may influence the need for conversions, and explore possible ways of reducing the need for such conversions.

269 When conversions do become necessary, at the request of either party, the parties will meet at the local facility level to consider assignments in which the converted employees best can be utilized, based on the specific needs of the department and considering seniority.

270 **SECTION 9 – REGIONAL PROVISIONS OF CATEGORIES OF EMPLOYEES**

271 A. **NORTHERN CALIFORNIA REGION.**

272 1. **Limited Part-Time, Temporary and On-Call Employees.**
In no event will there be any duplication of the differential and accumulation or rights to fringe benefits and tenure adjustments other than those specified in “Section 3, B. Employees Not Eligible for Benefits”.

273 2. **Rate of Pay of Regular Employee Who Becomes Non-Benefited.**
A Regular Employee who, with no break in service, becomes a Temporary, LPT or On-Call Employee will be paid at the rate he/she was receiving as a Regular Employee plus the appropriate differential.

274 3. **Service Date Commencement.**

275 a.) **Benefited Status.**
An Employee who is designated a Regular Employee shall have his/her service date for purposes of eligibility and accumulation of fringe benefits established as of the date he/she is determined a Regular Employee.

- 276 b.) **From Non-Benefited to Benefited Status.**
- 277 i.) **Service Date Commences When Designated Regular.**
An Employee once designated as a Temporary, Limited Part-Time or On-Call Employee and later designated as a Regular Employee shall have his/her service date commence for the purpose of eligibility for and accumulation of fringe benefits as of the date he/she is designated a Regular Employee.
- 278 ii.) **Service Date and Period of Time Spent in Non-Benefited Status.**
The period during which an Employee is designated as a Temporary, Short-Hour Limited Part-Time or On-Call Employee shall not be included for purposes of determining eligibility for or accumulation of fringe benefits provided under this Agreement or for the amount of such fringe benefits.
- 279 B. **SOUTHERN CALIFORNIA REGION.**
- 280 1. **Availability of On-Call Employees.**
- 281 a.) **Availability Requirement.**
On-Call Employees shall be required to submit at least a minimum number of “available days/shifts” per month in advance, not to exceed eight (8) required days/shifts per month. The “available days/shifts” per month shall not exceed four (4) weekend days/shifts per month. Available days/shifts must also include at least two (2) designated holidays each year. The minimum number of “available days/shifts” per month shall be established as a policy by each department and agreed to by the Union.
- 282 b.) **Confirmed Available Days Posted Four Weeks in Advance.**
The schedule reflecting pre-confirmed available days/shifts shall be posted four (4) weeks in advance.
- 283 c.) **Lack of Availability.**
On-Call Employees who are not available on days/shifts they have designated when called to work, may be subject to review annually. If the Employee has cancelled more than 50% of their available days/shifts annually, when called to work, the Employee may be subject to termination.

- 284 2. **On-Call Conversion to Temporary Status.**
An On-Call Employee who is converted to temporary Employee status, shall continue to receive the On-Call premium during such temporary status. Such Employees shall maintain their On-Call status and continue to accrue seniority. If the temporary position the On-Call Employee is working is outside his/her department, in exercising his/her seniority for vacancies within the department to which he/she has temporally transferred, he/she shall be considered a Temporary Employee.
- 285 3. **Variable Hour Jobs.**
Variable hour jobs may be posted with variable start/end times within a shift, which shall include the specific range of such start and end times respectively. No Employee shall be placed in a Variable hour job except voluntarily or by bidding on such job.
- 286 a.) **Variable Job Review.**
After an Employee has worked for a period of three (3) months in a variable position, a joint (union and management) informal review will be conducted of the scheduled hours worked by the impacted Employee.
- 287 b.) **Employee Scheduled Consistent with Job Posting.**
If the review reveals the Employee has been scheduled in a manner consistent with the original job posting, no change in the utilization of the Employee will occur.
- 288 c.) **Employee Not Scheduled Consistent with Job Posting.**
- 289 i.) **First Review.**
If the review reveals that the Employee has not been scheduled in a manner consistent with the original job posting (i.e., no variable schedule) and there are no mitigating circumstances (such as vacation, LOA or sick leave replacement), the Employee's schedule will be converted to a schedule with a set start and end time.
- 290 ii.) **Second Review.**
If the review reveals that the Employee has not been scheduled in a manner consistent with the original job posting, due to mitigating circumstances (such as vacation, LOA or sick leave replacement), then a second review will take place in another three (3) months and, based on the second review, the

Employee's schedule will either remain a variable position, due to actually working a variable schedule, or convert to a schedule with a set start and end time, due to the absence of any variable scheduling or mitigating circumstances.

291

iii.) **Mitigating Circumstances.**

In the second review above, ongoing "mitigating circumstances" may be included as regular hours and will be given significantly less weight.

292

d.) **Reviews Conducted upon Request.**

At any time, Joint Reviews, of Variable Positions, as outlined above, will be conducted in a timely manner on request of the Union or the Employer.

293

4. **Base "Plus" Jobs.**

Base plus jobs may be posted indicating base hours and additional hours for which an Employee may be scheduled (e.g. 20+). No Employee shall be placed in a Base Plus job except voluntarily or by bidding on such job.

294

a.) **Base "Plus" Job Review.**

Three (3) months after an Employee is hired into such a job, a joint (Union and Management) informal review will be conducted to determine the following:

295

b.) **If No Plus Hours Worked.**

If the Employee, over the three (3) month period, has only worked the base hours and no plus hour schedules and no mitigating circumstances (such as vacation, LOA or sick leave replacement) exists, then the "plus" will be removed from the job and the Employee will assume a set schedule of hours.

296

c.) **If Plus Hours Average Less than Four (4) Hours.**

If the Employee, over a three month period, works an actual base "plus" schedule in the same department for less than an average of four (4) additional hours, then no change will be made to the Employee's schedule at that time.

297

d.) **If Plus Hours Average Four (4) or More Hours.**

If the Employee, over a three (3) month period, consistently works a base "plus" schedule, an average of four (4) hours or more over the base in the same department, then an audit will be conducted. If no mitigating circumstances exist (such

as vacation, LOA or sick leave replacement), then, the average hours in the department will be posted. Hours may be posted in increments that are practical for operations, by mutual agreement.

- 298 e.) **Joint Formal Review.**
If the three (3) month informal review is not conclusive and/or mitigating circumstances exist, a joint formal review will be conducted at six (6) months, and steps (b), (c), or (d), above, will be enacted, except that in (d), above, ongoing “mitigating circumstances” may be included as regular hours and will be given significantly less weight.
- 299 f.) **Non-Proliferation of Base “Plus” Jobs.**
If multiple Employees in the department consistently work hours above base, the conglomeration of the hours will be reviewed and may be posted in order to avoid proliferation of Base “Plus” jobs.
- 300 g.) **Hours Posted as a Result of Review.**
Hours posted as a result of these reviews may first be claimed by Part-Time Employees to increase regular hours or change status to full-time pursuant to SCAL Appendix A, Side Letter 30, and then pursuant to Article X, Section 7, paragraph 242 of this Agreement.
- 301 h.) **Joint Reviews Conducted Upon Request.**
Joint Reviews, as outlined above, of Base “Plus” Positions will be conducted at any time upon request by the Union or Management in a timely manner.

302 **ARTICLE XI – HOURS OF WORK**

303 **SECTION 1 – INTENT OF ARTICLE**

This Article is intended to define the normal hours of work and shall not be construed as a guarantee of hours of work per day or per week, or of days of work per week. This Article shall not be construed as any basis for the calculation of overtime.

304 **SECTION 2 – NORMAL WORK WEEK**

305 A. **Forty Hours Per Week With Two Consecutive Days Off.**

The Employer will exercise its best efforts subject to the requirements of efficient operations to schedule on the basis of a normal work week of forty (40) hours within the work week period with two (2) consecutive days of rest.

306 B. **Waiver.**

The provision for two (2) consecutive days off each week may only be waived to achieve every other weekend off scheduling.

307 C. **Four Hour Minimum Shift.**

The Employer will not schedule or post shifts of fewer than four (4) continuous hours unless mutually agreed by the Employer and the Union. This Agreement is not intended to preclude an Employee from initiating a written request to work such shift.

308 **SECTION 3 – SCHEDULES**

309 A. **Starting Times, Quitting Times and Days Off.**

Schedules of starting and quitting times and days off of Employees will be posted by the Employer four (4) weeks in advance in the Southern California Region and fourteen (14) days in advance in the Northern California Region subject to emergency situation changes. Such schedules will be maintained on a weekly basis and will be posted in a location readily accessible to all department Employees.

310 B. **Emergency Changes in the Schedule.**

When it becomes necessary because of emergency situations to change work schedules, consideration will be given to the desires of the affected Employees. Where agreement cannot be reached, such changes in work schedules will be made in reverse bargaining unit seniority order within the department. The Employer will attempt to notify an Employee of any schedule changes a minimum of twenty-four (24) hours before such change is to occur. Failure to successfully contact the Employee will not result in a penalty to the Employer or Employee.

311 C. **Changes in Employee's Schedule.**

- 312 1. An Employee's schedule will be changed only in response to operational requirements. In such event, consideration will be given to the desires of the affected Employees. If there is no mutual agreement, changes will be made in reverse order of bargaining unit seniority within the department among qualified Employees. The Employee will be notified by the Thursday of the preceding week.

313 **NORTHERN CALIFORNIA REGION Registered Dietitian Schedule Changes.**

- 314 2. A Registered Dietitian and his/her supervisor can mutually agree to temporary schedule changes.

315 **SECTION 4 – WEEKENDS OFF**

316 A. **Every Other Weekend Off.**

The Employer will exercise its best efforts to provide every other weekend off to all Full-Time and Part-Time Employees in a department desiring such a schedule. The Employer will exercise its best efforts to recruit Full-Time and Part-Time Employees so that this can be accomplished.

317 B. **More Beneficial Scheduling Practices.**

If an Employee enjoys a more favorable weekend off schedule, he/she shall maintain such schedule except as provided for in paragraph 311 - 312, "Changes in Employee's Schedule".

318 C. **"Weekend" Defined.**

"Weekend" shall mean Saturday and Sunday except for the night shift in which case, "Weekend" shall mean Friday and Saturday.

319 D. **SOUTHERN CALIFORNIA REGION Weekend Work Penalty.**

In the event an Employee volunteers or is required to work all or part of any second consecutive weekend and alternating consecutive weekends thereafter, the Employee shall be paid one and one-half (1½) times his/her regular rate of pay for all hours worked on the weekend.

320 E. **Non-Applicability of this Section.**

This Section shall not apply to an Employee who has requested to work a regular weekend schedule and shall not apply to an Employee who has a regular schedule which provides for either every Saturday or every Sunday off.

321 F. **Weekend Work Penalty.**

The foregoing provision on hours of work is not intended to change the interpretation of weekend work penalty in Southern California as defined by various arbitrations.

322 **SECTION 5 – MANDATORY MEETINGS**

323 When Employees are specifically directed by their supervisor to attend mandatory meetings, time spent in such meetings shall count as time worked.

324 **SECTION 6 – MEALS**

325 A. **Current Practice.**

326 According to current practice, the Employer will continue to provide meals for Employees in Nutritional Services. These meals shall be furnished to such Employees without deduction in compensation.

327 B. **NORTHERN CALIFORNIA REGION Outpatient Registered Dietitians.**

328 Where applicable, Outpatient Dietitians (covered by this Agreement) also have the option to obtain meals as above.

329 **SECTION 7 – REST PERIODS AND MEAL PERIODS**

330 A. **Rest Periods.**

331 Each Employee shall receive a fifteen (15) minute paid rest period during each four (4) hours of work approximately towards the middle of each four (4) hour work segment.

332 B. **Meal Periods.**

333 1. **Meal Periods for Employees Scheduled to Work More Than Five (5) Hours.**

Employees scheduled to work more than five (5) hours per day shall be entitled to an uninterrupted meal period of at least thirty (30) minutes.

334 2. **Meal Periods Near the Middle of the Shift.**

The Employer will make every reasonable effort to schedule the meal periods at or near the middle of the shift, unless mutually agreed otherwise.

- 335 3. **Notice to Supervisor.**
The Employee is required to notify his/her supervisor if it appears that he/she will miss a rest or meal period. In the event that the supervisor or designee is not accessible to authorize the rest or meal period, the Employee may use his/her judgment regarding the necessity to work through the rest or meal period.
- 336 4. **Employer's Responsibility for Employee's Rest and Meal Periods.**
The primary responsibility for ensuring that Employees take rest and meal periods shall rest with the Employer.
- 337 5. **SOUTHERN CALIFORNIA REGION Additional Lunch Period.**
Employees working thirteen (13) or more hours in a workday shall receive an additional thirty (30) minute lunch period.
- 338 C. **State and Federal Laws.**
It is the Employer's intent to abide by all State and Federal Laws regarding meal and rest periods, which include only in part the following:
- 339 1. If an Employee is not provided with a meal period, the Employer shall pay the Employee an additional one (1) hour of straight time pay.
- 340 2. If an Employee is not provided one (1) or more rest periods, the Employer shall pay the Employee an additional one (1) hour of straight time pay.
- 341 D. **Relief from All Duty.**
Unless Employees, including Employees who are assigned to respond to cardiac arrest, are relieved of all duty during their meal period, the meal period shall be considered an "on duty" ("on duty" as defined in the Labor Code) meal period and counted as time worked.

342 **SECTION 8 – UNIFORMS**

343 When Employees are required to wear uniforms or special work clothes, the Employer will provide and launder such apparel; provided that the Employer shall not be required to furnish or launder apparel traditionally worn by Employees in hospitals generally. The term "uniform" is defined as apparel or accessories of a distinctive design, style, color, or quality. If the Employer contemplates a change in uniform policy, it will bargain with the Union.

344 **SECTION 9 – REPORTING PAY**

345 **A. NORTHERN CALIFORNIA REGION Reporting Pay.**

346 1. **Assignment of Work After Reporting.**

An Employee who is scheduled to report for work and who reports to work without receiving prior notice that no work is available shall perform any work to which he/she may be assigned provided the work is related to his/her regular work and he/she is qualified to perform the work.

347 2. **Pay Rate After Reporting.**

The Employee will be paid at his/her regular rate of pay or appropriate rate of pay for the job he/she is assigned, whichever is higher.

348 3. **Guarantee of Pay for Shift.**

If the Employer is unable to utilize the Employee, he/she may leave work and will be paid for his/her regular shift, not to exceed eight (8) hours, excluding shift differential.

349 4. **Exclusions.**

350 The provisions of this Section will not be applicable if:

351 a.) the lack of work is not within the control of the Employer; or

352 b.) the Employer makes a reasonable effort to notify the Employee by telephone (or telegram, if no response) not to report for work at least two (2) hours before his/her scheduled time to work; or

353 c.) the Employee fails to provide the Employer with his/her current address and telephone number.

354 **B. SOUTHERN CALIFORNIA REGION Reporting Pay.**

355 1. **Performing Work as Assigned.**

Employees who are requested to report for work, or who are scheduled to work and are permitted to come to work without receiving prior notice that no work is available shall perform any work to which they may be assigned.

356 2. **Two Hour Guarantee.**

When the Employer is unable to utilize such Employees and the reason(s) for lack of work is within the control of the Employer, the

Employee will be paid for two (2) hours work at the regular rate of pay. In such cases, the authorized supervisor of the Employee involved may allow the Employee to leave work before the two (2) hours have elapsed. The two (2) hours time must be shown on the Employee's time card either by time clock registration or by notation by the supervisor. In either case, the supervisor must sign the time card.

357 3. **Acts of God.**

The provisions of this Section shall not apply if acts of God or failure of utilities interfere with work being provided, and if the Employer makes a reasonable effort to notify the Employees by telegram not to report for work at least two (2) hours before their scheduled time to work.

358 4. **Current Contact Information.**

It shall be the responsibility of the Employees to notify the Employer of their current address and telephone number. Failure to do so shall preclude the Employer from the notification requirements.

359 **SECTION 10 – NORTHERN CALIFORNIA REGION CALL-IN ON SCHEDULED DAY OFF**

360 If an Employee is called to work on what would otherwise have been a regularly scheduled day off and if the Employer fails to give one (1) hour's notice before the start of the required shift, the Employee shall be paid for the hours of work actually performed plus one (1) hour, but is to be paid not less than three (3) hours nor more than eight (8) hours of pay in any one shift unless the Employee works more than eight (8) hours in that shift.

361 **SECTION 11 – NORTHERN CALIFORNIA REGION PROVISIONS**

362 A. **Rest Period Between Shifts.**

363 1. **Unbroken Rest Period.**

Regular Employees shall have an unbroken rest period of twelve (12) hours between any eight hour shifts. All hours worked within the 12-hour rest period shall be paid at the rate of time and one-half (1-1/2).

364 2. **Waiver.**

This provision may be waived upon the written request of the Employee and with the agreement of the supervisor.

365 3. **Premium Pay As Rest Time.**
Time for which any premium pay is paid shall count as rest time for
purposes of this paragraph.

366 4. **Conditions Beyond the Employer's Control.**
This Paragraph is waived if conditions beyond the Employer's
control and/or acts of God so require the services of the Employee.

367 **SECTION 12 – SOUTHERN CALIFORNIA REGION PROVISIONS**

368 A. **Prohibition of Rotating Shift Positions.**
Effective February 5, 2002, there will be no expansion of rotating shifts.
No new/additional rotating shifts will be created either by posting,
scheduling or changing a current shift.

369 1. **Rotating Shift Positions Will Not Be Posted.**
As of June 5th 2002, and thereafter, no positions will be posted that
include a rotating shift (even if the posting is to replace a vacancy in
what was previously or what is currently a position which includes
rotating between day, evening and night shift).

370 2. **Written Request for Waiver.**
This agreement is not intended to preclude an Employee from
initiating a written request to work such a shift and with the mutual
agreement of management and the Union, such a shift may be
scheduled.

371 **ARTICLE XII – OVERTIME AND ALLOWED TIME**

372 **SECTION 1 – NORTHERN CALIFORNIA REGION PROVISIONS**

373 A. **Intent**
This Article is intended to provide the basis for calculation of and payment
for overtime and allowed time and shall not be construed as a guarantee
of hours of work per day or per week or days of work per week.

374 B. **Definition of Terms.**

375 1. **"Payroll Week"**
"Payroll Week" as used in this Article shall mean and consist of the
seven (7) day period beginning at 12:01 a.m., Sunday, or at the
shift changing hour nearest that time.

376 2. **“Payroll Day”**
“Payroll Day” as used in this Article shall mean and consist of a
twenty-four (24) hour period, beginning at the same time each
Payroll Day as the Payroll Week begins.

377 C. **Overtime Rates.**

378 1. **Hours in Excess of Eight (8) and Hours in Excess of Forty (40).**
Employees shall be paid at the rate of time and one-half (1-1/2) the
straight-time hourly rate, including shift differential and split shift
differential, for all hours of work performed in excess of eight (8)
hours in any one work day and/or for all hours worked in excess of
forty (40) hours within the work week.

379 2. **Hours in Excess of 12.**
Employees shall be paid at the rate of double the straight-time
hourly rate including shift differential and split shift differential for all
hours worked in excess of twelve (12) consecutive hours in any one
workday.

380 3. **6th Day of Work.**
Employees assigned to a scheduled work week of twenty (20)
hours or more in a period of more than five (5) work days shall be
paid at the rate of time and one-half (1-1/2) for all hours of work
performed on the sixth (6th) day of work; whether or not such hours
of work are in excess of forty (40) hours within the work week.

381 4. **7th Day of the Payroll Week.**
Employees shall be paid at the rate of double the straight-time
hourly rate, including shift differential and split shift differential, for
all hours of work performed on the seventh (7th) consecutive
Payroll Day worked within the Payroll Week.

382 D. **Paid Leave Used in the Calculation of Overtime.**

383 1. **Sick Leave.**
Paid sick leave shall count as time worked for purposes of
computing overtime for hours worked later in the same work week.

384 2. **Holiday.**
Holidays paid for but not worked shall count as time worked for
computing weekly overtime for work performed later in the same
work week if the holiday falls on the employee's normally scheduled
work day.

- 385 3. **Vacation.**
In instances where there is a combination of vacation and work on a prescheduled basis, vacation hours shall count as hours worked in determining eligibility for weekly overtime.
- 386 4. **Bereavement Leave.**
Pay for such leave shall be calculated in the same manner as that for paid sick leave.
- 387 5. **Jury Duty.**
Pay for work which was not performed shall be included in the hours worked for the purposes of calculating daily or weekly overtime.

- 388 E. **Non-Duplication of Overtime.**
Payment of overtime rates shall not be duplicated for the same hours worked under any of the terms of this Agreement, and to the extent that hours are compensated for at overtime rates under one provision, they shall not be counted as hours worked in determining overtime under the same or any other provisions.

389 **SECTION 2 – SOUTHERN CALIFORNIA REGION PROVISIONS**

- 309 A. **Purpose.**
Subsections A through I of this Article are intended to provide the basis for calculation of and payment for overtime and allowed time only.

- 391 B. **Definition of Terms.**

- 392 1. **“Week” Defined.**
“Week,” as used in this Article, shall mean and consist of the seven (7) day period beginning at 12:01 a.m., Monday or at the shift changing hour nearest that time. In the event the Employer desires to commence the workweek on Sunday instead of on Monday, the Employer will notify the Union. It is understood that such modifications shall be solely for the purpose of achieving every other weekend off scheduling.

- 393 2. **“Day” Defined.**
“Day,” as used in this Article, shall mean and consist of the twenty-four (24) hour period beginning at the time the Employee commences work.

- 394 3. **“Overtime Rates” Defined.**
“Overtime Rates,” as used in this Article, shall mean the rates for the overtime hours worked as provided in Section E of this Article.

- 395 4. **“Day Off” Defined.**
A day off for purposes of interrupting consecutive days shall be defined as a lapsed period of thirty (30) consecutive hours or more from the time the Employee completed his/her last worked shift to the start of the next shift worked.
- 396 C. **Not Intent of Section to Avoid Payment of Overtime.**
It is not the intent of this section to avoid payment of overtime or premium payments referred to in this Agreement for Employees working more than eight consecutive hours at any time.
- 397 D. **Alternative Schedules.**
The foregoing notwithstanding, nothing in this Section will preclude the establishment of Alternative Schedules (e.g. 10 hour shifts/12 hour shifts) at straight time pursuant to those Agreements.
- 398 E. **Overtime Rates.**
- 399 1. **Hours Worked in Excess of 8 in a Day or 40 Hours in a Week.**
All hours worked in excess of eight (8) in any day, or in excess of forty (40) in one (1) week, shall be paid at the overtime rate of one and one-half (1 1/2) times the straight time hourly rate.
- 400 2. **Commencing Work Earlier than in the Preceding Day.**
In the event an Employee’s work schedule causes him/her to commence work earlier than in the preceding day, the overtime rate set forth above shall be paid for work in excess of eight (8) hours in the preceding work day only if the Employee commences his/her workday two (2) hours or more earlier than his/her preceding workday, but not if the earlier scheduling is made at the Employee’s request.
- 401 3. **Hours Worked in Excess of 12.**
All hours worked in excess of twelve (12) hours in one (1) day shall be paid at the rate of two (2) times the straight time hourly rate.
- 402 4. **Hours Worked in Excess of 16.**
All hours worked in excess of sixteen (16) in one (1) day shall be paid at the rate of two and one-half (2 1/2) times the straight time hourly rate.

- 403 5. **Work Performed on the 6th Consecutive Day.**
All work performed on the sixth (6) consecutive day of work shall be paid for at the overtime rate of one and one-half (1 1/2) times the straight time hourly rate, except when such schedule results from the request of the Employee.
- 404 6. **Work on the 7th Day of Workweek.**
All work performed on the seventh (7th) consecutive day of work within a workweek shall be paid at double time (2).
- 405 7. **Employer Will Not Require Work Beyond 6 Days.**
The Employer shall not require Employees to work beyond six (6) consecutive days.
- 406 8. **Employer Will Not Request Employees to Waive Rights.**
The Employer shall not request that Employees waive their rights.
- 407 9. **Where Overtime is a Chronic Problem.**
In departments where required overtime is identified as a chronic problem, the Employer will review the staffing patterns and will take whatever measures are necessary consistent with patient care and operational needs which may include the recruitment and/or training of adequate staff to minimize the use of required overtime.
- 408 10. **Employees Asked to Work on Their Day Off.**
Employees who are asked to work on their day off shall be informed at such time as to whether there will be any further change in their schedule should they accept such work. This provision will not apply to Employees on standby status.
- 409 F. **Rotation of Overtime – Mandatory Overtime**
- 410 1. **Rotation.**
Overtime shifts, scheduled and unscheduled, will be rotated within departments (Employer designated) and classifications equitably, except as precluded by Article XI, Hours of Work, Section 3, Schedules, paragraph 308.
- 411 2. **Employee's Election Not to be on Rotation.**
An Employee may choose not to be on the rotation of overtime shift list and should so notify the supervisor in writing on a specific form agreed to by the parties and supplied by the Employer, which shall be posted.

- 412 3. **Application to All Classifications.**
Such distribution of overtime or additional hours/shifts shall be applicable to all classifications and shall be done on a facility by facility basis.
- 413 4. **Mandatory Overtime Restricted to Emergency Situations.**
Mandatory overtime is intended to be restricted to emergency situations. When an emergency situation arises, the Employer will first seek volunteers to fill the necessary shift. Prior to mandating overtime, the Employer will exhaust all practical alternatives. If there is an emergency, in the interest of patient care and/or operational needs, it is necessary to mandate overtime, assignments will be made by inverse seniority (the least senior Employee).
- 414 G. **Call-In.**
- 415 1. **Employees Called in Before or After Their Regular Shift.**
When an Employee is called to perform work before or after his/her regularly established shift, he/she shall receive no less than three (3) hours pay at one and one-half (1 1/2) times his/her regular rate.
- 416 2. **Employees Called in After Leaving the Premises.**
Call-In shall be defined as a call for a Full-Time Employee to perform work after leaving the premises but before he/she is next scheduled for work. The provision shall not apply to any period of time connected to an Employee's regularly scheduled shift.
- 417 H. **Non-Duplication of Premium Payments.**
Overtime or premium payments shall not be duplicated for the same hours worked under any of the terms of this Agreement and, to the extent that hours are compensated for at overtime or premium rates under one provision, they shall not be counted as hours worked in determining overtime or premium payments under the same or any other provisions.
- 418 I. **Make-up Time.**
An Employee who is absent for any reason in any workweek may, if he/she wishes to do so, at the sole discretion of the Employer, work on his/her regularly scheduled day off within the workweek, at his/her regular straight time rate of pay. The provisions of this Section shall not be applicable in cases where an Employee received Holiday pay or Sick Leave pay for such absences.

419 **ARTICLE XIII – WAGES**

420 **SECTION 1 – WAGES**

421 **A. NORTHERN CALIFORNIA REGION Wages.**

422 1. **Schedule of Wages.**

The minimum straight-time hourly rates of pay shall be as shown in the salary schedules attached hereto and made a part hereof.

423 2. **Premium Employees.**

The wage scales set forth are intended to constitute minimum scales only and nothing in this Agreement shall preclude the Employer from paying in excess of such minimum rates at the Employer's discretion. However, no Employee covered by this Agreement shall, as a result of the provisions of this Agreement, suffer a reduction in his/her wage rate so long as he/she continues in the same classification except as results from the application of Article X.

424 **B. SOUTHERN CALIFORNIA REGION Wages.**

425 1. **Schedule of Wages.**

The Base and Lead Wage Schedules (Southern California), attached hereto are, by this reference, made a part of this Agreement.

426 2. **Longevity.**

A longevity wage increase of thirty cents (\$0.30) per hour is provided to all Employees after ten (10) years of service. In addition, Employees with fifteen (15) or more years of service shall receive an additional ten cents (\$0.10) per hour for a total longevity wage increase of forty cents (\$0.40) per hour. Employees with twenty (20) or more years of service shall receive an additional ten cents (\$0.10) per hour for a total longevity wage increase of fifty cents (\$0.50) per hour, and Employees with twenty-five (25) or more years of service shall receive an additional ten cents (\$0.10) per hour for a total longevity wage increase of sixty cents (\$0.60) per hour.

- 427 3. **Lead Wage Rates.**
An Employee currently working in a Lead position or an Employee who bids on and is awarded a Lead position shall be paid at the Lead Wage Rate which shall be five percent (5%) over the base hourly wage rate for the position. Any Lead paid more than a 5% differential shall suffer no reduction in wages or withholding of negotiated increases during the term of the Contract.
- 428 4. **No Reduction of Benefits.**
- 429 a.) The Employer cannot unilaterally change explicitly stated benefit provisions contained in the Contract without bargaining with the Union, nor can the Employer bargain to impasse and implement any such benefit changes. The only exception to this would be in the conformity to law provisions contained in Article XXIV, paragraph 1120.
- 430 b.) No Employee covered by this Agreement shall, as a result hereof, suffer a reduction in wages or other benefits, since the wage scales and overtime benefits herein set forth are intended to constitute minimum scales only.
- 431 5. Nothing in this section shall preclude the application of SCAL Appendix A, Side Letter 32 Red Circle rates attached hereto, for the purpose of eliminating such Red Circle rates.

432 **SECTION 2 – TENURE STEP PROGRESSION**

433 A. **Effective Date of Tenure and Across the Board Increases.**
Tenure increases and across the board increases shall become effective at the beginning of the first full payroll period nearest the Employee's date of eligibility for such increase.

434 B. **NORTHERN CALIFORNIA REGION Tenure Step Progression Provisions.**

- 435 1. **Tenure Steps for Limited Part-Time, Temporary and On-Call Employees.**
Limited Part-Time, Temporary and On-Call Employees shall be eligible for progression through all tenure steps of their classification in accordance with the following formula: Each one hundred (100) hours of work equals one (1) month's tenure service credit. For example, three hundred (300) hours of work would equal three (3) months' service credit. However, no Employee shall accumulate more than one (1) month's tenure credit in any calendar month.

- 436 2. **Tenure Step/Experience Credit**
- 437 a.) **Schedule Z Classifications.** The following provisions shall
 apply only to those classifications listed in Schedule Z,
 Appendix Y, Section 2.
- 438 b.) Employees with at least three (3) or more years within the
 last five (5) years of Regular (twenty (20) hours or more per
 week) relevant experience than that required by the
 classification into which the Employee is being hired, will be
 placed at step two (2) of that classification, provided that the
 Employee's experience is directly related to the duties of the
 position as determined by the Employer.
- 439 c.) Employees with at least five (5) or more years within the last
 ten (10) years of Regular (twenty (20) hours or more per
 week) relevant experience than that required by the
 classification into which the Employee is being hired, will be
 placed at step three (3) of that classification, provided that
 the Employee's experience is directly related to the duties of
 the position as determined by the Employer.
- 440 d.) The relevance of the experience referred to above is
 determined by the Employer.
- 441 3. **Difficult to Recruit Classifications.**
 The initial application of the Advanced Hiring Criteria provisions of
 the LMP Benefits Enhancements Agreement of May 22, 2003, shall
 apply to the following classifications: Radiologic Technologist,
 Nuclear Medicine Technologist, MRI Technologist, Diagnostic
 Ultrasonographer, Histologic Technician, Cytotechnologist,
 Respiratory Care Practitioner, Cardiovascular Technician, Invasive
 Cardio Specialist, EEG Technologist and Radiation Therapy
 Technicians. See NCAL Appendix A for details.
- 442 C. **SOUTHERN CALIFORNIA REGION Tenure Step Progression**
 Provisions.
- 443 1. **Tenure Steps for Regular Part-Time and LPT Employees.**
 Part-Time and LPT Employees hired after July 31, 1969, shall
 receive step increases in wages on the basis of hours worked
 (173.333 hours equivalent to one (1) month of service) rather than
 calendar months of service. This method of calculation shall also
 apply to longevity pay.

444 2. **Tenure Steps for On-Call Employees.**
Step increases for On-Call Employees will be prorated on the same basis as Part-Time Employees. On-Call Employees shall receive shift differential and overtime premiums to include holiday premiums for designated holidays worked when applicable.

445 3. **Tenure Steps for Temporary Employees.**
Temporary Employees shall receive shift differential and overtime premiums when applicable. In addition, step increases will be given to temporary Employees based on hours worked. Temporary Employees will receive holiday premiums as set forth in this Agreement for designated holidays worked.

446 **SECTION 3 – PAY DAY AND PAY CHECKS**

447 A. **Payday and Payday on Holidays.**
Payday shall be every other Friday. When a payday falls on a holiday, Employees shall be paid on the day immediately preceding the holiday.

448 B. **Direct Deposit.**
Employees upon written request may direct automatic deposit of their paycheck to a bank or saving institution of their choice provided such bank or institution participates in the National Automatic Clearing House Association. Employees electing automatic deposit shall receive a check stub or equivalent information each pay period indicating all payments made.

449 C. **Paycheck Shortages.**
Paycheck shortages shall be paid by no later than the end of the next business day upon request of the Employee; otherwise, paycheck shortages shall be paid on the next pay period or per applicable law.

450 D. **Termination Pay.**
When an Employee is voluntarily or involuntarily separated from employment, the Employee will be paid all monies owed pursuant to this Agreement, state or federal laws.

451 **SECTION 4 – PERFORMING WORK IN ANOTHER CLASSIFICATION**

452 A. **SOUTHERN CALIFORNIA REGION Provisions.**
When an Employee is required to perform work in a classification other than his/her assigned classification, his/her hourly wage rate shall be determined as follows:

- 453 1. **Temporary Work in Another Classification.**
- 454 a.) **In a Higher Paid Classification.**
Employees working on a temporary basis for at least one (1) hour in a higher paid classification shall receive the straight time hourly wage rate for the higher paid classification at the same tenure step rate he/she holds in his/her assigned job classification for all time spent in the higher paid classification.
- 455 b.) **In a Lower Paid Classification.**
Employees working on a temporary basis in a lower paid classification shall continue to receive the straight time hourly wage rate of his/her currently assigned classification.
- 456 2. **Permanent Work in Another Classification.**
- 457 a.) **In a Higher Paid Classification.**
An Employee promoted to a higher paid classification shall maintain his/her tenure step and step increase schedule in the new classification.
- 458 b.) **In a Lateral Transfer.**
An Employee transferring on a lateral basis shall maintain his/her tenure step and step increase schedule.
- 459 c.) **In a Lower Paid Classification.**
An Employee permanently demoted to a lower paid classification will retain his/her step increase schedule but will be assigned a rate closest to but below the rate in the former classification.
- 460 B. **NORTHERN CALIFORNIA REGION Provisions.**
- 461 1. **Promotion to Senior, Lead, Chief or Supervisor.**
An Employee promoted to a senior, lead, chief, or (in the bargaining unit) supervisor shall receive a minimum increase of the next higher step of the wage scale in the new classification which will provide an increase of at least five (5) percent above his/her former rate.
- 462 2. **Promotion to a Higher Paid Classification.**
An Employee promoted to a higher paid classification shall be paid the first (1st) step rate of the new classification which is next above his/her former rate and which will provide an increase of at least fifteen cents (\$0.15).

- 463 3. **Demotion to a Lower Paid Classification.**
An Employee demoted to a lower paid classification will be assigned to that tenure step of the scale of the lower paid classification that is equal to or closest to his/her former rate of pay.
- 464 4. **Credit for Time Spent in Former Classification.**
For all promotions and demotions, an Employee shall receive credit for time spent in the tenure step of his/her former classification for future tenure step increases in his/her new position.
- 465 5. **Temporary Relief in a Higher Paid Classification.**
An Employee working in a higher paid classification shall be paid for all hours worked (except for relief of breaks and meals) at the step in the higher paid classification which provides a minimum increase of fifteen cents (\$0.15).
- 466 6. **Working in Two Classifications.**
An Employee who as part of his/her regular pre-determined work schedule performs work in another classification, he/she shall be paid at a rate based on the ratio of time spent in each classification.
- 467 7. **Managerial Positions.**
No Employee shall be required to relieve in a non-bargaining unit managerial position.
- 468 C. **NORTHERN CALIFORNIA REGION Registered Dietitian Provisions.**
- 469 1. **Promotion to a Higher Paid Classification.**
An employee promoted from a classification to the next classification level shall be paid the at the same step rate of the new classification.
- 470 2. **Demotion to a Lower Paid Classification.**
An employee who is permanently transferred to a position in a lower grade shall receive the step rate which is equal to or next below his/her former rate.
- 471 3. **Credit for Time Spent in Former Classification.**
For all promotions and demotions, an Employee shall receive credit for time spent in the tenure step of his/her former classification for future tenure step increases in his/her new position.

- 472 4. **Temporary Relief in a Higher Paid Classification.**
An employee who, as a part of his/her regular predetermined work
schedule, performs work in a higher classification (except for rest
period and meal relief) shall be paid at a 5% differential for all hours
worked in the higher classification.

473 **SECTION 5 – FLOAT DIFFERENTIAL**

474 A. **NORTHERN CALIFORNIA REGION Float Differential Provisions.**

- 475 1. **Premium.**
It is the intention of the Employer to schedule Employees on regular
assignments. If an Employee floats from one assignment to
another, as described below, a premium of ten cents (\$.10) per
hour shall be paid for work performed in the area to which he/she is
reassigned, if the assignment exceeds one (1) hour:

476 a.) Employees assigned to a permanent work area that
commence a shift and then are reassigned to another work
area;

477 b.) Employees whose primary job is as an unassigned relief
Employee, including Clinic Employees who relieve within a
shift;

478 c.) Employees temporarily reassigned from one facility to
another.

- 479 2. **On-Call Employees and Temporary Employees Premium.**
On-Call and Temporary Employees shall qualify for the premium
only if they commence a shift and then are reassigned to another
work area.

- 480 3. **Professional and Technical Employees Premium.**
Professional and Technical Employees shall qualify for the
premium only if they are reassigned from one facility to another.

- 481 4. **Employees to Whom Float Pay is not Applicable Premium.**
The premium shall not apply to 1) Employees working throughout a
facility or in several work areas during the usual performance of
their duties, 2) Employees receiving pay for relief in a higher paid
classification, 3) Employees receiving training, or 4) Employees
working in a lower paid classification but who are receiving their
regular rate of pay.

482 5. **Work Area Premium.**
For purposes of the Float premium, the following are examples but not limited to traditional work areas: 1) Maternity which includes delivery, labor, nurseries and postpartum areas; 2) Surgery which includes operating and recovery and 3) Medicine/Medicine Procedure Rooms.

483 B. **SOUTHERN CALIFORNIA REGION Float Differential Provisions.**

484 1. **Selection of Employees for Floating.**
The Union and the Employer agree that where there is a need for floating to other areas all qualified Employees will be solicited on a voluntary basis first by seniority. Where there is no volunteer, assignment will be made by inverse seniority, where the Employee has the skill and ability to perform the job.

485 2. **Floating Between Facilities.**
An Employee who floats between facilities that are two (2) miles or more apart during the work day, shall receive mileage pay and will be paid for reasonable travel time. Additionally, the Employee traveling two (2) miles or more will receive a differential of thirty-cents (\$0.30) per hour for all hours worked at the second location. Travel time between facilities will be compensated as regular time. Employees that are assigned within the same campus will not be eligible for the float differential.

486 **SECTION 6 – STANDBY AND CALL-BACK**

487 A. **NORTHERN CALIFORNIA REGION Standby and Call-Back Provisions.**

488 1. **Standby Distribution.**

489 a.) **Standby Distribution and Lists.**
The Employer will establish and maintain a list of qualified Employees by classification in a department who wish to work on standby. Standby will be distributed by rotation to Employees on the list according to the seniority provisions of this Agreement.

490 b.) **No Volunteers.**

491 i.) If no one on the list accepts an offer of standby, and if no other qualified Employee volunteers, it will be assigned on a rotational basis by reverse bargaining unit seniority to those on the list.

- 492 ii.) If there is no list, Standby will be assigned on a rotational basis by reverse seniority to the qualified Employees in the department.
- 493 c.) **Declining Standby.**
Employees may decline standby if they are not notified on or prior to the preceding shift.
- 494 d.) **Alternate Method of Distribution of Standby.**
Upon mutual agreement between the parties, Employees in a classification in a department may by majority vote determine and implement an alternate method of distributing Standby.
- 495 2. **Pay for Standby and Call Back.**
- 496 a.) **Standby Pay.**
An Employee who is on a pre-determined schedule and who is placed on Standby beyond his/her regularly scheduled work day or work week shall be paid at one-half ($1/2$) his/her straight-time hourly rate including shift and split shift differentials, and on a recognized holiday at three-quarters ($3/4$) times the Employee's regular base rate.
- 497 b.) **Call Back Pay.**
An Employee on standby duty who is called to work shall be paid at time and one-half ($1\frac{1}{2}$) his/her straight-time hourly rate including shift differential and split shift differential.
- 498 c.) **Three Hour Guarantee.**
An Employee shall be paid at least three (3) hours at time and one-half ($1\frac{1}{2}$) on each occasion he/she is called into work and for such hours shall cease receiving standby pay. Standby periods will be eight (8) hour periods or fractions thereof. The rules regarding the three (3) hour guarantee and shift differential shall be applied to each period separately.
- 499 d.) **Total Hours Paid.**
The total hours paid at time and one-half ($1\frac{1}{2}$) shall not exceed the number of hours for which the Employee was originally scheduled in the standby period.

- 500 e.) **“Call Back Work” Defined.** “Call Back Work” is defined as
a call for an Employee who has left the premises to return to
perform work of an indefinite duration but shall not be work
performed continuous with his/her daily work schedule.
- 501 f.) **Calculation of Overtime.**
Pay under this section for work which was not performed
shall not be included in hours worked during the payroll day
or payroll week for the purpose of calculating overtime and
likewise, shall not be paid for at overtime rates.
- 502 B. **SOUTHERN CALIFORNIA REGION Standby and Call-Back**
Provisions.
- 503 1. **Standby Pay.**
Employees on standby status will be paid one-half ($1/2$) their regular
hourly rate of pay, up to a maximum of \$12.00 for each hour spent
on standby status.
- 504 2. **Distribution of Standby.**
Standby assignments will be distributed among the Employees in
the department. Volunteers may replace Employees who want to
give up their assigned standby hours. Volunteers will be accepted
in seniority order.
- 505 3. **Minimum Hours Guaranteed.**
Actual work time shall begin when the Employee arrives at the
Hospital or Medical Center where he/she was called and shall end
when the Employee leaves work. In any event, the Employee shall
be guaranteed a minimum of two (2) hours work each time he/she
is called in.
- 506 4. **Pay When Called Back to Work While on Standby.**
An Employee on standby shall receive time and one-half ($1\frac{1}{2}$)
his/her regular rate of pay when called back to work and double
time and one-half when called back to work on a holiday. Such rate
shall apply for all hours actually worked or guaranteed. During the
time the Employee receives time and one-half ($1\frac{1}{2}$) he/she will
cease receiving the standby pay.

507 **SECTION 7 – BILINGUAL PAY**

508 A. **SOUTHERN CALIFORNIA REGION Bilingual Employee Program.**

509 1. **Purpose.**

The goal of the Bilingual Employee Program is to utilize bilingual staff within their scope of practice, to provide quality care for Limited English Proficient (LEP) members, and ensure that KP meets Cultural and Linguistic Appropriate Services (CLAS), and other regulatory standards. In addition to developing our internal bilingual capacity, we continue to require interpreter services to meet the needs of members who are not in contact with bilingual staff. At this time, KP utilizes other resources such as phone interpreters to provide language services that we cannot meet using bilingual staff. In addition to these interpreting resources, it is understood that bilingual staff may be called to provide language assistance in appropriate situations. What follows are specific contractual issues that support this program.

510 2. **LMP Process.**

This program will be created and implemented through a joint LMP process in every aspect, with the exception of the development of the full-time healthcare interpreter job description and associated pay rate.

511 3. **Full-Time Healthcare Interpreter Position.**

512 a.) **Job Description.**

The Union and the Employer agree to develop and implement a new position of a full-time healthcare interpreter. The job description and accompanying wage rate will be jointly agreed to no later than November 15, 2005.

513 b.) **Ongoing Review.**

The parties agree to jointly conduct periodic reviews to monitor staffing levels, workload issues, and the effectiveness of the position and the program.

514 c.) **Intent.**

The intent of this position is not to replace but enhance the Employee bilingual interpretation function.

- 515 4. **Qualified Bilingual Status.**
- 516 a.) **Level Description.**
There shall be two levels for Qualified Bilingual Status (QBS). Level 1 will be those Employees assessed as proficient in conversational language skills and basic command of a second language as determined by a jointly agreed upon assessment tool. Level 2 will be those Employees assessed at a greater level of fluency including medical terminology language skills as determined by a jointly agreed upon assessment tool. A joint LMP team will determine the appropriate criteria for qualifying for a Level 2 designation, and agree upon appropriate assessment tools.
- 517 b.) **Differential.**
Employees designated as Level 1 shall receive, or continue to receive, a bilingual differential in the amount of \$0.375 per hour and paid on all hours compensated per biweekly pay period. Employees designated as Level 2 shall receive a bilingual differential in the amount of \$0.55 per hour and paid on all hours compensated per biweekly pay period.
- 518 5. **Program Implementation.**
- 519 a.) **Coverage.**
All Employees who do not have a current bilingual assessment on file with their Human Resources office will be required to have their skills assessed by a jointly agreed upon assessment tool.
- 520 b.) **Assessment Process.**
Beginning January 1, 2006, all Employees covered by this agreement will be given the opportunity to be assessed for proficiency at either the QBS Level 1 or Level 2 designation.
- 521 c.) **Training/Retraining.**
Employees who do not qualify as Level 1 will be provided educational support designed to enhance their conversational bilingual skills to enable them to successfully pass the assessment. All Employees receiving the existing bilingual differential as of the effective date of the Agreement will maintain the differential during the assessment and training/retraining period, and at least until May 1, 2007.

- 522 d.) **Loss of Differential.**
Employees who fail to qualify for either Level 1 or Level 2 designation by May 1, 2007, will no longer receive a bilingual differential.
- 523 6. **Posting Positions as “Bilingual Required.”**
The parties agree to use the Northern California objective process as the basis for determining if a job should require bilingual skills. By mutual agreement, the parties may modify the Northern California model. “Bilingual Required” positions will not be posted unless there is joint agreement by the Union and the Employer.
- 524 7. **Cancellation.**
In the event that this program fails to be implemented or is discontinued for any reason during the term of this Agreement, Side Letter 29 - Bilingual Differential will apply.
- 525 B. **NORTHERN CALIFORNIA REGION Bilingual Employee Program.** The LMP Bilingual Program is a Northern California Labor Management Partnership initiative. Refer to the LMP Bilingual Program Manual for details.
- 526 1. **Bilingual Differential.**
There are two distinct levels of Qualified Bilingual Status (QBS) designation:
- 527 a.) **Level 1.**
The individual speaks well enough to function in a wide range of personal and occupational situations that require only conversational language skills. The differential for QBS Level 1 is \$0.25 per hour.
- 528 b.) **Level 2.**
The individual speaks well enough to function in most personal and/or clinical settings that require a greater level of fluency including medical terminology. The differential for QBS Level II is \$0.55 per hour.
- 529 2. **Bilingual Assignments.**
The Employer and the Union agree that no Employee shall be required to use a second language to translate or interpret. Translating and interpreting may be requested of the Employee by the Employer, but compliance with such request shall be voluntary on the Employee’s part.

530 Acceptance of a posted position is voluntary and thereby waives
531 this provision.

531 **SECTION 8 – SHIFT PREMIUMS**

532 A. **NORTHERN CALIFORNIA REGION Shift Premium Provisions.**

533 1. **Shift Definitions.**

534 a.) An “evening shift” shall be defined as any shift of four (4)
hours or more commencing at or after 12:00 noon and
terminating after 6:00 p.m.

535 b.) A “night shift” shall be defined as any shift of four (4) hours
or more commencing at or after 10:00 p.m. but before 6:00
a.m.

536 2. **Shift Premiums.**

Shift differential amounts are as set forth below and the
classifications to which the different shift differentials apply are
shown in NCAL Appendix Y, Schedules Y and Z.:

	<u>Evening</u>	<u>Night</u>
Schedule Y:	\$1.00	\$1.25
Schedule Y - KPPACC:	\$0.60	\$0.85
Schedule Z:	\$1.45	\$1.95
Registered Dietitians:	\$2.50	\$4.00

537 3. **Additional Hours and Overtime.**

Additional hours or overtime, including additional shifts,
immediately prior to or following an Employee's regular shift shall
be paid the shift differential, if any, applicable to their regular shift
that day.

538 B. **SOUTHERN CALIFORNIA REGION Shift Premium Provisions.**

539 1. **Shift Definitions.**

There shall be three (3) shifts of work, and the regular starting
times are assigned between the hours shown for the respective
shifts as follows:

Day Shift	(1st Shift)	6:00 a.m.	to	10:00 a.m.
Evening Shift	(2nd Shift)	2:00 p.m.	to	6:00 p.m.
Night Shift	(3rd Shift)	10:00 p.m.	To	1:00 a.m.

540 For Employees not covered by provisions of Article XI, Section 7,
Paragraph 329, the appropriate shift differential shall be paid for
actual hours worked between 5:00 p.m. and 7:00 a.m. (5:00 p.m. –
11:00 p.m., evenings, 11:00 p.m. – 7:00 a.m., nights).

541 2. **Shift Premiums.**
A premium of ninety-nine cents (\$0.99) per hour shall be paid to all
Employees working the evening shift (2nd Shift) and a premium of
one dollar and thirty-five cents (\$1.35) per hour shall be paid to all
Employees working the night shift (3rd Shift). Shift premium shall
be included as part of the base pay for purposes of calculating
overtime and premium, notwithstanding paragraph 417 of Article
XII. Shift premiums will be paid for time worked only.

542 3. **Mandatory Meetings.**
An Employee who normally receives shift differential will not lose
shift differential when attending mandatory meetings.

543 **SECTION 9 – SPLIT SHIFTS**

544 A. **SOUTHERN CALIFORNIA REGION Split Shifts.**
Effective February 5, 2002, there will be no expansion of split shifts. No
new/additional split shifts will be created either by posting, scheduling or
changing a current shift. As of June 5, 2002, and thereafter, no positions
will be posted to include a split shift (even if the posting is to replace a
vacancy in what was previously or what is currently a position which
includes a split shift). This Agreement is not intended to preclude an
Employee from initiating a written request to work such a shift and with the
mutual agreement of the Employer and the Union, such a shift may be
scheduled.

545 B. **NORTHERN CALIFORNIA REGION Split Shifts.**

546 1. **“Straight Shift”.**
A “straight shift” is defined as a regular day's work of eight (8) hours
completed within nine (9) consecutive hours with no more than one
(1) hour for lunch.

547 2. **“Split Shift”.**
A “split shift” is defined as eight (8) hours completed within a
spread in excess of nine (9) consecutive hours without more than
one break.

548 3. **Premium.**
In addition to their regular rate of pay, Employees performing work on a split shift completed within a spread of not more than eleven (11) hours shall be paid the appropriate premium as set forth in the California State Industrial Welfare Commission Wage Orders. In addition, any split shift work completed beyond a spread of eleven (11) consecutive hours shall be paid for at the rate of time and one half (1-1/2) for all hours worked beyond the eleven (11) hour spread.

549 4. **No New Split Shifts.**
There shall be no new split shifts except as requested by the Employee and approved by the Employer and the Union.

550 **SECTION 10 – NORTHERN CALIFORNIA REGION EMPLOYEES WHO BECOME LICENSED VOCATIONAL NURSES**

551 A. **Eligibility and Pay.**
Any Employee who delivers patient care as traditionally considered in terms of nursing such as practiced by nursing assistants and medical assistants and who obtains a valid State of California license as a Licensed Vocational Nurse shall be reclassified and paid at the LVN step rate that is closest to but greater than his/her current rate of pay. He/she shall remain at that step until he/she satisfies the criteria established by the Employer with respect to the administration of medication and accepts an LVN vacancy, at which time eligibility for future tenure increases shall commence.

552 B. **Ineligibility.**

553 1. In no case shall any Employee be eligible for reclassification to LVN if he/she declines to perform those duties that are permitted by State law and by virtue of his/her licensure.

554 2. Failure to accept the first available LVN vacancy to which an Employee's seniority rights entitle him/her and which is comparable in status to his/her current position, will result in the Employee being returned to his/her former classification wage rate.

555 C. **Orientation and Training.**
The Employer will develop a program in conjunction with procedures established by Work Force Development to provide a preceptor program for Employees who have obtained their license as a Licensed Vocational Nurse.

556 **SECTION 11 – MILEAGE**

557 Employees required to use their personal automobile for Employer business will be reimbursed according to the Employer's current policy on mileage reimbursement.

558 **ARTICLE XIV – JOB RECLASSIFICATION PROCESS**

559 The wage rate for each job class shall be the standard wage rate for all jobs classified in that job class, as set forth in Wage Scales.

560 A. **Job Reclassification Process for an Individual Employee.**

561 1. **Process Initiation.**

An Employee may initiate the Job Reclassification Process within the currently listed contract classifications by obtaining a Job Reclassification Form from his/her Steward or Human Resources. The Employee will complete the form and submit it to the local Human Resources Department. Human Resources will review and analyze all pertinent information, make a classification determination or refer it to Compensation for further review and recommendation within thirty (30) calendar days.

562 2. **Review by Regional Compensation.**

In conjunction with Labor Relations, Regional Compensation will conduct an independent review of the information presented in the context of other positions in the bargaining unit. After its review, Regional Compensation will communicate its recommendation to the local Human Resources Department within thirty (30) calendar days. The local Human Resources Department will notify the appropriate Medical Center Executive, Union and Labor Relations representatives.

563 3. **Recommendation for Reclassification.**

If reclassification of an Employee is recommended, Human Resources will communicate the recommendation to the manager for approval and implementation. Human Resources or the manager will communicate the decision to the Employee and/or the steward. The effective date of the reclassification will be the date of submission of the Job Reclassification Form but may be retroactive prior to submission date by mutual agreement.

564 4. **Denial of Recommendation.**

If the recommendation is to deny reclassification of the Employee, Human Resources will communicate the decision to the Manager

and Steward who will jointly communicate the decision to the Employee.

565 5. **Appeal of Denial.**
If the reclassification is denied, the Employee may refer the issue to the appropriate Union designee. The Union designee will review the decision and documentation and determine whether to submit this issue to arbitration.

566 6. **Decision of Arbitrator.**
The decision of the arbitrator shall be final and binding on both parties and is limited to changes in the classification of a position within the existing wage scale.

567 B. **Group Reclassification Process.**
Any reclassification with implications for more than one Employee should be immediately directed to Regional Compensation or Labor Relations by the local Human Resources department. The process and timelines for group reclassification are the same as those specified above for the individual reclassification process.

568 C. **Timeline.**
The Employer and the Union will follow the Reclassification process and agree that it should proceed as expeditiously as possible. However, by mutual agreement of the Union and the Employer, the time limits at any step of the Job Reclassification Process may be extended and this extension must be confirmed in writing within the specified time limits. An Employee can check the status of his/her reclassification request with the local Human Resources department.

569 **ARTICLE XV – COMPETITIVE WAGE REVIEW & EQUITY ADJUSTMENTS**

570 During September in each year of this Labor Agreement, excluding the year in which the contract expires, the Employer will meet with representatives of the Union to review specific job classifications, identified by each party, as requiring wage increases over and above the negotiated wage increases for that specific year. Wage data used by the Employer or the Union in identifying such classifications shall be reviewed by the parties prior to the Employer implementing any changes in the previously negotiated wage rates. Nothing herein shall limit or change the parties' rights under the Collective Bargaining Agreement or be used to modify any of the provisions of the Collective Bargaining Agreement. Disputes under this Article shall not be subject to the provisions of "Article XXIII – Grievance and Arbitration Procedures".

571 **ARTICLE XVI – SENIORITY**

572 **SECTION 1 – DEFINITION OF SENIORITY**

573 A. **Bargaining Unit.**

“Seniority” for all Employees shall be defined as an Employee’s most recent date of hire in a bargaining unit position. Wherever the term “seniority” is used in this Agreement, it shall have this definition. The seniority date of an Employee shall not be adjusted for any reason.

574 1. **NORTHERN CALIFORNIA REGION Acquired Facilities.**

Employees in classifications covered by this Agreement who were or are employed in a facility at the time it was or will be acquired by the Employer in Northern California will have their seniority recognized for all purposes from their most recent date of hire with their previous Employer. The granting of seniority pursuant to this paragraph shall have no force or effect on benefit eligibility, wage adjustments, or related matters.

575 2. **Implementation of UHW Seniority.**

Effective January 1, 2007, seniority as defined herein shall apply on a statewide basis. Prior to January 1, 2007, the definitions and applications of seniority in the UHW 2000-2005 Collective Bargaining Agreements in the Northern California Region and Southern California Region respectively shall continue to apply.

576 B. **Seniority Lists.**

Seniority lists of Employees will be maintained and readily accessible within the department and shall be provided to the Union Representative, his/her designee, steward or concerned Employee upon request.

577 C. **On-Call Employees.**

On-Call Employees may exercise seniority only among themselves. (Southern California Region Employees see paragraph 609 for exception.)

578 D. **Seniority Tiebreaker.**

579 1. **NORTHERN CALIFORNIA REGION Seniority Tiebreaker.**

In the event employees in the Northern California Region have identical seniority dates, the order of tiebreakers will be:

- a.) First to apply.
- b.) First to interview.
- c.) First to start work.

- 580 2. **SOUTHERN CALIFORNIA REGION Seniority Tiebreaker.**
In the event employees in the Southern California Region have identical seniority dates, the tiebreaker will be employee number. Specifically, employees hired after the implementation of the My HR System will use their new employee number. Those hired prior to the implementation will utilize the employee number they had prior to the implementation.

581 **SECTION 2 – PROMOTIONS, TRANSFERS AND SENIORITY**

- 582 A. **Posting of Vacancies.**
All job vacancies within the bargaining unit shall be posted by the Employer for seven (7) calendar days in a manner and/or in location(s) accessible and visible to all Employees.

583 B. **Posting Requirements.**

584 Postings for any vacancy shall include the following information:

- 585 1. Minimum qualifications based on the job requirements.
- 586 2. Classification, location, scheduled hours (status), shift, department, days off, start and end times, assignment, and wage grade (where applicable).
- 587 3. The date of posting.
- 588 4. The reason for the vacancy, if the job was vacated due to a promotion.
- 589 5. Employer will email to the UHW office or to their designee a list of all job vacancies in the bargaining unit sorted by facility location not later than Friday COB each week. UHW will forward the vacancies to their field staff, contract specialists and/or stewards.

590 6. **SOUTHERN CALIFORNIA REGION Job Postings.**

- 591 a.) On-Call jobs shall be posted by shift (day, evening, or night) pursuant to paragraphs 583 - 589 above with the exception of scheduled hours, number of hours per week and days off.
- 592 b.) Nothing herein is intended to restrict the Employer from posting variable shifts and anyone from bidding on a combination of day, evening or night shifts.

- 593 C. **Change in Qualifications.**
In the event a job is posted listing certain qualifications, and no one meets those qualifications, and the Employer is willing to accept an applicant with lesser qualifications, then the job shall be posted again with the lesser qualifications listed.
- 594 D. **Filling Vacancies.**
- 595 1. **Eligibility for Bidding.**
- 596 a.) **NORTHERN CALIFORNIA REGION Eligibility for Bidding.**
Provided an Employee has completed his/her probationary period and has not received formal written discipline in the six (6) months prior to the job posting date (excluding leaves of absence), he/she shall be allowed to submit a bid for a specific posted position.
- 597 b.) **SOUTHERN CALIFORNIA REGION Eligibility for Bidding.**
- 598 i.) Provided an Employee has completed his/her probationary period and merit and ability are approximately equal, seniority shall prevail in the selection process. In order to determine qualifications of the Employee, the Employer has expanded its selection process to include competency testing and skills validation. If an Employee's competency or skills validation is current, he/she will not be required to be tested for an equal position.
- 599 ii.) The Employer agrees to give strong consideration to an Employee's request for transfer even though a Notice of Disciplinary Action is present in the Employee's file.
- 600 iii.) Employee requests for transfer shall be denied regardless of the Employee's seniority to a job vacancy in a department where the Employee is related to the Department Head, Supervisor or Assistant Supervisor.
- 601 c.) **REGIONAL Eligibility for Bidding.**
Employees will be allowed to transfer into open positions in the alternate region even if they may not meet all the minimum position requirements provided they are currently qualified in the same position in their current region.

- 602 2. **Waiving Experience Requirements.**
The Employer agrees to work collaboratively with the Union to waive experience requirements in cases where Employees can show equivalent competency utilizing a mutually agreed upon measurement tool.
- 603 3. **Qualified Applicant.**
If there is only one (1) qualified applicant within the seven (7) calendar day posting period, the Employer will notify the Employee of his/her acceptance.
- 604 4. **Two or More Applicants.**
If two (2) or more qualified applicants submit a bid for a vacancy within the seven (7) day posting period, the position will be awarded by seniority in the following order of application, paragraph 606 - 610.
- 605 5. **NORTHERN CALIFORNIA REGION Lead Positions.**
As an exception to the provisions for the selection of Employees for a position set forth in this Agreement, the Employer shall have discretion in filling a Lead position by selecting from among the three (3) most senior qualified applicants within the department. In the event there are fewer than three (3) applicants, the Employer shall have the option of considering applicants from the facility or region, in that order. The Employer will not consider sources outside the bargaining unit unless there are no qualified internal applicants. The intent is to consider no more than three (3) qualified applicants at any one time.

606

6. **Order of Application.**

607

a.) **NORTHERN CALIFORNIA REGION Order of Application.**

- i.) Regular Employees in the Department
- ii.) Laid off Regular Employees in the Region
- iii.) Limited Part-Time Employees in the Department
- iv.) Laid off Limited Part-Time Employees in the Region
- v.) Regular Employees in the Facility
- vi.) Limited Part-time Employees in the Facility
- vii.) Regular Employees in the Region;
- viii.) Limited Part-Time Employees in the Region
- ix.) On-Call and Temporary Employees in the Department
- x.) On-Call and Temporary Employees in the Facility
- xi.) On-Call and Temporary Employees in the Region
- xii.) Regular Employees Statewide
- xiii.) Limited Part-Time Employees Statewide
- xiv.) On-Call and Temporary Employees Statewide
- xv.) SEIU Kaiser Permanente Employees
- xvi.) External Applicants

608

b.) **SOUTHERN CALIFORNIA REGION Order of Application.****

- i.) Regular Employees in the Department
- ii.) Laid off Regular Employees in the Region
- iii.) Regular Employees in the Medical Center Area
- iv.) Regular Employees in the Service Area
- v.) Regular Employees in the Region
- vi.) On-Call Employees in the Department
- vii.) On-Call Employees in the Medical Center Area
- viii.) On-Call Employees in the Service Area
- ix.) On-Call Employees in the Region
- x.) Regular Employees Statewide
- xi.) On-Call Employees Statewide
- xii.) Temporary Employees in the Department
- xiii.) Temporary Employees in the Medical Center Area
- xiv.) Temporary Employees in the Service Area
- xv.) Temporary Employees in the Region
- xvi.) SEIU Kaiser Permanente Employees
- xvii.) External Applicants

- 609 c.) **SOUTHERN CALIFORNIA REGION ONLY:**
* On-Call Employees with 2000 or more actual worked hours will be considered a part of the Regular Employee group for the purpose of applying seniority for job bidding only. When an On-Call Employee successfully bids into a Regular position, seniority shall be initially credited based on hours actually worked since date of hire.
- 610 ** In order of application Limited Part-Time employees are included in the "Regular Employee" designation.
- 611 E. **Outside Applicants.**
In filling any vacancy, all qualified Employees shall be preferred over outside applicants.
- 612 F. **Automatic Bid**
An Employee may place a bid for a vacancy that may arise that would result in a possible transfer, demotion or promotion. This would constitute an automatic bid for an open position:
- 613 1. For thirty (30) days in the Northern California Region;
- 614 2. For six (6) months in the Southern California Region; following the date of submission of the bid.
- 615 G. **Release of Successful Bidders.**
The Employer will in good faith and subject to efficient operations use its best efforts to release successful bidders to their new jobs within fourteen (14) calendar days.
- 616 1. **SOUTHERN CALIFORNIA REGION Provisions.**
- 617 a.) If an Employee has successfully bid for a position that is a promotion and the Employer fails to release him/her by the fourteenth (14th) calendar day, the Employee will begin receiving the higher rate of pay.
- 618 b.) **48 Hour Break When Transferring Between Shifts.**
Employees who are transferring from one shift to another shift, shall receive a minimum of a forty-eight (48) hour break between their last hour of work on the one shift and their first hour of work on the new shift.

- 619 H. **Denial of Position.**
Each Employee submitting an application for a vacancy will be notified of the reason for the denial of the position within fourteen (14) workdays of the effective date of the awarding of the position. Upon request, the Employee will be informed to whom the position was awarded.
- 620 I. **Cancellation of Position.**
When a position is cancelled, written notice shall be sent to the Union stating the reason for the cancellation.
- 621 J. **Evaluation Period After Transfer or Promotion.**
- 622 1. **60 Day Evaluation Period.**
The evaluation period for Employees transferring or promoting shall be sixty (60) calendar days.
- 623 2. **Evaluation Period Extended.**
The evaluation period may be extended up to an additional thirty (30) days only by mutual Agreement between the Employer, the Employee and the Union.
- 624 3. **Failure to Qualify after Transfer or Promotion.**
An Employee who transfers or is promoted and fails to qualify for the new position within the evaluation period will be returned to his/her former position without loss of seniority or wage rate. If such position is no longer available, he/she shall be returned to a comparable position without loss of seniority or wage rate.
- 625 4. **14 Day Return Rights.**
Within fourteen (14) calendar days of the date of transfer to an equal or lower paid position or promotion to a higher paid position, an Employee may elect to return to his/her former position without loss of seniority or wage rate.
- 626 5. **Extensions of Evaluation for Leaves.**
If an Employee is on leave at any time during the evaluation period, time spent on leave will not count towards fulfilling the evaluation period.
- 627 6. **Written Progress Report.**
Employees shall be provided with appropriate training and orientation tools and a written progress report prior to the completion of thirty (30) calendar days of the evaluation period.

628 K. **NORTHERN CALIFORNIA REGION Six Month Waiting Period.**
An Employee may bid for positions within his/her department without restriction.

629 If an Employee is awarded a position, he/she may not bid outside his/her new department for a six (6) month period, unless:

- 630 1. The position represents a promotion;
- 631 2. The position provides an increase in hours (status);
- 632 3. The Employee is awarded a position, fails to qualify for the position during the evaluation period, and is returned to his/her former position;
- 633 4. The Employee's hours have been reduced by the Employer; or
- 634 5. The only option for filling the vacancy is an outside applicant.

635 **SECTION 3 – EMPLOYMENT AND INCOME SECURITY.**

636 The Union and the Employer have entered into a National Labor-Management Partnership Agreement that, in part, addresses certain commitments on employment and income security. The commitments provided by either the National LMP or local Agreements, when in conflict with the following provisions regarding layoffs, reductions in hours, daily cancellations and mechanization will supersede lesser provisions of this Agreement.

637 **SECTION 4 – WORK FORCE ADJUSTMENTS AND TRANSITIONS.**

638 It is the intent of the Employer, in implementing the provisions related to reductions in the workforce, that it will in good faith exercise best efforts to avoid layoffs and, if layoffs are necessary to affect the fewest number of Employees possible or hours. To address restructuring efforts and issues of work force adjustments and transitions, including reduction of hours and layoffs, the parties agree to the following:

639 A. **“Permanent/Indefinite Layoff/Reduction in Hours” Defined.**
A permanent/ indefinite layoff is defined as a reduction in force or hours resulting in status change of more than thirty (30) days.

640 B. **Notice of Permanent/Indefinite Layoff/Reduction in Hours.**
The Employer will provide the Employee and the Union with no less than sixty (60) days written notice of a decision to permanently or indefinitely layoff or reduce hours of Regular and Limited Part-Time Employees.

641 C. **Employer's Obligation to Bargain.**
Prior to the implementation of a layoff or reduction in hours, the Employer
will meet with the Union to:

642 1. Identify positions to be eliminated.

643 2. Verify the seniority of affected Employees.

644 3. Review the present work schedule and the proposed work
schedule.

645 4. Determine the date(s) of the layoff.

646 5. Bargain over alternatives to a layoff to minimize its impact.

647 6. Bargain over the impact of a layoff on Employees.

648 D. **Alternatives to a Permanent Layoff/Reduction in Hours.**
Bargaining prior to a layoff may include consideration of hiring freezes,
early retirement for eligible retirees, leaves of absence, reduction in hours,
transfers to other departments or facilities, reduction in utilization of
contractual and Temporary Employees or any other alternative(s).

649 E. **Employee Support and Assistance.**
The Employer will exercise its best efforts to assist laid off workers in
securing employment within Kaiser Permanente.

650 **SECTION 5 – FORCE REDUCTION.**

651 A. **Seniority.**
In a reduction in force and subsequent recall, the principle of seniority
shall govern.

652 B. **Order of Layoff.**
Once it is determined a permanent layoff as defined in Section 4 –
Workforce Adjustments and Transitions, A. Permanent/Indefinite
Layoff/Reduction in Hours, will occur in a specific classification in a
specific department, the Employer and the Union will meet to assure that
the proper order of layoff or reduction in hours occurs. If there are an
insufficient number of volunteers to meet the goals of the layoff in an
affected department, the least senior Employees by Employee category
will be affected in the following order: (1) Temporary, (2) On-Call, (3)
Limited Part-Time, (4) Regular Full-Time and Part-Time. The same
application will be used as affected Employees use their seniority at the
level of the (1) Medical Center Area/ Facility, (2) Service Area (Southern
California only), and (3) Region.

653 C. **Steps to Be Taken to Determine Placement of Affected Employees.**

654 1. **Step One.**

The affected Employee(s) will be offered the ability to elect a voluntary layoff status at any step of the reduction in force process.

655 2. **Step Two.**

The affected Employee(s) may apply for and will be given any open position for which they are qualified and for which they meet position requirements within the Region. Employees may exercise this option at anytime during the reduction in force process. All vacancies shall be filled as outlined in the Order of Application contained herein.

656 3. **Step Three.**

657 a.) The affected Employee(s) will be placed into any vacant position of the same status, shift and classification, provided he/she meets the position requirements in the following order:

658 i.) Medical Center Area/Facility/Regional Service Area;

659 ii.) Service Area (at the Employee's option) (Southern California Only);

660 iii.) Region (at the Employee's option);

661 iv.) State (at the Employee's option).

662 b.) An affected Full-Time Employee, at his/her option, will be placed in any vacant Part-Time position in the above order, provided he/she meets the position requirements.

663 c.) Employees placed in a comparable vacant position within the Medical Center Area/Facility will not have recall rights. If an Employee rejects an open comparable position offered at this step, within the Medical Center Area/Facility, then the Employee will forfeit all displacement rights. Such refusal would result in the Employee being laid off and the forfeiture of recall rights.

664 d.) All vacancies shall be filled as outlined in the Order of Application.

- 665 4. **Step Four.**
Employees who do not qualify for placement in Step 2 or Step 3
above may displace the least senior Employee in his/her current
classification, shift and status, provided he/she meets the minimum
position requirements in the following order:
- 666 a.) Department
- 667 b.) Medical Center Area/Facility/Regional Service Area;
- 668 c.) Service Area (Southern California Area);
- 669 d.) Region (at the Employee's option);
- 670 e.) State (at the Employee's option).
- 671 5. **Revocation of Recall Rights.**
No recall rights will be given to any Employee who rejects
displacing another Employee in his/her classification, shift and
status in the Department, Area or Service Area.
- 672 6. An affected Full-Time Employee, at his/her option and at any time
within the step (Step One through Step Four) order, may elect to
displace the least senior benefited Part-Time Employee or an
Employee on another shift in his/her classification, or return to
his/her former classification, provided he/she meets the minimum
position requirements.
- 673 7. **Step Five.**
Any Employee who cannot displace a least senior Employee in
his/her current classification, shift and status in the Department,
Medical Center Area/Facility, Service Area, Region or State, or
cannot displace the least senior Employee in another status, shift or
former classification shall be given the option of being placed in an
On-Call position.
- 674 8. **Recall.**
- 675 a.) An Employee on layoff status or whose hours or status were
changed as a result of a reduction in hours, shall have rights
in accordance with this provision for twelve (12) months from
the date the Employee was laid off as defined in Section 4 –
Workforce Adjustments and Transitions, A. Permanent/
Indefinite Layoff/ Reduction in Hours. Recall will be by
seniority and shall be implemented before any outside hiring.

- 676 b.) An Employee placed in a position on a different shift, status or former classification in Step 3 or Step 4 shall have rights to return to his/her former shift, status and classification (within the Medical Center Area/Facility), under the recall rights provisions of the "recall" period. If an Employee rejects the open position, then the Employee will be taken off the recall list. This provision shall apply only to Employees displaced after the effective date of this Agreement.
- 677 c.) A laid off Employee may refuse a job offer and retain full recall rights if the job is not comparable in status, shift and classification to his/her former position at the time of layoff and not within the Medical Center Area/Facility. Additionally, a laid off Employee who accepts a job that is not comparable shall retain recall rights for the remaining term back to a comparable status, shift, and classification within his/her Medical Center Area/Facility at the time of layoff.
- 678 d.) Employees on reduced status due to a layoff from their former position shall be called for available hours in their department by seniority until they have reached the hours they would have worked had they retained their former status.
- 679 9. **Application of Reduction in Force Procedure and Alternate Arrangements.**
The parties recognize that reductions in force are extremely serious matters and that even well intentioned procedures may result in unintended applications. Therefore, the parties agree to communicate and meet during any application of the procedure to ensure its correct application to Employees. Nothing contained herein shall prevent the parties from mutually agreeing to alternate arrangements or modifications to the procedures in a specific reduction in force, should the need arise.
- 680 10. **Bidding Rights of Laid Off Employees.**
A Regular or Limited Part-Time Employee who has been laid off from a Department or whose status has been changed due to a reduction in force as defined in Section 4 – Workforce Adjustments and Transitions, A. Permanent/Indefinite Layoff/Reduction in Hours, shall retain bidding rights in the Department, Medical Center/Facility, Service Area (Southern California only), and Region for the following periods of time, whichever occurs first:
- 681 a.) For twelve (12) months; or

- 682 b.) Until the Employee has been placed in a permanent position
with the same status (scheduled hours) held prior to the
layoff in another Department, or;
- 683 c.) Until the Employee accepts a position for which training is
provided under the terms of this Article; or
- 684 d.) Until the Employee has refused recall to a position of the
same status (scheduled) in his/her previous department.

685 11. **Training for Laid Off Employees.**

The Employer will provide up to one hundred sixty (160) hours of training for Employees who have been identified for layoff, who have applied for a position and who would be awarded the position but for the need of training.

686 12. **NORTHERN CALIFORNIA REGION Transition Assistance Program.**

Employees identified for lay off or who volunteer to be laid off shall be eligible for the Transition Assistance Program in accordance with the Letter of Agreement dated February 24, 1994 in Appendix BB.

687 **SECTION 6 – DAILY CANCELLATIONS**

688 A. **Order of Cancellations.**

In the event it is necessary for the Employer to cancel an Employee's shift, the Employer will first cancel registry or agency personnel and Employees previously scheduled to work overtime. The Employer will then seek volunteers. If volunteers are not sufficient to meet the need for cancellations, the Employer will cancel Employees by inverse seniority using the following order:

- 689 1. Temporary Employees;
- 690 2. On-Call Employees;
- 691 3. Service Oriented Staffing (S.O.S.), Central Staffing or Float Pool, if
applicable;
- 692 4. Employees working additional shifts;
- 693 5. Limited Part-Time Employees;
- 694 6. Regular Full-Time and Regular Part-Time Employees.

695 B. **Available Hours for Cancelled Employees.**
As additional hours are available, Employees who have been cancelled will be granted the additional hours by seniority until they are made whole before granting such hours to other Employees.

696 C. **Use of Accruals for Daily Cancellations.**
Employees may use any accrued and earned paid time for the day they are cancelled or may choose to take an unpaid shift.

697 **SECTION 7 – SOUTHERN CALIFORNIA REGION PROVISIONS**

698 A. **Bridging Seniority.**
If an Employee terminates or leaves a covered job classification and returns within six (6) months, the time away from the bargaining unit will be adjusted, and his/her previously accrued bargaining unit seniority will be bridged. If an Employee returns to a covered job classification after six (6) months his/her previously accrued bargaining unit seniority will not be bridged.

699 B. **On-Call Employees.**

700 1. On-Call Employees shall accrue seniority by hours worked for use within the On-Call pool. On-Call Employees shall receive consideration for vacancies within their department at the facility at which they work after Regular Employees within the bargaining unit have received consideration. As an exception see “Order of Application”.

701 2. **On-Call Reduction in Force.**
In the event of a reduction in force of On-Call positions, bargaining unit seniority, based on hours worked, will apply within the On-Call pool. The number of on-call Employees in the classification(s) in which reductions are needed will be laid off in inverse order using bargaining unit seniority.

702 **ARTICLE XVII – PAID LEAVES**

703 **SECTION 1 – HOLIDAYS**

704 A. **NORTHERN CALIFORNIA REGION Holiday Provisions.**
 (Registered Dietitians should refer to NCAL Appendix T for
 applicable list of Recognized Holidays.)

705 1. **Recognized Holidays.**
 For Employees who have completed their probationary period, the
 following days shall be recognized as Holidays:

New Year's Day (January 1st)
Martin Luther King, Jr.'s Birthday (third Monday in January)
Presidents' Birthday (third Monday in February)
Memorial Day (last Monday in May)
Independence Day (July 4th)
Labor Day (first Monday in September)
Thanksgiving Day (fourth Thursday in November)
Christmas (December 25th)
Employee's Birthday (as an exception, 30-day eligibility required)
One (1) Float Holiday (as an exception, 90-day eligibility required)

706 2. **Birthday Holiday.**

707 a.) **Eligibility.**
 An Employee with more than thirty (30) days of continuous
 employment as a Regular Employee is entitled to his/her
 birthday as a recognized Holiday.

708 b.) **Holiday and Birthday on the Same Day.**
 If an Employee's birthday falls on a recognized Holiday, the
 Employee's next regularly scheduled workday after that
 Holiday shall be considered the Employee's birthday.

709 c.) **Premium Pay for Holiday Pay.**
 If an Employee is required to work on his/her birthday
 Holiday, he/she shall be paid for the time worked at the
 premium rate of time and one-half (1½), provided he/she
 has informed his/her supervisor one (1) month in advance of
 his/her desire for the day off.

- 710 3. **Float Holiday.**
- 711 a.) **Eligibility.**
An Employee with more than ninety (90) days of continuous service as a Regular Employee is entitled to one (1) Float Holiday per calendar year.
- 712 b.) **Scheduling of Float Holiday.**
A Float Holiday will be scheduled on a date mutually agreed to by the Employee and the Employer. If Agreement is not reached, one day will be added to the Employee's vacation bank.
- 713 c.) **Request for Float Holiday.**
It is the responsibility of the Employees entitled to a Float Holiday to give thirty (30) days' notice of the day they have elected.
- 714 4. **Pay for Holidays Worked and not Worked.**
- 715 a.) **Holiday not Worked on Regularly Scheduled Day.**
If the Holiday falls on a normally scheduled workday and the Employee is scheduled off because of the Holiday, the pay for the Holiday not worked shall be for the number of hours at the straight-time rate the Employee would have received had he/she worked.
- 716 b.) **Holiday on Day Normally Scheduled Off.**
If the Holiday falls on a day normally scheduled off, the Employee shall receive additional pay equal to one-fifth (1/5th) his/her regular weekly scheduled hours of work or another day off with pay, at the Employee's option.
- 717 c.) **Holiday Worked.**
Regular Employees who work on a Holiday in addition to the premium pay shall receive, at the Employee's option, straight time Holiday Pay equal to the actual hours worked on the Holiday up to eight (8) hours or another day off with pay.
- 718 d.) **Holiday Pay Premium.**
Any Employee, regardless of benefit status, who works on a recognized Holiday, shall be paid at the premium rate of time and one-half (1½).

- 719 e.) **Holidays while on Unpaid Status.**
Employees on unpaid status are not eligible for the Holiday benefit.
- 720 5. **Use of Accumulated Holidays.**
Employees entitled to Holiday pay may elect to receive time off or pay. The Employee may add his/her Holidays to his/her vacation bank or take them within thirty (30) days prior to or following the Holiday. This election must be made in writing prior to the Holiday and, if not received by the Employer, the Employee will be paid the Holiday. Choice of time off will be subject to staffing and seniority.
- 721 6. **Holiday Scheduling.**
- 722 a.) **Posting of Holiday Schedules.**
Holiday schedules shall be posted at least thirty (30) days and no more than one (1) year prior to the Holiday.
- 723 b.) **Volunteers for Holiday Work.**
- 724 i.) **Too Many Volunteers.**
The Employer will first seek volunteers by shift for the Holiday work and if there are more volunteers than needed, Holiday assignments will be based on seniority by shift.
- 725 ii.) **Not Enough Volunteers.**
If there are not enough volunteers for the Holiday work, the Employer will assign the work by reverse seniority to those qualified Employees on the shift.
- 726 c.) **When Shifts Are Eliminated or Combined on a Holiday.**
If shifts are eliminated or combined because of the Holiday, seniority among all Employees in the department shall be used to determine holiday assignments. This holiday scheduling shall be based on operational needs.
- 727 d.) **Seniority without Regard to Shift.**
By mutual written agreement of the parties, seniority may be used without regard to shift.
- 728 e.) **Limit on Premium Pay.**
Unless approved by the Employer this provision shall not result in premium pay other than premium pay for the worked holiday.

- 729 7. **Holidays Observed.**
- 730 a.) **Actual Day of the Holiday.**
Holidays will be observed and premium rates will be paid for hours on the actual day of the Holiday, regardless of day of the week.
- 731 b.) **Shift on Which the Holiday is Paid.**
Holiday pay will be paid for the shift in which the majority of the hours are worked on the holiday.
- 732 c.) **Holidays Falling on Sundays.**
If a Holiday falls on a Sunday and it is the Employee's normally scheduled day off or the Employee works on the Sunday and is entitled to take another day off, he/she may be required by the Employer to take the Holiday off on the following Monday if operations are significantly reduced.
- 733 8. **Major Holidays.**
- 734 a.) **Granting one (1) of the Major Holidays.**
Regular Employees shall be granted at least one (1) of the following holidays off: Thanksgiving, Christmas, New Year's Day.
- 735 b.) **Premium for Working the Three Major Holidays.**
Employees not granted Thanksgiving, Christmas or New Year's Day off shall receive three (3) times their regular rate for working New Year's Day. If the Employee volunteers to work all three major holidays this premium shall be waived.
- 736 9. **Definition of Pay.**
"Pay," as referred to in this Article, means base rate plus any shift differential and split shift differential being received by the Employee.

- 737 B. **SOUTHERN CALIFORNIA REGION Holiday Provisions.**
- 738 1. **Designated Holidays.**
An Employee shall be eligible for designated paid Holidays. The following days shall be observed as designated paid Holidays:
- New Year's Day (January 1st);
Memorial Day (last Monday in May);
Independence Day (July 4th);
Labor Day (first Monday in September);
Thanksgiving Day (fourth Thursday in November);
Christmas Day (December 25th).
- 739 a.) **Religious Holiday.**
In addition, each year, Employees may request and be granted one (1) religious holiday of their choice, using a Life Balance Day or without pay, at the Employee's option.
- 740 b.) **Notice of Holiday Scheduling.**
The Employer shall provide all Employees with a four (4) week notice regarding the scheduling of all designated holidays.
- 741 2. **Major Holidays.**
All Employees shall receive at least one (1) of the following three (3) holidays off unless an individual Employee specifically requests that he/she be allowed to work all of them: New Year's Day, Thanksgiving Day, Christmas Day.
- 742 3. **Holidays Observed.**
All designated holidays will be observed on the actual calendar day, and all conditions and benefits applying to such holiday will be in effect on that day. However, in the event the Employer closes any of its facilities/departments on the Friday preceding a Saturday holiday or on a Monday following a Sunday holiday, then the Friday or Monday will be designated as a holiday for those Employees who do not work either the actual holiday or the designated holiday.
- 743 4. **Holidays Falling on Paydays.**
When a payday falls on any holiday, Employees shall be paid on the day immediately preceding the holiday.
- 744 5. **Seniority in Holiday Scheduling.**
An Employee who is normally scheduled to work on a day on which a designated holiday falls may not be displaced by a more senior Employee or any other Employee. Employees on a unit and shift

basis may request assignment or non-assignment to work a designated holiday on the basis of seniority. Should all Employees exercise seniority for non-assignment, the Employer shall assign Employees by inverse seniority (beginning with the least senior Employee to work the designated holiday).

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6. **Designated Holiday Premiums.**

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a.) No deduction shall be made from the pay of Employees for the observance of the holidays listed above, and compensation for work performed on said holidays shall be at two and one-half ($2\frac{1}{2}$) times the appropriate regular rate of pay.

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b.) Notwithstanding the above, Employees may request to be paid one and one-half ($1\frac{1}{2}$) times the appropriate regular rate of pay with another day off to be taken within the thirty (30) day period before or after the holiday with pay at straight time. Such request shall be granted.

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c.) For Employees working the night shift, the unworked holiday pay and holiday premiums shall apply to the shift in which the majority of hours fall on the actual calendar day of the holiday, except as specified in paragraph 738 of this Article.

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d.) An unworked holiday allowance shall be an Employee's normal straight time hourly earnings times eight (8).

750

e.) Employees shall not receive shift differential for unworked paid holidays.

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7. **Designated Holiday on Employee's Day Off.**

If an Employee's day off falls on a Designated Holiday, he/she shall receive an additional day off of his/her choice which shall be granted with full pay within thirty (30) days preceding or thirty (30) days following the Holiday.

752 8. **Designated Holiday for Part-Time Employees.**
Part-Time Employees shall receive Holiday pay benefits based on the number of straight time hours worked in the two (2) pay periods immediately preceding the pay period in which the holiday occurs. The number of hours of Holiday pay received shall equal five percent (5%) of the straight time hours worked in these two (2) pay periods. Notwithstanding the foregoing, Part-Time Employees normally scheduled to work on a Monday shall receive holiday pay for the day not worked equal to their normally scheduled hours for that day.

753 9. **Overtime Premium – Designated Holiday Weeks.**
When a location, facility or individual has regularly scheduled overtime, Employees shall not be laid off to avoid payment of overtime rates during holiday weeks, provided, however, that departure from this Section may be made by mutual agreement of the parties.

754 **SECTION 2 – SOUTHERN CALIFORNIA REGION LIFE BALANCE DAYS**

755 A. **Accrual Rate of Life Balance Days.**

756 1. **Regular Full-Time Employees.**
Regular Full-Time Employees shall accrue Life Balance Days at the rate of 3.33 hours per month to a maximum of forty (40) hours at any given time.

757 2. **Regular Part-Time Employees.**
Regular Part-Time Employees will accrue Life Balance Days on a pro-rated basis based on hours paid (up to a maximum of eighty [80] hours per pay period) in the preceding two (2) pay periods.

758 B. **Uses of Life Balance Days.**

759 1. **Incremental Use.**
Life Balance Days may be used for any reason without restriction and for less than a full day.

760 2. **In Conjunction with Vacation.**
If an Employee wishes to use Life Balance Days in conjunction with his/her vacation, he/she may do so only after the annual selection process for Vacations has been completed.

761 3. **Donation to Another Employee.**
Life Balance Days may be donated to another Employee.

- 762 C. **Requests for Life Balance Days.**
Insofar as possible, Life Balance Days will be granted on the day(s) most desired by the Employee and will be considered for anytime in the calendar year. Preference for granting Life Balance Days will be by seniority.
- 763 1. **Emergency Requests.**
Requests for Life Balance Days shall be granted in an emergency situation.
- 764 2. **Non-Emergency Requests.**
Requests for non-emergency Life Balance Day(s) must be made forty-eight (48) hours in advance (not including days that a department or work area is closed) for the Employee to receive the time off. In the event that a non-emergency request for a Life Balance Day(s) is denied, the next request by the same Employee shall be granted provided the day requested is at least forty-eight (48) hours after the day that was denied.
- 765 D. **Payment of Life Balance Days Upon Termination, Change in Status or Retirement.**
Life Balance Days, accrued but not used, will be paid to the Employee upon termination, retirement, or transfer to an ineligible status.
- 766 E. **Personal Time Off.**
Where circumstances warrant, an Employee may request and may receive personal time off without pay. Such requests shall not be unreasonably denied. In a verifiable emergency, on duty Employees may ask for personal time off which shall be granted on momentary notice. It shall not be a condition to the granting of personal time off that the Employee secure his/her own replacement. Employees may not be denied personal time off because they have accumulated Vacation, Life Balance Days, and Sick Leave.
- 767 Approved personal time off or time off requested by the Employer shall not be used against the Employee in any way including but not limited to disciplinary action.

768 **SECTION 3 – VACATION**

769 A. **NORTHERN CALIFORNIA REGION Vacation Provisions.**
 (Registered Dietitians should refer to NCAL Appendix V for
 applicable Paid Time Off Program provisions.)

770 1. **Vacation Accrual Rate.**

All Regular Full-Time Employees with the applicable continuous years of service with the Employer shall accrue vacation hours on a monthly basis in accordance with the following schedule:

Length of Service	Hours per Month	Days per Month	Days per Year
1 Year	6.67	0.83	10 Days
2 Years to 4 Years	10.00	1.25	15 Days
5 Years to 9 Years	13.33	1.67	20 Days
10 Years and thereafter	16.67	2.08	25 Days

771 2. **Vacation Pay.**

772 a.) **Full-time Employees.**

The vacation pay for regular full-time Employees shall be the base rate, including shift differential and split shift differential, for their regular straight-time schedule of work.

773 b.) **Part-time Employees.**

The vacation pay for Regular Part-Time Employees shall be the base rate, including shift differential and split shift differential, at the time the vacation is taken, times the average number of straight-time hours worked per week during the vacation accrual year.

774 c.) **Minimum Rate of Accrual.**

Vacation shall be accrued based, at a minimum, on an eligible Employee's regular schedule (status). Regular Part-time Employees who work additional hours will accrue additional vacation hours based on their actual hours worked.

775 3. **Vacation Availability.**

Employees who become benefited may use accrued vacation after six (6) months of being in a benefited status. An Employee who achieves benefited status after the January period described below may submit requests to use accrued vacation, which shall be granted on a first-come, first-served basis.

- 776 a.) **Submission of Vacation Requests.**
Employees will submit to their supervisors in January of each year a list of their first, second, and third choices for vacation dates occurring during the twelve-month period commencing April 1st.
- 777 b.) **Amount Available for Use.**
In submitting their requests, Employees may use all their annual accrued vacation or anticipated vacation accrual. Employees who anticipate that they will want to utilize more than their annual accrual will notify their supervisor on or about December 1st.
- 778 c.) **Posting of Vacation Schedules.**
On or before March 15th of each calendar year, the supervisor or department head will post the vacation schedule for that year. Employees in a department shall be given preference on the basis of seniority in the choice of vacation periods.
- 779 d.) **Vacation Requests Submitted After the Vacation Schedule is Posted.**
Vacation requests submitted after January will be considered and granted on a first-come, first-served basis. Such requests will be granted or denied within two (2) weeks of their submission.
- 780 e.) **Incremental Use of Vacation.**
Employees may split their vacation into increments of no fewer than four (4) hours, subject to the requirements of efficient operations.
- 781 4. **Holidays During Vacation.**
If a recognized holiday occurs during the Employee's vacation period, he/she shall be granted an additional day of vacation at his/her regular pay, or an additional day's pay in the amount he/she would have received had he/she not been on vacation, at the option of the Employer.

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5. **Vacation Carry Over Not Encouraged.**

Normally vacation accruals should not be carried over from one anniversary year to the next. However, unused vacation may be accumulated up to a maximum of two (2) times their annual accrued vacation in accordance with paragraph 770, Vacation Accrual Rate, above, as follows for Regular Full Time staff:

Length of Service	Accrual Limit
1 Year	160 Hours
2 Years to 4 Years	240 Hours
5 Years to 9 Years	320 Hours
10 Years and thereafter	400 Hours

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During the time period described above for submitting vacation requests, Employees whose vacation accumulation has approached or reached the maximum will meet with his/her supervisor to set forth a plan for vacation to be taken or cashed out using the Vacation Cash Out ("VCO") provision described below in the coming year in order to reduce the balance below the maximum accumulation level. If, at any time, the total accumulation reaches 500 hours, additional vacation hours will not be accrued until the vacation balance falls below 500 hours.

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6. **Vacation Cash Out ("VCO").**

Employees may cash out vacation time up to one hundred sixty (160) hours per year of their annual accrual as provided in the Kaiser Permanente "Vacation Cash Out" (VCO) benefit provisions. Such election must be made by December of the year preceding the year the cash out will occur. Such election is irrevocable.

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7. **Call-Back.**

In the event an Employee is called back to work while on vacation, he/she shall be paid at time and one-half (1-1/2) in addition to his/her vacation pay.

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8. **Radiologic Technologist Special Compensation.**

Effective November 4, 1990, Regular employees hired as Radiologic Technologists prior to October 25, 1986, shall receive, once each year, (December 1) a lump sum payment equal to eighty (80) hours straight-time pay. Part-time Regular Radiologic Technologists shall have their lump sum payment prorated. This lump sum payment shall not apply to Radiologic Technologists at the Kaiser Permanente Medical Facility in Fresno. (See NCAL Appendix Q).

787 B. **SOUTHERN CALIFORNIA REGION Vacation Provisions.**

788 1. **Vacation Eligibility Date.**

The vacation eligibility date determines the Employee's accrual rate and is his/her date of hire, unless it is adjusted for unpaid leaves of absence or for the period of time that the Employee worked in an ineligible status. The vacation eligibility date shall mean that period of continuous employment with the Employer, less any absence from employment which exceeds sixty (60) days. Leaves of absence of sixty-one (61) days or more will be deducted in their entirety from the eligibility date. Service Credit shall continue during the entire period of a leave of absence due to industrial illness or injury and Union leave.

789 2. **Vacation Accrual Schedule.**

Each full-time Employee shall accrue vacation hours on a monthly basis in accordance with the following schedule:

Length of Service	Hours per Month	Days per Month	Days per Year
0-4 Years	6.67	0.83	10 Days
5-8 Years	10.00	1.25	15 Days
9-10 Years	13.33	1.67	20 Days
11 Years or More	16.67	2.08	25 Days

790 Employees who are regularly scheduled and work more than forty (40) hours per week for at least six (6) consecutive months of an eligibility year shall earn vacation pay based on the more than forty (40) hour workweek including normally paid premiums.

791 3. **Vacation for Part-time Employees.**

Part-time Employees shall receive vacation pay for time taken off on a scheduled day based on their normally schedule hours that day. Weeks scheduled off will be paid at forty (40) hours or the average hours worked based on the previous three (3) months worked, at the Employee's option. Part-Time Employees shall accrue vacation hours prorated based on an average of straight time hours paid (maximum of eighty (80) per pay period) in the preceding two (2) pay periods.

792 4. **Vacation Pay.**

Vacation pay shall be at the base hourly wage rate the Employee is receiving on the date the time is taken off. Employees shall not receive their shift differential with vacation pay. Vacation shall not be considered as time worked for the purposes of calculating overtime.

- 793 5. **Vacation Accumulation and Donation.**
Employees may accumulate up to a maximum of twice their annual accrual. Employees may donate vacation hours to fellow benefited Employees.
- 794 6. **Designated Holiday During Vacation.**
If a paid designated holiday, as set forth in this Section, occurs during an Employee's vacation, he/she shall have three options: 1) forty (40) hours vacation pay along with eight (8) hours holiday not worked pay (prorated for Part-Time); 2) thirty-two (32) hours vacation pay along with eight (8) hours holiday not worked pay (prorated for Part-Time); 3) forty (40) hours vacation pay along with an additional day off with pay thirty (30) days before or after said designated holiday. The above options shall be applied to vacation periods which are more or less than forty (40) hours. Said options will be requested at the time of vacation selection pursuant to this Article or at the time of the vacation request.
- 795 7. **"Call Back" From Vacation.**
Employees called back from vacation to work for a period of four (4) days or less shall be paid at the rate of one and one-half (1½) times the appropriate rate of pay for all hours worked. If Employees are called back from vacation for a period of five (5) days or more, the vacation shall be rescheduled and the work performed shall be at the straight time regular rate of pay.
- 796 8. **Scheduling Vacation.**
- 797 a.) **Period for Requests and Posting.**
Employees shall be solicited prior to March first (1st) of the year in order to determine their preferences for vacation. Prior to April first (1st), the Employer shall advise all Employees as to when their vacation is scheduled and shall post the full twelve (12) month vacation schedule in a location accessible to all Employees.

- 798 b.) **Vacation Periods.**
Vacation will, insofar as possible, be granted at times most desired by Employees (longer service Employees being given preference as to choice based on seniority). Vacation requests in any department will be considered at any time of the year. The taking of vacation during Christmas and New Year's shall not be unreasonably denied. The final right to allot vacation periods and the right to change such allotments are reserved to the Employer in order to ensure the orderly operation of the facility.
- 799 c.) **Splitting Vacations.**
For those Employees choosing to split their vacation into three (3) or more increments, seniority will apply only to the first (1st) and second (2nd) choice of vacation increments in each anniversary year. All vacation request forms shall allow the Employee to indicate which requested vacation period is his/her or her first (1st) choice, which is his/her second (2nd) choice, and which is his/her the third (3rd) choice.
- 800 d.) **Notice of Approval or Denial.**
The Employer shall notify an Employee in writing of approval or denial of vacation requests submitted on or after April first (1st) within four (4) weeks after receipt of said request.
- 801 e.) **Pay if Employee's Vacation is Changed.**
Should it be necessary to change an Employee's scheduled vacation, the Employee may opt to receive his/her vacation pay at the time his/her vacation was originally scheduled. Such pay shall be considered as an advance of the monies due the Employee at the time he/she subsequently takes his/her vacation.
- 802 f.) **Vacation for Employees who Transfer.**
Transferring Employees will be required to select vacation from open dates, at their new department/location, not previously filled by scheduled vacation or approved leaves.
- 803 g.) **Requests of Fewer than Five (5) Days.**
Requests for vacation in increments of less than five (5) days may be exercised at any time. The Employee may request and receive an available existing date(s) to use paid vacation hours subject to staffing needs and efficiency of operations.

- 804 h.) **Personal Time and Vacation.**
An Employee may request and receive personal time off in conjunction with his/her regularly scheduled vacation.
- 805 i.) **Scheduling of Vacation With Days Off.**
The Employer will schedule, when possible, the Employee's days off in such a way that they are attached to the Employee's vacation period.
- 806 9. **Advance Vacation Paycheck.**
Two (2) weeks is the minimum advance notice required in order to ensure that an Employee will receive his/her vacation paycheck prior to going on vacation.
- 807 10. **Minimum Vacation Period.**
The total amount of vacation earned, according to the applicable provisions of this Section, may be taken in one (1) consecutive period. Vacation periods may be split at the request of the Employee. An Employee may request that he/she be allowed to take vacation in increments of less than five (5) workdays. Vacations may start on any day of the week. The final right to grant such request is reserved to the Employer subject to the operational needs of the facility and such requests shall not be unreasonably denied.
- 808 11. **Cash Out – Irrevocable Election.**
Employees may elect to cash out vacation time up to one hundred sixty (160) hours per year of their annual accrual. Such election must be made during the annual open enrollment period of the year preceding the year the cash-out will occur.

809 **SECTION 4 – SICK LEAVE.**

- 810 A. **NORTHERN CALIFORNIA REGION Sick Leave Provisions.**
(Registered Dietitians should refer to NCAL Appendix V for applicable Paid Time Off Program provisions.)

811 1. **Accumulation.**

- 812 a.) **Rate of Accrual.**
Each Regular Employee shall accumulate one (1) day's sick leave with pay for each calendar month of employment. After completion of the fourth (4th) year of employment each Regular Employee shall accumulate one and one-fourth (1^{1/4}) days of sick leave with pay for each calendar month of employment. An Employee shall not be entitled to sick leave

with pay unless he/she has acquired three (3) months' continuous service credit and in no case shall sick leave be retroactive to any absence due to sickness during the first three (3) months of service credit.

- 813 b.) **Pro-Rated Accrual for Part-Time Employees.**
Regular Employees working less than forty (40) hours per week shall accumulate sick leave on the basis of the ratio of his/her regularly scheduled hours of work per week to forty (40) hours per week.
- 814 c.) **Pension Credit.**
An Employee who has accrued 250 hours of sick leave at the time of retirement shall have all accrued sick leave hours applied to his/her credited service.
- 815 2. **Pay.**
Pay for sick leave shall be that straight-time pay which the Employee would have received had he/she worked his/her regular schedule that day, including any shift differential being received by the Employee concerned.
- 816 3. **Applicability.**
- 817 a.) **Only for Days Employee was Scheduled.**
Sick leave shall be applicable only if the Employee is ill on days he/she is regularly scheduled to work. If an Employee claims sick leave, and, if the Employer has reasonable doubt of the validity of the disability, the Employer may require reasonable proof of physical disability sufficient to justify the Employee's absence from work for the period claimed.
- 818 b.) **Hospitalization While on Vacation.**
An Employee hospitalized while on vacation is eligible to convert vacation time to unused sick leave for the period of hospitalization provided reasonable proof of the hospitalization is provided. Conversion of vacation time to sick leave time will apply only to those days the Employee was pre-scheduled for vacation.
- 819 c.) **Disabling Injury or Illness.**
An Employee who suffers a disabling illness or injury of at least five (5) consecutive days duration while on prescheduled vacation leave, may convert 50% of the verified portion of illness to unused sick leave. Such conversion shall be limited to blocks of pre-scheduled

vacation of one or more weeks. The Employer shall require reasonable proof of the disabling illness or injury, obtained at the time of the disabling event.

820

d.) **Medical, Dental, or Mental Health Appointments.**

Upon completion of the probationary period, paid sick leave shall also apply for hours directly associated with medical, dental, or mental health appointments. For those Employees whose appointments are away from the facility where they work the appointment will be scheduled so that at least a part of the scheduled appointment falls in the first or last hour of each paid period of scheduled work. The Employee will give written notice of at least twenty-four (24) hours and supply verification that the appointment was kept.

821

e.) **Inpatient/Outpatient Mental Health Treatment.**

Sick leave shall be applicable not only as described elsewhere in this Article, but also for mental health treatment as an in-patient and/or outpatient in an accredited institution.

822

4. **Holiday During Sick Leave.**

If an Employee is absent on paid sick leave and a holiday occurs during such absence, if he/she is eligible for holiday pay, such pay shall be charged to the holiday and not against sick leave credits.

823

5. **Integration with Disability and Workers' Compensation.**

824

a.) **State Disability.**

If an Employee is eligible for basic UCD (Disability) benefits, Employer-paid sick leave shall be reduced by the amount of the UCD benefits the Employee is eligible to receive. Payments received in the form of basic UCD benefits shall not be charged against the Employee's accumulated sick leave.

825

b.) **Workers' Compensation.**

If an Employee is eligible for Workers' Compensation Insurance payments, the same method of integration with Employer paid sick leave shall apply. Employees who receive full sick leave and are subsequently reimbursed by Workers' Compensation or State Disability Insurance benefits will have their pay adjusted by the amount of overpayment and their sick leave reccredited proportionately.

826

6. **Return From Sick Leave.**

Employees returning from paid sick leave shall be returned to their jobs, and any Employee sent home after such return on the grounds that his/her position has been filled shall be paid his/her regular pay for the time lost; provided, however, for absence of one (1) work week or less, Employees shall furnish notice of their readiness to return to work by 2:00 p.m. of the work day prior to their return and for absences of more than one (1) work week they shall furnish forty-eight (48) hours' notice of their readiness to return to work. The Employee must also, if requested, supply certification by a physician on the staff of the Employer of their physical fitness to perform the work required. Delays occasioned by the Employer's failure to provide such examination shall extend the period of eligibility for sick leave.

827

7. **Employee Requests for Data.**

Data concerning an Employee's sick leave accrual will be supplied by his/her supervisor upon request.

828

B. **SOUTHERN CALIFORNIA REGION Sick Leave Provisions.**

829

1. **Paid Sick Leave.**

830

a.) **Rate of Accrual.**

Each Full-Time Employee shall be entitled to receive fifteen (15) sick days with pay per year accumulated monthly at the rate of ten (10) hours per month. Payment of Sick Leave benefits shall commence with the first day of any illness, hospitalization, injury or medical appointments.

831

b.) **General Sick Leave Provisions.**

There shall be no limit on sick leave accumulation. Paid sick leave shall not be considered an interruption of continuous service. Sick leave shall not be considered as time worked for purposes of computing overtime. Sick leave pay shall not include an Employee's regular shift differential. Certification by a physician or visiting nurse duly authorized by the Employer may be required whenever it appears to be justified.

832

c.) **Pregnancy.**

833

i.) The Employer agrees to treat absences due to the disability of Employees with pregnancy, childbirth or related medical conditions in the same manner as absences resulting from other temporary medical disabilities.

834

ii.) If, at the commencement of, or during, the leave related to pregnancy, the Employee submits a physician's verification of disability, paid sick leave will commence. All fringe benefits will continue during paid sick leave as if the Employee were actively at work. Sick leave pay will continue until exhausted, or the Employee is no longer disabled, whichever occurs first. The Employee may then apply for an unpaid leave.

835

d.) **Medical and Dental Appointments.**

836

i.) Accrued sick leave may be used for routine personal medical appointments provided that the Employee gives his/her supervisor at least ten (10) days advance notice of the appointment. If, however, the facility cancels or requests a change in the Employee's appointment or an emergency occurs, the ten (10) days notice requirement shall be waived. Additionally, accrued sick leave may be used for emergency dental and emergency optical appointments. The ten (10) days notice requirement may also be waived in any instance where there is mutual consent of the Employee and the supervisor.

837

ii.) The Employer agrees to expedite doctor's appointments for Employees who become ill while on duty. In addition, the Employer agrees to expedite optical appointments for laboratory/cytology Employees routinely required to use a microscope.

838

iii.) When Employees are directed by their supervisor to see a physician while at work, they shall be paid at their regular rate of pay for the time it takes to fulfill such request provided the attending physician determines the Employee may return to work. However, if the physician determines the Employee is unable to return to work said time will be deducted

from the Employee's sick leave account. In either case Employees should clock out when leaving the work area. This paragraph shall not apply where an Employee knows in advance of arriving at work that he/she will be required to provide a physician's certification of illness or return to work authorization.

- 839 e.) **Accident or Hospitalization or Illness While on Vacation.**
If an Employee suffers a disabling accident or hospitalization while on vacation the Employee may convert the vacation time to sick leave provided the Employee has accrued sick leave. The Employee must submit documentation substantiating that such disability precludes an Employee from performing his/her occupation. The Employee shall retain vacation time for days spent so disabled; such vacation time shall be rescheduled by mutual Agreement. Any illness certified by a physician during an Employee's vacation shall entitle the Employee to convert from vacation to sick leave.
- 840 f.) **No Discipline.**
- 841 i.) **During Hospitalization.**
The Employer will not discipline an Employee during a period of hospitalization.
- 842 ii.) **Good Attendance Records.**
It is understood that Employees with good attendance records or accrued sick leave shall not be disciplined for utilizing their accrued sick leave for bona fide validated illness.
- 843 g.) **Notice of Duration of Sick Leave.**
Employees shall advise the Employer of the duration of their intended absences due to illness and shall provide the Employer with reasonable notice of any changes in this duration. In the event the Employee fails to so advise the Employer, it is understood the Employer will check with the Employee so as to know staffing requirements in the workplace. However, the Employer will not contact the Employee for purposes of informing the Employee of his/her utilization of such leave.

- 844 2. **Paid Sick leave for Part Time Employees.**
Part-Time Employees shall accumulate Sick Leave based on monthly compensated hours, not to exceed ten (10) hours of sick leave per month. Payment of Sick Leave benefits shall commence with the first day of any illness.
- 845 A Part Time Employee who converts from Full Time status will have all accrued Sick Leave placed in the Employee's Sick Leave account.
- 846 3. **Sick Leave Hours Converted to Credited Service With Retirement Plan.**
An Employee who retires or terminates employment with a vested status in the Pension Plan, and who has a sick leave account balance of two hundred fifty (250) or more hours, will have all of his/her sick leave account balance converted to Credited Service for pension plan benefit calculation purposes. This conversion increases the pension monetary value; it does not impact the Employee's eligibility to retire.
- 847 4. **Federal Family and Medical Leave Act/California Family Rights Act.**
The Employer will comply with the provisions of the California Family Rights Act, as amended, and with the provisions of the Federal Family and Medical Leave Act of 1993, as amended.
- 848 5. **Use of Paid Sick Time for Family Illness.**
The Employee may use up to one-half (1/2) of his/her annually accrued Sick Leave for the purpose of providing care to his/her sick spouse, children, significant other or dependents.
- 849 6. **Holiday During Sick Leave.**
If a designated holiday occurs during a period of Vacation or Sick leave, the Employee shall have the option to receive sick pay for that day plus the unworked holiday pay, or the option to receive sick pay and take the holiday within sixty (60) days after his/her return from sick leave, or the option to be paid holiday pay and such day shall not be charged to Sick Leave credits.
- 850 7. **Integration of Compensation Benefits and Sick Leave.**
- 851 a.) Employees who are eligible for basic State Disability Insurance (SDI) benefits shall have their paid Sick Leave reduced by the amount of the SDI benefit the Employee is eligible to receive, so that combined SDI pay and Sick Leave pay total normal straight time salary. The reduced amount of

Sick Leave payment shall be charged against the Employee's Sick Leave Account. Employees who are eligible for Workers' Compensation Insurance (WCI) payments will have the same method of integration with Employer-paid Sick Leave. Employees may elect to waive integrated Sick Leave benefits with Workers' Compensation Insurance payments, provided said election is made within seven (7) calendar days of the inception of the absence, and provided further that said election shall be irrevocable for the duration of said absence. Should the Employee fail to elect non-integration within the seven (7) calendar day period, the option of non-integration will not be available.

852 b.) It is the Employee's responsibility to promptly file claims for any compensation benefits for which he/she may be eligible and to report the amount of such benefits to the Human Resources Office.

853 c.) In the payment to Employees on Sick Leave, Disability or Workers' Compensation, the Employer will deduct taxes in accordance with Federal and State laws.

854 8. **Notice of Intended Absence.**
Employees who are required to be absent from work for any reason will provide their immediate supervisor or designated representative with reasonable notice of such intended absence, and the reasons therefore.

855 **SECTION 5 – EDUCATION**

856 A. **Education Leave.**
(Registered Dietitians should refer to NCAL Appendix U for benefits in addition to those provided below.)

857 1. **Eligibility, Accrual Rate and Maximum Accumulation.**
After the completion of one (1) year of service, regular Full Time Employees shall begin earning paid education leave at the rate of forty (40) hours per year and Part-Time Employees will accrue education leave on a pro-rated basis.

858 a.) **NORTHERN CALIFORNIA REGION Accumulation.**
Education leave may be cumulative to a maximum of one hundred sixty (160) hours in Northern California.

- 859 b.) **SOUTHERN CALIFORNIA REGION Accumulation.**
Education leave may be cumulative to a maximum of forty-eight (48) hours.
- 860 2. **Programs Eligible for Paid Education Leave.**
Education programs, including home study programs, eligible for paid education leave include those sponsored by an educational institution, government agency, hospital, union or professional association and are subject to the following requirements:
- 861 a.) **Related to Current Job.**
The courses, seminars, symposia are related to the Employee's current job or job field or
- 862 b.) **Transfer or Promotion Opportunities.**
The courses, seminars, symposia are related to jobs to which the Employee can expect to transfer or promote or, if mutually agreed, such courses can be related to another job field or
- 863 c.) **Degrees in Health Care.**
The courses lead to a degree in the health care field or, if mutually agreed, other job field or
- 864 d.) **Licensure or Re-licensure.**
The courses, seminars, symposia are related to the Employee's current job, in the case of an Employee seeking licensure or re-licensure.
- 865 3. **Scheduling of Education Leave.**
Because of the high priority and value the Employer and the Union have given to the education of Employees, the Employer will exercise every effort to grant requests for education leave.
- 866 a.) **Education Leave Scheduled Independently of Vacation Scheduling.**
The scheduling of education leave shall be independent of and not related to the scheduling of vacations that may occur in a department.
- 867 b.) **Reply to Requests for Education Leave.**
Requests for leave shall be made in writing and shall include the dates, hours, and the subject of the course. Within two (2) weeks of the Employee's request for education leave, the Employer will notify the Employee in writing of the granting or denial of the request.

- 868 c.) **Use of Education Leave on Days Off.**
An Employee, on an annual basis, may use up to forty (40) hours of paid education leave, prorated for part-time Employees, to participate in education programs on his/her days off.
- 869 d.) **Incremental Use of Education Leave.**
Paid education leave may be taken in full days (not to exceed the Employee's regularly scheduled shift) or in hourly increments.
- 870 i.) If four (4) or more hours of an education program fall within an Employee's normally scheduled shift, the Employee will be excused from his/her shift assignment.
- 871 ii.) If fewer than four (4) hours of education leave fall within an Employee's normally scheduled shift, the Employer shall have the option of excusing the Employee from his/her shift assignment or scheduling the Employee to work the remainder of his/her shift.
- 872 e.) **Night Shift Employees.**
The Employer will make appropriate scheduling arrangements so that night shift Employees can take time off to attend courses held during the day.
- 873 4. **Payment for Education Leave.**
The education course for which the Employee is requesting paid leave must meet the following criteria:
- 874 a.) The course must be approved prior to the Employee's beginning the course.
- 875 b.) The course announcement must accompany the Employee's request for education leave.
- 876 c.) The Employee must show proof of successful completion of the course.
- 877 d.) The course will not be used for the purposes of overtime calculation.

878 5. **Use of Tuition Reimbursement Concurrently with Education**
879 **Leave.**

Employees may use tuition reimbursement, to which they might otherwise be entitled, in conjunction with Education leave.

879 B. **In-Service Education.**

880 1. When an In-Service Education Program is provided by the Employer for Employees in a particular classification, the Employer will use its best efforts to ensure that the training sessions are available to all Employees in such classification. Such best efforts shall include offering the in-service education on each shift or another mutually acceptable alternative.

881 2. Other interested Employees may attend such programs when possible.

882 3. When an In-Service Education Program provided by the Employer qualifies for accreditation by the State for purposes of continuing education for re-licensure or recertification, the Employer will seek such accreditation, where CEUs are required by the job classification or required by the Employer.

883 C. **Education and Training.**

The Union and the Employer agree that offering and promoting educational and training opportunities can prove to be a benefit to both the Employee and the Employer. There is also agreement that the availability of appropriate training which enhances career mobility and provides avenues for Employee growth and development is desirable for both parties. The Employer shall make every reasonable effort to meet personnel needs by way of internal promotion and career development, and shall consider waiving work experience requirements for individuals who complete career development programs.

884 **SECTION 6 – JURY DUTY AND SUBPOENAS.**

885 A. **Pay.**

An Employee required to report for jury service or subpoenaed to appear as a witness in a judicial procedure arising out of his/her employment will be excused from work on such days and shall be paid for such time at his/her regular rate of pay including applicable premiums/differentials.

886 B. **Adjustment of Schedule.**

When an Employee is called for such service, his/her schedule shall be adjusted accordingly, for scheduling purposes only, with no loss of pay, unless the Employee requests to maintain his/her current schedule.

887 C. **Evidence of Attendance.**
The Employee must present his/her supervisor with a copy of the jury summons and evidence of attendance.

888 D. **Return to Work.**
On any day of jury service in which an Employee is excused entirely or in sufficient time to permit the Employee to return to work for a minimum of one-half (1/2) his/her scheduled workday, he/she shall be required to do so.

889 **SECTION 7 – BEREAVEMENT LEAVE.**

890 A. **Benefit and Travel.**
When a death occurs in the immediate family of an Employee, he/she shall be entitled to time off of up to three (3) days with pay for deaths in the area and two (2) additional days with pay for travel of three hundred (300) miles or more for a funeral or memorial service. Additional time off will not be unreasonably denied. An Employee may use paid time off for such purposes.

891 B. **Immediate Family.**
Immediate family is defined as:

Spouse, Domestic Partner
Parent, Step Parent, Parent In-Law, Step Parent In-Law, In loco Parentis
Child, Step Child, Legal Ward, Foster Child, Adopted Child
Daughter, Step Daughter, Daughter In-Law, Step Daughter In-Law
Son, Step Son, Son In-Law, Step Son In-Law
Sister, Step Sister, Sister In-Law, Step Sister In-Law
Brother, Step Brother, Brother In-Law, Step Brother In-Law
Grandparent, Step Grandparent
Grandchildren, Step Grandchildren
Relative living in the same household

892 C. **Conversion from Paid Time Off in Event of Bereavement.**
If an Employee is on paid time off and a death occurs in the immediate family, the Employee may convert the paid time off to Bereavement Leave.

893 D. **Services for Others.**
The Employer will not unreasonably deny the Employee time off to attend or arrange for the funeral or memorial service of a person who is close to him/her. The Employee may take time off without pay or, at the Employee's request, use earned or accrued paid time off for such purposes.

- 894 E. **Responsible Use of Benefit.**
The parties agree that this benefit will be used responsibly.
- 895 F. **Rate of Pay.**
Pay for bereavement leave shall be at the Employee's regular straight-time rate of pay, including applicable shift premium/differential.

896 **ARTICLE XVIII – LEAVES OF ABSENCE**

- 897 A. **Eligibility for a Leave and Notice of Return.**
Employees shall be entitled to a leave of absence for illness, injury, or pregnancy, critical or chronic illness or death in the Employee's immediate family. Each Employee requesting a leave of absence shall be provided with a written explanation of his or her rights and responsibilities. Two (2) weeks written notification of a return from a leave of absence must be given to the Employer. Employees also may be entitled to leaves based on applicable laws or Employer policies.
- 898 B. **Six (6) Month Eligibility.**
Leaves of absence without pay may be granted to Full Time, Part-Time, Limited Part-Time and On-Call Employees. An Employee must have at least six (6) calendar months of service in order to be considered eligible for a leave of absence without pay. However, in the case of disabilities related to pregnancy, the six (6) month eligibility requirement is waived for the purposes of the Medical Leave of Absence.
- 899 C. **Extensions to Leaves.**
Extensions to leaves may be granted for justifiable reasons.
- 900 D. **Requests for Leaves of Absence; Response.**
All leaves of absence shall be requested in writing on a form provided by the Employer. The Employer will respond in writing no later than seven (7) workdays.
- 901 E. **Personal Leave of Absence.**
Leaves of absence for compelling or personal situations may be granted to Employees at the discretion of the department manager and will not be unreasonably denied without adequate cause. A leave of absence without pay up to sixty (60) days with Management's approval may be granted to Employees for personal reasons. Personal Leave of Absence for situations covered by statutory Family Leave will not be considered until such Family Leave has been exhausted.

- 902 F. **Federal Family and Medical Leave Act/California Family Rights Act.**
The Employer will comply with the provisions of the California Family Rights Act, as amended, and with the provisions of the Federal Family and Medical Leave Act, as amended. FMLA shall be recorded in accordance with the twelve (12) month rolling period.
- 903 G. **Benefits While on Personal or Family and Medical Leaves.**
Premiums for continued Health Plan Coverage (including vision benefits, Mental Health Coverage and prescription drug), Dental Plan and Group Life Insurance Coverage during an authorized Personal Leave of Absence will be paid by the Employer for a period not to exceed thirty (30) days, provided that three (3) calendar months elapse between incidents of application. Coverage beyond thirty (30) days shall be paid by the Employee if continued coverage is desired. Premiums for continued Health Plan Coverage, Dental Plan Coverage and Group Life Insurance Coverage will be paid by the Employer during the entire period of an authorized Family Leave.
- 904 H. **Medical Leave of Absence.**
Upon the exhaustion of accrued Sick Leave, leaves of absence without pay for non-industrial disabilities, including conditions related to pregnancy, shall be granted subject to the limitations of this Section, provided the Employee furnishes a physician's/designee's certification setting forth the necessity for such a leave and the anticipated duration of the disability. Recertification will be required at the expiration of each previous certification for continued eligibility.
- 905 1. **NORTHERN CALIFORNIA REGION Duration of Medical Leaves.**
Employees shall be granted a Medical Leave of Absence up to six (6) months.
- 906 2. **SOUTHERN CALIFORNIA REGION Duration of Medical Leaves.**
Employees with fewer than three (3) years of service shall be granted a Medical Leave of Absence up to one hundred twenty (120) days. Employees with three (3) years or more of service shall be granted a Medical Leave of Absence up to three hundred sixty (360) days.
- 907 a.) If an Employee takes a medical leave of absence, returns to work and returns to a medical leave of absence status within ninety (90) days, the leave is treated as one continuous leave subject to the maximum limit.

- 908 b.) If an Employee takes a medical leave of absence, returns to
work for a period of at least ninety (90) days, then returns to
medical leave of absence status, the leave is treated as a
new leave of absence subject to the maximum limit.
- 909 I. **Benefits While on Medical Leave.**
Health Plan Coverage (including vision benefits, Mental Health Coverage
and prescription drug), Dental Plan and Group Life Insurance Coverage
will be continued at the Employer's expense as follows:
- 910 1. **NORTHERN CALIFORNIA REGION Duration of Benefits.**
During the first thirty (30) days of approved Medical Leave of
Absence.
- 911 2. **SOUTHERN CALIFORNIA REGION Duration of Benefits.**
During the entire period of an approved Medical Leave of Absence
provided three (3) calendar months have elapsed between
incidents of application.
- 912 J. **Workers' Compensation.**
- 913 1. **Request and Physician Certification.**
Employees will be provided an Occupational Injury or Illness Leave
of Absence. Employees filing for an Occupational Injury or Illness
Leave of Absence must complete a leave of absence request form
and must also furnish a physician's certification setting forth the
necessity for such a leave and the anticipated duration of the leave.
Physician recertification will be required at the expiration of each
previous certification for continued eligibility.
- 914 2. **Return without Medical Restrictions.**
The Employer will place Employees released to return to work from
an Occupational injury or illness without medical restrictions, in their
former position at their regular rate of pay as soon as reasonable,
not to exceed seven (7) days.
- 915 3. **Return with Medical Restrictions.**
The Employer will place Employees released to return to work from
an Occupational injury or illness on a temporarily restricted basis, in
their former job, provided the Employee can perform the essential
functions of the job with or without reasonable accommodations.
- 916 4. **Return with Permanent Restrictions.**
The Employer will place Employees released to return to work from
an Occupational injury or illness on a permanently restricted basis,
in their former job (if it is available) or a comparable job (which may

not be in their former department, shift or classification), provided the Employee is physically capable of performing the essential functions of the job with or without reasonable accommodations. The Employer will initiate the interactive process as required by State and Federal laws. If the Employee is unable to perform his/her former job, that Employee has the opportunity to bid on any job vacancy that he/she is physically capable of and qualified to perform per his/her medical restrictions and limitations.

- 917 5. **Term of Leave.**
Employees will be provided an Occupational Injury or Illness Leave of Absence for up to a maximum of two (2) years. An Employee who exhausts the two (2) year Occupational Injury or Illness Leave of Absence and has not returned to work may be terminated, if not otherwise precluded by applicable laws. An Employee may be terminated prior to the end of the leave if such termination is not otherwise precluded by applicable laws.
- 918 a.) If an Employee takes an Occupational Injury or Illness Leave of Absence, returns to work and returns to a medical leave of absence status within ninety (90) days, the leave is treated as one continuous leave subject to the maximum limit.
- 919 b.) If an Employee takes an Occupational Injury or Illness Leave of Absence, returns to work for a period of at least ninety (90) days, then returns to medical leave of absence status, the leave is treated as a new leave of absence subject to the maximum limit.
- 920 c.) **NORTHERN CALIFORNIA REGION Retention of Seniority.**
An Employee eligible for twelve (12) months' industrial leave of absence who has been terminated due to his/her inability to return to work shall retain seniority as of that date for a period of an additional one (1) year. Such seniority may be utilized during the one (1) year period only for the purpose of bidding on vacancies for which he/she is qualified.
- 921 6. **Return to Work Authorization.**
Upon release from the attending physician for occupational injury or illness the Employer may request that the Employee provide a return-to-work authorization containing the name of physician, signature, clarification of disability specifying the work restrictions, sufficiently to allow the Employer to make appropriate determination of jobs the Employee can perform, if any, and date released to return to work.

922 Nothing herein shall prohibit the Employer and the Union from
mutually agreeing to "reasonable accommodations" for injured or
disabled Employees.

923 7. **Benefits While on Occupational Injury or Illness Leave.**
Employees on Occupational Injury or Illness Leave of Absences are
eligible for Health Plan Coverage, life insurance, and (Southern
California Region only) dental benefits for the time they are on
leave.

924 Effective with workers' compensation leaves of absence
commencing on or after October 1, 2000, as provided for under the
National Agreement, up to 1,000 hours of workers compensation
leave(s) may be used toward determining years of service for
purposes of meeting the minimum eligibility requirements for
retirement or post-retirement benefits.

925 **SOUTHERN CALIFORNIA REGION ONLY**
Effective January 1, 1981, relative to the pension plan, for
absences due to industrial injury, "service credit" shall apply toward
vesting and eligibility for pension benefits.

926 8. **NORTHERN CALIFORNIA REGION Return to Work from Non-
Occupational Injury Leave.**

927 a.) **Reinstatement.**
When an Employee returns to duty from an authorized leave
of absence he/she shall be reinstated in the same
classification, position, unit, shift and number of hours in
which he/she was employed before his/her absence; but if
operational conditions have changed so that it is not
reasonable to so reinstate him/her, the Employer will
reinstated him/her in a classification that is as nearly
comparable to his/her original classification as is reasonable
under the circumstances. Prior notice of two (2) weeks of
intent to return from a leave of absence must be given by the
Employee to the Employee's supervisor as a condition of
reinstatement to any position.

928 b.) **Return to Another Job/Department.**
In the event the Employee has returned to a job in a
department other than that from which he/she was granted
his/her leave of absence, he/she shall retain his/her seniority
for the purposes of bidding on vacancies in his/her prior
department for a period of six (6) months or until he/she has

declined a position in his/her prior department and classification, whichever occurs first.

- 929 c.) **Advising Replacement Employees.**
All persons hired to replace Employees who are on a leave of absence shall be so advised and shall be informed of the approximate date the Regular Employee is expected to return from leave.
- 930 K. **Minimum Benefits While on Unpaid Leave.**
Employees on a Personal, Family, Occupational and Medical Leave of Absence are eligible to accrue Vacation, Life Balance Days (if applicable), and Sick Leave for one (1) month.
- 931 L. **Veteran Employment Rights and Reserve Encampment.**
- 932 1. The Employer shall grant to each Employee who applies for reinstatement, after conclusion of his/her military service, such reinstatement rights as he/she shall be entitled to under the existing statutes. It is understood that the Employee must make application for reinstatement within the time limits specified under the law. All Employees will be afforded the opportunity to take a Military Leave of Absence in accordance with the Employer's current policy. The Employer will comply with the provisions of Uniformed Services Employment and Reemployment Rights Act (USERRA), as amended.
- 933 2. The Employer agrees that Employees on extended military duty will continue to accrue Vacation, Life Balance Days (if applicable), Sick Leave, and other benefits in accordance with applicable Federal statutes.
- 934 3. In those cases where Employees are in reserve status and serve an annual two-week commitment, Employees may request and receive Vacation and Life Balance Days (if applicable) for the period of absence, if otherwise eligible. In no case will Employees receive pay, other than Vacation and/or Life Balance Days (if applicable), for military absence.
- 935 M. **Replacements During Leave.**
All persons hired to replace Employees who are on a leave of absence shall be so advised and shall be informed of the approximate date the Employee is expected to return from leave. Such Employees shall retain their temporary status as defined for the duration of such individual leave.

936 **ARTICLE XIX – BENEFITS**

937 **SECTION 1 – INSURANCE BENEFITS.**

938 A. **NORTHERN CALIFORNIA REGION Insurance Benefits.**

939 **(Registered Dietitians should refer to NCAL Appendix R for
applicable Benefits by Design provisions.)**

940 1. **Health Insurance.**

941 a.) **Description of Health Coverage.**

The Employer shall provide Regular Employees and their eligible dependents the following benefits:

Kaiser Foundation “SS” Health Plan
Office Visits (\$5.00 co-pay)
Hospital-Surgical-Medical Benefits
Psychiatric Plan (\$5.00 co-pay/20 reimbursed visits)
Pre-Paid Maternity
Durable Medical Equipment Coverage
Optical Plan
Drug Program “N” Benefit (\$5.00 co-pay)

942 b.) **Alternate Medical Plan.**

As another option to the health coverage described, the Employer shall offer the alternate medical plan and the Drug Program Benefit (\$5.00 co-pay) to eligible Employees/Retirees and their eligible dependents.

943 c.) **Eligible Dependents.**

Eligible dependents are defined as follows:

944 i.) Spouse or Eligible Domestic Partner

945 ii.) Unmarried Children Up to Age Twenty-Five (25)

946 iii.) Special Dependent Children (mentally and/or physically handicapped) regardless of age, provided such disability or handicap occurred prior to the dependent’s twenty-fifth (25th) birthday. Annual certification may be required.

947 d.) **Ineligible Dependents.**

An Employee’s dependents who receive Kaiser Foundation Health Plan coverage with benefits at least equal to the

above through another source will be ineligible for Employer-paid dependent coverage.

- 948 e.) **Maintenance of Benefits.**
The Employer agrees to pay any additional premium payments required to maintain the benefits described above.
- 949 f.) **Effective Date of Coverage and Termination.**
Hospital-medical-surgical and drug coverage for Employees and dependents shall become effective the first (1st) day of the month following the date the Employee becomes a Regular Employee. Health Plan coverage terminates at the end of the month in which the Employee terminates, at the end of the month upon transfer to an ineligible status, or in accordance with leaves of absence policies.
- 950 g.) **Change of Plans.**
An Employee may change from one plan to another by submitting notice in writing to Human Resources at least thirty (30) days prior to any January 1.
- 951 h.) **Retiree Coverage at Age Sixty-five (65).**
Kaiser Permanente shall provide the Senior Advantage retiree medical plan (the health plan described above minus optical benefits) to Employees who retire with at least fifteen (15) years of service under the Retirement Plan and are age sixty-five (65) or older.
- 952 i.) **Retiree Coverage Integrated with Medicare.**
Kaiser Permanente shall provide the Senior Advantage Plan or the alternate medical plan coverage integrated with Medicare to Employees who retire with at least fifteen (15) years of service under the Retirement Plan and who retire under the normal, disability and postponed provisions of the pension plan and who are eligible for and participating in Parts A and B of Medicare. Employees retiring under the early or disability provisions of the pension plan shall become eligible for the Kaiser Foundation Health Plan Senior Advantage coverage (or the dual choice option, if accepted by the Administrator) upon becoming eligible for and participating in Parts A and B of Medicare. Early and disability retirees are not required to maintain Kaiser coverage during the period from early retirement to age sixty-five (65) in order to qualify for coverage at age sixty-five.

- 953 j.) **Retiree Coverage Eligible Dependent's Obligation.**
Dependents of retirees who are not yet Medicare-eligible must enroll in Kaiser Permanente's Senior Advantage Plan as soon as they become eligible in order to maintain health plan coverage. A retiree's spouse/domestic partner must enroll in Parts A and B of Medicare upon eligibility. Retirees and their dependents are required to enroll in the Senior Advantage Plan upon becoming Medicare-eligible.
- 954 k.) **Retiree KP Provider Requirement.**
Retirees covered by Senior Advantage must receive all medical care at Kaiser Permanente facilities in order to receive benefits.
- 955 l.) **Retirees Who Move Outside the KP Service Area.**
If individuals covered under this plan move outside the Kaiser Permanente service area, and do not elect the alternate medical plan, Kaiser Permanente will offer its Out-of-Area Group plan. However, such Medicare-eligible retirees and their dependents will be required to pay that amount of the Out-of-Area retiree group rate which is in excess of the Health Plan retiree group rate in effect on January 1 of each year.
- 956 m.) **Employees Hired before October 26, 1986.**
Employees hired before October 26, 1986, with fifteen (15) years of service under the Retirement Plan, shall receive optical benefits in addition to the Senior Advantage Plan.
- 957 n.) **Employees Retired before January 1, 2003.**
See Side Letter in NCAL Appendix O.
- 958 2. **Life Insurance.**
Regular Employees shall receive five thousand (\$5,000) Group Life Insurance and five thousand (\$5,000) Accidental Death and Dismemberment coverage paid by the Employer. Coverage shall begin the first day of the calendar month following the date the Employee becomes Regular.
- 959 3. **Dental Insurance.**
- 960 a.) **Basic Coverage.**
An Employer-paid Dental Program will be provided to all Regular Employees, their spouses/domestic partners, and their eligible dependent children up to age twenty-five (25) provided such Employees have been continuously employed

as Regular Employees for six (6) or more continuous months. The basic dental plan shall be for covered services at the rate of ninety percent (90%) of usual, reasonable and customary fees, except for fifty percent (50%) reimbursement for bridges and dentures.

961

b.) **Claims Disputes.**

The Employer will provide a central area for resolving difficulties in processing claims and the Union may designate a representative to assist in the expediting of these problems with the dental insurance carrier.

962

c.) **Orthodontia Coverage.**

Orthodontia coverage for dependent children to age eighteen (18) at fifty percent (50%) of usual, reasonable and customary charges for corrective procedures only to one thousand (\$1,000) lifetime maximum, will be provided at the Employer's expense.

963

d.) **Coordination of Benefits.**

If Employees and eligible dependents entitled to dental benefits under this Agreement are also entitled to dental benefits under another group plan, benefits from this plan will be coordinated with the benefits from any other group plans so that up to one hundred percent (100%) of the allowable expenses incurred during a benefit year will be paid jointly by the plans. An allowable expense is any necessary, reasonable and customary item of dental expense covered in full or in part under any one of the group plans involved. This plan will always pay either its regular benefits in full or a reduced amount which when added to the benefits payable by other group plans, will equal one hundred percent (100%) of allowable expenses during each benefit year. Also in cases where an Employee is entitled to Dental Benefits under this Agreement in his/her own right and also as a dependent of another Employee in this same plan, such coordination of benefits shall be applicable.

964

4. **Limited Part-Time Employee Coverage and 75 Percent Obligation.**

A Limited Part-Time Employee whose regular predetermined work schedule is at least eight (8) hours per week may purchase at his/her own expense through payroll deduction the same Kaiser Foundation Health Plan coverage available to Regular Employees under this Agreement provided that a minimum of seventy-five percent (75%) of all eligible Limited Part-Time Employees in the

Region elect to purchase and continue to purchase such Health Plan coverage. Coverage will be offered on the Health Plan's three-rate structure. At any time participation falls below seventy-five percent (75%) of the group of eligible Employees such coverage shall be discontinued. There shall be an annual enrollment period during which these eligible Limited Part-time Employees may elect to purchase the coverage.

965 5. **Complete Details on Benefits.**

This Agreement contains only a summary of benefit plans. Complete details concerning these benefits are contained in the appropriate provider contracts, plan documents or summary plan descriptions which are provided to the Union. Summary plan descriptions shall be provided by the Employer to Employees upon request.

(Also refer to the National Agreement for additional information regarding insurance.)

966 B. **SOUTHERN CALIFORNIA REGION Insurance Benefits.**

967 1. **Health Plan Coverage.**

968 a.) **Employee and Dependents Coverage.**

An Employee who is regularly scheduled to work twenty (20) hours or more per week and eligible dependents and/or eligible domestic partner will be eligible for Employer-paid Kaiser Foundation Health Plan Coverage. Health Plan Coverage for eligible Employees and their dependents and/or domestic partner will become effective the first (1st) day of the calendar month following date of hire. Eligible dependents will include spouse or eligible domestic partner and unmarried children up to age twenty-five (25) effective January 1, 2001, and special dependent children (mentally and/or physically handicapped) regardless of age provided such disability or handicap occurred prior to the "special" dependent child turning age twenty-five (25). Annual certification of handicap, retardation and dependency may be required by Kaiser Foundation Health Plan.

969 Health Plan Coverage includes a prescription drug program, a durable medical equipment benefit, a vision care program, a post-surgical breast prosthesis for mastectomies, an alcoholism and drug dependency benefit, a Coordination of Benefits (COB) provision and Mental Health Coverage. Effective August 1, 1996, there will be a five dollar (\$5.00)

co-payment for each doctor's office visit and each prescription. Effective January 1, 2001, office visits for Mental Health will have a five dollar (\$5.00) co-payment per visit after twenty (20) visits in a calendar year. Effective January 1, 2002, all office visits for Mental Health will have a five dollar (\$5.00) co-payment; however, Employees will be reimbursed for the first twenty (20) visits in a calendar year. The application of co-payments to medical services is governed by the applicable service agreements.

970 Health Plan Coverage terminates at the end of the month in which the Employee terminates or at the end of the month upon transfer to an ineligible status, or in accordance with the leaves of absence policies contained in Article XVIII.

971 b.) **Health Plan Coverage for Retirees.**
Employees who retire under the early retirement provision of the Kaiser Permanente Southern California Employees Pension Plan (have a minimum of fifteen [15] years of service and are at least age fifty five [55]) will receive Employer-paid Health Plan Coverage at age sixty-five (65). However, effective January 1, 2002, early retirees who have completed ten (10) years of service preceding January 1, 1990, will be eligible for Employer-paid Health Plan Coverage at their early retirement date. Employer-paid coverage which includes a prescription drug program, shall be provided only to the Employee who elects a normal retirement or the early retiree who reaches age sixty-five (65). For Employees hired after April 1, 1984, Employer-paid coverage coordinated with Medicare shall be provided for normal or postponed retirement provided the Employee has fifteen (15) or more years of service. In the event of disability retirement, the Employee shall receive Employer-paid coverage upon retirement. Employees who retire and/or become eligible for Kaiser Foundation Health Plan Coverage on or after August 1, 1996, will have a five dollar (\$5.00) co-payment for each doctor's office visit and each prescription. Effective January 1, 2001, office visits for Mental Health will have a five dollar (\$5.00) co-payment per visit after twenty (20) visits in a calendar year. Effective January 1, 2002, all office visits for Mental Health will have a five dollar (\$5.00) co-payment; however, Employees will be reimbursed for the first twenty (20) visits in a calendar year.

972 The Employer shall provide Employer-paid Coverage to the spouse or eligible domestic partner of the retiree who meets

the eligibility requirements as set forth in paragraph 971. Upon the death of the retiree, Health Plan Coverage shall continue for the spouse or eligible domestic partner until remarriage/recommitment or death.

973 The retiree and spouse or eligible domestic partner must enroll in Part B of Medicare when first eligible. The Employer shall reimburse the cost of Medicare on a periodic basis for all Employees who retired prior to April 1, 1989. Spouses or eligible domestic partners are eligible for Medicare reimbursement.

974 The Employer will provide Employer-paid Coverage for eligible dependent children until limiting age and eligible "special dependent" children of the retiree who meet the eligibility requirements set for in paragraph 971 for the lifetime of the covered retiree.

975 The Employer will make available an alternative health plan to all eligible retirees and eligible dependents who reside outside of the Southern California Health Plan service area. For retirees who are eligible for Employer-paid Retiree Health Plan and who move to another Kaiser Permanente Region, the retiree will be required to participate in the out-of-region plan. The retiree, spouse or domestic partner, will be required to assign Medicare, when applicable. For retirees who are eligible for Employer-paid Retiree Health Plan and who move to an area not served by Kaiser Permanente, an out-of-area plan is available. The retiree also has the option of maintaining their Southern California Kaiser Permanente Retiree Health Plan. Retirees who reestablish residence within the service area must withdraw from the alternative health plan upon return to the available Kaiser Foundation Health Plan Coverage. Withdrawal will be effective the end of the month following within sixty (60) day after written notification of return to the Southern California Health Plan service area. Premiums for the alternative health plan will not exceed the premiums for Kaiser Foundation Health Plan Coverage.

976 c.) **Health Plan Coverage Coordinated with Medicare (Eligibility On or After April 1, 1990).**
Effective April 1, 1990, the Employer will provide Kaiser Foundation Health Plan coverage coordinated with Medicare to all eligible retirees and/or spouses or eligible domestic partner who become eligible for Medicare on or after April 1,

1990 at the time of Normal or Postponed retirement or when first eligible after Early or Disability retirement. Should the retiree and/or spouse or eligible domestic partner elect non-enrollment or to disenroll in the current Medicare coordinated Health Plan coverage program, the retiree must pay the difference between the Employer's cost for the Medicare coordinated program and the non-Medicare coordinated coverage premiums.

977

d.) **Health Plan Coverage Coordinated with Medicare (Eligibility Prior to April 1, 1990).**

Employer will offer Employer-paid Kaiser Foundation Health Plan coverage coordinated with Medicare to all retirees (and spouses) who become eligible for Medicare prior to April 1, 1990. Retirees who elect not to enroll in this current program will continue to receive Employer-paid Health Plan coverage, with no change in benefits. Following enrollment in the current Medicare coordinated program, if said retiree residing in the Southern California service area elects to disenroll, the retiree will receive non-Medicare coordinated Coverage and must pay the difference between the Employer's cost for the current Medicare coordinated program and non-Medicare coordinated coverage premiums.

978

e.) **Health Plan Coverage for Parents.**

The Employer acknowledges that parents of its Employees may purchase Kaiser Foundation Health Plan "Individual" Coverage subject to the restrictions of that plan. Alternative coverage is provided for in the National Agreement.

979

f.) **Health Plan Changes.**

The Employer agrees that if any changes in the Kaiser Foundation Health Plan Coverage benefits were proposed, a letter outlining these changes would be given to the Union. This letter would be a letter of information only and would not connote that any negotiations or mutual agreement would be required before these changes were made effective.

980

g.) **Coverage During Hospitalization for Terminated Employees.**

The Employer agrees that Employees with six (6) months or more service credit who were hospitalized due to serious injury or illness and who were terminated during that period of hospitalization would continue to have coverage provided during that specific period of hospitalization.

981

2. **Dental Plan.**

Employees regularly scheduled to work twenty (20) hours or more per workweek and their eligible dependents and/or eligible domestic partner will be eligible for dental coverage. Eligible Employees and their dependents will have Employer-paid Dental Plan Coverage become effective on the first day of the calendar month following an Employee's completion of six (6) months of eligible employment. Eligible dependents will include spouse or eligible domestic partner and unmarried children up to the limiting age of twenty-five (25) and "special" dependent children (mentally and/or physically handicapped) regardless of age provided such disability or handicap occurred prior to the "special" dependent child turning age twenty-five (25). Annual certification of handicap, retardation and dependency may be required.

982

The Employer agrees to maintain the level of benefits at seventy percent (70%) of usual, reasonable and customary rates for basic services, and effective April 1, 1997, at fifty percent (50%) for major services. An orthodontia program shall be included in the dental plan. The plan will be maintained on the basis of fifty percent (50%) co-payment of the dentist's regular and customary fee for orthodontia services to eligible dependent children who initiate such services prior to their eighteenth (18) birthday. The maximum plan obligation for such services is one thousand dollars (\$1,000) per person.

983

An eligible Employee (as established in paragraph 981) shall receive a diagnostic and preventative benefit which will pay one hundred percent (100%) of usual, customary and reasonable charges for the following procedures:

- a.) Prophylaxis (twice every calendar year).
- b.) Fluoride treatment
- c.) Examinations
- d.) Full-mouth x-rays (once every 3 years).
- e.) Bite-wing x-rays (twice every calendar year)
- f.) Space maintainers (for patients under 18 years of age).

984

Effective June 19, 1996, eligible new hire Employees are required to select a prepaid Dental Plan during their first three (3) of continuous employment. In subsequent open enrollment periods, they may elect to participate in the Delta Dental Plan.

985

3. **Life Insurance.**

For Employees scheduled thirty-two (32) or more hours per week, the Employer-paid life insurance benefit will be \$6,000 (includes a \$6,000 Accidental Death and Dismemberment benefit and \$6,000 Total and Permanent Disability benefit). Coverage will be effective on the latter of the sixty-first (61st) day of continuous employment after date of hire or the date when first eligible for coverage. In order for the coverage to be effective, the Employee must be actively at work on the sixty-first (61st) day of employment, or the date when first eligible for coverage. If the Employee is not at work on the sixty-first (61st) day of employment, or the date when first eligible for coverage, coverage is deferred until he or she returns to active employment. In addition, the Employer offers the following optional life insurance programs for Employees scheduled to work thirty-two (32) or more hours per week:

Program	Optional Life	Accidental Death and Dismemberment
Program 1	\$10,000	\$10,000
Program 2	\$20,000	\$10,000
Program 3	\$30,000	\$10,000
Program 4	\$40,000	\$10,000

986

The Employee must elect to purchase the optional life insurance within thirty-one (31) days of the latter of the date of hire, or the date when first eligible for coverage. Coverage will be effective on the latter of the sixty-first (61st) day of continuous employment after date of hire, or the date when first eligible for coverage. If the Employee is not at work on the sixty-first (61st) day of employment, or the date when first eligible for coverage, coverage is deferred until he or she returns to active employment. Employees who wish to elect coverage at a future date must provide proof of insurability in order to purchase optional life insurance coverage.

987

If an Employee becomes totally and permanently disabled while covered under the life insurance plan, life insurance in force at the time of the commencement of the total and permanent disability shall be paid out in monthly installments in accordance with the provisions of the plan. Life insurance will continue during the period of total and permanent disability in accordance with the provisions of the plan.

988 The Employer shall grant Employees eligible for life insurance
coverage pursuant to paragraph 985 above and who retire under
the Early, Normal or Postponed terms of the Kaiser Permanente
Southern California Employees Pension Plan two thousand dollars
(\$2,000) life insurance coverage.

989 4. **Survivor Benefit/Coverage.**
Effective April 1, 1994, each full-time Employee will be provided
with a Survivor Benefit equal to one (1) month's base salary. This
benefit is payable to a designated beneficiary during the period
immediately following the death of the Employee. Regularly
scheduled part-time Employees will be provided a prorated benefit.

990 In the event an Employee, who has fifteen (15) years of service,
and who has met the eligibility requirements for Early, Normal or
Postponed retirement dies while actively employed, Kaiser
Foundation Health Plan Coverage will be provided to the spouse or
eligible domestic partner when said deceased Employee would
have been eligible for Coverage, provided the spouse or eligible
domestic partner has not remarried/recommitted, and will continue
until remarriage/recommitment or death. Coverage will continue for
eligible dependent children until they reach limiting age. Upon the
death of the Employee, a "Special Dependent Child" who is beyond
limiting age will be given the option to convert to direct pay and
COBRA continued Coverage.

991 The preceding fifteen (15) year service requirement shall apply to
Employees hired on or after April 1, 1984 who die while actively
employed after reaching their Normal or Postponed retirement date.
Employees who were hired before April 1, 1984 and die while
actively employed after reaching their Normal or Postponed
retirement date are not subject to the fifteen (15) year service
requirement.

992 Survivor coverage for Employees who die while actively employed
on or after their Early retirement date will commence when the
deceased Employee would have been eligible for Health Plan
Coverage pursuant to paragraph 972.

993 5. **Exclusions and Limitations.**
Coverage, limitations and exclusions of the foregoing Health Plan,
Dental Plan, Life Insurance Plan, Pension Plan and Disability Plan
are established by the Employer's agreements with the applicable
insurance plans, health and dental plans, and the Pension Plan.

- 994 6. **National Agreement Provisions.**
The National Agreement should be consulted concerning additional
or alternative benefits or benefit levels.

995 **SECTION 2 – PENSION**

- 996 A. **NORTHERN CALIFORNIA REGION Pension Plan.**
(Registered Dietitians should refer to NCAL Appendix W for
applicable pension provisions.)

- 997 1. **KP Defined Benefit Pension.**
All Regular Employees are eligible to participate in the Kaiser
Permanente Employees Pension Plan after twelve (12) months of
service. Major benefit provisions of the Plan are described below. A
full description of the Plan is contained in a separate summary
distributed to all Employees upon request. The National Agreement
contains additional information regarding pensions.

- 998 2. **Vesting and Years of Service Defined.**
Any calendar year in which an Employee receives pay for one
thousand (1,000) or more hours of employment with the Kaiser
Permanente Medical Care Program is a year of service. Years of
service determine eligibility for the Normal Pension, Early Pension,
Disability Pension and Deferred Vested Pension. An Employee is
vested after five (5) years of service.

- 999 3. **Benefit Amount and Years of Credited Service Defined.**

- 1000 a.) **Full Credited Service for Years Spent as Full-Time**
Employees.
Years of Credited Service determine the pension benefit
amount. Any calendar year in which an Employee receives
pay for one thousand eight hundred (1,800) or more hours of
employment with the Medical Care Program is a year of
Credited Service.

- 1001 b.) **Partial Credited Service for Years Spent as a Part Time,**
Limited Part-Time, Temporary, and On Call Employee In
any calendar year in which an Employee is paid for less than
one thousand eight hundred (1,800) hours, but more than
one thousand (1,000) hours, he/she shall receive partial
Credited Service.

- 1002 4. **Normal Retirement.**
A vested Employee is entitled to a Normal Monthly Pension if he/she retires on his/her sixty-fifth (65th) birthday. The Normal Pension for Employees upon retirement is computed as follows:
- 1003 a.) For each year of Credited Service, the Employee shall receive 1.45 percent of his/her average monthly base wages of the highest sixty (60) consecutive months within his/her last one hundred twenty (120) months of employment.
- 1004 b.) The month immediately before a month(s) in which the Employee had no compensated hours of employment and the month immediately after such a period are considered to be consecutive months of employment.
- 1005 c.) If an Employee's highest sixty (60) consecutive months were worked in a Limited Part-Time, On Call or Temporary status, his/her average monthly base wages shall be calculated by his/her base rate without the pay in lieu of benefits premium.
- 1006 5. **Postponed Retirement.**
An Employee is entitled to a Postponed Pension if he/she retires after his/her sixty-fifth (65th) birthday. The Postponed Pension is computed in the same manner as a Normal Pension.
- 1007 6. **Early Retirement.**
An Employee is entitled to an Early Pension if he/she retires after his/her fifty-fifth (55th) birthday and has ten (10) or more years of service. The Early Pension is computed in the same manner as a Normal Pension but shall receive a reduced benefit for starting payments prior to age sixty-five (65).
- 1008 7. **Disability Retirement.**
An Employee is entitled to a Disability Pension if he/she is eligible for and receives disability income benefits under Title II of the Social Security Act when he/she retires and has ten (10) or more years of service. Eligibility for a Disability Pension is subject to periodic review by the Administrative Committee of the Plan. The Disability Pension is computed in the same manner as a Normal Pension, but does not receive a reduced benefit for starting payments prior to age sixty-five (65).

- 1009 8. **Deferred Vested Pension.**
- 1010 a.) An Employee is entitled to a Deferred Vested Pension if his/her employment terminates and he/she has completed five (5) or more years of service. If such Employee dies prior to receiving benefits and is survived by a spouse, the spouse will receive a monthly benefit equal to the amount that would have been payable if the Employee had retired the day before his/her death and elected the joint and survivor method of payment with a fifty percent (50%) continuation to the survivor. The Deferred Vested Pension is computed in the same manner as a Normal Pension. Payments commence at age sixty-five (65), subject to filing a retirement application.
- 1011 b.) An Employee hired before January 1, 1976 is entitled to a Deferred Vested Pension if, at termination, his/her age and service totals sixty-five (65) years or more.
- 1012 9. **Survivor Annuity.**
An Employee who has attained five (5) or more years of service is entitled to survivor annuity coverage. If such an Employee dies prior to retirement, and is survived by a spouse, the spouse will receive a monthly benefit equal to the amount that would have been payable if the Employee had retired the day before his/her death and elected the joint and survivor method of payment with a fifty percent (50%) continuation to the survivor.
- 1013 10. **Payment.**
Pensions are paid monthly under a method of payment elected by the Employee. The Employee may elect a life annuity, a joint and survivor annuity, a guaranteed years of payment annuity, an annuity which together with Social Security provides level payments before and after Social Security begins, or a single sum. If the method of payment is other than a life annuity, the amount of the payment will be actuarially adjusted.
- 1014 11. **Reinstatement of Benefits.**
If an Employee terminates employment and is re-employed, all prior service and Credited Service is reinstated upon re-employment.
- 1015 12. **Voluntary Employee Contributions.**
An Employee who is eligible to participate in the Plan may provide for a supplementary retirement income financed by voluntary Employee contributions.

- 1016 13. **Cost.**
The cost of the Plan will be paid entirely by the Employer whose contributions are deposited in trusts created by the Employer.
- 1017 14. **Administration.**
The Plan is administered by a pension committee appointed by the Employer. Contributions to the Plan are held in trust funds established by the Employer.
- 1018 15. **Statement of Benefits.**
Upon request an Employee shall receive an accounting of his/her current pension status.
- 1019 16. **Salary Deferral Retirement Plan.**
All Employees shall be eligible for the Kaiser Permanente Salary Deferral Retirement Plan (KPSDR), which allows tax-deferred contributions to a 401(k) type retirement plan.
- 1020 17. **Additional Defined Benefit Pensions.**
In addition, each year of employment with a member hospital of the Federation of Bay Area Hospital Retirement Plans and any member of the Affiliated Hospitals of San Francisco is a year of service if an Employee had one thousand (1,000) or more hours of employment in such year and if the period between termination or commencement of employment with the Kaiser Permanente Medical Care Program and termination or commencement of employment with such member hospital does not exceed ninety (90) days. Any pension payable under this Plan will be reduced by the amount of any pension payable under any other plan maintained by, or to which contributions are made by the Employer to the extent that such benefits are attributable to the same period of service.
- 1021 B. **SOUTHERN CALIFORNIA REGION Pension Plan.**
- 1022 1. **KP Defined Pension Benefit.**
Each Employee becomes a participant of the Kaiser Permanente Southern California Employees Pension Plan on date of hire. It was agreed that effective November 1, 1978, the Employer shall improve the benefits to those Employees who retire under the Kaiser Permanente Southern California Employees Pension Plan subsequent to that date as follows:

- 1023 a.) Effective April 1, 1982, Employees who retire beyond age sixty-five (65) will have their earned pension benefits computed based upon their benefit level in effect at age of retirement and credited service attained at retirement.
- 1024 b.) Substitute a "Final Average Pay" Plan for the "Career Average" Plan for Employees retiring after November 1, 1978.
- 1025 i.) Final Average Pay is the monthly average of an Employee's base wages over the highest sixty (60) consecutive months of compensation in the last one hundred twenty (120) months of employment.
- 1026 ii.) Normal monthly retirement income shall be 1.4% of final average pay multiplied by years and months of credited service with no integration with Social Security.
- 1027 iii.) Any calendar year in which an Employee receives pay for 1,000 or more hours is a year of service which is used to determine eligibility for vesting and an employee's eligibility for early, normal, postponed or disability retirement, or for Deferred Vested Pension benefits. In years when the Employee attains fewer than 1,000 compensated hours, prorated service will be given.
- 1028 iv.) Each calendar year in which an Employee receives pay for 2,000 hours or more is a full year of credited service which is used to determine benefits. Partial years of credited service are counted for calendar years in which an Employee receives pay for less than 2,000 hours.
- 1029 c.) If benefits accrued prior to October 31, 1978, under the present career average plan exceed benefits as calculated under the final average plan for the same period, retirement income shall be the sum of benefits as calculated under the present plan up to October 31, and benefits calculated under the final average plan for service on or after November 1, 1978.
- 1030 d.) Effective April 1, 1985, the monthly pension benefit will be increased by twenty-five dollar (\$25) per month for all retirees who have retired prior to April 1, 1985.

- 1031 e.) Effective April 1, 1990, Employees who retired prior to 1982 will receive an additional fifty dollars (\$50) per month to their pension.
- 1032 f.) Effective April 1, 1994, Employees who retired prior to April 1, 1990 will receive an additional fifty dollars (\$50) per month to their pension.
- 1033 Effective April 1, 1983, for Employees who remain in employment after they become eligible for early or normal retirement, the Employer will provide a special death benefit for their spouse. If the Employee were to die before actual retirement, the spouse of the deceased Employee will receive a pension benefit calculated as if the Employee had retired on the day before his/her death and had elected a Joint and Survivor annuity with a fifty percent (50%) continuation for the survivor.
- 1034 Effective January 1, 1988, the Employer will provide a qualified pre-retirement survivor annuity to active Employees vested in the Kaiser Permanente Southern California Employees Pension Plan at no cost to the Employee. This benefit provides an annuity to the spouse of an Employee who dies prior to retirement. The spouse will receive a benefit calculated as if the Employee retired the day before death and elected a joint and survivor annuity with a fifty percent (50%) continuation to the survivor.
- 1035 Effective January 1, 1999, pension plan survivor benefits will be payable to an eligible domestic partner. This benefit provides an annuity to the surviving eligible domestic partner of an active Employee who dies and is vested in the pension plan. This surviving eligible domestic partner will receive a benefit calculated as if the Employee retired the day before death and elected a Joint and Survivor Annuity with a fifty percent (50%) continuation to the survivor. Effective January 1, 2002, this benefit will be payable immediately and must commence by the December 31st following the calendar year in which the Employee died.
- 1036 Effective January 1, 2001, if a vested Employee dies and does not have a surviving spouse or surviving eligible domestic partner, monthly survivor benefits will be payable to an eligible non-spouse survivor qualified dependent for a period of ten (10) years.

1037 2. **Tax Deferred Retirement Savings Plan.**
The Employer will establish voluntary tax deferred retirement savings plans authorized by the Internal Revenue Code. The plans are established by Kaiser Foundation Health Plan, Inc. and the future of the plans and their provisions will be determined by Kaiser Foundation Health Plan, Inc.

1038 3. **Exclusions and Limitations.**
Coverage, limitations and exclusions of the foregoing Health Plan, Dental Plan, Life Insurance Plan, Pension Plan and Disability Plan are established by the Employer's agreements with the applicable insurance plans, health and dental plans, and the Pension Plan.

1039 Benefit administration for domestic partners will be in accordance with the Employer's policies and guidelines regarding domestic partners.

1040 4. **National Agreement Provisions.**
The National Agreement should be consulted concerning additional or alternative benefits or benefit levels to those indicated within this Article.

1041 **SECTION 3 – PENSION SERVICE WHILE ON WORKERS' COMPENSATION LEAVE OF ABSENCE**

1042 Employees receive pension service for time spent (up to one thousand [1,000] hours) on a Workers' Compensation leave of absence. The Workers' Compensation leave of absence hours will count for pension service as well as towards meeting the eligibility requirement for post-retirement benefits such as company-paid retiree health plan and life insurance. The number of Workers' Compensation leave of absence hours eligible to be counted toward pension service will be based on the Employee's scheduled work hours at the commencement of the Employee's Workers' Compensation leave. A maximum of one thousand (1,000) Workers' Compensation leave of absence hours may be used throughout the career of the Employee with Kaiser Permanente.

1043 **SECTION 4 – INCOME PROTECTION**

1044 A. **Eligibility.**
Benefit eligible Employees scheduled to work twenty (20) or more hours per week will be provided with an Income Protection Plan.

1045 B. **Minimum Benefit.**

1046 1. **NORTHERN CALIFORNIA REGION.**

The benefit will be equal to either fifty percent (50%) of the Employee's base wages, sixty percent (60%) if integrated with a statutory plan (e.g. State Disability Insurance, Workers' Compensation, etc.) or one hundred (100%) if the Employee is on an approved rehabilitation program.

1047 2. **SOUTHERN CALIFORNIA REGION.**

The benefit will be equal to either fifty percent (50%) of the Employee's base wages, sixty percent (60%) if integrated with a statutory plan (e.g. State Disability Insurance, Workers' Compensation, etc.) or seventy percent (70%) if the Employee is on an approved rehabilitation program.

1048 If the Employee is part-time, the benefits will be prorated according to the Employee's scheduled hours. The minimum integrated benefit for full time Employees (prorated for part-time employees) provided by the program during the first (1st) year of disability will be one thousand dollars (\$1,000.00) per month.

1049 C. **Benefit for Employees with Fewer than Two (2) Years of Service.**

Employees with fewer than two (2) years of service will receive the benefit commencing upon the exhaustion of his/her Sick Leave or eligibility for State Disability Insurance (i.e. the first [1st] day of hospitalization or eighth [8th] day of illness/injury), whichever occurs later, and will continue to receive the benefit for up to one (1) year from the date of disability with continued medical certification.

1050 D. **Benefit for Employees with Two (2) or More Years of Service.**

1051 1. **NORTHERN CALIFORNIA REGION.**

Employees with two (2) or more years of service will receive the benefit commencing three (3) months from the date of disability and will continue to receive the benefit for up to five (5) years from the date of disability with continued medical certification.

1052 2. **SOUTHERN CALIFORNIA REGION.**

Employees with two (2) or more years of service will receive the benefit commencing upon the exhaustion of Sick Leave or three (3) months from the date of disability, whichever occurs later, and will continue to receive the benefit for up to five (5) years from the date of disability with continued medical certification.

- 1053 E. **Other Applicable Provisions of the Benefit.**
Benefits due to psychologically related disabilities and alcohol/drug abuse are limited to a maximum of three (3) years from the date of disability. The Duration of Benefits Schedule will apply to Employees who are sixty (60) years old or older who become disabled while eligible for this program.

1054 **ARTICLE XX – UNION STAFF REPRESENTATIVES AND SHOP STEWARDS**

1055 **SECTION 1 – UNION STAFF REPRESENTATIVES AND SHOP STEWARDS**

1056 A. **Union Staff Representatives.**

1057 1. **Access At Any Operational Time.**

A duly authorized Union Staff Representative shall have access to the facility at any operational time for the purpose of observing working conditions, monitoring compliance with this Agreement or following-up on inquiries and concerns of bargaining unit Employees.

1058 2. **Additional Right of Access.**

It is understood by the parties that Union Staff Representatives have legal obligations as Employee representatives and, as such, have access rights beyond those of the public and other non-Employees.

1059 3. **Obligations of Union Staff Representatives.**

Union Staff Representatives will abide by patient confidentiality, infection control, and other Employer policies applicable to Employees when using their access rights.

1060 4. **Union Representative Badge.**

When entering any of the Employer's facilities, Union Staff Representatives will wear their Union Representative badge issued by the Employer or the Union.

1061 5. **Conferring With Employees.**

Union Staff Representatives may confer with an Employee and/or his/her supervisor or an Employer representative on Employer time in connection with a complaint or problem concerning the Employee, but such conference should not interfere with the work of the Employee or the delivery of patient care.

1062 B. **Union Shop Stewards.**

1063 1. **Notice of Names of Authorized Stewards.**

Periodically, the Union will notify the Employer in writing the names of the duly authorized Union Shop Stewards.

1064 2. **No Discrimination.**

The Employer agrees that there will be no discrimination against the Shop Steward because of Union activity.

1065 3. **Leaving Work Area to Conduct Union Business.**

Shop Stewards will obtain permission from their immediate supervisor before leaving their work area to conduct Union business. Stewards shall not lose pay because of their participation in activities related to grievances, investigations or disciplinary meetings.

1066 **SECTION 2 – CONTRACT SPECIALIST**

1067 A. **Implementation of Position.**

In conformance with the criteria, procedures and timelines established by the National Agreement, the Employer will implement the Contract Specialist position.

1068 B. **Appointment by Union.**

Contract Specialists are appointed and directed by the Union's Director of the Kaiser Division. The Employer may provide input in the selection process but the decision as to who is appointed will rest with the Union's Director of the Kaiser Division.

1069 C. **Role of Contract Specialist.**

Primarily, the role of the Contract Specialist is to assist stewards in the administration of the Collective Bargaining Agreement at the direction of the Union, including but not limited to processing grievances, training stewards, attending investigatory meetings etc., thus assisting stewards to participate more fully in Labor/Management Partnership activities. The position of Contract Specialist is not intended to replace the role of the stewards.

1070 D. **Pay and Term of Service.**

The Contract Specialist is paid by the Employer at straight time for lost time at his/her current rate of pay and continues to be eligible for all benefits and wage increases, but will not receive overtime for work related to Union activities. In order to provide as many stewards the opportunity to participate in this program during the term of the current Collective Bargaining Agreement, a Contract Specialist's term will be twelve (12) months.

1071 **SECTION 3 – BULLETIN BOARDS**

1072 The Employer will provide adequate space at each facility for posting Union communications. In the event the Union demonstrates the need for a glass-enclosed, locked bulletin board, such shall be provided for the Union's use.

1073 **SECTION 4 – UNION LEAVE**

1074 A. **Unpaid Leave.**

An Employee who becomes a paid staff member of the Union or works for the Union on paid lost time may request and receive an unpaid leave of absence for up to one (1) year for Union business. Upon completion of the leave of absence, the Employee will be returned to his/her former job. The Employer will provide backfill for the duration of the leave.

1075 B. **Notice.**

A one (1) month notice, whenever possible, will be given in order to secure a leave and two (2) weeks' notice to return from a Union leave.

1076 C. **Benefits While on Union Leave.**

All Employer-paid benefits, including Performance Sharing Program (PSP), and paid time off accruals will be continued during a Union Leave of Absence. During such leave the Employee will continue to accrue seniority.

1077 **ARTICLE XXI – DISCIPLINE AND DISCHARGE**

1078 **SECTION 1 – GENERAL PRINCIPLES**

1079 A. **Just Cause.**

No Employee shall be disciplined or discharged without just cause. Any Employee who is discharged shall be informed in writing at the time of the discharge of the reason(s) for the discharge.

1080 B. **Request for Representation.**

Supervisors shall ask Employees if they wish the presence of a Union Steward and/or Union Representative in any meeting or investigation that may result in discipline. The selection of a Union Representative shall not unduly delay the proceeding.

- 1081 C. **Progressive Discipline.**
It is the Employer's intent normally to make use of progressive discipline in accordance with established practices and policy.
- 1082 D. **Furnishing of Documentation.**
In the event the Employer disciplines or discharges an Employee, the Employer will, at the request of the Employee and/or Union, furnish copies of necessary and/or relevant documents or written statements used by the Employer as a basis for the disciplinary action.
- 1083 E. **Right to Respond.**
Employees shall have the right to respond in writing to any written disciplinary notices and documentation of Employee counseling sessions, and shall have that response attached to the relevant material.
- 1084 F. **Expiration of Discipline.**
Written disciplinary notices and documentation of Employee counseling sessions shall be invalid after a period of one (1) year from the date of issuance except when there are other materials of the same or related nature. It is understood that while the Employer may retain expired documents to satisfy legal and regulatory requirements, such documents will not be used to justify further disciplinary action.

1085 **SECTION 2 – PERFORMANCE EVALUATIONS**

- 1086 A. **Nature and Purpose of Evaluations.**
Performance evaluations shall be based on objective and observable behaviors or activities as outlined in job descriptions. Performance evaluations are to be used as a teaching tool, provide an opportunity for feedback, recognition, and identification of mutual areas of interest.
- 1087 B. **Evaluations Not Discipline.**
Performance evaluations are not intended to be used as a means of discipline; therefore, the contents of such evaluations will not serve as a basis to deny transfer rights or promotions. Employees shall be provided performance evaluations annually and be given a written copy of the performance evaluation document. Employees shall sign and date such material only as proof of receipt.
- 1088 C. **Employee Comments.**
Employees shall be given an opportunity to read and attach written comments to performance evaluations prior to placement in the Employee's personnel file.
- 1089 D. **Not Grievable.**
Performance evaluations shall not be grievable.

1090 **ARTICLE XXII – DISPUTES**

1091 A. **Work Stoppages.**

The Employer and the Union realize that the Employer's facilities are different in their operations from industries because of services rendered to the community and for humanitarian reasons, and agree that there shall be no lockouts on the part of the Employer, nor suspension of work on the part of the Employees, it being one of the purposes of this Agreement to guarantee that there will be no strikes, lockouts or work stoppages.

1092 B. **All Disputes Under Scope of Agreement Settled in Grievance Procedure.**

All disputes in other matters of controversy coming within the scope of this Agreement will be settled by the procedure hereinafter provided.

1093 **ARTICLE XXIII – GRIEVANCE AND ARBITRATION PROCEDURE**

1094 **SECTION 1 – GENERAL PRINCIPLES**

1095 A. **Basic Means of Settling Grievances.**

The parties agree to the following to support the joint goal of resolving grievances within ninety (90) days:

1096 The following procedure shall be applied and relied upon by both parties as the basic means of seeking adjustment of and settling grievances. "Grievance", as referred to in this Article, includes every dispute concerning interpretation and application of this Agreement and/or any dispute concerning wages, hours, or working conditions. All such disputes shall be subject to the grievance procedure.

1097 B. **Time Limits.**

1098 1. Except for grievances alleging errors in wages, benefits errors, or discharge, each grievance arising under this Agreement shall be presented to the appropriate party within thirty (30) calendar days after the grievant had knowledge of the event or should have had knowledge of the event. All discharge grievances shall be referred immediately to Step One of this procedure within ten (10) calendar days from the date of the discharge. Any grievance not timely filed is deemed waived by the aggrieved party.

- 1099 2. Both parties agree that the grievance and arbitration procedure should proceed as expeditiously as possible; however, by mutual agreement between the Union and the Employer, the time limits of any step of the grievance procedure may be extended and this extension must be confirmed in writing within the specified time limits. Both parties agree, however, to make their best effort to abide by the time limits outlined in this Agreement. In the event the Union fails to appeal a grievance in a timely manner, the Union may request an extension and the Employer shall grant such extension. If the Employer fails to respond to the grievance within the time limits specified, the grievance may be appealed to the next step of the grievance procedure by the Union.
- 1100 C. **Mandatory Meetings.**
There shall be a mandatory meeting at each step of the grievance procedure unless waived by mutual Agreement of the parties. Employees participating in such meetings shall not suffer any reduction in pay due to their participation.
- 1101 D. **Written Grievance Documents.**
All grievances, grievance appeals, grievance responses, requests for extensions of time limits and agreements to extend time limits will be given in writing.
- 1102 E. **Non Precedent-Setting Settlements.**
Grievance settlements or resolutions reached at Step One or Two of the grievance procedure shall not be precedent-setting for any purpose and shall not be used to interpret the language or associated practices of the Agreement.
- 1103 F. **Good Faith Efforts to Resolve Issues.**
The goal of the parties is to achieve early and prompt resolution of issues and disputes through informal and formal interest-based discussions between the steward, Employee(s) and the direct supervisor or department head in Step One and Step Two. The use of the procedures contained in this Article should not preclude, or be used by any party to avoid, active good faith efforts to achieve dispute or issue resolution.
- 1104 G. **Union Staff Representatives.**
Union staff representatives may participate at any level of the grievance procedure.

- 1105 H. **Necessary and/or Relevant Information.**
The parties agree and understand that the free exchange of necessary and/or relevant information is essential to their mutual understanding and satisfactory resolution of issues and disputes. Accordingly, the parties agree to respond adequately, in a timely, good faith manner to requests for information, and to promptly address and resolve any disputes relating to the provision of requested information.
- 1106 I. **Joint Training.**
The parties agree to implement a joint training program on the grievance process, grievance assessment, grievance resolution and contract interpretation. The purpose of such training is to encourage grievance resolution at the lowest level possible. The parties will meet within 60 days to confirm details of such training to include but not limited to program design, process and implementation.
- 1107 **SECTION 2 – STEPS OF THE GRIEVANCE AND ARBITRATION PROCEDURE**
- 1108 A. **Step One.**
- 1109 1. Step One of the grievance procedure is an informal process. The parties recognize that most issues or disputes can and should be resolved informally at the closest possible level to the unit/department in which they occur.
- 1110 2. The Grievance procedure shall be initiated at Step One by the submittal of a grievance form from the union to facility human resources and copied to the involved supervisor. Grievances regarding discharge must be initiated at Step One within ten (10) calendar days after the action. In addition, grievances involving workload and suspension should be introduced directly to Step One of the grievance and arbitration procedure. Within ten (10) calendar days after submission of the issues, a meeting shall be held. The parties are encouraged to continue to work collaboratively on the issue until either party feels that further work at this step will not resolve the issue. Once resolution is reached, or the decision is made that joint resolution is not possible, the employer shall respond to the grievant(s) and the Union Steward within ten (10) calendar days. Participants in Step One discussions should include the Employee(s), the designated manager and/ or the facility human resources representative, and the Union Steward and/or a Union Representative.

1111 B. **Step Two.**

All issues that are not resolved at Step One may be appealed to Step Two within ten (10) calendar days. An appeal to Step Two shall be submitted in writing as a formal grievance after either party feels the issue(s) cannot be resolved at Step One in a timely manner. The parties shall attempt to resolve the grievance within ten (10) calendar days after the appeal is received. If the parties are unable to resolve the grievance within these time limits, a grievance response shall be given within ten (10) calendar days thereafter. Participants in Step Two should include the Employee(s), the Union Representative, the Employer Designees, and the Regional Labor Relations representative. The parties agree that there will be scheduled monthly dates for Step Two hearings (regional level) for each facility. The parties will meet within sixty (60) days to confirm dates for each facility.

1112 C. **Step Three – Arbitration.**

In the event the grievance remains unresolved, the grieving party may appeal the grievance to arbitration. Written notice of such appeal must be received by the Director of Labor Relations or designee within ten (10) calendar days after receipt of the Step Two response. No grievance shall be appealed to arbitration without first being processed through the appropriate steps of the Grievance and Arbitration Procedure except by mutual agreement.

1113 1. **Selection of Arbitrator.**

An impartial arbitrator shall be selected by mutual agreement of the parties. In the event mutual agreement is not reached, the party appealing the grievance to arbitration shall request a panel of arbitrators from the Federal Mediation and Conciliation Service. Upon receipt of said panel, the parties will select an arbitrator by alternately striking names.

1114 2. **Authority of Arbitrator.**

The arbitrator shall be prohibited from adding to, modifying or subtracting from, the terms of this Agreement or any supplemental written agreement of the parties. Further, it shall not be within the jurisdiction of the arbitrator to change any existing wage rate or establish a new wage rate. However, grievances involving reclassification and upgrade are within the scope of the grievance procedure and are within the jurisdiction and powers of the arbitrator; the decision of the arbitrator, however, is limited to changes in the classification of a position within the existing wage schedule. The award of the arbitrator shall be final and binding on both parties.

- 1115 3. **Cost of Arbitration.**
Each party shall pay one-half (1/2) the cost of the arbitration proceedings which include but are not limited to the cost of the arbitrator, court reporter and transcript for the arbitrator, if mutually agreed to as necessary, conference room costs and other related costs, and each party shall be responsible for the cost of its own representatives and witnesses.
- 1116 4. **Expedited Arbitration.**
The guidelines for expedited arbitration will be confirmed June 1, 2013.
- 1117 5. **Arbitration Dates.**
Effective July 2013, the parties agree that an additional arbitration day will be scheduled for a total of two dates per month, as needed. The cases may be conducted as standard panel arbitrations, expedited arbitrations, or a combination of the two forums. The parties will determine the cases to be heard and which forum shall be used.
- 1118 6. **Grievance and Arbitration Evaluation.**
The parties will meet on an ongoing basis to assess the success of the process described above and make any modifications that may be needed. These meetings will occur at least after 6 months, and at least after 9 months, and one year from this agreement. During the final discussion, the parties will discuss and determine to modify, end, extend, or further expand the process.

1119 **SECTION 3 – GRIEVANCES ASSOCIATED WITH THE MASTER AGREEMENT**

The parties agree that they will use their best efforts to identify any grievance that may involve interpretation or application of the Master Agreement, or practices relating to the provisions of the Master Agreement, before such a grievance is appealed to arbitration, and this shall be noted in either the Step 2 response or the appeal to arbitration. If such a grievance is resolved at Step 2, it shall be resolved at the local bargaining unit level on either a non precedent-setting basis or as a precedent applicable to that bargaining unit only, unless otherwise agreed to by all parties to the Master Agreement. The parties will identify three (3) permanent arbitrators who shall be the only arbitrators who may be selected to hear grievances involving the Master Agreement. At the time an arbitrator is selected to hear a specific case, the parties will inform the arbitrator whether they wish the arbitrator to issue a precedent-setting decision, a non-precedent-setting decision, or to decide whether a decision will be precedent-setting as one of the issues in the case.

1120 **ARTICLE XXIV – GENERAL PROVISIONS**

1121 **SECTION 1 – CONFORMITY TO LAW.**

If any provision of this Agreement is found to be in conflict with State or Federal law, the remaining provisions of the Agreement shall remain in full force and effect. In the event any provision(s) are declared to be in conflict with any law, both parties shall meet immediately for the purpose of renegotiating only the provision(s) so invalidated.

1122 **SECTION 2 – CONSCIENTIOUS OBJECTION.**

The Employer and the Union recognize the rights of individuals to refuse to participate directly in therapeutic abortion procedures. Employees who wish to exercise those rights shall submit their written request to the Employer. The Employer shall honor such requests by making reasonable accommodation, except in an emergency situation, where the immediate nature of the patient's needs and rights shall take precedence over exercise of the Employee's rights.

1123 **SECTION 3 – CONFIDENTIALITY OF RECORDS AND PROTECTED HEALTH INFORMATION.**

In accordance with the Employer's compliance policies, indiscriminate or unauthorized review, use or disclosure of protected health information regarding any patient or Employee is expressly prohibited. Reviewing, discussing, photocopying or disclosing patient information, medical or otherwise, is expressly prohibited, except where required in the regular course of business and where proper authorization has been obtained.

1124 **SECTION 4 – SOUTHERN CALIFORNIA REGION COMMUNITY DISASTER.**

Because of the nature of our medical care organization, it is recognized that a major Community Disaster could require the services of our organization and facilities far beyond those normally provided. In the event of such a disaster, and in recognition of our obligation to the community, Article V – Hours of Work and Article VI – Overtime, Standby, Reporting, Mileage Allowance Pay and Bilingual differential (as set forth in the 2000 Collective Bargaining Agreement), will be inapplicable during the period of such unusual demands caused by this disaster, provided that the facilities of the organization are made available to nonmembers as well as members of the Kaiser Foundation health plan. It is further provided that Article V – Hours of Work and Article VI – Overtime, Standby, Reporting, Mileage Allowance Pay and Bilingual differential (as set forth in the 2000 Collective Bargaining Agreement), will also be inapplicable during bona fide disaster program drills, excluding educational programs.

1125 **ARTICLE XXV – DURATION OF AGREEMENT**

1126 Except as otherwise specifically provided, this Agreement shall be effective as of October 1, 2019, and shall continue in effect through September 30, 2023, the month, day, and year as specified in the National Agreement, Section 3: Scope of The Agreement, D. Duration, Renewal and Reopening and shall be automatically renewed from year to year thereafter, unless amended, modified, changed or terminated.

1127 Either party wishing to change or terminate this Agreement must serve written notice of a desire to amend to the other party at least 90 days prior to the expiration date. Notice of desire to change or terminate given by one party shall render unnecessary a similar notice by the other party.

1128 IN WITNESS WHEREOF, the parties hereto have executed this Agreement as of the day herein above written.

NORTHERN CALIFORNIA REGION

Kaiser Foundation Health Plan, Inc.
Kaiser Foundation Hospitals
The Permanente Medical Group, Inc.

Carrie Owen Plietz
Regional President- Northern California
Kaiser Foundation Hospitals and Health Plan

Debra L. Catsavas
Senior Vice President Human Resources
Kaiser Foundation Hospitals and Health Plan

Darin Tankersley
Chief of Medical Center Administration and Operations
The Permanente Medical Group

Albert Mossman
Executive Director, Labor Relations
Northern California

David Frizzell
Director, Labor Relations
Northern California

Tom Beardsley
Senior Labor Relations Consultant
Northern California

SOUTHERN CALIFORNIA REGION

Kaiser Foundation Health Plan, Inc.
Kaiser Foundation Hospitals
Southern California Permanente Medical Group

Julie Miller-Phipps
Regional President – Southern California
Kaiser foundation Hospitals and Health Plans

Frank Hurtarte
Senior Vice President, Human Resources
Kaiser Foundation Hospitals and Health Plan

Annie Russell
Chief Operating Officer
Southern California Permanente Medical Group

Richard D. Rosas
Senior Director, Labor Relations
Southern California

Mary Anne Madruga
Assistant Director, Labor Relations
Southern California

Reginia O’Leary
Sr. Human Resources Business Partner
Southern California

UNITED HEALTHCARE WORKERS-WEST
Service Employees International Union

DAVE REGAN
President

RONIKA WINCHESTER, Modesto

STAN LYLES
Vice-President

TERI WILLIAM, Modesto

VICKI JACKSON
Division Director

RENNE HILL, Orange County North

SONYA ALLEN-SMITH, 1950 Franklin

DENISE ELLIS, Orange County North

BRENDA PARKER, Antelope Valley

RAFAEL SANCHEZ JR., Panorama City

WALLACE JOHNSON, Antelope Valley

CORINA ROMERO, Panorama City

CAROLINA GALAZRA-RABI, Antioch

ELIZABETH SERAFIN, Panorama City

JENNY DANG, Baldwin Park

TERRY MANNING, Redwood City

JUAN ZAVALA, Baldwin Park

ELIZABETH GRIGSBY, Roseville

LANAI PEATRY, Baldwin Park

DIANE NEWTON-LAIR, Sacramento

JAMES BELL, Downey

EASA LEWIS, San Francisco

ARLETTA THOMAS, Downey

ETHAN RUSKIN, San Jose

PATRICK CLONEY, Fresno

LISA WALKER, San Leandro

JOHANNA GUZMAN, LA Regional Svcs
& Admin

LISA NELSON, San Rafael

ADRIANA BARRAGAN, LA Regional
Svcs & Admin

ANTONIO AVILA, Santa Clara

VIRETTA WILSON, LAMC Clinics

URSULA NIETO, Santa Rosa

ROSIE CARRANZA, Livermore Clinic

YVETTE HURSTON, Woodland Hills

OSCAR FUENTES, Martinez

CLAUDIA MENJIVAR, Woodland Hills

JENNIFER KEY, Medical Social Workers

MARY CORSON-BILLYZONE, Staff

RICHARD PRASAD, South Bay

JONATHAN EVERHART, Staff

NAKIA BOONE, South Bay

MANUEL DE LEON, Staff

SAVANNA BLAYLOCK, Tracy

LORI PIMENTEL, Vacaville

ANN LAROCCO, Vallejo

CAMILLE BURRELL, Vallejo Call Center

BERNARD MCCOY, Walnut Creek

VERNA HAMPTON, West LA

DANIEL ROMO, Woodland Hills

NORTHERN CALIFORNIA REGION WAGE RATES:



SEIU - United Healthcare Worker

Effective October 11, 2020

B1 rates are effective for both Bay Area and Sacramento / Fresno Employees

A - Applicable to UHW Employees hired on or before 10/25/86

B1 - Applicable to UHW employees hired on or after 10/26/86

Job Code	Job Title	<div style="text-align: center;"> </div>										
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
034484	3D IMAGING ANALYST	49.9592	51.4615	53.0087	54.6022	56.2435	57.9344	59.6757				
034404	ALLERGY CENTRAL LAB ASST SUP	33.9805	34.8550	35.7515	36.4427	37.4323	38.3938					
034402	ALLERGY TECHNICIAN	30.8114	31.6043	32.4171	33.0440	33.9416	34.8137					
034403	ALLERGY TECHNICIAN SR	32.3579	33.1901	34.0434	34.7022	35.6440	36.5599					
057816	AMBULATORY CODER	35.9045	36.9848	38.0978	39.2443	40.4250	41.6410					
030704	AMERICAN SIGN LANGUAGE INTERPRETER	57.8320	59.2807	60.7294	62.1782	63.6266	65.0753	66.5240				
030422	ANESTHESIA SUPPLY AIDE	27.9584	28.6776	29.4159	30.0936	30.7965	31.4238					
030423	ANESTHESIA SUPPLY AIDE SR	29.3618	30.1171	30.8925	31.6040	32.3421	33.0005					
030772	ANESTHESIA TECHNICAL AST	35.5924	36.5085	37.4466	38.3773	39.3978	40.3276					
030773	ANESTHESIA TECHNICAL AST SR	37.3777	38.3390	39.3245	40.3016	41.3735	42.3497					
021002	ASSOC STAFF ASST	25.6694										
030736	ATHLETIC TRAINER CERTIFIED	36.7402	37.6853	38.6303	39.4049	40.1955	41.0018					
034425	BONE DENSITOMETRY TECH	32.4477	33.2821	34.1376	35.1299	36.5575	37.6115					
034426	BONE DENSITOMETRY TECH SR	34.0757	34.9521	35.8505	36.8919	38.4398	39.7825					
030307	CARDIAC DEVICE TECHNICIAN	34.9162	35.7516	36.6078	37.5988	39.0256	40.0797					
030308	CARDIAC DEVICE TECHNICIAN SR	36.6683	37.5444	38.4435	39.4844	40.9831	42.2499					
035404	CARDIOVASCULAR ANESTHESIA TECH	41.8258	42.9013	44.0046	45.5265	47.8083	50.0895					
035405	CARDIOVASCULAR ANESTHESIA TECH SR	43.9173	45.0463	46.2048	47.8030	50.1987	52.5940					
035402	CARDIOVASCULAR TECH	48.5432	50.0035	51.5068	52.9277	54.4383	55.9750					
035403	CARDIOVASCULAR TECH SR	57.1718	58.8907	60.6609	62.1793	63.7377	65.3334					
090833	CARE PARTNER	28.2268	28.9528	29.6985	30.3827	31.0925	31.7255					
090936	CARE PARTNER LVN			41.5412								
090936	CARE PARTNER LVN	39.4582										
050388	CASHIER RECPNST SCHED IMAGING	28.1649	28.8896	29.6341	30.1867	30.9895	31.7922					
051264	CHRONIC COND MGMT PROGRAM ASSISTANT	31.9587	32.7810	33.6241	34.4521	35.6575	36.8615					
090311	CENTRAL SUPPLY TECHNICIAN	27.9584	28.6776	29.4159	30.0936	30.7965	31.4238					
030701	CERTIFIED HEALTHCARE INTERPRETER	31.4231	32.1569	32.9238	33.7076	34.5083	35.3255	36.1759				
030705	CERTIFIED HEALTH CARE INTERPRETER LEAD	32.9999	33.7703	34.5757	35.3988	36.2393	37.0972	37.9903				
030702	CERTIFIED INTERPRETER/ MULTI-LINGUAL	32.3402	33.0741	33.8412	34.6250	35.4253	36.2424	37.0930				
030703	CERTIFIED INTERPRETER/TRANSLATOR	33.0741	33.8577	34.6584	35.4919	36.3257	37.1929	38.0937				
051230	CLAIMS ADJUD REWORK & RESOLUTN	31.9587	32.7810	33.6241	34.4521	35.6575	36.8615					
051228	CLAIMS ADJUDICATOR I	29.3030	30.0577	30.8316	31.4835	32.3872	33.2896					
051229	CLAIMS ADJUDICATOR II	30.6376	31.4261	32.2341	32.9870	34.0158	35.0448					
Grade 1	CLERICAL GRADE 1	25.9262	26.5942	27.2787	27.7057	28.2835	28.8597					
Grade 2	CLERICAL GRADE 2	27.0214	27.7175	28.4308	28.9084	29.5859	30.2636					
Grade 2 SR/LEAD	CLERICAL GRADE 2 - SENIOR/LEAD	27.2286	27.9295	28.6484	29.0960	29.7030	30.3084					
Grade 3	CLERICAL GRADE 3	27.5930	28.3039	29.0324	29.6341	30.2885	31.0285					
Grade 3 SR/LEAD	CLERICAL GRADE 3 - SENIOR/LEAD	28.3780	29.1086	29.8582	30.3595	31.0708	31.7826					
Grade 4	CLERICAL GRADE 4	28.1649	28.8896	29.6341	30.1867	30.9895	31.7922					
Grade 4 SR/LEAD	CLERICAL GRADE 4 - SENIOR/LEAD	28.9779	29.7243	30.4891	31.1211	31.8085	32.5852					
Grade 5	CLERICAL GRADE 5	29.3030	30.0577	30.8316	31.4835	32.3872	33.2896					



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Grade 5 SR/LEAD	CLERICAL GRADE 5 - SENIOR/LEAD	29.5787	30.3394	31.1211	31.7019	32.5447	33.3875												
Grade 6	CLERICAL GRADE 6	30.6376	31.4261	32.2341	32.9870	34.0158	35.0448												
Grade 6 SR/LEAD	CLERICAL GRADE 6 - SENIOR/LEAD	30.7738	31.5659	32.3789	33.0631	34.0158	35.0448												
Grade 7	CLERICAL GRADE 7	31.9587	32.7810	33.6241	34.4521	35.6575	36.8615												
Grade 7 SR/LEAD	CLERICAL GRADE 7 - SENIOR/LEAD	32.1751	33.0032	33.8517	34.6419	35.7226	36.8615												
051253	CLINICAL DATA SPECIALIST	32.4463	33.2686	34.1118	35.0375	36.3595	37.6808												
030794	CLINICAL HEALTH EDUCATOR I	38.8009	39.7736	40.7705	41.7925	42.8402	43.9141	45.0148											
030795	CLINICAL HEALTH EDUCATOR II	41.1355	42.1666	43.2235	44.3070	45.4175	46.5556	47.7225											
030796	CLINICAL HEALTH EDUCATOR LEAD I	40.7463	41.7678	42.8147	43.8881	44.9880	46.1157	47.2709											
030797	CLINICAL HEALTH EDUCATOR LEAD II	43.1977	44.2805	45.3901	46.5280	47.6940	48.8892	50.1140											
053102	COMMUNICATION OPERATOR	27.5409	28.2498	28.9770	29.4643	30.1546	30.5887	31.6372											
053193	COMMUNICATION OPERATOR SR	28.9234	29.6681	30.4310	30.9426	31.6681	32.1237	33.2247											
024741	CYTOGENETIC TECHNOLOGIST I	56.8260	58.3236	59.8226	60.6154	62.7511	64.8425	67.4407											
024742	CYTOGENETIC TECHNOLOGIST II	58.7086	60.2566	61.8044	62.9948	65.0858	67.3978	70.0978											
024743	CYTOGENETIC TECHNOLOGIST III	60.7170	62.3183	63.9191	65.3272	67.7277	70.0841	72.8920											
024744	CYTOGENETIC TECHNOLOGIST SR	63.7584	65.4396	67.1208	68.5991	71.1194	73.5940	76.5423											
024740	CYTOGENETIC TECHNOLOGIST TRAINEE	44.2765	46.1450																
024705	CYTO-HISTO TECHNOLOGIST SUP	66.2207	67.9657	69.7099	72.6397	75.0394	76.4477	79.5100											
024704	CYTOTECHNOLOGIST CHIEF	65.5066	67.2339	68.9604	70.4386	72.9002	75.4370	78.4589											
024701	CYTOTECHNOLOGIST I	56.8260	58.3236	59.8226	60.6154	62.7511	64.8425	67.4407											
024702	CYTOTECHNOLOGIST II	58.7086	60.2566	61.8044	62.9948	65.0858	67.3978	70.0978											
024703	CYTOTECHNOLOGIST III	60.7170	62.3183	63.9191	65.3272	67.7277	70.0841	72.8920											
024707	CYTOTECHNOLOGIST III QC	62.3820	64.0269	65.6708	67.0791	69.4234	71.8393	74.7175											
030442	DEDICATED LAB SONOGRAPHER I	60.7813	62.6030	64.4971	66.4269	68.4289	70.4852	72.5955	74.7779	77.7721									
030449	DEDICATED LAB SONOGRAPHER I SUPV	66.8781	68.8800	70.9540	73.0825	75.2833	77.5377	79.8825	82.2814	85.5644									
030443	DEDICATED LAB SONOGRAPHER II	62.6030	64.4971	66.4269	68.4289	70.4852	72.5955	74.7779	77.0326	80.1169									
030450	DEDICATED LAB SONOGRAPHER II SUPV	68.8800	70.9540	73.0825	75.2833	77.5377	79.8825	82.2814	84.7525	88.1437									
090701	DENTAL ASSISTANT REGISTERED	30.2182	30.9959	31.7936	32.5239	33.2542	33.8479												
051482	DEPARTMENT SECRETARY	30.2988	31.0789	31.8787	32.4733	33.3366	34.2003												
051004	DIETETIC TECH ELIGIBLE	33.7987																	
051002	DIETETIC TECH REG	35.5835	36.5936	37.6216	38.6684	39.7863	40.8865	42.0408											
051017	DIETITIAN ELIGIBLE	44.7996																	
051010	DIETITIAN I REGISTERED	47.1633	48.7328	50.2838	51.8531	53.4044	54.9734	56.5245											
051015	DIETITIAN I REGISTERED LEAD	49.5271	51.1749	52.8035	54.4510	56.0800	57.7276	59.3564											
051011	DIETITIAN II REGISTERED	49.7426	51.3838	53.0436	54.6849	56.3262	57.9855	59.6267											
051012	DIETITIAN II REGISTERED LEAD	52.2495	53.9815	55.6949	57.4263	59.1578	60.8714	62.6030											
051013	DIETITIAN III REGISTERED	52.2495	53.9815	55.6949	57.4263	59.1578	60.8714	62.6030											
051014	DIETITIAN III REGISTERED LEAD	54.8679	56.6862	58.4853	60.3031	62.1216	63.9208	65.7388											
057818	ED CODER	37.8002	38.9377	40.1091	41.3159	42.5587	43.8387												
034432	EEG TECHNOLOGIST I	37.0910	38.0451	39.0234	40.0814	41.9859	43.6784	45.6489											
034433	EEG TECHNOLOGIST II	39.3035	40.3140	41.3509	42.4079	44.5235	46.6385	48.7425											



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034422	EKG TECHNICIAN	32.4477	33.2821	34.1376	35.1299	36.5575	37.6115														
034423	EKG TECHNICIAN SR	34.0757	34.9521	35.8505	36.8919	38.4398	39.7825														
030314	EMERGENCY DEPT TECHNICIAN I	28.4574	29.1902	29.9414	30.6290	31.3169	31.8764														
030324	EMERGENCY DEPT TECHNICIAN II	33.6809	34.5470	35.4361	36.3170	37.2825	38.1633														
090935	EMERGENCY DEPT TECHNICIAN LVN			41.5412																	
090935	EMERGENCY DEPT TECHNICIAN LVN	39.4582																			
034681	ESTHETICIAN	38.7373	39.8251	40.9433	42.0929	43.2745	44.4894														
057811	EVALUATION & MANAGEMENT CODER	33.4048	34.2645	35.1456	35.9657	37.0875	38.2088														
057817	E&M/SPECIALTY CODER	37.8002	38.9377	40.1091	41.3159	42.5587	43.8387														
090842	GARAGE/PARKING ATTENDANT	27.0214	27.7175	28.4308	28.9084	29.5859	30.2636														
084102	GARDENER	29.9054	30.6754	31.4638	32.2307	32.9980	0.0000														
084103	GARDENER SR	32.2453	33.0746	33.9255	34.6994	35.4672	0.0000														
034007	HEALTH ED ASST	28.2447	28.9705	29.7151	30.3094	31.1218	31.9433														
030785	HEALTH EDUCATOR I	38.8009	39.7736	40.7705	41.7925	42.8402	43.9141	45.0148													
030786	HEALTH EDUCATOR II	41.1355	42.1666	43.2235	44.3070	45.4175	46.5556	47.7225													
030787	HEALTH EDUCATOR LEAD I	40.7463	41.7678	42.8147	43.8881	44.9880	46.1157	47.2709													
030788	HEALTH EDUCATOR LEAD II	43.1977	44.2805	45.3901	46.5280	47.6940	48.8892	50.1140													
057810	HEALTH INFO CODER TRAINEE	33.4048																			
057812	HEALTH INFORMATION CODER I	40.6100	42.4814	44.5654	47.2659	49.6261	52.0931														
057813	HEALTH INFORMATION CODER II	45.1394	47.2019	49.5200	52.5185	55.1340	57.8979	60.8057													
057814	HEALTH INFORMATION CODER III	48.5203	50.7536	53.2410	56.4736	59.2804	62.2573	65.3836													
089646	HEALTH PLAN REP	28.9715	29.5508	30.3428	31.1439	31.9225	32.7205														
090937	HOME HEALTH AIDE LVN			41.5412																	
090937	HOME HEALTH AIDE LVN	39.4582																			
034452	HISTOLOGIC TECHNICIAN I	43.3499	44.4930	45.6368	46.5713	47.3086	47.9309	49.8527													
034453	HISTOLOGIC TECHNICIAN II	46.9172	48.1549	49.3924	50.6762	51.5305	52.1145	54.2035													
034462	HISTOLOGIC TECHNICIAN SUPV	51.9252	53.2949	54.6644	56.0267	57.1158	57.9331	60.2550													
034450	HISTOLOGIC TECHNICIAN TRAINEE	36.2642	37.2201	38.1778	38.8180	39.7269	40.6359	42.2657													
090302	HOME HEALTH AIDE	28.3689	29.0995	29.8488	30.5258	31.2291	31.8565														
057819	HOSPITAL OUTPATIENT CODER	40.6100	42.4814	44.5654	47.2659	49.6261	52.0931														
092312	HOUSEKEEPING AIDE	27.2044	27.9047	28.6228	29.3759	30.1286	0.0000														
092314	HOUSEKEEPING HEAD AIDE	28.5703	29.3057	30.0595	30.8499	31.6405	0.0000														
090708	IMAGING ASSISTANT	27.5930	28.3039	29.0324	29.6341	30.2885	31.0285														
090714	IMAGING ASSISTANT SR	28.9727	29.7191	30.4840	31.1159	31.8029	32.5799														
090707	IMAGING TECH AIDE	28.4574	29.1902	29.9414	30.6290	31.3169	31.8764														
090941	IMAGING TECHNICIAN AIDE-LVN			41.5412																	
090941	IMAGING TECHNICIAN AIDE-LVN	39.4582																			
057820	INPATIENT CODER	45.1394	47.2019	49.5200	52.5185	55.1340	57.8979	60.8057													
038102	INVASIVE CARDIOVASCULAR SPECIALIST	58.4535	60.2103	62.0201	63.8840	65.8039	67.7813	69.8183	71.9162	74.0772											
090917	KPPACC ACTIVITY ASSISTANT	25.9262	26.5942	27.2787	28.2835	30.0832	31.7779														
090901	KPPACC BUSINESS OFFICE CLERK	23.4207	24.0241	24.6428	25.1642	25.8875	26.6094														



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090908	KPPACC CERTIFIED NURSING ASSISTANT	21.9295	22.8112	23.7114	24.6683	25.6625	26.5253					
090939	KPPACC CERTIFIED NURSING ASSISTANT -LVN	39.4582										
090915	KPPACC CERTIFIED OCCUP THERP ASST 2	39.6847	40.7057	41.7522	42.7656	43.8756	44.8883					
090905	KPPACC EVS AIDE	18.6096	19.3598	20.1473	20.9542	21.7982	22.6798					
090922	KPPACC LABORATORY ASST. II	30.2533	31.0320	31.8308	32.4249	33.2862	34.1491					
090906	KPPACC LEAD EVS AIDE	19.5286	20.3162	21.1602	22.0045	22.8863	23.8055					
090911	KPPACC LICENSED VOCATIONAL NURSE	39.4582	40.4999	41.5412	42.5525	43.5352	44.5163	45.4987				
090923	KPPACC NUTRITION CLERK	19.4141	20.1954	21.0077	21.8527	22.7311	23.6446					
090924	KPPACC NUTRITION CLERK SR	20.3908	21.2106	22.0635	22.9506	23.8732	24.8325					
090904	KPPACC NUTRITIONAL AIDE	19.1721	19.9433	20.7453	21.5797	22.4474	23.3496					
090916	KPPACC PHYSICAL THERP ASST II	39.6847	40.7057	41.7522	42.7656	43.8756	44.8883					
090910	KPPACC RECEPTIONIST	23.3927	23.9955	24.6134	25.0275	25.6143	25.9834					
090909	KPPACC RECORDS CLERK	24.4860	25.1185	25.7655	26.3674	27.1897	28.0247					
090913	KPPACC REHAB AIDE	21.9295	22.8112	23.7114	24.6683	25.6625	26.5253					
090918	KPPACC RESP CARE PRACTITIONER I	46.4003	47.6246	48.8484	49.7990	50.9881	52.1765					
090920	KPPACC RESP CARE PRACTITIONER II	48.8849	50.1740	51.4632	52.6505	54.5528	56.9293	59.3064				
090914	KPPACC RESTORATIVE NURSE ASSISTANT	23.8055	24.7620	25.6052	26.7918	27.8676	28.9871					
090931	KPPACC SOC WORKER/DISCHARGE PLANNER	39.4582	40.4999	41.5412	42.5525	43.5352	44.5163	45.4987				
090912	KPPACC STAFFING ASSISTANT	30.6376	31.4261	32.2341	32.9870	34.0158	35.0448					
090903	KPPACC STOREKEEPER II	22.7676	23.3544	23.9560	24.5659	25.4062	26.0439					
090907	KPPACC UNIT ASSISTANT	21.9295	22.8112	23.7114	24.6683	25.6625	26.5253					
090771	LABORATORY ASSISTANT I	29.1674	30.5186	31.3050	31.8307	32.5761	33.3220					
090772	LABORATORY ASSISTANT II	31.1638	31.9663	32.7890	33.4010	34.2881	35.1769					
090773	LABORATORY ASSISTANT III	32.1301	32.9324	33.7551	34.3673	35.2538	36.1427					
090774	LABORATORY ASSISTANT SR	33.7421	34.5846	35.4483	36.0916	37.0222	37.9555					
034447	LEAD NUCLEAR MED TECH II-PET/CT	89.3615	92.0689									
051234	LEAD CLAIMS ADJUSTER	31.9587	32.7810	33.6241	34.4521	35.6575	36.8615					
057821	LEAD CODER	48.5203	50.7536	53.2410	56.4736	59.2804	62.2573	65.3836				
038103	LEAD INAVASIVE CARDIO SPEC	61.3817	63.2267	65.1267	67.0838	69.0996	71.1759	73.3148	75.5176	77.7864		
032844	LICENSED VOC NURSE IV CERT	41.4368	42.5307	43.6235	44.6858	45.7173	46.7478	47.7794				
032845	LICENSED VOC NURSE IV CERT SR	42.6829	43.8100	44.9355	46.0296	47.0925	48.1538	49.2159				
032841	LICENSED VOC NURSE NEW GRAD	39.4582										
032842	LICENSED VOCATIONAL NURSE	39.4582	40.4999	41.5412	42.5525	43.5352	44.5163	45.4987				
032843	LICENSED VOCATIONAL NURSE SR	41.4368	42.5307	43.6235	44.6858	45.7173	46.7478	47.7794				
090704	LITHOTRIPSY TECHNICIAN	30.8697	31.6641	32.4786	33.2249	33.9708	34.5775					
034545	LVC LASER TECHNICIAN	41.5047	42.5719	43.6656	45.9696	48.2747	50.5787	52.8829				
090702	MEDICAL ASSISTANT	28.4574	29.1902	29.9414	30.6290	31.3169	31.8764					
090703	MEDICAL ASSISTANT SR	29.8859	30.6555	31.4439	32.1662	32.8882	33.4758					
090932	MEDICAL ASST LVN			41.5412								
090932	MEDICAL ASST LVN	39.4582										
051352	MEDICAL SECRETARY	35.9788	36.9281	37.8778	39.0109	40.2371	41.4607					



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051353	MEDICAL SECRETARY SR	37.7826	38.7799	39.7776	40.9678	42.2548	43.5389					
089641	MEMBER ENGAGEMENT SPECIALIST	31.5875	32.3993	33.2319	33.8966	34.8049	35.7239					
089640	MEMBER OUTREACH SPECIALIST	28.1096	28.8287	29.5669	30.1393	30.8824	31.6601					
090840	MENTAL HEALTH WORKER	31.4335	32.2636	33.0934	33.9105	34.7273	35.5165					
090940	MENTAL HEALTH WORKER LVN			41.5412								
090940	MENTAL HEALTH WORKER LVN	39.4582										
072112	MESSENGER DRIVER	27.4426	28.1489	28.8734	29.3759	29.7521						
072113	MESSENGER DRIVER SR	29.0758	29.8244	30.5919	31.0935	31.4699						
034464	MOHS HISTOTECH TECH I	45.5175	46.7177	47.9186	48.9000	49.6741	50.3276	52.3454				
034465	MOHS HISTOTECH TECH II	49.2633	50.5626	51.8619	53.2101	54.1069	54.7203	56.9136				
034466	MOHS HISTOTECH TECH SUPV	54.5215	55.9596	57.3976	58.8280	59.9715	60.8297	63.2678				
034463	MOHS HISTOTECH TECH TRAINEE	38.0773	39.0810	40.0867	40.7590	41.7134	42.6678	44.3790				
024745	MOLECULAR TECHNOLOGIST I	56.8260	58.3236	59.8226	60.6154	62.7511	64.8425	67.4407				
024725	MOLECULAR TECHNOLOGIST II	58.7086	60.2566	61.8044	62.9948	65.0858	67.3978	70.0978				
024726	MOLECULAR TECHNOLOGIST III	60.7170	62.3183	63.9191	65.3272	67.7277	70.0841	72.8920				
024727	MOLECULAR TECHNOLOGIST SR	63.7584	65.4396	67.1208	68.5991	71.1194	73.5940	76.5423				
024728	MOLECULAR TECHNOLOGIST TRAINEE	44.2765	46.1450									
051514	MONITOR TECHNICIAN	29.8307	30.5819	31.3525	31.9960	32.6763	33.4708	0.0000				
024751	MRI TECHNOLOGIST I	57.1946	58.3420	59.5105	60.7035	61.8834	0.0000	0.0000				
024752	MRI TECHNOLOGIST II	61.1478	62.3729	63.6223	64.8967	66.1970	67.7813	70.2291				
024766	MRI TECHNOLOGIST III	72.6355	74.8179									
024753	MRI TECHNOLOGIST LEAD	65.0994	66.4036	67.7339	69.0910	70.4751	71.8869	74.7665	76.2728	78.5645		
051185	MSCC TELESERVICE REPRESENTATIVE	28.4148	29.1465	29.8967	30.5161	31.1904	31.9519					
030451	NEURODIAGNOSTIC TECH I	60.7813	62.6030	64.4971	66.4269	68.4289	70.4852	72.5955				
030452	NEURODIAGNOSTIC TECH II	62.6030	64.4971	66.4269	68.4289	70.4852	72.5955	74.7779				
030454	NEUROPHYS MONITORING SPEC	62.6030	64.4971	66.4269	68.4289	70.4852	72.5955	74.7779				
034446	NUCLEAR MED TECH II PET-CT	85.1006	87.6791									
034442	NUCLEAR MEDICINE TECH I	63.8456	65.5287	67.2118	68.9795	70.7472	72.5147	74.2826				
034443	NUCLEAR MEDICINE TECH II	67.7716	69.5577	71.3428	73.5048	75.7636	77.9264	81.0481				
034444	NUCLEAR MEDICINE TECH SUPV	71.1654	73.0409	74.9157	77.1860	79.5576	81.8285	85.1060				
090832	NURSE ASSISTANT	28.2268	28.9528	29.6985	30.3827	31.0925	31.7255					
090834	NURSE ASSISTANT SR	29.6440	30.4063	31.1890	31.9078	32.6530	33.3173					
090933	NURSE ASST LVN			41.5412								
090933	NURSE ASST LVN	39.4582										
090836	NURSING WORK-STUDY INTERN	28.2268	28.9528	29.6985	30.3827	31.0925	31.7255					
091822	NUTRITION AIDE	26.8931	27.5861	28.2969	29.3685	30.0832	0.0000					
051001	NUTRITION ASSISTANT	33.5452	34.5193	35.4936	36.4673	37.5317	38.5598	39.6602				
051262	NUTRITION CLERK	27.2337	27.9351	28.6539	29.7258	30.4402	0.0000					
051263	NUTRITION CLERK SR	28.6007	29.3374	30.0919	31.2178	31.9679	0.0000					
091823	NUTRITION PARTNER	27.2337	27.9351	28.6539	29.7258	30.4402	0.0000					
091826	NUTRITION PARTNER LEAD	28.5954	29.3319	30.0864	31.2118	31.9620	0.0000					



A - Applicable to UHW Employees hired on or before 10/25/86

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Job Code	Job Title				Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
034492	OB TECHNICIAN	29.7387	30.5040	31.2887	32.0663	32.9199	33.6976					
034493	OB TECHNICIAN SR	31.2315	32.0348	32.8584	33.6755	34.5717	35.3880					
090944	OB TECHNICIAN-LVN	39.4582	41.5412	0.0000	0.0000	0.0000	0.0000					
090945	OCC HLTH TECHNICIAN CERT LVN	39.4582	41.5412	0.0000	0.0000	0.0000	0.0000					
090705	OCCUP HEALTH TECH CERT	28.9959	29.7429	30.5082	31.2094	31.9095	32.4799					
090706	OCCUP HEALTH TECH SR CERT	30.4518	31.2358	32.0392	32.7752	33.5107	34.1099					
030742	OCCUPATIONAL THERP ASST I CERT	34.4913	35.3783	36.2885	37.1699	38.1350	39.0151					
030743	OCCUPATIONAL THERP ASST II CERT	39.6847	40.7057	41.7522	42.7656	43.8756	44.8883					
034542	OPHTHALMIC PHOTOGRAPHER	37.0191	37.9712	38.9480	39.8666	42.9298	45.9941					
034543	OPHTHALMIC TECHNICIAN	39.5218	40.5392	41.5817	43.7755	45.9703	48.1647	50.3593				
034544	OPHTHALMIC TECHNICIAN II CERT	41.5047	42.5719	43.6656	45.9696	48.2747	50.5787	52.8829				
030310	OR EQUIPMENT TECH	33.6809	34.5470	35.4361	36.3170	37.2825	38.1633					
030331	ORTHOPEDIC TECHNICIAN I	33.6809	34.5470	35.4361	36.3170	37.2825	38.1633					
030332	ORTHOPEDIC TECHNICIAN II	34.3568	35.2402	36.1465	37.0450	38.0303	38.9283					
030333	ORTHOPEDIC TECHNICIAN SR	36.0801	37.0078	37.9595	38.9030	39.9377	40.8806	41.9053				
057815	OUTPATIENT/AMBULATORY CODER	37.8002	38.9377	40.1091	41.3159	42.5587	43.8387					
030304	PACEMAKER TECHNICIAN	34.9162	35.7516	36.6078	37.5988	39.0256	40.0797					
030305	PACEMAKER TECHNICIAN SR	36.6683	37.5444	38.4435	39.4844	40.9831	42.2499					
030724	PATHOLOGY TECH ASST I AA	33.5685	34.4321	35.3176	36.1955	37.1581	38.0351	39.5608				
030725	PATHOLOGY TECH ASST SR AA	35.2525	36.1590	37.0889	38.0105	39.0218	39.9426	41.5451				
030722	PATHOLOGY TECHNICAL ASST HS	33.5685	34.4321	35.3176	36.1955	37.1581	38.0351	39.5608				
030723	PATHOLOGY TECHNICAL ASST SR HS	35.2525	36.1590	37.0889	38.0105	39.0218	39.9426	41.5451				
090835	PATIENT CARE TECHNICIAN	29.9041	30.6734	31.4634	32.1220	32.8193	33.6331					
090934	PATIENT CARE TECHNICIAN LVN			41.5412								
090934	PATIENT CARE TECHNICIAN LVN	39.4582										
051584	PATIENT FINANCIAL ADVISOR	31.9587	32.7810	33.6241	34.4521	35.6575	36.8615					
030373	PATIENT MOBILITY TECH I	28.8004	29.5412	30.3017	30.9999	31.7238	32.3700					
030374	PATIENT MOBILITY TECH II	29.9041	30.6734	31.4634	32.1220	32.8193	33.6331					
030372	PATIENT TRANSPORTATION AIDE	26.5433	27.2261	27.9273	28.3537	28.9317	29.5084					
033400	PHARMACY INTERN	31.7399	32.5564	33.3948	34.0178	34.9215	35.8265					
058126	PHARMACY MARKETING ASST	30.9485	31.7445	32.5613	33.1605	34.0285	35.5713					
034654	PHARMACY TECH INPATIENT LEAD	33.8190	34.6890	35.5818	36.2356	37.1848	39.6053					
034655	PHARMACY TECH OUTPATIENT LEAD	32.5010	33.3372	34.1949	34.8236	35.7360	37.3554					
034652	PHARMACY TECHNICIAN INPATIENT	32.2033	33.0315	33.8817	34.5046	35.4087	37.7141					
034653	PHARMACY TECHNICIAN OUTPATIENT	30.9485	31.7445	32.5613	33.1605	34.0285	35.5713					
030302	PHYSICAL THERAPY AIDE	27.9778	28.6981	29.4370	29.9282	30.6253	31.3233					
030303	PHYSICAL THERAPY AIDE SR	29.3823	30.1388	30.9142	31.4303	32.1626	32.8990					
030732	PHYSICAL THERAPY ASST I	37.4323	38.3948	39.3826	40.3388	41.3857	42.3411					
030733	PHYSICAL THERAPY ASST II	39.6847	40.7057	41.7522	42.7656	43.8756	44.8883					
057804	PROFESSIONAL SVCS CODER I	35.9045	36.9848	38.0978	39.2443	40.4250	41.6410					
057805	PROFESSIONAL SVCS CODER II	37.8002	38.9377	40.1091	41.3159	42.5587	43.8387					



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Job Code	Job Title											
057806	PROFESSIONAL SVCS CODER III	39.7954	40.9926	42.2258	43.4961	44.8044	46.1517					
030322	PSYCHIATRIC TECHNICIAN	36.3528	37.3124	38.2717	39.2041	40.1096	41.0139	41.9194				
030323	PSYCHIATRIC TECHNICIAN SR	38.1760	39.1840	40.1908	41.1698	42.1202	43.0703	44.0211				
034678	RADIATION ONCOLOGY TECH	34.3568	35.2402	36.1465	37.0450	38.0303	38.9283					
034475	RADIATION THERAPIST	67.2452	69.2263	71.1855	73.4884	76.9578	80.6530	83.8993				
034476	RADIATION THERAPIST LEAD	70.6132	72.6932	74.7505	77.1683	80.8112	84.6911	88.0996				
034801	RADIOLOGIC TECH I	49.9592										
034802	RADIOLOGIC TECH II	52.4627	54.0401	55.6648	57.3378	59.0613	60.8367	62.6652	64.5485	66.4883		
034803	RADIOLOGIC TECH III	54.0401	55.6648	57.3378	59.0613	60.8367	62.6652	64.5485	66.4883	68.4862		
034804	RADIOLOGIC TECH IV	56.7477	58.4535	60.2103	62.0201	63.8840	65.8039	67.7813	69.8183	71.9162		
034806	RADIOLOGIC TECH LEAD	61.3817	63.2267	65.1267	67.0838	69.0996	71.1759	73.3148	75.5176	77.7864		
034805	RADIOLOGIC TECH V	58.4535	60.2103	62.0201	63.8840	65.8039	67.7813	69.8183	71.9162	74.0772		
090775	REGL LAB SUPPORT SPECIALIST	31.1638	31.9663	32.7890	33.4010	34.2881	35.1769					
034620	RESP CARE PERMITTEE	41.7491										
034625	RESP CARE PRACTITIONER I	46.4003	47.6246	48.8484	49.7990	50.9881	52.1765					
034621	RESP CARE PRACTITIONER I REG	48.7259	50.0111	51.2958	52.2953	53.5428	54.7884					
034626	RESP CARE PRACTITIONER II	48.8849	50.1740	51.4632	52.6505	54.5528	56.9293	59.3064				
034622	RESP CARE PRACTITIONER II REG	51.3350	52.6876	54.0421	55.2890	57.2859	59.7823	62.2774				
034627	RESP CARE PRACTITIONER SUPV	53.9070	55.3275	56.7501	58.0595	60.1563	62.7769	65.3970				
030432	RESPIRATORY SUPPLY AIDE	29.3015	30.0550	30.8289	31.5385	32.2755	32.9325					
030433	RESPIRATORY SUPPLY AIDE SR	30.7720	31.5629	32.3757	33.1217	33.8949	34.5850					
089650	SALES REP-TELESALES	31.9587	32.7810	33.6241	34.4521	35.6575	36.8615					
051154	SCHEDULE MAINTENANCE CLERK	30.6376	31.4261	32.2341	32.9870	34.0158	35.0448					
051156	SCHEDULE MAINTENANCE CLERK, SR	32.1751	33.0032	33.8517	34.6419	35.7226	36.8615					
034628	SLEEP TECHNOLOGIST I	33.3000	34.1554	35.0341	35.8416	36.6780	37.4248					
034629	SLEEP TECHNOLOGIST II	39.5218	40.5392	41.5817	43.7755	45.9703	48.1647	50.3593				
034630	SLEEP TECHNOLOGIST LEAD	41.5035	42.5718	43.6663	45.9698	48.2743	50.5786	52.8830				
030437	SONOGRAPHER I	59.0141	60.7813	62.6030	64.4971	66.4269	68.4289	70.4852	72.5955	75.5177		
030444	SONOGRAPHER I SUPV	64.9296	66.8781	68.8800	70.9540	73.0825	75.2833	77.5377	79.8825	83.0751		
030438	SONOGRAPHER II	60.7813	62.6030	64.4971	66.4269	68.4289	70.4852	72.5955	74.7779	77.7721		
030445	SONOGRAPHER II SUPV	66.8781	68.8800	70.9540	73.0825	75.2833	77.5377	79.8825	82.2814	85.5644		
030439	SONOGRAPHER III	62.6030	64.4971	66.4269	68.4289	70.4852	72.5955	74.7779	77.0326	80.1169		
030446	SONOGRAPHER III SUPV	68.8800	70.9540	73.0825	75.2833	77.5377	79.8825	82.2814	84.7525	88.1437		
030440	SONOGRAPHER IV	64.4971	66.4269	68.4289	70.4852	72.5955	74.7779	77.0326	79.3417	82.5161		
030447	SONOGRAPHER IV SUPV	70.9540	73.0825	75.2833	77.5377	79.8825	82.2814	84.7525	87.2959	90.7950		
030436	SONOGRAPHER TECHNICIAN	55.6588	57.3364	59.0679	60.8356	62.6573	64.5510	66.4810	68.4833	70.5393	72.6676	74.8505
030435	SONOGRAPHER TRAINEE	50.5904										
030441	SONOGRAPHER V	66.4269	68.4289	70.4852	72.5955	74.7779	77.0326	79.3417	81.7224	85.0051		
030448	SONOGRAPHER V SUPV	73.0825	75.2833	77.5377	79.8825	82.2814	84.7525	87.2959	89.9114	93.5183		
050389	SR CASHIER REPNST SCHED IMAGING	29.5787	30.3394	31.1211	31.7019	32.5447	33.3875					
089647	SR HEALTH PLAN REP	31.5875	32.3993	33.2319	33.8966	34.8049	35.7239					



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Job Code	Job Title											
090709	SR IMAGING TECH AIDE	29.8859	30.6555	31.4439	32.1662	32.8882	33.4758					
090946	SR MEDICAL ASST/LVN	39.4582		41.5412								
089655	SR MEMBER OUTREACH SPECIALIST	29.0214	29.7640	30.5259	31.1381	32.0015	32.8641					
021005	SR STAFF ASSISTANT	31.9587	32.7810	33.6241	34.4521	35.6575	36.8615					
021003	STAFF ASSISTANT	30.2988	31.0789	31.8787	32.4733	33.3366	34.2003					
090312	STERILE PROCESSING TECH I	30.4847	31.2685	32.0735	32.8127	33.5780	34.2618					
090313	STERILE PROCESSING TECH II CERTIFIED	31.7088	32.5239	33.3605	34.1295	34.9257	35.6378					
090314	STERILE PROCESSING TECH SR CERTIFIED	33.3000	34.1554	35.0341	35.8416	36.6780	37.4248					
054002	STOREKEEPER	27.5145	28.2227	28.9493	29.7009	30.4545						
094013	STOREKEEPER CHIEF	30.8432	31.6371	32.4508	33.3327	34.1004						
094011	STOREKEEPER I	28.0357	28.7573	29.4979	30.2635	31.0308						
094012	STOREKEEPER II	28.4876	29.2213	29.9729	30.7352	31.7860						
090315	SUPPLY CHAIN TECHNICIAN	30.4847	31.2685	32.0735	32.8127	33.5780	34.2618					
057874	SUPPORT SERVICES REP	30.6376	31.4261	32.2341	32.9870	34.0158	35.0448					
057875	SUPPORT SERVICES REP, SR	32.1751	33.0027	33.8517	34.6417	35.7226	36.8025					
030712	SURGICAL ASSISTANT	42.8547	43.9564	45.0857	46.2569	47.6487	49.2595	51.2343				
030714	SURGICAL ASSISTANT CERT SR	46.1306	47.3162	48.5326	49.7926	51.2903	53.0240	55.1492				
030711	SURGICAL ASSISTANT CERTIFIED	43.9286	45.0577	46.2162	47.4161	48.8429	50.4934	52.5176				
030713	SURGICAL ASSISTANT SR	45.0030	46.1593	47.3461	48.5753	50.0367	51.7285	53.8019				
030312	SURGICAL TECHNICIAN	39.9433	40.9706	42.0233	43.0676	44.2125	45.2561	47.0708				
030313	SURGICAL TECHNICIAN SR	41.9457	43.0243	44.1304	45.2265	46.4286	47.5242	49.4300				
030309	SURGICAL TECHNICIAN TRAINEE	38.7414										
089656	TEAM LEAD MS & F	39.3296	40.3404	41.3773	42.2048	43.3357	44.4799					
051183	TELESERVICE REPRESENTATIVE AACC	28.4148	29.1465	29.8967	30.5161	31.1904	31.9519					
072102	TRUCK DRIVER	40.8187	41.8680	42.9442	43.8138	44.6847	45.6356					
072104	TRUCK DRIVER FOREMAN	43.0237	44.1302	45.2642	46.1342	47.0017	47.9525					
051512	UNIT ASSISTANT	29.0300	29.7770	30.5437	31.1831	31.8600	32.6500					
051513	UNIT ASSISTANT SR	30.4871	31.2716	32.0769	32.7478	33.4584	34.2883					
030201	VISION SERVICES ASST I	28.4574	29.1902	29.9414	30.6290	31.3169	31.8764					
090942	VISION SERVICES ASST I - LVN	39.4582										
030202	VISION SERVICES ASST II	30.8764	31.6712	32.4861	33.2321	33.9782	34.5851					
090943	VISION SERVICES ASST II - LVN	39.4582										
030200	VISION SERVICES ASST SR	32.4198	33.2534	34.1085	34.8928	35.6757	36.3132					
084002	WAREHOUSE PERSON	35.3055	36.2135	37.1450	38.0143	38.8846	39.8359					
074004	WAREHOUSE PERSON LEAD	37.0766	38.0292	39.0074	39.9206	40.8349	41.8332					
057643	WORKFLOW QUAL COORD-AACC	30.1291	30.9049	31.7000	32.3568	33.0713	33.8791					
084112	YARDKEEPER	27.2286	27.9286	28.6476	29.4008	30.1530						

*SR/LEAD Grades Refer to the Promotion to Senior, Lead, Chief or Supervisor language in the SEIU-UHW Collective Bargaining Agreement on page 42

An Employee promoted to a senior, lead, chief or (in the bargaining unit) supervisor shall receive a minimum increase of the next higher step of the wage scale in the new classification which will provide an increase of at least five (5) percent above his/her former rate.



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034484	3D IMAGING ANALYST	51.4580	53.0053	54.599	56.2403	57.9308	59.6724	61.4660				
059132	ACCOUNT REP	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
051142	ADMITTING CLERK	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
051141	ADMITTING CLERK SR	30.4661	31.2496	32.0547	32.6530	33.5210	34.3891					
050304	ADMITTING REP	30.1821	30.9594	31.7565	32.428	33.3588	34.2883					
051143	ADMITTING REP SR	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
057901	ADMITTING REP V WK	33.2003	34.0553	34.9320	35.6708	36.6947	37.7172					
034404	ALLERGY CENTRAL LAB ASST SUPV	34.9999	35.9007	36.8240	37.5360	38.5553	39.5456					
034402	ALLERGY TECHNICIAN	31.7357	32.5524	33.3896	34.0353	34.9598	35.8581					
034403	ALLERGY TECHNICIAN SR	33.3286	34.1858	35.0647	35.7433	36.7133	37.6567					
051144	AMBULANCE SERVICES CLERK	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
057816	AMBULATORY CODER	36.9816	38.0943	39.2407	40.4216	41.6378	42.8902					
030422	ANESTHESIA SUPPLY AIDE	28.7972	29.5379	30.2984	30.9964	31.7204	32.3665					
030423	ANESTHESIA SUPPLY AIDE SR	30.2427	31.0206	31.8193	32.5521	33.3124	33.9905					
030773	ANESTHESIA TECHNICAL ASST SR	38.4990	39.4892	40.5042	41.5106	42.6147	43.6202					
057980	ANESTHESIA TECHNICAL ASST WK	40.3259	41.3640	42.4269	43.4813	44.6377	45.6909					
051152	APPOINTMENTS CLERK	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
050306	APPOINTMENTS CLERK G4	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
051153	APPOINTMENTS CLERK SR	29.8472	30.6160	31.4038	32.0547	32.7628	33.5628					
030704	ASL INTERPRETER	59.5670	61.0591	62.5513	64.0435	65.5354	67.0276	68.5197				
021002	ASSOC STAFF ASST	26.4395										
030736	ATHLETIC TRAINER CERTIFIED	37.8424	38.8159	39.7892	40.5870	41.4014	42.2319					
034425	BONE DENSITOMETRY TECHNICIAN	33.4211	34.2806	35.1617	36.1838	37.6542	38.7398					
034426	BONE DENSITOMETRY TECH SR	35.098	36.0007	36.9260	37.9987	39.5930	40.9760					
050343	BUS OFFICE CLERK CLINIC G3	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
050344	BUS OFFICE CLERK CLINIC G5	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
057392	BUSINESS OFFICE CLERK CLINIC	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
051223	BUSINESS OFFICE CLERK SR	33.1404	33.9933	34.8673	35.6812	36.7943	37.9673					
050319	BUSINESS OFFICE FLOAT CLERK G6	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
051583	BUSINESS REP	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
030307	CARDIAC DEVICE TECHNICIAN	35.9637	36.8241	37.7060	38.7268	40.1964	41.2821					
030308	CARDIAC DEVICE TECHNICIAN SR	37.7683	38.6707	39.5968	40.6689	42.2126	43.5174					
035404	CARDIOVASCULAR ANESTHESIA TECH	43.0806	44.1883	45.3247	46.8923	49.2425	51.5922					
035405	CARDIOVASCULAR ANESTHESIA TECH SR	45.2348	46.3977	47.5909	49.2371	51.7047	54.1718					
035402	CARDIOVASCULAR TECHNICIAN	49.9995	51.5036	53.0520	54.5155	56.0714	57.6543					
035403	CARDIOVASCULAR TECHNICIAN SR	58.887	60.6574	62.4807	64.0447	65.6498	67.2934					
090833	CARE PARTNER	29.0736	29.8214	30.5895	31.2942	32.0253	32.6773					
090936	CARE PARTNER LVN	40.6419										
057975	CARE PARTNER WK	31.9812	32.8035	33.6483	34.4235	35.2280	35.9451					
051162	CASH BATCH CLERK	29.0098	29.7563	30.5231	31.0923	31.9192	32.746					



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057272	CASH CHARGE BATCH CLERK	29.0098	29.7563	30.5231	31.0923	31.9192	32.746					
050389	CASHIER RCPNST SCHD IMAGING SR	30.4661	31.2496	32.0547	32.653	33.5210	34.3891					
050388	CASHIER RCPNST SCHED IMAGING	29.0098	29.7563	30.5231	31.0923	31.9192	32.746					
051502	CASHIER RECEPTIONIST	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
057902	CASHIER RECEPTIONIST G3 WK	31.2628	32.0682	32.8938	33.5754	34.3167	35.1553					
050326	CASHIER RECEPTIONIST G4	29.0098	29.7563	30.5231	31.0923	31.9192	32.746					
051503	CASHIER RECEPTIONIST SR	29.8472	30.6160	31.4038	32.0547	32.7628	33.5628					
057982	CASHIER RECP SCHDLR IMG WKEND	31.9110	32.7320	33.5754	34.2016	35.1111	36.0204					
057192	CENTRAL APPOINTMENTS CLERK	28.4208	29.1530	29.9034	30.5231	31.19720	31.9594					
090311	CENTRAL SUPPLY TECHNICIAN	28.7972	29.5379	30.2984	30.9964	31.7204	32.3665					
030701	CERT HEALTHCARE INTERPRETER	32.3658	33.1216	33.9115	34.7188	35.5435	36.3853	37.2612				
030705	CERT HEALTHCARE INTPR LEAD	33.9899	34.7834	35.6130	36.4608	37.3265	38.2101	39.1300				
030703	CERT INTERPRETER TRANSLATOR	34.0663	34.8734	35.6982	36.5567	37.4155	38.3087	39.2365				
030702	CERT MULTILINGUAL INTERPRETER	33.3104	34.0663	34.8564	35.6638	36.4881	37.3297	38.2058				
051622	CHART ROOM TROUBLER CLERK	27.8320	28.5490	29.2837	29.7757	30.4735	31.1715					
051264	CHRONIC COND MGMT PROG ASST	32.9175	33.7644	34.6328	35.4857	36.7272	37.9673					
051231	CLAIMS ADJ & RWK RESOLUTN LEAD	34.5633	35.4527	36.3645	37.2599	38.5636	39.8657					
051230	CLAIMS ADJUD REWORK & RESOLUTN	32.9175	33.7644	34.6328	35.4857	36.7272	37.9673					
051228	CLAIMS ADJUDICATOR I	30.1821	30.9594	31.7565	32.428	33.3588	34.2883					
051229	CLAIMS ADJUDICATOR II	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
051234	CLAIMS ADJUSTER LEAD	32.9175	33.7644	34.6328	35.4857	36.7272	37.9673					
050352	CLERK G1	26.7040	27.3920	28.0971	28.5369	29.1320	29.7255					
050353	CLERK G2	27.8320	28.5490	29.2837	29.7757	30.4735	31.1715					
057903	CLERK G2 WK	30.6153	31.4039	32.2122	32.7532	33.5209	34.2886					
050354	CLERK G3	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
050358	CLERK G3 SR	29.2293	29.9819	30.7539	31.2703	32.0029	32.7361					
057905	CLERK G3 WK	31.2628	32.0682	32.8938	33.5754	34.3167	35.1553					
051232	CLERK G4	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
050359	CLERK G4 SR	29.8472	30.6160	31.4038	32.0547	32.7628	33.5628					
050355	CLERK G5	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
050356	CLERK G6	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
050360	CLERK G6 SR	31.697	32.5129	33.3503	34.0550	35.0363	36.0961					
050361	CLERK G7 SR	33.1404	33.9933	34.8673	35.6812	36.7943	37.9673					
051233	CLERK SR	30.4661	31.2496	32.0547	32.6530	33.5210	34.3891					
051242	CLERK TYPIST	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
050314	CLERK TYPIST G2	27.832	28.5490	29.2837	29.7757	30.4735	31.1715					
050315	CLERK TYPIST G4	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
051253	CLINICAL DATA SPECIALIST	33.4197	34.2667	35.1352	36.0886	37.4503	38.8112					
030794	CLINICAL HEALTH EDUCATOR I	39.9649	40.9668	41.9936	43.0463	44.1254	45.2315	46.3652				
030796	CLIN HEALTH EDUCATION I LEAD	41.9687	43.0208	44.0991	45.2047	46.3376	47.4992	48.6890				



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030795	CLINICAL HEALTH EDUCATOR II	42.3696	43.4316	44.5202	45.6362	46.7800	47.9523	49.1542				
030797	CLIN HEALTH EDUCATION II LEAD	44.4936	45.6089	46.7518	47.9238	49.1248	50.3559	51.6174				
053102	COMMUNICATION OPERATOR	28.3671	29.0973	29.8463	30.3482	31.0592	31.5064	32.5863				
053193	COMMUNICATION OPERATOR SR	29.7911	30.5581	31.3439	31.8709	32.6181	33.0874	34.2214				
057960	COMMUNICATION OPERATOR WK	31.2037	32.0070	32.8310	33.383	34.1651	34.6568	35.8449				
050506	CONTINUUM SERVICES CLERK	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
024741	CYTOGENETIC TECHNOLOGIST I	58.5308	60.0733	61.6173	62.4339	64.6336	66.7878	69.4639				
024742	CYTOGENETIC TECHNOLOGIST II	60.4699	62.0643	63.6585	64.8846	67.0384	69.4197	72.2007				
024743	CYTOGENETIC TECHNOLOGIST III	62.5385	64.1878	65.8367	67.2870	69.7595	72.1866	75.0788				
024744	CYTOGENETIC TECHNOLOGIST SR	65.6712	67.4028	69.1344	70.6571	73.2530	75.8018	78.8386				
024740	CYTOGENETIC TECHNOLOGIST TRNEE	45.6048	47.5294									
024704	CYTOTECHNOLOGIST CHIEF	67.4718	69.2509	71.0292	72.5518	75.0872	77.7001	80.8127				
024701	CYTOTECHNOLOGIST I	58.5308	60.0733	61.6173	62.4339	64.6336	66.7878	69.4639				
024702	CYTOTECHNOLOGIST II	60.4699	62.0643	63.6585	64.8846	67.0384	69.4197	72.2007				
024703	CYTOTECHNOLOGIST III	62.5385	64.1878	65.8367	67.2870	69.7595	72.1866	75.0788				
024707	CYTOTECHNOLOGIST III QC	64.2535	65.9477	67.6409	69.0915	71.5061	73.9945	76.9590				
057482	DATA CLERK	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
030442	DEDICATED SPECLTY SONOGRAPHER I	62.6047	64.4811	66.4320	68.4197	70.4818	72.5998	74.7734	77.0212	80.1053		
030449	DEDICATED SPECLTY SONOGRAPHER I LD	68.8844	70.9464	73.0826	75.2750	77.5418	79.8638	82.279	84.7498	88.1313		
030443	DEDICATED SPECLTY SONOGRAPHER II	64.4811	66.4320	68.4197	70.4818	72.5998	74.7734	77.0212	79.3436	82.5204		
030450	DEDICATED SPECLTY SONOGRAPHER II LD	70.9464	73.0826	75.2750	77.5418	79.8638	82.2790	84.7498	87.2951	90.7880		
090701	DENTAL ASST REGISTERED	31.1247	31.9258	32.7474	33.4996	34.2518	34.8633					
090700	DENTAL ASST REGISTERED SR	32.6810	33.5221	34.3848	35.1746	35.9644	36.6065					
057172	DEPARTMENTAL CLERK	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
050380	DEPARTMENTAL CLERK G2	27.8320	28.5490	29.2837	29.7757	30.4735	31.1715					
050381	DEPARTMENTAL CLERK G3	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
057962	DEPARTMENTAL CLERK G4 WK	31.9110	32.7320	33.5754	34.2016	35.1111	36.0204					
050382	DEPARTMENTAL CLERK G5	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
051562	DEPOSIT CASHIER	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
051482	DEPT SECRETARY	31.2078	32.0113	32.8351	33.4475	34.3367	35.2263					
051004	DIETETIC TECHNICIAN ELIGIBLE	34.8127										
051002	DIETETIC TECHNICIAN REG	36.6510	37.6914	38.7502	39.8285	40.9799	42.1131	43.302				
051017	DIETITIAN ELIGIBLE	46.1436										
051315	DIGITAL IMAGING LIBRARIAN	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
051316	DIGITAL IMAGING LIBRARIAN LEAD	29.8472	30.6160	31.4038	32.0547	32.7628	33.5628					
051317	DIGITAL IMAGING LIBRARIAN WK	31.2628	32.0682	32.8938	33.5754	34.3167	35.1553					
051145	DME CLERK	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
051148	DME COORD	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
057817	E&M/SPECIALTY CODER	38.9342	40.1058	41.3124	42.5554	43.8355	45.1539					
051662	ED CLERK	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					



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051663	ED CLERK SR	30.4661	31.2496	32.0547	32.653	33.5210	34.3891					
057974	ED CLERK SR WK	33.5129	34.3745	35.2603	35.9182	36.8732	37.8280					
057818	ED CODER	38.9342	40.1058	41.3124	42.5554	43.8355	45.1539					
034432	EEG TECHNOLOGIST I	38.2037	39.1865	40.1941	41.2838	43.2455	44.9888	47.0184				
034433	EEG TECHNOLOGIST II	40.4826	41.5234	42.5914	43.6801	45.8592	48.0377	50.2048				
034434	EEG TECHNOLOGIST II WKEND	44.5308	45.6758	46.8505	48.0482	50.4452	52.8414	55.2254				
034422	EKG TECHNICIAN	33.4211	34.2806	35.1617	36.1838	37.6542	38.7398					
034423	EKG TECHNICIAN SR	35.0980	36.0007	36.9260	37.9987	39.5930	40.9760					
057915	EKG TECHNICIAN WK	36.7632	37.7087	38.6779	39.8020	41.4197	42.6137					
057143	ELIGIBILITY SPECIALIST	29.0098	29.7563	30.5231	31.0923	31.9192	32.746					
030314	EMERGENCY DEPT TECHNICIAN I	29.3111	30.0659	30.8396	31.5479	32.2564	32.8327					
030324	EMERGENCY DEPT TECHNICIAN II	34.6913	35.5834	36.4992	37.4065	38.4010	39.3082					
090935	EMERGENCY DEPT TECHNICIAN LVN	40.6419										
034681	ESTHETICIAN	39.8994	41.0199	42.1716	43.3557	44.5727	45.8241					
057811	EVALUATION & MANAGEMENT CODER	34.4069	35.2924	36.2000	37.0447	38.2001	39.3551					
051312	FILE CLERK	26.7040	27.3920	28.0971	28.5369	29.1320	29.7255					
057906	FILE CLERK G1 WK	29.3747	30.1315	30.9067	31.3905	32.0453	32.6980					
050362	FILE CLERK G2	27.8320	28.5490	29.2837	29.7757	30.4735	31.1715					
050363	FILE CLERK G3	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
050364	FILE CLERK G4	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
051313	FILE CLERK SR	29.2293	29.9819	30.7539	31.2703	32.0029	32.7361					
090842	GARAGE PARKING ATTENDANT	27.8320	28.5490	29.2837	29.7757	30.4735	31.1715					
084102	GARDENER	30.8026	31.5957	32.4077	33.1976	33.9879						
084103	GARDENER SR	33.2127	34.0668	34.9433	35.7404	36.5312						
034007	HEALTH ED ASST	29.0920	29.8396	30.6066	31.2187	32.0555	32.9016					
055051	HEALTH EDUCATION CLERK	27.8320	28.5490	29.2837	29.7757	30.4735	31.1715					
030785	HEALTH EDUCATOR I	39.9649	40.9668	41.9936	43.0463	44.1254	45.2315	46.3652				
030787	HEALTH EDUCATOR I LEAD	41.9687	43.0208	44.0991	45.2047	46.3376	47.4992	48.6890				
030786	HEALTH EDUCATOR II	42.3696	43.4316	44.5202	45.6362	46.7800	47.9523	49.1542				
030788	HEALTH EDUCATOR II LEAD	44.4936	45.6089	46.7518	47.9238	49.1248	50.3559	51.6174				
057812	HEALTH INFORMATION CODER I	41.8283	43.7558	45.9024	48.6839	51.1149	53.6559					
057813	HEALTH INFORMATION CODER II	46.4936	48.6180	51.0056	54.0941	56.7880	59.6348	62.6299				
057814	HEALTH INFORMATION CODER III	49.9759	52.2762	54.8382	58.1678	61.0588	64.1250	67.3451				
057810	HEALTH INFORMATION CODER TRN	34.4069										
089646	HEALTH PLAN REP	29.8406	30.4373	31.2531	32.0782	32.8802	33.7021					
089647	HEALTH PLAN REP SR	32.5351	33.3713	34.2289	34.9135	35.8490	36.7956					
090302	HH AIDE	29.2200	29.9725	30.7443	31.4416	32.1660	32.8122					
090937	HH AIDE LVN	40.6419										
051492	HH CLERK	29.0098	29.7563	30.5231	31.0923	31.9192	32.746					
057911	HH CLERK G4 WK	31.9110	32.7320	33.5754	34.2016	35.1111	36.0204					



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057815	HIM OUTPATIENT/AMBL CODER	38.9342	40.1058	41.3124	42.5554	43.8355	45.1539					
051301	HIM REP I	27.8320	28.5490	29.2837	29.7757	30.4735	31.1715					
051302	HIM REP II	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
051303	HIM SPECIALIST	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
051304	HIM SPECIALIST LEAD	33.1404	33.9933	34.8673	35.6812	36.7943	37.9673					
051308	HIM SPECIALIST WK	34.7123	35.6058	36.5212	37.3744	38.5398	39.7059					
034452	HISTOLOGIC TECHNICIAN I	44.6504	45.8278	47.0059	47.9684	48.7279	49.3688	51.3483				
034453	HISTOLOGIC TECHNICIAN II	48.3247	49.5995	50.8742	52.1965	53.0764	53.6779	55.8296				
034462	HISTOLOGIC TECHNICIAN SUPV	53.483	54.8937	56.3043	57.7075	58.8293	59.6711	62.0627				
034450	HISTOLOGIC TECHNICIAN TRAINEE	37.3521	38.3367	39.3231	39.9825	40.9187	41.8550	43.5337				
057819	HOSPITAL OUTPATIENT CODER	41.8283	43.7558	45.9024	48.6839	51.1149	53.6559					
092312	HOUSEKEEPING AIDE	28.0205	28.7418	29.4815	30.2572	31.0325						
057917	HOUSEKEEPING AIDE HEAD WK	32.3702	33.2034	34.0575	34.9529	35.8486						
057916	HOUSEKEEPING AIDE WK	30.8225	31.6161	32.4294	33.2829	34.1358						
092314	HOUSEKEEPING HEAD AIDE	29.4274	30.1849	30.9613	31.7754	32.5897						
090708	IMAGING ASSISTANT	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
090714	IMAGING ASSISTANT SR	29.8419	30.6107	31.3985	32.0494	32.7570	33.5573					
090938	IMAGING ASST WK	31.2628	32.0682	32.8938	33.5754	34.3167	35.1553					
090707	IMAGING TECHNICIAN AIDE	29.3111	30.0659	30.8396	31.5479	32.2564	32.8327					
090709	IMAGING TECHNICIAN AIDE SR	30.7825	31.5752	32.3872	33.1312	33.8748	34.4801					
090710	IMAGING TECHNICIAN AIDE WK	32.2423	33.0725	33.9235	34.7027	35.4821	36.1160					
090941	IMAGING TECHNICIAN AIDE-LVN	40.6419										
090948	IMAGING TECHNICIAN AIDE-LVN-WK	44.7061										
038103	INAVASIVE CARDIO SPEC LEAD	63.2232	65.1235	67.0805	69.0963	71.1726	73.3112	75.5142	77.7831	80.1200		
051582	INDUSTRIAL REPORT BILLING	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
057820	INPATIENT CODER	46.4936	48.6180	51.0056	54.0941	56.7880	59.6348	62.6299				
057522	INTAKE CLAIMS CASHIER	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
050345	INTAKE CLAIMS CASHIER G4	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
038102	INVASIVE CARDIOVASCULAR SPEC	60.2071	62.0166	63.8807	65.8005	67.7780	69.8147	71.9128	74.0737	76.2995		
057132	INVENTORY CONTROL CLERK	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
050378	INVENTORY CONTROL CLERK G4	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
090917	KPPAAC ACTIVITY ASST	26.7040	27.3920	28.0971	29.1320	30.9857	32.7312					
090901	KPPAAC BUSINESS OFFICE CLERK	24.1233	24.7448	25.3821	25.9191	26.6641	27.4077					
090939	KPPAAC CERT NURSING ASST LVN	40.6419										
090908	KPPAAC CERTIFIED NURSING ASST	22.5874	23.4955	24.4227	25.4083	26.4324	27.3211					
090905	KPPAAC ENVIRONMENTAL SVCS AIDE	19.1679	19.9406	20.7517	21.5828	22.4521	23.3602					
090926	KPPAAC EVS AID- WK	21.0847	21.9347	22.8269	23.7411	24.6973	25.6962					
090906	KPPAAC LEAD EVS	20.1145	20.9257	21.795	22.6646	23.5729	24.5197					
090911	KPPAAC LICENSED VOC NURSE	40.6419	41.7149	42.7874	43.8291	44.8413	45.8518	46.8637				
090923	KPPAAC NUTRITION CLERK	19.9965	20.8013	21.6379	22.5083	23.4130	24.3539					



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090904	KPPAAC NUTRITIONAL AIDE	19.7473	20.5416	21.3677	22.2271	23.1208	24.0501					
090910	KPPAAC RECEPTIONIST	24.0945	24.7154	25.3518	25.7783	26.3827	26.7629					
090909	KPPAAC RECORDS CLERK	25.2206	25.8721	26.5385	27.1584	28.0054	28.8654					
090913	KPPAAC REHABILITATION AIDE	22.5874	23.4955	24.4227	25.4083	26.4324	27.3211					
090918	KPPAAC RESPIRATORY CARE PRCT I	47.7923	49.0533	50.3139	51.2930	52.5177	53.7418					
090920	KPPAAC RESP CARE PRCT II	50.3514	51.6792	53.0071	54.2300	56.1894	58.6372	61.0856				
090914	KPPAAC RESTORATIVE NURSE ASST	24.5197	25.5049	26.3734	27.5956	28.7036	29.8567					
090931	KPPAAC SOC WORKER DISCH PLNR	40.6419	41.7149	42.7874	43.8291	44.8413	45.8518	46.8637				
090924	KPPAAC SR NUTRITION CLERK	21.0025	21.8469	22.7254	23.6391	24.5894	25.5775					
090912	KPPAAC STAFFING ASST	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
090903	KPPAAC STOREKEEPER II	23.4506	24.0550	24.6747	25.3029	26.1684	26.8252					
090907	KPPAAC UNIT ASST	22.5874	23.4955	24.4227	25.4083	26.4324	27.3211					
090915	KPPACC CERT OCCUP THERP ASST 2	40.8752	41.9269	43.0048	44.0486	45.1919	46.2349					
090922	KPPACC LABORATORY ASST. II	31.1609	31.9630	32.7857	33.3976	34.2848	35.1736					
090916	KPPACC PHYSICAL THRPY ASST II	40.8752	41.9269	43.0048	44.0486	45.1919	46.2349					
090771	LABORATORY ASST I	30.0424	31.4342	32.2442	32.7856	33.5534	34.3217					
090772	LABORATORY ASST II	32.0987	32.9253	33.7727	34.4030	35.3167	36.2322					
057918	LABORATORY ASST II WK	35.3086	36.2178	37.1499	37.8434	38.8486	39.8554					
090773	LABORATORY ASST III	33.0940	33.9204	34.7678	35.3983	36.3114	37.2270					
057919	LABORATORY ASST III WK	36.4034	37.3124	38.2446	38.9382	39.9426	40.9497					
090774	LABORATORY ASST SR	34.7544	35.6221	36.5117	37.1743	38.1329	39.0942					
034545	LASER VISION CORCTN LASER TECH	42.7498	43.8491	44.9756	47.3487	49.7229	52.0961	54.4694				
057821	LEAD CODER	49.9759	52.2762	54.8382	58.1678	61.0588	64.1250	67.3451				
052612	LIBRARY ASST	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
032844	LICENSED VOC NURSE I.V. CERT	42.6799	43.8066	44.9322	46.0264	47.0888	48.1502	49.2128				
032845	LICENSED VOC NURSE I.V.CERT SR	43.9634	45.1243	46.2836	47.4105	48.5053	49.5984	50.6924				
032841	LICENSED VOC NURSE NEW GRAD											
032842	LICENSED VOCATIONAL NURSE	40.6419	41.7149	42.7874	43.8291	44.8413	45.8518	46.8637				
032843	LICENSED VOCATIONAL NURSE SR	42.6799	43.8066	44.9322	46.0264	47.0888	48.1502	49.2128				
057965	LICENSED VOCATIONAL NURSE WK	44.7062	45.8864	47.0663	48.2119	49.3254	50.4370	51.5500				
051342	MAIL CLERK	26.7040	27.3920	28.0971	28.5369	29.1320	29.7255					
050320	MAIL CLERK G2	27.8320	28.5490	29.2837	29.7757	30.4735	31.1715					
090702	MEDICAL ASST	29.3111	30.0659	30.8396	31.5479	32.2564	32.8327					
090702	MEDICAL ASST- EXP EXP WAIVER	29.3111	30.0659	30.8396	31.5479	32.2564	32.8327					
090715	MEDICAL ASST DESKTOP MEDICINE	29.3111	30.0659	30.8396	31.5479	32.2564	32.8327					
090932	MEDICAL ASST LVN	40.6419										
090946	MEDICAL ASST LVN SR	40.6419										
090703	MEDICAL ASST SR	30.7825	31.5752	32.3872	33.1312	33.8748	34.4801					
057925	MEDICAL ASST WK	32.2423	33.0725	33.9235	34.7027	35.4821	36.1160					
090947	MEDICAL ASST WK SR	33.8606	34.7327	35.6259	36.4443	37.2623	37.9281					



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050384	MEDICAL LEGAL CLERK G3	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
051306	MEDICAL RECORD INDEXER	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
057977	MEDICAL RECORD INDEXER WK	31.9110	32.7320	33.5754	34.2016	35.1111	36.0204					
057979	MEDICAL RECORD QA SPEC WK	33.2003	34.0553	34.9320	35.6708	36.6947	37.7172					
051307	MEDICAL RECORD QA SPECIALIST	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
051305	MEDICAL RECORD SCANNER	27.8320	28.5490	29.2837	29.7757	30.4735	31.1715					
050502	MEDICAL RECORDS ANALYST	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
051362	MEDICAL RECORDS CLERK	27.8320	28.5490	29.2837	29.7757	30.4735	31.1715					
057908	MEDICAL RECORDS CLERK G2 WK	30.6153	31.4039	32.2122	32.7532	33.5209	34.2886					
057904	MEDICAL RECORDS CLERK G3 WK	31.2628	32.0682	32.8938	33.5754	34.3167	35.1553					
050369	MEDICAL RECORDS CLERK G4	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
051363	MEDICAL RECORDS CLERK SR	30.4661	31.2496	32.0547	32.6530	33.5210	34.3891					
051532	MEDICAL RECORDS TECHNICIAN	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
051352	MEDICAL SECRETARY	37.0582	38.0359	39.0141	40.1812	41.4442	42.7045					
051353	MEDICAL SECRETARY SR	38.9161	39.9433	40.9709	42.1968	43.5224	44.8451					
051652	MEDICARE BILLER	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
089641	MEMBER ENGAGEMENT SPECIALIST	32.5351	33.3713	34.2289	34.9135	35.849	36.7956					
089640	MEMBER OUTREACH SPECIALIST	28.9529	29.6936	30.4539	31.0435	31.8089	32.6099					
089655	MEMBER OUTREACH SPECIALIST SR	29.8920	30.6569	31.4417	32.0722	32.9615	33.8500					
090840	MENTAL HEALTH WORKER	32.3765	33.2315	34.0862	34.9278	35.7691	36.5820					
090940	MENTAL HEALTH WORKER LVN	40.6419										
072112	MESSENGER DRIVER	28.2659	28.9934	29.7396	30.2572	30.6447						
072113	MESSENGER DRIVER SR	29.9481	30.7191	31.5097	32.0263	32.4140						
057927	MESSENGER DRIVER WK	31.0925	31.8926	32.7134	33.2829	33.7091						
034464	MOHS HISTOTECH TECH I	46.8830	48.1192	49.3562	50.3670	51.1643	51.8374	53.9158				
034465	MOHS HISTOTECH TECH II	50.7412	52.0795	53.4178	54.8064	55.7301	56.3619	58.621				
034466	MOHS HISTOTECH TECH SUPV	56.1571	57.6384	59.1195	60.5928	61.7706	62.6546	65.1658				
034463	MOHS HISTOTECH TECH TRAINEE	39.2196	40.2534	41.2893	41.9818	42.9648	43.9478	45.7104				
024745	MOLECULAR TECHNOLOGIST I	58.5308	60.0733	61.6173	62.4339	64.6336	66.7878	69.4639				
024725	MOLECULAR TECHNOLOGIST II	60.4699	62.0643	63.6585	64.8846	67.0384	69.4197	72.2007				
024726	MOLECULAR TECHNOLOGIST III	62.5385	64.1878	65.8367	67.2870	69.7595	72.1866	75.0788				
024727	MOLECULAR TECHNOLOGIST SR	65.6712	67.4028	69.1344	70.6571	73.2530	75.8018	78.8386				
024728	MOLECULAR TECHNOLOGIST TRAINEE	45.6048	47.5294									
051514	MONITOR TECHNICIAN	30.7256	31.4994	32.2931	32.9559	33.6566	34.4749					
024751	MRI TECHNOLOGIST I	58.9104	60.0923	61.2958	62.5246	63.7399						
024752	MRI TECHNOLOGIST II	62.9822	64.2441	65.5310	66.8436	68.1829	69.8147	72.336				
024756	MRI TECHNOLOGIST II WK	69.2805	70.6687	72.0841	73.5281	75.0011	76.7963	79.5697				
024766	MRI TECHNOLOGIST III	74.8146	77.0624									
024767	MRI TECHNOLOGIST III WK	82.296	84.7688									
024753	MRI TECHNOLOGIST LEAD	67.0524	68.3957	69.7659	71.1637	72.5894	74.0435	77.0095	78.5610	80.9214		



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051185	MSCC TELESERVICE REP	29.2672	30.0209	30.7936	31.4316	32.1261	32.9105							
030451	NEURODIAGNOSTIC TECHNICIAN I	62.6047	64.4811	66.4320	68.4197	70.4818	72.5998	74.7734						
030452	NEURODIAGNOSTIC TECHNICIAN II	64.4811	66.4320	68.4197	70.4818	72.5998	74.7734	77.0212						
030454	NEUROPHYS MONITORING SPEC	64.4811	66.4320	68.4197	70.4818	72.5998	74.7734	77.0212						
034446	NUCLEAR MED TECH II PET-CT	87.6536	90.3095											
034447	NUCLEAR MED TECH II-PET/CT LD	92.0423	94.8310											
034445	NUCLEAR MEDICINE TECH I WK	72.3372	74.2440	76.1511	78.1538	80.1566	82.1591	84.1620						
034443	NUCLEAR MEDICINE TECH II	69.8047	71.6444	73.4831	75.7099	78.0365	80.2642	83.4795						
034448	NUCLEAR MEDICINE TECH II WK	76.7853	78.8088	80.8315	83.2810	85.8403	88.2907	91.8275						
034444	NUCLEAR MEDICINE TECH SUPV	73.3004	75.2321	77.16320	79.5016	81.9443	84.2834	87.6592						
034442	NUCLEAR MEDICINE TECHNICIAN I	65.7610	67.4946	69.2282	71.0489	72.8696	74.6901	76.5111						
090832	NURSE ASST	29.0736	29.8214	30.5895	31.2942	32.0253	32.6773							
090933	NURSE ASST LVN	40.6419												
090834	NURSE ASST SR	30.5333	31.3185	32.1247	32.8650	33.6326	34.3168							
057990	NURSE ASST WK	31.9812	32.8035	33.6483	34.4235	35.2280	35.9451							
090836	NURSING WORK STUDY INTERN	29.0736	29.8214	30.5895	31.2942	32.0253	32.6773							
091822	NUTRITION AIDE	27.6999	28.4137	29.1458	30.2496	30.9857								
091824	NUTRITION AIDE WK	30.4698	31.2549	32.0604	33.2745	34.0845								
051001	NUTRITION ASST	34.5516	35.5549	36.5584	37.5613	38.6577	39.7166	40.8500						
051262	NUTRITION CLERK	28.0507	28.7732	29.5135	30.6176	31.3534								
051263	NUTRITION CLERK SR	29.4587	30.2175	30.9947	32.1543	32.9269								
057928	NUTRITION CLERK WK	30.8558	31.6505	32.4649	33.6792	34.4887								
091823	NUTRITION PARTNER	28.0507	28.7732	29.5135	30.6176	31.3534								
091826	NUTRITION PARTNER LEAD	29.4533	30.2119	30.9890	32.1482	32.9209								
091825	NUTRITION PARTNER WK	30.8558	31.6505	32.4649	33.6792	34.4887								
034492	OB TECHNICIAN	30.6309	31.4191	32.2274	33.0283	33.9075	34.7085							
034493	OB TECHNICIAN SR	32.1684	32.9958	33.8442	34.6858	35.6089	36.4496							
034495	OB TECHNICIAN WK	33.6940	34.5610	35.4501	36.3311	37.2983	38.1793							
090944	OB TECHNICIAN-LVN	40.6419												
090945	OCC HLTH TECHNICIAN CERT LVN	40.6419												
090705	OCC HLTH TECHNICIAN CERTIFIED	29.8658	30.6352	31.4234	32.1457	32.8668	33.4543							
090706	OCC HLTH TECHNICIAN CERT SR	31.3654	32.1729	33.0004	33.7585	34.5160	35.1332							
030742	OCC THERAPY ASST I CERTIFIED	35.5260	36.4396	37.3772	38.2850	39.2791	40.1856							
030743	OCC THERAPY ASST II CERTIFIED	40.8752	41.9269	43.0048	44.0486	45.1919	46.2349							
051522	OCCUPATIONAL MEDICINE SECY	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883							
034542	OPHTHALMIC PHOTOGRAPHER	38.1297	39.1103	40.1164	41.0626	44.2177	47.3739							
034543	OPHTHALMIC TECHNICIAN	40.7075	41.7554	42.8292	45.0888	47.3494	49.6096	51.8701						
034544	OPHTHALMIC TECHNICIAN II CERT	42.7498	43.8491	44.9756	47.3487	49.7229	52.0961	54.4694						
063302	OPTICAL BENCHMAN	32.5491		38.2926										
033352	CONTACT LENS FITTER	40.2387		41.4458										



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033358	CONTACT LENS FITTER APPRENTICE	28.1902	29.0787	30.2364	31.7443							
033371	CONTACT LENS FITTER ASSISTANT	27.3283	29.0787	29.8061								
030306	OPTICAL EQUIPMENT MAINTENANCE TECH	34.8278		40.9738								
054022	OPTICAL LAB APPRENTICE	21.1573	22.7840	24.4116	26.0388	27.6663	29.2946	30.9216				
063364	OPTICAL LAB FOREPERSON LEAD	35.8039		42.1224								
063372	OPTICAL SALES ASSISTANT	21.1573										
033312	OPTICAL SALES DISPENSER	32.5491		38.2926								
063350	OPTICAL SALES DISPENSER APPRENTICE	21.1573	22.7840	24.4116	26.0388	27.6663	29.2946	30.9216				
033323	OPTICAL SALES LEAD DISPENSER	35.8039		42.1224								
054024	PRESCRIPTION STOCK CLERK	32.5491		38.2926								
054023	SENIOR PRESCRIPTION STOCK CLERK	35.8039		42.1224								
063312	OPTICAL SURFACE GRINDER	32.5491		38.2926								
063371	OPTICAL UTILITY WORKER	21.1573										
030310	OR EQUIPMENT TECHNICIAN	34.6913	35.5834	36.4992	37.4065	38.4010	39.3082					
057122	OR SCHEDULING CLERK G4	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
050376	OR SCHEDULING CLERK G6	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
050391	OR SCHEDULING CLERK G6 WK	34.7123	35.6058	36.5212	37.3744	38.5398	39.7059					
030331	ORTHOPEDIC TECHNICIAN I	34.6913	35.5834	36.4992	37.4065	38.4010	39.3082					
030332	ORTHOPEDIC TECHNICIAN II	35.3875	36.2974	37.2309	38.1564	39.1712	40.0961					
030333	ORTHOPEDIC TECHNICIAN SR	37.1625	38.1180	39.0983	40.0701	41.1358	42.1070	43.1625				
030725	PATHOLOGY TECHNICAL ASST AA SR	36.3101	37.2438	38.2016	39.1508	40.1925	41.1409	42.7915				
030722	PATHOLOGY TECHNICAL ASST HS	34.5756	35.4651	36.3771	37.2814	38.2728	39.1762	40.7476				
030723	PATHOLOGY TECHNICAL ASST HS SR	36.3101	37.2438	38.2016	39.1508	40.1925	41.1409	42.7915				
030724	PATHOLOGY TECHNICIAN ASST AA	34.5756	35.4651	36.3771	37.2814	38.2728	39.1762	40.7476				
090835	PATIENT CARE TECHNICIAN	30.8012	31.5936	32.4073	33.0857	33.8039	34.6421					
090934	PATIENT CARE TECHNICIAN LVN	40.6419										
090837	PATIENT CARE TECHNICIAN WK	33.8813	34.7529	35.6481	36.3942	37.1842	38.1064					
051584	PATIENT FINANCIAL ADVISOR	32.9175	33.7644	34.6328	35.4857	36.7272	37.9673					
057922	PATIENT MOBILITY TECH I WK	32.6309	33.4703	34.3319	35.1229	35.9430	36.6753					
057923	PATIENT MOBILITY TECH II WK	33.8815	34.7529	35.6479	36.3944	37.1842	38.1063					
030373	PATIENT MOBILITY TECHNICIAN I	29.6644	30.4274	31.2108	31.9299	32.6755	33.3411					
030374	PATIENT MOBILITY TECHNICIAN II	30.8012	31.5936	32.4073	33.0857	33.8039	34.6421					
030372	PATIENT TRANSPORTATION AIDE	27.3396	28.0429	28.7651	29.2043	29.7997	30.3937					
057930	PATIENT TRANSPORTATION AIDE WK	30.0735	30.8474	31.6418	32.1248	32.7795	33.4331					
057262	PHARMACY CASHIER	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
051392	PHARMACY CLERK	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
050372	PHARMACY CLERK G3	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
057909	PHARMACY CLERK G4 WK	31.9110	32.7320	33.5754	34.2016	35.1111	36.0204					
051393	PHARMACY CLERK SR	30.4661	31.2496	32.0547	32.6530	33.5210	34.3891					
033400	PHARMACY INTERN	32.6921	33.5331	34.3966	35.0383	35.9691	36.9013					



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058126	PHARMACY MARKETING ASST	31.877	32.6968	33.5381	34.1553	35.0494	36.6384					
057929	PHARMACY TECHNICIAN INP WK	36.4863	37.4247	38.3881	39.0937	40.1182	42.7299					
034652	PHARMACY TECHNICIAN INPATIENT	33.1694	34.0224	34.8982	35.5397	36.4710	38.8455					
034654	PHARMACY TECHNICIAN LEAD INP	34.8336	35.7297	36.6493	37.3227	38.3003	40.7935					
034655	PHARMACY TECHNICIAN LEAD OP	33.4760	34.3373	35.2207	35.8683	36.8081	38.4761					
034653	PHARMACY TECHNICIAN OP	31.877	32.6968	33.5381	34.1553	35.0494	36.6384					
057970	PHARMACY TECHNICIAN OP WK	35.0647	35.9664	36.8917	37.5708	38.5541	40.3023					
030302	PHYSICAL THERAPY AIDE	28.8171	29.5590	30.3201	30.8260	31.5441	32.2630					
030303	PHYSICAL THERAPY AIDE SR	30.2638	31.0430	31.8416	32.3732	33.1275	33.8860					
030732	PHYSICAL THERAPY ASST I	38.5553	39.5466	40.5641	41.5490	42.6273	43.6113					
030733	PHYSICAL THERAPY ASST II	40.8752	41.9269	43.0048	44.0486	45.1919	46.2349					
057931	PHYSICAL THERAPY ASST II WK	44.9628	46.1196	47.3051	48.4536	49.7111	50.8585					
057582	PHYSICIAN'S SCHEDULE CLERK	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
034628	POLYSOM TRaineE/SLEEP TECH I	34.2990	35.1801	36.0851	36.9168	37.7783	38.5475					
034630	POLYSOMNOGRAPHIC TECH LEAD	42.7486	43.849	44.9763	47.3489	49.7225	52.096	54.4695				
034629	POLYSOMNOGRAPHIC TECHNOLOGIST	40.7075	41.7554	42.8292	45.0888	47.3494	49.6096	51.8701				
057804	PROFESSIONAL SVCS CODER I	36.9816	38.0943	39.2407	40.4216	41.6378	42.8902					
057805	PROFESSIONAL SVCS CODER II	38.9342	40.1058	41.3124	42.5554	43.8355	45.1539					
057806	PROFESSIONAL SVCS CODER III	40.9893	42.2224	43.4926	44.8010	46.1485	47.5363					
030322	PSYCHIATRIC TECHNICIAN	37.4434	38.4318	39.4199	40.3802	41.3129	42.2443	43.1770				
030323	PSYCHIATRIC TECHNICIAN SR	39.3213	40.3595	41.3965	42.4049	43.3838	44.3624	45.3417				
034678	RADIATION ONCOLOGY AIDE	35.3875	36.2974	37.2309	38.1564	39.1712	40.0961					
034475	RADIATION THERAPIST	69.2626	71.3031	73.3211	75.6931	79.2665	83.0726	86.4163				
034476	RADIATION THERAPIST LEAD	72.7316	74.8740	76.9930	79.4833	83.2355	87.2318	90.7426				
034801	RADIOLOGIC TECHNOLOGIST I	51.4580										
034811	RADIOLOGIC TECHNOLOGIST I WK	56.6038										
034802	RADIOLOGIC TECHNOLOGIST II	54.0366	55.6613	57.3347	59.0579	60.8331	62.6618	64.5452	66.485	68.4829		
034812	RADIOLOGIC TECHNOLOGIST II WK	59.4403	61.2274	63.0681	64.9637	66.9165	68.9280	70.9997	73.1334	75.3313		
034803	RADIOLOGIC TECHNOLOGIST III	55.6613	57.3347	59.0579	60.8331	62.6618	64.5452	66.4850	68.4829	70.5408		
034813	RADIOLOGIC TECHNOLOGIST III WK	61.2274	63.0681	64.9637	66.9165	68.9280	70.9997	73.1334	75.3313	77.5949		
034804	RADIOLOGIC TECHNOLOGIST IV	58.4501	60.2071	62.0166	63.8807	65.8005	67.7780	69.8147	71.9128	74.0737		
034806	RADIOLOGIC TECHNOLOGIST LEAD	63.2232	65.1235	67.0805	69.0963	71.1726	73.3112	75.5142	77.7831	80.1200		
034805	RADIOLOGIC TECHNOLOGIST V	60.2071	62.0166	63.8807	65.8005	67.7780	69.8147	71.9128	74.0737	76.2995		
034815	RADIOLOGIC TECHNOLOGIST V WK	66.2279	68.2183	70.2688	72.3807	74.5559	76.7963	79.1041	81.4811	83.9294		
034816	RADIOLOGIC TECHNOLOGIST WK LD	69.5455	71.6358	73.7887	76.0060	78.2899	80.6423	83.0656	85.5615	88.1323		
034814	RADIOLOGIC TECHNOLOGIST IV WK	64.2954	66.2279	68.2183	70.2688	72.3807	74.5559	76.7963	79.1041	81.4811		
051202	RECEPTION CLERK	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					
050309	RECEPTION CLERK G2	27.8320	28.5490	29.2837	29.7757	30.4735	31.1715					
050310	RECEPTION CLERK G4	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
051432	RECEPTIONIST CLINIC	28.4208	29.1530	29.9034	30.5231	31.1972	31.9594					



A - Applicable to UHW Employees hired on or before 10/25/86

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051433	RECEPTIONIST CLINIC SR	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
051010	REGISTERED DIETITIAN I	48.5782	50.1948	51.7923	53.4087	55.0065	56.6226	58.2202				
051015	REGISTERED DIETITIAN I LEAD	51.0129	52.7101	54.3876	56.0845	57.7624	59.4594	61.1371				
051011	REGISTERED DIETITIAN II	51.2349	52.9253	54.6349	56.3254	58.0160	59.7251	61.4155				
051012	REGISTERED DIETITIAN II LEAD	53.8170	55.6009	57.3657	59.1491	60.9325	62.6975	64.4811				
051013	REGISTERED DIETITIAN III	53.8170	55.6009	57.3657	59.1491	60.9325	62.6975	64.4811				
051014	REGISTERED DIETITIAN III LEAD	56.5139	58.3868	60.2399	62.1122	63.9852	65.8384	67.7110				
090775	REGL LAB SUPPORT SPECIALIST	32.0987	32.9253	33.7727	34.4030	35.3167	36.2322					
050802	REL OF MED INFORMATION SPEC SR	31.6970	32.5129	33.3503	34.0550	35.0363	36.0961					
050801	RELEASE OF MED INFO SPEC II	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
050800	RELEASE OF MEDICAL INFO SPEC I	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
034620	RESPIRATORY CARE PERMITTEE	43.0016										
034625	RESPIRATORY CARE PRCT I	47.7923	49.0533	50.3139	51.2930	52.5177	53.7418					
034621	RESPIRATORY CARE PRCT I REG	50.1877	51.5114	52.8347	53.8642	55.1491	56.4321					
057939	RESPIRATORY CARE PRCT I REG WK	55.2062	56.6626	58.1181	59.2506	60.6641	62.0753					
057938	RESPIRATORY CARE PRCT I WK	52.5715	53.9586	55.3453	56.4222	57.7696	59.1159					
034626	RESPIRATORY CARE PRCT II	50.3514	51.6792	53.0071	54.2300	56.1894	58.6372	61.0856				
034622	RESPIRATORY CARE PRCT II REG	52.8751	54.2682	55.6634	56.9477	59.0045	61.5758	64.1457				
057940	RESPIRATORY CARE PRCT II WK	55.3865	56.8471	58.3079	59.6532	61.8084	64.5011	67.1940				
034627	RESPIRATORY CARE PRCT SUPV	55.5242	56.9873	58.4526	59.8013	61.961	64.6602	67.3589				
057942	RESPIRATORY CARE PRCT SUPV WK	61.0766	62.6860	64.2978	65.7814	68.1571	71.1261	74.0947				
030432	RESPIRATORY SUPPLY AIDE	30.1805	30.9567	31.7538	32.4847	33.2438	33.9205					
030433	RESPIRATORY SUPPLY AIDE SR	31.6952	32.5098	33.3470	34.1154	34.9117	35.6226					
057944	RESPIRATORY SUPPLY AIDE-WK	33.1987	34.0523	34.9292	35.7332	36.5682	37.3125					
089650	SALES REP-TELESALES	32.9175	33.7644	34.6328	35.4857	36.7272	37.9673					
051154	SCHEDULE MAINTENANCE CLERK	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
051156	SCHEDULE MAINTENANCE CLERK SR	33.1404	33.9933	34.8673	35.6812	36.7943	37.9673					
057967	SCHEDULE MAINTENANCE CLERK WK	34.7123	35.6058	36.5212	37.3744	38.5398	39.7059					
051442	SECRETARY	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
051443	SECRETARY SR	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
051146	SNF CLERK	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
057625	SNF DATABASE SPECIALIST	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
030437	SONOGRAPHER I	60.7845	62.6047	64.4811	66.4320	68.4197	70.4818	72.5998	74.7734	77.7832		
030444	SONOGRAPHER I LEAD	66.8775	68.8844	70.9464	73.0826	75.2750	77.5418	79.8638	82.279	85.5674		
030438	SONOGRAPHER II	62.6047	64.4811	66.4320	68.4197	70.4818	72.5998	74.7734	77.0212	80.1053		
030445	SONOGRAPHER II LEAD	68.8844	70.9464	73.0826	75.2750	77.5418	79.8638	82.2790	84.7498	88.1313		
030855	SONOGRAPHER II WK	68.8653	70.9291	73.0752	75.2616	77.5301	79.8598	82.2507	84.7233	88.1159		
030439	SONOGRAPHER III	64.4811	66.4320	68.4197	70.4818	72.5998	74.7734	77.0212	79.3436	82.5204		
030446	SONOGRAPHER III LEAD	70.9464	73.0826	75.2750	77.5418	79.8638	82.2790	84.7498	87.2951	90.788		
057978	SONOGRAPHER III WK	70.9291	73.0752	75.2616	77.5301	79.8598	82.2507	84.7233	87.2780	90.7725		



A - Applicable to UHW Employees hired on or before 10/25/86

B1 - Applicable to UHW employees hired on or after 10/26/86

JobCode	Job Title			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
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030440	SONOGRAPHER IV	66.4320	68.4197	70.4818	72.5998	74.7734	77.0212	79.3436	81.7220	84.9916		
030447	SONOGRAPHER IV LEAD	73.0826	75.2750	77.5418	79.8638	82.2790	84.7498	87.2951	89.9148	93.5189		
057981	SONOGRAPHER IV WK	73.0751	75.2617	77.5300	79.8598	82.2507	84.7233	87.2780	89.8943	93.4907		
030436	SONOGRAPHER TECHNICIAN	57.3286	59.0565	60.8399	62.6607	64.5370	66.4875	68.4754	70.5378	72.6555	74.8476	77.096
030435	SONOGRAPHER TRAINEE	52.1081										
030441	SONOGRAPHER V	68.4197	70.4818	72.5998	74.7734	77.0212	79.3436	81.722	84.1741	87.5553		
030448	SONOGRAPHER V LEAD	75.2750	77.5418	79.8638	82.279	84.7498	87.2951	89.9148	92.6087	96.3238		
057983	SONOGRAPHER V WK	75.2616	77.5300	79.8597	82.2508	84.7234	87.2779	89.8942	92.5914	96.3108		
021003	STAFF ASSISTANT	31.2078	32.0113	32.8351	33.4475	34.3367	35.2263					
021005	STAFF ASSISTANT SR	32.9175	33.7644	34.6328	35.4857	36.7272	37.9673					
021006	STAFF ASSISTANT WKEND	34.3285	35.2124	36.1186	36.7923	37.7704	38.7489					
057872	STAFFING CLERK	30.1821	30.9594	31.7565	32.4280	33.3588	34.2883					
090314	STERILE PROC TECH CERT SR	34.2990	35.1801	36.0851	36.9168	37.7783	38.5475					
090313	STERILE PROC TECH II CERT	32.6601	33.4996	34.3613	35.1534	35.9735	36.7069					
057946	STERILE PROC TECH II CERT WK	35.9259	36.8495	37.7973	38.6688	39.5708	40.3775					
090312	STERILE PROCESSING TECH I	31.3992	32.2066	33.0357	33.7971	34.5853	35.2897					
057945	STERILE PROCESSING TECH I WK	34.5392	35.4274	36.3393	37.1767	38.0440	38.8184					
054002	STOREKEEPER	28.3399	29.0694	29.8178	30.5919	31.3681						
094013	STOREKEEPER CHIEF	31.7685	32.5862	33.4243	34.3327	35.1234						
094011	STOREKEEPER I	28.8768	29.6200	30.3828	31.1714	31.9617						
057950	STOREKEEPER I WK	31.7644	32.5821	33.4213	34.2885	35.1578						
094012	STOREKEEPER II	29.3422	30.0979	30.8721	31.6573	32.7396						
057951	STOREKEEPER II WK	32.2765	33.1076	33.9594	34.8229	36.0135						
050341	SUBPOENA CLERK G4	29.0098	29.7563	30.5231	31.0923	31.9192	32.746					
090315	SUPPLY CHAIN TECHNICIAN	31.3992	32.2066	33.0357	33.7971	34.5853	35.2897					
057874	SUPPORT SERVICES REP	31.5567	32.3689	33.2011	33.9766	35.0363	36.0961					
057875	SUPPORT SERVICES REP SR	33.1404	33.9928	34.8673	35.6810	36.7943	37.9066					
057958	SUPPORT SERVICES REP WK	34.7123	35.6058	36.5212	37.3744	38.5398	39.7059					
024705	SUPV CYTO HISTO TECHNOLOGIST	68.2073	70.0047	71.8012	74.8189	77.2906	78.7411	81.8953				
057662	SURGERY APPOINTMENT CLERK	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
057663	SURGERY APPOINTMENT CLERK SR	30.4661	31.2496	32.05470	32.6530	33.5210	34.3891					
030712	SURGICAL ASST	44.1403	45.2751	46.4383	47.6446	49.0782	50.7373	52.7713				
030711	SURGICAL ASST CERTIFIED	45.2465	46.4094	47.6027	48.8386	50.3082	52.0082	54.0931				
030714	SURGICAL ASST CERTIFIED SR	47.5145	48.7357	49.9886	51.2864	52.8290	54.6147	56.8037				
030713	SURGICAL ASST SR	46.3531	47.5441	48.7665	50.0326	51.5378	53.2804	55.4160				
051161	SURGICAL PREADMIT SECRETARY	29.0098	29.7563	30.5231	31.0923	31.9192	32.7460					
030312	SURGICAL TECHNICIAN	41.1416	42.1997	43.2840	44.3596	45.5389	46.6138	48.4829				
030313	SURGICAL TECHNICIAN SR	43.2041	44.3150	45.4543	46.5833	47.8215	48.9499	50.9129				
030309	SURGICAL TECHNICIAN TRAINEE	39.9036										
057954	SURGICAL TECHNICIAN TRN WK	43.8941										



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057955	SURGICAL TECHNICIAN WK	45.2558	46.4197	47.6126	48.7954	50.0930	51.2754	53.3311				
057956	SURGICAL TECHNICIAN WK SR	47.5246	48.7465	49.9997	51.2417	52.6036	53.8449	56.0043				
089656	TEAM LEAD MS & F	40.5095	41.5506	42.6186	43.4709	44.6358	45.8143					
051183	TELESERVICE REP	29.2672	30.0209	30.7936	31.4316	32.1261	32.9105					
051186	TELESERVICE REP DESKTOP MED	29.2672	30.0209	30.7936	31.4316	32.1261	32.9105					
051184	TELESERVICE REP WK	32.1942	33.0229	33.8729	34.5748	35.3386	36.2015					
051481	TRANSCRIPTION CLERK	27.8320	28.5490	29.2837	29.7757	30.4735	31.1715					
057910	TRANSCRIPTION CLERK II WK	30.6153	31.4039	32.2122	32.7532	33.5209	34.2886					
072102	TRUCK DRIVER	42.0433	43.1240	44.2325	45.1282	46.0252	47.0047					
072104	TRUCK DRIVER FORMAN	44.3144	45.4541	46.6221	47.5182	48.4118	49.3911					
051512	UNIT ASST	29.9009	30.6703	31.4600	32.1186	32.8158	33.6295					
051513	UNIT ASST SR	31.4017	32.2097	33.0392	33.7302	34.4622	35.3169					
057913	UNIT ASST WK	32.8912	33.7373	34.6061	35.3305	36.0974	36.9923					
030201	VISION SERVICES ASST I	29.3111	30.0659	30.8396	31.5479	32.2564	32.8327					
090942	VISION SERVICES ASST I LVN	40.6419										
030202	VISION SERVICES ASST II	31.8027	32.6213	33.4607	34.2291	34.9975	35.6227					
090943	VISION SERVICES ASST II LVN	40.6419										
057492	VITAL STATISTICS CLERK	27.8320	28.5490	29.2837	29.7757	30.4735	31.1715					
084002	WAREHOUSE PERSON	36.3647	37.2999	38.2594	39.1547	40.0511	41.0310					
074004	WAREHOUSE PERSON LEAD	38.1889	39.1701	40.1776	41.1182	42.0599	43.0882					
057643	WORKFLOW QUALITY COORD AACC	31.0330	31.8320	32.6510	33.3275	34.0634	34.8955					
084112	YARDKEEPER	28.0455	28.7665	29.5070	30.2828	31.0576						

*SR/LEAD Grades Refer to the Promotion to Senior, Lead, Chief or Supervisor language in the SEIU-UHW Collective Bargaining Agreement on page 42

An Employee promoted to a senior, lead, chief or (in the bargaining unit) supervisor shall receive a minimum increase of the next higher step of the wage scale in the new classification which will provide an increase of at least five (5) percent above his/her former rate.



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034484	3D IMAGING ANALYST	53.0017	54.5955	56.237	57.9275	59.6687	61.4626	63.3100				
059132	ACCOUNT REP	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790					
051142	ADMITTING CLERK	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
051141	ADMITTING CLERK SR	31.3801	32.1871	33.0163	33.6326	34.5266	35.4208					
050304	ADMITTING REP	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
051143	ADMITTING REP SR	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790					
057901	ADMITTING REP V WK	34.1963	35.0770	35.9800	36.7409	37.7955	38.8487					
034404	ALLERGY CENTRAL LAB ASST SUPV	36.0499	36.9777	37.9287	38.6621	39.7120	40.7320					
034402	ALLERGY TECHNICIAN	32.6878	33.5290	34.3913	35.0564	36.0086	36.9338					
034403	ALLERGY TECHNICIAN SR	34.3285	35.2114	36.1166	36.8156	37.8147	38.7864					
051144	AMBULANCE SERVICES CLERK	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
057816	AMBULATORY CODER	38.0910	39.2371	40.4179	41.6342	42.8869	44.1769					
030422	ANESTHESIA SUPPLY AIDE	29.6611	30.4240	31.2074	31.9263	32.6720	33.3375					
030423	ANESTHESIA SUPPLY AIDE SR	31.1500	31.9512	32.7739	33.5287	34.3118	35.0102					
030773	ANESTHESIA TECHNICAL ASST SR	39.6540	40.6739	41.7193	42.7559	43.8931	44.9288					
057980	ANESTHESIA TECHNICAL ASST WK	41.5357	42.6049	43.6997	44.7857	45.9768	47.0616					
051152	APPOINTMENTS CLERK	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
050306	APPOINTMENTS CLERK G4	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
051153	APPOINTMENTS CLERK SR	30.7426	31.5345	32.3459	33.0163	33.7457	34.5697					
030704	ASL INTERPRETER	61.3540	62.8909	64.4278	65.9648	67.5015	69.0384	70.5753				
021002	ASSOC STAFF ASST	27.2327										
030736	ATHLETIC TRAINER CERTIFIED	38.9777	39.9804	40.9829	41.8046	42.6434	43.4989					
034425	BONE DENSITOMETRY TECHNICIAN	34.4237	35.3090	36.2166	37.2693	38.7838	39.9020					
034426	BONE DENSITOMETRY TECH SR	36.1509	37.0807	38.0338	39.1387	40.7808	42.2053					
050343	BUS OFFICE CLERK CLINIC G3	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
050344	BUS OFFICE CLERK CLINIC G5	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
057392	BUSINESS OFFICE CLERK CLINIC	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
051223	BUSINESS OFFICE CLERK SR	34.1346	35.0131	35.9133	36.7516	37.8981	39.1063					
050319	BUSINESS OFFICE FLOAT CLERK G6	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790					
051583	BUSINESS REP	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790					
030307	CARDIAC DEVICE TECHNICIAN	37.0426	37.9288	38.8372	39.8886	41.4023	42.5206					
030308	CARDIAC DEVICE TECHNICIAN SR	38.9013	39.8308	40.7847	41.8890	43.4790	44.8229					
035404	CARDIOVASCULAR ANESTHESIA TECH	44.3730	45.5139	46.6844	48.2991	50.7198	53.1400					
035405	CARDIOVASCULAR ANESTHESIA TECH SR	46.5918	47.7896	49.0186	50.7142	53.2558	55.7970					
035402	CARDIOVASCULAR TECHNICIAN	51.4995	53.0487	54.6436	56.1510	57.7535	59.3839					
035403	CARDIOVASCULAR TECHNICIAN SR	60.6536	62.4771	64.3551	65.9660	67.6193	69.3122					
090833	CARE PARTNER	29.9458	30.7160	31.5072	32.2330	32.9861	33.6576					
090936	CARE PARTNER LVN	41.8612										
057975	CARE PARTNER WK	32.9406	33.7876	34.6577	35.4562	36.2848	37.0235					
051162	CASH BATCH CLERK	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
057272	CASH CHARGE BATCH CLERK	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					



A - Applicable to UHW Employees hired on or before 10/25/86

B1 - Applicable to UHW employees hired on or after 10/26/86

JobCode	Job Title			Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
050389	CASHIER RCPNST SCHD IMAGING SR	31.3801	32.1871	33.0163	33.6326	34.5266	35.4208					
050388	CASHIER RCPNST SCHED IMAGING	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
051502	CASHIER RECEPTIONIST	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
057902	CASHIER RECEPTIONIST G3 WK	32.2007	33.0302	33.8806	34.5827	35.3462	36.2100					
050326	CASHIER RECEPTIONIST G4	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
051503	CASHIER RECEPTIONIST SR	30.7426	31.5345	32.3459	33.0163	33.7457	34.5697					
057982	CASHIER RECP SCHDLR IMG WKEND	32.8683	33.7140	34.5827	35.2276	36.1644	37.1010					
057192	CENTRAL APPOINTMENTS CLERK	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
090311	CENTRAL SUPPLY TECHNICIAN	29.6611	30.4240	31.2074	31.9263	32.6720	33.3375					
030701	CERT HEALTHCARE INTERPRETER	33.3368	34.1152	34.9288	35.7604	36.6098	37.4769	38.3790				
030705	CERT HEALTHCARE INTPR LEAD	35.0096	35.8269	36.6814	37.5546	38.4463	39.3564	40.3039				
030703	CERT INTERPRETER TRANSLATOR	35.0883	35.9196	36.7691	37.6534	38.5380	39.4580	40.4136				
030702	CERT MULTILINGUAL INTERPRETER	34.3097	35.0883	35.9021	36.7337	37.5827	38.4496	39.3520				
051622	CHART ROOM TROUBLER CLERK	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066					
051264	CHRONIC COND MGMT PROG ASST	33.9050	34.7773	35.6718	36.5503	37.8290	39.1063					
051231	CLAIMS ADJ & RWK RESOLUTN LEAD	35.6002	36.5163	37.4554	38.3777	39.7205	41.0617					
051230	CLAIMS ADJUD REWORK & RESOLUTN	33.9050	34.7773	35.6718	36.5503	37.8290	39.1063					
051228	CLAIMS ADJUDICATOR I	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
051229	CLAIMS ADJUDICATOR II	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790					
051234	CLAIMS ADJUSTER LEAD	33.9050	34.7773	35.6718	36.5503	37.8290	39.1063					
050352	CLERK G1	27.5051	28.2138	28.9400	29.3930	30.0060	30.6173					
050353	CLERK G2	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066					
057903	CLERK G2 WK	31.5338	32.3460	33.1786	33.7358	34.5265	35.3173					
050354	CLERK G3	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
050358	CLERK G3 SR	30.1062	30.8814	31.6765	32.2084	32.9630	33.7182					
057905	CLERK G3 WK	32.2007	33.0302	33.8806	34.5827	35.3462	36.2100					
051232	CLERK G4	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
050359	CLERK G4 SR	30.7426	31.5345	32.3459	33.0163	33.7457	34.5697					
050355	CLERK G5	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
050356	CLERK G6	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790					
050360	CLERK G6 SR	32.6479	33.4883	34.3508	35.0767	36.0874	37.1790					
050361	CLERK G7 SR	34.1346	35.0131	35.9133	36.7516	37.8981	39.1063					
051233	CLERK SR	31.3801	32.1871	33.0163	33.6326	34.5266	35.4208					
051242	CLERK TYPIST	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
050314	CLERK TYPIST G2	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066					
050315	CLERK TYPIST G4	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
051253	CLINICAL DATA SPECIALIST	34.4223	35.2947	36.1893	37.1713	38.5738	39.9755					
030794	CLINICAL HEALTH EDUCATOR I	41.1638	42.1958	43.2534	44.3377	45.4492	46.5884	47.7562				
030796	CLIN HEALTH EDUCATION I LEAD	43.2278	44.3114	45.4221	46.5608	47.7277	48.9242	50.1497				
030795	CLINICAL HEALTH EDUCATOR II	43.6407	44.7345	45.8558	47.0053	48.1834	49.3909	50.6288				
030797	CLIN HEALTH EDUCATION II LEAD	45.8284	46.9772	48.1544	49.3615	50.5985	51.8666	53.1659				



A - Applicable to UHW Employees hired on or before 10/25/86

B1 - Applicable to UHW employees hired on or after 10/26/86

JobCode	Job Title	B1 rates are effective for both Bay Area and Sacramento / Fresno Employees										
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
053102	COMMUNICATION OPERATOR	29.2181	29.9702	30.7417	31.2586	31.9910	32.4516	33.5639				
053193	COMMUNICATION OPERATOR SR	30.6848	31.4748	32.2842	32.8270	33.5966	34.0800	35.248				
057960	COMMUNICATION OPERATOR WK	32.1398	32.9672	33.8159	34.3845	35.1901	35.6965	36.9202				
050506	CONTINUUM SERVICES CLERK	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
024741	CYTOGENETIC TECHNOLOGIST I	60.2867	61.8755	63.4658	64.3069	66.5726	68.7914	71.5478				
024742	CYTOGENETIC TECHNOLOGIST II	62.2840	63.9262	65.5683	66.8311	69.0496	71.5023	74.3667				
024743	CYTOGENETIC TECHNOLOGIST III	64.4147	66.1134	67.8118	69.3056	71.8523	74.3522	77.3312				
024744	CYTOGENETIC TECHNOLOGIST SR	67.6413	69.4249	71.2084	72.7768	75.4506	78.0759	81.2038				
024740	CYTOGENETIC TECHNOLOGIST TRNEE	46.9729	48.9553									
024704	CYTOTECHNOLOGIST CHIEF	69.4960	71.3284	73.1601	74.7284	77.3398	80.0311	83.2371				
024701	CYTOTECHNOLOGIST I	60.2867	61.8755	63.4658	64.3069	66.5726	68.7914	71.5478				
024702	CYTOTECHNOLOGIST II	62.2840	63.9262	65.5683	66.8311	69.0496	71.5023	74.3667				
024703	CYTOTECHNOLOGIST III	64.4147	66.1134	67.8118	69.3056	71.8523	74.3522	77.3312				
024707	CYTOTECHNOLOGIST III QC	66.1811	67.9261	69.6701	71.1642	73.6513	76.2143	79.2678				
057482	DATA CLERK	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
030442	DEDICATED SPECLTY SONOGRAPHER I	64.4828	66.4155	68.4250	70.4723	72.5963	74.7778	77.0166	79.3318	82.5085		
030449	DEDICATED SPECLTY SONOGRAPHER I LD	70.9509	73.0748	75.2751	77.5333	79.8681	82.2597	84.7474	87.2923	90.7752		
030443	DEDICATED SPECLTY SONOGRAPHER II	66.4155	68.4250	70.4723	72.5963	74.7778	77.0166	79.3318	81.7239	84.996		
030450	DEDICATED SPECLTY SONOGRAPHER II LD	73.0748	75.2751	77.5333	79.8681	82.2597	84.7474	87.2923	89.914	93.5116		
090701	DENTAL ASST REGISTERED	32.0584	32.8836	33.7298	34.5046	35.2794	35.9092					
090700	DENTAL ASST REGISTERED SR	33.6614	34.5278	35.4163	36.2298	37.0433	37.7047					
057172	DEPARTMENTAL CLERK	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
050380	DEPARTMENTAL CLERK G2	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066					
050381	DEPARTMENTAL CLERK G3	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
057962	DEPARTMENTAL CLERK G4 WK	32.8683	33.7140	34.5827	35.2276	36.1644	37.1010					
050382	DEPARTMENTAL CLERK G5	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
051562	DEPOSIT CASHIER	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
051482	DEPT SECRETARY	32.1440	32.9716	33.8202	34.4509	35.3668	36.2831					
051004	DIETETIC TECHNICIAN ELIGIBLE	35.8571										
051002	DIETETIC TECHNICIAN REG	37.7505	38.8221	39.9127	41.0234	42.2093	43.3765	44.6011				
051017	DIETITIAN ELIGIBLE	47.5279										
051315	DIGITAL IMAGING LIBRARIAN	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
051316	DIGITAL IMAGING LIBRARIAN LEAD	30.7426	31.5345	32.3459	33.0163	33.7457	34.5697					
051317	DIGITAL IMAGING LIBRARIAN WK	32.2007	33.0302	33.8806	34.5827	35.3462	36.2100					
051145	DME CLERK	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
051148	DME COORD	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790					
057817	E&M/SPECIALTY CODER	40.1022	41.3090	42.5518	43.8321	45.1506	46.5085					
051662	ED CLERK	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
051663	ED CLERK SR	31.3801	32.1871	33.0163	33.6326	34.5266	35.4208					
057974	ED CLERK SR WK	34.5183	35.4057	36.3181	36.9957	37.9794	38.9628					
057818	ED CODER	40.1022	41.3090	42.5518	43.8321	45.1506	46.5085					



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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
034432	EEG TECHNOLOGIST I	39.3498	40.3621	41.3999	42.5223	44.5429	46.3385	48.4290			
034433	EEG TECHNOLOGIST II	41.6971	42.7691	43.8691	44.9905	47.2350	49.4788	51.7109			
034434	EEG TECHNOLOGIST II WKEND	45.8667	47.0461	48.2560	49.4896	51.9586	54.4266	56.8822			
034422	EKG TECHNICIAN	34.4237	35.3090	36.2166	37.2693	38.7838	39.9020				
034423	EKG TECHNICIAN SR	36.1509	37.0807	38.0338	39.1387	40.7808	42.2053				
057915	EKG TECHNICIAN WK	37.8661	38.8400	39.8382	40.9961	42.6623	43.8921				
057143	ELIGIBILITY SPECIALIST	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284				
030314	EMERGENCY DEPT TECHNICIAN I	30.1904	30.9679	31.7648	32.4943	33.2241	33.8177				
030324	EMERGENCY DEPT TECHNICIAN II	35.7320	36.6509	37.5942	38.5287	39.553	40.4874				
090935	EMERGENCY DEPT TECHNICIAN LVN	41.8612									
034681	ESTHETICIAN	41.0964	42.2505	43.4367	44.6564	45.9099	47.1988				
057811	EVALUATION & MANAGEMENT CODER	35.4391	36.3512	37.2860	38.1560	39.3461	40.5358				
051312	FILE CLERK	27.5051	28.2138	28.9400	29.3930	30.0060	30.6173				
057906	FILE CLERK G1 WK	30.2559	31.0354	31.8339	32.3322	33.0067	33.6789				
050362	FILE CLERK G2	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066				
050363	FILE CLERK G3	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182				
050364	FILE CLERK G4	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284				
051313	FILE CLERK SR	30.1062	30.8814	31.6765	32.2084	32.963	33.7182				
090842	GARAGE PARKING ATTENDANT	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066				
084102	GARDENER	31.7267	32.5436	33.3799	34.1935	35.0075					
084103	GARDENER SR	34.2091	35.0888	35.9916	36.8126	37.6271					
034007	HEALTH ED ASST	29.9648	30.7348	31.5248	32.1553	33.0172	33.8886				
055051	HEALTH EDUCATION CLERK	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066				
030785	HEALTH EDUCATOR I	41.1638	42.1958	43.2534	44.3377	45.4492	46.5884	47.7562			
030787	HEALTH EDUCATOR I LEAD	43.2278	44.3114	45.4221	46.5608	47.7277	48.9242	50.1497			
030786	HEALTH EDUCATOR II	43.6407	44.7345	45.8558	47.0053	48.1834	49.3909	50.6288			
030788	HEALTH EDUCATOR II LEAD	45.8284	46.9772	48.1544	49.3615	50.5985	51.8666	53.1659			
057812	HEALTH INFORMATION CODER I	43.0831	45.0685	47.2795	50.1444	52.6483	55.2656				
057813	HEALTH INFORMATION CODER II	47.8884	50.0765	52.5358	55.7169	58.4916	61.4238	64.5088			
057814	HEALTH INFORMATION CODER III	51.4752	53.8445	56.4833	59.9128	62.8906	66.0488	69.3655			
057810	HEALTH INFORMATION CODER TRN	35.4391									
089646	HEALTH PLAN REP	30.7358	31.3504	32.1907	33.0405	33.8666	34.7132				
089647	HEALTH PLAN REP SR	33.5112	34.3724	35.2558	35.9609	36.9245	37.8995				
090302	HH AIDE	30.0966	30.8717	31.6666	32.3848	33.1310	33.7966				
090937	HH AIDE LVN	41.8612									
051492	HH CLERK	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284				
057911	HH CLERK G4 WK	32.8683	33.7140	34.5827	35.2276	36.1644	37.1010				
057815	HIM OUTPATIENT/AMBL CODER	40.1022	41.3090	42.5518	43.8321	45.1506	46.5085				
051301	HIM REP I	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066				
051302	HIM REP II	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182				
051303	HIM SPECIALIST	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790				



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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
051304	HIM SPECIALIST LEAD	34.1346	35.0131	35.9133	36.7516	37.8981	39.1063					
051308	HIM SPECIALIST WK	35.7537	36.6740	37.6168	38.4956	39.6960	40.8971					
034452	HISTOLOGIC TECHNICIAN I	45.9899	47.2026	48.4161	49.4075	50.1897	50.8499	52.8887				
034453	HISTOLOGIC TECHNICIAN II	49.7744	51.0875	52.4004	53.7624	54.6687	55.2882	57.5045				
034462	HISTOLOGIC TECHNICIAN SUPV	55.0875	56.5405	57.9934	59.4387	60.5942	61.4612	63.9246				
034450	HISTOLOGIC TECHNICIAN TRAINEE	38.4727	39.4868	40.5028	41.1820	42.1463	43.1107	44.8397				
057819	HOSPITAL OUTPATIENT CODER	43.0831	45.0685	47.2795	50.1444	52.6483	55.2656					
092312	HOUSEKEEPING AIDE	28.8611	29.6041	30.3659	31.1649	31.9635						
057917	HOUSEKEEPING AIDE HEAD WK	33.3413	34.1995	35.0792	36.0015	36.9241						
057916	HOUSEKEEPING AIDE WK	31.7472	32.5646	33.4023	34.2814	35.1599						
092314	HOUSEKEEPING HEAD AIDE	30.3102	31.0904	31.8901	32.7287	33.5674						
090708	IMAGING ASSISTANT	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
090714	IMAGING ASSISTANT SR	30.7372	31.5290	32.3405	33.0109	33.7397	34.5640					
090938	IMAGING ASST WK	32.2007	33.0302	33.8806	34.5827	35.3462	36.2100					
090707	IMAGING TECHNICIAN AIDE	30.1904	30.9679	31.7648	32.4943	33.2241	33.8177					
090709	IMAGING TECHNICIAN AIDE SR	31.7060	32.5225	33.3588	34.1251	34.8910	35.5145					
090710	IMAGING TECHNICIAN AIDE WK	33.2096	34.0647	34.9412	35.7438	36.5466	37.1995					
090941	IMAGING TECHNICIAN AIDE-LVN	41.8612										
090948	IMAGING TECHNICIAN AIDE-LVN-WK	46.0473										
038103	INAVASIVE CARDIO SPEC LEAD	65.1199	67.0772	69.0929	71.1692	73.3078	75.5105	77.7796				
051582	INDUSTRIAL REPORT BILLING	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790					
057820	INPATIENT CODER	47.8884	50.0765	52.5358	55.7169	58.4916	61.4238	64.5088				
057522	INTAKE CLAIMS CASHIER	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
050345	INTAKE CLAIMS CASHIER G4	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
038102	INVASIVE CARDIOVASCULAR SPEC	62.0133	63.8771	65.7971	67.7745	69.8113	71.9091	74.0702				
057132	INVENTORY CONTROL CLERK	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
050378	INVENTORY CONTROL CLERK G4	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
090917	KPPAAC ACTIVITY ASST	27.5051	28.2138	28.9400	30.0060	31.9153	33.7131					
090901	KPPAAC BUSINESS OFFICE CLERK	24.8470	25.4871	26.1436	26.6967	27.4640	28.2299					
090939	KPPAAC CERT NURSING ASST LVN	41.8612										
090908	KPPAAC CERTIFIED NURSING ASST	23.2650	24.2004	25.1554	26.1705	27.2254	28.1407					
090905	KPPAAC ENVIRONMENTAL SVCS AIDE	19.7429	20.5388	21.3743	22.2303	23.1257	24.0610					
090926	KPPAAC EVS AID- WK	21.7172	22.5927	23.5117	24.4533	25.4382	26.4671					
090906	KPPAAC LEAD EVS	20.7179	21.5535	22.4489	23.3445	24.2801	25.2553					
090911	KPPAAC LICENSED VOC NURSE	41.8612	42.9663	44.0710	45.1440	46.1865	47.2274	48.2696				
090923	KPPAAC NUTRITION CLERK	20.5964	21.4253	22.2870	23.1835	24.1154	25.0845					
090904	KPPAAC NUTRITIONAL AIDE	20.3397	21.1578	22.0087	22.8939	23.8144	24.7716					
090910	KPPAAC RECEPTIONIST	24.8173	25.4569	26.1124	26.5516	27.1742	27.5658					
090909	KPPAAC RECORDS CLERK	25.9772	26.6483	27.3347	27.9732	28.8456	29.7314					
090913	KPPAAC REHABILITATION AIDE	23.2650	24.2004	25.1554	26.1705	27.2254	28.1407					
090918	KPPAAC RESPIRATORY CARE PRCT I	49.2261	50.5249	51.8233	52.8318	54.0932	55.3541					



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090920	KPPAAC RESP CARE PRCT II	51.8619	53.2296	54.5973	55.8569	57.8751	60.3963	62.9182				
090914	KPPAAC RESTORATIVE NURSE ASST	25.2553	26.2700	27.1646	28.4235	29.5647	30.7524					
090931	KPPAAC SOC WORKER DISCH PLNR	41.8612	42.9663	44.0710	45.1440	46.1865	47.2274	48.2696				
090924	KPPAAC SR NUTRITION CLERK	21.6326	22.5023	23.4072	24.3483	25.3271	26.3448					
090912	KPPAAC STAFFING ASST	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790					
090903	KPPAAC STOREKEEPER II	24.1541	24.7767	25.4149	26.0620	26.9535	27.6300					
090907	KPPAAC UNIT ASST	23.2650	24.2004	25.1554	26.1705	27.2254	28.1407					
090915	KPPACC CERT OCCUP THERP ASST 2	42.1015	43.1847	44.2949	45.3701	46.5477	47.6219					
090922	KPPACC LABORATORY ASST. II	32.0957	32.9219	33.7693	34.3995	35.3133	36.2288					
090916	KPPACC PHYSICAL THRPY ASST II	42.1015	43.1847	44.2949	45.3701	46.5477	47.6219					
090771	LABORATORY ASST I	30.9437	32.3772	33.2115	33.7692	34.5600	35.3514					
090772	LABORATORY ASST II	33.0617	33.9131	34.7859	35.4351	36.3762	37.3192					
057918	LABORATORY ASST II WK	36.3679	37.3043	38.2644	38.9787	40.0141	41.0511					
090773	LABORATORY ASST III	34.0868	34.9380	35.8108	36.4602	37.4007	38.3438					
057919	LABORATORY ASST III WK	37.4955	38.4318	39.3919	40.1063	41.1409	42.1782					
090774	LABORATORY ASST SR	35.7970	36.6908	37.6071	38.2895	39.2769	40.2670					
034545	LASER VISION CORCTN LASER TECH	44.0323	45.1646	46.3249	48.7692	51.2146	53.6590	56.1035				
057821	LEAD CODER	51.4752	53.8445	56.4833	59.9128	62.8906	66.0488	69.3655				
052612	LIBRARY ASST	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
032844	LICENSED VOC NURSE I.V. CERT	43.9603	45.1208	46.2802	47.4072	48.5015	49.5947	50.6892				
032845	LICENSED VOC NURSE I.V.CERT SR	45.2823	46.4780	47.6721	48.8328	49.9605	51.0864	52.2132				
032841	LICENSED VOC NURSE NEW GRAD											
032842	LICENSED VOCATIONAL NURSE	41.8612	42.9663	44.0710	45.1440	46.1865	47.2274	48.2696				
032843	LICENSED VOCATIONAL NURSE SR	43.9603	45.1208	46.2802	47.4072	48.5015	49.5947	50.6892				
057965	LICENSED VOCATIONAL NURSE WK	46.0474	47.2630	48.4783	49.6583	50.8052	51.9501	53.0965				
051342	MAIL CLERK	27.5051	28.2138	28.9400	29.3930	30.0060	30.6173					
050320	MAIL CLERK G2	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066					
090702	MEDICAL ASST	30.1904	30.9679	31.7648	32.4943	33.2241	33.8177					
090715	MEDICAL ASST DESKTOP MEDICINE	30.1904	30.9679	31.7648	32.4943	33.2241	33.8177					
090932	MEDICAL ASST LVN	41.8612										
090946	MEDICAL ASST LVN SR	41.8612										
090703	MEDICAL ASST SR	31.7060	32.5225	33.3588	34.1251	34.891	35.5145					
057925	MEDICAL ASST WK	33.2096	34.0647	34.9412	35.7438	36.5466	37.1995					
090947	MEDICAL ASST WK SR	34.8764	35.7747	36.6947	37.5376	38.3802	39.0659					
050384	MEDICAL LEGAL CLERK G3	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
051306	MEDICAL RECORD INDEXER	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
057977	MEDICAL RECORD INDEXER WK	32.8683	33.7140	34.5827	35.2276	36.1644	37.1010					
057979	MEDICAL RECORD QA SPEC WK	34.1963	35.0770	35.9800	36.7409	37.7955	38.8487					
051307	MEDICAL RECORD QA SPECIALIST	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
051305	MEDICAL RECORD SCANNER	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066					
050502	MEDICAL RECORDS ANALYST	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					



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051362	MEDICAL RECORDS CLERK	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066					
057908	MEDICAL RECORDS CLERK G2 WK	31.5338	32.3460	33.1786	33.7358	34.5265	35.3173					
057904	MEDICAL RECORDS CLERK G3 WK	32.2007	33.0302	33.8806	34.5827	35.3462	36.2100					
050369	MEDICAL RECORDS CLERK G4	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
051363	MEDICAL RECORDS CLERK SR	31.3801	32.1871	33.0163	33.6326	34.5266	35.4208					
051532	MEDICAL RECORDS TECHNICIAN	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
051352	MEDICAL SECRETARY	38.1699	39.1770	40.1845	41.3866	42.6875	43.9856					
051353	MEDICAL SECRETARY SR	40.0836	41.1416	42.2000	43.4627	44.8281	46.1905					
051652	MEDICARE BILLER	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790					
089641	MEMBER ENGAGEMENT SPECIALIST	33.5112	34.3724	35.2558	35.9609	36.9245	37.8995					
089640	MEMBER OUTREACH SPECIALIST	29.8215	30.5844	31.3675	31.9748	32.7632	33.5882					
089655	MEMBER OUTREACH SPECIALIST SR	30.7888	31.5766	32.3850	33.0344	33.9503	34.8655					
090840	MENTAL HEALTH WORKER	33.3478	34.2284	35.1088	35.9756	36.8422	37.6795					
090940	MENTAL HEALTH WORKER LVN	41.8612										
072112	MESSANGER DRIVER	29.1139	29.8632	30.6318	31.1649	31.5640						
072113	MESSANGER DRIVER SR	30.8465	31.6407	32.4550	32.9871	33.3864						
057927	MESSANGER DRIVER WK	32.0253	32.8494	33.6948	34.2814	34.7204						
034464	MOHS HISTOTECH TECH I	48.2895	49.5628	50.8369	51.8780	52.6992	53.3925	55.5333				
034465	MOHS HISTOTECH TECH II	52.2634	53.6419	55.0203	56.4506	57.4020	58.0528	60.3796				
034466	MOHS HISTOTECH TECH SUPV	57.8418	59.3676	60.8931	62.4106	63.6237	64.5342	67.1208				
034463	MOHS HISTOTECH TECH TRAINEE	40.3962	41.4610	42.5280	43.2413	44.2537	45.2662	47.0817				
024745	MOLECULAR TECHNOLOGIST I	60.2867	61.8755	63.4658	64.3069	66.5726	68.7914	71.5478				
024725	MOLECULAR TECHNOLOGIST II	62.2840	63.9262	65.5683	66.8311	69.0496	71.5023	74.3667				
024726	MOLECULAR TECHNOLOGIST III	64.4147	66.1134	67.8118	69.3056	71.8523	74.3522	77.3312				
024727	MOLECULAR TECHNOLOGIST SR	67.6413	69.4249	71.2084	72.7768	75.4506	78.0759	81.2038				
024728	MOLECULAR TECHNOLOGIST TRAINEE	46.9729	48.9553									
051514	MONITOR TECHNICIAN	31.6474	32.4444	33.2619	33.9446	34.6663	35.5091					
024751	MRI TECHNOLOGIST I	60.6777	61.8951	63.1347	64.4003	65.6521						
024752	MRI TECHNOLOGIST II	64.8717	66.1714	67.4969	68.8489	70.2284	71.9091	74.5061				
024756	MRI TECHNOLOGIST II WK	71.3589	72.7888	74.2466	75.7339	77.2511	79.1002	81.9568				
024766	MRI TECHNOLOGIST III	77.0590	79.3743									
024767	MRI TECHNOLOGIST III WK	84.7649	87.3119									
024753	MRI TECHNOLOGIST LEAD	69.0640	70.4476	71.8589	73.2986	74.7671	76.2648	79.3198	80.9178	83.3490		
051185	MSCC TELESERVICE REP	30.1452	30.9215	31.7174	32.3745	33.0899	33.8978					
030451	NEURODIAGNOSTIC TECHNICIAN I	64.4828	66.4155	68.4250	70.4723	72.5963	74.7778	77.0166				
030452	NEURODIAGNOSTIC TECHNICIAN II	66.4155	68.4250	70.4723	72.5963	74.7778	77.0166	79.3318				
030454	NEUROPHYS MONITORING SPEC	66.4155	68.4250	70.4723	72.5963	74.7778	77.0166	79.3318				
034446	NUCLEAR MED TECH II PET-CT	90.2832	93.0188									
034447	NUCLEAR MED TECH II-PET/CT LD	94.8036	97.6759									
034445	NUCLEAR MEDICINE TECH I WK	74.5073	76.4713	78.4356	80.4984	82.5613	84.6239	86.6869				
034443	NUCLEAR MEDICINE TECH II	71.8988	73.7937	75.6876	77.9812	80.3776	82.6721	85.9839				



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034448	NUCLEAR MEDICINE TECH II WK	79.0889	81.1731	83.2564	85.7794	88.4155	90.9394	94.5823				
034444	NUCLEAR MEDICINE TECH SUPV	75.4994	77.4891	79.4781	81.8866	84.4026	86.8119	90.2890				
034442	NUCLEAR MEDICINE TECHNICIAN I	67.7338	69.5194	71.3050	73.1804	75.0557	76.9308	78.8064				
090832	NURSE ASST	29.9458	30.7160	31.5072	32.2330	32.9861	33.6576					
090933	NURSE ASST LVN	41.8612										
090834	NURSE ASST SR	31.4493	32.2581	33.0884	33.8510	34.6416	35.3463					
057990	NURSE ASST WK	32.9406	33.7876	34.6577	35.4562	36.2848	37.0235					
090836	NURSING WORK STUDY INTERN	29.9458	30.7160	31.5072	32.2330	32.9861	33.6576					
091822	NUTRITION AIDE	28.5309	29.2661	30.0202	31.1571	31.9153						
091824	NUTRITION AIDE WK	31.3839	32.1925	33.0222	34.2727	35.1070						
051001	NUTRITION ASST	35.5881	36.6215	37.6552	38.6881	39.8174	40.9081	42.0755				
051262	NUTRITION CLERK	28.8922	29.6364	30.3989	31.5361	32.2940						
051263	NUTRITION CLERK SR	30.3425	31.1240	31.9245	33.1189	33.9147						
057928	NUTRITION CLERK WK	31.7815	32.6000	33.4388	34.6896	35.5234						
091823	NUTRITION PARTNER	28.8922	29.6364	30.3989	31.5361	32.2940						
091826	NUTRITION PARTNER LEAD	30.3369	31.1183	31.9187	33.1126	33.9085						
091825	NUTRITION PARTNER WK	31.7815	32.6000	33.4388	34.6896	35.5234						
034492	OB TECHNICIAN	31.5498	32.3617	33.1942	34.0191	34.9247	35.7498					
034493	OB TECHNICIAN SR	33.1335	33.9857	34.8595	35.7264	36.6772	37.5431					
034495	OB TECHNICIAN WK	34.7048	35.5978	36.5136	37.4210	38.4172	39.3247					
090944	OB TECHNICIAN-LVN	41.8612										
090945	OCC HLTH TECHNICIAN CERT LVN	41.8612										
090705	OCC HLTH TECHNICIAN CERTIFIED	30.7618	31.5543	32.3661	33.1101	33.8528	34.4579					
090706	OCC HLTH TECHNICIAN CERT SR	32.3064	33.1381	33.9904	34.7713	35.5515	36.1872					
030742	OCC THERAPY ASST I CERTIFIED	36.5918	37.5328	38.4985	39.4336	40.4575	41.3912					
030743	OCC THERAPY ASST II CERTIFIED	42.1015	43.1847	44.2949	45.3701	46.5477	47.6219					
051522	OCCUPATIONAL MEDICINE SECY	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
034542	OPHTHALMIC PHOTOGRAPHER	39.2736	40.2836	41.3199	42.2945	45.5442	48.7951					
034543	OPHTHALMIC TECHNICIAN	41.9287	43.0081	44.1141	46.4415	48.7699	51.0979	53.4262				
034544	OPHTHALMIC TECHNICIAN II CERT	44.0323	45.1646	46.3249	48.7692	51.2146	53.6590	56.1035				
063302	OPTICAL BENCHMAN	33.5256		39.4414								
033352	CONTACT LENS FITTER	41.4459		42.6892								
033358	CONTACT LENS FITTER APPRENTICE	29.0359	29.9511	31.1435	32.6966							
033371	CONTACT LENS FITTER ASSISTANT	28.1481	29.9511	30.7003								
030306	OPTICAL EQUIPMENT MAINTENANCE TECH	35.8726	0	42.2030								
054022	OPTICAL LAB APPRENTICE	21.7920	23.4675	25.1439	26.8200	28.4963	30.1734	31.8492				
063364	OPTICAL LAB FOREPERSON LEAD	36.8780		43.3861								
063372	OPTICAL SALES ASSISTANT	21.7920										
033312	OPTICAL SALES DISPENSER	33.5256		39.4414								
063350	OPTICAL SALES DISPENSER APPRENTICE	21.7920	23.4675	25.1439	26.8200	28.4963	30.1734	31.8492				
033323	OPTICAL SALES LEAD DISPENSER	36.8780		43.3861								



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054024	PRESCRIPTION STOCK CLERK	33.5256		39.4414								
054023	SENIOR PRESCRIPTION STOCK CLERK	36.8780		43.3861								
063312	OPTICAL SURFACE GRINDER	33.5256		39.4414								
063371	OPTICAL UTILITY WORKER	21.7920										
030310	OR EQUIPMENT TECHNICIAN	35.7320	36.6509	37.5942	38.5287	39.5530	40.4874					
057122	OR SCHEDULING CLERK G4	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
050376	OR SCHEDULING CLERK G6	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790					
050391	OR SCHEDULING CLERK G6 WK	35.7537	36.6740	37.6168	38.4956	39.6960	40.8971					
030331	ORTHOPEDIC TECHNICIAN I	35.7320	36.6509	37.5942	38.5287	39.5530	40.4874					
030332	ORTHOPEDIC TECHNICIAN II	36.4491	37.3863	38.3478	39.3011	40.3463	41.2990					
030333	ORTHOPEDIC TECHNICIAN SR	38.2774	39.2615	40.2712	41.2722	42.3699	43.3702	44.4574				
030725	PATHOLOGY TECHNICAL ASST AA SR	37.3994	38.3611	39.3476	40.3253	41.3983	42.3751	44.0752				
030722	PATHOLOGY TECHNICAL ASST HS	35.6129	36.5291	37.4684	38.3998	39.4210	40.3515	41.9700				
030723	PATHOLOGY TECHNICAL ASST HS SR	37.3994	38.3611	39.3476	40.3253	41.3983	42.3751	44.0752				
030724	PATHOLOGY TECHNICIAN ASST AA	35.6129	36.5291	37.4684	38.3998	39.4210	40.3515	41.9700				
090835	PATIENT CARE TECHNICIAN	31.7252	32.5414	33.3795	34.0783	34.8180	35.6814					
090934	PATIENT CARE TECHNICIAN LVN	41.8612										
090837	PATIENT CARE TECHNICIAN WK	34.8977										
051584	PATIENT FINANCIAL ADVISOR	33.905	34.7773	35.6718	36.5503	37.8290	39.1063					
057922	PATIENT MOBILITY TECH I WK	33.6098	34.4744	35.3619	36.1766	37.0213	37.7756					
057923	PATIENT MOBILITY TECH II WK	34.8979	35.7955	36.7173	37.4862	38.2997	39.2495					
030373	PATIENT MOBILITY TECHNICIAN I	30.5543	31.3402	32.1471	32.8878	33.6558	34.3413					
030374	PATIENT MOBILITY TECHNICIAN II	31.7252	32.5414	33.3795	34.0783	34.8180	35.6814					
030372	PATIENT TRANSPORTATION AIDE	28.1598	28.8842	29.6281	30.0804	30.6937	31.3055					
057930	PATIENT TRANSPORTATION AIDE WK	30.9757	31.7728	32.5911	33.0885	33.7629	34.4361					
057262	PHARMACY CASHIER	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
051392	PHARMACY CLERK	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
050372	PHARMACY CLERK G3	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
057909	PHARMACY CLERK G4 WK	32.8683	33.7140	34.5827	35.2276	36.1644	37.1010					
051393	PHARMACY CLERK SR	31.3801	32.1871	33.0163	33.6326	34.5266	35.4208					
033400	PHARMACY INTERN	33.6729	34.5391	35.4285	36.0894	37.0482	38.0083					
058126	PHARMACY MARKETING ASST	32.8333	33.6777	34.5442	35.1800	36.1009	37.7376					
057929	PHARMACY TECHNICIAN INP WK	37.5809	38.5474	39.5397	40.2665	41.3217	44.0118					
034652	PHARMACY TECHNICIAN INPATIENT	34.1645	35.0431	35.9451	36.6059	37.5651	40.0109					
034654	PHARMACY TECHNICIAN LEAD INP	35.8786	36.8016	37.7488	38.4424	39.4493	42.0173					
034655	PHARMACY TECHNICIAN LEAD OP	34.4803	35.3674	36.2773	36.9443	37.9123	39.6304					
034653	PHARMACY TECHNICIAN OP	32.8333	33.6777	34.5442	35.1800	36.1009	37.7376					
057970	PHARMACY TECHNICIAN OP WK	36.1166	37.0454	37.9985	38.6979	39.7107	41.5114					
030302	PHYSICAL THERAPY AIDE	29.6816	30.4458	31.2297	31.7508	32.4904	33.2309					
030303	PHYSICAL THERAPY AIDE SR	31.1717	31.9743	32.7968	33.3444	34.1213	34.9026					
030732	PHYSICAL THERAPY ASST I	39.7120	40.7330	41.7810	42.7955	43.9061	44.9196					



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030733	PHYSICAL THERAPY ASST II	42.1015	43.1847	44.2949	45.3701	46.5477	47.6219					
057931	PHYSICAL THERAPY ASST II WK	46.3117	47.5032	48.7243	49.9072	51.2024	52.3843					
057582	PHYSICIAN'S SCHEDULE CLERK	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
034628	POLYSOM TRAINEE/SLEEP TECH I	35.3280	36.2355	37.1677	38.0243	38.9116	39.7039					
034630	POLYSOMNOGRAPHIC TECH LEAD	44.0311	45.1645	46.3256	48.7694	51.2142	53.6589	56.1036				
034629	POLYSOMNOGRAPHIC TECHNOLOGIST	41.9287	43.0081	44.1141	46.4415	48.7699	51.0979	53.4262				
057804	PROFESSIONAL SVCS CODER I	38.0910	39.2371	40.4179	41.6342	42.8869	44.1769					
057805	PROFESSIONAL SVCS CODER II	40.1022	41.3090	42.5518	43.8321	45.1506	46.5085					
057806	PROFESSIONAL SVCS CODER III	42.2190	43.4891	44.7974	46.1450	47.5330	48.9624					
030322	PSYCHIATRIC TECHNICIAN	38.5667	39.5848	40.6025	41.5916	42.5523	43.5116	44.4723				
030323	PSYCHIATRIC TECHNICIAN SR	40.5009	41.5703	42.6384	43.6770	44.6853	45.6933	46.7020				
034678	RADIATION ONCOLOGY AIDE	36.4491	37.3863	38.3478	39.3011	40.3463	41.2990					
034475	RADIATION THERAPIST	71.3405	73.4422	75.5207	77.9639	81.6445	85.5648	89.0088				
034476	RADIATION THERAPIST LEAD	74.9135	77.1202	79.3028	81.8678	85.7326	89.8488	93.4649				
034801	RADIOLOGIC TECHNOLOGIST I	53.0017										
034811	RADIOLOGIC TECHNOLOGIST I WK	58.3019										
034802	RADIOLOGIC TECHNOLOGIST II	55.6577	57.3311	59.0547	60.8296	62.6581	64.5417	66.4816	68.4796	70.5374		
034812	RADIOLOGIC TECHNOLOGIST II WK	61.2235	63.0642	64.9601	66.9126	68.924	70.9958	73.1297	75.3274	77.5912		
034803	RADIOLOGIC TECHNOLOGIST III	57.3311	59.0547	60.8296	62.6581	64.5417	66.4816	68.4796	70.5374	72.6570		
034813	RADIOLOGIC TECHNOLOGIST III WK	63.0642	64.9601	66.9126	68.9240	70.9958	73.1297	75.3274	77.5912	79.9227		
034804	RADIOLOGIC TECHNOLOGIST IV	60.2036	62.0133	63.8771	65.7971	67.7745	69.8113	71.9091	74.0702	76.2959		
034806	RADIOLOGIC TECHNOLOGIST LEAD	65.1199	67.0772	69.0929	71.1692	73.3078	75.5105	77.7796	80.1166	82.5236		
034805	RADIOLOGIC TECHNOLOGIST V	62.0133	63.8771	65.7971	67.7745	69.8113	71.9091	74.0702	76.2959	78.5885		
034815	RADIOLOGIC TECHNOLOGIST V WK	68.2147	70.2648	72.3769	74.5521	76.7926	79.1002	81.4772	83.9255	86.4473		
034816	RADIOLOGIC TECHNOLOGIST WK LD	71.6319	73.7849	76.0024	78.2862	80.6386	83.0616	85.5576	88.1283	90.7763		
034814	RADIOLOGIC TECHNOLOGIST IV WK	66.2243	68.2147	70.2648	72.3769	74.5521	76.7926	79.1002	81.4772	83.9255		
051202	RECEPTION CLERK	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
050309	RECEPTION CLERK G2	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066					
050310	RECEPTION CLERK G4	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
051432	RECEPTIONIST CLINIC	29.2734	30.0276	30.8005	31.4388	32.1331	32.9182					
051433	RECEPTIONIST CLINIC SR	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
051010	REGISTERED DIETITIAN I	50.0355	51.7006	53.3461	55.0110	56.6567	58.3213	59.9668				
051015	REGISTERED DIETITIAN I LEAD	52.5433	54.2914	56.0192	57.7670	59.4953	61.2432	62.9712				
051011	REGISTERED DIETITIAN II	52.7719	54.5131	56.2739	58.0152	59.7565	61.5169	63.2580				
051012	REGISTERED DIETITIAN II LEAD	55.4315	57.2689	59.0867	60.9236	62.7605	64.5784	66.4155				
051013	REGISTERED DIETITIAN III	55.4315	57.2689	59.0867	60.9236	62.7605	64.5784	66.4155				
051014	REGISTERED DIETITIAN III LEAD	58.2093	60.1384	62.0471	63.9756	65.9048	67.8136	69.7423				
090775	REGL LAB SUPPORT SPECIALIST	33.0617	33.9131	34.7859	35.4351	36.3762	37.3192					
050802	REL OF MED INFORMATION SPEC SR	32.6479	33.4883	34.3508	35.0767	36.0874	37.1790					
050801	RELEASE OF MED INFO SPEC II	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
050800	RELEASE OF MEDICAL INFO SPEC I	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					



A - Applicable to UHW Employees hired on or before 10/25/86

B1 - Applicable to UHW employees hired on or after 10/26/86

JobCode	Job Title											
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
034620	RESPIRATORY CARE PERMITTEE	44.2916										
034625	RESPIRATORY CARE PRCT I	49.2261	50.5249	51.8233	52.8318	54.0932	55.3541					
034621	RESPIRATORY CARE PRCT I REG	51.6933	53.0567	54.4197	55.4801	56.8036	58.1251					
057939	RESPIRATORY CARE PRCT I REG WK	56.8624	58.3625	59.8616	61.0281	62.4840	63.9376					
057938	RESPIRATORY CARE PRCT I WK	54.1486	55.5774	57.0057	58.1149	59.5027	60.8894					
034626	RESPIRATORY CARE PRCT II	51.8619	53.2296	54.5973	55.8569	57.8751	60.3963	62.9182				
034622	RESPIRATORY CARE PRCT II REG	54.4614	55.8962	57.3333	58.6561	60.7746	63.4231	66.0701				
057940	RESPIRATORY CARE PRCT II WK	57.0481	58.5525	60.0571	61.4428	63.6627	66.4361	69.2098				
034627	RESPIRATORY CARE PRCT SUPV	57.1899	58.6969	60.2062	61.5953	63.8198	66.6000	69.3797				
057942	RESPIRATORY CARE PRCT SUPV WK	62.9089	64.5666	66.2267	67.7548	70.2018	73.2599	76.3175				
030432	RESPIRATORY SUPPLY AIDE	31.0859	31.8854	32.7064	33.4592	34.2411	34.9381					
030433	RESPIRATORY SUPPLY AIDE SR	32.6461	33.4851	34.3474	35.1389	35.9591	36.6913					
057944	RESPIRATORY SUPPLY AIDE-WK	34.1947	35.0739	35.9771	36.8052	37.6652	38.4319					
089650	SALES REP-TELESALES	33.9050	34.7773	35.6718	36.5503	37.8290	39.1063					
051154	SCHEDULE MAINTENANCE CLERK	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790					
051156	SCHEDULE MAINTENANCE CLERK SR	34.1346	35.0131	35.9133	36.7516	37.8981	39.1063					
057967	SCHEDULE MAINTENANCE CLERK WK	35.7537	36.6740	37.6168	38.4956	39.6960	40.8971					
051442	SECRETARY	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
051443	SECRETARY SR	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790					
051146	SNF CLERK	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					
057625	SNF DATABASE SPECIALIST	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284					
030437	SONOGRAPHER I	62.6080	64.4828	66.4155	68.4250	70.4723	72.5963	74.7778	77.0166	80.1167		
030444	SONOGRAPHER I LEAD	68.8838	70.9509	73.0748	75.2751	77.5333	79.8681	82.2597	84.7474	88.1344		
030438	SONOGRAPHER II	64.4828	66.4155	68.4250	70.4723	72.5963	74.7778	77.0166	79.3318	82.5085		
030445	SONOGRAPHER II LEAD	70.9509	73.0748	75.2751	77.5333	79.8681	82.2597	84.7474	87.2923	90.7752		
030855	SONOGRAPHER II WK	70.9313	73.0570	75.2675	77.5194	79.856	82.2556	84.7182	87.265	90.7594		
030439	SONOGRAPHER III	66.4155	68.4250	70.4723	72.5963	74.7778	77.0166	79.3318	81.7239	84.9960		
030446	SONOGRAPHER III LEAD	73.0748	75.2751	77.5333	79.8681	82.2597	84.7474	87.2923	89.9140	93.5116		
057978	SONOGRAPHER III WK	73.0570	75.2675	77.5194	79.8560	82.2556	84.7182	87.2650	89.8963	93.4957		
030440	SONOGRAPHER IV	68.4250	70.4723	72.5963	74.7778	77.0166	79.3318	81.7239	84.1737	87.5413		
030447	SONOGRAPHER IV LEAD	75.2751	77.5333	79.8681	82.2597	84.7474	87.2923	89.9140	92.6122	96.3245		
057981	SONOGRAPHER IV WK	75.2674	77.5196	79.8559	82.2556	84.7182	87.2650	89.8963	92.5911	96.2954		
030436	SONOGRAPHER TECHNICIAN	59.0485	60.8282	62.6651	64.5405	66.4731	68.4821	70.5297	72.6539	74.8352	77.0930	79.4089
030435	SONOGRAPHER TRAINEE	53.6713										
030441	SONOGRAPHER V	70.4723	72.5963	74.7778	77.0166	79.3318	81.7239	84.1737	86.6993	90.1820		
030448	SONOGRAPHER V LEAD	77.5333	79.8681	82.2597	84.7474	87.2923	89.9140	92.6122	95.3870	99.2135		
057983	SONOGRAPHER V WK	77.5194	79.8559	82.2555	84.7183	87.2651	89.8962	92.5910	95.3691	99.2001		
021003	STAFF ASSISTANT	32.1440	32.9716	33.8202	34.4509	35.3668	36.2831					
021005	STAFF ASSISTANT SR	33.9050	34.7773	35.6718	36.5503	37.8290	39.1063					
021006	STAFF ASSISTANT WKEND	35.3584	36.2688	37.2022	37.8961	38.9035	39.9114					
057872	STAFFING CLERK	31.0876	31.8882	32.7092	33.4008	34.3596	35.3169					



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JobCode	Job Title										
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
090314	STERILE PROC TECH CERT SR	35.3280	36.2355	37.1677	38.0243	38.9116	39.7039				
090313	STERILE PROC TECH II CERT	33.6399	34.5046	35.3921	36.2080	37.0527	37.8081				
057946	STERILE PROC TECH II CERT WK	37.0037	37.9550	38.9312	39.8289	40.7579	41.5888				
090312	STERILE PROCESSING TECH I	32.3412	33.1728	34.0268	34.8110	35.6229	36.3484				
057945	STERILE PROCESSING TECH I WK	35.5754	36.4902	37.4295	38.292	39.1853	39.9830				
054002	STOREKEEPER	29.1901	29.9415	30.7123	31.5097	32.3091	0.0000				
094013	STOREKEEPER CHIEF	32.7216	33.5638	34.4270	35.3627	36.1771	0.0000				
094011	STOREKEEPER I	29.7431	30.5086	31.2943	32.1065	32.9206	0.0000				
057950	STOREKEEPER I WK	32.7173	33.5596	34.4239	35.3172	36.2125	0.0000				
094012	STOREKEEPER II	30.2225	31.0008	31.7983	32.6070	33.7218	0.0000				
057951	STOREKEEPER II WK	33.2448	34.1008	34.9782	35.8676	37.0939	0.0000				
050341	SUBPOENA CLERK G4	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284				
090315	SUPPLY CHAIN TECHNICIAN	32.3412	33.1728	34.0268	34.811	35.6229	36.3484				
057874	SUPPORT SERVICES REP	32.5034	33.3400	34.1971	34.9959	36.0874	37.1790				
057875	SUPPORT SERVICES REP SR	34.1346	35.0126	35.9133	36.7514	37.8981	39.0438				
057958	SUPPORT SERVICES REP WK	35.7537	36.6740	37.6168	38.4956	39.6960	40.8971				
024705	SUPV CYTO HISTO TECHNOLOGIST	70.2535	72.1048	73.9552	77.0635	79.6093	81.1033	84.3522			
057662	SURGERY APPOINTMENT CLERK	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284				
057663	SURGERY APPOINTMENT CLERK SR	31.3801	32.1871	33.0163	33.6326	34.5266	35.4208				
030712	SURGICAL ASST	45.4645	46.6334	47.8314	49.0739	50.5505	52.2594	54.3544			
030711	SURGICAL ASST CERTIFIED	46.6039	47.8017	49.0308	50.3038	51.8174	53.5684	55.7159			
030714	SURGICAL ASST CERTIFIED SR	48.9399	50.1978	51.4883	52.8250	54.4139	56.2531	58.5078			
030713	SURGICAL ASST SR	47.7437	48.9704	50.2295	51.5336	53.0839	54.8788	57.0785			
051161	SURGICAL PREADMIT SECRETARY	29.8801	30.6490	31.4388	32.0251	32.8768	33.7284				
030312	SURGICAL TECHNICIAN	42.3758	43.4657	44.5825	45.6904	46.9051	48.0122	49.9374			
030313	SURGICAL TECHNICIAN SR	44.5002	45.6445	46.8179	47.9808	49.2561	50.4184	52.4403			
030309	SURGICAL TECHNICIAN TRAINEE	41.1007									
057954	SURGICAL TECHNICIAN TRN WK	45.2109									
057955	SURGICAL TECHNICIAN WK	46.6135	47.8123	49.0410	50.2593	51.5958	52.8137	54.9310			
057956	SURGICAL TECHNICIAN WK SR	48.9503	50.2089	51.4997	52.7790	54.1817	55.4602	57.6844			
089656	TEAM LEAD MS & F	41.7248	42.7971	43.8972	44.775	45.9749	47.1887				
051183	TELESERVICE REP	30.1452	30.9215	31.7174	32.3745	33.0899	33.8978				
051186	TELESERVICE REP DESKTOP MED	30.1452	30.9215	31.7174	32.3745	33.0899	33.8978				
051184	TELESERVICE REP WK	33.1600	34.0136	34.8891	35.6120	36.3988	37.2875				
051481	TRANSCRIPTION CLERK	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066				
057910	TRANSCRIPTION CLERK II WK	31.5338	32.3460	33.1786	33.7358	34.5265	35.3173				
072102	TRUCK DRIVER	43.3046	44.4177	45.5595	46.4820	47.4060	48.4148				
072104	TRUCK DRIVER FORMAN	45.6438	46.8177	48.0208	48.9437	49.8642	50.8728				
051512	UNIT ASST	30.7979	31.5904	32.4038	33.0822	33.8003	34.6384				
051513	UNIT ASST SR	32.3438	33.1760	34.0304	34.7421	35.4961	36.3764				
057913	UNIT ASST WK	33.8779	34.7494	35.6443	36.3904	37.1803	38.1021				



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				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
JobCode	Job Title											
030201	VISION SERVICES ASST I	30.1904	30.9679	31.7648	32.4943	33.2241	33.8177					
090942	VISION SERVICES ASST I LVN	41.8612										
030202	VISION SERVICES ASST II	32.7568	33.5999	34.4645	35.2560	36.0474	36.6914					
090943	VISION SERVICES ASST II LVN	41.8612										
057492	VITAL STATISTICS CLERK	28.6670	29.4055	30.1622	30.6690	31.3877	32.1066					
084002	WAREHOUSE PERSON	37.4556	38.4189	39.4072	40.3293	41.2526	42.2619					
074004	WAREHOUSE PERSON LEAD	39.3346	40.3452	41.3829	42.3517	43.3217	44.3808					
057643	WORKFLOW QUALITY COORD AACC	31.9640	32.7870	33.6305	34.3273	35.0853	35.9424					
084112	YARDKEEPER	28.8869	29.6295	30.3922	31.1913	31.9893						

*SR/LEAD Grades Refer to the Promotion to Senior, Lead, Chief or Supervisor language in the SEIU-UHW Collective Bargaining Agreement on page 42

An Employee promoted to a senior, lead, chief or (in the bargaining unit) supervisor shall receive a minimum increase of the next higher step of the wage scale in the new classification which will provide an increase of at least five (5) percent above his/her former rate.



SEIU - United Healthcare Workers

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034484	3D IMAGING ANALYST	54.5918	56.2334	57.9241	59.6653	61.4588	63.3065	65.2093			
059132	ACCOUNT REP	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944				
051142	ADMITTING CLERK	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
051141	ADMITTING CLERK SR	32.3215	33.1527	34.0068	34.6416	35.5624	36.4834				
050304	ADMITTING REP	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764				
051143	ADMITTING REP SR	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944				
057901	ADMITTING REP V WK	35.2222	36.1293	37.0594	37.8431	38.9294	40.0142				
034404	ALLERGY CENTRAL LAB ASST SUPV	37.1314	38.0870	39.0666	39.8220	40.9034	41.9540				
034402	ALLERGY TECHNICIAN	33.6684	34.5349	35.4230	36.1081	37.0889	38.0418				
034403	ALLERGY TECHNICIAN SR	35.3584	36.2677	37.2001	37.9201	38.9491	39.9500				
051144	AMBULANCE SERVICES CLERK	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764				
057816	AMBULATORY CODER	39.2337	40.4142	41.6304	42.8832	44.1735	45.5022				
030422	ANESTHESIA SUPPLY AIDE	30.5509	31.3367	32.1436	32.8841	33.6522	34.3376				
030423	ANESTHESIA SUPPLY AIDE SR	32.0845	32.9097	33.7571	34.5346	35.3412	36.0605				
030773	ANESTHESIA TECHNICAL ASST SR	40.8436	41.8941	42.9709	44.0386	45.2099	46.2767				
057980	ANESTHESIA TECHNICAL ASST WK	42.7818	43.8830	45.0107	46.1293	47.3561	48.4734				
051152	APPOINTMENTS CLERK	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057				
050306	APPOINTMENTS CLERK G4	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
051153	APPOINTMENTS CLERK SR	31.6649	32.4805	33.3163	34.0068	34.7581	35.6068				
030704	ASL INTERPRETER	63.1946	64.7776	66.3606	67.9437	69.5265	71.1096	72.6926			
021002	ASSOC STAFF ASST	28.0497									
030736	ATHLETIC TRAINER CERTIFIED	40.1470	41.1798	42.2124	43.0587	43.9227	44.8039				
034425	BONE DENSITOMETRY TECHNICIAN	35.4564	36.3683	37.3031	38.3874	39.9473	41.0991				
034426	BONE DENSITOMETRY TECH SR	37.2354	38.1931	39.1748	40.3129	42.0042	43.4715				
050343	BUS OFFICE CLERK CLINIC G3	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057				
050344	BUS OFFICE CLERK CLINIC G5	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764				
057392	BUSINESS OFFICE CLERK CLINIC	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
051223	BUSINESS OFFICE CLERK SR	35.1586	36.0635	36.9907	37.8541	39.0350	40.2795				
050319	BUSINESS OFFICE FLOAT CLERK G6	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944				
051583	BUSINESS REP	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944				
030307	CARDIAC DEVICE TECHNICIAN	38.1539	39.0667	40.0023	41.0853	42.6444	43.7962				
030308	CARDIAC DEVICE TECHNICIAN SR	40.0683	41.0257	42.0082	43.1457	44.7834	46.1676				
035404	CARDIOVASCULAR ANESTHESIA TECH	45.7042	46.8793	48.0849	49.7481	52.2414	54.7342				
035405	CARDIOVASCULAR ANESTHESIA TECH SR	47.9896	49.2233	50.4892	52.2356	54.8535	57.4709				
035402	CARDIOVASCULAR TECHNICIAN	53.0445	54.6402	56.2829	57.8355	59.4861	61.1654				
035403	CARDIOVASCULAR TECHNICIAN SR	62.4732	64.3514	66.2858	67.9450	69.6479	71.3916				
090833	CARE PARTNER	30.8442	31.6375	32.4524	33.2000	33.9757	34.6673				
090936	CARE PARTNER LVN	43.1170									
057975	CARE PARTNER WK	33.9288	34.8012	35.6974	36.5199	37.3733	38.1342				
051162	CASH BATCH CLERK	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
057272	CASH CHARGE BATCH CLERK	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
050389	CASHIER RCPNST SCHD IMAGING SR	32.3215	33.1527	34.0068	34.6416	35.5624	36.4834				
050388	CASHIER RCPNST SCHED IMAGING	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				



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JobCode	Job Title										
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
051502	CASHIER RECEPTIONIST	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057				
057902	CASHIER RECEPTIONIST G3 WK	33.1667	34.0211	34.8970	35.6202	36.4066	37.2963				
050326	CASHIER RECEPTIONIST G4	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
051503	CASHIER RECEPTIONIST SR	31.6649	32.4805	33.3163	34.0068	34.7581	35.6068				
057982	CASHIER RECP SCHDLR IMG WKEND	33.8543	34.7254	35.6202	36.2844	37.2493	38.2140				
057192	CENTRAL APPOINTMENTS CLERK	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057				
090311	CENTRAL SUPPLY TECHNICIAN	30.5509	31.3367	32.1436	32.8841	33.6522	34.3376				
030701	CERT HEALTHCARE INTERPRETER	34.3369	35.1387	35.9767	36.8332	37.7081	38.6012	39.5304			
030705	CERT HEALTHCARE INTPR LEAD	36.0599	36.9017	37.7818	38.6812	39.5997	40.5371	41.5130			
030703	CERT INTERPRETER TRANSLATOR	36.1409	36.9972	37.8722	38.7830	39.6941	40.6417	41.6260			
030702	CERT MULTILINGUAL INTERPRETER	35.3390	36.1409	36.9792	37.8357	38.7102	39.6031	40.5326			
051622	CHART ROOM TROUBLER CLERK	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698				
051264	CHRONIC COND MGMT PROG ASST	34.9222	35.8206	36.7420	37.6468	38.9639	40.2795				
051231	CLAIMS ADJ & RWK RESOLUTN LEAD	36.6682	37.6118	38.5791	39.5290	40.9121	42.2936				
051230	CLAIMS ADJUD REWORK & RESOLUTN	34.9222	35.8206	36.7420	37.6468	38.9639	40.2795				
051228	CLAIMS ADJUDICATOR I	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764				
051229	CLAIMS ADJUDICATOR II	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944				
051234	CLAIMS ADJUSTER LEAD	34.9222	35.8206	36.7420	37.6468	38.9639	40.2795				
050352	CLERK G1	28.3303	29.0602	29.8082	30.2748	30.9062	31.5358				
050353	CLERK G2	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698				
057903	CLERK G2 WK	32.4798	33.3164	34.1740	34.7479	35.5623	36.3768				
050354	CLERK G3	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057				
050358	CLERK G3 SR	31.0094	31.8078	32.6268	33.1747	33.9519	34.7297				
057905	CLERK G3 WK	33.1667	34.0211	34.8970	35.6202	36.4066	37.2963				
051232	CLERK G4	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
050359	CLERK G4 SR	31.6649	32.4805	33.3163	34.0068	34.7581	35.6068				
050355	CLERK G5	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764				
050356	CLERK G6	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944				
050360	CLERK G6 SR	33.6273	34.4929	35.3813	36.1290	37.1700	38.2944				
050361	CLERK G7 SR	35.1586	36.0635	36.9907	37.8541	39.0350	40.2795				
051233	CLERK SR	32.3215	33.1527	34.0068	34.6416	35.5624	36.4834				
051242	CLERK TYPIST	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057				
050314	CLERK TYPIST G2	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698				
050315	CLERK TYPIST G4	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
051253	CLINICAL DATA SPECIALIST	35.4550	36.3535	37.2750	38.2864	39.7310	41.1748				
030794	CLINICAL HEALTH EDUCATOR I	42.3987	43.4617	44.5510	45.6678	46.8127	47.9861	49.1889			
030796	CLIN HEALTH EDUCATION I LEAD	44.5246	45.6407	46.7848	47.9576	49.1595	50.3919	51.6542			
030795	CLINICAL HEALTH EDUCATOR II	44.9499	46.0765	47.2315	48.4155	49.6289	50.8726	52.1477			
030797	CLIN HEALTH EDUCATION II LEAD	47.2033	48.3865	49.5990	50.8423	52.1165	53.4226	54.7609			
053102	COMMUNICATION OPERATOR	30.0946	30.8693	31.6640	32.1964	32.9507	33.4251	34.5708			
053193	COMMUNICATION OPERATOR SR	31.6053	32.4190	33.2527	33.8118	34.6045	35.1024	36.3054			
057960	COMMUNICATION OPERATOR WK	33.1040	33.9562	34.8304	35.4160	36.2458	36.7674	38.0278			
050506	CONTINUUM SERVICES CLERK	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764				



A - Applicable to UHW Employees hired on or before 10/25/86

B1 - Applicable to UHW employees hired on or after 10/26/86

A - Applicable to UHW Employees hired on or before 10/25/86				Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9
B1 - Applicable to UHW employees hired on or after 10/26/86		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
JobCode	Job Title											
024741	CYTOGENETIC TECHNOLOGIST I	62.0953	63.7318	65.3698	66.2361	68.5698	70.8551	73.6942				
024742	CYTOGENETIC TECHNOLOGIST II	64.1525	65.8440	67.5353	68.8360	71.1211	73.6474	76.5977				
024743	CYTOGENETIC TECHNOLOGIST III	66.3471	68.0968	69.8462	71.3848	74.0079	76.5828	79.6511				
024744	CYTOGENETIC TECHNOLOGIST SR	69.6705	71.5076	73.3447	74.9601	77.7141	80.4182	83.6399				
024740	CYTOGENETIC TECHNOLOGIST TRNEE	48.3821	50.4240									
024704	CYTOTECHNOLOGIST CHIEF	71.5809	73.4683	75.3549	76.9703	79.6600	82.4320	85.7342				
024701	CYTOTECHNOLOGIST I	62.0953	63.7318	65.3698	66.2361	68.5698	70.8551	73.6942				
024702	CYTOTECHNOLOGIST II	64.1525	65.8440	67.5353	68.8360	71.1211	73.6474	76.5977				
024703	CYTOTECHNOLOGIST III	66.3471	68.0968	69.8462	71.3848	74.0079	76.5828	79.6511				
024707	CYTOTECHNOLOGIST III QC	68.1665	69.9639	71.7602	73.2991	75.8608	78.5007	81.6458				
057482	DATA CLERK	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764					
030442	DEDICATED SPECLTY SONOGRAPHER I	66.4173	68.4080	70.4778	72.5865	74.7742	77.0211	79.3271	81.7118	84.9838		
030449	DEDICATED SPECLTY SONOGRPHER I LD	73.0794	75.2670	77.5334	79.8593	82.2641	84.7275	87.2898	89.9111	93.4985		
030443	DEDICATED SPECLTY SONOGRAPHER II	68.4080	70.4778	72.5865	74.7742	77.0211	79.3271	81.7118	84.1756	87.5459		
030450	DEDICATED SPECLTY SONOGRPHER II LD	75.2670	77.5334	79.8593	82.2641	84.7275	87.2898	89.9111	92.6114	96.3169		
090701	DENTAL ASST REGISTERED	33.0202	33.8701	34.7417	35.5397	36.3378	36.9865					
090700	DENTAL ASST REGISTERED SR	34.6712	35.5636	36.4788	37.3167	38.1546	38.8358					
057172	DEPARTMENTAL CLERK	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403					
050380	DEPARTMENTAL CLERK G2	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698					
050381	DEPARTMENTAL CLERK G3	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057					
057962	DEPARTMENTAL CLERK G4 WK	33.8543	34.7254	35.6202	36.2844	37.2493	38.214					
050382	DEPARTMENTAL CLERK G5	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764					
051562	DEPOSIT CASHIER	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057					
051482	DEPT SECRETARY	33.1083	33.9607	34.8348	35.4844	36.4278	37.3716					
051004	DIETETIC TECHNICIAN ELIGIBLE	36.9328										
051002	DIETETIC TECHNICIAN REG	38.8830	39.9868	41.1101	42.2541	43.4756	44.6778	45.9391				
051017	DIETITIAN ELIGIBLE	48.9537										
051315	DIGITAL IMAGING LIBRARIAN	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057					
051316	DIGITAL IMAGING LIBRARIAN LEAD	31.6649	32.4805	33.3163	34.0068	34.7581	35.6068					
051317	DIGITAL IMAGING LIBRARIAN WK	33.1667	34.0211	34.8970	35.6202	36.4066	37.2963					
051145	DME CLERK	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764					
051148	DME COORD	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944					
057817	E&M/SPECIALTY CODER	41.3053	42.5483	43.8284	45.1471	46.5051	47.9038					
051662	ED CLERK	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403					
051663	ED CLERK SR	32.3215	33.1527	34.0068	34.6416	35.5624	36.4834					
057974	ED CLERK SR WK	35.5538	36.4679	37.4076	38.1056	39.1188	40.1317					
057818	ED CODER	41.3053	42.5483	43.8284	45.1471	46.5051	47.9038					
034432	EEG TECHNOLOGIST I	40.5303	41.5730	42.6419	43.7980	45.8792	47.7287	49.8819				
034433	EEG TECHNOLOGIST II	42.9480	44.0522	45.1852	46.3402	48.6521	50.9632	53.2622				
034434	EEG TECHNOLOGIST II WKEND	47.2427	48.4575	49.7037	50.9743	53.5174	56.0594	58.5887				
034422	EKG TECHNICIAN	35.4564	36.3683	37.3031	38.3874	39.9473	41.0991					
034423	EKG TECHNICIAN SR	37.2354	38.1931	39.1748	40.3129	42.0042	43.4715					
057915	EKG TECHNICIAN WK	39.0021	40.0052	41.0333	42.2260	43.9422	45.2089					



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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
057143	ELIGIBILITY SPECIALIST	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
030314	EMERGENCY DEPT TECHNICIAN I	31.0961	31.8969	32.7177	33.4691	34.2208	34.8322				
030324	EMERGENCY DEPT TECHNICIAN II	36.8040	37.7504	38.7220	39.6846	40.7396	41.7020				
090935	EMERGENCY DEPT TECHNICIAN LVN	43.1170									
034681	ESTHETICIAN	42.3293	43.5180	44.7398	45.9961	47.2872	48.6148				
034681	ESTHETICIAN- EXP EXP WAIVER	40.2127	43.5180	42.5028	45.9961	47.2872	48.6148				
057811	EVALUATION & MANAGEMENT CODER	36.5023	37.4417	38.4046	39.3007	40.5265	41.7519				
051312	FILE CLERK	28.3303	29.0602	29.8082	30.2748	30.9062	31.5358				
057906	FILE CLERK G1 WK	31.1636	31.9665	32.7889	33.3022	33.9969	34.6893				
050362	FILE CLERK G2	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698				
050363	FILE CLERK G3	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057				
050364	FILE CLERK G4	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
051313	FILE CLERK SR	31.0094	31.8078	32.6268	33.1747	33.9519	34.7297				
090842	GARAGE PARKING ATTENDANT	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698				
084102	GARDENER	32.6785	33.5199	34.3813	35.2193	36.0577					
084103	GARDENER SR	35.2354	36.1415	37.0713	37.9170	38.7559					
034007	HEALTH ED ASST	30.8637	31.6568	32.4705	33.1200	34.0077	34.9053				
055051	HEALTH EDUCATION CLERK	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698				
030785	HEALTH EDUCATOR I	42.3987	43.4617	44.5510	45.6678	46.8127	47.9861	49.1889			
030787	HEALTH EDUCATOR I LEAD	44.5246	45.6407	46.7848	47.9576	49.1595	50.3919	51.6542			
030786	HEALTH EDUCATOR II	44.9499	46.0765	47.2315	48.4155	49.6289	50.8726	52.1477			
030788	HEALTH EDUCATOR II LEAD	47.2033	48.3865	49.5990	50.8423	52.1165	53.4226	54.7609			
057812	HEALTH INFORMATION CODER I	44.3756	46.4206	48.6979	51.6487	54.2277	56.9236				
057813	HEALTH INFORMATION CODER II	49.3251	51.5788	54.1119	57.3884	60.2463	63.2665	66.4441			
057814	HEALTH INFORMATION CODER III	53.0195	55.4598	58.1778	61.7102	64.7773	68.0303	71.4465			
057810	HEALTH INFORMATION CODER TRN	36.5023									
089646	HEALTH PLAN REP	31.6579	32.2909	33.1564	34.0317	34.8826	35.7546				
089647	HEALTH PLAN REP SR	34.5165	35.4036	36.3135	37.0397	38.0322	39.0365				
090302	HH AIDE	30.9995	31.7979	32.6166	33.3563	34.1249	34.8105				
090937	HH AIDE LVN	43.1170									
051492	HH CLERK	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
057911	HH CLERK G4 WK	33.8543	34.7254	35.6202	36.2844	37.2493	38.2140				
057815	HIM OUTPATIENT/AMBL CODER	41.3053	42.5483	43.8284	45.1471	46.5051	47.9038				
051301	HIM REP I	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698				
051302	HIM REP II	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057				
051303	HIM SPECIALIST	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944				
051304	HIM SPECIALIST LEAD	35.1586	36.0635	36.9907	37.8541	39.0350	40.2795				
051308	HIM SPECIALIST WK	36.8263	37.7742	38.7453	39.6505	40.8869	42.124				
034452	HISTOLOGIC TECHNICIAN I	47.3696	48.6187	49.8686	50.8897	51.6954	52.3754	54.4754			
034453	HISTOLOGIC TECHNICIAN II	51.2676	52.6201	53.9724	55.3753	56.3088	56.9468	59.2296			
034462	HISTOLOGIC TECHNICIAN SUPV	56.7401	58.2367	59.7332	61.2219	62.4120	63.3050	65.8423			
034450	HISTOLOGIC TECHNICIAN TRAINEE	39.6269	40.6714	41.7179	42.4175	43.4107	44.4040	46.1849			
057819	HOSPITAL OUTPATIENT CODER	44.3756	46.4206	48.6979	51.6487	54.2277	56.9236				



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092312	HOUSEKEEPING AIDE	29.7269	30.4922	31.2769	32.0998	32.9224	0				
057917	HOUSEKEEPING AIDE HEAD WK	34.3415	35.2255	36.1316	37.0815	38.0318	0				
057916	HOUSEKEEPING AIDE WK	32.6996	33.5415	34.4044	35.3098	36.2147	0				
092314	HOUSEKEEPING HEAD AIDE	31.2195	32.0231	32.8468	33.7106	34.5744	0				
090708	IMAGING ASSISTANT	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057				
090714	IMAGING ASSISTANT SR	31.6593	32.4749	33.3107	34.0012	34.7519	35.6009				
090938	IMAGING ASST WK	33.1667	34.0211	34.8970	35.6202	36.4066	37.2963				
090707	IMAGING TECHNICIAN AIDE	31.0961	31.8969	32.7177	33.4691	34.2208	34.8322				
090709	IMAGING TECHNICIAN AIDE SR	32.6572	33.4982	34.3596	35.1489	35.9377	36.5799				
090710	IMAGING TECHNICIAN AIDE WK	34.2059	35.0866	35.9894	36.8161	37.6430	38.3155				
090941	IMAGING TECHNICIAN AIDE-LVN	43.1170									
090948	IMAGING TECHNICIAN AIDE-LVN-WK	47.4287									
038103	INAVASIVE CARDIO SPEC LEAD	67.0735	69.0895	71.1657	73.3043	75.5070	77.7758	80.1130			
051582	INDUSTRIAL REPORT BILLING	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944				
057820	INPATIENT CODER	49.3251	51.5788	54.1119	57.3884	60.2463	63.2665	66.4441			
057522	INTAKE CLAIMS CASHIER	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057				
050345	INTAKE CLAIMS CASHIER G4	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
038102	INVASIVE CARDIOVASCULAR SPEC	63.8737	65.7934	67.7710	69.8077	71.9056	74.0664	76.2923			
057132	INVENTORY CONTROL CLERK	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764				
050378	INVENTORY CONTROL CLERK G4	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
090917	KPPAAC ACTIVITY ASST	28.3303	29.0602	29.8082	30.9062	32.8728	34.7245				
090901	KPPAAC BUSINESS OFFICE CLERK	25.5924	26.2517	26.9279	27.4976	28.2879	29.0768				
090939	KPPAAC CERT NURSING ASST LVN	43.1170									
090908	KPPAAC CERTIFIED NURSING ASST	23.9630	24.9264	25.9101	26.9556	28.0422	28.9849				
090905	KPPAAC ENVIRONMENTAL SVCS AIDE	20.3352	21.1550	22.0155	22.8972	23.8195	24.7828				
090926	KPPAAC EVS AID- WK	22.3687	23.2705	24.2171	25.1869	26.2013	27.2611				
090906	KPPAAC LEAD EVS	21.3394	22.2001	23.1224	24.0448	25.0085	26.0130				
090911	KPPAAC LICENSED VOC NURSE	43.1170	44.2553	45.3931	46.4983	47.5721	48.6442	49.7177			
090923	KPPAAC NUTRITION CLERK	21.2143	22.0681	22.9556	23.8790	24.8389	25.8370				
090904	KPPAAC NUTRITIONAL AIDE	20.9499	21.7925	22.6690	23.5807	24.5288	25.5147				
090910	KPPAAC RECEPTIONIST	25.5618	26.2206	26.8958	27.3481	27.9894	28.3928				
090909	KPPAAC RECORDS CLERK	26.7565	27.4477	28.1547	28.8124	29.7110	30.6233				
090913	KPPAAC REHABILITATION AIDE	23.9630	24.9264	25.9101	26.9556	28.0422	28.9849				
090918	KPPAAC RESPIRATORY CARE PRCT I	50.7029	52.0406	53.3780	54.4168	55.7160	57.0147				
090920	KPPAAC RESP CARE PRCT II	53.4178	54.8265	56.2352	57.5326	59.6114	62.2082	64.8057			
090914	KPPAAC RESTORATIVE NURSE ASST	26.0130	27.0581	27.9795	29.2762	30.4516	31.6750				
090931	KPPAAC SOC WORKER DISCH PLNR	43.1170	44.2553	45.3931	46.4983	47.5721	48.6442	49.7177			
090924	KPPAAC SR NUTRITION CLERK	22.2816	23.1774	24.1094	25.0787	26.0869	27.1351				
090912	KPPAAC STAFFING ASST	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944				
090903	KPPAAC STOREKEEPER II	24.8787	25.5200	26.1773	26.8439	27.7621	28.4589				
090907	KPPAAC UNIT ASST	23.9630	24.9264	25.9101	26.9556	28.0422	28.9849				
090915	KPPACC CERT OCCUP THERP ASST 2	43.3645	44.4802	45.6237	46.7312	47.9441	49.0506				
090922	KPPACC LABORATORY ASST. II	33.0586	33.9096	34.7824	35.4315	36.3727	37.3157				



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		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
090916	KPPACC PHYSICAL THRPY ASST II	43.3645	44.4802	45.6237	46.7312	47.9441	49.0506				
090771	LABORATORY ASST I	31.8720	33.3485	34.2078	34.7823	35.5968	36.4119				
090772	LABORATORY ASST II	34.0536	34.9305	35.8295	36.4982	37.4675	38.4388				
057918	LABORATORY ASST II WK	37.4589	38.4234	39.4123	40.1481	41.2145	42.2826				
090773	LABORATORY ASST III	35.1094	35.9861	36.8851	37.5540	38.5227	39.4941				
057919	LABORATORY ASST III WK	38.6204	39.5848	40.5737	41.3095	42.3751	43.4435				
090774	LABORATORY ASST SR	36.8709	37.7915	38.7353	39.4382	40.4552	41.4750				
034545	LASER VISION CORCTN LASER TECH	45.3533	46.5195	47.7146	50.2323	52.7510	55.2688	57.7866			
057821	LEAD CODER	53.0195	55.4598	58.1778	61.7102	64.7773	68.0303	71.4465			
052612	LIBRARY ASST	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403	0			
032844	LICENSED VOC NURSE I.V. CERT	45.2791	46.4744	47.6686	48.8294	49.9565	51.0825	52.2099			
032845	LICENSED VOC NURSE I.V.CERT SR	46.6408	47.8723	49.1023	50.2978	51.4593	52.6190	53.7796			
032841	LICENSED VOC NURSE NEW GRAD										
032842	LICENSED VOCATIONAL NURSE	43.1170	44.2553	45.3931	46.4983	47.5721	48.6442	49.7177			
032843	LICENSED VOCATIONAL NURSE SR	45.2791	46.4744	47.6686	48.8294	49.9565	51.0825	52.2099			
057965	LICENSED VOCATIONAL NURSE WK	47.4288	48.6809	49.9326	51.1480	52.3294	53.5086	54.6894			
051342	MAIL CLERK	28.3303	29.0602	29.8082	30.2748	30.9062	31.5358				
050320	MAIL CLERK G2	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698				
090702	MEDICAL ASST	31.0961	31.8969	32.7177	33.4691	34.2208	34.8322				
090715	MEDICAL ASST DESKTOP MEDICINE	31.0961	31.8969	32.7177	33.4691	34.2208	34.8322				
090932	MEDICAL ASST LVN	43.1170									
090946	MEDICAL ASST LVN SR	43.1170									
090703	MEDICAL ASST SR	32.6572	33.4982	34.3596	35.1489	35.9377	36.5799				
057925	MEDICAL ASST WK	34.2059	35.0866	35.9894	36.8161	37.6430	38.3155				
090947	MEDICAL ASST WK SR	35.9227	36.8479	37.7955	38.6637	39.5316	40.2379				
050384	MEDICAL LEGAL CLERK G3	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057				
051306	MEDICAL RECORD INDEXER	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
057977	MEDICAL RECORD INDEXER WK	33.8543	34.7254	35.6202	36.2844	37.2493	38.2140				
057979	MEDICAL RECORD QA SPEC WK	35.2222	36.1293	37.0594	37.8431	38.9294	40.0142				
051307	MEDICAL RECORD QA SPECIALIST	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764				
051305	MEDICAL RECORD SCANNER	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698				
050502	MEDICAL RECORDS ANALYST	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
051362	MEDICAL RECORDS CLERK	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698				
057908	MEDICAL RECORDS CLERK G2 WK	32.4798	33.3164	34.1740	34.7479	35.5623	36.3768				
057904	MEDICAL RECORDS CLERK G3 WK	33.1667	34.0211	34.8970	35.6202	36.4066	37.2963				
050369	MEDICAL RECORDS CLERK G4	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
051363	MEDICAL RECORDS CLERK SR	32.3215	33.1527	34.0068	34.6416	35.5624	36.4834				
051532	MEDICAL RECORDS TECHNICIAN	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764				
051352	MEDICAL SECRETARY	39.3150	40.3523	41.3900	42.6282	43.9681	45.3052				
051353	MEDICAL SECRETARY SR	41.2861	42.3758	43.4660	44.7666	46.1729	47.5762				
051652	MEDICARE BILLER	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944				
089641	MEMBER ENGAGEMENT SPECIALIST	34.5165	35.4036	36.3135	37.0397	38.0322	39.0365				
089640	MEMBER OUTREACH SPECIALIST	30.7161	31.5019	32.3085	32.9340	33.7461	34.5958				



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089655	MEMBER OUTREACH SPECIALIST SR	31.7125	32.5239	33.3566	34.0254	34.9688	35.9115				
090840	MENTAL HEALTH WORKER	34.3482	35.2553	36.1621	37.0549	37.9475	38.8099				
090940	MENTAL HEALTH WORKER LVN	43.1170									
072112	MESSENGER DRIVER	29.9873	30.7591	31.5508	32.0998	32.5109					
072113	MESSENGER DRIVER SR	31.7719	32.5899	33.4287	33.9767	34.3880					
057927	MESSENGER DRIVER WK	32.9861	33.8349	34.7056	35.3098	35.7620					
034464	MOHS HISTOTECH TECH I	49.7382	51.0497	52.3620	53.4343	54.2802	54.9943	57.1993			
034465	MOHS HISTOTECH TECH II	53.8313	55.2512	56.6709	58.1441	59.1241	59.7944	62.1910			
034466	MOHS HISTOTECH TECH SUPV	59.5771	61.1486	62.7199	64.2829	65.5324	66.4702	69.1344			
034463	MOHS HISTOTECH TECH TRAINEE	41.6081	42.7048	43.8038	44.5385	45.5813	46.6242	48.4942			
024745	MOLECULAR TECHNOLOGIST I	62.0953	63.7318	65.3698	66.2361	68.5698	70.8551	73.6942			
024725	MOLECULAR TECHNOLOGIST II	64.1525	65.8440	67.5353	68.8360	71.1211	73.6474	76.5977			
024726	MOLECULAR TECHNOLOGIST III	66.3471	68.0968	69.8462	71.3848	74.0079	76.5828	79.6511			
024727	MOLECULAR TECHNOLOGIST SR	69.6705	71.5076	73.3447	74.9601	77.7141	80.4182	83.6399			
024728	MOLECULAR TECHNOLOGIST TRAINEE	48.3821	50.4240								
051514	MONITOR TECHNICIAN	32.5968	33.4177	34.2598	34.9629	35.7063	36.5744				
024751	MRI TECHNOLOGIST I	62.4980	63.7520	65.0287	66.3323	67.6217					
024752	MRI TECHNOLOGIST II	66.8179	68.1565	69.5218	70.9144	72.3353	74.0664	76.7413			
024756	MRI TECHNOLOGIST II WK	73.4997	74.9725	76.4740	78.0059	79.5686	81.4732	84.4155			
024766	MRI TECHNOLOGIST III	79.3708	81.7555								
024767	MRI TECHNOLOGIST III WK	87.3078	89.9313								
024753	MRI TECHNOLOGIST LEAD	71.1359	72.5610	74.0147	75.4976	77.0101	78.5527	81.6994	83.3453	85.8495	
051185	MSCC TELESERVICE REP	31.0496	31.8491	32.6689	33.3457	34.0826	34.9147				
030451	NEURODIAGNOSTIC TECHNICIAN I	66.4173	68.4080	70.4778	72.5865	74.7742	77.0211	79.3271			
030452	NEURODIAGNOSTIC TECHNICIAN II	68.4080	70.4778	72.5865	74.7742	77.0211	79.3271	81.7118			
030454	NEUROPHYS MONITORING SPEC	68.4080	70.4778	72.5865	74.7742	77.0211	79.3271	81.7118			
034446	NUCLEAR MED TECH II PET-CT	92.9917	95.8094								
034447	NUCLEAR MED TECH II-PET/CT LD	97.6477	100.6062								
034445	NUCLEAR MEDICINE TECH I WK	76.7425	78.7654	80.7887	82.9134	85.0381	87.1626	89.2875			
034443	NUCLEAR MEDICINE TECH II	74.0558	76.0075	77.9582	80.3206	82.7889	85.1523	88.5634			
034448	NUCLEAR MEDICINE TECH II WK	81.4616	83.6083	85.7541	88.3528	91.0680	93.6676	97.4198			
034444	NUCLEAR MEDICINE TECH SUPV	77.7644	79.8138	81.8624	84.3432	86.9347	89.4163	92.9977			
034442	NUCLEAR MEDICINE TECHNICIAN I	69.7658	71.6050	73.4442	75.3758	77.3074	79.2387	81.1706			
090832	NURSE ASST	30.8442	31.6375	32.4524	33.2000	33.9757	34.6673				
090933	NURSE ASST LVN	43.1170									
090834	NURSE ASST SR	32.3928	33.2258	34.0811	34.8665	35.6808	36.4067				
057990	NURSE ASST WK	33.9288	34.8012	35.6974	36.5199	37.3733	38.1342				
090836	NURSING WORK STUDY INTERN	30.8442	31.6375	32.4524	33.2000	33.9757	34.6673				
091822	NUTRITION AIDE	29.3868	30.1441	30.9208	32.0918	32.8728					
091824	NUTRITION AIDE WK	32.3254	33.1583	34.0129	35.3009	36.1602					
051001	NUTRITION ASST	36.6557	37.7201	38.7849	39.8487	41.0119	42.1353	43.3378			
051262	NUTRITION CLERK	29.7590	30.5255	31.3109	32.4822	33.2628					
051263	NUTRITION CLERK SR	31.2528	32.0577	32.8822	34.1125	34.9321					



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JobCode	Job Title											
057928	NUTRITION CLERK WK	32.7349	33.5780	34.4420	35.7303	36.5891						
091823	NUTRITION PARTNER	29.7590	30.5255	31.3109	32.4822	33.2628						
091826	NUTRITION PARTNER LEAD	31.2470	32.0518	32.8763	34.1060	34.9258						
091825	NUTRITION PARTNER WK	32.7349	33.5780	34.4420	35.7303	36.5891						
034492	OB TECHNICIAN	32.4963	33.3326	34.1900	35.0397	35.9724	36.8223					
034493	OB TECHNICIAN SR	34.1275	35.0053	35.9053	36.7982	37.7775	38.6694					
034495	OB TECHNICIAN WK	35.7459	36.6657	37.6090	38.5436	39.5697	40.5044					
090944	OB TECHNICIAN-LVN	43.1170										
090945	OCC HLTH TECHNICIAN CERT LVN	43.1170										
090705	OCC HLTH TECHNICIAN CERTIFIED	31.6847	32.5009	33.3371	34.1034	34.8684	35.4916					
090706	OCC HLTH TECHNICIAN CERT SR	33.2756	34.1322	35.0101	35.8144	36.6180	37.2728					
030742	OCC THERAPY ASST I CERTIFIED	37.6896	38.6588	39.6535	40.6166	41.6712	42.6329					
030743	OCC THERAPY ASST II CERTIFIED	43.3645	44.4802	45.6237	46.7312	47.9441	49.0506					
051522	OCCUPATIONAL MEDICINE SECY	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764					
034542	OPHTHALMIC PHOTOGRAPHER	40.4518	41.4921	42.5595	43.5633	46.9105	50.2590					
034543	OPHTHALMIC TECHNICIAN	43.1866	44.2983	45.4375	47.8347	50.2330	52.6308	55.0290				
034544	OPHTHALMIC TECHNICIAN II CERT	45.3533	46.5195	47.7146	50.2323	52.7510	55.2688	57.7866				
063302	OPTICAL BENCHMAN	34.5314		40.6246								
033352	CONTACT LENS FITTER	42.6893		43.9699								
033358	CONTACT LENS FITTER APPRENTICE	29.9070	30.8496	32.0778	33.6775							
033371	CONTACT LENS FITTER ASSISTANT	28.9925	30.8496	31.6213								
030306	OPTICAL EQUIPMENT MAINTENANCE TECH	36.9488		43.4691								
054022	OPTICAL LAB APPRENTICE	22.4458	24.1715	25.8982	27.6246	29.3512	31.0786	32.8047				
063364	OPTICAL LAB FOREPERSON LEAD	37.9843		44.6877								
063372	OPTICAL SALES ASSISTANT	22.4458										
033312	OPTICAL SALES DISPENSER	34.5314		40.6246								
063350	OPTICAL SALES DISPENSER APPRENTICE	22.4458	24.1715	25.8982	27.6246	29.3512	31.0786	32.8047				
033323	OPTICAL SALES LEAD DISPENSER	37.9843		44.6877								
054024	PRESCRIPTION STOCK CLERK	34.5314		40.6246								
054023	SENIOR PRESCRIPTION STOCK CLERK	37.9843		44.6877								
063312	OPTICAL SURFACE GRINDER	34.5314		40.6246								
063371	OPTICAL UTILITY WORKER	22.4458										
030310	OR EQUIPMENT TECHNICIAN	36.8040	37.7504	38.7220	39.6846	40.7396	41.7020					
057122	OR SCHEDULING CLERK G4	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403					
050376	OR SCHEDULING CLERK G6	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944					
050391	OR SCHEDULING CLERK G6 WK	36.8263	37.7742	38.7453	39.6505	40.8869	42.1240					
030331	ORTHOPEDIC TECHNICIAN I	36.8040	37.7504	38.7220	39.6846	40.7396	41.7020					
030332	ORTHOPEDIC TECHNICIAN II	37.5426	38.5079	39.4982	40.4801	41.5567	42.5380					
030333	ORTHOPEDIC TECHNICIAN SR	39.4257	40.4393	41.4793	42.5104	43.6410	44.6713	45.7911				
030725	PATHOLOGY TECHNICAL ASST AA SR	38.5214	39.5119	40.5280	41.5351	42.6402	43.6464	45.3975				
030722	PATHOLOGY TECHNICAL ASST HS	36.6813	37.6250	38.5925	39.5518	40.6036	41.5620	43.2291				
030723	PATHOLOGY TECHNICAL ASST HS SR	38.5214	39.5119	40.5280	41.5351	42.6402	43.6464	45.3975				
030724	PATHOLOGY TECHNICIAN ASST AA	36.6813	37.6250	38.5925	39.5518	40.6036	41.5620	43.2291				



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090835	PATIENT CARE TECHNICIAN	32.6770	33.5176	34.3809	35.1006	35.8625	36.7518				
090934	PATIENT CARE TECHNICIAN LVN	43.1170									
090837	PATIENT CARE TECHNICIAN WK	35.9446									
051584	PATIENT FINANCIAL ADVISOR	34.9222	35.8206	36.7420	37.6468	38.9639	40.2795				
057922	PATIENT MOBILITY TECH I WK	34.6181	35.5086	36.4228	37.2619	38.1319	38.9089				
057923	PATIENT MOBILITY TECH II WK	35.9448	36.8694	37.8188	38.6108	39.4487	40.4270				
030373	PATIENT MOBILITY TECHNICIAN I	31.4709	32.2804	33.1115	33.8744	34.6655	35.3715				
030374	PATIENT MOBILITY TECHNICIAN II	32.6770	33.5176	34.3809	35.1006	35.8625	36.7518				
030372	PATIENT TRANSPORTATION AIDE	29.0046	29.7507	30.5169	30.9828	31.6145	32.2447				
057930	PATIENT TRANSPORTATION AIDE WK	31.9050	32.7260	33.5688	34.0812	34.7758	35.4692				
057262	PHARMACY CASHIER	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057				
051392	PHARMACY CLERK	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
050372	PHARMACY CLERK G3	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057				
057909	PHARMACY CLERK G4 WK	33.8543	34.7254	35.6202	36.2844	37.2493	38.2140				
051393	PHARMACY CLERK SR	32.3215	33.1527	34.0068	34.6416	35.5624	36.4834				
033400	PHARMACY INTERN	34.6831	35.5753	36.4914	37.1721	38.1596	39.1485				
058126	PHARMACY MARKETING ASST	33.8183	34.6880	35.5805	36.2354	37.1839	38.8697				
057929	PHARMACY TECHNICIAN INP WK	38.7083	39.7038	40.7259	41.4745	42.5614	45.3322				
034652	PHARMACY TECHNICIAN INPATIENT	35.1894	36.0944	37.0235	37.7041	38.6921	41.2112				
034654	PHARMACY TECHNICIAN LEAD INP	36.9550	37.9056	38.8813	39.5957	40.6328	43.2778				
034655	PHARMACY TECHNICIAN LEAD OP	35.5147	36.4284	37.3656	38.0526	39.0497	40.8193				
034653	PHARMACY TECHNICIAN OP	33.8183	34.6880	35.5805	36.2354	37.1839	38.8697				
057970	PHARMACY TECHNICIAN OP WK	37.2001	38.1568	39.1385	39.8588	40.9020	42.7567				
030302	PHYSICAL THERAPY AIDE	30.5720	31.3592	32.1666	32.7033	33.4651	34.2278				
030303	PHYSICAL THERAPY AIDE SR	32.1069	32.9335	33.7807	34.3447	35.1449	35.9497				
030732	PHYSICAL THERAPY ASST I	40.9034	41.9550	43.0344	44.0794	45.2233	46.2672				
030733	PHYSICAL THERAPY ASST II	43.3645	44.4802	45.6237	46.7312	47.9441	49.0506				
057931	PHYSICAL THERAPY ASST II WK	47.7011	48.9283	50.1860	51.4044	52.7385	53.9558				
057582	PHYSICIAN'S SCHEDULE CLERK	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
034628	POLYSOM TRaineE/SLEEP TECH I	36.3878	37.3226	38.2827	39.1650	40.0789	40.8950				
034630	POLYSOMNOGRAPHIC TECH LEAD	45.3520	46.5194	47.7154	50.2325	52.7506	55.2687	57.7867			
034629	POLYSOMNOGRAPHIC TECHNOLOGIST	43.1866	44.2983	45.4375	47.8347	50.2330	52.6308	55.0290			
057804	PROFESSIONAL SVCS CODER I	39.2337	40.4142	41.6304	42.8832	44.1735	45.5022				
057805	PROFESSIONAL SVCS CODER II	41.3053	42.5483	43.8284	45.1471	46.5051	47.9038				
057806	PROFESSIONAL SVCS CODER III	43.4856	44.7938	46.1413	47.5294	48.9590	50.4313				
030322	PSYCHIATRIC TECHNICIAN	39.7237	40.7723	41.8206	42.8393	43.8289	44.8169	45.8065			
030323	PSYCHIATRIC TECHNICIAN SR	41.7159	42.8174	43.9176	44.9873	46.0259	47.0641	48.1031			
034678	RADIATION ONCOLOGY AIDE	37.5426	38.5079	39.4982	40.4801	41.5567	42.5380				
034475	RADIATION THERAPIST	73.4807	75.6455	77.7863	80.3028	84.0938	88.1317	91.6791			
034476	RADIATION THERAPIST LEAD	77.1609	79.4338	81.6819	84.3238	88.3046	92.5443	96.2688			
034801	RADIOLOGIC TECHNOLOGIST I	54.5918									
034811	RADIOLOGIC TECHNOLOGIST I WK	60.0510									
034802	RADIOLOGIC TECHNOLOGIST II	57.3274	59.0510	60.8263	62.6545	64.5378	66.4780	68.4760	70.5340	72.6535	



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034812	RADIOLOGIC TECHNOLOGIST II WK	63.0602	64.9561	66.9089	68.9200	70.9917	73.1257	75.3236	77.5872	79.9189				
034803	RADIOLOGIC TECHNOLOGIST III	59.0510	60.8263	62.6545	64.5378	66.4780	68.4760	70.5340	72.6535	74.8367				
034813	RADIOLOGIC TECHNOLOGIST III WK	64.9561	66.9089	68.9200	70.9917	73.1257	75.3236	77.5872	79.9189	82.3204				
034804	RADIOLOGIC TECHNOLOGIST IV	62.0097	63.8737	65.7934	67.7710	69.8077	71.9056	74.0664	76.2923	78.5848				
034806	RADIOLOGIC TECHNOLOGIST LEAD	67.0735	69.0895	71.1657	73.3043	75.5070	77.7758	80.1130	82.5201	84.9993				
034805	RADIOLOGIC TECHNOLOGIST V	63.8737	65.7934	67.7710	69.8077	71.9056	74.0664	76.2923	78.5848	80.9462				
034815	RADIOLOGIC TECHNOLOGIST V WK	70.2611	72.3727	74.5482	76.7887	79.0964	81.4732	83.9215	86.4433	89.0407				
034816	RADIOLOGIC TECHNOLOGIST WK LD	73.7809	75.9984	78.2825	80.6348	83.0578	85.5534	88.1243	90.7721	93.4996				
034814	RADIOLOGIC TECHNOLOGIST IV WK	68.2110	70.2611	72.3727	74.5482	76.7887	79.0964	81.4732	83.9215	86.4433				
051202	RECEPTION CLERK	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057							
050309	RECEPTION CLERK G2	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698							
050310	RECEPTION CLERK G4	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403							
051432	RECEPTIONIST CLINIC	30.1516	30.9284	31.7245	32.3820	33.0971	33.9057							
051433	RECEPTIONIST CLINIC SR	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764							
051010	REGISTERED DIETITIAN I	51.5366	53.2516	54.9465	56.6613	58.3564	60.0709	61.7658						
051015	REGISTERED DIETITIAN I LEAD	54.1196	55.9201	57.6998	59.5000	61.2802	63.0805	64.8603						
051011	REGISTERED DIETITIAN II	54.3551	56.1485	57.9621	59.7557	61.5492	63.3624	65.1557						
051012	REGISTERED DIETITIAN II LEAD	57.0944	58.9870	60.8593	62.7513	64.6433	66.5158	68.4080						
051013	REGISTERED DIETITIAN III	57.0944	58.9870	60.8593	62.7513	64.6433	66.5158	68.4080						
051014	REGISTERED DIETITIAN III LEAD	59.9556	61.9426	63.9085	65.8949	67.8819	69.8480	71.8346						
090775	REGL LAB SUPPORT SPECIALIST	34.0536	34.9305	35.8295	36.4982	37.4675	38.4388							
050802	REL OF MED INFORMATION SPEC SR	33.6273	34.4929	35.3813	36.1290	37.1700	38.2944							
050801	RELEASE OF MED INFO SPEC II	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764							
050800	RELEASE OF MEDICAL INFO SPEC I	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403							
034620	RESPIRATORY CARE PERMITTEE	45.6203												
034625	RESPIRATORY CARE PRCT I	50.7029	52.0406	53.3780	54.4168	55.7160	57.0147							
034621	RESPIRATORY CARE PRCT I REG	53.2441	54.6484	56.0523	57.1445	58.5077	59.8689							
057939	RESPIRATORY CARE PRCT I REG WK	58.5683	60.1134	61.6574	62.8589	64.3585	65.8557							
057938	RESPIRATORY CARE PRCT I WK	55.7731	57.2447	58.7159	59.8583	61.2878	62.7161							
034626	RESPIRATORY CARE PRCT II	53.4178	54.8265	56.2352	57.5326	59.6114	62.2082	64.8057						
034622	RESPIRATORY CARE PRCT II REG	56.0952	57.5731	59.0533	60.4158	62.5978	65.3258	68.0522						
057940	RESPIRATORY CARE PRCT II WK	58.7595	60.3091	61.8588	63.2861	65.5726	68.4292	71.2861						
034627	RESPIRATORY CARE PRCT SUPV	58.9056	60.4578	62.0124	63.4432	65.7344	68.598	71.4611						
057942	RESPIRATORY CARE PRCT SUPV WK	64.7962	66.5036	68.2135	69.7874	72.3079	75.4577	78.6070						
030432	RESPIRATORY SUPPLY AIDE	32.0185	32.8420	33.6876	34.4630	35.2683	35.9862							
030433	RESPIRATORY SUPPLY AIDE SR	33.6255	34.4897	35.3778	36.1931	37.0379	37.7920							
057944	RESPIRATORY SUPPLY AIDE-WK	35.2205	36.1261	37.0564	37.9094	38.7952	39.5849							
089650	SALES REP-TELESALES	34.9222	35.8206	36.7420	37.6468	38.9639	40.2795							
051154	SCHEDULE MAINTENANCE CLERK	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944							
051156	SCHEDULE MAINTENANCE CLERK SR	35.1586	36.0635	36.9907	37.8541	39.0350	40.2795							
057967	SCHEDULE MAINTENANCE CLERK WK	36.8263	37.7742	38.7453	39.6505	40.8869	42.1240							
051442	SECRETARY	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403							
051443	SECRETARY SR	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944							



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JobCode	Job Title											
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10	Step 11
051146	SNF CLERK	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764					
057625	SNF DATABASE SPECIALIST	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403					
030437	SONOGRAPHER I	64.4862	66.4173	68.4080	70.4778	72.5865	74.7742	77.0211	79.3271	82.5202		
030444	SONOGRAPHER I LEAD	70.9503	73.0794	75.2670	77.5334	79.8593	82.2641	84.7275	87.2898	90.7784		
030438	SONOGRAPHER II	66.4173	68.4080	70.4778	72.5865	74.7742	77.0211	79.3271	81.7118	84.9838		
030445	SONOGRAPHER II LEAD	73.0794	75.2670	77.5334	79.8593	82.2641	84.7275	87.2898	89.9111	93.4985		
030855	SONOGRAPHER II WK	73.0592	75.2487	77.5255	79.8450	82.2517	84.7233	87.2597	89.8830	93.4822		
030439	SONOGRAPHER III	68.4080	70.4778	72.5865	74.7742	77.0211	79.3271	81.7118	84.1756	87.5459		
030446	SONOGRAPHER III LEAD	75.2670	77.5334	79.8593	82.2641	84.7275	87.2898	89.9111	92.6114	96.3169		
057978	SONOGRAPHER III WK	75.2487	77.5255	79.8450	82.2517	84.7233	87.2597	89.8830	92.5932	96.3006		
030440	SONOGRAPHER IV	70.4778	72.5865	74.7742	77.0211	79.3271	81.7118	84.1756	86.6989	90.1675		
030447	SONOGRAPHER IV LEAD	77.5334	79.8593	82.2641	84.7275	87.2898	89.9111	92.6114	95.3906	99.2142		
057981	SONOGRAPHER IV WK	77.5254	79.8452	82.2516	84.7233	87.2597	89.8830	92.5932	95.3688	99.1843		
030436	SONOGRAPHER TECHNICIAN	60.8200	62.6530	64.5451	66.4767	68.4673	70.5366	72.6456	74.8335	77.0803	79.405	81.7912
030435	SONOGRAPHER TRAINEE	55.2814										
030441	SONOGRAPHER V	72.5865	74.7742	77.0211	79.3271	81.7118	84.1756	86.6989	89.3003	92.8875		
030448	SONOGRAPHER V LEAD	79.8593	82.2641	84.7275	87.2898	89.9111	92.6114	95.3906	98.2486	102.1899		
057983	SONOGRAPHER V WK	79.8450	82.2516	84.7232	87.2598	89.8831	92.5931	95.3687	98.2302	102.1761		
021003	STAFF ASSISTANT	33.1083	33.9607	34.8348	35.4844	36.4278	37.3716					
021005	STAFF ASSISTANT SR	34.9222	35.8206	36.7420	37.6468	38.9639	40.2795					
021006	STAFF ASSISTANT WKEND	36.4192	37.3569	38.3183	39.0330	40.0706	41.1087					
057872	STAFFING CLERK	32.0202	32.8448	33.6905	34.4028	35.3904	36.3764					
090314	STERILE PROC TECH CERT SR	36.3878	37.3226	38.2827	39.1650	40.0789	40.8950					
090313	STERILE PROC TECH II CERT	34.6491	35.5397	36.4539	37.2942	38.1643	38.9423					
057946	STERILE PROC TECH II CERT WK	38.1138	39.0937	40.0991	41.0238	41.9806	42.8365					
090312	STERILE PROCESSING TECH I	33.3114	34.1680	35.0476	35.8553	36.6916	37.4389					
057945	STERILE PROCESSING TECH I WK	36.6427	37.5849	38.5524	39.4408	40.3609	41.1825					
054002	STOREKEEPER	30.0658	30.8397	31.6337	32.4550	33.2784						
094013	STOREKEEPER CHIEF	33.7032	34.5707	35.4598	36.4236	37.2624						
094011	STOREKEEPER I	30.6354	31.4239	32.2331	33.0697	33.9082						
057950	STOREKEEPER I WK	33.6988	34.5664	35.4566	36.3767	37.2989						
094012	STOREKEEPER II	31.1292	31.9308	32.7522	33.5852	34.7335						
057951	STOREKEEPER II WK	34.2421	35.1238	36.0275	36.9436	38.2067						
050341	SUBPOENA CLERK G4	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403					
090315	SUPPLY CHAIN TECHNICIAN	33.3114	34.1680	35.0476	35.8553	36.6916	37.4389					
057874	SUPPORT SERVICES REP	33.4785	34.3402	35.2230	36.0458	37.1700	38.2944					
057875	SUPPORT SERVICES REP SR	35.1586	36.0630	36.9907	37.8539	39.0350	40.2151					
057958	SUPPORT SERVICES REP WK	36.8263	37.7742	38.7453	39.6505	40.8869	42.1240					
024705	SUPV CYTO HISTO TECHNOLOGIST	72.3611	74.2679	76.1739	79.3754	81.9976	83.5364	86.8828				
057662	SURGERY APPOINTMENT CLERK	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403					
057663	SURGERY APPOINTMENT CLERK SR	32.3215	33.1527	34.0068	34.6416	35.5624	36.4834					
030712	SURGICAL ASST	46.8284	48.0324	49.2663	50.5461	52.0670	53.8272	55.9850				
030711	SURGICAL ASST CERTIFIED	48.0020	49.2358	50.5017	51.8129	53.3719	55.1755	57.3874				



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JobCode	Job Title										
		Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
030714	SURGICAL ASST CERTIFIED SR	50.4081	51.7037	53.0329	54.4098	56.0463	57.9407	60.2630			
030713	SURGICAL ASST SR	49.1760	50.4395	51.7364	53.0796	54.6764	56.5252	58.7909			
051161	SURGICAL PREADMIT SECRETARY	30.7765	31.5685	32.3820	32.9859	33.8631	34.7403				
030312	SURGICAL TECHNICIAN	43.6471	44.7697	45.9200	47.0611	48.3123	49.4526	51.4355			
030313	SURGICAL TECHNICIAN SR	45.8352	47.0138	48.2224	49.4202	50.7338	51.9310	54.0135			
030309	SURGICAL TECHNICIAN TRAINEE	42.3337									
057954	SURGICAL TECHNICIAN TRN WK	46.5672									
057955	SURGICAL TECHNICIAN WK	48.0119	49.2467	50.5122	51.7671	53.1437	54.3981	56.5789			
057956	SURGICAL TECHNICIAN WK SR	50.4188	51.7152	53.0447	54.3624	55.8072	57.1240	59.4149			
089656	TEAM LEAD MS & F	42.9765	44.0810	45.2141	46.1183	47.3541	48.6044				
051183	TELESERVICE REP	31.0496	31.8491	32.6689	33.3457	34.0826	34.9147				
051186	TELESERVICE REP DESKTOP MED	31.0496	31.8491	32.6689	33.3457	34.0826	34.9147				
051184	TELESERVICE REP WK	34.1548	35.0340	35.9358	36.6804	37.4908	38.4061				
051481	TRANSCRIPTION CLERK	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698				
057910	TRANSCRIPTION CLERK II WK	32.4798	33.3164	34.1740	34.7479	35.5623	36.3768				
072102	TRUCK DRIVER	44.6037	45.7502	46.9263	47.8765	48.8282	49.8672				
072104	TRUCK DRIVER FORMAN	47.0131	48.2222	49.4614	50.4120	51.3601	52.3990				
051512	UNIT ASST	31.7218	32.5381	33.3759	34.0747	34.8143	35.6776				
051513	UNIT ASST SR	33.3141	34.1713	35.0513	35.7844	36.5610	37.4677				
057913	UNIT ASST WK	34.8942	35.7919	36.7136	37.4821	38.2957	39.2452				
030201	VISION SERVICES ASST I	31.0961	31.8969	32.7177	33.4691	34.2208	34.8322				
090942	VISION SERVICES ASST I LVN	43.1170									
030202	VISION SERVICES ASST II	33.7395	34.6079	35.4984	36.3137	37.1288	37.7921				
090943	VISION SERVICES ASST II LVN	43.1170									
057492	VITAL STATISTICS CLERK	29.5270	30.2877	31.0671	31.5891	32.3293	33.0698				
084002	WAREHOUSE PERSON	38.5793	39.5715	40.5894	41.5392	42.4902	43.5298				
074004	WAREHOUSE PERSON LEAD	40.5146	41.5556	42.6244	43.6223	44.6214	45.7122				
057643	WORKFLOW QUALITY COORD AACC	32.9229	33.7706	34.6394	35.3571	36.1379	37.0207				
084112	YARDKEEPER	29.7535	30.5184	31.3040	32.1270	32.9490					

*SR/LEAD Grades Refer to the Promotion to Senior, Lead, Chief or Supervisor language in the SEIU-UHW Collective Bargaining Agreement on page 42

An Employee promoted to a senior, lead, chief or (in the bargaining unit) supervisor shall receive a minimum increase of the next higher step of the wage scale in the new classification which will provide an increase of at least five (5) percent above his/her former rate.

SOUTHERN CALIFORNIA REGION WAGE RATES:

PID MASTER UNION CODE B01 (FORMER EMPLOYEE GROUP A07) LOCAL 399 - BASE SERVICE, MAINTENANCE & PRODUCTION

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
					STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
MAIL CLERK	24019	02	D1	01	19.184	20.147	21.251	22.424	23.653	24.958	0.300 25.258	0.400 25.358	0.500 25.458	0.600 25.558
CYCLE COUNTER	43521	03	D1	02	18.796	19.737	20.725	21.465	23.300	23.854	24.154	24.254	24.354	24.454
KITCHEN WORKER	45426													
LINEN ROOM ATTENDANT	47858													
PARKING LOT ATTENDANT	43350													
COURIER	24066	03	D1	03	21.598	22.675	23.929	25.242	26.628	28.093	28.393	28.493	28.593	28.693
MEDICAL CENTER MESSENGER	24071													
SHUTTLE BUS DRIVER-SUNSET	40232													
STOREROOM WORKER/DRIVER	47708													
OPTICAL LAB EQUIPMENT OPER I	21069													
PATIENT SERVICE DRIVER	47710	03	D1	05	23.989	25.191	26.577	28.037	29.579	31.207	31.507	31.607	31.707	31.807
HOUSEKEEPING ATTENDANT	47842	04	D1	04	19.098	20.054	21.159	22.320	23.550	24.844	25.144	25.244	25.344	25.444
PRESCHOOL NUTRITION WORKER	45430													
STOREROOM WORKER	43534													

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
SERVICE, MAINTENANCE & PRODUCTION**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
					STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
											0.300	0.400	0.500	0.600
GRILL COOK	45473	05	D1	06	20.796	21.832	23.036	24.304	25.637	27.049	27.349	27.449	27.549	27.649
STOREROOM WORKER (OFF-SITE)	43551													
SERVICE PARTNER-BELL	47880													
SHIPPING AND RECEIVING CLERK	43544	05	D1	07	22.238	23.347	24.631	25.988	27.411	28.921	29.221	29.321	29.421	29.521
CENTRAL PHARM EXPEDITOR	43518	05	D1	08	25.328	26.590	28.052	29.596	31.223	32.938	33.238	33.338	33.438	33.538
CEN PHAR WAREHOUSE WKR	43517													
DRUG DIST/RECEIVING CLERK	43519													
FORK LIFT OPERATOR	43502													
MEDICAL ELECTRONICS	43522													
WAREHOUSE/INSTR RPR	43504													
MOBILE HEALTH VEHICLE OPERATOR	40242													
FIRST COOK	45472	06	D1	09	23.452	24.626	25.979	27.410	28.920	30.512	30.812	30.912	31.012	31.112
REGIONAL COURIER	24067													

**PID MASTER
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JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
					STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
DRUG DISTR WAREHOUSE WKR OPTICAL LAB EQUIPMENT OPER II	43515 21070	06	D1	10	24.322	25.539	26.943	28.422	30.785	31.106	31.406	31.506	31.606	31.706
PHARMACY RETURNS WORKER	43516	07	D1	13	23.915	25.112	26.489	27.949	29.492	31.112	31.412	31.512	31.612	31.712
BOB TAIL TRUCK DRIVER	47705	UG	D1	15	26.972	28.323	29.880	31.525	33.261	35.088	35.388	35.488	35.588	35.688

NEW CLASSIFCATION EFFECTIVE 3/29/10

NEW CLASSIFICATION EFFECTIVE 4/5/2010

NOTE: W Salary Plan/Grade Eff 6/1/2020

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
OPTICAL AIDE	37040	21	D2	01	21.652	22.731	23.862	25.202	25.972	26.109	26.409	26.509	26.609	26.709
CLINIC AIDE	36314	21	D2	02	19.180	20.137	20.796	22.826	23.314	25.263	25.563	25.663	25.763	25.863
NURSING AIDE	36309													
PATIENT STAFF ASSISTANT	36321													
TRANSPORTATION AIDE	47709													
DARKROOM TECHNICIAN	35974	21	D2	03	23.033	24.184	25.396	26.799	27.608	27.881	28.181	28.281	28.381	28.481
JUNIOR LAB ASSISTANT	35586													
LAB AIDE	35570													
MONITOR TECHNICIAN	36704													
PATHOLOGY AIDE	30854													
VISUAL FIELD TECHNICIAN	37041													
OPTICAL WORKER	37045	22	D2	04	22.755	23.903	25.103	26.548	27.374	28.018	28.318	28.418	28.518	28.618
G I ATTENDANT	36891	22	D2	05	20.106	21.110	21.802	23.946	24.514	26.653	26.953	27.053	27.153	27.253
OPERATING ROOM ATTENDANT	36894													
PHYSICAL THERAPY AIDE I	35356													

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB COD	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LAB ASSISTANT I 9RRL LAB ASST I	35582 30865	22	D2	06	24.527	25.750	27.034	28.640	29.611	30.428	30.728	30.828	30.928	31.028
15STERILE PROCESSING TRAINEE Note: New position eff 6/3/19	30915	22	D2	50	21.341									
ANESTHESIA AIDE 4STERILE PROCESSING TECHNICIAN I HOUSE ORDERLY (LA) JR. ORTHO TECH RADIATION ONCOLOGY AIDE RE-USE TECHNICIAN (LA) RESPIRATORY CARE AIDE	36944 36848 36326 30220 35973 36865 35730	22	D2	07	23.475	24.643	26.001	27.435	28.941	30.531	30.831	30.931	31.031	31.131
4STERILE PROCESSING TECHNICIAN II	36851	22	D2	13	24.056	25.255	26.653	28.117	29.668	31.299	31.599	31.699	31.799	31.899
EKG TECHNICIAN I	36706	22	D2	08	27.605	28.981	30.575	32.260	34.034	35.910	36.210	36.310	36.410	36.510
OPTICAL MECHANIC	37049	23	D2	09	24.881	26.124	27.430	28.922	30.018	30.209	30.509	30.609	30.709	30.809

**PID MASTER
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JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
					STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
NURSING ATTENDANT	36312	23	D2	10	21.242	22.305	23.046	25.410	26.048	28.324	28.624	28.724	28.824	28.924
OCCUPATIONAL THERAPY AIDE	30766													
PHYSICAL THERAPY AIDE II	35354													
AUTOPSY ASSISTANT	36806	23	D2	11	26.977	28.329	29.755	31.510	32.812	32.971	33.271	33.371	33.471	33.571
DIET TECH	45446													
*DONOR SERVICES SPECIALIST	30860													
LAB ASSISTANT II	35584													
LAB ASSISTANT II HISTOLOGY	35520													
LAB/EKG TECH	36711													
LIFT TECHNICIAN	36722													
OPERATING ROOM TECH ASST	36721													
OPTOMETRIC TECHNICIAN	36796													
PHLEBOTOMIST	35590													
PT CARE & TECH PTNR-BELL	36310													
RADIOLOGY ASSISTANT	35976													
*RRL LAB ASST II	30866													
VECTORCARDIOGRAM TECHNICIAN	36716													
RAD PROCEDURE SERVICE TECHNICIAN	35975	23	D2	20	27.785	29.181	30.645	32.455	33.796	33.960	34.260	34.360	34.460	34.560
EKG TECHNICIAN II	36707	23	D2	12	29.912	31.410	33.141	34.959	36.884	38.911	39.211	39.311	39.411	39.511
OPTICAL MAINTENANCE TECH	30815													

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JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
					STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
OPTICAL DISPENSER	37036	24	D2	14	29.684	31.322	32.889	35.069	37.344	39.630	39.930	40.030	40.130	40.230
CONTACT LENS DISPENSER	37037													
OPTICAL TECHNICIAN	37050													
TISSUE TECHNICIAN	35598													
³ MOHS HISTOTECHNICIAN	30822													
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EMERGENCY ROOM ASSISTANT	36880	24	D2	15	24.775	26.013	27.441	28.950	30.550	32.230	32.530	32.630	32.730	32.830
HOME HEALTH AIDE	36960													
MULTIPHASIC HEALTH ASSISTANT	36952													
OPTOMETRIC ASSISTANT	30493													
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BRONCH CLINIC ASSISTANT	36864	24	D2	26	25.159	26.417	27.869	29.400	31.022	32.725	33.025	33.125	33.225	33.325
CLINIC ASSISTANT	36316													
SURGICAL CLINICAL ASSISTANT	36886													
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MEDICAL ASSISTANT	36324	24	D2	27	25.284	26.550	28.005	29.548	31.172	32.889	33.189	33.289	33.389	33.489
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¹² MULTI FUNCTIONAL HEALTH CARE WKR-MA	30871	24	D2	40	26.675	28.010	29.547	31.172	32.887	34.698	34.998	35.098	35.198	35.298
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¹³ MULTI FUNC 2.5% DIFF HEALTH CARE WKR-MA	30880	24	D2	47	27.341	28.709	30.284	31.952	33.709	35.564	35.864	35.964	36.064	36.164
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**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
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PATIENT CARE / TECHNICAL**

					PID 01	PID 05	PID 08	PID 09	PID 10	PID 11				
JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	STEP 1 START	STEP 2 1YEAR	STEP 3 2YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
OPHTHALMOLOGY TECHNICIAN	36794	24	D2	16	28.899	30.345	32.012	33.771	35.633	37.590	37.890	37.990	38.090	38.190
CYTOPREP TECHNICIAN	35607													
DIET TECHNICIAN REGISTERED (DTR)	30813													
¹ LIMITED X-RAY TECHNICIAN	30820													
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ANESTHESIA TECH	36945	24	D2	17	32.811	34.450	36.348	38.343	40.451	42.678	42.978	43.078	43.178	43.278
AUTOPSY TECHNICIAN (LA)	36810													
EEG TECHNICIAN	36766													
HEALTH EVALUATION ASSISTANT	36961													
HEMODIALYSIS TECHNICIAN	36866													
LAB ASST AUTOM SPEC (REG ONLY)	35617													
LAB ASSISTANT III	35583													
ORTHOPEDIC TECHNICIAN I	36776													
PACEMAKER TECHNICIAN	36705													
PODIATRY TECHNICIAN	36887													
³ PATHOLOGY TECHNICIAN	30825													
RAD PROC SERVICE TECHNICIAN II	30789													

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JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP2 1YEAR	PID 08 STEP3 2YEAR	PID 09 STEP4 3YEAR	PID 10 STEP5 4YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
5CERTIFIED ANESTHESIA TECH	30838	25	D2	21	33.468	35.141	37.075	39.112	41.263	43.530	43.830	43.930	44.030	44.130
5CERTIFIED ANESTHESIA TECH (IV CERT)	30839	26	D2	22	33.795	35.485	37.438	39.494	41.666	43.958	44.258	44.358	44.458	44.558
5CERTIFIED ANESTHESIA TECHNOLOGIST	30881													
HISTOLOGY TECHNOLOGIST - HT (ASCP) HISTOLOGY TECHNOLOGIST	35612 35596	24	D2	19	38.256	40.174	42.383	44.714	47.173	49.770	50.070	50.170	50.270	50.370
3PATHOLOGY TISSUE TECH	30826													
CONTACT LENS FITTER	37034	25	D2	23	33.065	34.607	36.395	38.277	40.262	42.354	42.654	42.754	42.854	42.954

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JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP2 1YEAR	PID 08 STEP3 2YEAR	PID 09 STEP4 3YEAR	PID 10 STEP5 4YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
"SURGICAL TECH TRAINEE - WEST LA ONLY	30887	25	D2	58	28.095									
SURGICAL TECHNOLOGIST I	36906	25	D2	24	30.905	32.453	34.236	36.121	38.107	40.199	40.499	40.599	40.699	40.799
LVN I UROLOGY TECHNOLOGIST I	36294 36746	25	D2	25	30.706	32.244	34.021	35.887	37.865	39.945	40.245	40.345	40.445	40.545
SURGICAL TECHNOLOGIST II	36909	26	D2	28	31.674	33.264	35.091	37.018	39.057	41.201	41.501	41.601	41.701	41.801
ELECTRON MICROSCOPY TECHNOLOGIST POLYSOMNOGRAPHY TECHNOLOGIST	35597 36760	25	D2	29	35.053	36.809	38.830	40.973	43.227	45.604	45.904	46.004	46.104	46.204

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PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2YEAR	PID 09 STEP 4 3YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
CARDIAC SURGERY TECHNOLOGIST PSYCH SUPPORT TECHNOLOGIST	36907 36322	25	D2	30	38.248	40.161	42.369	44.694	47.155	49.749	50.049	50.149	50.249	50.349
OPHTHALMIC PHOTOGRAPHER	36797	26	D2	32	31.001	32.529	34.325	36.210	38.202	40.303	40.603	40.703	40.803	40.903
EMERGENCY SERVICES TECHNICIAN 10EYE CENTER TECH CERTIFIED LICENSED PSYCH TECHNOLOGIST UROLOGY TECHNOLOGIST II	36881 30867 36780 36748	26	D2	33	31.664	33.244	35.076	37.005	39.040	41.187	41.487	41.587	41.687	41.787
GI TECHNOLOGIST I LVN II	36736 36299	25	D2	35	31.105	32.662	34.454	36.348	38.347	40.453	40.753	40.853	40.953	41.053
G I TECHNOLOGIST II LVN III 9LVN RETAIL	36739 36301 30861	26	D2	42	32.299	33.912	35.776	37.742	39.820	42.006	42.306	42.406	42.506	42.606
11MULTI FUNCTIONAL HEALTH CARE WKR-LVN	30872	26	D2	41	33.268	34.929	36.848	38.873	41.016	43.268	43.568	43.668	43.768	43.868

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CLINICAL EDUCATION COORD., LVN	30771	26	D2	57	33.912	35.607	37.560	39.634	41.806	44.112	44.412	44.512	44.612	44.712
LICENSED PHYSICAL THERAPY ASST SPEECH PATHOLOGIST ASSISTANT	35352 35357	26	D2	36	36.520	38.343	40.452	42.679	45.025	47.504	47.804	47.904	48.004	48.104
RESPIRATORY CARE PRACTITIONER I	35736	26	D2	37	45.072	47.144	49.679	52.290	55.036	57.938	58.238	58.338	58.438	58.538
RESPIRATORY CARE PRACTITIONER II	35737	26	D2	38	45.590	47.753	50.251	52.887	55.666	58.601	58.901	59.001	59.101	59.201
RESPIRATORY CARE PRACTITIONER III	35741	26	D2	56	46.041	48.227	50.748	53.410	56.222	59.179	59.479	59.579	59.679	59.779
*SOLUTIONS TECHNICIAN	35592	26	D2 *	18	41.369	43.332	45.592	47.990	50.511	53.170	53.470	53.570	53.670	53.770

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CYTOGENETIC TECHNOLOGIST ‡MOLECULAR GENETIC TECHNOLOGIST	35605 30842	26	D2	43	53.470	56.146	59.232	62.487	65.927	69.555	69.855	69.955	70.055	70.155
CERTIFIED OCCUP THERAPY ASSISTANT	35366	27	D2	45	36.250	38.066	40.159	42.369	44.695	47.155	47.455	47.555	47.655	47.755
CERTIFIED OPHTHALMIC TECHNICIAN	36793	UG	D2	48	33.062	34.713	36.621	38.636	40.763	43.004	43.304	43.404	43.504	43.604
OPHTHALMIC SURGICAL ASSISTANT	36902	UG	D2	49	47.378	49.748	52.483	55.368	58.410	61.625	61.925	62.025	62.125	62.225
ORTHOPEDIC TECHNOLOGIST II	36779	25	D2	52	40.205	42.217	44.537	46.984	49.571	52.294	52.594	52.694	52.794	52.894

¹ NEW CLASSIFICATION EFF 6/1/09, ALSO EFF 1/20/2010, CLASSIFICATION MOVED FROM SAL PLAN, GRADE D2-08 TO 16.

²NEW CLASSIFICATION EFF 1/11/2010

³NEW CLASSIFICATIONS EFF 7/12/2010

⁴TITLE UPDATED FROM CENTRAL SUPPLY TECH I AND CENTRAL SUPPLY TECH II

⁵NEW CLASSIFICATION EFF 5/16/2011

⁶35610 (D2-17) AUTOPSY/TISSUE ASSISTANT MADE INACTIVE EFF 6/24/13

⁷NEW CLASSIFICATION EFF 11/10/13

⁸NEW CLASSIFICATION EFF 7/6/2014

⁹NEW CLASSIFICATION EFF 11/10/14

¹⁰NEW CLASSIFICATION EFF 12/1/14

¹¹NEW CLASSIFICATION EFF 10/26/2015

¹²NEW CLASSIFICATION EFF 1/4/2016

¹³NEW CLASSIFICATION EFF 5/9/2016

¹⁴NEW CLASSIFICATION EFF 03/27/2017

NOTE: W Salary Plan/Grade Eff 6/1/2020

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PROCESSING/COMPUTER OPERATIONS**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
					STEP 1 START	STEP 2 1YEAR	STEP 3 2YEAR	STEP 4 3YEAR	STEP 5 4YEAR	STEP 6 5YEAR				
APPOINTMENT DATA CLERK	24410	11	D3	01	22.096	23.202	24.480	25.825	27.244	28.749	29.049	29.149	29.249	29.349
CHART ROOM CLERK	24592													
*CLAIMS ADJ TRAINEE	21073													
CLERK I (PBS)	20979													
CONTROL CLERK 1	24636													
DOCUMENT CLERK	24172													
DOCUMENT SCANNER	21040													
ENTRY CLERK	24020													
FILE CLERK	24046													
HOME HEALTH CLERK I	24290													
JUNIOR CLERK TYPIST	24030													
MEMBERSHIP ACCOUNTING SUP CLERK	24714													
*NUTRITION AMBASSADOR	21093													
RECORDS CLERK I	24512													
SCANNER OPERATOR (PBS)	21015													
X-RAY FILE CLERK	25022													
X-RAY FILE CLERK/COURIER	25023													

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PROCESSING/COMPUTER OPERATIONS

					PID 01	PID 05	PID 08	PID 09	PID 10	PID 11				
JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
ACCOUNTS PAYABLE CLERK	24144	12	D3	02	23.076	24.229	25.558	26.965	28.447	30.013	30.313	30.413	30.513	30.613
ACCOUNTS RECEIVABLE SUPPORT CLERK	24150													
APPOINTMENT DATA CLERK II	24412													
BIRTH CERTIFICATE CLERK	24530													
BLOOD DONOR RECRUITING CLERK	25055													
CASHIER	25132													
CASHIER I (PBS)	20975													
CLERK II (PBS)	20981													
CLERK TYPIST	24032													
CLINIC CLERK I	24900													
COMMUNICATIONS OPERATOR	24826													
CONF ROOM SCHEDULER (LA ONLY)	20596													
CONTACT LENS CLERK	24171													
CONTROL CLERK II	24638													
CPR CONTROL CLERK	24182													
CREDIT COLLECTIONS CLERK	24244													
DATA ENTRY CLERK	24628													

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					PID 01	PID 05	PID 08	PID 09	PID 10	PID 11				
JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
Grade 12 Cont.														
DATA IMAGE CLERK	24025	12	D3	02	23.076	24.229	25.558	26.965	28.447	30.013	30.313	30.413	30.513	30.613
DIET CLERK	24906													
DIETARY CASHIER	25140													
DISTRIBUTION CONTROL CLERK	20612													
DOCUMENT PREP ASSISTANT	24039													
DOCUMENT PREP ASSISTANT (PFS)	21082													
ELIGIBILITY CLERK I	24706													
EMERGENCY ROOM CLERK	24916													
ENGINEERING CLERK	25154													
GENERAL CLERK	24024													
HOME HEALTH CLERK II	24291													
INDEXING CLERK	21036													
INDEXING CLERK (PBS)	21008													
INFORMATION CLERK II	24101													
INSURANCE RECEPTIONIST	24340													
INTER DIRECT PAY CLERK	24708													
LAB CLERK	25052													
LIFE INSURANCE PROCESSOR	24320													
MEDICAL LIBRARY CLERK	24838													
MEDICAL REVIEW CLERK	20936													
MEDICARE REIMBURSEMENT CLERK	24240													
PURCHASING CLERK	24148													
RECEPTIONIST I	25124													
RECORDS CLERK II	24516													
REPROGRAPHICS CLERK	20614													
STOREROOM CLERK	43536													
SUPPORT CLERK	24096													
TRANS ORDERLY/DISPATCHER	24103													

PID MASTER
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PROCESSING/COMPUTER OPERATIONS

					PID 01	PID 05	PID 08	PID 09	PID 10	PID 11							
JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	STEP 6 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR	LNG YEAR		
DATA ENTRY OPERATOR	24646	12	D3	03	24.251	25.467	26.864	28.343	29.901	31.544	31.844	31.944	32.044	32.144			
WORD PROCESSING OPERATOR I	25192	12	D3	04	28.089	29.492	31.112	32.821	34.626	36.529	36.829	36.929	37.029	37.129			
ACCOUNT RECONCILIATION	20609	13	D3	05	24.089	25.293	26.687	28.150	29.707	31.338	31.638	31.738	31.838	31.938			
CLERK A/P LIAISON CLERK	24145																
BACK-UP CLERK	24168																
BILLER I (PBS)	20969																
BLOOD DONOR RECORDS CLERK II	25054																
BUSINESS OFFICE CLERK II	24257																
CASE CORRESPONDENCE CLERK	24241																
CASHIER II (PBS)	20977																
CASHIER RECEPTIONIST	25134																
CLAIMS PROCESSOR	24343																
CLERK III (PBS)	20983																
CLERK STENOGRAPHER	24044																
CLINIC CLERK II	24902																
COLLECTION SUPPORT REP	24036																
*COLLECTION SUPPORT REP (PFS)	21081																
COMMUNICATIONS SERVICES	24824																
COORD CONSTRUCTION LIAISON	24123																
CLERK CONTACT LENS EXPEDITER	30796																
CUSTOMER SERVICE PHONE REP	24780																
EDUCATION/RESEARCH CLERK II	24849																
GROUP ACCOUNTS CLERK I	24686																
INFORMATION CENTER CLERK	24716																
INTERMEDIATE CLERK	24026																
INTERMEDIATE CLERK TYPIST	24034																
LIBRARY TECHNICIAN	24832																

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JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
					STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
MAGNETIC TAPE LIBRARIAN	13060													
MEDICAL REQUEST CLERK	24574													
OPT PHOTO/CASHIER RECEPTIONIST	25137													
OPTICAL CASHIER	25142													
OPTICAL CUSTOMER HOST	25136													
¹¹ OPTICAL LAB CLERK	21097													
PERIPHERIAL CONTROL COORDINATOR	24640													
Grade 13 Cont.														
PURCHASING CLERK II	24149	13	D3	05	24.089	25.293	26.687	28.150	29.707	31.338	31.638	31.738	31.838	31.938
RECEPTIONIST II	25126													
REGIONAL LAB STOREROOM	21060													
CLERK REVENUE SUPPORT CLERK	20156													
STATISTICAL CLERK TYPIST	24097													
SUBPOENA CLERK	24536													
⁸ SUPPLY CHAIN TECH	21090													
APPOINTMENT CLERK	24398	13	D3	08	24.570	25.802	27.220	28.715	30.300	31.963	32.263	32.363	32.463	32.563
DEPARTMENT SECRETARY	25180													
INSURANCE CLERK I	24322													
NEW MEMBER ENTRY REPRESENTATIVE	20955													
⁶ OHS CLAIMS PROCESSOR I	21046													
¹² SERVICE REP-AMBULATORY SVCS	21099	13	D3	34	24.692	25.926	27.355	28.854	30.451	32.122	32.422	32.522	32.622	32.722
ASSOC COMPUTER OPERATOR-OC ONLY	20692	13	D3	07	28.486	29.910	30.908	33.640	34.434	36.498	36.798	36.898	36.998	37.098
JUNIOR COMPUTER OPERATOR	24650													

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					PID 01	PID 05	PID 08	PID 09	PID 10	PID 11				
JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
ADMITTING CLERK	24262	13	D3	06	24.328	25.545	26.954	28.431	29.998	31.651	31.951	32.051	32.151	32.251
ADMITTING CLERK (PBS)	21010													
ADVANCED CLERK	24038													
ART PRODUCTION ASSISTANT	24777													
*CLAIMS ADJ INTERMEDIATE	21074													
HOME HEALTH CLERK III	24292													
OUTSIDE REFERRAL CLERK	24904													
SICKLE CELL CLERK	24918													
STATISTICAL CLERK I	24098													
UTILIZATION REVIEW CLERK	24524													
WARD CLERK	24936													
DISABILITY CLAIMS PROCESSOR	24321	13	D3	10	24.813	26.049	27.488	28.998	30.597	32.277	32.577	32.677	32.777	32.877
INSURANCE CLERK II	24338													
MEDICAL CORRESPONDENCE CLERK	24572													
CLAIMS ADJUSTER	24720	13	D3	09	32.311	33.927	35.797	37.763	39.838	42.028	42.328	42.428	42.528	42.628
MEDICAL TRANSCRIBER	24577													
MEDICAL X-RAY TRANSCRIBER	25026													
*PATHOLOGY TRANSCRIBER	30824													
WORD PROCESSING OPERATOR II	25194													
BUSINESS OFFICE CLERK III	24258	14	D3	11	24.822	26.066	27.491	29.006	30.604	32.285	32.585	32.685	32.785	32.885
BUSINESS SVCS REP	24331													
CLAIMS EXAMINER I	24759													
CLERK IV (PBX)	20985													
COMPUTER OPERATOR	24656													
COMPUTER SYSTEMS COORDINATOR	24518													
CUSTOMER SERVICE REPRESENTATIVE	24768													
DME CLERK	21052													

PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PROCESSING/COMPUTER OPERATIONS

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
					STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
EDUCATION/RESEARCH CLERK III	24851													
ELIGIBILITY CLERK II	24718													
FINANCIAL COUNSELOR I (PBS)	20987													
GROUP REVIEWER	24696													
MEDICARE REIMBURSEMENT PROCESSOR	20943													
INSURANCE COORDINATOR	24332													
MEMBERSHIP SERVICES CLERK II	24766													
PATIENT SERVICES REP (MHC)	24286													
PHARMACY E-PROCUREMENT SPECIALIST	24151													
QUALITY CONTROL CLERK	21038													
RECORDS CLERK III	24513													
REMOTE TERMINAL OPERATOR	24644													
SENIOR CLERK	24028													
SENIOR HEMODIALYSIS CLK	24942													
PHYSICIAN SCHEDULING CLERK	24405	14	D3	15	25.368	26.638	28.100	29.644	31.275	32.998	33.298	33.398	33.498	33.598
SURGERY SCHEDULING CLERK	24408													
ASSISTANT COLLECTOR	20608	14	D3	20	25.566	26.842	28.322	29.877	31.519	33.254	33.554	33.654	33.754	33.854
PROCESSING PARTNER-BF	24925	14	D3	12	26.432	27.757	29.283	30.885	32.588	34.376	34.676	34.776	34.876	34.976
WARD CLERK TRANSCRIBER	24938													
FINANCIAL COUNSELOR	24339	14	D3	18	26.778	28.110	29.663	31.294	33.016	34.826	35.126	35.226	35.326	35.426
FINANCIAL COUNSELOR II (PBS)	20989													
INTERNAL CLAIMS PROCESSOR	21094													

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PROCESSING/COMPUTER OPERATIONS**

					PID 01	PID 05	PID 08	PID 09	PID 10	PID 11				
JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
AUDIO VISUAL TECHNICIAN	24836	14	D3	13	27.189	28.552	30.118	31.779	33.524	35.370	35.670	35.770	35.870	35.970
CASE COORD ADVOCATE	24721													
CLAIMS EXAMINER II	24760													
CLERK	24023													
CUSTOMER SERVICE ADVOCATE	24761													
EDUCATION/RESEARCH SECRETARY	24856													
GROUP ACCOUNTS CLERK II	24688													
MEDICAL AUDIT CLERK	24554													
MEDICAL EDUCATION SYMP ASSISTANT	24850													
MEDICAL SECRETARY	25174													
MEMBERSHP ACCOUNTING COORD	24719													
OPTICAL SCANNER OPERATOR	24660													
PHARMACY CUSTOMER SERVICE REP	21063													
PSYCH SOCIAL CLERK	24988													
SENIOR CLERK (F)	24029													
LEGAL SUPPORT COORD	24535	14	D3	14	29.123	30.575	32.259	34.032	35.906	37.874	38.174	38.274	38.374	38.474
MEDIA TECHNICIAN (BF ONLY)	12956													
RESEARCH AND RES CLAIMS ADJ-DOWNE CLAIMS ONLY	21066	14	D3	33	33.280	34.947	36.871	38.896	41.033	43.289	43.589	43.689	43.789	43.889
CANCER REG ABSTRACT CLERK	24440	14	D3	16	35.034	36.780	38.800	40.938	43.189	45.566	45.866	45.966	46.066	46.166

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PROCESSING/COMPUTER OPERATIONS**

					PID 01	PID 05	PID 08	PID 09	PID 10	PID 11				
JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
BILLER II (PBS)	20971	15	D3	17	28.755	30.189	31.851	33.604	35.451	37.403	37.703	37.803	37.903	38.003
INDUSTRIAL BILLER	24324													
INSURANCE BILLER	24323													
MEDICAL REVIEWER	20937													
OHS CLAIMS PROCESSOR II	21047													
OPERATIONS RESOLUTION PROCESSOR	21023													
REVENUE BILLER	24328													
TPL BILLER	24325													
GROUP AUDIT SPECIALIST	24694	16	D3	19	37.410	39.285	41.447	44.216	46.128	49.345	49.645	49.745	49.845	49.945
HEALTH AUDIT ANALYST	24552													
TUMOR REGISTRAR	24439	16	D3	25	38.536	40.458	42.688	45.542	47.509	50.825	51.125	51.225	51.325	51.425
ACCOUNTS RECEIVABLE CLERK I (PBS)	20963	18	D3	21	29.362	30.637	32.319	34.094	35.971	37.953	38.253	38.353	38.453	38.553
INDUSTRIAL EOB PROCESSOR	24503													
ACCOUNTS RECEIVABLE CLERK	20601	18	D3	26	30.245	31.557	33.290	35.117	37.052	39.090	39.390	39.490	39.590	39.690
⁵ ACCOUNTS RECEIVABLE CLERK (PFS)	21078													
ACCOUNTS RECEIVABLE CLERK II (PBS)	20965													
⁷ ACCOUNT RECONCILIATION PROCESSOR	21086													
COLLECTOR II	24176													
⁵ COLLECTOR II (PFS)	21080													
CREDIT RESOLUTION PROCESSOR	20691													
⁵ CREDIT RESOLUTION PROCESSOR	21077													
PATIENT BILLING RESOLUTION REP	20703													

PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PROCESSING/COMPUTER OPERATIONS

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
4PATIENT BILLING RESOLUTION REP (PFS)	21079													
RECORDS TECHICIAN I	24514	18	D3	22	28.755	30.194	31.857	33.605	35.448	37.403	37.703	37.803	37.903	38.003
HEALTH INFORMATION CODER TRAINEE	20658	18	D3	24	27.722									
INTERMEDIATE COMPUTER OPER-OC ONLY	20693	15	D3	27	32.048	33.645	34.773	37.841	38.733	41.224	41.524	41.624	41.724	41.824
SENIOR COMPUTER OPER-OC ONLY	20694	15	D3	28	36.054	37.856	39.120	42.570	43.577	46.187	46.487	46.587	46.687	46.787
PROFESSIONAL SERVICES CODER I	21024	15	D3	29	33.067	34.725	36.633	38.645	40.768	43.011	43.311	43.411	43.511	43.611
PROFESSIONAL SERVICES CODER II EMERGENCY DEPARTMENT CODER 19REGL HOS OUTPATIENT CODER	21025 21026 21110	19	D3	30	39.682	41.669	43.959	46.373	48.921	51.193	51.493	51.593	51.693	51.793
CERTIFIED HC INTERPRETER (ONE LANGUAGE)	21510	15	D3	31	31.069	32.624	34.421	36.312	38.306	40.411	40.711	40.811	40.911	41.011
CERTIFIED HC INTERPRETER (MULTI LINGUAL)	21511	15	D3	32	32.608	34.238	36.113	38.110	40.201	42.414	42.714	42.814	42.914	43.014

PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PROCESSING/COMPUTER OPERATIONS

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
ADMIN SPECIALIST I *New STATUS 5 Addition	18626	15	D3	35	21.633	22.387	23.174	23.997	24.839	25.707	26.007	26.107	26.207	26.307
Admin Spec II - UHW Med Transportation Analyst UHW Staffing Clerk UHW *New STATUS 5 Addition	18627 30901 30902	15	D3	36	23.771	24.604	25.470	26.381	27.305	28.261	28.561	28.661	28.761	28.861
Admin Svc Coordinator I *New STATUS 5 Addition	18630	15	D3	37	24.491	25.358	26.247	27.182	28.139	29.116	29.416	29.516	29.616	29.716
Health Educ Asst UHW Pop Mgmt Support Coord UHW Healthplan Rep UHW Utilization Analyst -UHW *New STATUS 5 Addition	30903 30904 30905 21129	15	D3	38	25.910	26.820	27.766	28.745	29.759	30.794	31.094	31.194	31.294	31.394
Admin Spec III - UHW Admin Svc Coordinator II *New STATUS 5 Addition	18628 18631	15	D3	39	27.823	28.813	29.826	30.884	31.965	33.078	33.378	33.478	33.578	33.678
Admin Spec IV - UHW Sr Healthplan Rep UHW Coord Outside Referral UHW *New STATUS 5 Addition	18629 30906 30907	15	D3	40	29.837	30.884	31.965	33.101	34.261	35.465	35.765	35.865	35.965	36.065

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PROCESSING/COMPUTER OPERATIONS**

¹NEW CLASSIFICATION EFFECTIVE 11/3/2008

²NEW CLASSIFICATION EFFECTIVE 2/9/2009

³NEW CLASSIFICATION EFFECTIVE 7/12/2010

⁴NEW CLASSIFICATION EFFECTIVE 9/20/2010

⁵NEW CLASSIFICATION EFFECTIVE 5/16/2011

⁶CLASSIFICATION MOVED FROM SAL PLAN D3-05 to D3-08 EFF 7/25/11

⁷NEW CLASSIFICATION EFFECTIVE 7/23/12

⁸NEW CLASSIFICATION EFFECTIVE 8/5/2013

⁹NEW CLASSIFICATION EFFECTIVE 12/22/2013

¹⁰NEW CLASSIFICATION EFFECTIVE 8/31/2014

¹¹NEW CLASSIFICATION EFFECTIVE 8/31/2014

¹²NEW CLASSIFICATION EFFECTIVE 5/10/2015

¹³NEW CLASSIFICATION EFFECTIVE 7/30/2017

¹⁵NEW CLASSIFICATION EFFECTIVE 4/20/2020

NOTE: W Salary Plan/Grade Eff 6/1/2020

PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - MSP BASE
MARKET SENSITIVE - PATIENT CARE / TECHNICAL

					PID 01	PID 05	PID 08	PID 09	PID 10	PID 11				
JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25
CYTOTECHNOLOGIST	35604	26	D4	26	66.270	69.587	73.415	75.616	77.884	80.219	80.519	80.619	80.719	80.819
CYTOTECHNOLOGIST QUALITY CONTROL	35600	26	D4	27	69.585	73.063	77.080	79.394	81.777	84.227	84.527	84.627	84.727	84.827

PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - MSP BASE
MARKET SENSITIVE - PROCESSING & COMPUTER OPERATIONS

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
HEALTH INFORMATION CODER I	20659	15	D5	02	44.558	46.741	49.312	51.334	54.007	57.032	57.332	57.432	57.532	57.632
HEALTH INFORMATION CODER II ¹ REGL HOS OUTPATIENT SPEC CODER	20660 21111	15	D5	01	50.498	52.976	55.891	58.180	61.213	64.633	64.933	65.033	65.133	65.233
HEALTH INFORMATION CODER III ¹ REGL HOS INPATIENT CODER	20661 21112	15	D5	03	54.284	56.948	60.079	62.541	65.797	69.482	69.782	69.882	69.982	70.082

¹NEW CLASSIFICATION EFFECTIVE 7/30/2017

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
					STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
DIAG IMAG TECH - RADIOLOGY I	35924	24	DA	01	39.327	41.290	43.563	45.960	48.487	51.157	51.457	51.557	51.657	51.757
PERIPHERAL VASCULAR TECHNOLOGIST	36834	25	DA	02	39.982	41.984	44.293	46.724	49.293	52.001	52.301	52.401	52.501	52.601
PULMONARY FUNCTIONS TECHNOLOGIST	36756	25	DA	07	44.054	46.266	48.806	51.487	54.320	57.303	57.603	57.703	57.803	57.903
NEURODIAGNOSTIC TECHNOLOGIST	36713	25	DA	03	41.170	43.229	45.604	48.109	50.754	53.546	53.846	53.946	54.046	54.146
DIAG IMAG TECH - RADIOLOGY II	35926	26	DA	04	47.505	49.404	51.383	53.437	55.577	57.796	58.096	58.196	58.296	58.396

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
					STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
ECHOCARDIOGRAM TECHNOLOGIST I	36720	26	DA	05	47.654	50.039	52.785	55.691	58.753	61.981	62.281	62.381	62.481	62.581
RADIOISOTOPE TECHNOLOGIST	36814	24	DA	06	47.504	49.882	52.625	55.515	58.572	61.795	62.095	62.195	62.295	62.395
MAMMOGRAPHY RADIOLOGIC TECH I	30486	26	DA	08	49.673	51.660	53.726	55.872	58.110	60.431	60.731	60.831	60.931	61.031
PERFUSIONIST I	36718	UG	DA	09	49.038	51.485	54.318	57.301	60.457	63.783	64.083	64.183	64.283	64.383
DIAG IMAG TECH - MAMMO II	30487	27	DA	10	52.131	54.223	56.390	58.645	60.989	63.427	63.727	63.827	63.927	64.027
ECHOCARD TECHNOLOGIST II-LA ONLY	30473	27	DA	11	52.422	55.046	58.070	61.263	64.636	68.181	68.481	68.581	68.681	68.781

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
DIAG IMAG TECH - MRI	35932	26	DA	12	54.811	57.004	59.283	61.659	64.121	66.688	66.988	67.088	67.188	67.288
NUCLEAR MEDICAL TECHNOLOGIST	36826	26	DA	13	61.422	63.876	66.434	69.093	71.854	74.729	75.029	75.129	75.229	75.329
CARDIAC CATH TECHNOLOGIST DIAG IMAG TECH - RADIOLOG III	36714 35928	26	DA	14	54.331	56.506	58.765	61.115	63.563	66.097	66.397	66.497	66.597	66.697
CARDIAC CATH RAD TECHNO-LA/OC ONLY INTERVENTIONAL RADIOLOGIC TECH	35927 30798	27	DA	15	61.084	63.529	66.072	68.715	71.462	74.319	74.619	74.719	74.819	74.919
PERFUSIONIST II	36717	UG	DA	16	75.790	79.880	84.067	88.591	95.212	101.865	102.165	102.265	102.365	102.465

1 Job Title Updated to Include OC area eff. 4/10/16

NOTE: W Salary Plan/Grade Eff 6/1/2020

Advanced Hiring Criteria

New Graduate or Less than 1 year of experience	Step 1 (Start rate)
1 year or more of experience	Step 3 (2 year rate)

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
DIAG IMAG TECH - RADIOLOGY I	30527	24	DC	01	47.192	49.548	52.276	55.152	58.184	61.388	61.688	61.788	61.888	61.988
PERIPHERAL VASCULAR TECHNOLOGIST	30528	25	DC	02	47.978	50.381	53.152	56.069	59.152	62.401	62.701	62.801	62.901	63.001
PULMONARY FUNCTIONS TECHNOLOGIST	30529	25	DC	07	52.865	55.519	58.567	61.784	65.184	68.764	69.064	69.164	69.264	69.364
NEURODIAGNOSTIC TECHNOLOGIST	30530	25	DC	03	49.404	51.875	54.725	57.731	60.905	64.255	64.555	64.655	64.755	64.855
DIAG IMAG TECH - RADIOLOGY II	30531	26	DC	04	57.006	59.285	61.660	64.124	66.692	69.355	69.655	69.755	69.855	69.955
ECHOCARDIOGRAM TECHNOLOGIST I	30532	26	DC	05	57.185	60.047	63.342	66.829	70.504	74.377	74.677	74.777	74.877	74.977

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
RADIOISOTOPE TECHNOLOGIST	30533	24	DC	06	57.005	59.858	63.150	66.618	70.286	74.154	74.454	74.554	74.654	74.754
DIAG IMAG TECH - MAMMO I	30535	26	DC	08	59.608	61.992	64.471	67.046	69.732	72.517	72.817	72.917	73.017	73.117
PERFUSIONIST I	30536	UG	DC	09	58.846	61.782	65.182	68.761	72.548	76.540	76.840	76.940	77.040	77.140
DIAG IMAG TECH - MAMMO II	30537	27	DC	10	62.557	65.068	67.668	70.374	73.187	76.112	76.412	76.512	76.612	76.712
ECHOCARD TECHNOLOGIST II-LA ONLY	30538	27	DC	11	62.906	66.055	69.684	73.516	77.563	81.817	82.117	82.217	82.317	82.417
DIAG IMAG TECH - MRI	30539	26	DC	12	65.773	68.405	71.140	73.991	76.945	80.026	80.326	80.426	80.526	80.626

PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
NUCLEAR MEDICAL TECHNOLOGIST	30540	26	DC	13	73.706	76.651	79.721	82.912	86.225	89.675	89.975	90.075	90.175	90.275
CARDIAC CATH TECHNOLOGIST DIAG IMAG TECH - RADIOLOGY III	30534 30541	26	DC	14	65.197	67.807	70.518	73.338	76.276	79.316	79.616	79.716	79.816	79.916
CARDIAC CATH RAD TECHNO-LA/OC ONL INTERVENTIONAL RADIOLOGIC TECH	30542 30799	27	DC	15	73.301	76.235	79.286	82.458	85.754	89.183	89.483	89.583	89.683	89.783
PERFUSIONIST II	30543	UG	DC	16	90.948	95.856	100.880	106.309	114.254	122.238	122.538	122.638	122.738	122.838

1 Job Title Updated to Include OC area eff. 4/10/16

NOTE: W Salary Plan/Grade Eff 6/1/2020

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
MARKET SENSITIVE PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

					PID 01	PID 05	PID 08	PID 09	PID 10	PID 11				
JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
NEURODIAGNOSTIC TECHNO I - LA Only	36821	25	DD	02	55.803	58.593	61.814	65.213	68.804	72.585	72.885	72.985	73.085	73.185
DIAG IMAG TECH - SONOGRAPHER	36836	27	DD	03	58.110	60.431	62.853	65.364	68.576	72.349	72.649	72.749	72.849	72.949
OB/GYN DIAG IMAG SONOGRAPHER	30818													
PERIPHERIAL VASCULAR TECHNOLOGIST	36835													
RADIATION THERAPIST	36816	26	DD	04	61.917	65.020	68.591	72.362	76.343	80.539	80.839	80.939	81.039	81.139
RADIATION PLANNING THERAPIST	36820	26	DD	05	63.714	66.903	70.577	74.462	78.558	82.876	83.176	83.276	83.376	83.476
NEURODIAGNOSTIC TECHNO II - LA Only	36822	26	DD	06	62.773	65.915	69.539	73.362	77.398	81.656	81.956	82.056	82.156	82.256

¹NEW CLASSIFICATION EFF 9/30/08

²TITLE CHANGED FROM RAD THER TECHNO EFF 10/1/10

NOTE: W Salary Plan/Grade Eff 6/1/2020

ADVANCED HIRING CRITERIA

New Graduate or Less than 1 year of experience	Step 1 (Start rate)
1 year or more of experience	Step 3 2 year rate)

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - BASE
MARKET SENSITIVE PATIENT CARE / TECHNICAL
DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
NEURODIAGNOSTIC TECHNO I - LA Only	30545	25	DF	02	66.964	70.312	74.177	78.256	82.565	87.102	87.402	87.502	87.602	87.702
DIAG IMAG TECH - SONOGRAPHER	30546	27	DF	03	69.732	72.517	75.424	78.437	82.291	86.819	87.119	87.219	87.319	87.419
² OB/GYN DIAG IMAG SONOG-PD	30846													
PERIPHERIAL VASCULAR TECHNOLOGIST	30544													
RADIATION THERAPIST	30547	26	DF	04	74.300	78.024	82.309	86.834	91.612	96.647	96.947	97.047	97.147	97.247
RADIATION PLANNING THERAPIST	30548	26	DF	05	76.457	80.284	84.692	89.354	94.270	99.451	99.751	99.851	99.951	100.051
NEURODIAGNOSTIC TECHNO II - LA Only	30549	26	DF	06	75.328	79.098	83.447	88.034	92.878	97.987	98.287	98.387	98.487	98.587

¹TITLE CHANGED FROM RAD THER TECHNO EFF 10/1/10

²JOB CLASSIFICATION ADDED EFF. 9/30/2008

NOTE: W Salary Plan/Grade Eff 6/1/2020

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
SERVICE, MAINTENANCE & PRODUCTION**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD PARKING LOT ATTENDANT	43359	03	D6	01	19.737	20.724	21.760	22.537	24.464	25.044	25.344	25.444	25.544	25.644
LEAD KITCHEN WORKER	45429													
LEAD LINEN ROOM ATTENDANT	40146													
LEAD HOUSEKEEPING ATTENDANT	47839	04	D6	03	20.054	21.060	22.217	23.438	24.728	26.085	26.385	26.485	26.585	26.685
LEAD STOREROOM WORKER	43535													
LEAD STOREROOM WORKER (OFF-SITE)	43552	05	D6	05	21.831	22.928	24.187	25.520	26.919	28.403	28.703	28.803	28.903	29.003
LEAD COURIER	40189	03	D6	08	22.681	23.811	25.121	26.501	27.958	29.500	29.800	29.900	30.000	30.100
LEAD MEDICAL CENTER MESSENGER	40190													

PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
SERVICE, MAINTENANCE & PRODUCTION

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD SHIPPING & RECEIVING CLERK	40191	05	D6	09	23.348	24.514	25.861	27.282	28.781	30.366	30.666	30.766	30.866	30.966
LEAD COOK LEAD REGIONAL COURIER	45476 40234	06	D6	06	24.626	25.861	27.279	28.778	30.365	32.037	32.337	32.437	32.537	32.637
LEAD OPTICAL LAB EQUIPMENT OPER	40243	06	D6	11	25.539	26.816	28.288	29.845	32.322	32.662	32.962	33.062	33.162	33.262
LEAD CENTRAL PHARMACY WAREHOUSE WORKER	40033	05	D6	07	26.594	27.916	29.455	31.075	32.788	34.587	34.887	34.987	35.087	35.187
LEAD BOB TAIL TRUCK DRIVER	40192	UG	D6	10	28.322	29.734	31.373	33.103	34.922	36.842	37.142	37.242	37.342	37.442

NEW CLASSIFICATION EFF 4/5/2010

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD TRANSPORTATION AIDE	30494	21	D7	01	20.139	21.149	21.831	23.966	24.486	26.526	26.826	26.926	27.026	27.126
LEAD OPTICAL WORKER	30509	22	D7	24	23.890	25.103	26.360	27.871	28.745	29.419	29.719	29.819	29.919	30.019
LEAD JUNIOR LAB ASSISTANT LEAD LAB AIDE	35578 35579	21	D7	02	24.184	25.397	26.662	28.141	28.985	29.280	29.580	29.680	29.780	29.880
³LEAD STERILE PROC TECH I	30275	22	D7	04	24.645	25.874	27.306	28.804	30.387	32.060	32.360	32.460	32.560	32.660
³LEAD STERILE PROC TECH II	30276	22	D7	33	25.256	26.520	27.983	29.525	31.153	32.860	33.160	33.260	33.360	33.460
LEAD LAB ASSISTANT I	35595	22	D7	23	25.750	27.036	28.389	30.072	31.096	31.949	32.249	32.349	32.449	32.549

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD MULTIPHASIC HEALTH ASST	36959	24	D7	05	26.011	27.316	28.814	30.397	32.077	33.844	34.144	34.244	34.344	34.444
LEAD CLINIC ASSISTANT	30510	24	D7	03	26.415	27.738	29.258	30.868	32.573	34.367	34.667	34.767	34.867	34.967
LEAD MEDICAL ASSISTANT	30524	24	D7	32	26.549	27.875	29.407	31.022	32.735	34.534	34.834	34.934	35.034	35.134
LEAD OPTICAL MECHANIC	37052	23	D7	06	26.125	27.431	28.799	30.369	31.517	31.717	32.017	32.117	32.217	32.317
LEAD LAB ASSISTANT II	35589	23	D7	07	28.325	29.755	31.240	33.079	34.454	34.620	34.920	35.020	35.120	35.220
² LEAD LIFT TECH	30855													
LEAD PHLEBOTOMIST	30495													
LEAD RAD PROC SERV TECH	30496	23	D7	27	29.177	30.641	32.174	34.073	35.485	35.658	35.958	36.058	36.158	36.258

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD EKG TECHNICIAN	30180	23	D7	08	31.409	32.981	34.798	36.708	38.728	40.857	41.157	41.257	41.357	41.457
LEAD OPTICAL DISPENSER	30356	24	D7	09	31.171	32.890	34.531	36.816	39.210	41.606	41.906	42.006	42.106	42.206
LEAD OPTICAL TECHNICIAN	37055													
LEAD TISSUE TECHNICIAN	35599													
LEAD LVN I	30130	25	D7	10	32.246	33.857	35.723	37.686	39.761	41.944	42.244	42.344	42.444	42.544
LEAD EYE CENTER TECH CERTIFIED	30868	26	D7	11	33.244	34.907	36.830	38.854	40.988	43.246	43.546	43.646	43.746	43.846
LEAD UROLOGY TECHNOLOGIST	30497													
LEAD LVN II	36298	25	D7	28	32.663	34.289	36.182	38.163	40.265	42.479	42.779	42.879	42.979	43.079
LEAD LVN III	36302	26	D7	29	33.912	35.608	37.558	39.634	41.806	44.111	44.411	44.511	44.611	44.711

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD ANESTHESIA TECH	30526	24	D7	12	34.447	36.179	38.163	40.263	42.477	44.810	45.110	45.210	45.310	45.410
LEAD AUTOPSY TISSUE TECH ASST	30515													
LEAD EEG TECH	30498													
LEAD HEALTH EVALUATION ASST	30499													
LEAD LAB ASSISTANT III	30506													
LEAD PODIATRY TECH	30513													
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LEAD CERTIFIED ANESTHESIA TECH	30840	25	D7	21	35.141	36.896	38.928	41.065	43.325	45.705	46.005	46.105	46.205	46.305
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LEAD CERTIFIED ANESTHESIA TECH (IV CERT)	30841	26	D7	22	35.485	37.259	39.309	41.470	43.748	46.154	46.454	46.554	46.654	46.754
LEAD CERTIFIED ANESTHESIA TECHNO	30919													
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LEAD POLYSOMN TECHNO	30511	25	D7	13	36.810	38.648	40.773	43.023	45.386	47.882	48.182	48.282	48.382	48.482
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LEAD LIC PHYSICAL THERAPY ASST	30769	26	D7	18	38.344	40.262	42.477	44.812	47.280	49.876	50.176	50.276	50.376	50.476
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LEAD HISTOLOGY TECHNO	35613	24	D7	14	40.175	42.182	44.502	46.946	49.531	52.261	52.561	52.661	52.761	52.861
LEAD PATHOLOGY TISSUE TECH	30878													

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
PATIENT CARE / TECHNICAL**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD RESP CARE PRAC I	35739	26	D7	15	47.325	49.574	52.168	54.898	57.783	60.837	61.137	61.237	61.337	61.437
LEAD RESP CARE PRAC II	35738	26	D7	17	47.872	50.146	52.769	55.535	58.450	61.532	61.832	61.932	62.032	62.132
LEAD RESP CARE PRAC III	35742	26	D7	31	48.344	50.636	53.286	56.087	59.031	62.142	62.442	62.542	62.642	62.742
<i>*LEAD SOLUTIONS TECHNO</i>	30500	26	D7	19	43.436	45.498	47.875	50.392	53.037	55.836	56.136	56.236	56.336	56.436
LEAD ORTHO TECHNO	30501	25	D7	16	42.217	44.329	46.766	49.335	52.050	54.907	55.207	55.307	55.407	55.507
LEAD CYTOGENETIC TECHNOLOGIST	30807	26	D7	34	56.142	58.948	62.193	65.611	69.222	73.033	73.333	73.433	73.533	73.633
⁴ LEAD SURGICAL TECHNOLOGIST	30864	26	D7	35	33.256	34.925	36.847	38.869	41.009	43.263	43.563	43.663	43.763	43.863

⁴ NEW CLASSIFICATION EFF 1/24/11

PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
PROCESSING / COMPUTER OPERATIONS

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
					STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
LEAD APPOINTMENT DATA CLERK	20942	12	D8	01	23.199	24.369	25.706	27.116	28.615	30.181	30.481	30.581	30.681	30.781
LEAD CHART ROOM CLERK	24599													
LEAD ENTRY CLERK	20640													
LEAD FILE CLERK	20042													
LEAD X-RAY CLERK	20492													
LEAD ACCOUNTS PAYABLE CLERK	20629	13	D8	03	24.229	25.443	26.837	28.319	29.869	31.512	31.812	31.912	32.012	32.112
LEAD BIRTH CERTIFICATE CLERK	24528													
LEAD COMMUNICATIONS OPERATOR	24829													
LEAD DATA ENTRY CLERK	24627													
LEAD DIETARY CASHIER	25141													
LEAD DIET CLERK	20696													
LEAD DOCUMENT PREP ASST	20684													
LEAD GENERAL CLERK	20641													
LEAD LAB CLERK	25059													
LEAD STOREROOM CLERK	20628													
LEAD TRANSPORTATION ORDERLY / DISPATCHER	20650													

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
PROCESSING / COMPUTER OPERATIONS**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD ACCT RECONCIL CLERK	24180	13	D8	05	25.292	26.559	28.021	29.562	31.184	32.900	33.200	33.300	33.400	33.500
LEAD BLOOD DONOR RECRUITER	25057													
LEAD BUSINESS OFFICE CLERK	20109													
LEAD CASHIER RECEPTIONIST	25139													
LEAD CLERK STENO	24045													
LEAD COLLECTION SUPPORT REP	20642													
LEAD CONTACT LENS EXPEDITER	21045													
LEAD CASE CORRESPONDENCE CLERK	21049													
LEAD CUSTOMER SERVICE PHONE REP	24781													
LEAD INTERMEDIATE CLERK	20643													
LEAD RECEPTIONIST	25129													
LEAD REGL LAB STOREROOM CLERK	21098													
LEAD SUBPOENA CLERK	20631													
LEAD CASHIER (PBS)	20973													
LEAD CLAIMS PROCESSOR	30779													
LEAD APPOINTMENT CLERK	20630	13	D8	02	25.796	27.090	28.579	30.151	31.813	33.557	33.857	33.957	34.057	34.157
LEAD DEPARTMENT SECRETARY	20651													
LEAD SERVICE REP-AMBULATORY SVCS	21100	13	D8	34	25.925	27.222	28.724	30.301	31.964	33.723	34.023	34.123	34.223	34.323
LEAD DATA ENTRY OPERATOR	24649	13	D8	07	25.464	26.739	28.208	29.761	31.395	33.122	33.422	33.522	33.622	33.722
LEAD ADMITTING CLERK	20122	13	D8	08	25.547	26.818	28.299	29.857	31.495	33.231	33.531	33.631	33.731	33.831
LEAD HOME HEALTH CLERK	20632													

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
PROCESSING / COMPUTER OPERATIONS**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD MED CORRESPONDENCE CLK LEAD DME CLERK	20705 21053	14	D8	14	26.050	27.360	28.865	30.451	32.121	33.893	34.193	34.293	34.393	34.493
LEAD BUSINESS SERVICES REP	20934	14	D8	09	26.064	27.365	28.870	30.457	32.134	33.900	34.200	34.300	34.400	34.500
LEAD CUSTOMER SERVICE REP	20644													
LEAD GRP REVIEWER	24695													
LEAD MBSHP SRV CLK	20365													
LEAD PHARMACY E PROCUREMENT SPEC	24152													
LEAD RECORDS CLERK	20263													
LEAD MEDICARE REIMBRSMNT PROC	20945													
LEAD SURGERY SCHEDULING CLERK	20209	14	D8	04	26.637	27.968	29.503	31.128	32.838	34.646	34.946	35.046	35.146	35.246
LEAD ASSISTANT COLLECTOR	20653	14	D8	06	26.841	28.186	29.734	31.371	33.097	34.918	35.218	35.318	35.418	35.518
INTERNAL CLAIMS PROCESSOR	21106	14	D8	18	28.117	29.516	31.145	32.860	34.667	36.569	36.869	36.969	37.069	37.169
LEAD CLERK	20633	14	D8	11	28.550	29.978	31.625	33.366	35.200	37.140	37.440	37.540	37.640	37.740
LEAD MEDICAL AUDIT CLERK	20652													
LEAD MEDICAL SECRETARY	20634													
LEAD MEMBERSHIP ACCTG COORD	20635													
LEAD OPTICAL SCANNER OPER	20636													
LEAD PSYCH SOCIAL CLERK	20647													

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
PROCESSING / COMPUTER OPERATIONS**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD INDUSTRIAL BILLER	20645	15	D8	12	30.190	31.700	33.445	35.286	37.226	39.273	39.573	39.673	39.773	39.873
LEAD INSURANCE BILLER	20637													
LEAD MEDICAL REVIEWER	20938													
LEAD REVENUE BILLER	20646													
LEAD BILLER (PBS)	20967													
LEAD OHS CLAIMS PROCESSOR	21048													
LEAD INDUSTRIAL EOB PROCESSOR	20648	18	D8	15	30.835	32.164	33.937	35.799	37.769	39.850	40.150	40.250	40.350	40.450
LEAD COLLECTOR II	20654	18	D8	10	31.756	33.133	34.953	36.874	38.901	41.046	41.346	41.446	41.546	41.646
LEAD CLAIMS ADJUSTER	20695	13	D8	13	33.926	35.625	37.587	39.651	41.837	44.130	44.430	44.530	44.630	44.730
LEAD MEDICAL TRANSCRIBER	20317													
1LEAD PATHOLOGY TRANSCRIBER	21075													
LEAD WORD PROCESSING OPER	20638													
1LEAD RESEARCH AND REOLUTIONS CLAIMS 21067 ADJUSTER - DOWNEY ONLY		13	D8	16	34.944	36.696	38.715	40.841	43.086	45.455	45.755	45.855	45.955	46.055
7LEAD MED TRANS ANALYST	21133	15	D8	36	24.960	25.834	26.744	27.700	28.670	29.674	29.974	30.074	30.174	30.274

1 NEW CLASSIFICATION EFF 2/9/09

2NEW CALSSIFICATION EFF 7/12/10

3CLASSIFICATION MOVED EFF 11/24/12 AND RETITLED FROM LD DRUG PURCHASING CLERK

4NEW CALSSIFICATION EFF 3/17/15

5NEW CALSSIFICATION EFF 5/10/15

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01	PID 05	PID 08	PID 09	PID 10	PID 11	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
					STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR				
LEAD NEURODIAGNOSTIC TECHNO	30525	25	LA	01	43.229	45.388	47.883	50.515	53.295	56.227	56.527	56.627	56.727	56.827
LEAD ECHOCARDIOGRAM TECH I	30514	26	LA	02	50.043	52.539	55.425	58.484	61.694	65.082	65.382	65.482	65.582	65.682
LEAD DIAG IMAG TECH - MAMMO	30512	26	LA	04	54.742	56.930	59.204	61.578	64.037	66.602	66.902	67.002	67.102	67.202
LEAD DIAG IMAG TECH - MRI	30503	26	LA	05	57.552	59.853	62.250	64.741	67.325	70.021	70.321	70.421	70.521	70.621

**PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS**

					PID 01	PID 05	PID 08	PID 09	PID 10	PID 11				
JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD NUCLEAR MED TECHNO	30257	27	LA	06	64.494	67.073	69.755	72.544	75.444	78.463	78.763	78.863	78.963	79.063
LEAD CARDIAC CATH TECHNO LEAD DIAG IMAG TECH - RADIOLOGY IV	30502 30504	27	LA	07	57.050	59.329	61.701	64.172	66.739	69.402	69.702	69.802	69.902	70.002
LEAD INTERVENTIONAL RAD TECH	30803	27	LA	10	64.141	66.707	69.375	72.149	75.036	78.035	78.335	78.435	78.535	78.635
LEAD PERFUSIONIST	30505	UG	LA	08	79.580	83.872	88.267	93.027	99.972	106.959	107.259	107.359	107.459	107.559
LEAD ECHOCARDIOGRAM TECHNOLOGIST II	30795	27	LA	09	55.048	57.796	60.972	64.330	67.867	71.590	71.890	71.990	72.090	72.190

PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS

JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD NEURODIAGNOSTIC TECHNO	30550	25	LC	01	51.875	54.466	57.460	60.618	63.954	67.472	67.772	67.872	67.972	68.072
LEAD ECHOCARDIOGRAM TECH I	30551	26	LC	02	60.052	63.047	66.510	70.181	74.033	78.098	78.398	78.498	78.598	78.698
LEAD DIAG IMAG TECH - MAMMO	30553	26	LC	04	65.690	68.316	71.045	73.894	76.844	79.922	80.222	80.322	80.422	80.522
LEAD DIAG IMAG TECH - MRI	30554	26	LC	05	69.062	71.824	74.700	77.689	80.790	84.025	84.325	84.425	84.525	84.625

PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS

					PID 01	PID 05	PID 08	PID 09	PID 10	PID 11				
JOB TITLE	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	STEP 1 START	STEP2 1YEAR	STEP 3 2 YEAR	STEP4 3YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD NUCLEAR MED TECHNO	30555	27	LC	06	77.393	80.488	83.706	87.053	90.533	94.156	94.456	94.556	94.656	94.756
LEAD CARDIAC CATH TECHNO	30552	27	LC	07	68.460	71.195	74.041	77.006	80.087	83.282	83.582	83.682	83.782	83.882
LEAD DIAG IMAG TECH - RADIOLOGY IV	30556													
LEAD INTERVENTIONAL RAD TECH	30800	27	LC	10	76.969	80.048	83.250	86.579	90.043	93.642	93.942	94.042	94.142	94.242
LEAD PERFUSIONIST	30557	UG	LC	08	95.496	100.646	105.920	111.632	119.966	128.351	128.651	128.751	128.851	128.951

PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
MARKET SENSITIVE - PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS

					PID 01	PID 05	PID 08	PID 09	PID 10	PID 11				
Job Title	JOB CODE	GRADE	SAL PLAN	PLAN GRADE	STEP 1 START	STEP 2 1 YEAR	STEP 3 2 YEAR	STEP 4 3 YEAR	STEP 5 4 YEAR	STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD DIAG IMAG TECH SONOGRAPHER	30507	27	LD	01	61.015	63.452	65.992	68.631	72.009	75.967	76.267	76.367	76.467	76.567
1LEAD RADIATION THERAPIST	30508	27	LD	02	65.019	68.266	72.017	75.976	80.162	84.563	84.863	84.963	85.063	85.163

1TITLE UPDATE FROM LD RADIATION THERAPY TECHNOLOGIST

PID MASTER
UNION CODE B01 (FORMER EMPLOYEE GROUP A07)
LOCAL 399 - LEAD
MARKET SENSITIVE - PATIENT CARE / TECHNICAL
LEAD DIAGNOSTIC IMAGING AND RELATED CLASSIFICATIONS, EFFECTIVE 06/10/02
PER DIEM 20% ADDITIONAL PAY, NO BENEFITS

JOB TITLE	JOB CODE	GRADE	SAL PLAN	GRADE	PID 01 STEP 1 START	PID 05 STEP 2 1 YEAR	PID 08 STEP 3 2 YEAR	PID 09 STEP 4 3 YEAR	PID 10 STEP 5 4 YEAR	PID 11 STEP 6 5 YEAR	LNG 10 YEAR	LNG 15 YEAR	LNG 20 YEAR	LNG 25 YEAR
LEAD DIAG IMAG TECH - SONOGRAPHER	30558	27	LF	01	73.218	76.142	79.190	82.357	86.411	91.160	91.460	91.560	91.660	91.760
LEAD RADIATION THERAPIST	30559	27	LF	02	78.023	81.919	86.420	91.171	96.194	101.476	101.776	101.876	101.976	102.076
TITLE UPDATE FROM LD RADIATION THERAPY TECHNOLOGIST														

STATEWIDE APPENDIX A
CALL CENTER ADDENDUM

A. **Call Center Preamble.**

Call Center Management and Labor commit to the LMP process. This process acknowledges the relationship to be far more important than any single transaction. We jointly commit to proactively identify and resolve issues collaboratively.

It is the goal of both Labor and Management to create a positive working environment for all.

It is the goal of both Labor and Management to create a positive working environment for all

B. **General Statement**

In recognition of the call center environment being significantly different from medical centers we agree to the following:

C. **Union Business.**

1. **Steward Release.**

Stewards may be released at various times to conduct Union business. The release of stewards will depend on call volume and operational needs. Stewards will work with Management for release time. Such release time will not be unreasonably denied. Definition of Union business will be defined at the local level.

2. **Computer.**

Within 90 days of ratification of this agreement the Employer will provide at each Call Center a computer for Union business that will be equipped with intranet access, internet access and a printer.

3. **Steward Council.**

The facility steward council should meet regularly with the Human Resources Leader, Medical Group Administrator or designee, to discuss workplace issues that UHW members or management identify.

D. **SOUTHERN CALIFORNIA REGION Limited Physical Movement.**

SCAL-Management will limit physical movement of UHW members. When necessary changes are to be made, Management will notify the Union.

E. **Variance/Personal.**

Variance refers to the amount of time post log-on an Employee may be off-line exclusive of lunch, break, start and end time. Variance is to be used for on the clock personal needs. The Employer agrees to a variance of 20 minutes per 8-hour day statewide. Variance will be prorated based on hours worked per day.

This agreement will supersede any other existing agreements on variance. Both parties agree that past practice remains in place unless mutually agreed to change.

F. **Availability of Information.**

Call Center Management will post or provide call center information on: call volume, number of sick calls, performance goals, current performance information, and other mutually agreed upon data. All data will be from the previous business day or current business day.

G. **Request for Information.**

All Call Centers will establish an avenue to process requests for information through specific individuals.

H. **Staffing.**

Upon ratification of the UHW CBA, the Call Centers shall begin a joint and ongoing process to ensure adequate and efficient staffing. This process will reflect Management's need for flexibility in addressing fluctuating call volume, seasonality, and membership.

Concurrently this process will address the need of Labor to have adequate staffing to meet the needs of the UHW members. Within 90 days, each facility will develop a process to address staffing.

I. **Shift Up/Down (start time).**

The staffing section of the call center addendum will address the issue of start time shift up/ down. The goal is to minimize the use of this practice through development of adequate staffing. This will be a joint and ongoing assessment.

J. **Agreements in Writing.**

Both parties agree that there should be a written record of all joint decisions that significantly impact UHW members and Management. Therefore, all agreements will be in writing either in a side letter or meeting minutes where appropriate. This does not invalidate long-standing and mutually accepted practices.

K. **NORTHERN CALIFORNIA REGION Holiday Pay-varied Day Schedule.**

Both Parties will come to a common agreement on holiday pay for employees with varied day schedules by October 23, 2005.

L. **NORTHERN CALIFORNIA REGION Defined Work Areas.**

By June 1, 2006, the Call Centers commit to initiate a six (6) month pilot program to assign a specific work unit to each job posting. At the end of the 6 month period, both parties have a goal to establish the program permanently. In the event that the program is not mutually agreed to be implemented, both parties will utilize IBPS with an outside facilitator to address the concerns around this program prior to discontinuation.

M. **NORTHERN CALIFORNIA REGION Variable Start Time.**

Recognizing Management's need for flexibility and Labor's need to create stability for their membership, both Management and Labor agree to the following:

1. By 2007, Management agrees to reduce the IRP designation to thirty (30%) percent in all Call Centers. This process should be progressive showing movement yearly toward the goal.
2. Concurrently, both Labor and Management will establish a joint process that will move to eliminate all IRPs (except varied start time) from the UHW bargaining unit. It is understood by both parties that the short hour designation may be necessary to accomplish this goal. This agreement should be completed by June 1, 2007
3. Management agrees that variable start time positions will have a maximum start range of 1.5 hours.

STATEWIDE APPENDIX B

CATEGORIES OF EMPLOYEES TO INCLUDE OTHER BENEFITTED EMPLOYEES.

It is agreed that included in the category of Employees described in this Agreement as Regular Benefited Employees are benefited Employees in Alternate Compensation Pay (ACP), 12-hour shift Employees working thirty-six (36) hours per work week, and Employees working thirty-six (36) hours per work week who were Full-Time Employees prior to a reduction in force.

STATEWIDE APPENDIX C

ALTERNATE COMPENSATION

PROGRAM SECTION 1 – ELIGIBILITY AND ENROLLMENT

A. **Voluntary Participation and Eligibility.**

Only a benefit eligible Employee scheduled to work twenty (20) or more hours per week who can verify that he/she has medical coverage from a source other than his/her benefited status with Kaiser Permanente shall have the option of voluntarily participating in the Alternate Compensation Program.

B. **Verification of Coverage or Loss of Coverage.**

Before an Employee's request for enrollment in the ACP will be processed, an Employee will be required to show proof of medical coverage for him/herself. Such proof of medical coverage will be required on an annual basis during the open enrollment period for health coverage for continued participation in ACP. If an Employee participating in the ACP loses medical coverage for any reason, he/she may withdraw from the ACP within thirty-one (31) days of the date he/she becomes ineligible for medical coverage.

C. **Notice of Program and Enrollment.**

During the annual open enrollment period all benefit eligible Employees will be informed of the ACP. During the annual open enrollment period of each year an Employee may elect to participate in ACP. An Employee who elects to participate in the ACP must remain for the entire payroll calendar year, unless he/she has lost medical coverage. To continue in the ACP an Employee must provide proof of other medical coverage annually.

D. **Effective Date of Participation.**

1. **Current Employees.**

A participating Employee will begin receiving the benefits of the program the first day of the first pay period of the following payroll calendar year and must remain in the ACP for the payroll calendar year.

2. **New Employees.**

A newly hired Employee who is benefit eligible shall have the option of enrolling in ACP within thirty-one (31) days of his/her date of hire and will begin receiving benefits the first day of the first pay period following receipt of a completed ACP Enrollment form provided by the Employer, including supporting documentation, i.e., proof of other medical coverage.

SECTION 2 – ACP PAY

A. ACP Pay in Lieu of Benefits.

A participating benefit eligible Employee will receive an ACP allowance that is equal to an additional twenty percent (20%) of his/her hourly rate of pay for all hours paid. The twenty percent (20%) allowance will be paid in lieu of the Employee receiving the following benefits:

1. Employer paid Health Plan
2. Employer-paid Dental Plan
3. Employer paid Life Insurance
4. Paid Time Off (including Vacation, Sick Leave, Life Balance Days (Southern California Region only, if applicable), and Holiday Pay (but not premium for working a Holiday).
5. Disability Plans
6. Other Paid Time Off (including but not limited to Bereavement Leave and Education Leave).

B. Differentials and Premiums.

A participating Employee will receive all premium pay and differentials as any other benefit-eligible Employee except that the calculation of premiums and differentials will be based on the Employee's base rate of pay not including the ACP allowance.

C. Accrued Paid Time Off Benefits.

Upon the effective date of the Employee's participation in the ACP, the Employee will cease accruing paid time off and will be paid, at his/her regular hourly rate of pay, all accrued vacation and (if applicable) all life balance days.

D. Sick Leave Bank.

Any sick leave available to the Employee who participates in the ACP will be frozen and unavailable for use until such time he/she ceases participating in the ACP and elects to begin receiving benefits.

E. Retirement While on ACP.

An Employee who retires on ACP:

1. Will be eligible for the benefits of the Attendance Program related to paid time off prior to his/her retirement date or conversion to "credited service" as provided for in the Collective Bargaining Agreement.

2. Will not be eligible for any Employer-paid post retirement benefits such as Health Plan etc. The enrollment form for the ACP will clearly state that any Employee who retires while enrolled in the ACP will not be eligible for these benefits and that his/her enrollment is irrevocable for the payroll calendar year.

SECTION 3 – BENEFITS FOR WHICH AN ACP PARTICIPANT IS ELIGIBLE

An Employee participating in the ACP is eligible for the following benefits:

- A. **Pension.**
The participating Employee will continue to accrue pension service for vesting and shall accrue credited service, used to determine the Employee's monthly retirement benefit. Final average pay for calculating the Employee's pension shall be based on his/her hourly rate of pay, not including the twenty percent (20%) ACP allowance
- B. **Unpaid Time Off.**
A participating Employee may exercise his/her seniority to bid for unpaid vacation of up to two (2) weeks per year. The Employee may carry over one (1) week per year with a maximum accrual of four (4) weeks of available unpaid vacation time off. The Employer will not unreasonably deny additional time off.
- C. **Holidays.**
A participating Employee will receive the holiday premium when working the holiday. The premium will be based on the Employee's base rate of pay excluding the ACP twenty percent (20%) allowance.
- D. **Jury Duty.**
A participating Employee will be eligible for Jury Duty and will be paid at his/her base rate plus the ACP allowance.
- E. **Employee-Purchased Life Insurance.**
- F. **Dependent Care Plan.**
- G. **Health Care Spending Account.**
- H. **Commuter Choice Plan.** (if applicable)
- I. **KP 401(k).**
- J. **Survivor Assistance.**
Benefit will be paid at the base wage rate not including the ACP allowance.
- K. **Tuition Reimbursement.**

L. **Unpaid Leaves.**

A participating Employee will be eligible for leaves without pay but will not be eligible for any benefits associated with such leaves.

M. **Parent Medical Coverage.**

STATEWIDE APPENDIX D

HARD-TO-FILL CLASSIFICATIONS CAREER LADDER JOINT RECOMMENDATIONS

A. **Respiratory Care Practitioners.**

Labor and Management agree to the creation of one Respiratory Care Practitioner (RCP) Career Ladder to be used in both the Northern and Southern California Regions of Kaiser Permanente. In order to achieve this, we recommend a joint Labor Management Partnership Workgroup to develop the Career Ladder in a post-bargaining process to begin before December 31, 2005 and be completed within the first half of 2006. Once a mutually acceptable Career Ladder program is determined, the new Career ladder shall be implemented expeditiously.

The RCP Career Ladder Work Group will be composed of statewide representatives to include: RCPs representative of all Medical Centers in Northern and Southern California, selected by the Union; Respiratory Care Managers; Labor Relations; Kaiser Foundation Hospitals (Northern California); Southern California Permanente Medical Group (Southern California); SEIU UHW staff; Physicians.

B. **Sonographers.**

Labor and Manager recommend that a Work Group be created in Southern California to review the Northern California Sonographer Career Ladder in order to assess its application in Southern California to begin before December 31, 2005 and be completed within the first half of 2006. If the workgroup recommends the desirability of adopting the same or a similar Career ladder, then the current Southern California Career ladder shall be replaced with the new Career ladder and implemented in Southern California.

The Sonographer Work Group will include Southern California representatives from: Sonographers, Echocardiogram Technologists and Peripheral Vascular Technologists representative of all Medical Centers, selected by the Union; Diagnostic Imaging Managers; Labor Relations; SEIU UHW Staff; Radiologists/Sonologists; Labor and Management Representatives from Northern California to explain the Career Ladder.

C. **Radiologic Technologists.**

Labor and Management recommend that the Career Ladder agreed upon in Northern California helps to address issues in an Employee group that is “hard to fill” and promotes recruitment and retention, and that a similar Career ladder program in Southern California would be beneficial. Labor and Management recommend that a Work Group be created in Southern California to review the Northern California Radiologic Technologist Career Ladder in order to assess its application in Southern California to begin before December 31, 2005 and be completed within the first half of 2006. If the workgroup recommends the desirability of adopting the same or a similar Career ladder, then the current Southern California Career ladder shall be replaced with the new Career ladder and implemented expeditiously in Southern California.

The Radiologic Technologist Work Group will include Southern California representatives from: Radiologic Technologists from every Medical Center in the region that are representative of all Modalities, selected by the Union; Radiology Managers; Labor Relations; SEIU UHW Staff; Radiologists; Labor and Management Representatives from Northern California to explain the Career Ladder.

STATEWIDE APPENDIX E

JOINT REVIEW OF DEPARTMENT STRUCTURE

JOINT REVIEW OF DEPARTMENT STRUCTURE:

October 2005 – The Union (UHW) and local management will jointly review department structure solely for the purposes of the utilization of Seniority to apply to Job Bidding and Layoff, as agreed during “local” bargaining in August 2005.

EXAMPLE: DEPARMENT STRUCTURE

The following is a template of Departments—used only as an example—that are generally recognized at Kaiser Medical Centers and Medical Office Buildings.

1. Admitting	14. Imaging/Radiology
2. Business Office	15. Laboratory Services
3. Outpatient Medical Records	16. Materials Management
4. Clinic Nursing	17. Medical Legal
5. Communications	18. Medical Secretaries
6. Continuing Care	19. Nutrition Services
7. Emergency	20. Outpatient Pharmacy
8. EVS	21. Perioperative Services
9. Facility Services	22. Respiratory Therapy
10. H.I.M.	23. Social Services
11. Home Health/Hospice	24. Sterile Processing
12. Hospital Nursing	25. Staffing
13. Inpatient Pharmacy	

Units within a Clinic Nursing Department that may possibly include:

Acupuncture	Ear Nose Throat (ENT)	Hematology
Adult Primary Care	Eating Disorders	Infertility
After Hours Urgent Care	EEG/Sleep Lab	Infusion
Allergy	EKG	Injection Clinic
Employee Health Services	Audiology	Integrative Medicine
Cardiology	Endoscopy	Internal Medicine
Chemotherapy	Family Medicine	Medicine
Chronic Conditions Management	Foot and Ankle Surgery	Chronic Pain
Member Office Support Services	Gastroenterology	Mental Health
Cosmetic Dermatology	Head and Neck Surgery	Minor Injury Center
Cosmetic Surgery	Health Education	Nephrology
Dermatology	Hearing Aid Center	Neurology
OB/GYN	Physical Therapy	Schedule Maintenance
Occupational Medicine	Plastic Surgery	Sleep Lab

Oncology	Psychiatry	Spine Clinic
Ophthalmology	Pulmonology	Sports Medicine
Optometry	Rehabilitative Services	Surgery Clinic
Orthopedics/Podiatry	REI	Urgent Care
Pediatrics	Rheumatology	Urgent Eye Care
Physical Medicine	Schedule Creation	Urology

Units within a Hospital Nursing Department that might possibly include:

Antipartum	Med/Surg	Postpartum
Cardiovascular ICU	Mother and Infant	Step Down
Critical Care Unit	Neonatal Intensive Care Unit	Telemetry
Intensive Care Nursery	Patient Mobility	Transitional Care Unit
Intensive Care Unit	Pediatrics/PICU	
Labor and Delivery	Perinatal	

STATEWIDE APPENDIX F

CLASSIFICATION SPECIFIC POST-BARGAINING REVIEW PROCESS

In 2005 bargaining the “Classification Specific Group” was assigned issues that related to specific classifications. It was determined that some of the classifications required a fact-based investigation and analysis not possible during bargaining. The parties agreed that the following issues would be reviewed in a Post-Bargaining Review process.

1. The feasibility of creating Career Ladders for the following classifications:
 - A. Medical Assistant
 - B. Laboratory Assistant
 - C. Surgical Technician
 - D. Orthopedic Technician (Northern California Region)
 - E. MRI Technologist (Northern California Region)
 - F. Respiratory Care Practitioners
2. Clarify what duties are included in the job description for the following classification:
 - A. Medical Secretary/Transcriptionist (Northern California Region)

STATEWIDE APPENDIX G

ECS Unit (Desktop Support)

The parties agree that the provisions of the Collective Bargaining Agreement between SEIU-UHW and Kaiser Permanente Northern and Southern California (the Local Agreement) will apply to the ECS unit (Desktop Support) except as specifically agreed otherwise.

The parties understand and agree that time will be needed to train Supervisory and Managerial employees to apply the terms of the Local Agreement.

1. **Lead Scheduling:**

- a. The parties agree that Leads will continue to have flexibility regarding scheduling subject to supervisory approval.
- b. The parties agree that the following provisions will replace Article XIII, Section 4 of the Collective Bargaining Agreement between SEIU-UHW and Kaiser Permanente Northern and Southern California: When an employee is assigned a to temporarily perform Lead duties for a period of a week or more, the employee will be paid at the Lead rate, step for step.

2. **Article XIII, Section 6 of Local Agreement.**

a. **Standby.**

The parties agree that the following provisions will replace Article XIII, Section 6 of the Collective Bargaining Agreement between SEIU-UHW and Kaiser Permanente Northern and Southern California

It is understood and agreed that employees in the Associate, Intermediate, Senior and Lead classifications will be required to be available (stand-by) for work outside of normal work hours in order to respond to emergent situations.

An employee who is placed on stand-by will be paid in accordance with section (b) below.

An employee on stand-by is expected to respond to a call/page/text and to report to work, if needed, within a reasonable amount of time. In most cases, the employee is expected to respond to the call/page/text within 15 minutes, or determined locally by business/geographic needs, and to report to the worksite, if needed.

Stand-by assignments will be equitably assigned on a rotating basis among eligible employees. The schedule of stand-by assignments will be posted as far in advance as possible and with at least one month notice. Management will publish a standby list in a timely manner.

An employee who wishes to trade a scheduled stand-by assignment with another eligible employee may do so subject to the approval of supervision. Such approval shall not be unreasonably withheld. The requested trade and the approval shall be documented in writing (via email).

New employees will be added to the stand-by rotation after 6 months of employment.

Contingent employees will not normally be placed on the stand-by rotation. However, a qualified contingent employee may substitute for a regular employee due to unusual circumstances or emergencies.

It is recognized and agreed that exceptions to the above provisions may be required in cases of emergency.

It is recognized and agreed that the appropriate facility or area level representatives of the parties may jointly agree to modify or add to the above provisions to address their specific needs and interests.

b. Standby and Call Back Pay:

- i. An Employee who reports to work while on Standby will be paid at time and time and one-half (1 1/2) his/her straight-time hourly rate, and on recognized holidays the employee will be paid at double time and one-half (2 1/2) his/her straight-time hourly rate
- ii. Three Hour Guarantee: An Employee shall be paid at least three (3) hours at time and one-half (1 1/2) when he/she reports to work and for such hours shall cease receiving standby pay and for at least (3) hours at double time and one-half (2 1/2) when he/she reports to work on a recognized holiday and for such hours shall cease receiving standby pay.
- iii. Call Back Pay: An Employee on Standby who takes a call shall be paid at the appropriate rate and will be paid at least one (1) hour of pay at that rate.
- iv. Effective October 1, 2012, Standby pay shall be \$5.00 per hour.
- v. The Employer will work with the Union to standardize Standby practices and develop greater efficiency.

3. Application of Articles XI and XII of the Local Agreement:

The parties agree that Articles XI and XII of the Collective Bargaining Agreement between SEIU-UHW and Kaiser Permanente Northern and Southern California will apply to the ECS Unit except as provided below:

a. Article XI

- i. Section 1: Applies to ECS
- ii. Section 2: Applies to ECS
- iii. Section 3:
 - 1. Sub-section A: The 14 day posting requirement applies to the entire ECS unit
 - 2. Sub-section C 2: Does not apply
 - 3. All other provisions of Section 3 apply to the ECS unit
- iv. Section 4: Applies to ECS
- v. Section 5: Applies to ECS
- vi. Section 6: Does not apply to ECS
- vii. Section 7:
 - 1. Sub-section B5: The Southern California Region Additional Lunch Period language applies to the entire ECS Unit
 - 2. All other provisions of Section 7 apply to the ECS unit
- viii. Section 8: Does not apply to ECS
- ix. Section 9:
 - 1. Sub-section A: Does not apply to the ECS unit
 - 2. Sub-section B: Does apply to the ECS unit, but does not apply in the case of stand-by
- x. Section 10: Does apply to the ECS unit, but does not apply in the case of stand-by
- xi. Section 11: Applies to the entire ECS Unit
- xii. Section 12: Does not apply to the ECS Unit

b. Article XII

- i. Section 1: Does not apply to the ECS Unit
- ii. Section 2: Applies to the entire ECS Unit

4. **Employment and Income Security Agreement and Staffing:**

The Employment and Income Security Agreement will be effective on the date of ratification, which is May 12, 2012.

The joint committee for implementation of the National Agreement, or a successor committee, will discuss staffing-related matters for the End User Services focus areas including:

- a. Core staffing needs
- b. Contingent staffing
- c. Use of contingent workers, including:
 - i. work performed
 - ii. length of assignment
 - iii. conversion to regular status

It is understood and agreed that staffing discussions will begin after agreement has been reached on transition to the National Agreement.

5. **Retirement and PTO/ETO Benefits:**

The parties agree that the Retirement and ETO/PTO Benefits in effect prior to the date of ratification, which is May 12, 2012, will remain in effect.

6. **Posted Positions:**

As an exception to the provisions of Article XVI, Section 2, D, 5 of this Agreement, the Employer shall have discretion in filling a Lead, Senior or. Intermediate position by selecting from among the three (3) most senior qualified applicants within the Service Area. In the event there are fewer than three (3) applicants, the Employer shall have the option of considering applicants from the facility or region, in that order. The Employer will not consider sources outside the bargaining unit unless there are no qualified internal applicants. The intent is to consider no more than three (3) qualified applicants at any one time.

7. **New Operating Model:**

While implementing the New Operating Model (NOM) in End User Services (EUS), the parties agree that it is important that the impact bargaining team meets quarterly once the NOM has been implemented. The scope will be limited to addressing issues that may arise with the maturing job assignments.

a. Orientation/Training & Support:

While implementing the New Operating Model (NOM) within End User Services (EUS), the parties agree that there is a need to establish an orientation/training structure for each job assignment regarding standardization of work and best practices. To that end, both parties agree to the following:

1. Each workstream (Operation Support, Virtual, WorkFlow, Implementation Management) will have an employee representative from NCAL and employee representative from SCAL selected by the Union. The employee representatives will work alongside ECS leadership to make the workstream successful, raise employee concerns regarding the workstream, assist in the development of orientations, training, workstream requirements and bring ideas to resolve issues.
2. It is management's intent to provide orientations and training as we standardize and streamline best practices within workstreams. Orientations and training will be developed and delivered as the workstreams develop over time. Specific process/procedural training will occur via WebEx and be recorded, stored on a shared drive and made available to all Desktop support employees via webex.
3. Upon request, employees can request and schedule ergonomic evaluations of their workstations to ensure workplace safety as they transition to new work environments. For example, as an employee transitions from Operations Support to virtual support, the employee can work with their manager to obtain an ergonomic evaluation of their work environment.
4. In order for Desktop Support employees to maintain multiple workstream skills, overtime will be assigned to employees within a service area, regardless of workstream or assignment. This is in recognition of the fact that employees currently perform all these assignments and going forward, allowing them work overtime in multiple workstreams will help them retain multiple workstream skills.
5. All current training practices will remain in place unless otherwise mutually agreed upon.

This Labor Management Partnership, Training & Support agreement is non-precedent setting, does not impact any clause of the labor agreement.

b. Changing Assignments

While implementing the New Operating Model (NOM) in End User Services (EUS), the parties agree that there is a mutual desire to provide a way for employees to change assignments. The parties agree, that once an employee has completed six (6) months in an assignment, the employee can request from his/her manager to change assignments. The Manager will do their best to honor the request as soon as practicable taking into consideration available assignments, preferences, qualifications and seniority of employees making the request.

Hardships: If an employee has a change in his/her life that causes his/her current assignment to cause a hardship, prior to the completion of six months, he/she can request a current assignment change. Similarly, if the employee is given an assignment which causes a hardship to the employee, he/she can request a current assignment change. The employee and manager will meet and discuss the issue and make adjustments as is possible, to alleviate the hardship.

Swaps: Employees wishing to swap assignments shall inform their supervisor/manager. The supervisor/manager will review the request and make every effort to accommodate as soon as practicable. Assignments swaps will not be unreasonably denied.

This Labor Management Partnership, Changing Assignments agreement is non-precedent setting, does not impact any clause of the labor agreement. If employees are unsatisfied with an assignment, they can appeal the manager's decision to a Labor Management Panel (2 from management and 2 from Union appointed by the parties respectively). The committee will interview all parties involved and make a decision. If the panel cannot come to an agreement (Split vote), then a fifth person that both parties agree to, will be added to the committee and would have the determinative vote. If the committee cannot agree on the fifth person, each side would nominate their candidate and the final selection will be made by a flip of a coin.

In 18 months, if either party wants to withdraw from this agreement, the agreement will end. Upon withdrawal by either party, impact bargaining will resume at the unions written request.

8. **PSP Bonus:**

The Employer and the Union agree, that beginning with calendar year 2014, all represented Desk Top Support IT employees will be covered by the PSP as outlined in the 2012 National Agreement.

9. **Seniority Tie-Breaker:**

The parties agree that the following provisions will replace Article XVI, Section 1, D of the Collective Bargaining Agreement between SEIU-UHW and Kaiser Permanente Northern and Southern California:

In the event two or more employees have the same seniority date, their relative order of seniority shall be determined by adding the last four digits of each employee's social security number. The numbers thus obtained, ranked highest to lowest, shall determine the order of seniority.

STATEWIDE APPENDIX I

WORKFORCE OF THE FUTURE DEVELOPMENT FUND

Both SEIU-UHW and Kaiser Permanente recognize that there is a shortage of licensed and credentialed healthcare workers – particularly healthcare workers who reflect the full diversity of the state including age, gender, language, geographic dispersal and socio-economic background – to care for the population of our nation’s largest state. Additionally, the fact that these jobs require advanced training in the form of licenses and/or certifications means they overwhelmingly provide good wages and quality benefits at a level that can sustain families and reduce the level of economic inequality in our society. Official projections by the State of California estimate that a shortage, over the next ten years, of about 500,000 trained caregivers to fill the roles which will be required for the State’s healthcare system.

Kaiser Permanente will make contribution(s) in the total aggregate amount of \$130,000,000.00 to the 501(c)(3) over the life of the National Agreement. Kaiser may make these contributions in installments. In any event, Kaiser Permanente agrees to make either a \$32.5 million annual contribution or a single lump sum contribution on or before January 1, 2020. If Kaiser chooses to make an annual contribution, then the contribution will be made on the following schedule:

1. First contribution on or before January 1, 2020;
2. Second contribution on or before September 29, 2021;
3. Third contribution on or before September 29, 2022; and
4. Final contribution on or before September 29, 2023.

Kaiser will not be obligated to contribute further to the 501(c)(3).

If the entity does not receive its tax-exempt status by the initial funding date, then Kaiser will make its contribution to a mutually agreeable fiscal sponsor. The parties will work together to jointly gain employer participants and contributions and set benchmarks toward that end.

APPENDICES APPLICABLE TO NORTHERN CALIFORNIA REGION

NCAL APPENDIX A
ADVANCED HIRING CRITERIA
September 16, 2004

The following agreement between SEIU UHW (the "Union") and Kaiser Foundation Hospitals, Kaiser Foundation Health Plan, Inc., and The Permanente Medical Group, Inc. (the "Employer") is intended as a "local" confirmation of the agreement dated May 22, 2003 between the senior leadership of Kaiser Permanente and the Coalition of Kaiser Permanente Unions, AFL-CIO (the "National Benefits Agreement"), as well as a clarification of the application to certain classifications as identified in this agreement.

NATIONAL BENEFITS AGREEMENT.

The National Benefits Agreement related to Advanced Hiring Criteria ("AHC") is as follows, and is a modification of the current collective bargaining agreement between Kaiser Permanente and SEIU UHW, Article XI – Wage Rates, Section 6 – Tenure Step/Experience Credit: *(Article XIII, Section 2 in the current Agreement)*.

Step Placement at Hire.

The following language is applicable to bargaining units in Northern California, Colorado, and the Northwest where the Employer elects to apply this language. The parties will discuss applicability of the following Advanced Step Placement criteria in the Georgia, Mid-Atlantic and Ohio Regions as they complete their turnaround efforts and become eligible for the other provisions contained in this overall agreement.

Advanced Step Hiring (Employer Option to Implement Regionally).

Applicable to all difficult to recruit classifications in the bargaining unit, Region wide. To determine placement on the wage structure, Employees newly hired into difficult to recruit positions may receive one (1) year tenure credit for every two (2) years of previous experience within their respective classification and within the last ten years prior to employment. For the purpose of this section, any previous part-time experience of twenty (20) hours a week or more on a regular basis will be considered as if it were full-time experience.

The Parties understand the mechanics and application of this letter of understanding to current Employees and the Employer will communicate and confirm the specific application when it is applied. The process for applying this provision to Employees currently on the payroll who are currently under the five year rate will be agreed upon locally between the parties.

1. **Application.**

The Employer shall give the Union 30 days notice of its intent to apply AHC to a given classification, based on the intent of the national agreement referenced above. Once such application of the Advanced Hiring Criteria is initiated, it shall become a permanent part of the application of the Wage Rate Step assignment for newly hired staff until such time that the Parties mutually agree to modify such application.

- A. The initial application of this provision shall be to the following "difficult to recruit" classifications, all of which may have various levels and tenure steps:
- 1) Radiologic Technologist Classification
 - 2) Nuclear Medicine Technologist Classification
 - 3) M.R.I. Technologist Classification
 - 4) Diagnostic Ultrasonographer Classification
 - 5) Histologic Technician Classification
 - 6) Cytotechnologist Classification
 - 7) Respiratory Care Practitioner Classification
 - 8) Cardiovascular Tech
 - 9) Invasive Cardio Specialist
 - 10) EEG Technologist Classification
 - 11) Radiation Therapy Technicians
- B. The initial selection was based on the intent of the national agreement and the hiring and recruiting needs of the Employer.
- C. The Advanced Hiring Criteria will be used on these classifications due to the fact they are hard to fill and other related recruiting challenges. The Parties confirm, when reviewing experience for purposes of determining the Step placement for Advanced Hiring Criteria, that experience preceded by an interruption of two (2) years or more will not be counted for the purposes of Step placement.
- D. This initial list of classifications to which this Agreement applies is not intended to be final. It is the intent of the Employer to periodically review recruitment needs and determine if it is appropriate to apply Advanced Hiring Criteria to additional classifications based on difficulty of recruitment and other related recruiting challenges.

2. **Application for "Single Level" Classifications.**

New Employees hired into classifications identified and described above shall receive one (1) year of additional Tenure Step credit for every two (2) years of previous Regular (twenty (20) hours or more per week) relevant experience within their respective classification within the last ten (10) years, up to a maximum application of Step 5 of the applicable wage scale. Experience that is preceded by an interruption of two (2) or more years will not be counted for the purpose of determining Step placement.

3. **Application for "Multi-Level" Classifications.**

The Parties agree to clarify the application of the enhanced Advanced Hiring Criteria provision to "Multi-Level" classifications as follows. There are a number of classifications that have more than one (1) Level experience requirements for such Levels, and a corresponding wage structure for each Level. For those classifications, and consistent with the current collective bargaining agreement (Article XI, Section 6) as it relates to experience requirements for such Levels and Tenure Credit, the parties agree to the following clarification of the application of enhanced Advanced Hiring Criteria:

The Parties agree that prior relevant experience as described above shall be applied on a "1-for-1" basis.

First, the applicant's prior relevant years of experience shall be applied to the experience required for the Level of the classification as defined in the collective bargaining agreement. Completed years of relevant experience will be used in the determination of the classification Level placement without regard to interruptions in the experience.

Second, any remaining years of prior relevant experience after those applied to the specific Level requirement shall be applied to Tenure Step placement on the basis of 1 additional Tenure Step for each remaining year of experience up to step 5. Experience that is preceded by an interruption of two or more years will not be counted for the purpose of determining Step placement.

For example, a newly hired applicant for a Radiologic Technologist position, with six (6) years of prior relevant experience would be placed at Level III, Step 2. This results from the requirement of five (5) years of experience to qualify for Level III, and one additional Tenure Step beyond Step 1 for the additional year of experience.

The same applicant with five (5) years of experience would be placed at Level III, Step 1.

An applicant with eight (8) years of experience would be placed at Level III, Step 4 (Five years to be placed at Level III, and three (3) additional tenure steps credit for the three (3) remaining years of prior experience).

The Employer agrees to apply Sections 1 and 2 above to multi-level classification application of AHC.

4. **Credit for Current Employees in the Classification.**

- A. It is the intent of the Parties that current Employees will not be disadvantaged for purposes of tenure step advancement by the application of Advanced Hiring Criteria.
- B. The same criteria will apply in the future, to any additional classifications to which the Employer applies this enhanced Advanced Hiring Criteria
- C. The Employer will also grant prospective tenure Step credit to current Employees in the classification to which the enhanced Advanced Hiring Criteria language is applied, effective on the date of application receipt by the Employer.
- D. Employees who were newly hired during the immediate four-year period prior to the application, and were hired under the then-applicable Advance Hiring Criteria language, will be credited with additional step credit with the intent that their current step placement on the date of application would be equal to the Wage Structure Step to which they would have advanced if the enhanced language for credit would have been applied when they were hired.
- E. Credit for step advancement shall be effective on the date of application receipt by the Employer, and accordingly there shall be no retroactive wage payments for time prior to the application receipt date.
- F. The Union and the Employer will meet to discuss the development, communication, research and confirmation process for the "prospective" application as described in this paragraph. Disputes under this process shall be processed under the grievance procedure of the Collective Bargaining Agreement. The parties shall both attempt to expedite handling of grievances.

NCAL APPENDIX B

CODING CAREER LADDER

March 17, 2006

1. **Advancement.**

The Employer and Union agree that the way employees advance from Coder I to Coder II is by meeting the qualifications outlined in the agreed upon job description Exhibits ____, attached hereto, including meeting the Employer's quality standards, quantity standards and test scores . At the time a Coder I has met the qualifications for a Coder II, he/she will be paid at pursuant to the terms of the promotion language in the collective bargaining agreement.

2. **Jobs Posted as "Hospital Coder I/Coder II".**

When posting for vacancies the Employer will not distinguish between Coding I and Coding II positions, but will post the vacancy as "Coder I/Coder II." Such coding positions may be filled by a Coder I, Coder II or other employee who meets the minimum qualifications for a Coder I.

3. **Hospital and Professional Coder III Leads.**

The Coder III is recognized as a Lead position. Lead positions are posted at the manager's discretion.

4. **Coding Competency Committee.**

The Employer and Union will establish a Labor Management Partnership Coding Competency Committee. The purpose of this group is to discuss and provide input on coding issues such as quality, quantity, and audit exclusive of compliance matters. This committee will consist of nine (9) UHW coders, two (2) OPEIU L29 coders and management representatives, including HIM managers, and will meet quarterly for four (4) hours.

5. **ED Coding.**

ED coding will be included in Professional Services Coder positions.

6. **7th Step.**

A 7th step shall be added to the current wage structure for Hospital Coder II and III Coding certification CCS, RHIT, or RHIA is required in order to advance to this new step in addition to the requisite time in the prior step.

7. **HPCPS.**

The parties agree that HPCPS shall be performed by Hospital and Professional Coders in accordance with coding guidelines. The Employer shall begin effective training in HPCPS coding within thirty (30) days of ratification. The HPCPS training will begin with those locations on KP HealthConnect, and as feasible, the Employer will offer training to coders in locations not currently on KP HealthConnect.

8. **Education.**

The parties agree to access the Shirley Ware Education Center and Joint Employer Trust funds (SWEC) to assist in writing a proposal that supports the interests of both the Employer and the affected employees of this agreement.

9. **Education Proposal.**

A small group of three (3) UHW members, one (1) member of OPEIU L29 and four (4) members of management, will meet and work with SWEC to write the proposal. The proposal will outline our mutual interests that will be considered by SWEC. This group will meet and come to a recommendation within thirty (30) days of ratification. Once the proposal is constructed and agreed upon by labor and management it will be submitted to SWEC for consideration and approval by the Trust(s).

10. **Education Program Monitoring.**

It is our understanding that SWEC will create and monitor the Education program, enrolled students and selected school(s). Because of the importance of the education plan and implementation, we will work collaboratively with SWEC to expedite the implementation of the education program.

11. **Failure to Reach Agreement.**

If the parties cannot reach agreement with SWEC or the proposal is refused, the parties agree to reopen this issue to determine an alternative education program.

12. **Eligibility and Posting.**

To access the professional coding education program, eligible employees will bid on posted full time (1.0 FTE) Professional Coding positions. For purposes of bidding the following category of employees shall receive preference: PBS billers, current PBS employees contained in exhibit _____ attached hereto, and HIM employees. Once the above listed pool is exhausted, jobs will be filled consistent with the terms of the collective bargaining agreement.

13. **Training.**

Upon successful completion of the education program the employee will begin a ninety (90) day regional training program. The Employer will provide mentors from regional offices for consistency in training. Education program graduates will work one-half (1/2) day in their current position and train half (1/2) day as a Professional Coder on a designated schedule. Scanned Employer medical records will be used for training purposes. The Employer will establish a weekly two (2) hour conference call during training time to provide trainees with mentoring. In addition, a mentor will be on call during business hours. Upon completion of this training program, employees must successfully pass both the Employer coding test and coder credentialing examination.

14. **Credentialing Examination Fees.**

The Employer agrees to reimburse current hospital coders who are non-certified who successfully pass the coder credentialing examination.

15. **Red Circle.**

Employees that do not meet the qualifications of the newly agreed upon job profile for Hospital Coder I and II, shall be red circled for a period of one year. During the one year period employees may obtain the credentials in order to remain in the position at their current wage rate. Failure to obtain the required certifications shall result in displacement of such employee to a position for which they qualify.

A. **Example.**

A Hospital Coder II fails to obtain the CCS certification within the one year time frame. Such employee shall be moved to a Hospital Coder I and paid at the appropriate rate with one year to obtain the CCA certification.

16. **Auditing.**

It was agreed that compliance auditing will not be performed by hospital and professional coders.

17. **Hospital Coder Training Program.**

The Employer agrees to meet with the unions for the purpose of developing a hospital coder training program, no later than March 15, 2007.

NCAL APPENDIX C
DEPENDENT CARE

The Employer shall offer an optional Dependent Care Plan to all eligible Employees. This plan shall provide Employees the option to set aside tax free dollars for eligible dependent care expenses in accordance with the Internal Revenue Code. Coverage, limitations and exclusions of the Dependent Care are governed by the Employer's service agreements with the provider, the Plan Documents, and summary Plan Descriptions.

No later than June 1, 1993 a list of licensed child care providers from the State of California will be available in each facility's Personnel Office for use by Employees. The Employer is providing this list as a courtesy, for informational purposes only. The Employer, nor the Union, had any role in preparing the list, and in no way endorses, recommends, or certifies the competence of any provider on the list. The Employer and the Union disclaim liability for any acts or omissions of any of the providers on the list.

NCAL APPENDIX D

DOMESTIC PARTNER COVERAGE

The following benefits and policies shall be offered to Employees' Domestic partners and their eligible dependents, who meet the eligibility requirements as stated in paragraph below.

Medical Benefits

Dental Benefits

Bereavement Leave

Post-retirement Medical Benefits

Eligibility.

In order for an Employee to be eligible for domestic partner benefits provided in this Agreement, he/she and the individual for whom benefits are being applied, must provide a completed Affidavit of Domestic Partnership as requested by the Employer. For purposes of this Agreement, a domestic partnership is one in which the Employee and the domestic partner both meet all the following requirements:

- A. Live together, sharing the same living quarters as a primary residence, in an intimate, committed relationship and mutual caring;
- B. Have no other domestic partner at this time;
- C. Are responsible for each other's basic living expenses during the domestic partnership, and agree to be financially responsible for any debts each other incurs as a direct result of Kaiser Permanente's extension of benefits to either domestic partner;
- D. Are not married to anyone;
- E. Are 18 years of age or older;
- F. Are not related to each other as a parent, brother or sister, half brother or sister, niece, nephew, aunt, uncle, grandparent, or grandchild; and
- G. Have not been covered by Kaiser Permanente sponsored benefits with another domestic partner at any time during the last twelve (12) months.

The Employer's provision of insurance benefits to domestic partners and their eligible dependents will be in accordance with applicable federal and state laws, withholding tax requirements and Internal Revenue Service requirements.

NCAL APPENDIX E

EMERGENCY DEPARTMENT TECHNICIANS

August 12, 1997

This Agreement is made and entered into by and between the Kaiser Permanente Medical Care Program ("The Employer") and the Health Care Workers Union, UHW ("The Union") to address the issue(s) associated with the Department of Health Service's Scope of Practice regulations governing Emergency Room department personnel. The parties hereby agree to the following terms and conditions in order to make necessary compliance adjustments:

- A. All Employees assigned to the Emergency Room departments who are classified and employed as Medical Assistants as of August 1, 1997 shall be reclassified to Emergency Department Technician.
- B. The wage scale for the new classification of Emergency Department Technician (ED Tech) shall be identical to that of the applicable Medical Assistant wage schedule. This assignment as with Medical Assistants may include, but not be limited to Phlebotomy and EKG.
- C. The Employer retains the right to train Emergency Department Technicians to perform casting and/or ortho tech duties as a part of the new job description for ED Tech. If the Employer exercises its option to cross-train ED Techs to perform casting and/or ortho tech duties, such Employee shall receive pay for Relief in Higher Classification at the ortho tech rate of pay for time spent performing such duties in accordance with paragraph 465. (Article XIII, Section 4 of the current Agreement) of the Collective Bargaining Agreement. If any such crossed-trained ED Techs are regularly assigned to perform casting and/or ortho tech duties for at least 30% of their work time, then they shall be reclassified and paid as Emergency Department Techs-II. This assignment may also include, but not be limited to, phlebotomy and EKG. The Emergency Department Tech-II wage scale shall be identical to that of the applicable ortho tech wage schedule.
- D. The Employer further agrees that the creation of ED Tech and ED Tech II classifications and the Employer's right to cross-train such Employees to perform casting and/or ortho tech duties shall not adversely impact or result in reductions in force or layoffs of cast and/or ortho techs.
- E. Other than the required and agreed upon adjustment to the Medical Assistant job description and the title change to ED Techs, affected Employees shall not be adversely impacted, suffer any loss of hours or have their schedules changed as a result of this Agreement.

- F. Should any affected Employee (current Emergency Department Medical Assistants) be required as a direct result of this Agreement to perform any new duties for which they need training and/or re-training, the Employer agrees to provide such training or re-training necessary in order for the Employee to fulfill their job responsibilities for ED Tech.
- G. The Employer agrees that all current Emergency Department Medical Assistants who have their titles changed to Emergency Department Technicians (ED Tech) continue to be qualified to bid on medical assistant positions in other clinics, provided that they meet the posted position requirements and are otherwise entitled based on their bargaining unit seniority rights.
- H. The Employer understands that the Union will hold meetings with affected Employees to explain the terms of this Agreement and seek membership approval. The Employer agrees to cooperate, upon request by the Union Representative, to allow for a reasonable amount of time to accomplish the meetings. The Union Representative agrees that meetings will be scheduled by mutual agreement with the department manager if held during work time or if connected to an already scheduled department meeting. The Union agrees to complete the meetings and approval process by August 1, 1997.

This Agreement shall not constitute practice or precedent for either party in any future cases of a similar or dissimilar nature and may only be used or relied upon to resolve disputes and/or grievances concerning the interpretation or application of this Agreement.

Letter of Agreement

August 9, 2017

This agreement is made and entered into by and between The Permanente Medical Group ("The Employer") and United Healthcare Workers West, SEIU-UHW ("The Union"). This agreement outlines the mutual understanding of the parties as it related to NCAL Appendix E, Emergency Department Technicians, dated August 12, 1997 of the Collective Bargaining Agreement and the current job description for Emergency Department Technicians I & II. The following will constitute the sole basis of consideration for reclassification requests from ED Tech I to ED Tech II.

The parties have agreed to revise the current job description for ED Tech I & II as follows:

1. The ED Tech I job description will no longer state that ED Tech I's "May be required to draw blood as part of job responsibilities."
2. ED Tech I's will also no longer require a phlebotomy certification and will no longer perform phlebotomy.
3. The ED Tech II job description will state that an ED Tech II "Draws blood as part of job responsibilities."
4. ED Tech II's will be required to perform phlebotomy.
5. Reclassification requests that were made prior to October 1 2017, the effective date of the new job descriptions, will be reviewed under the criteria of the August 12, 1997 side letter in NCAL Appendix E. If the employee meets the criteria they will be reclassified and added to the grandfathered group.
6. Existing ED Tech II's as of the effective date of the new job description, which is October 1, 2017, will grandfathered as a result of this agreement and any ED Tech I that has submitted a reclassification request prior to effective date of new job description and is successfully reclassified will also be grandfathered.
7. Existing ED Tech I's that are currently required to perform phlebotomy and that have their CPT certification will be reclassified to ED Tech II.

NCAL APPENDIX F

FLEXIBLE WORK ARRANGEMENT (3/36)

Medical Center:

Department:

Effective Date of Agreement for above Department:

This Agreement, effective upon ratification and implementation of alternative workweeks in any department, modifies the Collective Bargaining Agreement between the Kaiser Permanente Medical Care Program (hereinafter referred to as the Employer) and United Health Care Workers Union SEIU UHW (hereinafter referred to as the Union) for the purposes of establishing a twelve-hour, three-day workweek (3/36 workweek) for Employees within the Department.

Nothing herein shall obligate the Employer to establish a 3/36 workweek.

The parties acknowledge that at least two-thirds of the affected Employees have voluntarily agreed in writing to work three twelve-hour shifts. (Affected Employees include all Employees in a readily identifiable work unit, such as a division, a department, a job classification, a shift, a separate physical location, or a recognized subdivision of any such work unit). Additionally, a secret ballot vote was conducted in accordance with the Industrial Welfare Commission Order. At the end of one year if one-third of the affected Employees petition for a vote to terminate this agreement, the Employer and the Union will conduct a secret ballot vote. Provided that at least two-thirds of the affected Employees vote in support of the Agreement, this Agreement may be extended. The Employer will attempt to make reasonable accommodations for those Employees who participate in the 3/36 vote described above but who are unable to work a 3/36 schedule, or work twelve-hour shifts.

Unless otherwise provided below, all other provisions of the Collective Bargaining Agreement shall remain in force.

- A. The overtime provisions of the collective bargaining agreement are waived, while the overtime provisions of the California State Industrial Welfare Commission Wage Order and applicable state law covering alternative workweeks are in effect.
- B. For purposes of outside reference checks, outside credit checks, and outside employment verifications, and the like, the Employer will consider and characterize Employees working 3/36 schedules as full-time Employees. For all contractual applications Employees working twenty (20) or more hours per week but less than forty (40) hours per week shall be considered part-time.

- C. Accruals for sick leave, vacations, educational leave, etc. shall be based on thirty-six (36) hours of work per week. For the purposes of this Agreement, one (1) "week" as referred to in the Master Agreement is equivalent to thirty-six (36) hours. Therefore, for example, if an Employee takes one week of vacation, he/she will receive 36 hours of vacation pay. ("One week of vacation" shall mean the seven (7) calendar day period which constitutes a "payroll week" under the provisions of the Master Agreement, for which an Employee on a 3/36 schedule shall receive thirty-six (36) hours of vacation pay.) If an Employee takes one (1) vacation day, he/she will receive twelve (12) hours of vacation pay.
- D. For holidays only, Employees covered by this Agreement shall be allowed to utilize their maximum of seventy-two (72) hours of holiday benefits for holidays not worked in twelve (12) hours, eight (8) hours or 7.2 hours increments. Holidays shall be paid in accordance with the Collective Bargaining Agreement. If an Employee covered by this agreement works twelve (12) hours on a holiday, he/she shall be paid at the rate of time and one-half for all hours worked on the holiday and shall also be given a day off with twelve (12) hours pay, or extra pay equal to the number of actual hours worked on the holiday for every such holiday worked. There is no cap or maximum holiday pay for holidays worked. For example, if an Employee works 12 hours on each of eight holidays, such Employee shall receive 12 hours pay at time and one-half for the 12 hours worked on all eight holidays, plus the Employee shall receive 12 hours of straight time pay for every hour worked on the holiday, or the Employee may receive time and one-half for all hours worked on the holiday plus an additional day off with 12 hours of straight time pay for every holiday worked. To further clarify the parties' intent, Employees shall receive the equivalent of double-time and one-half for all hours worked on every recognized holiday.
- E. For purposes of Article XIII – Shift Premium, the shift differential, if any, shall be paid for the entire shift based on the shift in which the majority of the hours are worked. For example, if shifts are 7:00pm to 7:30am, night shift premium shall be paid for the entire twelve-hour shift because the majority of hours worked are at or after 10:00pm on the night shift as defined in the collective bargaining agreement.
- F. The Employer shall continue its policy of establishing scheduled days of work and days off, i.e., preference of days of work and days off shall be granted by seniority, subject to operational needs, with the understanding that weekends may be rotated in accordance with Article XI. Any schedule changes made after the schedule is posted shall be in accordance with Article XI of the current Collective Bargaining Agreement.
- G. Employees will receive one (1) unpaid thirty minute lunch period and three (3) rest periods per twelve-hour shift.

- H. Employees covered by this Agreement who are required or permitted to work more than twelve (12) hours in any work day will be paid at the rate of double their straight-time hourly rate for all hours worked in excess of twelve (12) hours.
- I. Employees covered by this Agreement who are required or permitted to work more than three (3) days in a workweek will be paid at the rate of one and one-half times their straight-time hourly rate for the first eight (8) hours of work on such additional days and will be paid at the rate of double-time for all hours worked in excess of eight (8) on such additional days.
- J. For purposes of education leave, the master contract provisions apply except that:
 - 1. Education leave days shall be paid for at twelve (12) hours.
 - 2. If the education leave is for less than six (6) hours on what would otherwise be a scheduled workday, the Employer may require the Employee to return to finish his/her shift if such requirement to return is practical, e.g., not out of town.
 - 3. Employees may use up to 36 (thirty-six) hours of education leave on what would otherwise be scheduled days off.
- K. Either party may terminate this Agreement after thirty (30) days' written notice is given to the other party. Upon termination or expiration of this Agreement, the schedule in effect immediately preceding the implementation of a 3/36 schedule shall be reinstated.

Unless terminated in accordance with paragraph K. above, this Agreement shall remain in effect.

This Agreement covers only the _____Department and shall not constitute precedent or practice for either party and has been initiated at the request of the affected Employees.

KAISER FOUNDATION HOSPITALS,
THE PERMANENTE MEDICAL GROUP, INC., AND
KAISER FOUNDATION HEALTH PLAN

By: _____

Department Manager

Date

By: _____

Human Resources Consultant

Date

SEIU UHW, UNITED HEALTHCARE WORKERS UNION

By:

SEIU UHW Representative

Date

NCAL APPENDIX G

FLEXIBLE WORK ARRANGEMENT (4/40)

_____ (Position Title)

This Agreement, effective _____, modifies the Collective Bargaining Agreement between the KAISER FOUNDATION HOSPITALS, THE PERMANENTE MEDICAL GROUP, INC., AND KAISER FOUNDATION HEALTH PLAN (hereinafter referred to as the "Employer") and the SEIU UHW HOSPITAL AND HEALTH CARE WORKERS' UNION, (hereinafter referred to as the "Union"). The agreement has been initiated at the request of the affected Employees to implement a flexible work arrangement for all Regular Full-Time _____ within the _____ Department.

Nothing herein shall obligate the Employer to establish a flexible work arrangement.

The Employer and the Union agree to adopt a flexible work arrangement, commencing on Sunday. Full-time Employees subject to this agreement will receive overtime compensation of one and one-half times their regular rate of pay for any hours worked in excess of forty (40) in a work week and double-time for all hours worked in excess of twelve (12) in a workday.

The parties acknowledge that at least two-thirds of the affected Employees have voluntarily agreed in writing to work four ten-hour shifts. (Affected Employees include all Employees in a readily identifiable work unit, such as a division, a department, a job classification, a shift, a separate physical location, or a recognized subdivision of any such work unit.) Additionally, a secret ballot vote was conducted in accordance with current California Labor Code. (NOTE: Please refer to the most recent Wage Order when preparing the agreement document.) At the end of one year, if one-third of the affected Employees petition for a vote to terminate this agreement, the Employer will conduct a secret ballot vote. Provided that at least two-thirds of the affected Employees vote in support of the agreement, this agreement may be extended.

Unless otherwise provided below, all other provisions of the Collective Bargaining Agreement shall remain in force.

- A. All full-time Employees shall have the option to select a four-day, ten-hour' per day schedule (hereinafter referred to as the "4x10 Schedule") or a five-'day, eight-hour per day schedule (hereinafter referred to as the "5x8 Schedule"), subject to operational needs.
- B. The overtime provisions of Article XII, Section 1, of the Agreement that refer to premium pay for work performed in excess of eight hours in any one workday are waived for all full-time Employees working a 4x10 Schedule.

- C. The overtime provisions of the Industrial Welfare Commission Orders are waived for all full-time Employees working a 4x10 Schedule. (NOTE: Please refer to the most recent IWC Wage Order for current citations when preparing the agreement document.)
- D. Accruals for sick leave, vacation, educational leave, etc., shall be based on full-time Employees' scheduled hours per the agreement. Full-time Employees covered by this agreement shall be allowed to utilize their vacation, sick leave, etc., in eight (8) hour increments (if on a 5x8 Schedule) or ten (10) hour increments (if on a 4x10 Schedule) up to their maximum allowable hours per the agreement.
- E. For holidays only, full-time Employees covered by the agreement shall be allowed to utilize their maximum of eighty (80) hours of holiday benefits in ten (10) or eight (8) hour increments. Holidays shall be paid in accordance with the Collective Bargaining Agreement, except that, if a full-time Employee covered by the agreement works on a holiday, he/she shall be paid at the rate of time and one-half and shall also be given a paid day off or an additional day's pay equal to the actual hours worked on such holiday, not to exceed ten (10) hours at straight-time pay. The Employer shall have the option to schedule three eight-hour shifts or two ten-hour and one four-hour shift, in order to meet operational needs and to avoid holiday staffing/overtime in excess of twenty-hour hours.
- F. For purposes of Article XIII, Section 8 – Shift Premium, the shift differential, if any, which applies at the start of the ten-hour shift, shall remain in effect for the complete shift.
- G. Employees will receive one unpaid thirty (30) minute lunch period and two rest periods per ten-hour shift. Such rest periods shall be taken in the middle of each five-hour segment.
- H. The Employer shall continue its policy of establishing scheduled days of work and days off, subject to operational needs. This agreement allows the affected department Employees to work either a 4x10 Schedule or a 5x8 Schedule.
- I. Affected full-time department Employees wishing to change from a 4x10 Schedule or a 5x8 Schedule must request such change in writing. No person will be allowed more than one change in each three (3) month period. Changes shall be subject to operational needs.
- J. Either party may terminate this agreement after thirty (30) days written notice is given to the other party.
- K. Upon termination of this agreement, the schedule in effect immediately preceding the implementation of this flexible work schedule shall be reinstated. Unless terminated in accordance with paragraph J. above, this agreement shall remain in effect.

This agreement covers all Regular Full-Time (classification title) only in the
(department name) Department and shall not constitute a precedent or practice for
either party.

KAISER FOUNDATION HOSPITALS,
THE PERMANENTE MEDICAL GROUP, INC., AND
KAISER FOUNDATION HEALTH PLAN

By: _____	_____
Department Manager	Date

By: _____	_____
Human Resources Consultant	Date

SEIU UHW, UNITED HEALTHCARE WORKERS UNION

By: _____	_____
SEIU UHW Representative	Date

NCAL APPENDIX H

FUNCTIONAL UNIT MANAGEMENT (FUM)

June 20, 1989

H.H.C.W.U., Local 250 (Union) and Kaiser Permanente Medical Care Program (Employer) hereby agree to the following in conjunction with the implementation of the functional unit management (FUM) concept at the Employer's outpatient facilities in the Northern California Region. The provisions contained herein will apply at the time that each facility introduces the functional unit management concept.

It is understood that this Letter of Agreement shall supersede any past agreement between the parties and any past practice concerning employees affected by FUM.

1. When a facility is prepared to introduce FUM as described above the following steps will be taken:
 - A. The facility will provide the appropriate Union Field Representative (copy to the Union Kaiser Division Staff Director) with thirty (30) days advance written notice of its intent to introduce FUM, except in those facilities in which FUM reorganization has already occurred.
 - B. Within the thirty day period described in A above a meeting at the facility will be held between the Union and facility management at a mutually agreed upon time and date. The purpose of such meeting will be for management to advise the Union of its FUM implementation plan.
 - C. Joint union-management departmental meetings at the facility will be held at mutually agreeable times to introduce FUM implementation plans to affected employees and to answer questions from affected employees.
 - D. Each facility shall provide the Union with lists of the Functional Unit Departments as they are formed and with updated lists as subsequent changes occur. Such lists shall also be provided by facilities at which FUM has already been implemented prior to the execution of this Letter.
2. Decentralization of centralized reception and/or appointment personnel including float pool reception/appointment personnel or medical assistants to individual functional unit departments within the medical offices shall be accomplished in the following manner. All positions created in various functional unit departments as a result of decentralization will be posted for bidding under the terms of our Collective Bargaining Agreement. Only receptionists and/or appointment personnel or medical assistants affected by this change will have the opportunity, on the basis of relative bargaining unit seniority, to bid upon those posted positions.

3. Senior bidders on any position which combines reception and appointment functions shall be trained by the Employer in those duties of the combined job in which they are deficient, and any such deficiency shall not constitute a basis for denial of the position to the senior bidder. Training for employees filling a combined reception/appointment position shall be sufficient to meet any deficiency, up to a level of training comparable to that provided to new employees. Such training shall be identified by each facility, and a description, of such training shall be provided to the Union. As such training is developed the provisions of paragraphs 156 through 159 of our Collective Bargaining Agreement may be applied.
4. Any employee who is involuntarily assigned to a lower classification as a result of the introduction of functional unit management or related decentralization will be red-circled (current wage rates shall be frozen until such time as the appropriate contractual wage rate equals or exceeds the current rate).
5. The Employer assures the Union it is not its intention to lay off employees as a result of the introduction of functional unit management or related decentralization or the combination of jobs. Thereafter the Employer retains the right to lay off employees in accordance with our Collective Bargaining Agreement. Furthermore, no affected employee shall have his/her currently NPAed hours reduced for any reason for a period not to exceed six (6) months from the date that functional unit management is introduced or related decentralization or combination of jobs occurs. For an additional six (6) months employees affected by FUM shall not have their NPAed hours reduced only for reasons related to the implementation of FUM. At those facilities where previous written FUM implementation agreements between the parties exist, the above six month and one year periods shall commence as of the date FUM was implemented under that previous agreement.
6. When departmental reorganization or decentralization of reception, appointment and/or nursing personnel occurs in conjunction with functional unit management, for purposes of job bidding, temporary reductions in hours with no permanent loss of positions ("drop days"), and permanent layoffs, seniority shall be applied on the basis of the relative bargaining unit seniority dates the affected employees had prior to the FUM change.
 - A. When reception, appointment and medical assistant positions are combined, seniority for the purposes described above shall be applied on the basis of relative bargaining unit seniority among all employees in the Medical Offices in the new combined job. Likewise, when reception and appointment positions only are combined, seniority for the purposes described above shall be applied on the basis of relative bargaining unit seniority among all employees in the Medical Offices in the combined reception/appointment jobs. Employees affected by FUM who do not fill a combined position will retain seniority as described above.

- B. Department seniority for the purposes of layoff or recall as defined in paragraph 25 of our Agreement shall be defined as the date the employee was first hired into the reception and/or appointment department or into the Medical Office Nursing Department as such existed prior to the implementation of functional unit management.
7. For all other applications of seniority, including vacation and holiday selection, opportunity for overtime and additional hours and scheduling, seniority shall apply on the basis of relative bargaining unit seniority among all personnel within each functional unit department in the Medical Offices.
8. At some facilities implementation of functional unit management may result in the combination of duties normally performed by receptionists, appointment clerks, and medical assistants. (L.V.N.'s will not be affected by this job combination. The parties agree that L.V.N.'s will not be laid off as a result of this newly created combined position. Furthermore, it is not the intent of this Letter to change any other practices that may exist with regard to L.V.N.'s.) Such combined jobs shall be posted for bidding under the terms of our Collective Bargaining Agreement. All affected reception, appointment and/or medical assistant employees shall be eligible to bid on these positions, and the positions shall be awarded based upon bargaining unit seniority. The Employer shall determine the number of combined positions to be created.

Bidding on these combined jobs shall be entirely voluntary and no employee shall be required to accept such a position. Employees who are unwilling to bid or who are unable to perform all of the medical duties of the combined job after training has been provided may transfer to other positions provided the employees are qualified for such positions. Such employees who transfer shall have preference over employees not affected by functional unit management when bidding upon any vacant position in accordance with the bidding and transfer provisions of our Collective Bargaining Agreement. If no position for which the employee is qualified is available, the employee shall be assigned to a vacant position for which the employee may not be qualified, and the Employer will provide necessary training to provide competency in the position.

Employees awarded the combined classification will receive from the Employer all necessary cross-training and certification in reception, appointment making, and medical assistant functions, to meet the Employer's requirements.

The curriculum for such training, as determined by the Employer, shall be the same for all combined positions involving reception, appointment and medical assistant functions throughout the Region. Such training may be provided by the Employer or arranged through outside educational or training institutions. The training for affected employees will commence within twelve (12) months of the date the combined positions are filled. As combined positions are initially created and filled, training will be scheduled for affected employees on the basis of seniority. Additional combined positions created after that twelve month period, which are unrelated to the initial FUM reorganization, may be filled by employees whom the Employer may cross-train or by qualified applicants (transfers or new hires) who already possess all necessary training.

Current medical assistants who are not certified will be grandfathered, with no further certification requirements placed on them.

Employees who obtained a combined job in 1988 or 1989, prior to the execution of this Letter of Agreement, who acquired training at their own expense in order to qualify for that combined position or an Employer sponsored training program for such position, shall be reimbursed for tuition, fees and books associated with such training. This shall be a one-time reimbursement which shall not have any future application or precedential value.

It is the intent of the parties to meet in an expeditious manner to resolve any disputes concerning the application of the provisions of this Letter of Agreement which may arise, in this regard either party may initiate discussions concerning a dispute over the provisions of this Agreement at the second step of the grievance procedure contained in our Collective Bargaining Agreement.

It is the intent of the parties that this Letter of Agreement be a viable and dynamic tool to address both the needs of the Employer and the rights of the employees, and it is therefore understood and agreed between the parties that any problems arising out of the implementation of FUM which are not addressed by this Letter of Agreement shall be dealt with by the parties as they arise, and a good faith effort shall be made to resolve them in accordance with the spirit and intent of this Letter of Agreement.

This Letter of Agreement shall become effective on the date of its execution by both parties and shall remain in effect until modified or cancelled by mutual agreement.

The provisions of the Letter of Agreement relate solely to FUM and shall not be used or relied upon by either party for any other purposes.

NCAL APPENDIX I

HEALTHCONNECT EFFECTS BARGAINING

March 28, 2005

This Agreement is entered into by Kaiser Permanente and UHW with the intent that the KP Health Connect initiative will transform the way Kaiser Permanente delivers healthcare. KP members will experience this transformation in the way they receive care and service. KP staff will experience this transformation in the way they are supported in providing care, the way they work with each other and their opportunities for personal growth and development.

Our goal is to create an environment where all staff have the opportunity and support to freely engage in the transformation effort. The following work and the work of the National KP HealthConnect Agreement demonstrates our joint commitment to the successful implementation of KP HealthConnect and the full realization of its benefits and provides guidance to the region to achieve this vision. In accomplishing this goal we will continue to make Kaiser Permanente the model for healthcare delivery.

It is also the intent of the parties that the implementation of KP HealthConnect will include the involvement of its Employees in a true LMP setting.

I. KPHC Project Temporary Employees.

a. Vacancies Not Filled–Attrition.

Beginning six (6) months prior to the go-live date of the facility's Ambulatory suite, vacancies that occur in the OutPatient Medical Records (OPMR) department will not be filled on a permanent basis, except as provided below.

b. Offering of Available Work.

Because the Employer generally wishes to avoid the use of intermittent and temporary personnel it will seek to offer available work in the OPMR to existing Employees. After additional, available hours are offered once by seniority to qualified current Employees in the OPMR, positions will be posted. KPHC Project Temporary positions will be posted as benefited positions despite their temporary nature.

(i.) Postings Within the Department.

Hours, which become available due to a vacancy, will be posted as a complete set of hours for the one (1) day posting period within the Department. A "complete set of hours" means that a vacancy will be offered and granted with its full complement of hours, e.g. twenty (20) hours, thirty-two (32) hours etc. The hours will not be broken into segments.

As a result, a part-time, limited part-time, or on call Employee may bid on the available benefited position provided that, in the case of the limited part-time or part-time Employee, the hours of the position must not conflict with her/his current pre-determined schedule. In the case of conflict with her/his schedule, s/he will have the option of either remaining in her/his current position or taking the posted position.

An Employee within the OPMR department at the time of notification of go-live, who is subsequently awarded a position with more hours within the department, will only maintain her/his rights to employment and income security based on her/his former PAR level.

(ii.) **Postings During the Five (5) Day Period.**

If no Employee in the Department successfully bids for the available position, the benefited vacancy will be made available and posted as a KPHC Project Temporary position.

(iii.) **Limited Part-Time and On Call Employees Awarded KP HealthConnect Temporary Positions.**

Because of the temporary nature of the positions, of Employees outside the OPMR Department, only limited part-time and on call Employees may bid for KPHC Project Temporary Positions.

Both limited part-time and on call Employees, regardless of their former status, will be returned only to on call status in their former Department and will regain any rights to which such status entitles them.

While in the KPHC Project Temporary position, they will be treated as such for purposes of the Collective Bargaining Agreement and this Agreement, e.g. their bidding rights in their former Department will be affected while they remain in the Project Temporary position.

(iv.) **Acknowledgement of Status.**

Employees outside the OPMR Department who are awarded KPHC Project Temporary positions will be required to sign a form that acknowledges that they understand that their status has changed and will affect their rights to bid into positions in their former department while in the KPHC Project Temporary position. The form will acknowledge that they have done this in exchange for the temporary benefited status they will enjoy.

c. **KPHC Project Temporary Employee Defined.**

A KPHC Project Temporary Employee is defined as an Employee that in all ways is the same as a temporary Employee described in the current Collective Bargaining Agreement, except such KPHC Project Temporary Employee:

- (i.) will be in benefited position;
- (ii.) will exercise her/his seniority as #10 in paragraph 30 and #12 in paragraph 32 of the current Collective Bargaining Agreement;
- (iii.) may have her/his period of temporary status extend beyond ninety (90) days but, in no case, beyond eighteen (18) months, unless mutually agreed by the Union, the Employer, and the Employee;
- (iv.) may not use her/his employment to claim over utilization, except if there is a suspected violation of c (i.) above;
- (v.) is not subject to the Employment and Income Security Agreement while in such status; and
- (vi.) will be released from her/his employment upon termination of temporary work in the OPMR, provided s/he has not successfully bid on another position.

d. **Agreement's Application to Other Classifications.**

The provisions of this entire Agreement are not intended to apply exclusively to OPMR but also to other Employees whose classification is similarly impacted.

II. **Available Positions and Training Opportunities.**

a. **Notice of KP HealthConnect.**

Employees whose position will be affected by KP HealthConnect will be given notice of at least four (4) months prior to the go-live date of the suite which will impact their positions. The Employer will provide adequate introduction to the new system, including Employee meetings where Employees will have the opportunity to ask questions.

(i.) **PC Skills Assessment.**

At least three (3) months prior to the deployment of personal computers (PCs) or three (3) months prior to the applications training for the KP HealthConnect suites, the Shirley Ware Education Center (SWECC), in conjunction with the Employer, will conduct PC skills' assessments for Employees who will be using the new applications and the Employees in the OPMR.

(ii.) **Career Counseling.**

At least three (3) months prior to the go-live of the Ambulatory suite of KP HealthConnect, SWEC, in conjunction with the Employer, will conduct career counseling for Employees in OPMR with a short term focus of expeditious placement of Employees in Primary Level positions and counseling for long term goals for Advanced Level positions. If there is a difference between an Employee's short term and long term goals, it is understood that the short-term goals will take precedence for the purposes of this Agreement. Other Employees may participate in career counseling as currently provided in the facility.

(iii.) **Employee Confidentiality.**

To guarantee Employees' confidentiality in determining PC skills and to assist them in exploring and realizing job placement opportunities, the Employer will continue to contract with SWEC to provide both PC assessments and career counseling, as applicable, for its Employees impacted by the implementation of KP HealthConnect.

b. **Bidding Rights of OPMR Employees.**

Once it has been determined that certain positions will be displaced, the Employees in those positions will be considered as "laid off" Employees for the purposes of seniority for job bidding (Article VI, Section 4. Seniority).

c. **Positions Categorized into Two Levels.**

For the purposes of training opportunities and the awarding of positions, this Agreement will categorize available positions covered by the current Collective Bargaining Agreement as:

(i.) **Primary Level Positions**, i.e. classifications which are either:

A. **On-The-Job Training Positions:**

e.g. Cashier-Receptionist, Teleservice Representative (Call Center), Pharmacy Clerk and other classifications as agreed. (Scanning work will result in the creation of positions in facilities where UHW represents the OPMR Clerks. Any such positions will be posted as UHW positions. If such positions are new to the Collective Bargaining Agreement, the parties will negotiate over the wages of such positions.)

or

B. **Short-Term Re-Skilling Positions:**

e.g. Medical Assistant, Laboratory Assistant II and other classifications, as agreed, to be completed in a training course as outlined below.

The parties will select a regional Implementation Team consisting of up to five (5) members each to determine Primary Level jobs and to ensure consistent application and administration of this Agreement and the National KP HealthConnect Agreement.

(ii.) **Advanced Level Positions.**

All other positions not designated as Primary Level positions will be considered advanced.

d. **Primary Level Position Training.**

The parties agree that, depending on the position, up to five hundred (500) hours of training shall be provided to Employees displaced by the implementation of KP HealthConnect.

(i.) **On-The- Job Training.**

For those positions requiring only on-the-job training, the Employer will provide on-the-job-training/orientation in accordance with current department procedures. Also, the Employer will post these positions using current processes and procedures.

(ii.) **Short Term Re-Skilling.**

For those positions which may require up to five hundred (500) hours of training, the Employer will post those positions with the following language to ensure that Employees are given the opportunity to bid for and be awarded positions for which they qualify: "If the transfer applicant is in a laid off status, s/he can be considered to be qualified for the position by successfully completing the required hours of training." Training hours will vary by position.

(iii.) **Education Trust.**

The parties will actively support that the actual training conducted for Short Term Re-Skilling positions are funded by the Educational Trust. Representatives of the parties to this Agreement will meet as necessary to give direction to the Educational Trust, as appropriate.

(iv.) **Support for Training.**

It is the intent of the parties that all Employees wishing to remain with the organization will be successful in that endeavor.

- A. As a support to Employees and as a means of measuring their success, Employees will be evaluated periodically during the training period (i.e. after 30 days, 60 days, and 90 days).
- B. The Employer will engage SWEC to provide career counseling as an additional support for Employees.
- C. If an Employee is at any point unsuccessful in the training and/or orientation for a Primary level position, the parties will meet and confer in order to develop a contingency plan for that Employee that may include exploring other options, additional training, etc. SWEC will be included in these discussions, if practicable.
- D. Employees who are unsuccessful in training and then decide to leave the organization or Employees who take a position and then decide to leave the organization will not be eligible for severance as provided in this Agreement.

e. **Advanced Level Position Training.**

(i.) **Enhanced Benefits.**

The Employer will provide the necessary training to successfully re-deploy workers displaced by KP HealthConnect.

In addition, the Employer will offer enhanced training opportunities, tuition reimbursement benefits, scheduling accommodations, and education leave benefits to assist Employees in career development. These enhanced opportunities apply to all displaced Employees and those in positions most likely to provide opportunities for placement of displaced Employees. Specifically, the Union and Management agree that:

A. **Tuition Reimbursement.**

Work Force Planning teams will assess, in a safe environment, the educational needs of displaced Employees and those in positions most likely to provide opportunities for placement of displaced Employees. This assessment will identify opportunities for Employees to utilize their existing Tuition Reimbursement benefit in order to gain skills and/or knowledge to allow them to qualify for another position. The Work Force Planning team will augment the tuition reimbursement benefit to assist the Employee in qualifying for an available position.

B. **Education Leave.**

Workforce Planning Teams will be empowered to utilize and be creative in utilizing all Education Leave policies and resources, in order to address the training needs of displaced Employees and those in positions most likely to provide opportunities for placement of displaced Employees. This includes, but is not limited to allowing Education Leave to be used in conjunction with existing Tuition Reimbursement.

C. **Scheduling Accommodations:**

An Employee who wishes to temporarily reduce (i.e. for a period of six (6) months or less) her/his schedule to attend classes for any position may do so if such reduction is approved by her/his manager and the reduction does not unduly interfere with the operations of the department. It is understood that Employees will submit requests for the temporary reduction in schedule well before the commencement of classes (at least 60 days) and before the Employee registers for the class. If more requests are received than can be granted by the Employer because of operational needs, such requests will be granted by date of request. If requests are submitted on the same day, requests will be granted by seniority. Also, it is understood that schedule reductions/modifications due to disability issues must take precedence over schedule reductions / modifications to attend classes.

f. **Comparable Positions.**

For purposes of this Agreement, it is intended that the Employer, in conformance with the wishes of the Employee who faces displacement or potential displacement, will assist such Employee in obtaining a position that offers the same or higher wage rate as s/he previously enjoyed in her/his former classification and at a minimum will guarantee that s/he will not suffer a reduction in pay or Employee status.

g. **Training.**

(i.) **Positions Modified as a Result of KP HealthConnect.**

An Employee who will need to use KP HealthConnect applications for her/his job will be given classification specific training. Training at the time of implementation will be uniform in content throughout the Region and will be sufficient for the Employee's satisfactory performance of her/his job. Additional training will be offered on an as needed basis.

(ii.) **Training in Primary Level Positions.**

The training of Employees in Primary Level positions will be as consistent as possible throughout the Region, given the differences in duties and needs of a given unit or particular worksite for a specific classification. Additional training will be offered on an as needed basis.

(iii.) **Additional Training.**

If, after having been trained for positions modified by KP HealthConnect or for Primary Level positions, Employees are unable to perform their job satisfactorily and the Employer has offered additional training, the Employer will meet with the Union to discuss more training, other job opportunities, etc.

III. **Unanticipated Effects.**

At the request of either party, representatives of the Employer selected by the Employer and representatives of the Union selected by the Union will meet on a facility basis to work out issues or effects that were not anticipated by this Agreement.

IV. **Jobs Created by KP HealthConnect.**

The parties agree to abide by the following language agreed to in the National KP HealthConnect Agreement:

a. **Alignment:**

(i.) **Traditional Positions.**

The parties agree that where the basic skills, experience, knowledge, and abilities required for the new positions are found in bargaining unit positions, the new position will be included in the bargaining unit.

(ii.) **Non-Traditional Positions.**

If significant elements of the new position are ones that are not traditionally included in bargaining unit positions, some non-traditional flexibility in selection criteria and employment conditions may be required.

b. **Selection:**

(i.) **Traditional Positions.**

Selection for traditional jobs will be in accordance with the Collective Bargaining Agreement.

(ii.) **Non-Traditional Positions.**

Selection for non-traditional positions will be done jointly by Labor and Management. Competency will be determined by assessing the candidates against the expected job requirements and competencies. Seniority will be the determining factor from among those candidates deemed to be fully competent.

c. **Flexibility for Non-Traditional Positions:**

The parties recognize the critical nature of such positions to respond efficiently and effectively to certain organizational and systems needs. These positions may require greater independent judgment, less direct supervision and more flexible scheduling. Flexibility of work distribution, location of assignments, client support, jurisdictional lines, and scheduling of work are essential for these positions to be successful.

d. **Temporary Assignments:**

The parties understand that some positions created by KP HealthConnect may be temporary assignments. Employees bidding on these positions will understand that they will not be covered by the Employment and Income Security Agreement. At the end of the assignment, they may only use their accrued seniority to bid on open positions, for which they are qualified; otherwise employment will end with the completion of the assignment. Offers covering the conditions of such temporary assignments will be made in writing to the selected candidates.

e. **Agreements:**

Joint agreements regarding the rates of pay and conditions for positions placed in the bargaining unit will be documented in side letters of agreement to the existing Collective Bargaining Agreement.

f. **Process for Reviewing KP HealthConnect Related Positions:**

(i.) The Employer will notify Union leaders of new positions created by KP HealthConnect within sixty (60) days prior to posting. The Employer and the Union will schedule a joint meeting to review the new position within fifteen (15) days of notification. Those positions already established and populated will be jointly evaluated as soon as practicable. The process for transitioning such positions into the bargaining unit will be subject to bargaining.

(ii.) The Employer will provide the KP HealthConnect need for the role. Labor and management present their interests and recommendations for representation status.

(iii.) If the job is determined to be represented, then the parties will follow the current job evaluation process.

- (iv.) If the job is determined to be non-represented, then the Employer will follow the current job evaluation process.
- (v.) If there is disagreement about bargaining unit status, then the matter will be referred to the Expedited Issue Resolution Process as outlined in the National KP HealthConnect Agreement.

V. **Vacancies during Transition to KP HealthConnect.**

Until the implementation of KP Health Connect is complete region-wide, Employees may apply for vacancies for which training in KP HealthConnect is required. If such Employees would be considered qualified except for the KP HealthConnect training, then they will be considered to be qualified for the position.

VI. **Changes in Duties of Certain Classifications.**

The Employer and the Union will agree to assess whether jobs have changed enough to warrant an increase in pay. Such assessments will occur during contract bargaining in 2005. Disputes will be ultimately resolved by the grievance procedure.

VII. **Early Retirement.**

Employees in those classifications whose numbers are reduced as a direct result of the implementation of KP HealthConnect will be given twelve (12) months notice prior to the projected implementation in the specific department and facility. In facilities where implementation will already have occurred sooner than twelve (12) months, such notice will be given as soon as practical. Employees so affected will be offered career-counseling, retirement/benefit counseling, retraining opportunities, and severance in the thirty-day period following notice. Such Employee, within the ninety-day period following (120 days total), will make her/his decision to remain with Kaiser Permanente and take advantage of retraining opportunities or sever her/his employment. The severance offered to Employees will be granted according to the 1994 Severance Agreement, the basics of which are:

a. **Employees Eligible for Early Retirement (Waiver).** A summary of the benefits follows:

- (i.) One (1) week's pay per year of regular service based on the number of PAR'd hours in a payroll week at the time of separation exclusive of additional hours or overtime. Payment will be every two weeks.
- (ii.) One (1) month's minimum and six (6) months' maximum of severance.

- (iii.) Health and Dental for Employees and dependents until the Employee is eligible for Medi-Care. At the time the Employee becomes eligible for Medi-Care s/he will be covered as provided in the provisions of the Collective Bargaining Agreement.

b. **Employees Not Eligible for Retirement (Waiver).**

A summary of the benefits follows:

- (i.) One (1) week's pay per year of regular service based on the number of PAR'd hours in a payroll week at the time of separation exclusive of additional hours or overtime. Payment will be every two weeks.
- (ii.) One (1) month's minimum and six (6) months' maximum of severance.
- (iii.) Health and Dental for Employees and dependents until the Employee is covered by health insurance with another Employer, up to a maximum of twelve (12) months.

c. **Hiatus in Employment.**

Different from the 1994 Agreement, Employees taking advantage of the severance package will not be eligible for rehire for a period of one (1) year after severing.

d. **Non-Duplication of Benefits.**

Selection of severance or early retirement under this provision shall be the exclusive choice for severance and/or early retirement, and the National KP HealthConnect Agreement provisions regarding severance, medical benefits, etc. shall have no application for Employees covered by this Agreement. Those Employees, who select severance and/or early retirement based upon this provision, shall execute a standard release of liability and all claims. As an exception to the 1994 Severance Agreement, such release shall include a release from potential contract claims including, but not limited to, the layoff and recall provisions of the collective bargaining agreement and the Employment and Income Security Agreement provisions of the National Agreement.

VIII. **Employees Replacing Employees Who Are Being Trained on the KP HealthConnect System.**

- a. The Employer wishes to avoid any hardship for Employees who return to regular duties after training on KP HealthConnect or who remain in a department while co-workers are being trained on KP HealthConnect.

Therefore, the Employer shall replace Employees who are being trained, based on the staffing needs of the department.

- b. The Employer may utilize various methods of replacing Employees while certain Employees are being trained for KP HealthConnect depending on:
 - (i.) the length of such training,
 - (ii.) the method of training (i.e. classroom training vs. on-the-job training),
 - (iii.) the expertise required for training, and/or
 - (iv.) the regularity or frequency of training.
- c. If the Employer wishes to deviate from the provisions of this Agreement or the Collective Bargaining Agreement in order to provide replacements for training Employees, the Employer will discuss the matter with the appropriate Union representative(s). If the Employer wishes to deviate from the provisions of this Agreement or the Collective Bargaining Agreement, such action will only be by mutual agreement between the Employer and the Union.
- d. Among those methods of replacing Employees that the Employer may consider would be the use of current Employees by classification, specifically for inter-facility relief (a defined geography or region-wide) or intra-facility and department relief.
- e. It is intended that Employees in a department would be offered this work before using any of the methods described above, only if this "replacement work" did not conflict with the schedule/work of the Employees in the department desiring such work. Agency or registry personnel would be used only as a last resort and in conformance with the Collective Bargaining Agreement.
- f. **Inter-Facility Float Pool for a Designated Area.**
The Employer may create a temporary pool of full-time or part-time benefited positions of Cashier-Receptionists who will serve as replacements (backfill) for Employees who are being trained. Such positions will be posted in accordance with the Collective Bargaining Agreement.
 - (i.) Employees will work in these positions for a period not to exceed eighteen (18) months.
 - (ii.) Employees will be assigned to work in a designated area that includes a designated number of facilities. This information will be included in the posting.

- (iii.) Positions will be posted as a complete set of hours, setting forth the obligations of this Agreement. Current Employees may bid for these positions provided such work does not conflict with their schedule, if it is their wish to maintain their current schedule. Such Employees will retain all rights in their current department and will continue to work their current schedule in their department.
- (iv.)
 - A. New hires into these positions will accrue seniority for bidding purposes as Employees of a separate facility.
 - B. Current Employees who bid on and are awarded these positions, and who leave their current positions to take these positions, will continue to accrue seniority as if still working in their former department. Upon conclusion of the assignment, current Regular Employees will retain bidding rights as Regular Employees back to their former department, and may only exercise these rights at that time if any positions are available. After that time, their bidding rights back to their former department as described in the preceding sentence, will cease. Short-hour or Casual Employees may return to their former status in the department, and the specific hours and shifts will be determined based on operational needs.
 - C. At the end of the assignment in these temporary benefited positions, new hire (A) and current (B) Employees will become Regular full-time or part-time Employees in KARES, will be placed into positions which are geographically suitable, and will no longer be considered temporary benefited Employees. They will then be considered as Employees of a separate facility (KARES) for the purposes of the Collective Bargaining Agreement. If they were part-time or full-time in the Temporary Benefited position, they will transition to KARES in the same status. New hires who do not choose to continue in KARES will be separated from their employment and will not be subject to the Employment and Income Security Agreement.
- (v.) The Employer will designate a certain facility within the geographic area as the "home" facility. This home facility will be used to calculate mileage reimbursements for the Employee while in this position, in accordance with the current Kaiser Permanente reimbursement policies, (See Policy 20-4 dated 6/1/02 regarding Expense Reports.)

- (vi.) Both current and new hire Employees who bid on and are awarded these Temporary Benefited positions will commit to remaining in the position for the duration of the assignment. Thereafter, they may exercise their rights to bid for other positions as provided in the Collective Bargaining Agreement.
- (vii.) With agreement of the Union, the Employer may use this float pool model for another classification.
- (viii.) The Employer will pay for travel time pursuant to current KP policy. (See Policy 4.02 dated 12/03 regarding Travel Time.)
- (ix.) The configuration of these positions will be primarily full-time positions.
- (x.) The Employer will pay a \$1.00 per hour differential for all hours worked in these temporary benefited positions. The \$1.00 per hour differential will cease when the Employee transfers to KARES.
- (xi.) It is not intended that positions in KARES will be utilized in lieu of positions regularly assigned in a given unit or facility.
- (xii.) Nothing herein is intended to change the current agreements or practices regarding the utilization of Employees in KARES.

IX. **Biller Training Pool.**

The Employer may create a pool of regular full-time Biller positions that will serve as replacements (backfill) for Employees who are being trained in billing. At any time, these Employees may be assigned in any of the Employer's business locations in Northern California. Such positions will be posted in compliance with the collective bargaining agreement and will include all the obligations of this position.

- a. The Employer will pay all mileage pursuant to current KP Policy (See Policy referenced above).
- b. As applicable, the Employer will pay lodging and travel time pursuant to current KP Policy (See policy referenced above).
- c. Current Employees granted one of these positions will continue to maintain their seniority in their former department.
- d. New hires will accrue seniority as provided in the collective bargaining agreement and will have Employment and Income Security. When new hires working in the Biller Training Pool bid for a position outside the

Training Pool, they will be considered as a separate and distinct facility for bidding purposes.

- e. Employees working in these positions will be paid a differential of \$2.50 per hour for all hours worked while on a float assignment in this Pool.
- f. These positions will require a great deal of flexibility of the Employees awarded them. These Employees may be called upon to work anywhere in the Region, and from time to time, they will work in their original department, based on operational need.
- g. These positions may continue for a period in excess of eighteen (18) months. Any Employee awarded one of these positions will return to her/his former position upon conclusion of this work.
- h. Initially, the Employer will determine how many positions are needed for the Biller Training Pool. The number of Biller Training Pool positions allocated to SEIU-UHW and OPEIU Local 29 will be pro-rated based on the current total number of Employees in Biller positions held by SEIU-UHW and OPEIU Local 29. The Employer will continue to maintain this pro-ratio for the duration of this program. Such Employees will be able to work in any location in the Region, regardless of union affiliation. This specific provision #h. is non-precedent setting and this Agreement with SEIU-UHW for a proportional allocation of positions is contingent upon OPEIU Local 29's agreement with this provision.
- i. Employees who, in the last six (6) months of the date of their application for a position in the Biller Training Pool, have active corrective action or written letters of warning on file are not eligible for participation in the Biller Training Pool.

X. **Lotus Notes.**

Depending on factors such as server capacity, licenses, etc., each facility will examine its ability to provide an e-mail address and Lotus Notes to all Employees.

XI. **Alternate Arrangements.**

Because every possibility that might arise could not be anticipated by this Agreement or by the guarantees of the Employment and Income Security provisions of the National Agreement, the Union and the Employer may mutually agree to alternate arrangements, with the understanding that such arrangements will be consistent throughout the region as much as is operationally feasible.

XII. **National Agreement.**

It is agreed that this Agreement serves as a complement to the National KP HealthConnect Agreement. If any provision of the National KP HealthConnect Agreement or agreement with OPEIU Local 29 provides a better benefit, such better benefit will be extended to Employees represented by UHW.

This Agreement relates solely to the initial implementation of KP HealthConnect in Northern California. This Agreement shall not constitute precedence for either party, nor shall either party use this Agreement in any pending or future case, unless the application of this Agreement is at issue.

NCAL APPENDIX J

LICENSED VOCATIONAL NURSE I.V. CERTIFICATION

August 5, 2002, Kaiser Permanente and SEIU UHW reached an agreement regarding Licensed Vocational Nurses and Sr. Vocational Nurses Job Classification on the following:

A. Designate I.V. Departments.

1. Kaiser Permanente will initiate the list of departments to be designated as I.V. therapy departments by facility in the inpatient and outpatient settings, and make such list available to the Union as soon as it is completed. Wage differentials as described below will be implemented based on this initial Employer list.
2. SEIU UHW will also send KP a list of identified I.V. departments. The Employer will review and discuss this list with the Union for additional consideration of implementation of the Wage differential.
3. The parties further agree to evaluate the lists and modify the lists by mutual agreement.
4. Any disputes with respect to whether an area should qualify for I.V. Therapy designation is subject to the grievance and arbitration provisions of the collective bargaining agreement.

B. I.V. Certification.

1. KP will not require current LVNs to obtain I.V. certification even if the Employee's home unit is a designated I.V. department.
2. Employees who transfer to an I.V. designated department/position must have I.V. certification within 6 months after a position is awarded in the I.V. designated departments.
3. Newly hired Employees must have I.V. Certification if required by Job Postings for positions in designated departments.
4. LVNs and Sr. LVNs currently employed by KP will be offered a KP sponsored I.V. certification training program. KP and SEIU UHW will jointly work together to develop a curriculum through the SEIU UHW Shirley Ware Education Foundation Center.

C. **Compensation.**

1. In a designated I.V. unit, an LVN who is I.V. certified and competent to carry out duties which require I.V. related tasks will receive an hourly differential equal to 5% of his/her current rate of pay.
2. In a designated I.V. unit, a Sr. LVN who is I.V. certified and competent to carry out duties which require I.V. related tasks will receive an hourly differential equal to 3% of his/her current rate of pay.
3. In a designated I.V. unit, a regular LVN or a Sr. LVN who chooses not to obtain I.V. certification, and/or is unwilling to carry out I.V. related duties, or is unable to perform and unwilling to receive training will not receive the differential.
4. New I.V. certification differential rates will commence on September 22, 2002. The payment will reflect on the paycheck of October 11, 2002. No retroactive adjustments will be made prior to September 22, 2002.
5. The I.V. Therapy differential will be included in paid time off compensation and shall become part of the base rate as are "shift differentials".

6. **Preceptorship.**

It is agreed that any LVN or Sr. LVN will be paid a differential of \$1.20 per hour for actual time spent precepting an LVN or a Sr. LVN who is new to the department. (Further discussions will take place regarding precepting of other job classifications i.e. Medical Assistants, Nursing Assistants/Care Partners, Unit Assistants and Receptionists.) Furthermore, it is agreed that preceptorship and orientation is distinctly separate. No differential will be paid for orientation. The parties agree to meet to mutually define the precepting process. The wage differential for Precepting will not be paid until such time that the process is defined and agreed to, and will not be retroactive. The Parties agree to review and resolve this matter within 90 days of the signing of the agreement.

7. **Floating.**

- A. Currently employed LVNs and Sr. LVNs not I.V. certified but whose home unit is an I.V. designated department, may float to other I.V. designated units according to seniority.
 - B. LVNs and Sr. LVNs who are I.V. certified and competent whose home unit is not an I.V. designated department, may float to an I.V. designated unit and will be paid at a relief in higher classification differential.
8. An I.V. certified LVN or Sr. LVN who decides to transfer to a non-I.V. designated department will not continue to receive the I.V. certification differential.

NCAL APPENDIX K
MANDATORY OVERTIME

Applicable to all classifications.

It is the intent to discontinue the practice of scheduling/requiring mandatory overtime. Effective August 15, 2003, mandatory overtime will not be used except in a government declared state of emergency. Even in a state of emergency, the facility/facilities will take all reasonable steps to utilize volunteers and to obtain coverage from other sources prior to mandating overtime. The pre-implementation time will be used to assess practices and develop new scheduling processes to make the discontinuance of mandatory overtime possible.

Specifically, the parties will jointly review where the practice of mandatory overtime exists and work with department staff to develop procedures, processes and solutions to avoid this need in the future. At the end of the pre-implementation period, it is expected that joint processes/procedures will be in place to assure successful implementation of the elimination of mandatory overtime after August 15.

NCAL APPENDIX L
MECHANIZATION

A. **Mechanization Defined.**

The term “mechanization” is defined as replacement of essential elements of an Employee's particular job by a machine or other technological improvement, including but not limited to introduction of automated processes and work-saving devices.

B. **Steps Taken by the Employer for Mechanization.**

When an Employee's particular job is eliminated because of mechanization, the Employer shall take the following steps.

1. **Notice to Five Year Employees.**

An Employee who has at least five (5) years of continuous service as a Regular Employee shall be given three (3) months prior notice that his/her job is being eliminated. The Employee, if he/she has less than five (5) years but more than one (1) year of continuous service as a Regular Employee shall be given four (4) weeks prior notice that his/her job is being eliminated. The Employee, if he/she has less than one (1) year of continuous service as a Regular Employee, shall be given two (2) weeks prior notice that his/her job is being eliminated. The applicable period of notice shall be termed the “notification period.”

2. **Offer of Job with Training to a Five (5) Year Employee.**

The Employee with at least five (5) years of continuous service as a Regular Employee shall be offered another job during the notification period, if an available job opening exists for which he/she can reasonably be expected to qualify within a training and trial period not to exceed sixty (60) days, either at the same facility or at another facility within reasonable proximity.

3. **Reasonable Efforts on behalf of Employees with Fewer than Five (5) Years of Service.**

The Employer is not obligated to offer another job to an Employee with less than five (5) years of continuous service as a Regular Employee. The Employer will make reasonable effort to accomplish the force reduction through attrition and transfer regardless of length of service.

4. **Effective Date of Pay for an Employee who Accepts a New Job as a Result of Mechanization.**

If an available job opening exists during the notification period and it is offered to and accepted by the Employee, the rate of pay for the job, if lower, shall not become effective before at least the end of the notification period.

5. **Minimum Severance for Mechanization.**

If by the end of the notification period the Employee has not accepted another job or the Employee has not been offered another job, he/she shall receive minimum severance pay on the following basis for full years of continuous service as a Regular Employee:

Note: The TAP severance program or other better severance benefits available shall supersede this minimal benefit.

Years of Service	Days of Pay
1-2	2
2-3	4
3-5	10
5-7	15
7-10	20
10-Over	30

C. **Applicability of this Side Letter.**

These provisions are fully subject to better benefits and conditions provided through National LMP Agreements, Health Connect Agreements, Employment and Income Security Agreements, and other provisions contained in this Agreement which provide for better conditions and benefits related to reduction in force, income extension, training and placement.

NCAL APPENDIX M

NO SHIFT CANCELLATION

October 18, 2002

Providing Kaiser Permanente Employees with the maximum possible employment and income security is one of the six stated goals that serve as the foundation to the Partnership between Kaiser Permanente and those AFL-CIO Unions representing Employees in KP facilities. The parties agree that a no shift-cancellation policy helps to meet that goal and provides Kaiser Permanente with a valuable tool to assist in its recruitment and retention efforts now and in the future.

The terms and conditions set forth in this document have been discussed and agreed to by representatives of SEIU UHW and Kaiser Foundation Hospitals. This agreement supersedes the agreement signed by the parties on May 23, 2002.

Project Identification and Considerations.

- A. The no shift-cancellation program shall include all SEIU UHW Kaiser Foundation Hospitals Employees working in Northern California, including SEIU UHW members in the Home Health and Hospice departments.
- B. In addition to covering regularly assigned shifts, the no shift-cancellation program extends to Employees who have made themselves available and been confirmed for overtime and additional hours opportunities. This applies to full-time, part-time, limited-part-time, casual and temporary Employees. In each service area the parties to this agreement will designate an appropriate number of individuals, representing each facility to work on the project team chartered with the design and implementation responsibility.
- C. In each service area the parties to this agreement will designate an appropriate number of individuals, representing each facility to work on the project team chartered with the design and implementation responsibility.
- D. The project team shall have full authority to make all non-economic decisions regarding the elements of the program so long as the elements designed do not change or alter the terms of the existing collective bargaining agreement.
- E. When looking at alternative assignments, in lieu of cancellation, the project team shall cover activities such as those that build Employee knowledge and competency, that provide cross training of staff, and, that assist the organization in its efforts to become and maintain a survey ready environment.

- F. Educational modules used for alternative assignments will be designed to permit Employees to receive credit for continuing education when applicable to their discipline. Kaiser Permanente will take all steps necessary to assure that such programs are recognized by the relevant licensing or certification boards.
- G. Each service area committee throughout the program will meet on a monthly basis, or more often if necessary, to discuss successes and other issues as the parties feel appropriate.
- H. It is agreed that the no shift-cancellation pilot program that took effect May 20, 2002 and implemented no later than July 1, 2002 is hereby extended and shall remain in effect through December 31, 2010. The program may be extended by mutual agreement.

NCAL APPENDIX N

POSITION SPECIFICATIONS FOR ALL GEOGRAPHIC AREAS INCLUDING FRESNO

In the 2000 SEIU Local 250 Agreement in Appendix B there were classifications listed in groups under headings of Maintenance and Service, Licensed Nursing, Nursing, Clerical, and Technical (licensed and unlicensed). In Appendix C there were classifications listed that included a synopsis of their position requirements and job duties. These lists were not exhaustive. Over the years classifications have been added and the job duties have changed for some of the classifications or, through bargaining, entirely different job descriptions have been substituted, e.g. Coder, Radiologic Technologist and Sonographer career ladders. The following is a list of classifications in the 2000 Agreement that were included in Appendix C of that Agreement. The 2000 Local 250 Agreement should be used as a reference for job descriptions that have not changed and for groupings of the listed classifications.

Allergy Technician	Histologic Tech Trainee
Allergy Technician Trainee	Histologic Technician I
Asst Supv Central Allergy Laboratory	Histologic Technician II
Cardiovascular Technician	Laboratory Assistant I
Central Supply Technician	Laboratory Assistant II
Cert. Occupational Therapist Assistant I	Laboratory Assistant III
Cert. Occupational Therapist Assistant II	Linen Room Supervisor
Cert. Ophthalmic Technician II	Medical Record Coder I
Cert. Sterile Processing Technician II	Medical Record Coder II
Cert. Surgical Assistant	Medical Secretary
Chief Cytotechnologist	Medical Secretary Trainee
Chief Storekeeper	Molecular (DNA) Technologist I
Clerical Classifications Grades 1-7	Molecular (DNA) Technologist II
Cytogenetic Technologist I	Molecular (DNA) Technologist
Cytogenetic Technologist II	III Monitor Technician
Cytogenetic Technologist III	MRI Technologist I
Cytogenetic Trainee	MRI Technologist II MRI
Cytotechnologist I	Technologist Trainee Nuclear
Cytotechnologist II	Medicine Technologist I Nuclear
Cytotechnologist III	Medicine Technologist II
Diagnostic Ultrasonographer I	Nutrition Aide/Nutrition Clerk
Diagnostic Ultrasonographer II	Obstetrical Technician
Diagnostic Ultrasonographer III	Ophthalmic Photographer
Diagnostic Ultrasonographer Trainee	Ophthalmic Technician
EEG Technologist I	Ophthalmic Technician Trainee
EEG Technologist II	Outpatient Pharmacy Technician
Emergency Department Technician II	Physical Therapy Assistant I
Head Housekeeping Aide	Physical Therapy Assistant II

Psychiatric Technician
Radiologic Technologist I
Radiologic Technologist II
Radiologic Technologist III
Reg. Respiratory Care Practitioner I
Reg. Respiratory Care Practitioner II
Respiratory Care Permittee
Respiratory Care Practitioner I
Respiratory Care Practitioner II
Sr. Allergy Technician
Sr. Anesthesia Supply Aide
Sr. Anesthesia Technical Assistant
Sr. Cardiovascular Technician
Sr. Cert. Sterile Processing Technician
Sr. Communication Operator
Sr. Cytogenetic Technologist
Sr. EKG Technician
Sr. Laboratory Assistant
Sr. Licensed Vocational Nurse
Sr. Medical Assistant
Sr. Medical Secretary
Sr. Nutrition Clerk

Sr. Obstetrical Technician
Sr. Orthopedic Technician
Sr. Pathology Technical Assistant
Sr. Physical Therapy Aide
Sr. Psychiatric Technician
Sr. Respiratory Supply Aide
Sr. Surgical Technician
Sterile Processing Technician I
Storekeeper I
Storekeeper II
Supv. Cyto/Histo Technologist
Supv. Diagnostic Ultrasonographer
Supv. Histologic Technician
Supv. MRI Technologist
Supv. Nuclear Medicine Technologist
Supv. Radiologic Technologist
Supv. Respiratory Care Practitioner
Surgical Assistant
Surgical Assistant Trainee
Unit Assistant
Vision Services Assistant I
Vision Services Assistant II

NCAL APPENDIX O

POST-RETIREMENT MEDICAL BENEFITS FOR EMPLOYEES WHO RETIRED BEFORE JANUARY 1, 2003

The Employer agrees to provide to those Employees covered by the Kaiser Foundation Health Plan, Kaiser Foundation hospital-surgical-medical benefits described as Senior Advantage or the alternate medical plan coverage integrated with Medicare, for Employees retired under the normal, disability and postponed provisions of the pension plan and who are eligible for and participating in Parts A and B of Medicare. Employees retiring under the early or disability provisions of the pension plan shall become eligible for the Kaiser Foundation Health Plan Senior Advantage coverage (or the dual choice option if accepted by the Administrator) upon becoming eligible for and participating in Parts A and B of Medicare. For early and disability retirees who retire after November 1, 1992, the requirement that Employees must maintain Kaiser coverage during the period from early retirement to age sixty-five (65) in order to qualify for coverage at age sixty-five is eliminated. Covered spouses/domestic partners of such Employees must also enroll in Parts A and B of Medicare when eligible. Medicare-eligible Employees who retired prior to August 1, 1996, along with their Medicare-eligible dependents, will be allowed to retain their existing coverage presently described as "MS" or may choose to enroll in the Senior Advantage Plan provided they meet eligibility requirements. Employees who retire on or after August 1, 1996, and their dependents will be required to enroll in the Senior Advantage Plan upon becoming Medicare-eligible. The medical benefits that retirees receive from the Senior Advantage program will continue to be the same as those described as the "SS" coverage in Article XXII, Section 1. Retirees covered by Senior Advantage must receive all medical care at Kaiser Permanente facilities in order to receive benefits. If individuals covered under this plan move outside the Kaiser Permanente service area, and do not elect the alternate medical plan, Kaiser Permanente will offer its Out of Area Group plan. However, effective January 1, 1997, such Medicare-eligible retirees and their dependents will be required to pay that amount of the Out of Area retiree group rate which is in excess of the Health Plan retiree group rate in effect on January 1 of each year. Dependents of Employees who retire on or after August 1, 1996 who are not yet Medicare-eligible must enroll in Kaiser Permanente's Senior Advantage Plan as soon as they become eligible in order to maintain health plan coverage. The \$5.00 drug co-pay shall apply to eligible Employees who retire on or after January 1, 1998.

For Employees hired after October 25, 1986, fifteen (15) years of service under the Retirement Plan shall be required for eligibility for the post-retirement health care coverage described above, and such coverage shall not include optical benefits.

Costs for post-retirement medical coverage shall be shared as follows for Employees who terminate on or after January 1, 1998, and who meet the eligibility requirements for retiree medical coverage. Such costs will be based on the January 1 retiree Senior Advantage group rate for each year.

Retiree Service	Years of Monthly Payments	Employer Monthly Payments
15	50%	50%
16	55%	45%
17	60%	40%
18	65%	35%
19	70%	30%
20	75%	25%
21	80%	20%
22	85%	15%
23	90%	10%
24	95%	5%
25	100%	0%

NCAL APPENDIX P

RADIOLOGIC TECHNOLOGIST CAREER LADDER

September 1, 2005

Advances & Attrition in Technology.

Medical Imaging is a dynamic, technology driven field. As advancements occur, the parties will meet to discuss whether these result in the creation of a new Specialty and/or changes in job requirements. As attrition occurs, the parties will meet to discuss the elimination of Specialties and/or job requirements.

Radiologic Technologists without Fluoroscopy licenses currently working for Kaiser Permanente.

Radiologic Technologists working on or before August 05 at Kaiser Permanente WITHOUT California certification in Fluoroscopy will be provided with educational opportunities in order to pass the California permit test in a 9 month period. Those who are unable to meet this requirement are eligible to work as an RT I if either the union or management can identify and both parties agree on any Radiologic Technologist positions within the Region where Fluoroscopy is not necessary for the regular operational requirements of that position. Employees will maintain their pay rate until such time as the RT I rate is above that rate. An employee must be awarded the position through bargaining unit seniority in order to continue their employment at Kaiser Permanente Northern California.

Modality Competency Committees.

Each Modality (General Radiology. Computer Tomography. Mammography. Interventional) will create a Joint Regional Committee of Labor, Management and Radiologists for the following functions:

- Establish Criteria for basic competency for hours in that modality.
- Establish Criteria for advanced competency for hours in that modality
- Establish Training Criteria for that modality
- Review and recommend Radiologic Technologist continuing education needs
- Update competency criteria as Technology in that modality changes
- Support the proctoring of students through KPSAHS and other educational institutions

Radiologic Technologists without Venipuncture Certification.

A. Working in a Modality where it is performed.

Radiologic Technologists working on or before August 05 at Kaiser Permanente WITHOUT California Venipuncture Certification in a Modality where it is performed will be provided with educational opportunities in order to pass the California permit test in a 9 month period. Those who are unable to meet this requirement shall be given work assignments for which they are qualified and placed at the corresponding Skill Level of the Radiologic Technologist classification.

B. Working in a Modality where Venipuncture is NOT performed.

Radiologic Technologists working on or before August 05 at Kaiser Permanente WITHOUT California Venipuncture Certification in a Modality where it is NOT performed as part of their work assignment will not be required to obtain it. For promotions, transfers or training in a Specialty that requires Venipuncture, the Technologist must obtain CA Venipuncture certification on or before the date of application. The employer will provide the Technologist with educational opportunities in order to pass the California permit test at the Technologist's request.

Implementation.

Upon ratification of this agreement, current employees shall be placed at the appropriate Skill Level and their current Tenure Step where they will not receive a reduction in pay rate as a result of the implementation of this new structure.

Level 1.

Radiologic Technologist I: This is an entry level position. The employee must obtain a fluoroscopy permit and venipuncture certification within six months of employment, or will be terminated.

Level 2.

Radiologic Technologist II: This level requires both fluoroscopy permit and venipuncture certification. Competency must be demonstrated and maintained.

Level 3.

Radiologic Technologist III: This level requires five years of experience as a Radiologic Technologist, a CA fluoroscopy permit, California venipuncture certification and ARRT (R) certification. Competency must be demonstrated and maintained.

Level 4.

Radiologic Technologist IV: This level requires a CA fluoroscopy permit, CA venipuncture certification and two years of experience in a Specialty (IR, CT, and Mammography) or one year of experience in a Specialty and an ARRT in that Specialty. The Specialty must be performed by the Technologist and be within the scope of service of the department. Competency in the Specialty must be demonstrated and

maintained. ARRT certification in Quality Management will be considered a Specialty for advancement to this level.

Level 5.

Radiologic Technologist V: This level requires a CA fluoroscopy permit, CA venipuncture certification and two years of experience in each of two specialties (IR, CT, Mammography) OR one year of experience in each Specialty and an ARRT in each Specialty OR one year of experience in one Specialty with an ARRT in that Specialty and two years of experience in a second Specialty. The Specialty must be performed by the Technologist and be within the scope of service of the department. Competency in Specialties must be demonstrated and maintained. ARRT certification in Quality Management will be considered a Specialty for advancement to this level.

Level 6.

Lead Radiologic Technologist: This level requires a CA fluoroscopy permit, CA venipuncture certification five years of experience and an ARRT (R). Specialty Leads must have Specialty ARRT and meet all Specialty requirements. Existing Lead Radiologic Technologists who do not have ARRT certification will be “grandfathered” to this level in General Diagnostic Radiology and Specialties.

Advancement Into Specialties.

Management will make reasonable efforts to train all qualified Technologists according to operational needs in each Specialty. Operational needs may include backfill for vacation, sick calls and union activities. All references to Special Procedures Differential and the Garbarino arbitration decision shall be deleted from the agreement. Employees shall be placed at the appropriate Skill Level and current Tenure Step.

NCAL APPENDIX Q

RADIOLOGIC TECHNOLOGIST SPECIAL COMPENSATION

March 2007

This Letter of Agreement ("Agreement") is entered into by and between The Permanente Medical Group, Inc. ("TPMG" or "the Employer") and United Healthcare Workers – West ("UHW" or "the Union") to resolve ongoing disputes concerning the interpretation and application of the contract provision entitled "Radiologic Technologist Special Compensation", designated as Paragraph 173 of the 2000 – 2005 Collective Bargaining Agreement ("CBA").

The Union and the Employer agree that, as of the effective date of this Agreement:

1. Only a regular Radiologic Technologist who both was hired by the Employer prior to October 25, 1986 and was employed by the Employer as a regular Radiologic Technologist prior November 4, 1990, shall be entitled to receive the payment described in Paragraph 173 (*paragraph 786 of the current Agreement*). A part-time regular Radiologic Technologist who both was hired by the Employer prior to October 25, 1986 and was employed by the Employer as a Radiologic Technologist prior to November 4, 1990 shall have her or his lump sum payment prorated pursuant to Paragraph 173.
2. Notwithstanding the provisions of Paragraph 1, above, any employee of the Employer who is a regular Radiologic Technologist on the effective date of this Agreement and who was hired by the Employer prior to October 25, 1986, shall continue to receive payment pursuant to Paragraph 173 until such time as she or he is no longer employed by the Employer as a regular Radiographic Technologist, or Paragraph 173 is amended or deleted by mutual agreement of the Union and the Employer. He or she shall be entitled to receive such payment regardless of whether she or he was employed by the Employer as a regular Radiologic Technologist prior to November 4, 1990. This exception does not apply to any employee who is not employed by the Employer as a regular Radiologic Technologist on the effective date of this Agreement, regardless of her or his employment history or whether he or she becomes a regular Radiologic Technologist after such effective date.
3. In full and complete settlement of any claims arising from or relating the Employer's decisions in 2005 and 2006 to withhold payment as described in Paragraph 173 from regular Radiographic Technologists who were hired by the Employer prior to October 25, 1986, but who did not become regular Radiographic Technologists until on or after November 4, 1990, the Employer agrees to pay such employees the amount they would have received at the time. The employees who shall receive such payment are identified in Exhibit A, which is attached hereto. The payment will be made as a lump sum, less applicable taxes and withholding, within 30 calendar days after the effective date of this

Agreement. No other employee shall be entitled to claim or receive payment pursuant to this provision.

4. Nothing in this Agreement shall be construed to extend or expand eligibility for compensation pursuant to Paragraph 173 to other Radiologic Technologists or other employees covered by the CBA.
5. Any disputes concerning the interpretation and application of this Agreement may be referred to the grievance procedure set forth in the CBA.
6. The Effective Date of this Agreement shall be the date that it is fully executed by both parties.

NCAL APPENDIX R

REGISTERED DIETITIANS BENEFITS BY DESIGN

A. **Benefits Provided.**

The Employer agrees to provide the benefits currently defined as “Benefits by Design”, a flexible benefits program that includes options in the following areas: Medical Plan, Dental Plan, Life Insurance, Disability Income, Spending Accounts.

B. **Eligibility.**

Benefits by Design is offered to all regularly scheduled Employees that work 20 or more hours per week. Coverage becomes effective the first (1st) day of the month after 90 days of employment and can cover the Employee, their spouse or domestic partner and unmarried dependent children up to 25 years of age. Employees may change options during the annual flex open enrollment period. If no changes are made, the same options will remain in effect for the rest of the year until they make a change. To continue participation in the spending accounts, Employees must make an annual election.

C. **Benefits by Design Credits.**

- i.) Eligible Employees shall receive a specific amount of Benefits by Design credits to purchase benefits. Employees regularly scheduled to work 32 or more hours per week will receive enough flex credits to purchase the following benefits:
 - a.) Kaiser Foundation Health Plan (KFHP) Mid Plan with Supplemental Medical for the Employee and eligible dependents.
 - b.) Basic Dental Plan for the Employee and eligible dependents.
 - c.) Long Term Disability coverage for the Employee at the 50% level.
 - d.) Life Insurance coverage for the Employee up to one times the Employee’s annual salary up to maximum of \$50,000.
- ii.) Employees regularly scheduled to work 25 to 31 hours per week will receive benefits funding at 80%. Employees regularly scheduled to work 20 to 24 hours per week will receive benefits funding at 60%.
- iii.) Employees may elect benefit options that exceed the Benefits by Design credit he/she may receive. The additional benefit coverage will be funded by pretax or after tax out-of pocket payroll deduction expenses. Employees may also elect benefit options that are less than the Benefits by Design credit received. The unused portion of the credit will be additional income on the Employee’s paycheck.

D. **90-Day Plan.**

- i.) The Employer agrees that a new Employee will be provided with the 90-day Plan beginning the 1st of the month following their hire date. The 90-day Plan provides:
 - a.) KFHP Mid Plan with Supplemental Medical for the Employee and eligible dependents.
 - b.) Life insurance coverage for the Employee, equal to one times the Employee's annual salary to a maximum of \$50,000.
- ii.) The Employer will provide full funding for the 90-Day Plan for Employees scheduled to work 32 or more hours per week. Employees scheduled to work less than 32 hours per week will pay a premium for the KFHP Mid Plan.

E. **Health Insurance.**

Employees may elect from four Medical Plan Options: KFHP-Low Plan, KFHP-Mid Plan, KFHP-High Plan, and Preferred Provider Option. Enrollment in the Mid or High plan results in automatic enrollment in Supplemental Medical Coverage. The plans cover many of the same services, however the costs and coverage levels vary. Employees may elect to waive medical coverage, after providing proof of other medical coverage.

F. **Supplemental Health Coverage.**

Supplemental Health Coverage reimburses the Employee for certain eligible health care services not covered, or that exceeds the limits under the Kaiser Foundation Health Plan. Employees and eligible dependents are covered up to a \$1,000,000 lifetime maximum. In most cases, the plan pays 80% of reasonable and customary expenses.

G. **Dental Plan.**

The Benefits by Design program offers a choice of two Delta Dental plans, Basic and Comprehensive Plans. The plans cover many of the same services. However, the costs and coverage levels vary. To receive full benefits, an Employee or dependent must visit a participating Delta dentist. The majority of California dentists participate in the Delta Dental plan. Employees may elect to waive dental coverage.

H. **Life Insurance.**

The Employer agrees to offer Life Insurance coverage as defined in the Benefits by Design program.

i.) **Employee Life Insurance.**

- a.) Employees may use their Benefits by Design credits to purchase Life Insurance at the following levels:

\$10,000-\$50,000 (in \$10,000 increments)
\$100,000-\$750,000 (in \$50,000 increments)

- b.) Employees may purchase up to \$100,000 of Employee life insurance when first eligible without providing Evidence of Insurability (EOI). Life insurance coverage may be increased to the next higher level in future open enrollment periods, without providing EOI. Employees may waive life insurance coverage. If coverage is waived when the Employee is first eligible, and he/she at a later time wishes to purchase coverage, an EOI will be required for any level over \$10,000 of Employee Life Insurance.

ii.) **Dependent Life Insurance.**

- a.) Employees have the option to also purchase dependent life insurance coverage at the levels listed below. Benefits by Design credits may not be used to purchase this insurance. If dependent life insurance coverage is elected, the contribution for this coverage will be deducted from the Employee's paycheck on an after-tax basis.

Spouse/Domestic Partner	Each Child
\$10,000	\$2,000
\$20,000	\$4,000
\$30,000	\$6,000
\$40,000	\$8,000
\$50,000	\$10,000

- b.) To purchase dependent life insurance, the Employee must have Employee life insurance of at least twice the amount of spouse or domestic partner coverage elected.
- c.) If an Employee waives dependent life insurance coverage when first eligible and elects it in future enrollments, the Employee will be required to provide EOI for his/her spouse or domestic partner. If an Employee wishes to increase his/her level of dependent life insurance in future years, EOI will also be required.

I. **Accidental Death and Dismemberment (AD&D) Insurance.**

Employees may use their Benefits by design credit to purchase Accidental Death and Dismemberment (AD&D) insurance at the following levels. Benefits by

Design credits may not be used to purchase Dependent Accidental Death and Dismemberment Insurance. If dependent life AD&D coverage is elected, the contribution for this coverage will be deducted from the Employee's paycheck on an after-tax basis. The Employee may enroll his/her dependents in AD&D coverage only if the Employee first elects coverage for him/herself. Spousal or domestic partner coverage is automatically 50% of the Employee's AD&D and coverage for each child is automatically 10%. Coverage may be elected at the following levels:

Employee Only	Spouse/Domestic Partner	Each Child
\$10,000	\$5,000	\$1,000
\$20,000	\$10,000	\$2,000
\$30,000	\$15,000	\$3,000
\$40,000	\$20,000	\$4,000
\$50,000	\$25,000	\$5,000
\$100,000	\$50,000	\$10,000
\$150,000	\$75,000	\$15,000
\$200,000	\$100,000	\$20,000
\$250,000	\$125,000	\$25,000
\$300,000	\$150,000	\$30,000
\$350,000	\$175,000	\$35,000

J. **Travel Accident Insurance.**

This is an Employer-paid benefit outside of Benefits by Design. You are automatically enrolled if you are scheduled to work 20 or more hours per week. Coverage becomes effective on your date of hire. A benefit of four times your annual salary (or a minimum of \$100,000.00 whatever is greater, up to a maximum of \$250,000.00) will be paid to your beneficiary in the event your death is the result of a travel accident while on company business.

K. **Disability Income.**

The Employer shall provide income replacement in the event of an Employee's disability, serious illness, or injury as described below in paragraphs (i) and (ii).

i.) **Short-Term Disability.**

Short-Term Disability (STD) is a company-paid disability plan provided outside of Benefits by Design and becomes effective the first day of the month after 90 days of employment. Benefits are payable after the Employee depletes all hours in his/her Extended Sick leave (ESL) Bank, and any Paid Time Off (PTO) Bank. This plan provides 50% of the base salary, or up to 60% if combined with other disability income, such as State Disability Insurance or Workers' Compensation. Benefits may be paid up to a maximum of six months from the date of disability with continued physician certification.

ii.) **Long-Term Disability.**

- a.) The Benefits by Design flexible benefits program also offers Long Term Disability (LTD) coverage. Employees have the option to purchase LTD at the following income replacement levels: 50% base salary (60% percent when integrated with other disability income); 60% base salary.
- b.) Benefits are payable upon approval from MetLife after six months of disability after an Employee exhausts all hours in his/her ESL Bank, and STD, and any PTO hours the Employee immediately elects to use prior to commencing a Medical or Industrial Leave, whichever is later. Benefits may be paid up to age 65 with continued physician certification. There is a pre-existing condition clause under LTD that excludes disability coverage during the first 12 months of coverage for a disability resulting from a condition that is treated within three months prior to coverage becoming effective.
- c.) Employees have the option to waive LTD coverage. If coverage is waived when first eligible and desired at a later time, Evidence of Insurability (EOI) will be required.

L. **Spending Account Options.**

The Benefits by Design flexible benefits program offers a choice of two spending accounts that allows Employees to set aside tax-free dollars to pay for certain expenses. Certain IRS restrictions govern these accounts.

M. **Dependent Care Spending Account.**

The Dependent Care Spending Account allows an Employee to contribute up to \$5,000 tax-free on an annual basis to pay for eligible dependent care expenses. Examples of such expenses include care at a licensed daycare center, or practical nursing care for an adult. An Employee may enroll during the annual open enrollment period held in October of each year. Participation and deposits to the Employee's account will begin January of the following year.

N. **Health Care Spending Account.**

The Health Care Spending Account allows an Employee to contribute up to \$3,000 tax-free on an annual basis to pay for eligible health care expenses for themselves and/or their dependents. Examples of such expenses include deductibles and co-payments for medical and dental services, or expenses exceeding your medical and dental plans' limits. The Employee may enroll during the annual open enrollment period held in October of each year. Participation and deposits to the Employee's account will begin January of the following year.

O. **Limited Part-Time Employee's Coverage.**

Limited Part-Time Employees as defined in Article X, Section 2A whose regular pre-determined work schedule is at least eight (8) hours per week may purchase

at their own expense through a payroll deduction plan the same Kaiser Foundation Health Plan coverage available to regular Employees under this Agreement provided that a minimum of 75% of all eligible Limited Part-Time Employees in the Region elect to purchase and continue to purchase such Health Plan coverage. Coverage will be offered on the Health Plan's three-rate structure. At any time participation falls below seventy-five percent (75%) of the group of eligible Employees such coverage shall be discontinued. There shall be an annual enrollment period during which these eligible Limited Part-Time Employees may elect to purchase the coverage.

P. **Complete Details on Benefits.**

This Agreement contains only a summary of benefit plans. Complete details concerning these benefits are contained in the appropriate provider contracts, plan documents or summary plan descriptions. Summary plan descriptions shall be provided by the Employer to the Employee upon request. Terms and definitions of the Health and Welfare Plans are contained in and governed by the respective Plan Documents.

NCAL APPENDIX S

REGISTERED DIETITIANS CLINICAL LADDER

Introduction.

A regional group composed of Registered Dietitians (selected by UHW) and KP Management Representative (selected by the Employer) convened following ratification of the 2003 contract to develop guidelines for implementation of the RD III clinical classification program. The RD III program was designed within twelve (12) months of contract ratification.

Registered Dietitian III.

Registered Dietitian clinical expert who has met the criteria as defined in the Registered Dietitian Clinical Ladder guidelines.

SECTION A – DEFINITIONS.

The development of a RD Clinical Ladder recognizes the Registered Dietitian III as a health care clinical expert who demonstrates increasing levels of excellence through clinical practice, teaching ability and leadership.

The purpose of the RD III role is to encourage Registered Dietitians to utilize and model clinical expertise, leadership abilities and successful health care practices by participation in research, education, publication and/or community involvement.

Time requirements listed within the following RD III Classification sections are intended to mean that time period immediately preceding the relevant application deadline.

SECTION B – CRITERIA FOR CANDIDACY.

Minimum Qualifications for RD III shall include:

- A. Current RD registration with the Commission on Dietetic Registration (CDR).
- B. Five (5) years experience as a Registered Dietitian, and is classified as a RD II as defined in contract.
- C. Work in the area of clinical specialty (i.e. area of expertise) for the Employer, and average a minimum of twenty (20) hours per week over the last two years at time of application. The 20-hour requirement pertains to the minimum number of hours per week a dietitian must work. It does not pertain to the hours worked in the specialty area.
- D. Current performance evaluation at the midpoint or above.

Registered Dietitians must be current with their CDR portfolio, or a professional development plan.

Hours Worked.

A Registered Dietitian hired into a twenty (20) hour position or more is exempt from any further calculation to determine paid or unpaid time away from work.

For any Registered Dietitian hired into a position of less than twenty (20) hours the following RD calculations apply:

Paid time is calculated by determining total paid hours for the twelve (12) months preceding the application deadline. This paid time is then divided by number of weeks, which is calculated by taking the fifty-two (52) weeks in a year minus approved leave of absence. Paid time divided by number of applicable weeks equals paid hours per week. This number must equal twenty (20) hours or more in order for a Registered Dietitian to meet the hours worked qualifications.

SECTION C – INITIAL APPLICATION PROCESS.

The applicant must:

Meet minimum qualifications as identified in Section C – Criteria for Candidacy.

Complete application portfolio:

1. RDIII application form
2. Performance evaluation within the last twelve (12) months, which indicates performance standards at the midpoint or above.
3. Two letters of recommendation within the last twelve (12) months.
 - a) Include evidence of your work as a care manager if that applies to you.
 - b) Letters should substantiate reasons why you are considered an expert in your stated area of clinical expertise (such as requests for your consultation, providing in-service education to other disciplines, etc.)
4. The CDR portfolio, the professional development plan, that was submitted to CDR. Progress on the plan will be discussed during the interview.
5. Application essay of no more than five pages demonstrating clinical expertise through case studies and/or clinical experiences.
6. Evidence of at least 3 professional contributions within the last twelve (12) months, unless otherwise specified. See list of acceptable activities below. Additional activities may be considered with unanimous advanced consent of the Regional RD III Selection Committee.

Submit application to the National Nutrition Services Office. Application deadlines are November 1, March 1 and July 1; beginning November 2003.

The primary manager of the RD III candidate will be sent a Verification Form and a copy of the candidate's application form (refer to Section K) from the Selection Committee to verify hours worked and clinical specialty.

Professional Contributions (initial application)

Identify the professional contribution with the item number listed below. For example, developing and presenting an in-service for physicians is number five (5). RDs working on activities toward the RD III Classification must receive prior approval from his/her manager if such activities occur during paid time.

1. On-going teaching activity, such as adjunct professor at an accredited school or assistant/clinical faculty position or lecturer in the field of food or nutrition science. This must be an ongoing activity during at least one semester or two quarters per year. Requires description of teaching activity, a copy of the outline of the current curriculum, syllabus, or lecture, and date(s) of classes taught.
2. Publication of article related to food and/or nutrition in peer reviewed journals with RD's name listed as author or co-author or publication in Registered Dietitian, health care, health care management /practices/policy textbook as a contributor, consultant, chapter writer or editor.
3. Demonstrate active participation in health care related research within the last three (3) years. Examples include:
 - a) Participation in research in the areas of medical nutrition therapy, nutrition education, RD or food/nutrition/health care management, or any areas concerning health promotion or health care practices, health policy or cultural competence in provision of health care. Active participation may include but is not limited to principal investigator, data collector or member of a research team.
 - b) Publication of research in peer reviewed journals with RD's name listed as author or co-author or publication in, Registered Dietitian, health care, health care management/practices/policy textbook as a contributor, consultant, chapter writer or editor.
4. Leadership position as a committee chair or serve as an active participant as a RD representative on local, regional or professional association committees spanning at least six (6) months per year. (Include meeting minutes, which show your attendance and contributions over at least a 6-month period. May be used as a maximum of 2 of the 3 professional contributions if on 2 different committees.) If participant, evidence of substantial contribution must be provided.

5. Active participation in an educational activity within the past twelve (12) months. Patient education materials should include Kaiser Permanente and or Thrive logo, and date created or revised. Not more than 2 of the 3 activities listed in this category may be used. Examples include:
 - a) Develop and present in-service education for healthcare professionals (physicians, staff, or students). In-service learning objectives and supporting material must be approved by the manager to qualify. (Submit learning objectives/materials in packet and your manager's approval for your presentation.)
 - b) Develop and present a patient, employee, and/or community education program. For example, he/she may coordinate a health fair or develop materials for a part of the health fair. (Must be nutrition-related and have manager's pre-approval. For presentations in the community the candidate must present as a Kaiser RD)
 - c) Publish a continuing education article for RDs,/health care staff or a health education article for the general public.
6. Active participation in department, facility and/or regional quality activities which must be of an ongoing nature with participation occurring over at least six (6) months per year. Examples include:
 - a) Identify, share or implement successful clinical or professional practices.
 - b) Active involvement in quality committees/forums including but not limited to local safety committee, patient safety/error reporting, patient improvement projects. (Include meeting minutes which show your attendance and contributions over at least 6 months.
7. Active participation in health related community activities occurring over at least six (6) months per year (alternate time frame may be considered with approval of RD III Committee) included but not limited to the categories listed below:
 - a) Legislative/governmental participation.
 - b) Volunteer work in clinic, schools, or community organizations.
8. Lead/Coordinator and/or active participant of manager approved project design work and/or project implementation
9. Within the past two years, develop or substantially revise, individually or as a part of a team: core competencies, protocols, curriculum, resource materials (i.e. patient education materials), policies and procedures or at least one written

standard of nutrition care. (Provide a detailed description of your part in the development or revision. Provide educational materials that you have developed or revised. Do not include education materials that do not represent your work or input. A Curriculum is the Instructor's outline and the dialog of the instructor; it includes a list of the educational materials that are used and the time allotment for each part of the class.)

10. Within the past two (2) years, make contributions to development of the RD profession by being a RD primary mentor to dietetic interns for at least one entire rotation or coordinator of the intern's rotations and signer of completed forms. Opportunities for mentoring shall be granted by seniority, a maximum of two (2) internships may be used.
11. Practice as a RD in a clinical specialty field that requires unique knowledge and/or training and is the point of contact who coordinates specialized MNT in a multidisciplinary setting. (Applies to RD's who are working as a care coordinator, recognizing increased level of responsibility for coordinating care with other disciplines and following the majority of patients for a minimum of 3 months.) Examples include NICU, home infusion, genetics and diabetes.
12. Possess a health-related doctoral degree.

SECTION D – MAINTENANCE OF RD III DESIGNATION AND RENEWAL PROCESS.

Each appointment as RD III shall be made for three (3) years. Reappointment requires continued evidence that the RD Clinical Expert, also known as RD III, functions in the clinical setting as an exemplary clinical practitioner, teacher and leader among peers. To maintain the RD III designation, a RD III will be expected to submit for review by the Regional Selection Committee a renewal packet that will demonstrate the following:

1. Current RD registration with the Commission on Dietetic Registration (CDR).
2. Continued work in the area of clinical specialty for the Employer since the last appointment as RD III.
3. Average a minimum of twenty (20) hours/week over the last two years at time of application. The 20 hour requirement pertains to the minimum number of hours/week a dietitian must work to maintain the RDIII. It does not pertain to the hours worked in the specialty area. The entire 20 hours does not need to be spent in the area of clinical specialty. The candidate's manager will be consulted to confirm hours, work duties, etc prior to the candidate being approved. (Note: Your clinical specialty is demonstrated through your professional contributions and daily job duties and is substantiated by colleagues or managers in their letters of recommendation.)
4. Current performance evaluation at the midpoint or above.

5. Registered Dietitians must be current with their CDR portfolio, a professional development plan.

Hours Worked.

A Registered Dietitian hired into a twenty (20) hour position or more is exempt from any further calculation to determine paid or unpaid time away from work.

For any Registered Dietitian hired into a position of less than twenty (20) hours the following RD calculations apply:

Paid time is calculated by determining total paid hours for the year. This paid time is then divided by number of weeks, which is calculated by taking the fifty-two (52) weeks in a year minus approved leave of absence. Paid time divided by number of applicable weeks equals paid hours per week. This number must equal twenty (20) hours or more in order for a Registered Dietitian to meet the hours worked qualifications.

At least three (3) professional contributions within twelve (12) months preceding application deadline, unless stated otherwise. For the renewal process, specified activities count as two (2) activities. See list of acceptable activities below. Additional activities may be considered with the unanimous consent of the RD III Regional Selection Committee.

Professional Contributions.

RDs working on activities toward the RD III Classification must receive prior approval from his/her manager if such activities occur during paid time.

The following activities count as two (2) activities for the renewal process:

1. On-going teaching activity, such as adjunct professor at an accredited school or assistant/clinical faculty position or lecturer in the field of food or nutrition science. This must be an ongoing activity during at least one semester or two quarters per year.
2. Publication of article related to food and/or nutrition in peer reviewed journals with RD's name listed as author or co-author or publication in Registered Dietitian, health care, health care management /practices/policy textbook as a contributor, consultant, chapter writer or editor.
3. Demonstrate active participation in health care related research within the last three (3) years. Examples include:
 - a) Participation in research in the areas of medical nutrition therapy, nutrition education, RD or food/nutrition/health care management, or any areas concerning health promotion or health care practices, health policy or cultural competence in provision of health care. Active participation may

include but is not limited to principal investigator, data collector or member of a research team.

- b) Publication of research in peer reviewed journals with RD's name listed as author or co-author or publication in, Registered Dietitian, health care, health care management/practices/policy textbook as a contributor, consultant, chapter writer or editor.
4. Leadership position as a committee chair or board-member as a RD representative on local, regional or professional association committees spanning at least six (6) months per year. (Include meeting minutes or a letter from committee chair verifying attendance and contributions over at least a 6 month period within the past year.)

The following activities count as one (1) activity for the renewal process:

- 1. Serve as an active participant as a RD representative on local, regional or professional association committees spanning at least six (6) months per year. (Include meeting minutes or a letter from committee chair verifying attendance and contributions over at least a 6 month period within the past year. Participation on 2 different committees may be used.)
- 2. Active participation in an educational activity within the past 12 months. Patient education materials should include Kaiser Permanente and or Thrive logo, and date created or revised. A maximum of 2 of 3 activities in this category may be used. Examples include:
 - a) Develop and present in-service education for healthcare professionals, physicians, staff, or students. In-service learning objectives and supporting material must be approved by the Employer to qualify. (Submit learning objectives/materials and your manager's approval for your presentation.)
 - b) Develop and present a patient, employee, and/or community education program. For example, he/she may coordinate a health fair or develop materials for a part of the health fair. (Must be nutrition-related and have manager's pre-approval. For community presentations the RD will present as a Kaiser RD Employee.)
 - c) Publish a continuing education article for RDs/health care staff or health education article for the general public.

3. Within the past three (3) years, and for a minimum of at least 1 year, active participation in department, facility and/or regional quality activities which must be of an ongoing nature with participation occurring over at least six (6) months per year. Examples include:
 - a) Identify, share or implement successful clinical or professional practices.
 - b) Active involvement in quality committees/forums including but not limited to local safety committee, patient safety/error reporting, patient improvement projects. (Include meeting minutes which verify attendance and contributions over at least a 6 month period within the past year.)
4. Active participation in health related community activities occurring over at least six (6) months per year (alternate time frame may be considered with approval of RD III Committee) included but not limited to the categories listed below:
 - a) Legislative/governmental participation.
 - b) Volunteer work in clinic, schools, or community organizations.
5. Lead/Coordinator and/or active participant of Employer approved project design work and/or project implementation over the past 3 years.
6. Within the past 3 years, be an active or lead member of an implementation team in the development of substantial revision of the following: core competencies; protocols; curriculum; resource materials (i.e. patient education materials), policy and procedures, or at least one written standard of nutrition care. Provide a detailed description of your part in the development or revision. Provide educational materials that you have developed or revised. Do not include education materials that do not represent your work or input.
7. Make contributions to development of the RD profession by being a RD primary mentor to dietetic interns for at least one entire clinical internship or coordinator of the intern's rotations and signer of completed forms. Opportunities for mentoring shall be granted by seniority. A maximum of 2 internships may be used.
8. Practice as a RD in a clinical specialty field that requires unique knowledge and/or training and is the point of contact who coordinates specialized MNT in a multidisciplinary setting. Examples include NICU, home infusion, genetics, diabetes, and continuum of care RD. This applies to RDs who are working as a care coordinator, and recognizes increased level of responsibility for coordinating care with other disciplines and following majority of patients throughout care for 3 months ongoing.
9. Possess a health-related doctoral degree.

SECTION E – REGIONAL SELECTION COMMITTEES.

Composition: Co-Chairs: 1 labor partner dietitian and 1 management representative.

1. Three (3) RDs (one shall be co-chair) selected by the union. Labor Committee RDs should represent both in-patient and out-patient areas of practice.
2. Three (3) management representatives on the committee (one shall be co-chair) are volunteers. Members must have experience in managing or working closely with Registered Dietitians on a daily basis.
3. National Nutrition Services Director role: Sponsor committee, provide administrative support, non-voting member.
4. Member length of service: 3 years, there will be staggered replacement (see chart)
5. Each member will serve as a regular member the first year, co-chair elect the second year, and co-chair the third and last year.
6. Reassignment: Members who have served a 3-year term on the committee should not be reassigned to the committee until 2 years have passed.
7. Alternate: A substitute in the same category may be used as needed. Either the applicant or the committee may request an alternate if there is a direct line relationship between the applicant and a committee member or a vacancy on the committee.
8. A content expert may be called if the committee has limited knowledge of the applicant's specialty area. This person is not a voting member.
9. The committee should strive to make decisions by consensus. However, if consensus cannot be reached, the decision can be made by a majority vote. If the committee is unable to reach a decision through either method, the application will be considered denied. The applicant will have the right to appeal.

10. Transition Plan:

	2006	2007	2008	2009
Dietitian Labor Partner 1	Current co-chair	Co-chair becomes regular member.	New member, Regular member	Co-chair elect
Dietitian Labor Partner 2	Current member, last year	New member	Co-chair elect	Co-Chair
Dietitian Labor Partner 3	Current member, co-chair elect	Co-chair	Co-chair becomes regular member	New member
Management 1	Current member	Current member continues	New member, co-chair elect	Co-chair
Management 2	Current member, co-chair elect	Current member, Co-chair	New member	Co-chair elect
Management 3	New member, Regional Health Ed rep	Co-chair elect	Co-chair	New member
National Nutrition	National Nutrition Services Director, co-chair	National Nutrition Services Director, sponsor	National Nutr. Services Director, sponsor	National Nutr. Services Director, sponsor

SECTION F – APPEAL PROCESS.

Any applicant denied the Clinical Expert designation may appeal the decision of the Regional Selection Committee (RSC) as follows:

1. A written appeal, clearly stating the basis for the appeal, must be submitted to the Regional Selection Committee that made the original decision no later than thirty (30) days after notification of denial. The appeal shall not contain any application information that was not submitted with the original application as a justification for the appeal.
2. The Regional Selection Committee shall review the appeal and either accept the application or deny the appeal, providing a written explanation of the reasons for the denial. If the appeal is denied, the Registered Dietitian may appeal that decision to the Regional Appeals Committee no later than thirty (30) days after denial of the appeal by the Regional Selection Committee.

3. The Regional Appeals Committee shall be composed of six (6) members, 3 elected labor RDs and 3 representatives of management, using the same guidelines as for the Selection Committee. There will be no set guidelines for length of service. The committee will meet as the need arises
4. The Regional Appeals Committee's review shall be limited to a consideration of the same appeal presented to the Regional Selection Committee. In addition, the Regional Appeals Committee may review the Registered Dietitian's original application materials and the Regional Selection Committee's decision, including its reasons for the denial.
5. The Regional Appeals Committee may overturn the decision of the Regional Selection Committee only when there is clear and convincing evidence of procedural error or bias that affected the decision to deny movement up the clinical ladder.
6. If the decision of the Regional Selection Committee is reversed by the Regional Appeals Committee, the increase in pay will be retroactive to the application deadline.

The decision of the Regional Appeals Committee is final and binding and shall not be subject to the provisions of Article XXVII of the Collective Bargaining Agreement.

SECTION G – TRANSFERS.

RD IIIs who transfer within the same facility or to another facility in the same area of clinical specialty (i.e. area of expertise) will retain their status. RD IIIs who voluntarily transfer to a different area of clinical specialty within the same facility or another facility will not retain their RD III status and their effective date back to RD II shall be the date of transfer.

SECTION H – COMPENSATION.

The compensation level for the RD III classification shall be as per the RD III wage scale, effective the date of the application deadline preceding approval. Employees approved for RD III while on unpaid leave of absence shall receive their new rate effective the first pay period upon their return.

NCAL APPENDIX T

REGISTERED DIETITIANS HOLIDAYS

For Registered Dietitians who have completed their probationary period, the following days shall be recognized as holidays:

Christmas Day
Independence Day
Labor Day
Memorial Day
New Year's Day
President's Day
Thanksgiving Day

NCAL APPENDIX U

REGISTERED DIETITIANS OTHER APPLICABLE PROVISIONS

A. **TIME FLEXIBILITY.**

Flexible scheduling in daily work hours is available, not to exceed normal scheduled work hours, based on manager's discretion and operational needs being met.

B. **MENTORING OF INTERNS.**

Intern mentoring supports the development of registered dietitians who are potential candidates for hire by the Employer. RD staff workload may need to be adjusted to meet operational needs during intern mentoring. RD staff is encouraged to work as a team to facilitate the process of workload distribution.

C. **MEALS.**

1. **Current Practice.**

According to current practice, the Employer will continue to provide meals for Employees in Nutritional Services. These meals shall be furnished to such Employees without deduction in compensation.

2. **Outpatient Dietitians.**

Where applicable, Outpatient Dietitians (covered by this Agreement) also have the option to obtain meals as above.

D. **TENURE STEP PROGRESSION PROVISIONS.**

Credit for outside experience is granted to future hires for placement on the wage scale on the basis of one year of outside relevant experience as a Registered Dietitian in an acute care or clinic setting equals one-half (1/2) year of credit up to Step 3.

The relevance of the experience referred to above is determined by the Employer, subject to the grievance procedure in the event of a disagreement.

E. **EDUCATION RELATED EXPENSES.**

1. **Regular Full-Time Employees.**

Full-time Employees may use up to 16 hours, (40%) of earned educational leave per calendar year towards educational related expenses, and up to 16 hours of such unused education leave may be carried over from one calendar year to the next, with a maximum accumulation of such hours at any time of 32 hours for Fulltime Regular Employees. however, such education related expenses may not be carried over from year to year.

2. **Regular Part-Time Employees.**

Regular Part-Time Employees will accrue paid educational leave on a prorated basis up to a maximum of one hundred sixty (160) hours and may also use the prorated equivalent (40%) of their annual accrued paid educational leave per year for educational related expenses. Such hours for Regular Part-Time Employees may be carried over from one calendar year to the next, with a maximum accumulation of such hours of two times the prorated equivalent.

F. **16-HOUR EDUCATION LEAVE CASH OUT PROVISION.**

1. **Agreement Statement.**

This process is developed specifically for Registered Dietitians, as part of the Collective Bargaining agreement reached with UHW on January 29, 2003. The agreement states that for Registered Dietitians, sixteen (16) hours of earned Education leave for regular Employees per year may be used for educational related expenses. The sixteen (16) hours is part of (not an additional sixteen (16) hours to their accrued Education Leave) the Employee's annual Education Leave accrual.

2. **Eligibility.**

All regular full-time and part-time Registered Dietitians are eligible for the reimbursement.

Employees must have at least 16.0 hours available in their Education Leave bank.

They may cash out up to 16 hours per calendar year.

3. **Eligibility Criteria.**

Any educational related course/activity is eligible for reimbursement.

4. **Reimbursement of Expenses.**

A maximum of 16 hours are eligible for pay-out each calendar year (no carry-overs).

The reimbursement amount is based on the Employee's hourly rate and available Education Leave hours. The purpose of the education leave cash-out is to support continuing education and professional self-development.

5. **Reimbursement for Pay-Outs Covers.**

x Professional organization membership dues, i.e., CDR, ADA/CDA membership

- Professional organization Practice Group fees, i.e., Clinical Nutrition, Diabetes, Pediatrics
- Professional organization certification fees, i.e., CNSD, CDE, CSP (refer to Appendix B for complete listing)
- Continuing professional education or professional development seminar/conference fees
- Course tuition
- Advancement test in lieu of course
- Travel expenses, i.e., airfare, mileage reimbursement when using own vehicle, auto rental fees, gas for rental vehicle, parking fees, taxi fares, hotel accommodations, etc.
- Meals while attending conferences, workshops or seminars
- Professional publications (no lay publications)
- Self-study materials, software, computer programs (pre-approval by manager required.)

6. **Application and Reimbursement Process.**

Employee should inform and provide information to the manager in advance, about the educational activity / course that they plan to attend, and state that they are requesting reimbursement of expenses as provided by the 32 hour Education Leave cash-out Provision of the Agreement. Managers should check their TOPS report (Time Off Benefit Balances Report) to ensure that the Employee has the Education Leave hours available.

Upon completion of the educational activity, the Employee should provide a copy of the applicable expenses incurred.

Manager should confirm the Employee's hourly rate.

Managers should complete a Request for Payment (form #00287) for the appropriate amount with a copy of the receipts / documentation and submit to Accounts Payable for payment

On the Request for Payment form, the Manager should convert the hourly rate into \$'s to cover the cost of the expenses or payment amount. (See examples in item I).

Hours not used each year cannot be carried over. Managers should track Employees 16 hour Cash out Provision hours, each time the Employee requests reimbursement via this provision. The Request for Payment form should be sent to Accounts Payable for payment directly to the Employee to reimburse them for the education activity.

Managers should also complete the “Registered Dietitian’s TOP’s Adjustment Form”, and send via e-mail to PS Accruals Team, or fax form to the HR Service Center to deduct the hours requested for cash-out from the Employee’s Education Leave bank hours requested for cash-out from the Employees Education Leave bank. See example below:

Example:

- Sally Jones is an RD II, S4 who earns \$30.38 per hour.
- Under this provision, she may be reimbursed up to \$486 per calendar year
- Sally attends a course that costs \$275.
- The \$275 equates to 9 hours pay.
- The \$275 is the amount to be submitted on the Request for Payment Form.
- 9 hours should be entered on the Time off Pay (TOP’s) Adjustment Form.
- The remaining hours that can be paid out to Sally this calendar year is 7 hours.
- If Sally does not cash out the remaining 7 hours this year, she cannot apply the 7 hours to the 16.0 Education leave cash-out for next year.
- These hours will remain in her Educational Leave bank.

<i>Sally’s hourly rate</i>	<i>\$35.80</i>
<i>Possible calendar year reimbursement</i>	<i>\$35.80 x 32 hours = \$1145.60</i>
<i>Sally’s expenses for this course</i>	<i>\$275.00 ÷ 35.80 = 8 hours</i>
<i>Request for Refund amount to enter</i>	<i>\$275.00</i>
<i>TOP’s form hours to enter</i>	<i>8 hours</i>
<i>Remaining hours/amount for cash out</i>	
<i>24 hours @\$35.80 = \$859.20</i>	

NCAL APPENDIX V

REGISTERED DIETITIANS PAID TIME OFF (PTO) PROGRAM

A. **PTO Annual Bank and PTO Rollover Bank.**

All PTO hours accrued but not taken will remain in the PTO Annual Bank and will be available for use during the accrual year. Any PTO hours remaining unused at the end of the accrual year will be placed in the PTO Rollover Bank. The maximum combined accrual in the PTO Annual and Rollover Banks is 500 hours. No further accumulation of PTO hours will occur until such time as the Employees use their accumulated PTO hours.

B. **Holidays During PTO.**

If a designated holiday occurs during an Employee's scheduled PTO period, that day shall not be charged against accrued Paid Time Off.

C. **PTO In-Service Cash Out.**

- i.) On an annual basis during the last quarter of each year, Employees may make an irrevocable election to cash out PTO hours that they will accrue in the subsequent calendar year during a designated election period. Employees will be able to cash out PTO hours in 40-hour increments up to 160 hours provided their election does not exceed their expected annual accrual based on their PTO service date and scheduled hours as of January 1st following the election period. The amount an Employee can elect to cash out may vary from year to year.
- ii.) During the designated election period, Employees will specify the pay period(s) in which to receive the cash out(s) and the number of 40-hour increments to be cashed out based on their expected annual accrual in the upcoming year. It may take up to fourteen (14) days following the specified pay period to process the actual cash out.
- iii.) In order to receive a cash out, Employees must have the PTO hours available in their Annual bank at the time of the specified pay period. If at the time of the cash out there are insufficient PTO hours available in the Annual Accrual Bank to cover the 40-hour increment(s), Employees will receive the balance contained in their Annual Accrual Bank. If there are no hours available in their Annual Accrual Bank, there will be no cash out for that specified pay period.

D. **Payment of Unused PTO Hours at Retirement or Termination.**

The combined balance of Employees' PTO Annual and PTO Rollover Banks will be paid upon retirement or termination.

E. **Financial Hardship Payment from the PTO Banks.**

Employees are eligible to request financial hardship payouts from their PTO Banks in accordance with the Employer's financial hardship policy.

F. **Extended Sick Leave.**

- i.) Extended Sick Leave (ESL) hours are to be used for illnesses or injuries which prevent Employees from working for longer than seven continuous calendar days. Employees may use their ESL on the 1st day of hospitalization. Hospitalization is defined as an inpatient or outpatient surgical procedure whereby the physician has prescribed time off in excess of one day for recovery. Employees may use ESL hours without an approval for State Disability Insurance (SDI) or Workers' Compensation benefits. If Employees are eligible for SDI or Workers' Compensation benefits, payments will be integrated with ESL/PTO.
- ii.) Regular full-time Employees accrue four (4) hours of ESL per month, or six (6) days per year in their ESL Bank. ESL for regular part-time Employees will be prorated based on scheduled hours. There is no limit on the number of ESL hours that can be accumulated.

G. **Holidays During ESL.**

If a designated holiday occurs while an Employee is on ESL, that day shall not be charged against accrued ESL.

H. **Unused ESL Hours at Retirement or Termination.**

Upon retirement or termination for any reason, Employees will not be paid for any unused hours remaining in their ESL Bank. However, Employees with a balance of two hundred and fifty hours (250) or more ESL hours at the time of retirement or termination will receive Credited Service under the Kaiser Permanente Retirement Plan equal to the number of hours remaining in their ESL Bank.

NCAL APPENDIX W

REGISTERED DIETITIANS PENSION

A. **Pension.**

The retirement plan and post-retirement benefits shall be maintained in their entirety as they exist today for the Registered Dietitians, including the Grandfathering provisions that apply to the Registered Dietitians who receive pre-1986 post-retirement benefit levels. The Employer shall provide a Defined Benefit Pension Plan. The full cost of the Plan will be paid by the Employer. The pension formula shall be 1.5% of Final Average Monthly Compensation (FAMC) multiplied by all years of Credited service with no Social Security offset. Either party is permitted to open the Agreement regarding pension within 20-50 days following the conclusion of the Defined Contribution and Defined benefit subcommittee recommendations or discharge of the committee. If the Agreement is reopened to retain pension benefits, the Union retains the right to strike. Major benefit provisions of the plan are described below. A full description of the plan is contained in a separate summary plan description distributed to all Employees and a plan document is available for Employee inspection.

i.) **Service.**

Years of Service determines eligibility for Early Pension, Normal Pension, Postponed or a Deferred Vested Pension. Any calendar year in which an Employee receives pay for 1,000 or more hours of employment with the Kaiser Permanente Medical Care Program is a year of service.

ii.) **Credited Service.**

Credited Service is defined as a year in which the participant has 2,000 or more compensated hours. Credited service is prorated if there are less than 2,000 compensated hours in a calendar year. FAMC is defined as the averaged highest sixty (60) consecutive months of compensation earned over the last one hundred twenty months (120) of employment.

iii.) **Eligibility for and Amount of Benefits.**

a.) **Normal Retirement.**

An Employee is entitled to a Normal Monthly Pension if he/she retires on his/her 65th birthday and has completed at least one (1) year of Service.

b.) **Early Retirement.**

An Employee is entitled to an Early Pension if he/she retires on his/her fifty-fifth (55th) birthday after completing fifteen (15) or more years of pension service, or when the sum of his/her age and years

of pension service total 75. The benefit will be reduced based on age to reflect the earlier commencement of benefits. The benefit is reduced an additional 5% for each year under age 55.

Amount of Early Pension.

<u>Age</u>	<u>Percentage</u>
64	97
63	94
62	91
61	88
60	85
59	80
58	75
57	70
56	65
55	60

c.) **Postponed Retirement.**

An Employee is entitled to a Postponed Pension if he/she retires after his/her 65th birthday and has completed at least 1 year of Service. The pension benefit is calculated using credited service and FAMC earned through your retirement date.

d.) **Deferred Vested Pension.**

An Employee is entitled to a Deferred Vested Pension if his/her employment terminates and he/she has completed five (5) or more years of service. The deferred vested Pension is computed in the same manner as Normal Pension, based on Credited Service and Final Average Compensation at termination of employment. Payments commence at age sixty-five (65), subject to filing a retirement application.

e.) **Survivor Annuity.**

An Employee who has attained five (5) or more years of service is entitled to survivor annuity coverage. If such an Employee dies prior to retirement, and is survived by a spouse or domestic partner, the spouse or domestic partner will receive monthly benefit equal to the amount that would have been payable if the Employee had retired the day before his/her death and elected the joint and survivor method of payment with 66-2/3% continuation to the survivor.

f.) **Manner of Payment.**

Pensions are paid monthly under a method of payment elected by the Employee. The Employee may elect a life annuity, a joint and survivor annuity, a guaranteed years of payment annuity, an

annuity which together with Social Security provides level payments before and after Social Security begins, or a single sum. If the method of payment is other than a life annuity, the amount of payment will be actuarially adjusted.

g.) **Reinstatement of Benefits.**

If an Employee terminates employment and is reemployed, all prior service and Credited Service is reinstated upon reemployment.

iv.) **Voluntary Employee Contributions.**

An Employee who is eligible to participate in the defined contribution plan(s) may provide for a supplementary retirement income financed by voluntary Employee contributions, and/or Employer contributions.

All Employees shall be eligible for the Kaiser Permanente Salary Deferral Retirement Plan (KPSDR), which allows tax-deferred contributions to a 401(k) type retirement plan. After completing two (2) years of service, during which the Employee is compensated for 1,000 hours, each year, the Employer contributes seven (7) percent of the Employee's base wage up to the Social Security wage, and ten (10) percent thereafter.

v.) **Health and Welfare Benefits for Retirees.**

a.) Regular Registered Dietitians hired prior to February 1, 1986 and who meet the eligibility requirements for Retirement under the defined benefit plan when they terminate employment are eligible to receive Employer paid medical coverage (KFHP High Plan), with optical under the Kaiser Foundation Health Plan, Inc., supplemental medical and comprehensive dental benefits, for themselves, their Spouse or Domestic Partner and eligible dependent children. The Preferred Provider Option (PPO) plan is also available. The PPO plan may require the retiree to pay a monthly premium for medical coverage. Medicare Part B premiums will be reimbursed for the retiree and any eligible dependents (i.e. Spouse, or Domestic Partner) enrolled in Part B. Tapered Life insurance for the retiree is also provided. Retiree benefits will begin the first of the month following Retirement. The retiree, spouse, domestic partner or any other eligible dependents must enroll in Medicare Parts A and B when first eligible to continue receiving benefits. Those who choose KFHP must also enroll in Sr. Advantage.

b.) Regular Registered Dietitians hired on or after February 1, 1986, who are 55 or older and have at least 15 years of pension service, and meet the eligibility requirements for Retirement under the defined benefit plan when they terminate employment, are eligible to receive Employer paid medical coverage at age 65 under the

Kaiser Foundation Health Plan, Inc., without optical benefits for themselves and their eligible dependents (i.e., Spouse or Domestic Partner and dependent children). The Preferred Provider Option (PPO) plan is also available. The PPO plan may require the retiree to pay a monthly premium for medical coverage. The Registered Dietitian and spouse or domestic partner or any other eligible dependents must enroll in Medicare Parts A and B when first eligible and assign Medicare benefits to Kaiser Foundation Health Plan, Inc. in order to be eligible for Health Care coverage. Those who choose KFHP must enroll in Sr. Advantage. Benefits will begin the first of the month following the later of receipt of the retiree's Medicare card or the effective date of the retiree's Medicare coverage.

- c.) Retiree medical coverage is extended to the retiree's spouse or eligible domestic partner and eligible dependent children. Physically or mentally disabled children are covered regardless of age, provided such disability occurred prior to the dependent child turning age 25. The retiree may need to provide annual certification of the disability and dependence. Upon the death of the retiree, coverage continues for the surviving spouse until remarriage or death, for the eligible domestic partner until marriage, reentering a domestic partnership or death, and for surviving dependent children until they no longer meet the eligibility requirements.
- d.) Any future reductions in Medicare covered services or Medicare reimbursements that result in Medicare's share dropping below 50% of the normal Kaiser Foundation Health Plan, Inc. premium will require a co-payment from the retiree. The monthly co-payment will be the amount of money that when combined with Medicare's reimbursement will equal 50% of the normal Kaiser Foundation Health Plan, Inc. premium.
- e.) Coverage, limitations and exclusions of the foregoing Health and Welfare Plans are established and governed by the Employer's service Agreements with the respective providers, insurance carriers, Plan Documents and Summary Plan Descriptions.

NCAL APPENDIX X

SERVICE PERFORMANCE PAY PROGRAM PILOT PROJECT

Lump sum service performance payments will be made as follows to eligible Employees based on service performance as rated by the Kaiser Permanente Health Plan Membership for each year of the Agreement.

Measurement Year		
Performance Targets	Points Improvement	Payout Percentage
Threshold	2	1.5%
Target	3	2.0%
Stretch	4	2.5%

A. **Performance Measurement.**

The measurement instrument shall be the Kaiser Permanente Member and Patient Surveys to the following questions:

Thinking of your experiences in the past 12 months, how would you rate Kaiser Permanente on providing you with:

- Personal and responsive service
- Convenient and easy access

The percent of “very good” and “excellent” response ratings to these questions shall determine the year-end score for the measurement year. Points of improvement shall be determined by subtracting the prior year’s year-end score from the measurement year’s year-end score.

The percent of “very good” and “excellent” response ratings to these questions shall determine the year-end score for the measurement year. Points of improvement shall be determined by subtracting the prior year’s year-end score from the measurement year’s year-end score.

B. **Payment Formula.**

Eligible Employees shall receive the percentage payout in accordance with the above schedule based upon the regional points of improvement. To determine the lump-sum payment, the payout percentage shall be multiplied by the Employee’s total wage compensation for the measurement year(s).

C. **Eligible Employee.**

An eligible Employee is an Employee on the Kaiser Permanente payroll on March 1 following the measurement year and who has completed 300 hours of work in the measurement year.

D. **Payment Date.**

The first pay period after April 1 following the measurement year.

E. **Kaiser Permanente Member and Patient Surveys.**

The Employer reserves the right to modify, add or delete questions on the surveys

or to modify the computation for all questions except for the survey question of:

Thinking of your experiences in the past 12 months, how would you rate Kaiser Permanente on providing you with:

- Personal and responsive service
- Convenient and easy access

The administration of the surveys and survey processes shall be determined by Kaiser Permanente.

F. **Definitions.**

Measurement Instrument: The Kaiser Permanente Member and Patient Surveys year-end results.

Survey Questions:

- Personal and responsive service
- Convenient and easy access

Response Ratings: Percent of responses within the categories of “very good” and “excellent” for the above two survey questions.

Measurement Year: January 1-December 31 for each year of the Agreement.

Payment Date: The first pay period after April 1 following the measurement year.

Year-end Score: The year end response ratings.

Points of Improvement: The amount by which the measurement year’s yearend score exceeds the prior year’s year-end score.

Example:

[Year-end 2008 score] – [Year-end 2007 score] = Points of improvement for 2008

Performance Targets: Designates the points of improvement at the end of the measurement year for the survey questions.

Performance Target Categories:

- Threshold
- Target
- Stretch

Payout Percentage: The percent of lump-sum payment that corresponds to the performance targets.

Payment Formula: The payout percentage designated by the performance targets multiplied by an Employee's total wage compensation for a measurement year.

Eligible Employee: An Employee on the payroll as of March 1 following the measurement year and who has completed 300 hours of work in the measurement year.

NCAL APPENDIX Y

SHIFT DIFFERENTIAL/TENURE STEP/ EXPERIENCE CREDIT IN LIEU OF BENEFITS

SECTION 1 – SCHEDULE Y.

Effective November 1, 1992, for the classifications listed below, evening shift differential shall be \$1.00 per hour and night shift differential shall be \$1.25 per hour.

Kaiser Permanente Post Acute Care Center (KPPACC):

Effective October 7, 2001, for the classifications listed below, evening shift differential shall be \$.60 per hour and night shift differential shall be \$.85 per hour.

The In Lieu of Benefits differential shall be \$1.00 per hour for the classifications listed below.

ADMITTING REPRESENTATIVE	HOUSEKEEPING AIDE
ADMITTING REPRESENTATIVE SR	HOUSEKEEPING HEAD AIDE
ALLERGY TECHNICIAN	INTAKE CLAIMS-CASHIER
ALLERGY TECHNICIAN SR	INTERPRETER
ALLERGY TECHNICIAN TRAINEE	INTERPRETER/TRANSLATOR
AMERICAN SIGN LANGUAGE	LABORATORY ASSISTANT I
INTERPRETER	LABORATORY ASSISTANT II
ANESTHESIA SUPPLY AIDE	LABORATORY ASSISTANT III
ANESTHESIA SUPPLY AIDE SR	LABORATORY ASSISTANT SR
CARE PARTNER	LINEN ROOM SUPERVISOR
CLERICAL GRADES 1-7	LITHOTRIPSY TECHNICIAN
CLIN AUTOTRANSFUSION TECH SR	MEDICAL ASSISTANT
CLINICAL AUTOTRANSFUSION TECH	MEDICAL ASSISTANT SR
COMMUNICATION OPERATOR	MEDICAL SECRETARY
COMMUNICATION OPERATOR SR	TRAINEE MESSENGER DRIVER
COOK A	MESSENGER DRIVER SR
COOK IN CHARGE SR	MONITOR TECHNICIAN MULTI-
CUSTODIAN/WATCHMAN	LINGUAL INTERPRETER
DARK ROOM TECHNICIAN	NURSE ASSISTANT
DISABILITY CLAIMS CLERK	NURSE ASSISTANT SR
EMERGENCY DEPT TECHNICIAN I	NURSE ASSISTANT TRAINEE
EVALUATION & MANAGEMENT	NUTRITION AIDE
CODER	OB TECHNICIAN
GARAGE/PARKING ATTENDANT	OB TECHNICIAN SR
GARDENER	PATIENT MOBILITY TECHNICIAN 1
GARDENER SR	PATIENT MOBILITY TECHNICIAN 2
HEALTH INFO CODER TRAINEE	PATIENT TRANSPORTATION AIDE
HOME HEALTH AIDE	PHARMACY INTERN

PHYSICAL THERAPY AIDE
PHYSICAL THERAPY AIDE SR
PSYCHIATRIC ATTENDANT REGL
LAB SUPPORT SPECIALIST RESP
CARE PERMITTEE
RESPIRATORY SUPPLY AIDE
RESPIRATORY SUPPLY AIDE SR
SERVICE PARTNER
STERILE PROCESSING TECH I
STERILE PROCESSNG TECH II CERT

STERILE PROCESSNG TECH SR
CERT
STOREKEEPER
STOREKEEPER CHIEF
STOREKEEPER I
STOREKEEPER II
UNIT ASSISTANT
UNIT ASSISTANT SR
VISION SERVICES ASST I
VISION SERVICES ASST SR
YARDKEEPER

SECTION 2 – SCHEDULE Z.

Effective November 1, 1992, for the classifications listed below, evening shift differential shall be \$1.45 per hour and night shift differential shall be \$1.95 per hour.

Effective November 1, 1992, for the classifications below, the In Lieu of Benefits differential shall be \$2.00 per hour.

3D IMAGING ANALYST	HEALTH INFORMATION CODER III
ANESTHESIA TECHNICAL AST	HISTOLOGIC TECHNICIAN I
ANESTHESIA TECHNICAL AST SR	HISTOLOGIC TECHNICIAN II
ATHLETIC TRAINER CERTIFIED	HISTOLOGIC TECHNICIAN SUPV
BONE DENSITOMETRY TECH	HISTOLOGIC TECHNICIAN TRAINEE
BONE DENSITOMETRY TECH SR	INVASIVE CARDIOVASCULAR
CARDIOVASCULAR ANESTHESIA	SPCLST
TECH	LICENSED VOC NURSE IV CERT
CARDIOVASCULAR TECH	LICENSED VOC NURSE IV CERT SR
CARDIOVASCULAR TECH SR	LICENSED VOCATIONAL NURSE
CYTOGENETIC TECH I	LICENSED VOCATIONAL NURSE SR
CYTOGENETIC TECH II	MEDICAL SECRETARY
CYTOGENETIC TECH III	MEDICAL SECRETARY SR
CYTOGENETIC TECH SR	MOLECULAR TECHNOLOGIST I
CYTOGENETIC TRAINEE CYTO-	MOLECULAR TECHNOLOGIST II
HISTO TECHNOLOGIST SUP	MOLECULAR TECHNOLOGIST III
CYTOTECHNOLOGIST CHIEF	MOLECULAR TECHNOLOGIST SR
CYTOTECHNOLOGIST I	MOLECULAR TECHNOLOGIST
CYTOTECHNOLOGIST II	TRAINEE
CYTOTECHNOLOGIST III	MRI TECHNOLOGIST I
CYTOTECHNOLOGIST III QC	MRI TECHNOLOGIST II
DEDCTD LAB SONOGRAPHER I	MRI TECHNOLOGIST SUPV MRI
DEDCTD LAB SONOGRAPHER I	TECHNOLOGIST TRAINEE
SUPV	NUCLEAR MEDICINE TECH I
DEDCTD LAB SONOGRAPHER II	NUCLEAR MEDICINE TECH II
DEDCTD LAB SONOGRAPHER II	NUCLEAR MEDICINE TECH SUPV
SUPV	NUTRITION ASSISTANT OCCUP
DIETETIC TECHNICIAN ELIGIBLE	HEALTH TECH CERT OCCUP
DIETETIC TECHNICIAN REG	HEALTH TECH SR CERT OCCUP
DIETETIC TECHNICIAN REG LEAD	THERP ASST I CERT OCCUP
EEG TECHNOLOGIST I	THERP ASST II CERT
EEG TECHNOLOGIST II	OPHTHALMIC PHOTOGRAPHER
EKG TECHNICIAN	OPHTHALMIC TECHNICIAN
EKG TECHNICIAN SR	OPHTHALMIC TECHNICIAN II CERT
EMERGENCY DEPT TECHNICIAN II	OR EQUIPMENT TECH
ESTHETICIAN	OR EQUIPMENT TECH SR
HEALTH INFORMATION CODER I	ORTHOPEDIC TECHNICIAN I
HEALTH INFORMATION CODER II	ORTHOPEDIC TECHNICIAN II

ORTHOPEDIC TECHNICIAN SR
PACEMAKER TECHNICIAN
PACEMAKER TECHNICIAN SR
PATHOLOGY TECHNICAL ASST
PATHOLOGY TECHNICAL ASST SR
PHARMACY TECH INPATIENT LEAD
PHARMACY TECH OUTPATIENT
LEAD
PHARMACY TECHNICIAN INPATIENT
PHARMACY TECHNICIAN
OUTPATIENT
PHYSICAL THERAPY ASST I
PHYSICAL THERAPY ASST II
PROFESSIONAL CODER I
PROFESSIONAL CODER II
PROFESSIONAL CODER III
PSYCHIATRIC TECHNICIAN
PSYCHIATRIC TECHNICIAN SR
RAD TECH I
RAD TECH II
RAD TECH III
RAD TECH IV
RAD TECH V
RAD TECH LEAD
RADIATION ONCOLOGY AIDE
RADIATION THERAPIST
RADIATION THERAPIST LEAD
RADIOLOGIC FILM PROCESS TECH
LEAD
RADIOLOGIC FILM PROCESS TECH I
RADIOLOGICAL FILM PROCESSOR II
RADIOLOGICAL TECH LIMITED
RESP CARE PRACTITIONER I

RESP CARE PRACTITIONER I REG
RESP CARE PRACTITIONER II
RESP CARE PRACTITIONER II REG
RESP CARE PRACTITIONER SUPV
SLEEP TECHNOLOGIST I SLEEP
TECHNOLOGIST II SLEEP
TECHNOLOGIST LEAD
SONOGRAPHER I
SONOGRAPHER I SUPV
SONOGRAPHER II
SONOGRAPHER II SUPV
SONOGRAPHER III
SONOGRAPHER III SUPV
SONOGRAPHER IV
SONOGRAPHER IV SUPV
SONOGRAPHER TECHNICIAN
SONOGRAPHER TRAINEE
SONOGRAPHER V
SONOGRAPHER V SUPV
SURGICAL ASSISTANT SURGICAL
ASSISTANT CERT SR SURGICAL
ASSISTANT CERTIFIED
SURGICAL ASSISTANT SR
SURGICAL ASSISTANT TRAINEE
SURGICAL TECHNICIAN
SURGICAL TECHNICIAN SR
SURGICAL TECHNICIAN TRAINEE
TRUCK DRIVER
TRUCK DRIVER FOREMAN
VISION SERVICES ASST II
WAREHOUSE PERSON
WAREHOUSE PERSON LEAD

NCAL APPENDIX Z

SONOGRAPHER CAREER LADDER

December 16, 2004

The parties, SEIU 250 ("the Union") and Kaiser Permanente Medical Group ("the Employer") hereby make this Agreement to establish a Career Ladder for Diagnostic Ultrasonographers ("Sonographers").

TRAINEE.

No change to current contract language (page 100).

TECHNICIAN.

Employee has no ARDMS Registries.

1. Must be proficient in required specialty as determined by the employer.
2. Must meet current qualifications to sit for ARDMS registry examination.
3. Must obtain ARDMS registry within nine (9) months from date of hire in the ultrasound position to continue employment*.
4. Must be able to work under indirect supervision.

*Current employees performing ultrasound (those hired prior to ratification of this career ladder) are exempt from these requirements until required by law and/or regulatory or accrediting agency.

SONOGRAPHER I.

Must have one ARDMS registry in any specialty.

SONOGRAPHER II.

Must have two ARDMS registries in any specialties.

SONOGRAPHER III.

Must have three ARDMS registries in any specialties and must have equivalent of three years (6,240 hours) continuous ultrasound experience within the last six years with no more than one-year break in experience within the last four years.

SONOGRAPHER IV.

Must be registered and competent in 4 ARDMS registries that are performed by the Lab. Must have equivalent of five years (10,400 hours) recent ultrasound experience within the last ten years with no more than one year break in experience within the last four years.

SONOGRAPHER V.

Must be registered and competent in 5 ARDMS registries that are performed by the Lab. Must have equivalent of five years (10,400 hours) recent ultrasound experience within the last ten years with no more than one year break in experience within the last four years.

DEDICATED SPECIALTY SONOGRAPHER.

A Dedicated Specialty Sonographer is defined as a Sonographer I or II, registered in one or two disciplines performed by the lab, whose permanent work assignment is in an area where the scope of practice and work is limited to ultrasound exams and procedures in one or two registry disciplines as defined by the ARDMS.

1. If a Dedicated Specialty Sonographer meets the qualifications of a Sonographer III, they shall be paid as a Sonographer III.
2. All ARDMS cardiac registries will be recognized and awarded for advancement from Dedicated Specialty Sonographer I to Dedicated Specialty Sonographer II in Dedicated Cardiac labs.
3. The ARDMS Fetal Echocardiography registry will be recognized and awarded for advancement from Dedicated Specialty Sonographer I to Dedicated Specialty Sonographer II in Dedicated Obstetrical labs.
4. It is understood that ultrasound is a dynamic field and as new registries are developed the employer and union will discuss their recognition in Dedicated Labs.

SUPERVISORY SONOGRAPHER.

Satisfies requirements for Sonographer I, II, III, IV, V, or Dedicated Specialty Sonographer. The Supervisory Sonographer shall be paid 10% higher than the step of the sonographer classification for which they qualify.

IMPLEMENTATION OF CAREER LADDER AND INCOME SECURITY.

The parties' intention is to create a career ladder for sonographers. It is agreed that under no circumstance will current sonographers (those on payroll as of ratification of this Career Ladder) who are reassigned to other classifications or levels as a result of the implementation of the new structure suffer any reduction in pay.

1. Sonographers will be placed into the level on the new structure that is dictated by the number of ARDMS registries and years of experience as defined above.
2. Sonographers will be placed at the tenure step of their level on the new structure that is closest to, but not less than, their current rate. Such placement on the new structure has no negative effect on tenure step advancement, meaning that sonographers will continue to advance through tenure steps based on the criteria set forth in the collective bargaining agreement.

FUTURE TENURE STEP PLACEMENT.

After implementation of the Sonographer Career Ladder, Sonographers qualifying for a higher level as a result of gaining additional ARDMS registry(ies) will be placed at the lowest tenure step of the higher level that provides for at least a 3% base rate pay increase.

NCAL APPENDIX AA

SPONSORED PARENT/PARENT-IN-LAW GROUP

Applicable to parents and parents-in-law of all classifications.

Effective 01-01-03, parents and parents-in-law of Regular Employees will be offered the opportunity to purchase the enhanced Senior Advantage health plan coverage at their own expense provided they are enrolled in Parts A and B of Medicare and meet the eligibility rules of the Senior Advantage health plan. For those regions without a Sr. Advantage product, the Medicare product available in that Region will be offered.

The enrollment rules, eligibility and plan design (benefits and co-pays) will be consistent although not identical, (regional variation may apply) and will be reviewed by the Benefits Task Force. (Regional variation may apply). The Employer shall not be required to bargain over such changes. However, the Employer shall provide the unions with forty-five days' notice of the nature and date of such changes.

Participants enrolled prior to 01-01-03 will be grandfathered under their current eligibility rules.

NCAL APPENDIX BB
TRANSITION ASSISTANCE PROGRAM

February 24, 1994

I. PREAMBLE.

This Letter of Agreement executed on _____ by and between Health Care Workers Union, Local 250 (hereinafter referred to as the "Union") and the Kaiser Permanente Medical Care Program Northern California Region (hereinafter referred to as the "Employer") extends certain benefit rights and severance pay as set forth below to eligible employees represented by the Union who are laid off by the Employer. A layoff is defined as a conversion of a Regular employee to a terminated, unpaid status (not a leave of absence or casual assignments). The provisions of this Letter of Agreement are intended to supplement the Reduction in Force provisions of Article VI, Section 4 of the Collective Bargaining Agreement between the parties. Further, the provisions of this Letter of Agreement shall remain in effect from the date of execution by the parties through November 1, 1994, unless extended by mutual agreement of the parties. However, the Employer reserves the right to terminate the provisions of this Letter of Agreement upon thirty (30) days' written notice to the Union.

II. AFFECTED EMPLOYEES AND ELIGIBILITY.

The provisions of this Letter of Agreement shall apply to any eligible Regular employee (twenty (20) or more hours of work per week; thirty-two (32) hours per week in Fresno) in a classification covered by the Collective Bargaining Agreement between the parties who has received notice of layoff and who voluntarily retires, resigns, or who is involuntarily laid off by the Employer, from the date of execution of this Letter of Agreement through November 1, 1994. This Agreement does not apply to Short-Hour, Temporary or Casual employees. In accordance with Article VI – Seniority, Section 4 – Reduction in Force, the Employer retains the exclusive right to determine among which craft/classification of employees in which department a reduction in force is necessary. However, it is the intent of the Employer to first seek among affected employees (who have received notice of a layoff in their department) volunteers to retire/resign before resorting to involuntary layoff. The specific benefits and severance available to affected employees will depend upon whether they are voluntarily separated or involuntarily laid off as described below.

III. **BENEFITS AND SEVERANCE PLANS – DEFINITIONS AND APPLICATION. Section A – Voluntary Separation with Waiver – Retirement Eligible.**

1. **Definition of Eligible Employees.**

Regular employees who have volunteered to retire, who at the time of separation are eligible for retirement under the normal, early disability or postponed provisions of the Pension Plan as defined under Article XXV, Section 4 of the Collective Bargaining Agreement, and who sign the general release attached hereto as Exhibit I.

2. **Severance Pay.**

Eligible employees as defined in this Section will receive severance pay equal to one (1) week of pay at their regular straight-time hourly wage rate at time of separation, exclusive of shift or other differentials, for each year of Regular service, with a minimum of one (1) month's pay to a maximum of six (6) months' pay. A "week of pay" is defined as the number of normal scheduled hours in a payroll week at the time of separation exclusive of additional hours or overtime. Thus, for part-time Regular employees a week's pay will vary between twenty (20) and thirty-nine (39) hours of pay.

The severance pay described above shall be paid to the employee in regular bi-weekly payroll periods over the appropriate severance period, as if the employee were still on the job. Such payments shall be less appropriate taxes and other legally mandated deductions. The severance pay period will not count as time worked for purposes of computing credited service or any other rights under the Pension Plan nor for calculation of any other benefit rights or accruals, e.g. vacation, sick leave, educational leave, etc.

If a former employee receiving the severance pay described above is rehired into any position by Kaiser Permanente during the severance period, the eligibility for continued payment of the remaining severance pay shall cease on the day the individual begins work in the rehire position. (Former employees shall retain recall rights per Article VI, Section 4 of the Collective Bargaining Agreement and shall receive appropriate wage tenure credit in accordance with Human Resource Policy #2.01, "Hiring Rates". However, any individual that is rehired will be eligible only for the pay and benefits applicable to the new position.)

3. **Health Plan Benefits.**

Eligible employees as defined in this Section shall continue to receive Health Plan benefits equal to health plan benefits provided active employees for themselves and eligible dependents in accordance with Article XXII, Section 1 of the Collective Bargaining Agreement at the Employer's expense. Such coverage shall begin on the first day of the month following the employees' retirement dates. The Health Plan coverage shall continue until the individual becomes eligible for and enrolls in Parts A and B of Medicare, at which time the Health Plan coverage will convert to post-retirement coverage as provided for in the Collective Bargaining Agreement and currently described as MS or NYLIC H-42 coverage.

4. **Reemployment Benefits.**

Former Regular employees covered by this Section, with two (2) years of Regular service at the time of separation, who are rehired by Kaiser Permanente Northern California Region within twenty-four (24) months of their separation dates shall have the new hire Health Plan and Dental Plan waiting periods waived. They shall also accrue paid time off benefits at the rate to which they were entitled at the time of separation.

5. **Job Replacement Assistance and Financial Education.**

Eligible employees as defined in this Section shall receive group outplacement assistance (help in preparing for job interviews, writing resumes), and group financial planning education, at locations, times and frequency established by the Employer. Participation in such counseling is voluntary for the eligible employees.

6. **Employee Assistance Program.**

Eligible employees as defined by this Section shall receive five (5) Employee Assistance counseling sessions at the Employer's expense, in addition to the five (5) counseling sessions already provided to active employees. Any of the ten (10) counseling sessions available to eligible employees or dependents must be used no later than six (6) months after the date on which the employees were separated.

Section B – Voluntary Separation with Waiver – Not Retirement Eligible.

1. **Definition of Eligible Employees.**

Regular employees with at least one (1) year of Regular service at the date of separation who have received notice of layoff and have volunteered to resign, who are not eligible to retire under the Normal, Postponed or Early Retiree provisions of the Pension plan as defined under Article XXV, Section 4 of the Collective Bargaining Agreement, and who sign the general release attached hereto as Exhibit I.

2. **Severance Pay.**

Eligible employees as defined in this Section will receive severance pay equal to one (1) week of pay at their regular straight-time hourly wage rate at time of separation, exclusive of shift or other differentials, for each year of Regular service, with a minimum of one (1) month's pay to a maximum of six (6) months' pay. A "week of pay" is defined as the number of normal scheduled hours in a payroll week at the time of separation exclusive of additional hours or overtime. Thus, for part-time Regular employees a week's pay will vary between twenty (20) and thirty-nine (39) hours of pay.

The severance pay described above shall be paid to the employee in regular bi-weekly payroll periods over the appropriate severance period, as if the employee were still on the job. Such payments shall be less appropriate taxes and other legally mandated deductions. The severance pay period will not count as time worked for purposes of computing credited service or any other rights under the Pension Plan nor for calculation of any other benefit rights or accruals, e.g. vacation, sick leave, educational leave, etc.

If a former employee receiving the severance pay described above is rehired into any position by the Kaiser Permanente Northern California Region during the severance period, the eligibility for continued payment of the remaining severance pay shall cease on the day the individual begins work in the rehire position. (Former employees shall retain recall rights per Article VI, Section 4 of the Collective Bargaining Agreement and shall receive appropriate wage tenure credit in accordance with Human Resource Policy #2.01, "Hiring Rates". However, any individual that is rehired will be eligible only for the pay and benefits applicable to the new position.)

3. **Health Plan and Dental Benefits.**

Eligible employees as defined in this Section shall continue to receive Health Plan and Dental Plan benefits for themselves and eligible dependents in accordance with Article XXII, Sections 1 and 3 of the Collective Bargaining Agreement at the Employer's expense. Such coverage shall begin on the first day of the month following each employee's resignation date and shall continue for a maximum of twelve (12) months following the month in which the employee resigned. In addition, such coverage shall also cease at the end of any month during the twelve (12) month period in which the former employee is hired by another employer and eligible for any health plan benefits.

4. **Reemployment Benefits.**

Former Regular employees covered by this Section, with two (2) years of Regular service at the time of separation, who are rehired by Kaiser Permanente Northern California Region within twenty-four (24) months of their separation dates shall have the new hire Health Plan and Dental Plan waiting periods waived. They shall also accrue paid time off benefits at the rate to which they were entitled at the time of separation.

5. **Job Replacement Assistance and Financial Education.**

Eligible employees as defined in this Section shall receive group outplacement assistance (help in preparing for job interviews, writing resumes), and group financial planning assistance (tax advice and budgeting), at locations, times and frequency established by the Employer. Participation in such counseling is voluntary for the eligible employees.

6. **Employee Assistance Program.**

Eligible employees as defined by this Section shall receive five (5) Employee Assistance counseling sessions at the Employer's expense, in addition to the five (5) counseling sessions already provided to active employees. Any of the ten (10) counseling sessions available to eligible employees or dependents must be used no later than six (6) months after the date on which the employees were separated.

7. **Bridging to Retirement Eligibility.**

Employees who would become eligible for retirement during the period for which they would be eligible for severance shall have the opportunity to use all or part of their eligible severance to reach their retirement eligibility date. Such employees may elect to continue working in a Kaiser Permanente directed assignment at their current wage rate and benefit level, until they reach their retirement eligibility date. Upon reaching their retirement eligibility date they shall retire and their eligibility for severance pay at that time will be reduced by the period of time worked under this "Bridging" benefit.

Eligible employees who elect the Bridging option described above will have their current wage rate frozen from the date their position is scheduled to be eliminated. They shall not be eligible for any contractual or tenure wage increases which may occur during the Bridging period.

Any eligible employee who becomes retiree eligible as a result of this Bridging option shall be subject to all the provisions identified in III. A. above.

Section C – Involuntary Separation with Waiver.

1. **Definition of Eligible Employees.**

Regular employees with at least one (1) year of Regular service at the date of layoff who have been involuntarily laid off, but who sign the general release attached hereto as Exhibit I.

2. **Severance Pay.**

Eligible employees as defined in this Section will receive severance pay equal to one (1) week of pay at their regular straight-time hourly wage rate at time of separation, exclusive of shift or other differentials, for each year of Regular service, with a minimum of one (1) month's pay to a maximum of six (6) months' pay. A "week of pay" is defined as the number of normal scheduled hours in a payroll week at the time of separation exclusive of additional hours or overtime. Thus, for part-time Regular employees a week's pay will vary between twenty (20) and thirty-nine (39) hours of pay.

The severance pay described above shall be paid to the employee in regular bi-weekly payroll periods over the appropriate severance period, as if the employee were still on the job. Such payments shall be less appropriate taxes and other legally mandated deductions. The severance pay period will not count as time worked for purposes of computing credited service or any other rights under the Pension Plan nor for calculation of any other benefit rights or accruals, e.g. vacation, sick leave, educational leave, etc.

If a former employee receiving the severance pay described above is rehired into any position by the Kaiser Permanente Northern California Region during the severance period, the eligibility for continued payment of the remaining severance pay shall cease on the day the individual begins work in the rehire position. (Former employees shall retain recall rights per Article VI, Section 4 of the Collective Bargaining Agreement and shall receive appropriate wage tenure credit in accordance with Human Resource Policy #2.01, "Hiring Rates". However, any individual that is rehired will be eligible only for the pay and benefits applicable to the new position, except as described 3. below.)

3. **Health Plan and Dental Benefits.**
Eligible employees as defined in this Section shall continue to receive active employee and dependent Employer-paid Health Plan and Dental Plan benefits for themselves and their eligible dependents for a minimum of three (3) months or to the end of the month in which severance pay stops, whichever is longer. Such coverage shall begin the first day of the month following layoff. In addition, such coverage will also cease at the end of any month during the severance period or the three month minimum period in which the former employee receives benefits from another employer.
4. **Other Reemployment Benefits.**
Former Regular employees covered by this Section, with two (2) years of Regular service at the time of separation, who are rehired by Kaiser Permanente Northern California Region within twenty-four (24) months of their separation dates shall have the new hire Health Plan and Dental Plan waiting periods waived. They shall also accrue paid time off benefits at the rate to which they were entitled at the time of separation.
5. **Job Replacement Assistance and Financial Education.**
Eligible employees as defined in this Section shall receive group outplacement assistance (help in preparing for job interviews, writing resumes), and group financial planning education, at locations, times and frequency established by the Employer. Participation in such counseling is voluntary for the eligible employees.
6. **Employee Assistance Program.**
Eligible employees as defined by this Section shall receive five (5) Employee Assistance counseling sessions at the Employer's expense, in addition to the five (5) counseling sessions already provided to active employees. Any of the ten (10) counseling sessions available to eligible employees or dependents must be used no later than six (6) months after the date on which the employees were separated.
7. **Bridging to Retirement Eligibility.**
Employees who would become eligible for retirement during the period for which they would be eligible for severance shall have the opportunity to use all or part of their eligible severance to reach their retirement eligibility date. Such employees may elect to continue working in a Kaiser Permanente directed assignment at their current wage rate and level of benefits, until they reach their retirement eligibility date. Upon reaching their retirement eligibility date they shall retire and their eligibility for severance pay at that time will be reduced by the period of time worked under this "Bridging" benefit.

Eligible employees who elect the Bridging option described above will have their current wage rate frozen from the date they are notified in writing that their positions are to be eliminated. They shall not be eligible for any contractual or tenure wage increases which may occur during the Bridging period.

Any eligible employee who becomes retiree eligible as a result of this Bridging option shall be subject to all the provisions identified in III. A. above.

Section D – Involuntary Separation without Waiver.

1. **Definition of Eligible Employees.**

Regular employees who have been involuntarily laid off and who choose not to sign the general release attached hereto as Exhibit I.

2. **Benefits.**

Eligible employees as defined in this Section shall be entitled only to those rights described in the Reduction in Force provisions of the Collective Bargaining Agreement, Article VI, Section 4. They shall not be eligible for any of the severance pay or benefits described in this Letter of Agreement, except as follows:

Employee Assistance Program.

Eligible employees as defined in this Section may utilize the five (5) free counseling sessions available in any calendar year to all employees or dependents within six (6) months of their layoff date. In no case are they entitled to more than five (5) such sessions in the calendar year in which they are laid off.

IV. INPLACEMENT POLICY

Any employees may avoid involuntary layoff by exercising their rights under the promotions/transfer provisions of the Collective Bargaining Agreement, Article VI, Section 6, prior to layoff. Subsequent to layoff they may exercise their recall rights under Article VI, Section 4.

Any employee who accepts another position prior to layoff for which the wage scale maximum is below the employee's current wage rate will maintain his/her current wage rate until it falls below the maximum of the new position, or for two (2) years, whichever occurs first. If after two (2) years the employee's wage rate remains in excess of the new position's maximum, the employee's wage rate will then be reduced to the new position maximum rate.

Furthermore, any Regular employees notified of layoff who transfer to posted positions in a non-benefited status as an alternative to layoff or retirement will continue to receive Health Plan and Dental Plan benefits only for themselves and their eligible dependents for a period of three (3) months following the end of the month in which they transfer to non-benefited status.

In addition, any Regular employees with two (2) years of Regular service who have received notice of layoff, who transfer to another Regular Kaiser Permanente Northern California Region position to avoid layoff or who are laid off and then reemployed in the Kaiser Permanente Northern California Region within six (6) months of their layoff date are eligible once only for reimbursement of moving expenses up to two thousand dollars (\$2,000.00), provided all of the following conditions are met:

- A. the new work site is more than thirty-five (35) miles (one way) from the employee's home at the time of layoff;
- B. the new one way commute is increased by at least ten (10) miles; and
- C. the move occurs within six (6) months after reemployment in a new position.

Moving expenses are limited to payment for packing, insuring, shipping and unpacking an employee's household and personal items. This normally excludes an employee's automobiles, large boats, trailers and non-household pets.

V. CONCLUSION.

- A. Under no circumstances shall any employee eligible for any of the provisions provided above receive any of the plan payments or benefits more than once. However, if an employee is separated or laid off, subsequently rehired and then separated or laid off again prior to November 1, 1994, (s)he will be eligible for any remaining payments or benefits not received under the Section above which is applicable to the first separation/layoff period before the rehire, provided the employee signs a new general release at the time of the subsequent separation/layoff.
- B. The terms of this Letter of Agreement shall have no precedential effect on either the Employer or the Union, except to the extent that it applies to any affected employee in the Kaiser Permanente Northern California Region prior to November 1, 1994. The content of this Letter of Agreement shall not be subject to the provisions of Article XXIX – Disputes of the Collective Bargaining Agreement. However, the Union reserves the right to grieve under the following circumstances:

1. Administration of the provisions of this Letter of Agreement to any affected employee to the extent that such administration differs from the express language or intent of the Letter of Agreement;
 2. the application of seniority in the selection of employees for involuntary layoff; and
 3. the application of seniority in the selection of volunteers should the number of volunteers exceed the reduction in force requirement. (Volunteers up to the number needed for the reduction in the department shall be accepted on a first come, first served basis. Employees who volunteer at a later time shall not have the right to exert their relative seniority to displace employees previously accepted by the Employer for voluntary separation.)
- C. IN WITNESS WHEREOF, the parties hereto have executed this Letter of Agreement as of the date herein below written.

NCAL APPENDIX CC

WAGE ADMINISTRATIVE PRACTICES

SECTION 1 – WAGE STRUCTURE DEFINITIONS.

A. **Structure A.**

Structure “A” is the pay structure for all Employees hired on or before October 25, 1986. All such Employees will remain on this structure and move accordingly. This structure shall apply to Employees in Areas I and II.

B. **Structure B-1.**

Structure “B-1” is the pay structure for all Employees hired on or after October 26, 1986 in Area I.

C. **Structure B-2.**

Structure “B-2” is the pay structure for Employees hired on or after October 26, 1986 in Area II.

SECTION 2 – GEOGRAPHIC AREA DEFINITIONS.

Area I and Area II shall be defined as follows:

AREA I

1950 Franklin and Environs
Antioch
Campbell
Deer Valley
Fairfield
Fremont
Gilroy
Hayward
Livermore
Martinez
Milpitas
Mountain View
Napa
Novato
Oakland
Park Shadelands
Petaluma
Pleasanton
Redwood City
Richmond

Rohnert Park
San Francisco
San Jose
San Rafael
Santa Clara
Santa Rosa
South San Francisco
Union City
Vacaville
Vallejo
Walnut Creek

AREA II

Clovis
Davis
Elk Grove
Fair Oaks
Folsom
Fresno
Lincoln
Manteca
Modesto
Oakhurst

Point West
Rancho Cordova
Roseville
Sacramento
Selma
South Sacramento
Stanislaus
Stockton
Tracy

SECTION 3 – ADMINISTRATION OF WAGE STRUCTURE “A”.

Employees on Structure “A” shall remain on that Structure regardless of any transfers, promotions or demotions within or between Areas I and II.

SECTION 4 – ADMINISTRATION OF WAGE STRUCTURES “B-1” AND “B-2”.

Employees on Structure “B-1” or Structure “B-2” will remain on either of these two “B” Structures but may move between the two Structures as a result of the following:

A. **Lateral Transfers Between Area I and Area II.**

Employees on either Structure B-1 or B-2 who permanently transfer between the two Areas in the same job classification will be placed on the “B” Structure within the Area to which the Employee transfers. The Employee will be placed on the tenure step of the new “B” Structure which is the same as the tenure step held on the previous “B” Structure. Tenure credit earned on the previous “B” Structure will apply for movement to higher tenure steps on the new “B” Structure.

B. **Promotions and Demotions between Area I and Area II.**

In determining the appropriate wage rates for Employees who are promoted or demoted into a different area, the following shall apply:

The Employee will first be treated as a lateral transfer in accordance with (1) above. Once the lateral transfer wage rate and tenure step is determined, the appropriate promotion or demotion language contained in Article XVIII, Section 3, B, (*Article XII, Section 4, B, of the current Agreement*) Northern California Region Provisions shall be applied.

SECTION 5 – SELECTION OF EMPLOYEES AND WAGE STRUCTURES.

Employees shall be considered for promotions, demotions, transfers and reductions in force based upon the seniority provisions and other relevant sections outlined in the Labor Agreement. Wage structures will not be a factor in selecting Employees for promotions, demotions, transfers and reductions in force.

SECTION 6 – ELIMINATION OF STRUCTURE B-2

As provided in the Northern California Region wage rates of this Agreement, Structures A/B-1 and B-2, effective at the beginning of the first full pay period nearest 1/1/06, 1/1/07, 1/1/08 and 7/1/08, employees on the B-2 wage scale will receive additional incremental wage increases which culminate in the total elimination of the B-2 structure.

NCAL APPENDIX DD

WEEKENDS ONLY POSITIONS WITH 10% WEEKEND DIFFERENTIAL

Employees working weekend positions, as defined below, will be eligible for 10% weekend differential for all hours worked, including non-weekend hours.

- A. Regular part-time benefited positions configured as two (2) ten-hour shifts on Saturday and Sunday will be paid at straight time for the two weekend shifts.
- B. Regular twenty (20) hour, benefited positions scheduled to work every weekend. Weekend shifts must be six- or eight-hour shifts.
- C. Short-hour positions of two (2) eight-hour shifts regularly scheduled on Saturday and Sunday.

The 10% differential is in lieu of other week-end premiums or differentials in any agreement.

NCAL APPENDIX EE

LANDSCAPING FUNCTION

The parties, having bargained in good faith and having raised all claims and issues with respect to the landscaping function in the Northern California Region, hereby agree:

1. For the duration of this agreement, where the landscaping function is currently being done by a third-party vendor exclusively at a Kaiser Permanente facility, Kaiser Permanente will continue using a vendor at such facility.
2. For the duration of this agreement, the landscaping function will not be subcontracted or outsourced at the following facilities and satellites:
 - a. Manteca
 - b. Modesto
 - c. Stockton
 - d. Antioch
 - e. Walnut Creek
 - f. Oakland
 - g. Richmond
 - h. San Francisco
 - i. Fremont
 - j. San Leandro
 - k. San Rafael
 - l. Vacaville
 - m. Vallejo
 - n. San Jose
 - o. Santa Clara
3. Disputes arising under this agreement shall be resolved by expedited arbitration before Arbitrator David Weinberg.

This is the full and complete agreement of the Parties on the subjects contained herein and supersedes all prior agreements. Any changes to this agreement shall be in writing signed by the Party to be affected.

NCAL APPENDIX FF

OPTICAL BARGAINING UNIT INCORPORATION

1. OPTICAL CLASSIFICATIONS – RECOGNITION

The Optical Unit to which this Appendix applies shall consist of employees working in classifications as set for the below, as well as any differently titled classifications that may be established in the future, performing the same or similar work as those listed.

- Optical Lab Foreperson (Lead)
- Optical Equipment Maintenance Technician
- Surface Grinder
- Benchperson
- Optical Lab Quality Inspector
- Optical Lab Apprentice
- Optical Lab Utility Worker
- Senior Prescription Stock Clerk
- Prescription Stock Clerk
- Optical Sales Lead Dispenser
- Optical Sales Dispenser
- Optical Sales Dispenser Apprentice
- Optical Sales Assistant
- Contact Lens Fitter
- Contact Lens Fitter Apprentice
- Contact Lens Fitter Assistant
- Optical Customer Service Lead Representative
- Optical Customer Service Representative

In accordance with NCAL Appendix Y Optical Unit classifications as below shall be included under Schedule Y.

- Optical Lab Foreperson (Lead)
- Optical Equipment Maintenance Technician
- Surface Grinder
- Benchperson
- Optical Lab Quality Inspector
- Optical Lab Apprentice
- Optical Lab Utility Worker
- Senior Prescription Stock Clerk
- Prescription Stock Clerk
- Optical Sales Lead Dispenser
- Optical Sales Dispenser

The Optical Unit is part of the SEIU-UHW Service and Technical Bargaining Unit and is covered by all provisions of the SEIU-UHW Service and Technical Bargaining Unit Local Agreement applicable to Northern California and the Coalition of Kaiser Permanente Unions National Agreement with the exception of the terms listed in Appendix FF, and any terms negotiated at the local table.

The unique provisions include sick leave accrual rates, flexible personal days, EDC plan for employees hired on or after January 1, 2015, 401K plan and retiree medical benefits and shall be listed in an appendix to the SEIU-UHW Local Agreement. All benefits changes or enhancements will be implemented 1/1/2022.

2. **BONUS.**

As soon as practicable following ratification, full time employees, defined as paid status of thirty-two (32) hours per week or more, shall receive a one-time bonus of three thousand five hundred dollars (\$3500). Part-time, defined as paid status between twenty (20) to thirty-two (32) hours per week or more, shall receive a one-time bonus of two thousand two hundred fifty dollars (\$2250). Employees who were paid fewer than twenty (20) hours per week shall receive a one-time bonus of one thousand two hundred fifty dollars (\$1250). On-call employees will receive a one-time bonus corresponding the average number of hours they worked in calendar year 2020.

3. **ACROSS THE BOARD WAGE INCREASES.**

- a. Across the Board three percent (3%) raise in the first pay period following March 1, 2021
- b. Across the Board three percent (3%) raise in the first pay period following October 1, 2021.
- c. Across the Board three percent (3%) raise in the first pay period following October 1, 2022.

4. **SICK LEAVE ACCURAL RATES.**

Each Regular employee shall accumulate three quarters (3/4) day sick leave with pay for each calendar month of employment, or nine (9) days of Annual Sick Leave per year.

After completion of the fourth (4th) year of employment, each Regular employee shall accumulate one (1) day sick leave with pay for each calendar month of employment, or twelve (12) days of Annual Sick Leave per year. Part-time Regular employees' Annual Sick Leave will be credited proportionately, based on scheduled hours. A Regular employee with one or more years of continuous service will be credited with his/her entire annual allotment of Annual Sick Leave at the beginning of the pay period in which the employee's anniversary date of hire falls. If an employee's anniversary date has been adjusted, the "leave accrual service date" will be used as the date for allotment of Annual Sick Leave. An employee shall not be entitled to sick leave with pay unless he/she has acquired three (3) months continuous service credit.

5. **FLEXIBLE PERSONAL DAYS.**

Each Regular employee shall be entitled to three (3) Flexible Personal Days per year. Personal Days may be used for personal reasons in increments of not less than two (2) hours. Requests for a single Flexible Personal Day off, or for hours

within a single shift, shall granted upon receipt of at least two (2) weeks' notice. Requests for consecutive days off, for days before or after a holiday, or for other days designated by mutual agreement, will be reviewed and approved or denied on a case-by-case basis in order to meet core staffing needs.

All unused Personal Days will be converted at fifty percent (50%) of value to cash at the end of each payroll calendar year. Personal Days may be cashed out upon resignation or termination; however, upon retirement, Personal Days will be converted at 50% of value. For the purposes of this Section, a retirement means that the employee has retired from the organization pursuant to the terms of a qualified Kaiser Permanente retirement plan.

6. **EMPLOYEES DEFINED CONTRIBUTION (EDC) PLAN.**

All Employees hired on or after January 1, 2015, will not be eligible for, and will not become a participant in, the Kaiser Permanente Employees Pension Plan (KPEPP). Such employees will become a participant in the Kaiser Permanente Northern California Employees Defined Contribution (EDC) plan. Such employees will automatically participate in the EDC upon his or her first day of employment in an eligible status under the terms of the EDC. Such employees may participate in the EDC regardless of scheduled hours.

An eligible participant in the EDC will receive an Employer contribution of six (6)% of base wages. An employee will be provided with a variety of investment options. An employee who does not make investment selections will default into investment alternatives in accordance with DOL rules as specified in the EDC.

An eligible participant in the EDC may contribute up to ten percent (10%) of salary on an after-tax basis.

An eligible participant in the EDC is immediately one hundred percent (100%) vested in the Employer and employee contributions.

An eligible participant in the EDC shall qualify for age 65 in-service distributions in accordance with the terms of the EDC and applicable IRS rules. Upon termination or retirement, the EDC account balance is distributed or deferred in accordance with applicable IRS rules.

The EDC is governed by the plan documents as amended from time to time.

7. **401(k) PLAN.**

All Employees hired on or after January 1, 2015 shall be eligible to participate in the Kaiser Permanente 401(k) Plan on date of hire. Employees may contribute to the Plan on a pre-tax basis and have a variety of investment options.

An employee with one (1) or more years of service, who contributes to the 401(k) Plan will be eligible for the Employer Contribution Match program. The Employer will make contributions to match 100% of the eligible employee's contribution, up to 1.25% of the employee's salary. For employees hired on or after 1/1/15, effective 7/1/21, the Employer will make contributions to match 100% of the employee's contribution, up to three percent (3%) of the employee's salary.

The Employer contributions will vest in increments of 20% per year, with participants becoming fully vested in the Employer Contribution after five (5) years of service.

8. **RETIREE MEDICAL BENEFITS.**

All employees will be eligible for Retiree Medical Benefits under the Medical Premium Subsidy/HRA plan as described in the National Agreement Section 2.B.2.h.3, prospective effective 1/1/2022. Employees that retire on or after 7/1/21, will receive an employer allocation to an unfunded Retiree Medical HRA at the time of retirement of \$2,000 per years of service, prorated as applicable. In addition, Employees that retire on or after 7/1/2021 will receive the \$10,000 contribution to their HRA at age 85. Employees will be exempt from transition into the "Group Plan" and Section 2.B.2.h.5. will not apply.

APPENDICES APPLICABLE TO SOUTHERN CALIFORNIA REGION

SCAL APPENDIX A – SIDE LETTERS

These Letters of Agreement run concurrently with the term of the Master Agreement between Kaiser Permanente and United Healthcare Workers-West and are subject to the grievance and arbitration procedure of the Master Agreement. Side Letters 2, 4, 6, 13, 14, 17, 24, 25, 26, 27, 28, 29, 31, 38, 39, 41 (paragraphs 1 & 2), 44, 45, 52, 54, and 55 from the 2000 Collective Bargaining Agreement are archived.

1. 10 AND 12 HOUR SHIFTS.

Voluntary – 10 Hours Shift Staffing Pattern.

a.) **Full-Time.**

Full-Time: Four (4), ten (10) hour shifts per work week. Employees will be scheduled every other weekend off. The weekend for the night shift, for the purpose of this agreement will be Saturday and Sunday. This option has no impact on an Employee's pension since he/she will be scheduled eighty (80) hours per pay period.

b.) **Workweek.**

The workweek for all Employees on the 4-40 staffing pattern will commence Sunday night at 12:00 am., ending on a Saturday night at night.

c.) **Pay.**

Each ten (10) hour shift will be paid at ten (10) straight time hours. All contractual provisions where non-worked paid time is considered as time worked for pay purposes will apply.

d.) **Consecutive Pay.**

An Employee is not considered to have had a day off unless thirty (30) hours have elapsed from the end of the last shift worked until beginning of the next shift.

e.) **Additional Shifts Worked.**

When an Employee works ten (10) hour shifts, he/she is paid such at straight time and these are recorded as "regular" hours. It is only after working forty (40) "regular" hours that a person would be entitled to any overtime pay for any subsequent hours worked. Thus, if an Employee worked four (4) ten (10) hour shifts from Monday through Thursday, then worked from 7:00 am. to 3:30 p.m. on Friday, those eight (8) hours on Friday would be paid at time and one-half.

If the Employee in this example were called in to work on Saturday, all hours would be paid at the day off overtime premium (i.e., double time) as the Employee had already worked 40 "regular" hours in the week and now has two days off subject to the day off premium.

In addition, the normal daily overtime provisions will apply for all hours worked in excess of ten (10) in one (1) workday. Specifically, time and one-half (1-1/2) is applicable over ten (10) hours in one (1) workday and double time (2) over twelve (12) hours in one (1) workday.

f.) **Meal Period.**

One (1) unpaid thirty minute meal period per 10 hour shift.

g.) **Rest Period.**

Two paid 15 minute breaks per 10 hour shift.

h.) **Shift Differential.**

Applies to shifts beginning between:

Evening Shift:	2:00 p.m. to 6:00 p.m.
Night Shift:	10:00 p.m. to 1:00 a.m.

Employees whose starting time is other than described above will receive appropriate shift differential for all hours worked between 6:00 p.m. and 6:00 a.m.

A day shift 10 hour Employee working 7:00 a.m. to 5:30 p.m. will not receive evening shift differential. A day shift ten (10) hour Employee working 10:00 a.m. to 8:30 p.m. will normally receive 2-1/2 hours of evening shift differential (e.g., 6:00 p.m. to 8:30 p.m.). A night shift ten (10) hour Employee may receive both evening shift and night differential. As an example, if the shift is 7:00 p.m. to 5:30 a.m., three (3) hours of evening shift differential and seven (7) hours of night shift differential is applicable. If, for example, the shift is 3:00 p.m. to 1:30 a.m., seven (7) hours of evening shift differential and three (3) hours of night shift differential is applicable.

i.) **Holiday.**

Holiday Scheduled Off (Full-Time) – Paid at eight (8) hours at the regular rate of pay. The Employee may elect to receive two (2) hours of vacation pay by so stating.

Holiday Scheduled Off (Part-Time) – Not applicable

Holiday Worked – Paid at two and one-half (2-1/2) times the regular rate of pay for all hours worked on the actual holiday.

Holiday worked with Another Substitute Day – Paid at one and one-half (1-1/2) times the regular rate of pay for all hours worked on the holiday. Substitute day off will be paid at eight (8) hours at the regular rate of pay.

A day shift Employee will not receive shift differential for a holiday not worked. An evening/night shift Employee will receive shift differential in

accordance with the guidelines specified under the shift differential section of this agreement (Article XIII, Section 8).

Employees will receive holiday premium for all hours worked on the actual holiday (i.e., midnight to midnight).

Example:

<u>July 3</u>	<u>July 4</u>	<u>July 5</u>
	5:30 a.m.	5:30 a.m.
	7:00 a.m.	
7:00 p.m.	5:30 p.m.	
	7:00 p.m.	

* Will receive straight time pay for all hours worked between 7:00 p.m. and midnight. Will receive holiday premium (i.e., double time and one-half) for all hours worked from midnight to 5:30 a.m. In addition, this Employee is entitled to receive three (3) hours holiday not worked at straight time.

** Will receive all hours worked at holiday premium (i.e., double time and one-half).

*** Will receive holiday premium (i.e., double time and one-half) for all hours worked from 7:00 p.m. to midnight, from midnight to 5:30 a.m. The hours will be compensated at straight time pay. In addition, this Employee is entitled to receive three (3) hours holiday not worked at straight time.

j.) **Sick Leave Pay Option.**

Sick Leave will be paid based on an Employee selecting one of the two (2) options below:

Option I: Eight hours of sick leave pay per shift.

Option II: Ten hours of sick leave pay per shift.

Worker's Compensation or State Disability Insurance – Weekly Leave will be in accordance with the provisions of the Collective Bargaining Agreement. Shift differential will be paid under the same conditions as time worked.

k.) **Vacation.**

Vacation will be paid based on an Employee selecting one of the two options below:

Option I: Eight hours of vacation per shift.

Option II: Ten hours of vacation per shift.

If a ten (10) hour Employee returns to his/her previously held eight (8) hour position, which may be the same shift or his/her previous shift (whichever is applicable), he/she will retain his/her prescheduled and approved vacation requests. This will only apply to Employees who return to their previously held positions, and shift, not transfers via the bid system.

If ten (10) hour shifts are discontinued in the department, Employees will return to their previously held eight (8) hour positions, which may be the same shift or their previous shift (whichever is applicable) and they will retain their prescheduled and approved vacation requests. If additional slots of vacation become available as a result of this, they will be offered first to those who applied during the vacation planning cycle and to those who were denied.

l.) **Education Leave Pay Option.**

Education Leave will be paid based on an Employee selecting one of the two options below:

Option I: Eight hours of education leave pay per shift.

Option II: Ten hours of education leave pay per shift.

Education Leave Pay for other than a scheduled workday will be paid at eight straight time hours of pay.

If mandatory in-service is held, it will be considered as time worked, for pay purposes.

m.) **Report Pay.**

Employees who report to work without receiving prior notice that there is no work available will receive four (4) hours report pay. All contractual provisions for application of report pay will apply.

Cancellation Of Assignment (may be facility specific).

n.) **Participation.**

Participation in the 4-40 staffing pattern is voluntary. First preference to select the ten (10) hour shift positions shall be based on Seniority. Employees' current status will be maintained at full time.

If during the conversion, the Employee voluntarily selects a schedule which results in two consecutive weekends being worked, he/she will waive the applicable premium.

Future vacancies for ten (10) hour shifts will be posted and filled pursuant to the contractual provisions regarding Job Posting. Employees will be placed back into their previous shift (e.g., days, evenings and nights) in the event the ten (10) hour shifts are discontinued.

New positions may be posted noting the 4-40 staffing pattern but each posting must also specify a complimentary eight (8) hour shift position since this staffing pattern is temporary.

o.) **Terms Of Agreement.**

It is the intent of the Employer to implement a scheduling system which meets our Health Plan members' needs and supports sound economic practices, while at the same time affording Employees with flexible scheduling preference. Ten (10) hour shifts are temporary and may be cancelled by the Employer at any time and by the Employee(s) as indicated below.

The parties will consider the following factors in their discussions: Staff vacancies, overtime (additional voluntary sign-up and mandatory) and Employee preference.

The Employee(s) may elect to voluntarily discontinue participation in the 4-40 ten (10) hours staffing pattern with thirty (30) days written notification. Likewise, the Employer may also elect to discontinue the staffing pattern with thirty (30) days written notification to the Union.

12-Hour Shift Voluntary – Staffing Pattern at Straight-Time.

aa) **Full-Time.**

Full-time Employees will be scheduled six (6), twelve (12) hour shifts per pay period and a seventh (7th) shift in the pay period of twelve (12) hours at time and one half. Employees will be scheduled every other weekend off. The weekend for the night shift, for the purpose of this agreement will be Saturday and Sunday. This option has no impact on an Employee's pension since he/she will be scheduled at least 80 hours per pay period.

bb) **Workweek.**

The workweek for all Employees on the twelve (12) hour staffing pattern will commence Sunday night at 12:00 a.m., ending on a Saturday night at midnight.

cc) **Pay.**

Each twelve (12) hour shift will be paid at twelve (12) straight time hours for the first six (6) shifts worked in the pay period. The seventh (7th) shift worked will be paid at time and one-half (1-1/2). All contractual provisions where non-worked paid time is considered as time worked for pay purposes will apply.

dd) **Consecutive Pay.**

An Employee is not considered to have had a day off unless thirty (30) hours have elapsed from the end of the last shift worked until the beginning of the next shift.

ee) **Additional Shifts Worked.**

When an Employee works twelve (12) hour shifts, he/she is paid such at straight time for the first six (6) shifts worked in a pay period. These are recorded as "regular" hours. The seventh (7th) shift worked will be paid at time and one half (1-1/2). Additional shifts beyond seven (7) worked in a pay period will likewise be compensated for at time and one-half (1-1/2).

In addition, the normal daily overtime provisions will apply for all hours worked in excess of twelve (12) in one (1) workday. Specifically, double time (2) is applicable over twelve (12) hours in one (1) workday.

ff) **Meal Period.**

One (1) unpaid thirty minute meal period per twelve (12) hour shift.

gg) **Rest Period.**

Three (3) paid fifteen (15) minute breaks per twelve (12) hour shift.

hh) **Shift Differential.**

Applies to shifts beginning between:

Evening Shift:	2:00 p.m. to 6:00 p.m.
Night Shift:	10:00 p.m. to 1:00 a.m.

Employees whose starting time is other than described above will receive appropriate shift differential for all hours worked between 6:00 p.m. and 6:00 a.m.

A day shift twelve (12) hour Employee working 7:00 a.m. to 7:30 p.m. will receive one and one half (1-1/2) hours of evening shift differential. A day shift twelve (12) hour Employee working 10:00 a.m. to 10:30 p.m. will normally receive 4-1/2 hours of evening shift differential (e.g. 6:00 p.m. to 10:30 p.m.). A night shift twelve (12) hour Employee may receive both evening shift and night differential. As an example, if the shift is 7:00 p.m. to 7:30 a.m., three (3) hours of evening shift differential and nine (9) hours of night shift differential is applicable. If, for example, the shift is 3:00 p.m. to 3:30 a.m., seven (7) hours of evening shift differential and five (5) hours of night shift differential is applicable (presuming that the lunch break occurs at or after 10:00 p.m.).

ii) **Holiday.**

Holiday Scheduled Off (Full-Time) – Paid at eight (8) hours at the regular rate of pay. The Employee may elect to receive four (4) hours of vacation pay by so stating.

Holiday Scheduled Off (Part-Time) – Not applicable

Holiday Worked – Paid at two and one-half (2-1/2) times the regular rate of pay for all hours worked on the actual holiday.

Holiday worked with Another Substitute Day – Paid at one and one-half (1-1/2) times the regular rate of pay for all hours worked on the holiday. Substitute day off will be paid at eight (8) hours at the regular rate of pay.

A day shift Employee will not receive shift differential for a holiday not worked.

An evening/night shift Employee will receive shift differential in accordance with the guidelines specified under the shift differential section of this agreement.

Employees will receive holiday premium for all hours worked on the actual holiday (i.e., midnight to midnight).

Example:

<u>July 3</u>	<u>July 4</u>	<u>July 5</u>
	7:30 a.m.	7:30 a.m.
	7:00 a.m.	
7:00 p.m.	7:30 p.m.	
	7:00 p.m.	

* Will receive straight time pay for all hours worked between 7:00 p.m. and midnight. Will receive holiday premium (i.e., double time and one-half) for all hours worked from midnight to 7:30 a.m. In addition, this Employee is entitled to receive one (1) hour holiday not worked at straight time.

** Will receive all hours worked at holiday premium (i.e., double time and one-half).

*** Will receive holiday premium (i.e., double time and one-half) for all hours worked from 7:00 p.m. to midnight, from midnight to 7:30 a.m. the hours will be compensated at straight time pay. In addition, this Employee is entitled to receive three (3) hours holiday not worked at straight time.

jj) **Sick Leave Pay Option.**

Sick Leave will be paid based on Employee selecting one of the two (2) options below:

Option I: Eight (8) hours of sick leave pay per shift.

Option II: Twelve (12) hours of sick leave pay per shift.

Worker's Compensation or State Disability Insurance – Weekly Leave will be in accordance with the provisions of the Collective Bargaining Agreement. Shift differential will be paid under the same conditions as time worked.

kk) **Vacation.**

Vacation will be paid based on an Employee selecting one of the two (2) options below:

Option I: Eight (8) hours of vacation per shift.

Option II: Twelve (12) hours of vacation per shift.

If a twelve (12) hour Employee returns to his/her previously held eight (8) hour position, which may be the same shift or his/her previous shift (whichever is applicable), he/she will retain his/her prescheduled and approved vacation requests. This will only apply to Employees who return to their previously held positions, and shift, not transfers via the bid system.

If twelve (12) hour shifts are discontinued in the department, Employees will return to their previously held eight (8) hour positions, which may be the same shift or their previous shift (whichever is applicable) and they will retain their prescheduled and approved vacation requests. If additional slots of vacation become available as a result of this, they will be offered first to those who applied during the vacation planning cycle and to those who were denied.

ll) **Education Leave Pay Option.**

Education Leave will be paid based on an Employee selecting one of the two (2) options below:

Option I: Eight (8) hours of educational leave pay per shift.

Option II: Twelve (12) of educational leave pay per shift.

Education Leave Pay for other than a scheduled workday will be paid at eight (8) straight time hours of pay.

If mandatory in-service is held, it will be considered as time worked, for pay purposes.

mm) **Report Pay.**

Employees who report to work without receiving prior notice that there is no work available will receive four (4) hours report pay. All contractual provisions for application of report pay will apply.

Cancellation Of Assignment (may be facility specific).

nn) **Participation.**

Participation in the twelve (12) hour staffing pattern is voluntary. First preference to select the twelve (12) hour shift positions shall be based on Seniority. Employees' current status will be maintained at full time.

If during the conversion, the Employee voluntarily selects a schedule which results in two (2) consecutive weekends being worked, he/she will waive the applicable premium.

Future vacancies for twelve (12) hour shifts will be posted and filled pursuant to the contractual provision regarding Job Posting. Employees will be placed back into their previous shift (e.g., days, evenings and nights) in the event the twelve (12) hour shifts are discontinued.

New positions may be posted noting the 12 hour staffing pattern but each posting must also specify a complimentary eight (8) hour shift position since this staffing pattern is temporary.

oo) **Terms of Agreement.**

It is the intent of the Employer to implement a scheduling system which meets our Health Plan members' needs and supports sound economic practices, while at the same time affording Employees with flexible scheduling preference. Twelve (12) hour shifts are temporary and may be cancelled by the Employer at any time and by the Employee(s) as indicated below.

The parties will consider the following factors in their discussions: Staff vacancies, overtime (additional voluntary sign-up and mandatory) and Employee preference.

The Employee(s) may elect to voluntarily discontinue participation in the twelve (12) hour staffing pattern with thirty (30) days written notification. Likewise, the Employer may also elect to discontinue the staffing pattern with thirty (30) days written notification to the Union.

2. DEPARTMENT DESIGNATION.

On an annual basis, the Employer will submit to the Union a complete listing of departments and Member Service Areas (MSAs) for seniority application purposes.

In the event of a reorganization of departments or MSAs, the Employer agrees to notify the President of the Union and meet with the Union at the Union's request to discuss the implications of the new designation of departments or MSAs.

3. EMPLOYEE HOSPITALIZATION FOR ALCOHOL AND DRUG DEPENDENCY.

If an Employee, who works at the Kaiser Mental Health Centers, in Kaiser outpatient psychiatric services or in Chemical Dependency Recovery Programs (CDRP), requires hospitalization in a psychiatric hospital or requires hospitalization for a medical condition related to alcohol or drug dependency, and is so ordered by an SCPMG physician, then such hospitalization will be arranged at an alternate location from where they work.

4. FLEXIBLE SCHEDULES.

The Employer and the Union recognize that the nature of the Employer's business does not permit the establishment of flexible work schedules for the majority of Employees. However, in the event the Employer determines that such a schedule is feasible, and it is acceptable to the Employees involved and the Union, such schedule may be implemented. It is understood that in order to achieve the above, the contractual provisions relating to the workday as defined in Article VI, Section 2 (*Article XII, Section 2 of the current Agreement*) shall be waived for purposes of overtime payments.

The parties agree that an Employee's written request for flexible schedules will be jointly reviewed to determine the feasibility of implementation. However, the Employer maintains the sole right to discontinue such schedules where efficiency of operations or effective patient care is impeded and/or a negative economic condition evolves.

5. CENTRAL STAFFING FLOAT POOL

The Employer agrees to study the feasibility of developing an on-call Float Pool on a facility by facility or Member Service Area basis.

The parties recognize that the establishment of Float Pools may necessitate the modification of various provisions of the Agreement in order for such Float Pools to be efficient and operationally effective. Therefore, the Union agrees that in the event Float Pools are to be established they will give consideration to Employer requests to modify specific provisions of the Agreement. Any such agreed upon modifications shall be reduced to writing and shall be signed by the President of the Union and the Labor Relations Director of the Employer, or their designees.

Central Staffing-Float Pool Departments may be created as deemed necessary by Medical Center Administration. The Central Staffing Employees may be utilized in specific departments as replacements and/or additional support. Central Staffing-Float Pool may also serve as the entry level for new Employees. Central Staffing Employees may be cross trained to work in several designated

departments of the medical center and may be cross trained in more than one classification.

Prior to the implementation of a Central Staffing-Float Pool Department, the parties agree to meet and confer. An addendum may be prepared to outline any additions or modifications to this agreement. However, nothing in this agreement precludes the Union from filing a grievance on issues related to Central Staffing-Float Pool Department.

Expectations:

- a.) Central Staffing-Float Pool Departments may provide service seven (7) days a week, twenty four (24) hours a day. It is expected that Employees will be available to work the hours and days specified on the job posting for which they were hired, including holidays.
- b.) A Central Staffing-Float Pool Employee who bids or is placed on a long term temporary assignment will maintain his/her status in Central Staffing-Float pool while on such assignment.
- c.) If a regular full-time or part-time job posting outside Central Staffing-Float pool is not bid on, then the least senior Central Staffing Employee in that classification may be assigned to fill the vacancy.
- d.) An Employee who fails to pass his/her evaluation period after transferring out of Central Staffing-Float Pool will be returned to Central Staffing-Float Pool per the provisions of the Collective Bargaining Agreement. An Employee who repeatedly transfers out of Central Staffing-Float Pool and fails to pass his/her evaluation period may be disciplined up to and including discharge.

Seniority:

- a.) Once trained in a specific classification and once having worked within the specific classification, and having successfully passed the evaluation period in Central Staffing-Float Pool, the Employee shall be deemed qualified for the purposes of bidding for a part-time or full-time position in that classification, in departments serviced by Central Staffing-Float Pool. While in Central Staffing-Float Pool, Employees will be expected to rotate through all departments and classification(s) for which they are trained, to ensure a working knowledge of the work performed in each of these areas.
- b.) For the purposes of job-bidding, Central Staffing-Float Pool Employees shall be given the same consideration as any other bargaining unit Employee, except that all of the hours worked – regardless of which department the hours were worked in and regardless in which department the Central Staffing-Float Pool Employee is applying – shall count for the

purposes of (1) determining whether or not an On-Call Central Staffing-Float Pool Employee shall be considered a regular Employee (if s/he has accumulated a total of 2,000 hours of work in the Central Staffing-Float Pool); and (2) determining the relative seniority between On-Call Employees with less than 2,000 hours.

Force Reduction:

Reductions in Force will be accomplished pursuant to the provisions of the Collective Bargaining Agreement.

Benefits:

Employees in Central Staffing-Float Pool Departments will be entitled to all benefits applicable to full-time, part-time, limited part-time and on-call Employees as described in the current Agreement. However, it is understood that vacation scheduling shall be established pursuant to the following procedure:

- Vacations for full-time, part-time, limited part-time and on-call Employees will be granted pursuant to the provisions in the Collective Bargaining Agreement.
- Vacations over a holiday period will be approved only when staffing within the Central-Staffing-Float Pool Department permits. Special circumstances will be considered on a case by case basis.

Overtime:

Overtime hours will be offered to Central Staffing-Float Pool Employees in departments in which they have worked after Employees in said departments have refused the hours. Overtime will be distributed equitably to those Employees who have indicated interest in overtime by signing the Voluntary Overtime List.

However, Employees may be mandated to work overtime in the departments in which they have worked after qualified Employees of those departments have been mandated.

Assignments:

- a.) Assignments within their classifications, for the most part will generally be made on a rotating basis. Central Staffing-Float Pool Employees trained in more than one classification will be assigned to work in all classifications for which they are trained. Management may also make assignments to insure maintenance of an Employee's skill level. None of the foregoing is to be construed as a guarantee of work hours.
- b.) Assignments for on-call Employees will be made within classifications on a rotating basis with the intent of distributing hours equally over a reasonable time period (approximately three [3] months).

6. INDIAN HILL MEDICAL OFFICE.

Indian Hill Medical Office is to be considered as an outlying medical office under the Baldwin Park Medical Center for the application of seniority.

7. MARTIN LUTHER KING, JR. HOLIDAY AND CÉSAR CHÁVEZ HOLIDAY.

During the term of this Agreement, if any other bargaining unit with a Collective Bargaining Agreement with the Employer is granted the Martin Luther King, Jr. or César Chávez holiday as an additional holiday, such holiday will be granted to the Employees covered under this Collective Bargaining Agreement. The parties agree that the Employer will base its scheduling decision (regarding Martin Luther King, Jr. and César Chávez holiday) on staffing and operational needs.

8. PARKING.

Employees parking at the Employer's facilities shall be provided free parking. At those facilities where limited on-site parking is available, Employees (including non-bargaining unit Employees and all other union Employees, but excluding physicians, handicapped Employees and Employees who are required to use their car for Employer business) shall receive on-site parking from a priority list based on date of hire.

Where specific parking problems occur at individual facilities during the term of this Agreement, a meeting shall be held between the Union Field Representative for the facility and the Area Human Resources Leader of the Employer to discuss and attempt to resolve such problems. Such meetings shall be requested, in writing, by the Union Field Representative.

The Employer will maintain free parking unless mandated by regulation to charge for parking.

The parties agree that Employees who visit a Medical Center/Outlying Clinic for a personal medical appointment, and receive a parking ticket, will not be charged for said parking if they adhere to the following procedure:

- a.) Employees will note their name, work extension, and denote "Medical Appointment" on the parking ticket.
- b.) Parking Attendants will not charge Employees who present tickets with the aforelisted information.

Regarding parking at Annandale and the North Hollywood facilities, the Employer agrees to keep the Union apprised of plans for additional parking as they are formulated.

9. PRODUCING NEW CONTRACTS.

The Employer will take the responsibility for producing the new Agreement in at least nine (9) point type size, Any costs shall be shared equally by the parties throughout the term of the Agreement. The Employer will make every effort to provide sufficient copies within thirty (30) days of the signing of the Agreement.

10. RADIATION SAFETY COMMITTEE.

The Employer will appoint a Technical Bargaining Unit member from either the Diagnostic Imaging Department or Nuclear Medicine Department to participate on each Medical Center's Radiation Safety Committee. In selecting a Technical Bargaining Unit member for assignment on the Radiation Safety Committee, the Union will submit a list of recommendations and the Employer will give reasonable consideration to the individuals. No Employee shall lose pay as a result of serving on such committee.

11. REGIONAL LABORATORIES – LUNCH BREAK.

The parties agree that SEIU, UHW Employees at Regional Laboratories facilities (North Hollywood-Sherman Way, North Hollywood-Magnolia Boulevard, Glendale-Clinical Laboratories, and the Endocrinology Laboratory) shall have the option to schedule either a thirty (30) minute or a forty-five (45) minute lunch break, Such scheduling shall be subject to the provisions established in Articles XI and XII, and would be subject to the efficiency of operations.

12. DIAGNOSTIC IMAGING TECHNOLOGIST.

A. Safety.

Each Diagnostic Imaging Technologist working in areas where exposure to radiation may occur shall be provided an ionization badge and if over exposure is indicated shall be given a blood test on a mandatory basis, and the results of such test shall be discussed with the Employee by a physician at the Employee's request. If, in the opinion of the doctor in charge of the Diagnostic Imaging Department, time away from the job is indicated, up to two (2) weeks off with pay will be granted. This time does not affect the Paid Time Off accumulations in Article XVII. The Employer will use all safeguards recognized as accepted medical practice in the community.

The Employer shall continue its Radiation Safety Policy and a bargaining unit member shall become a member of the Central Radiation Committee.

Badge readings will be done on a monthly basis for all Diagnostic Imaging Technologists and the results will be made available to each Employee. Pregnant Diagnostic Imaging Technologists and Nuclear Medicine Technicians shall be transferred out of the radioisotope laboratory, special procedures room, and any other high radiation areas, and shall not be

required to work with portable equipment or fluoroscopy equipment. Such transfer shall be made effective as soon as the Employee's pregnancy is diagnosed, and shall be done with no reduction in pay.

B. Career Ladder.

The Employer agrees to a career ladder as follows:

Diagnostic Imaging Technologist – Radiology I
Diagnostic Imaging Technologist – Radiology II
Diagnostic Imaging Technologist – Radiology III Lead
Diagnostic Imaging Technologist – Radiology IV

Criteria for becoming a Tech I, Tech II and Tech III are as follows:

Tech I – Performs only general Diagnostic Radiologic exams such as chest x-rays and/or routine extremities such as leg, arm or foot.

Tech II – Performs any of the following special procedures on a regular rotational basis: Sialography, Bronchography, Aorotography, Hysterosalpingography, Tomography Studies or Myelograms – excludes Mammograms.

Tech III – Performs the Angiogram and/or Computerized Tomography (CT).

C. In-Service Education.

The Employer agrees to establish a formal in-service program to provide each Technologist with at least two (2) opportunities per year to attend programs intended to improve and upgrade skills and improve their awareness of radiation safety and to provide information on new equipment and techniques. These programs will be designed to train Technologists for progression into higher rated positions as part of the Employer's commitment to train and promote from within the bargaining unit and to foster being the Employer of Choice.

13. COMMUNITY SERVICE.

The Employer and the Union are committed to the success of our communities as well as the success of our organization. We recognize that the Kaiser Permanente organizations and the communities we serve are interdependent. The concept of community service is a rich part of Kaiser Permanente's history and is the basis for many of our business practices. In Southern California, Kaiser Permanente is engaged in a wide variety of community, corporate and public efforts to improve the health status of our communities.

In recognition of this commitment, and to further efforts that contribute to the building of healthy communities, the parties agree to establish a Joint Labor Management Community Services Committee. The purpose of this Committee is

to explore opportunities in the Southern California community where financial assistance or other forms of community service efforts would be seen as a benefit. It also is in keeping with our mutual commitment to serving the community. Areas for consideration could be supporting strategic community agencies, directing financial and technical resources to free and community clinics, and providing grants at the local level to improve the health of our communities and their residents.

The Committee will be made up of six (6) members, three (3) representing the interests of the Employer and three (3) representatives of the Union. Initially, the parties will meet to establish the criteria that will be used in the allocation of funds earmarked for disbursement by this Committee.

Funding for the joint Committee would be provided by Kaiser Permanente and directed to community service efforts using the agreed upon criteria, and only with the mutual agreement within the Committee. The amount of funding for this Committee will be \$500,000.00 effective January 1, 2006 and 500,000.00 effective January 1, 2007. These funds must be utilized in the year they are allotted and may not be carried over. Additionally, the Union has opted to support the Southern California Labor Management Council's Community Service goals by allotting \$250,000.00 in 2006 and 2007 for distribution by the participating Partnership Unions. Funding for subsequent years will be at the discretion of the Employer. None of the allocated funds shall be used for administration of the Joint Committee, and the parties agree that time spent on Joint Committee business by bargaining unit members will be paid by the Employer.

14. OPTICAL DISPENSER VACANCIES

All Journeyman Technicians with two (2) years or more of experience who meet the qualifications for the Optical Dispenser position will be given first consideration over new hires in filling vacancies as Optical Dispensers.

15. TYPING TESTS.

In the event an Employee has taken the maximum number of typing tests per the Employer's Regional policy regarding employment tests and interviews, and said Employee is the most senior bidder for a subsequent position which requires a typing speed greater than previously attained, he/she will be permitted to take one (1) additional typing test to qualify for the new position. Should an Employee apply for a position where the job posting requires a typing speed equal to or less than that required by his/her present position, the Employee will be considered to have met the typing speed requirement for the new position provided the current typing test was taken within the last twelve (12) months.

16. **STEWARD SUPPORT**

The parties have agreed that we share a joint commitment to implement improvements in areas of support for Union Stewards, below, to recognize and enhance their vital role in the workplace. The following are in addition to contractual provisions:

1. Joint Training Programs – Supervisors & Stewards – Training includes training for supervisors on the role and functions of stewards and understanding the CBA and its intent, training on the contract and labor/management relations, communications and dispute resolution methods. Employer will provide paid time for stewards to attend training, Regional and Local meetings of the Union and Labor Management Groups.
2. Jointly Promote Greater Utilization of More Stewards. The parties will create a better process by which to release stewards for activities and coordination between supervisors concerning steward release time. All grievance meetings will be held on work time and if a steward has to come in on a day off, he/she will be paid. This will include more paid time allowed for stewards.
3. Mutually Accessible Archival System – For grievances and arbitrations, so both parties are not “re-inventing the wheel.”
4. The Steward / Mentor Program allows both the senior stewards and the new steward to work on grievances and issues in the workplace while on company time.
5. Stewards to be Involved in Operations. There will be regular education meetings with stewards to discuss operational goals.
6. Mutual respect will be reinforced consistently and in training programs. The Employer will eliminate retaliation for acting as steward and promote communication between administration and union stewards/union representatives.
7. There will be a joint committee established by senior partnership council to address supervisor issues. The Employer will make union relations a part of management evaluation.
8. The Employer will establish a union office at each facility for stewards, and Contract Specialist use with secure mail, use of fax, telephone, copier, computer and e-mail for union communication as well. A computer supplied by Union at each facility for members to access information (future).
9. There will be joint recognition for stewards, management and physicians who promote partnership and better Employee relations.

17. STATUS 5 AND EXEMPT JOB REVIEW FOR INCLUSION IN THE BARGAINING UNIT

As part of these negotiations, the Union has requested and received a list of Employees identified as Status 5. The Union has also requested a list of Exempt Non-Supervisory positions for the purpose of reviewing and determining if these positions should be placed in the Bargaining Unit. The Employer concurs with this review and commits to working collaboratively with Union Representatives to facilitate the movement of appropriate positions into the Bargaining Unit expeditiously. The Employer further agrees to provide all relevant information, in a timely manner, necessary to make the above determinations.

The parties agree that it will take no longer than three (3) months following ratification to conclude this process. To that end, the Employer and the Union will work collaboratively over the next three (3) months to conclude this work.

Committee members shall be restricted to three (3) Union Representatives and three (3) Employer representatives at any given meeting. Union Employees involved shall be paid for time spent in this committee and its activities.

In the event of a dispute, the dispute shall be submitted to the procedure in Section 2 C of the National Agreement.

2005 Agreements:

Organizing Agreement – Suspension and Renewal: In 2004/2005, the parties entered in to an organizing agreement for a certain section of the Employer's "Status 5" Employees, who have been determined and agreed to be bargaining unit eligible. The parties have agreed to suspend the timing of this agreement during its term and extend the timing. The parties have agreed to extend the current organizing agreement to restart January 15, 2006, and renew a full term for organizing, from the date.

Authorization cards, signed by Employees and dated from the date of commencement in the renewed agreement in 2006, through the term of the renewed agreement, shall be honored as valid in the determination of majority status through completion of timelines under the renewed agreement.

Additionally, the Employer and the Union agree that former "Lower level exempt" positions are bargaining unit eligible, to be included in the UHW bargaining unit. The Employer shall provide a list of all such Employees with detailed information as soon as possible to enable the parties to formulate an organizing agreement for this Employee group. The parties shall meet in the near future to agree on an organizing agreement and timelines for this group of Employees, with the organizing to occur in 2006.

18. JOB EVALUATION

Joint Committee – Pay Grade Relationships, Modification of the Evaluation Manual and Modification to Rate Ranges

Following ratification of the 2000 Labor Agreement, the parties agree to meet to complete the defined work related to re-alignment of the current Pay Grades identified by Labor and Management; re-alignment of the Evaluation Manual, and also to modify pay rate ranges. Further, the parties agree that there is not enough money in the equity fund (the amount defined by the CIC (Common Issues Committee), to implement the necessary modifications, after the parties have concluded negotiations over these equity funds, the work will be completed and placed on hold until sufficient funding is available to implement. The work of this committee shall be coordinated and merged with the work and timing of the process identified in Section 9 — 2nd Year Equity, of the “Union Settlement Proposal” dated September 12, 2000.

Committee members shall be restricted to six (6) Union representatives and six (6) Employer representatives at any given meeting. Union Employees involved shall be paid for time spent in this committee and its activities.

In the event of a dispute, the dispute shall be submitted to the procedure in Section 2 C of the National Agreement.

19. “OTHER OBLIGATIONS”

Uniform Policy. The parties have agreed that if the Employer is contemplating a change to the Uniform Policy, they shall meet and confer with the Union.

Union Dues. The parties acknowledge that Part Time, Limited Part-Time, Temporary and On-Call Employees have an obligation to pay Union Dues and the Employer will be kept informed of current dues and initiation rates by the Union.

Other Agreements. The parties agree to let the following Agreements from the 1996-2001 Agreement expire with the understanding that Employees covered by those agreements have continued rights as described in each: Health Plan Eligibility, Sick Leave Pay-off, and Financial Counselor

20. ADVANCED STEP PLACEMENT AT HIRE.

Advanced Hiring Criteria.

The parties agree that prior to the implementation of the Advanced Hiring Criteria a legitimate recruitment problem must exist. Further, the Employer will notify the Union prior to the implementation of its intent to utilize the Advanced Hiring Criteria and, upon request of the Union, the Employer will supply a list of all impacted Employees in the affected classification.

It is understood that once Advanced Hiring Criteria is implemented for a particular classification, it will remain in place for the duration of the current Collective Bargaining Agreement, unless the parties mutually agree that the recruitment problem is resolved, at which time the Employer will discontinue using the Advanced Hiring criteria for the affected classification.

Process for determining years of experience

Hire rate

New Grad or Less than 1 year of experience
One (1) or more years of experience

Start Rate – Step 1
Two Year Rate – Step 3

Advanced hiring criteria will be applied classification-wide unless the parties mutually agree to utilize the procedure noted in the paragraph below. When new hires are hired-in at the two (2) year (Step 3) rate, all current Employees in the affected classification will be advanced to the two (2) year (Step 3) rate and their service date shall not be changed. The effective date of such advancement shall be the date the first new-hire in the classification is hired at the two (2) year (Step 3) rate.

The parties recognize that there may be special circumstances where recruitment issues are restricted to a specific geographic or functional location within a classification (i.e. Service Area or Medical Center). If the parties mutually agree that such a situation exists, Advanced Hiring criteria will be applied in the classification at the specific, mutually agreed upon geographic or functional location. In such cases, existing Employees in the classification at the specific geographic or functional location will be advanced to the two (2) year (Step 3) rate as outlined above.

21. JOB SECURITY, EDUCATION AND TRAINING.

The skills needed by Employees in today's and tomorrow's workplace are changing at an ever increasing pace. To be the Health Care Employer of Choice and a highly regarded and well managed organization, Kaiser Permanente is committed to making resources available to Employees to assist in areas of education, training, re-training, and workforce planning. We acknowledge that we have a responsibility to contribute to future employment needs in a proactive fashion. We are therefore interested in enhancing the skills, and thereby the marketability and employability of the workforce. Due to sweeping changes in health care, we are committed to working with the Union, to keep the Union informed of our activities, discuss plans, share ideas and provide a forum for input.

The following describes areas where the Employer and the Union can work together to assist Employees:

Section 1 – Workforce Training, Re-training, Education and Job Placement.

a.) **Job Training.**

Plan and coordinate training, re-training, education and career advancement programs both internal and external to the organization. Displaced Employees will receive up to one hundred sixty 160 hours paid training time for vacant positions for which an Employee can qualify with such training.

b.) **Work force Forecasting, Utilization and Planning.**

Forecast and communicate future job trend and emerging skill requirements to Employees, as well as license and certification changes, and new technologies affecting future careers.

Analyze utilization of full-time, part-time, limited part-time and on-call staff to determine ways to create more full-time positions and appropriate utilization of part-time, limited part-time and on-call status Employees which may include using staff across departmental, entity and Member Service Area lines.

Forecast human resource needs and proactively commit to the placement of displaced Employees into vacant positions for which they qualify or can perform the responsibilities with minimal training.

c.) **Skill Expansion.**

Teach Employees new skills, or enhance skill proficiency, to enable them to perform current or future job responsibilities, and increase their marketability and employability.

d.) **Performance Planning.**

Assist Employees in understanding the goals and needs of the organization and help them to create plans that align their career objectives with organizational human resource needs.

e.) **Eliminating Barriers.**

Work with the Union to identify and eliminate contractual barriers, including re-examination of current minimum job requirements, and change management practices which will enhance Employee job security and upward mobility.

f.) **Job Counseling Services. Skill Assessment and Career Development.**

Provide job counseling services to Employees and assist them using various tools to assess skills, interest areas and formulate individual career plans.

g.) **Develop a Communication Plan.**

Work with the Union on developing communication plans that will keep Employees informed of activities and create mechanisms for Employee input concerning ideas, suggestions and activities for Kaiser Permanente and the Union to consider.

Section 2 – Services to Displaced Employees.

(Provided the terms and conditions of the National Agreement on Employment and Income Security are followed).

a.) **Outplacement Services.**

Prepare displaced Employees in seeking employment by assisting them with job search techniques such as resume preparation, interviewing and networking skills, and provide access to support services such as telephones, office space and personal computers. Funding opportunities can be expanded which could assist displaced Employees through the work of the Joint Labor Management Community Services Committee as Employees may secure employment in the community under this program.

b.) **Linkages with Community.**

Create links with the community to assist displaced Employees in securing outside employment, keep abreast of industry changes, and identify possible community placement sources and opportunities for marketing skills.

c.) **Training.**

Provide skills training to assist displaced Employees in competing for both internal and external positions using workforce planning and forecasting to identify potential internal placement sources.

d.) **Rehiring of Displaced Employees.**

Priority consideration for employment will be given to qualified referrals for future job placement within the organization. Within ninety (90) days of contract implementation, the Employer will develop an internal matching system for placement of laid-off Employees into vacant positions throughout the region prior to filling positions by outside hires.

e.) **Severance Programs.**

The 1996 Severance Program assists Employees by providing income protection and extended health care benefits based on length of service and other eligibility factors. Continuance or modification of the Severance Program will be negotiated on an annual basis.

f.) **Supplemental Income.**

All eligible Employees laid off by the Employer will be entitled to receive unemployment insurance in compliance with the State of California.

Section 3 – Funding – Joint Education/Training Fund.

In addition to carrying over unspent funds from the 1996 contract, the Employer will continue the jointly administered fund with an additional \$200,000.00 on January 1, 2006; \$200,000.00 on January 1, 2007; \$200,000.00 on January 1, 2008; \$200,000.00 on January 1, 2009; \$200,000.00 on January 1, 2010. Each of the increases or any unused portion of the increase may be carried forward until the expiration of the current agreement. The purpose of the fund is to maximize training, re-training, education, skill enhancement and career advancement opportunities with the Employer for Employees represented by the Union, and to meet identified human resource needs as joint labor management initiatives. Additional funding will be solicited from State, Federal, and other sources in collaboration with the Union. Fund expenditures will be jointly made. Employees in fund Programs are qualified to receive severance benefits which are in place at the time of lay off.

22. IN-HOUSE TRAINING PROGRAMS.

The parties agree that the implementation dates noted on items A through G are best case estimates and the implementation of the Programs need additional study and resource allocation. In an effort to answer cost and training capability questions, an initial expenditure of JSET Funds will be utilized to conduct a Joint Study regarding the programs. JSET Funds will also be utilized to fund the development and implementation of agreed upon programs. Further, the parties agree that development and implementation of the recommended training programs are dependent on the availability of funding. The committee should also be charged with responsibility for determining Employee access to available training, Employee placement following training and continuation of such programs. In an effort to ensure start-up and continuation of such programs, the parties commit to make every effort to locate additional funding through grants and other internal resources.

A. LVN Career Ladder Program.

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit LVN I/II to assume LVN III positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior LVN I/II, regardless of the Employee's lack of prior experience.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No LVN shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than _____ months in duration. In the event a participant fails to pass the program, the LVN shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as “LVN License Required — Willing To Train” and shall be available to internal LVN I/II applicants only. Identified vacancies shall be frozen to external applicants; however vacant positions may be filled temporarily with “On-Call”, Registry or Traveler LVNs.

Depending on the numbers of bargaining unit LVNs desiring to enter the Program, the Employer agrees to train no less than twenty (20) enrollees in the first offering of the Program.

In the event there are fewer than five (5) applicants for the initial Program or future Programs, this Agreement shall be null and void. In the event there are more than twenty (20) applicants for the initial program and provided there are at least five (5) LVN III vacancies, the Employer commits to a ongoing training program until all applicants are accommodated or the need to fill vacancies subsides.

Notwithstanding the above, it is the intent of the Employer to provide ongoing training to internal bargaining unit Employees throughout the term of this Agreement in order to fill vacancies and to be prepared for potential vacancies. To this end, the Employer will continue to work together with the Union during the term of the contract to ensure training opportunities even when there are not large numbers of vacant positions.

Upon completion of the Program, the applicant LVN I/II shall be promoted to and assigned the LVN III position for which he/she applied.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit LVN IIIs.

B. Ward Clerk Transcriber Training Program.

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Employees to Ward Clerk Transcriber positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit Employee, regardless of the Employee’s lack of prior hospital or Ward Clerk experience. Minimum requirements will be jointly determined by the Union and Employer.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No Employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than ____ weeks in duration. In the event a participant fails to pass the program, the Employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as Ward Clerk Transcriber – Willing To Train” and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however vacant positions may be filled temporarily with “On-Call”, Registry or temporary Employees.

Depending on the numbers of bargaining unit Employees desiring to enter the Program, the Employer agrees to train no less than ten (10) enrollees in the first offering of the Program.

In the event there are fewer than three (3) applicants for the initial Program or future Programs, this Agreement shall be null and void. In the event there are more than five (5) applicants for the initial program and provided there are at least three (3) vacancies, the Employer commits to a ongoing training program until all applicants are accommodated or the need to fill vacancies subsides.

Notwithstanding the above, it is the intent of the Employer to provide ongoing training to internal bargaining unit Employees throughout the term of this Agreement in order to fill vacancies and to be prepared for potential vacancies. To this end, the Employer will continue to work together with the Union during the term of the contract to ensure training opportunities even when there are not large numbers of vacant positions.

Upon completion of the Program, the applicant shall be assigned the Ward Clerk Transcriber position for which he/she applied.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit Employees.

C. **Diagnostic Imaging Technologist Program.**

INTRODUCTION

The training programs are now coordinated regionally and have become more demanding, complex, costly and time-consuming for the trainees, department and medical centers. In addition, the American Registry of Radiologic Technologists (“ARRT”) now requires completion of a minimum of 16 hours of structured education related to the content outline for the modality-specific examination.

At the time of this agreement, the Diagnostic Imaging training programs include: Magnetic Resonance Imaging (“MRI”), Computerized Tomography (“CT”), and Interventional Radiology (“IR”).

FUNDING

The parties agree that development and implementation of the recommended training programs are dependent on the availability of

funding. As of the time of entering into the Side Letter of Agreement, the regional training programs are funded by SEIU/UHW-West Joint Employer Education Fund and JSET (Job Security Education and Training). Should this funding reduce or cease, the parties may have to revisit this agreement. In an effort to ensure the continuation of these programs, the parties commit to make every effort to locate additional funding through grants and other internal resources.

SELECTION OF TRAINING CANDIDATES

A Labor Management committee shall jointly be responsible for determining the minimum requirements and selection criteria. While bargaining unit seniority will be the primary factor to determine an employee's participation in the training program, if there is legitimate concern as to an employee's commitment to the training program or filing a future position, the committee or sub-committee will take such into consideration and may deny participation.

REPLACEMENT COVERAGE/PREPARING FOR POTENTIAL VACANCIES

Each medical center will maintain a minimum of one (1) internally trained, qualified replacement employee in each Diagnostic Imaging modality (MRI, CT and IR).

D. Surgical Technologist Career Program.

No later than October 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Surgical Techs or any other Union member who has successfully completed an accredited Surgical Technology Program, to learn advanced skills and multiple procedures or to become Qualified for a Surgical Technologist I entry level position. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit Employee.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No Employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than eight (8) weeks in duration, In the event a participant fails to pass the program, the Employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as "Surgical Tech I / II — Willing To Train" and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however vacant positions may be filled temporarily with "On-Call", Registry or temporary Employees.

Depending on the numbers of bargaining unit Employees desiring to enter the Program, the Employer agrees to train no less than ten (10) enrollees in the first offering of the Program.

In the event there are fewer than three (3) applicants for the initial Program or future Programs, this Agreement shall be null and void. In the event there are more than five (5) applicants for the initial program and provided there are at least three (3) vacancies, the Employer commits to a ongoing training program until all applicants are accommodated.

Notwithstanding the above, it is the intent of the Employer to provide ongoing training to internal bargaining unit Employees throughout the term of this Agreement in order to fill vacancies and to be prepared for potential vacancies. To this end, the Employer will continue to work together with the Union during the term of the contract to ensure training opportunities even when there are not large numbers of vacant positions.

Upon completion of the Program, the applicant shall be assigned the Surgical Tech level position for which he/she applied.

The core learnings and abilities required of the Surgical Tech II level will be jointly determined by the Union and the Employer. Upon reaching agreement on the core learnings and abilities required, each Surgical Tech will be evaluated to determine current level attained. Those Techs who are already functioning at a II Level will be reclassified upward no later than the first day of the first pay period of the month of October 1, 2001.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit Employees.

E. **Cardiac Cath Diagnostic Imaging Technologist.**

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Diagnostic Imaging Technologists to higher Cardiac Cath Diagnostic Imaging Technologist positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit Employee. Minimum requirements will continue as jointly determined by the Union and the Employer.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No Employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than six (6) months in duration. In the event a participant fails to pass the program, the Employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as "Cardiac Cath Diagnostic Imaging Technologist – Willing To Train" and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however, vacant positions may be filled temporarily with On-Call, Registry, or temporary Employees.

Depending on the number of bargaining unit positions available, the Employer agrees to train no less than the number of Employees needed to fill the vacancies.

Upon completion of the program, the applicant shall be assigned to the applicable Cardiac Cath Diagnostic Imaging Technologist position for which he/she applied.

This agreement shall not negate prior agreements for internal training and upgrades.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit Employees.

F. **Cardiac Cath Technologist.**

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Employees to higher level Cardiac Cath Technologist positions. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit Employee. Minimum requirements will continue as jointly determined by the Union and the Employer.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No Employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than six (6) months in duration. In the event a participant fails to pass the program, the Employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as “Cardiac Cath Rad Technologist – Willing To Train” and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however, vacant positions may be filled temporarily with On-Call, Registry, or temporary Employees.

Depending on the number of bargaining unit positions available, the Employer agrees to train no less than the number of Employees needed to fill the vacancies.

Upon completion of the program, the applicant shall be assigned to the applicable Cardiac Cath Technologist position for which he/she applied.

This agreement shall not negate prior agreements for internal training and upgrades.

Nothing herein is intended to infringe upon the transfer rights of bargaining unit Employees.

G. **Central Processing Technician “CST”.**

No later than March 1, 2001, the Employer will commence an in-house training program to train interested bargaining unit Employees who have successfully completed an accredited CST program, to become qualified for a CST entry level position. Volunteers for such training shall be accepted in seniority order commencing with the most Senior qualified bargaining unit Employee. Minimum requirements will continue as jointly determined by the Union and the Employer. The experience requirement will be waived.

Participants shall be paid their current regular contract wages, differentials, premiums and the like while in training, whether classroom or on the job. No Employee shall suffer a loss, or surrender any contractual right of any kind due to entering the program.

The program shall be no longer than six (6) months in duration. In the event a participant fails to pass the program, the Employee shall be entitled to return to his/her former assignment, shift and hours.

Positions to be filled through the training program shall be posted as “Central Supply Tech – Willing To Train” and shall be available to internal bargaining unit applicants only. Identified vacancies shall be frozen to external applicants; however, vacant positions may be filled temporarily with On-Call, Registry, or temporary Employees.

Depending on the number of bargaining unit positions available, the Employer agrees to train no less than the number of Employees needed to fill the vacancies.

Upon completion of the program, the applicant shall be assigned to the applicable Central Processing Technician position for which he/she applied.

This Agreement shall not negate prior agreements for internal training and upgrades.

Nothing herein is intended to infringe upon the transfer rights of incumbent Central Processing Technicians.

23. 2ND YEAR EQUITY– NEW JOB DEFINITIONS

The purpose of this letter is to set forth the understandings reached in negotiations concluded November 29, 2001 which are effective through the term of the current contract and are fully enforceable through the grievance and arbitration provisions of the contract.

a.) Medical Assistant (New).

A new job description will be developed for Medical Assistant that will reflect the job duties of a Clinic Assistant and set forth a minimum requirement that the position require education as a “Certified Medical Assistant”.

Current Clinic Assistants will be evaluated for proper level placement at either the MA or Clinic Assistant level. Those who are Medical Assistant certified will receive upward wage adjustment retroactive to October 1, 2001. Should the Employee’s file not contain documentation of MA certification, the Clinic Assistant will be asked to provide documentation. All Clinic Assistants who possess the MA certificate shall be placed in the Medical Assistant classification.

Clinic Assistants who possess MA certification will be placed into the MA classification even if certification was not a “minimum requirement” of the job he or she was hired into or transferred into.

Current Clinic Assistants who have not already been required to complete the Employer’s “enhanced training program” will not be required to do so.

The evaluation process will be completed no later than January 31, 2002.

b.) LVN II AND III.

The job requirements for an LVN I position will immediately be modified to require no more than 1 year experience in a clinic or acute care setting, an LVN license and CPR card.

The Employer and the Union will jointly develop new job descriptions outlining the minimum requirements for the LVN II and III positions. The

parties shall also jointly develop an evaluation process to determine which LVNs are to be retro-actively placed at the II or III level retroactive to October 1, 2001.

An LVN II level position applies to work assignments in GI Lab, Immunization Clinic, HIV Clinic, ENT, Employee Evaluation, Home Health, Oncology, General Surgery, Orthopedics, or Allergy or in positions that required at the time of hire (or subsequently), that an LVN have a certificate (e.g. BCLS), specialized training, special skills or more than one (1) year of experience as an LVN in a clinic or acute care setting.

An LVN III level position applies to any LVN position that required at the time of hire (or subsequently) that an LVN be IV Certified or to any LVN that utilizes IV skills in the course of his/her employment.

The joint evaluation process will be completed no later than February 28, 2002.

It is not the intent of this agreement that any current LVN be reduced in pay or classification.

It is the intent that LVNs who desire to be trained to attain level II or III, be trained in seniority order before any level II or III is hired from the outside.

c.) **Respiratory Care Practitioner I, II and III.**

The Employer and the Union will jointly develop a new job description outlining the minimum requirements for the RCP II and III positions.

An RCP II level position, applies to work assignments requiring an RCP to be trained to work in any Adult Critical Care area or any general Pediatric Care area.

An RCP III level position applies to work assignments requiring an RCP to be trained to work in any NeoNatal, Critical Care or Pediatric Critical Care area. RCPs will be evaluated to determine proper level placement retroactive to October 1, 2001 through a process of file review, or through skills validation, should the file not contain such validation. The joint evaluation process will be completed no later than January 31, 2002.

A Labor/Management Committee will jointly develop and conduct a skills validation process should it be necessary to evaluate current Employees or new hires.

It is the intent that Respiratory Care Practitioners who desire to be trained to attain level II or III, be trained in seniority order before any level II or III is hired from the outside.

d.) **Surgical Tech II (New).**

The Employer and the Union will jointly develop a new job description outlining the minimum requirements for the Surgical Tech II position and jointly evaluate Surgical Techs to determine proper level placement retroactive to October 1, 2001 at the II level.

A Surgical Technologist II level position applies to Surgical Technologists who (1) possess the equivalent of two (2) years full-time experience in an acute care OR setting, and (2) qualifies as a "first scrub" in more than one specialty area (e.g. Gastro-Urinary, Vascular, ENT, OB/GYN, etc.) and (3) is LCC-ST credentialed.

Credentialing will not be required for level II placement for Employees hired prior to November 30, 2001.

The evaluation for proper level placement shall be based on the Supervisor's evaluation of meeting the 2-year equivalent experience requirement, multiple specialties qualification as "first scrub," and a file review for LCC-ST, if needed.

Any Surgical Technologist may challenge the Supervisor's denial of level II placement through taking a skills validation test jointly developed by a L/M Task Group to ascertain multiple specialties qualification. This test may be taken two (2) times in a 30-day period but not more often than every six (6) months.

It is the intent that any Surgical Technologist who desires training in multiple specialties, be provided such training and that the training be offered based on Seniority. It is the intent that Surgical Technologists who desire to be trained to attain level II, be trained before any level II is hired from the outside.

e.) **Central Supply Tech II.**

The Employer and the Union will jointly develop a new job description with minimum requirements for the Central Supply Tech II position and jointly evaluate Central Supply Techs to determine proper level placement retroactive to October 1, 2001.

CST "certification" will not be a requirement to become a level II.

A Central Supply Tech II level position applies to CSTs who demonstrate through standardized testing the ability to accurately pack OR instruments (correct instruments in appropriate position and sequence).

A joint L/M work group will develop and administer a standardized test that any Central Supply Tech may access to demonstrate Level II abilities. The test will be developed and administered to current staff no later than February 28, 2002. The test may be taken 2 times in a 30-day period.

Future ability to promote to Level II will be based on the availability of a posted vacant level II position. For entry into a level II position, testing will be required for both promotion from level I and for outside hires.

It is the intent of the Employer to train level I Union represented Employees, in seniority order, before filling any level II position through outside hire.

24. ON-CALL AND LEAD POSITIONS.

Wages and wage scales shall be adjusted retroactive to October 1, 2001 for all On-Call and Lead positions to maintain the appropriate higher rate of pay of On-Call and Lead Positions.

Current Leads shall be adjusted to the appropriate Lead classification and pay level based on meeting the requirements of the position (e.g. a current Lead LVN II who meets the qualifications for a new LVN III would become a Lead LVN III and paid 5% above the LVN III level). It is not the intent of this agreement to eliminate any Lead positions or that any Lead be demoted in classification or pay.

25. LABOR/MANAGEMENT PARTNERSHIP TRUST CONTRIBUTION.

This Agreement provides funding for UHW-represented Employee contributions to the LMP Trust as follows:

Effective: 01/01/2002 —.06/hour/Employee
 10/01/2003 —.07/hour/Employee
 10/01/2004 —.08/hour/Employee
 10/01/2005 —.09/hour/Employee

Since 2nd year equity dollars were used to fund this contribution, there will be no reduction to future annual pay increases during the term of the contract and no payroll deductions to fund the Employee's L/M Trust obligations.

October 2001 Through December 2001 Lump Sum.

The agreed upon delay of the Union represented Employee contribution to the LMP Trust of .06/hour/Employee from October 1, 2001 through December 31, 2001 has generated \$351,859.00 in one time funds.

The parties agree that these funds shall be used jointly and administered through a Labor Management Committee to plan and schedule a series of Kaiser/Union Employee recognition events during the term of the contract.

26. RESOURCE NETWORK.

The following represents the terms and conditions under which the Resource Network will be implemented. Except where the parties specifically agree in writing, all terms and conditions of the collective bargaining agreement apply.

The Resource Network will function, on a trial basis, for one (1) year. On conclusion of the year the parties will meet to determine the necessity for modification or discontinuance of the program. Should the parties agree to the permanent continuance of the program, a letter of agreement will be drafted and signed by the parties. It was agreed that during the first year of this pilot operation, we would meet at least once every 90 days to assess operations and resolve issues which arise. It is also clear that meetings may occur more frequently as dictated by the nature of issues which arise, or if grievances are filed.

Resource Network Employees will be utilized in accordance with Article V, paragraph 517, item 10 (*Article XVI, Section 6 of the current Agreement*) of the Collective Bargaining Agreement.

Further, it is understood that the posting of specific hours for the part-time positions is on a non-precedent setting basis and will not serve as a basis for resolving grievances or arbitrations involving such postings.

Employees may work in more than one classification only if the contractual pay ranges are exactly the same.

Full-time positions will be posted with shift and hours of work. Part-time positions will be posted with shift and hours of work.

Where applicable, Employees must make themselves available for a work assignment of two weekends each month.

Employees must commit to work at least three (3) designated holidays per year and one of the holidays must be either Christmas or Thanksgiving.

Seniority Language for Resource Network Handbook.

1. Entering the Resource Network Pool.

Employees will use Bargaining Unit Seniority into the Resource Network Pool.

2. Assignment of Work.

Seniority, for assignment of work, for full-time and part-time Employees will be based on an Employee's most recent date of hire into a classification covered by the Collective Bargaining Agreement (bargaining unit seniority). Once an assignment is made, an Employee will not be displaced by a more senior Employee. This language is applicable until full

(Regional) implementation of the Union Resource Network is achieved. It will then be reviewed for continued or modified application.

Prior to the utilization of Resource Network Employees, additional straight time hours will be offered per the language of Article V, paragraph 517 (*Article XVI, Section 6 of the current Agreement*) of the Collective Bargaining Agreement.

3. **Promotion and Transfers.**

On date of hire or transfer into the Union Resource Network, the Employee must designate a "Primary" Medical Center. Thereafter, when positions are posted in a Resource Network Employee's "Primary" Medical Center, Employees may exercise their bargaining unit seniority pursuant to the contract, as follows: Department/Regional Services Area/Medical Center Area, MSA, and Region.

4. **Kaiser Involuntary Time OFF (KIT).**

In the event of a cancellation situation, Kaiser Resource Network Employees will be cancelled after External Registry, but before Employees who work in the affected home department.

5. **Reduction in Force.**

Article XVI, Section 5 of the Collective Bargaining Agreement should be applied for Reduction(s) in Force and Recall.

In a reduction in force and subsequent recall, the principle of bargaining unit seniority shall govern, providing that merit and ability are adequate.

The Resource Network will be considered the laid off Employee's Department as defined in Step Four in the Force Reduction process.

Employees who do not qualify for Step 2 or Step 3 of the Force Reduction process, as defined in the collective bargaining agreement, may displace the least senior Employees in their current classification, shift, and status in their "Primary" Medical Center Area/Regional Service Area. As defined in #2 of Step 4.

Should a Resource Network Employee fail to displace a least senior Employee in Step 2, 3, or 4 of the Force Reduction process, then the Employee would exercise the rights defined in Step 5 and recall described in the Collective Bargaining Agreement.

In the event of a Resource Network RIF or Termination of the Pilot program, the Union and the Employer shall meet to discuss the application of Article XVI, Section 5 of the Collective Bargaining Agreement.

Nothing herein shall preclude the parties from modifying the program or these agreements by mutual agreement.

All other issues raised by either party will be discussed and addressed as appropriate.

27. REDUCTION IN FORCE TO 36 HOURS PER WEEK

Employees working thirty-six (36) or more hours per week who were formerly full-time Employees prior to a mandatory reduction in force shall be considered full-time Employees and shall receive benefits as such for a period of time not to exceed one (1) year from the date of the force reduction.

28. SHOP STEWARD TRAINING AND DEVELOPMENT

In order to build union capacity and better support the Labor/Management Partnership, Shop Stewards will be provided up to eight (8) hours of paid time per month to attend Training and Development Activities as defined in the 2005 National Agreement designed to enhance their effectiveness and the Labor/Management Partnership. To achieve maximum benefit and to ensure that the operational needs of the organization are met, the following conditions will apply to the Shop Steward Training and Development Program:

1. In order to ensure the continuity of operations and the availability of adequate replacement staff, the Union and/or Steward will provide as much advance notice of training and development as possible. The notice will include the date, time and location of the training and development program. Release for such training and development may be based on operational needs, but will not be unreasonably denied.
2. For training and development activities in the Shop Stewards' home work location, Shop Stewards will follow the normal administrative processes for reporting their hours of work in the "Time" system and will be paid for "time worked" up to eight (8) hours per month.
3. For training and development activities outside the Shop Stewards' home work location, Shop Stewards will submit a statement identifying the "time worked", up to eight (8) hours per month, for inclusion in the payroll system. Applicable State and Federal regulations related to travel time will apply.
4. As per the National Agreement, these hours may be accumulated month to month to allow flexibility.
5. The Shop Stewards' paid time will not be used in a manner that could be construed by the National Labor Relations Board as a violation of the National Labor Relations Act, as amended.

29. BILINGUAL DIFFERENTIAL

1. This Side Letter will apply until the Bilingual Program referenced in Article XIII, Section 7 is implemented or discontinued.

2. Employees who have a demonstrated ability in a second language (to include sign language for the hearing impaired) and are routinely required to translate five percent (5%) or more of their work time, shall receive a bilingual differential in the amount of \$65 per month or \$0.375 per hour and paid on all hours compensated per biweekly pay period.
3. Employees shall not be required to translate unless they are receiving the bilingual differential except for emergencies or at the time when a designated interpreter is unavailable. Employees not pre-assigned to receive bilingual pay, when requested or required to translate, shall receive bilingual pay for all hours worked that day.
4. A list of all qualified interpreters receiving the bilingual differential shall be posted at each facility which shall include the additional language of fluency and shall be updated quarterly.
5. The parties agree that if an employee declines to translate for a reasonable reason then no discipline will occur. Additionally, if an individual who is not qualified is required to translate then said employee will not be held accountable for any mistranslation.
6. The criteria listed on a job posting must be related to the actual duties involved in the position. Employees filling vacancies posted with the criteria "Spanish Speaking Preferred" shall be paid the bilingual differential provided they meet the requirements as outlined in Article XIII, Section 7.

30. PART TIME ADDITIONAL PERMANENT HOURS

Part-time employees shall have the option to claim additional permanent part-time hours as they become available in the employee's classification and department up to eight (8) hours per day and forty (40) hours per week based on the employee's seniority and ability to perform the work. The parties agree, however, that the Employer must maintain an ample force of qualified part-time employees.

31. CLASSIFICATIONS AND WAGES

- A. Each job shall continue in effect until or unless there is a change in job content sufficient to justify reclassification or the job is no longer in existence.
- B. Job Families
 - Service & Maintenance/Production
 - Clerical
 - Patient Care/Technical

- C. The Standard Hourly Wage Structure for all job families include a six (6) step rate progression consisting of a Start Rate, One (1) Year Rate, Two (2) Year Rate, Three (3) Year Rate, Four (4) Year Rate, and Five (5) Year Rate. Step progression is based on calendar months of service in the classification for full-time employees and equivalent service in the classification for part-time employees. (One calendar month equals 173.333 hours).
- D. Each employee will be assigned a job classification title.

32. RED CIRCLE RATES

- A. "Red Circle" – when appropriate – shall apply only for the occupancy of his/her present job or position or of succeeding jobs for which the Standard Hourly Wage Rate is less than the "Red Circle" rate.
- B. It shall be the intent of the parties to eliminate "Red Circle" rates gradually, utilizing normal promotions, advancements from one (1) step wage rate to the next, turnover of employment, and offsetting "Red Circle" rates against general and uniform increase in rate of pay.
- C. Lateral transfers or downgrades at the specific request of the Employer shall not be cause to eliminate "Red Circle" rates.
- D. If an employee is upgraded from a job in which he/she is receiving a "Red Circle" rate and thereafter, within one (1) year, is reassigned or downgraded to said job or position formerly occupied, he/she shall be entitled to continue to receive the "Red Circle" rate as if he/she had been continuously employed therein. If such reassignment or downgrade to said job or position occurs subsequent to one (1) year after upgrading therefrom, such employee shall be paid a the established hourly wage rate for the job or position.
- E. A "Red Circle" rate shall not restrict the payment of the longevity rate referred to in paragraph 426 of this Agreement.

33. INLAND EMPIRE BARGAINING UNIT INCORPORATION

Effective October 1, 2019, SEIU United Healthcare Workers – West and Kaiser Foundation Health Plan, Inc., have agreed that the Union's members located in the Inland Empire and performing support in KP-IT will become part of the Union's Statewide service and technical bargaining unit, and with the following exceptions, the parties' Statewide collective bargaining agreement will govern the terms and conditions of their employment.

Exceptions:

- 1. Wage rates for the Inland Empire based KP-IT desktop support positions will mirror the Los Angeles wage structure, subject to a 2.5% decrease in each step to geographic wage differences.

2. Each of the Union's members located in the Inland Empire and performing desktop support in KP-IT will receive a one-time bonus of \$1,000,000, to be paid as soon as practicable following ratification of this Agreement.

For Historical Purposes

Tuesday, May 09, 2017 rev. Wednesday, January 15, 2020 Application of Existing ECS Bargaining Unit Inland Empire Employees

The Employer agrees to accrete the Inland Empire SEIU - UHW desktop support (DTS) unit to the previously existing SEIU - UHW DTS unit in the NCAL and SCAL regions for purposes of representation and recognition of their common community of interest as it has meaning under the NLRA.

The Employer also agrees to apply the terms of both the National Agreement and SEIU - UHW master agreement as previously agreed to with the Union for the DTS unit in the NCAL and SCAL regions (those agreements will be attached to a final agreement.) with the following exceptions:

1. Memorandum of Understanding —. The Inland Empire DTS unit will adopt the same benefits package as those provided to SEIU - UHW members under the Master Agreement and the National Agreement. Specifically - Includes the discontinuation of Plan B 5% employer contribution to be replaced by the union match and performance based contributions under section 28.2a of the National Agreement, and the transition from the current unrepresented 1.5% multiplier to the union 1.45% multiplier under the terms of the Kaiser Permanents defined benefit pension plan..

BENEFITS AND PERQUISITES:

Employees classified as Desktop Support Workers will integrate into United Healthcare Workers - West ("SEIU-UHW") Agreement and the 2019 National Coalition Agreement (the "Agreements"), except for changes set forth in this document. Benefit changes are effective February 23, 2020 ("Implementation Date"). The Health and Welfare benefits Implementation Date ("H&W Implementation Date") will be March 1, 2020. The cash payment after Plan B stops will begin the month following the Implementation Date.

Health Benefits and Welfare Benefits:

Medical Benefits (including Vision): Through the H & W Implementation Date benefit eligible employees will maintain the current "Benefits by Design" KFH/P plan for non-represented, non-union employees as applicable. Beginning on the H & W Implementation Date, all employees eligible for medical coverage will receive the basic comprehensive plan based on "Kaiser Foundation Health Plan Traditional HMO Plan." Provided to the employees of SEIU UHW in Northern or Southern California.

Dental Benefits: Through the H & W Implementation Date, benefit eligible employees will maintain the current "Benefits by Design" KFH/P plan for non-represented, non-union employees as applicable. Beginning on the H & W Implementation Date, all employees eligible for benefits will receive the dental coverage available to the employees of SEIU-UHW in the Northern or Southern California region.

Retirement Benefits: Retirement benefits will be as specified under the terms of the Agreements after the Implementation Date. The following provisions will become effective as soon as administratively possible after the Implementation Date:

- Retirement benefits going forward will be as specified under terms of SEIU-UHW Master Agreement and the National Agreement.
- Employees will convert from the Kaiser Permanente Salaried Retirement Plan (KPSRP, Plan A) in which they presently are enrolled, into the Kaiser Permanente Employee Pension Plan (KPEPP) in Northern California or Kaiser Permanente Southern California Employees Pension Plan (KPSCEPP) in Southern California each with a 1.45% multiplier. Conversion will be seamless, and current years in the KPSRP will count toward vesting credit in the KPEPP or KPSCEPP.
- Employer contributions to the Kaiser Permanente Supplemental Savings and Retirement Plan (Plan B) and voluntary Employee payroll deductions (i.e., pre-tax contributions to KFH/P TSA and any after-tax contributions) will cease. Prior contributions to these plans will remain in employees' accounts, and employees will continue to receive statements and have access to direct and allocate funds in those accounts.
- Eligible employees who were vested in and receiving Employer contributions to Plan B on the date of ratification will be eligible to receive a cash payment equal to five percent (5%) of their calendar year annual earnings immediately prior to the Implementation Date less taxes and other deductions required by law.
- Employees will be eligible to enroll in the KP Salary Deferral Plan (KP 401(k)), outlined in the Agreements.
- **Retiree Medical Benefits:** Through the Implementation Date, eligible employees will maintain the current non-represented, non-union retiree medical KFH/P benefits as applicable. Employees retiring on or after the Implementation Date will receive retiree medical benefits in accordance with the Agreements.

Time Off Benefits

All accrued and earned hours in Paid Time Off (PTO) banks will be converted to Vacation hours as of the Implementation Date. Vacation hours accruals shall be governed by the terms outlined in the Agreements on and after the Implementation Date.

All accrued and earned hours in Extended Sick Leave (ESL) banks will be converted to Sick leave as of the Implementation Date. Sick leave accruals shall be governed by the terms outlined in the Agreements on and after the Implementation Date.

Upon the Implementation Date, employees will receive Holidays and Flexible Personal Dates (Life Balance Days) in accordance with the Agreements. Upon the Implementation Date, all qualified employees will start accruing Educational Leave in accordance with the Agreements.

In order to transition the Inland Empire DTS employees to a tenure based wage system as referenced in the Tentative Agreement dated 4-6-2012 between the parties, the Company and the Union agree on moving the DTS employee to the attached structure effective 10.6-2014.

The increase between steps will be as follows:

Associate and Intermediate:

1.50% increase between steps "Start" through 10

2.00% increase between steps 11 & 12

Senior and Lead:

2.00% increase between steps "Start" through 10

2.50% increase between steps 11 & 12

The longevity steps are defined as the following:

Step 1: Start

Step 2: Start of year 2

Step 3: Start of year 3

Step 4: Start of year 4

Step 5: Start of year 5

Step 6: Start of year 7

Step 7: Start of year 9

Step 8: Start of year 11

Step 9: Start of year 13

Step 10: Start of year 15

Step 11: Start of year 20

Step 12: Start of year 25+

On 10-6-2019, employees will be placed on the wage structure at the step closest to their tenure or closest to their salary, whichever is lower with the following exceptions:

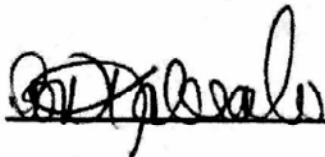
- a. No employee will receive a decrease in pay.
- b. Employees who have completed 2 years of service or more and whose wages are below Step 3 of the wage scale will be placed on Step 3 of the wage scale.
- c. Beginning in June 30, 2020 employees placed on the tenure step below their actual years of service, will move up each year on their anniversary date until their salary and tenure step match.

Examples:

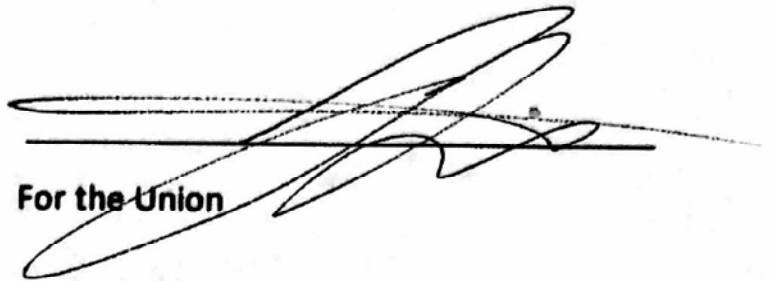
Under-tenure	Over-tenure	Over Maximum of the structure
Go to wage step that provides no loss of pay	Go to wage step that provides no loss of pay	Red Circled
ATB applies to wage step	ATB applies to wage step	Receive lump sum equal to
Advance to next step on the anniversary date	Do not progress to higher step until tenure matches the wage rate	No increase until wage structure matches the wage rate

Effective 6-30-2020 employees who are above the top rate on the structure for their classification will receive a lump sum equal to the negotiated AIR each year of the agreement or until the structure catches up with their base pay rate. The lump sum will be paid at the same time the ATB is applied to the structure.

For example: if an IE intermediate DTS employee is at the base pay rate of \$35.00, he/she will receive a lump sum equal to the ATB on the effective date of the ATB (scheduled hours x ATB), until the structure catches up with their base pay rate.



For the Company



For the Union

□ **Attachment A – IE Wage Structure**

For Historical Purposes
Transition to Wage Scale
March 23, 2015

The Parties agree to the following regarding the attached wage scales:

1. In order to transition to a tenure based wage system as referenced in the Tentative Agreement dated 4-6-2012 between the parties, the Company and the Union agree on moving the Desktop Support employees onto the attached wage structure in attachment A, effective 9-1-2015.
2. The tenure based wage scale will include two regions of wage scales including NCAL and SCAL as outlined in the local agreement.
3. The increase between steps is as follows:

Associate and Intermediate

- 1.50% increase between steps "Start" through 10
- 2.00% increase between steps 10 & 11

Senior and Lead

- 2.00% increase between steps "Start" through 10
- 2.50% increase between steps 10 & 11

4. The longevity steps are defined as the following:

Step 1: year 1
Step 2: start of year 2
Step 3: start of year 3
Step 4: start of year 4
Step 5: start of year 5
Step 6: start of year 7
Step 7: start of year 9
Step 8: start of year 11
Step 9: start of year 13
Step 10: start of year 15
Step 11: start of year 20
Step 12: start of year 25+

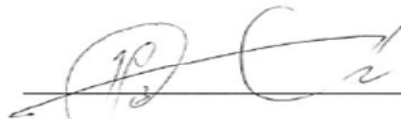
5. On 9-1-2015, employees will be placed on the wage structure at the step closest to their tenure or closest to their salary, whichever is lower with the following exceptions:
 - a. No employee will receive a decrease in pay.

- b. Employees who have completed 2 years of service or more and whose wages are below step 3 of the wage scale will be placed on step 3 of the wage scale.
- c. Beginning in 2016, employees placed on the tenure step below their actual years of service, will move up a step each year on their anniversary date until their salary and tenure step to match.


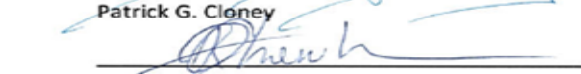
Under-tenure	Over-tenure	Over Maximum of the structure
Go to wage step that provides no loss of pay	Go to wage step that provides no loss of pay	Red Circled
ATB applies to wage step	ATB applies to wage step	Receive lump sum equal to
Advance to next step on the anniversary date	Do not progress to higher step until tenure matches the wage rate	No increase until wage structure matches the wage rate

- 6. Effective 9-1-2015 employees who are above the top rate on the structure for their region and classification will receive a lump sum equal to the negotiated ATB each year of the agreement or until the structure catches up with their base pay rate. The lump sum will be paid at the same time the ATB is applied to the structure.

For example: if an NCAL intermediate desk top support employee is at the base pay rate of \$38.00, he/she will receive a lump sum equal to the ATB on the effective date of the ATB (scheduled hours x ATB), until the structure catches up with their base pay rate.

 3-23-15
Fola Afariogun

 3-23-15
Barbara Kabealo


Patrick G. Cloney

Jai Chowhan

Alfredo Iriarte

Richard King

Raul Gutierrez

Maria Pardoe

Shawn Murphy

KPIT | SEIU-UHW -- IT WORKERS

Union Code	Grade	Years	Step	10/6/2019 Step Rate (\$/Hr)	10/4/2020 Step Rate (\$/Hr)	10/3/2021 Step Rate (\$/Hr)	10/2/2022 Step Rate (\$/Hr)
NORTHERN CALIFORNIA							
Q01	QU1-101	0 to 1	1	31.417002	32.359512	33.330297	34.330206
Q01	QU1-101	1 to 2	2	31.896919	32.853827	33.839442	34.854625
Q01	QU1-101	2 to 3	3	32.365132	33.336086	34.336169	35.366254
Q01	QU1-101	3 to 4	4	32.856754	33.842457	34.857731	35.903463
Q01	QU1-101	4 to 6	5	33.348376	34.348827	35.379292	36.440671
Q01	QU1-101	6 to 8	6	33.851703	34.867254	35.913272	36.990670
Q01	QU1-101	8 to 10	7	34.355031	35.385682	36.447252	37.540670
Q01	QU1-101	10 to 12	8	34.870064	35.916166	36.993651	38.103461
Q01	QU1-101	12 to 14	9	35.396802	36.458706	37.552467	38.679041
Q01	QU1-101	14 to 19	10	35.923540	37.001246	38.111283	39.254621
Q01	QU1-101	19 to 24	11	36.649268	37.748746	38.881208	40.047644
Q01	QU1-101	25+	12	37.374996	38.496246	39.651133	40.840667
Q01	QU1-102	0 to 1	1	36.450279	37.543787	38.670101	39.830204
Q01	QU1-102	1 to 2	2	37.000426	38.110439	39.253752	40.431365
Q01	QU1-102	2 to 3	3	37.550575	38.677092	39.837405	41.032527
Q01	QU1-102	3 to 4	4	38.112430	39.255803	40.433477	41.646481
Q01	QU1-102	4 to 6	5	38.685988	39.846568	41.041965	42.273224
Q01	QU1-102	6 to 8	6	39.259548	40.437334	41.650454	42.899968
Q01	QU1-102	8 to 10	7	39.856518	41.052214	42.283780	43.552293
Q01	QU1-102	10 to 12	8	40.453488	41.667093	42.917106	44.204619
Q01	QU1-102	12 to 14	9	41.062163	42.294028	43.562849	44.869734
Q01	QU1-102	14 to 19	10	41.670838	42.920963	44.208592	45.534850
Q01	QU1-102	19 to 24	11	42.513619	43.789028	45.102699	46.455780
Q01	QU1-102	25+	12	43.356400	44.657092	45.996805	47.376709
Q01	QU1-103	0 to 1	1	42.279513	43.547898	44.854335	46.199965
Q01	QU1-103	1 to 2	2	43.122294	44.415963	45.748442	47.120895
Q01	QU1-103	2 to 3	3	43.988486	45.308141	46.667385	48.067407
Q01	QU1-103	3 to 4	4	44.866383	46.212374	47.598745	49.026707
Q01	QU1-103	4 to 6	5	45.767691	47.140722	48.554944	50.011592
Q01	QU1-103	6 to 8	6	46.680703	48.081124	49.523558	51.009265
Q01	QU1-103	8 to 10	7	47.617127	49.045641	50.517010	52.032520
Q01	QU1-103	10 to 12	8	48.565255	50.022213	51.522879	53.068565
Q01	QU1-103	12 to 14	9	49.536794	51.022898	52.553585	54.130193
Q01	QU1-103	14 to 19	10	50.531744	52.047696	53.609127	55.217401
Q01	QU1-103	19 to 24	11	51.795916	53.349793	54.950287	56.598796
Q01	QU1-103	25+	12	53.083497	54.676002	56.316282	58.005770
Q01	QU1-104	0 to 1	1	49.045172	50.516527	52.032023	53.592984
Q01	QU1-104	1 to 2	2	50.028416	51.529268	53.075146	54.667400
Q01	QU1-104	2 to 3	3	51.023366	52.554067	54.130689	55.754610
Q01	QU1-104	3 to 4	4	52.041726	53.602978	55.211067	56.867399
Q01	QU1-104	4 to 6	5	53.083497	54.676002	56.316282	58.005770
Q01	QU1-104	6 to 8	6	54.148679	55.773139	57.446333	59.169723
Q01	QU1-104	8 to 10	7	55.237272	56.894390	58.601222	60.359259
Q01	QU1-104	10 to 12	8	56.337569	58.027696	59.768527	61.561583
Q01	QU1-104	12 to 14	9	57.461276	59.185114	60.960667	62.789487
Q01	QU1-104	14 to 19	10	58.608396	60.366648	62.177647	64.042976
Q01	QU1-104	19 to 24	11	60.083262	61.885760	63.742333	65.654603
Q01	QU1-104	25+	12	61.581539	63.428985	65.331855	67.291811

Union Code	Grade	Years	Step	10/6/2019 Step Rate (\$/Hr)	10/4/2020 Step Rate (\$/Hr)	10/3/2021 Step Rate (\$/Hr)	10/2/2022 Step Rate (\$/Hr)
SOUTHERN CALIFORNIA							
Q01	QU2-101	0 to 1	1	29.930431	30.828344	31.753194	32.705790
Q01	QU2-101	1 to 2	2	30.375231	31.286488	32.225083	33.191835
Q01	QU2-101	2 to 3	3	30.831738	31.756690	32.709391	33.690673
Q01	QU2-101	3 to 4	4	31.288244	32.226891	33.193698	34.189509
Q01	QU2-101	4 to 6	5	31.756456	32.709150	33.690425	34.701138
Q01	QU2-101	6 to 8	6	32.236374	33.203465	34.199569	35.225556
Q01	QU2-101	8 to 10	7	32.716290	33.697779	34.708712	35.749973
Q01	QU2-101	10 to 12	8	33.207913	34.204150	35.230275	36.287183
Q01	QU2-101	12 to 14	9	33.711240	34.722577	35.764254	36.837182
Q01	QU2-101	14 to 19	10	34.214568	35.241005	36.298235	37.387182
Q01	QU2-101	19 to 24	11	34.905180	35.952335	37.030905	38.141832
Q01	QU2-101	25+	12	35.595792	36.663666	37.763576	38.896483
Q01	QU2-102	0 to 1	1	34.717895	35.759432	36.832215	37.937181
Q01	QU2-102	1 to 2	2	35.232928	36.289916	37.378613	38.499971
Q01	QU2-102	2 to 3	3	35.759666	36.832456	37.937430	39.075553
Q01	QU2-102	3 to 4	4	36.298109	37.387052	38.508664	39.663924
Q01	QU2-102	4 to 6	5	36.848258	37.953706	39.092317	40.265087
Q01	QU2-102	6 to 8	6	37.398407	38.520359	39.675970	40.866249
Q01	QU2-102	8 to 10	7	37.960261	39.099069	40.272041	41.480202
Q01	QU2-102	10 to 12	8	38.522114	39.677777	40.868110	42.094153
Q01	QU2-102	12 to 14	9	39.107379	40.280600	41.489018	42.733689
Q01	QU2-102	14 to 19	10	39.692643	40.883422	42.109925	43.373223
Q01	QU2-102	19 to 24	11	40.488604	41.703262	42.954360	44.242991
Q01	QU2-102	25+	12	41.296269	42.535157	43.811212	45.125548
Q01	QU2-103	0 to 1	1	40.266203	41.474189	42.718415	43.999967
Q01	QU2-103	1 to 2	2	41.073868	42.306084	43.575267	44.882525
Q01	QU2-103	2 to 3	3	41.893238	43.150035	44.444536	45.777872
Q01	QU2-103	3 to 4	4	42.736019	44.018100	45.338643	46.698802
Q01	QU2-103	4 to 6	5	43.590506	44.898221	46.245168	47.632523
Q01	QU2-103	6 to 8	6	44.456697	45.790398	47.164110	48.579033
Q01	QU2-103	8 to 10	7	45.346300	46.706689	48.107890	49.551127
Q01	QU2-103	10 to 12	8	46.259313	47.647092	49.076505	50.548800
Q01	QU2-103	12 to 14	9	47.184030	48.599551	50.057538	51.559264
Q01	QU2-103	14 to 19	10	48.120454	49.564068	51.050990	52.582520
Q01	QU2-103	19 to 24	11	49.326098	50.805881	52.330057	53.899959
Q01	QU2-103	25+	12	50.555154	52.071809	53.633963	55.242982
Q01	QU2-104	0 to 1	1	46.704114	48.105237	49.548394	51.034846
Q01	QU2-104	1 to 2	2	47.640536	49.069752	50.541845	52.058100
Q01	QU2-104	2 to 3	3	48.600371	50.058382	51.560133	53.106937
Q01	QU2-104	3 to 4	4	49.571910	51.059067	52.590839	54.168564
Q01	QU2-104	4 to 6	5	50.555154	52.071809	53.633963	55.242982
Q01	QU2-104	6 to 8	6	51.573515	53.120720	54.714342	56.355772
Q01	QU2-104	8 to 10	7	52.603580	54.181687	55.807138	57.481352
Q01	QU2-104	10 to 12	8	53.657057	55.266769	56.924772	58.632515
Q01	QU2-104	12 to 14	9	54.722239	56.363906	58.054823	59.796468
Q01	QU2-104	14 to 19	10	55.822536	57.497212	59.222128	60.998792
Q01	QU2-104	19 to 24	11	57.215466	58.931930	60.699888	62.520885
Q01	QU2-104	25+	12	58.643511	60.402816	62.214900	64.081347

Union Code	Grade	Years	Step	10/6/2019 Step Rate (\$/Hr)	10/4/2020 Step Rate (\$/Hr)	10/3/2021 Step Rate (\$/Hr)	10/2/2022 Step Rate (\$/Hr)
SOUTHERN CALIFORNIA-INLAND EMPIRE							
Q01	QU3-101	0 to 1	1	29.182170	30.057635	30.959364	31.888145
Q01	QU3-101	1 to 2	2	29.615850	30.504326	31.419456	32.362040
Q01	QU3-101	2 to 3	3	30.060945	30.962773	31.891656	32.848406
Q01	QU3-101	3 to 4	4	30.506038	31.421219	32.363856	33.334772
Q01	QU3-101	4 to 6	5	30.962545	31.891421	32.848164	33.833609
Q01	QU3-101	6 to 8	6	31.430465	32.373379	33.344580	34.344917
Q01	QU3-101	8 to 10	7	31.898383	32.855334	33.840994	34.856224
Q01	QU3-101	10 to 12	8	32.377715	33.349046	34.349517	35.380003
Q01	QU3-101	12 to 14	9	32.868459	33.854513	34.870148	35.916252
Q01	QU3-101	14 to 19	10	33.359204	34.359980	35.390779	36.452502
Q01	QU3-101	19 to 24	11	34.032551	35.053528	36.105134	37.188288
Q01	QU3-101	25+	12	34.705897	35.747074	36.819486	37.924071
Q01	QU3-102	0 to 1	1	33.849948	34.865446	35.911409	36.988751
Q01	QU3-102	1 to 2	2	34.352105	35.382668	36.444148	37.537472
Q01	QU3-102	2 to 3	3	34.865674	35.911644	36.988993	38.098663
Q01	QU3-102	3 to 4	4	35.390656	36.452376	37.545947	38.672325
Q01	QU3-102	4 to 6	5	35.927052	37.004864	38.115010	39.258460
Q01	QU3-102	6 to 8	6	36.463447	37.557350	38.684071	39.844593
Q01	QU3-102	8 to 10	7	37.011254	38.121592	39.265240	40.443197
Q01	QU3-102	10 to 12	8	37.559061	38.685833	39.846408	41.041800
Q01	QU3-102	12 to 14	9	38.129695	39.273586	40.451794	41.665348
Q01	QU3-102	14 to 19	10	38.700327	39.861337	41.057177	42.288892
Q01	QU3-102	19 to 24	11	39.476389	40.660681	41.880501	43.136916
Q01	QU3-102	25+	12	40.263862	41.471778	42.715931	43.997409
Q01	QU3-103	0 to 1	1	39.259548	40.437334	41.650454	42.899968
Q01	QU3-103	1 to 2	2	40.047021	41.248432	42.485885	43.760462
Q01	QU3-103	2 to 3	3	40.845907	42.071284	43.333423	44.633426
Q01	QU3-103	3 to 4	4	41.667619	42.917648	44.205177	45.531332
Q01	QU3-103	4 to 6	5	42.500743	43.775765	45.089038	46.441709
Q01	QU3-103	6 to 8	6	43.345280	44.645638	45.985007	47.364557
Q01	QU3-103	8 to 10	7	44.212643	45.539022	46.905193	48.312349
Q01	QU3-103	10 to 12	8	45.102830	46.455915	47.849592	49.285080
Q01	QU3-103	12 to 14	9	46.004429	47.384562	48.806099	50.270282
Q01	QU3-103	14 to 19	10	46.917443	48.324966	49.774715	51.267956
Q01	QU3-103	19 to 24	11	48.092946	49.535734	51.021806	52.552460
Q01	QU3-103	25+	12	49.291275	50.770013	52.293113	53.861906
Q01	QU3-104	0 to 1	1	45.536511	46.902606	48.309684	49.758975
Q01	QU3-104	1 to 2	2	46.449523	47.843009	49.278299	50.756648
Q01	QU3-104	2 to 3	3	47.385362	48.806923	50.271131	51.779265
Q01	QU3-104	3 to 4	4	48.332612	49.782590	51.276068	52.814350
Q01	QU3-104	4 to 6	5	49.291275	50.770013	52.293113	53.861906
Q01	QU3-104	6 to 8	6	50.284177	51.792702	53.346483	54.946877
Q01	QU3-104	8 to 10	7	51.288491	52.827146	54.411960	56.044319
Q01	QU3-104	10 to 12	8	52.315631	53.885100	55.501653	57.166703
Q01	QU3-104	12 to 14	9	53.354183	54.954808	56.603452	58.301556
Q01	QU3-104	14 to 19	10	54.426973	56.059782	57.741575	59.473822
Q01	QU3-104	19 to 24	11	55.785079	57.458631	59.182390	60.957862
Q01	QU3-104	25+	12	57.177423	58.892746	60.659528	62.479314

34. MORENO VALLEY CONTRACT CONSOLIDATION

Effective October 1, 2019, SEIU United Healthcare Workers – West and Kaiser Foundation Health Plan, Inc., Kaiser Foundation Hospitals, The Permanente Medical Group, and the Southern California Permanente Medical Group (together, the “parties”) have agreed the Union’s members at Moreno Valley Medical Center (the “Moreno Valley members”) will become part of the Union’s Statewide service and technical bargaining unit. Except as noted below, the Parties agree that their Statewide collective bargaining agreement will govern the terms and conditions of employment of the Moreno Valley members.

Exceptions:

1. Provisions of the Statewide agreement governing operational processes, including by way of example, and not limited to vacation and holiday selection, additional hours and overtime, and posting of schedules, will be implemented for the Moreno Valley members on January 1, 2020.
 - a. The Parties agree to meet as needed, between ratification of this Agreement and January 1, 2020, to discuss the operational transition details in order to ensure a smooth transition.
 - b. In the event unforeseen issues arise that would prevent the implementation of any contract provision on January 1, 2002, the Employer will provide the Union at least two weeks’ notice of the problem.
2. The Moreno Valley members shall continue to be governed by Article 7, Section 11, “Shift Differentials,” Article 8, “Wages,” Article 10, “Earned Time Off Program (ETOP),” and Appendix “A” of the collective bargaining agreement negotiated between and among the Union and Kaiser Foundation Health Plan, Inc., Kaiser Foundation Hospitals, and Southern California Permanente Medical Group, governing the Union’s Moreno Valley members (the “Moreno Valley CBA”). The parties further agree that they shall preserve the original intent and meaning of these provisions of the Moreno Valley CBA. Specifically, the parties agree that any changes in formatting or presentation necessitated by the incorporation shall not alter in any manner the original intent or meaning of the Moreno Valley provisions.
3. In accordance with this side letter, in addition to the terms of this Agreement, the following provisions continue to govern the terms and condition of Moreno Valley employees. In the event that any provision of this Agreement conflicts with the following provisions, then the following provisions shall govern with respect to Moreno Valley employees.
 - a. Shift Differential

Employees assigned to evening or night shift work shall receive a shift

differential in excess of their applicable rate of pay.

A shift differential of four dollars (\$4.00) per hour will be paid for hours worked between 7:00 p.m. and 7:00 a.m.

b. Wages

Section 1 – Wage Structures

Wage scales shall be as set forth in Appendix “A.”

Section 2 – Implementation

Effective October 3, 2010

Wage reflecting an across-the-board increase will be applied to the current wage rates as follows:

Clinical Laboratory Scientist 3.5%

Non-Registered Nurse Classifications 3%
Effective October 2, 2011

Wage reflecting an across-the-board increase will be applied to the current wage rates as follows:

Clinical Laboratory Scientist 3.5%

Non-Registered Nurse Classifications 3%

Section 3 – Per Diem/On-Call Differential (Non-RNs)

Non RN Per Diem or On Call employees in designated Hard-to-fill positions will be paid a differential of twenty percent (20%). All other classifications will receive a differential of \$1 per hour. Any employee that transitions into a benefited position will have that differential discontinued with the effective date of the transaction.

Section 4 – Hard-to-fill positions

Social Worker classifications and Clinical Lab Scientists will be designated as Hard-to-fill through the term of this agreement.

Section 5 – Non scheduled increases

Nothing herein negotiated shall prevent the Employer from granting additional wage increases.

Section 6 – Job Classifications

The Employer may establish new or consolidated employee classifications within the Representation unit; provided, however, it shall meet and confer with the Union concerning the appropriate wage rate prior to implementing the classification or classifications. The Employer agrees to furnish the Union with one (1) copy of each job description presently established and of such up-to-date job description as it may prepare in the future for the classifications set forth.

Section 7 – Mileage

Employees will be reimbursed when the employee is requested or required to use his or her own vehicle on Employer business and the employee shall receive the applicable IRS mileage rate for business use in accordance with the Employer's policy.

Section 8 – Paycheck shortages

Paycheck shortages shall be paid no later than the end of the next business day upon request following notification; otherwise, pay check shortages shall be paid on the next pay period or based on applicable law.

Section 9 – Other Pay Provisions

No employee shall suffer any reduction in wages, benefits or other terms of employment, economic or otherwise, as a result of coverage under this Agreement, unless explicitly agreed upon.

The compensation rates of employees covered by this Agreement have presumed that the education, experience, training, licensing, certification, job duties and job requirements of employees in covered classifications are as described in job description, or through legal, regulatory and practice within the health care industry. Additionally, if a job is rated at a lower rate based on differences in actual work or other factors from the employee's job description, including added duties, more responsibilities, etc., the employee may grieve such rating and seek an upgrade for the position. Both the Employer and the Union may desire to discuss such matters during the term of this Agreement and to implement such changes as both parties deem appropriate and necessary for a variety of reasons. At the request of either party, the parties will meet to discuss the above matters, and upon mutual agreement, initiate changes. If no mutual agreement is reached, the matter(s) shall be subject to the grievance procedure of the Agreement.

Section 10 – Uniforms

When employees are required to wear uniforms as provided by the Employer, the cost of laundering and furnishing shall be borne by the Employer. The Employer will yearly replace any damaged, worn uniforms, at the cost of the Employer. The number of uniforms issued where applicable will be determined by the parties.

Section 11 – Tenure Step Increases

Effective June 26, 2011

Employees hired by Kaiser Permanente at the Moreno Valley Community Hospital on June 20, 2008, shall be advanced one step. Following that initial step movement, said employees shall move based on the step increase rules.

Effective the first pay period closest to July 1, 2012

Employees hired by Kaiser Permanente at the Moreno Valley Community Hospital after July 20, 2008, with at least one year of KP Service shall be advanced one step. Following that initial step movement, said employees shall move based on the step Increase rules.

Employee hired at Moreno Valley Community Hospital on or after July 1, 2011, shall move based on the step increase rules.

Tenure Step Progression Provisions

Tenure Step increases shall become effective at the beginning of the first full pay period nearest the Employee's date of eligibility for such increase.

The Wage Structure for the UHW-Moreno Valley bargaining unit will include a six (6) step rate progression consisting of a Start Rate, One (1) Year Rate, Two (2) Year Rate, Three (3) Year Rate, Four (4) Year Rate, and Five (5) Year Rate (see Appendix A).

Tenure increases for full-time employees shall become effective upon an individual reaching the appropriate number of years required to progress to the next step on the wage structure.

Tenure increases for part-time and per-diem employees shall become effective upon an individual reaching the appropriate number of years required to progress to the next step on the wage structure. A year for a part-time and per-diem employee is equivalent to 1872 hours worked.

In the event an employee is promoted to a higher rated classification, transferred or demoted to a lower rated classification, the employee's step progression towards the next step will begin as of the date of the promotion, transfer or demotion. This provision shall not apply to any employee transferring into a Lead, Charge, or Senior level position.

Longevity

Longevity differentials will be granted to eligible employees upon reaching the appropriate number of years of continuous service with Kaiser Permanente. An employee with a break in service of less than 2 years will retain his/her years of service minus the time not worked for the Employer.

Employees that are at a wage rate that is higher than the base wage rate that they have been mapped to will continue to be red circled and will not receive any step increases until such time as their rate of pay equals the rate of the appropriate step.

c. Earned Time Off Program (ETOP)

Section 1 – Definition of The Earned Time Off Program (ETOP)

The Earned Time Off Program (ETOP) is comprised of the following three (3) components:

- Designated Holidays
- Earned Time Off Account
- Extended Sick Leave Bank

Full-time, part-time and limited part-time employees will be eligible for ETOP if they are regularly scheduled to work, unless ETOP has been waived by participation in the Alternate Compensation Program (ACP).

Section 2 – Designated Holidays

Employees will be paid for the following designated holidays.

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

Designated Holiday Schedule

All designated holidays will be observed on the actual calendar day on which they fall and all conditions and benefits applying to such holiday will be in effect on that day only.

For the night shift the un-worked holiday pay and holiday premiums shall apply to the shift in which the majority of hours fall on the actual calendar day of the holiday.

Designated Holiday Pay

Holiday Worked Premium

Employees who are required to work on a Designated Holiday will be paid at two and one-half (2½) times the hourly base rate of pay, unless they elect to take an alternate day off for working the Designated Holiday.

Alternate Day Off

If employees elect to take an alternate day off, they will be paid at one and one-half ($1\frac{1}{2}$) times the hourly base rate of pay. The alternate day off should be taken within the period of time consisting of 30 days prior to or 30 days after the Designated Holiday. Failure to arrange for an alternate day as provided herein shall result in automatic payment for the Designated Holiday.

On-call/Per Diem employees

On-call/per diem and employees who participate in ACP shall receive no benefits under this article, except time-and-one-half ($1\frac{1}{2}$) for hours worked on the Designated Holiday.

Failure to work scheduled shift

Employees who are scheduled to work on a Designated Holiday and who fail to report as scheduled, unless excused by their Department Head or Supervisor shall not be eligible for holiday pay.

Employees who are ill/injured and utilizing Earned Time Off (ETO) and/or Extended Sick Leave (ESL) shall be deemed excused and receive holiday pay.

Employees who call off due to illness/injury for two (2) Designated Holidays in a calendar year may be requested to provide reasonable documentation of illness/injury or disability for upcoming Designated Holidays through the following year should call off on a Designated Holiday occur.

Holiday Work Scheduling

Employees working their regular schedule

An Employee who is normally scheduled to work on a day on which a designated holiday falls may not be displaced by a more senior employee or any other employee.

Employees, by department/unit and shift may request assignment or non- assignment to work a designated holiday on the basis of seniority.

Should all Employees exercise seniority for non-assignment, the Employer shall assign employees by inverse seniority (beginning with the least senior employee) to work the designated holiday.

Scheduling of Thanksgiving, Christmas and New Year's Day Holidays

In an effort to grant time off to as many workers as possible for the Thanksgiving, Christmas and New Year's Day Holidays, the Employer will grant requested time off for one of these days based on the seniority of the employee requesting the holiday. An employee using his/her seniority to take one of these holidays off or requesting and being granted vacation time off during the week in which one of these holidays

occur may not exercise his/her seniority the following year to request one of these holidays off.

These holidays will be granted on a rotating basis in seniority order. The intention is to maximize opportunities for employees to be off on holidays and to provide rotational opportunities in future years when it is necessary to deny requests. If the maximum number of employees allowed off is not reached for one particular holiday, an employee may be granted the same day in successive years.

If there is available holiday time for the above referenced days after all employees have been granted at least one holiday off, additional requests may be granted by seniority provided the total number of holidays off does not differ by more than one holiday.

Employees will only be allowed to trade Holiday's off of the approved sign up list, all trades will have to follow seniority and cannot incur overtime.

The Employer will post a sign up sheet, in advance of these holidays for employees to indicate their preference to work or not work. Each employee will indicate their first (1st), second (2nd) and third (3rd) preference.

Scheduling on other holidays (Memorial Day, Independence Day and Labor Day)

Holiday time off will be granted on a rotating basis in seniority order. The Employer will post a signup sheet for each department/unit for employees to indicate their preference to work or not work for these holidays during the posting period for the schedule in which it falls.

An employee using his/her seniority to take one of these holidays off or requesting and being granted vacation time off during the week in which one of these holidays occur may not exercise his/her seniority the following year to request one of these holidays off.

If there is available holiday time for the above referenced days after all employees have been granted at least one holiday off, additional requests may be granted by seniority.

Employees will only be allowed to trade Holiday's off of the approved sign up list, all trades will have to follow seniority and cannot incur overtime.

New employees to the department/unit (new hires and transfers) shall be last in the holiday rotation the first time after entry into the department.

Designated Holiday Not Worked

Employees shall receive eight (8) hours pay for a Designated Holiday not worked. If employees' scheduled day off falls on a Designated Holiday, then those employees will receive eight (8) hours pay for that day or an additional day off with eight (8) hours pay.

Full-time employees shall not suffer a reduction in pay during a pay period in which a Designated Holiday occurs.

Part-time and limited part-time employees will receive Designated Holiday pay, prorated based on straight time hours paid during the preceding two pay periods.

Section 3 – Earned Time Off (ETO)

Employees will accrue Earned Time Off (ETO) on a monthly basis in accordance with the following schedule:

Length of Service	Hours per Month*	Days per Month*	Days per Year*
0 – 4 Years	14.00	1.75	21.00
5 – 8 Years	17.33	2.18	26.00
9 – 10 Years	20.66	2.58	31.00
11 Years or More	24.00	3.00	36.00

*Rounded to two (2) decimal places.

The maximum ETO accumulation is 500 hours.

Part-time and limited part-time employees will accrue ETO on a monthly basis prorated based on straight time hours paid during the preceding two pay periods.

Earned Time Off Leave Accrual Date

The Leave Accrual Date determines employee's length of service for ETO accruals. Time spent in an on-call/per diem status or while participating in ACP will count in the determination of employee's length of service for ETO accruals.

The Leave Accrual Date is the date of hire unless employees have a break-in-service or incur an unpaid leave of absence which exceeds sixty (60) calendar days.

Adjustments to Leave Accrual date

Leaves of absence for sixty (60) days or less will not affect the Leave Adjustments to Leave Accrual Dates

Leaves of absence of sixty-one (61) days or more will be deducted from the Leave Accrual Date.

The Leave Accrual Date will not be adjusted for leaves of absence due to occupational illness or injury.

Use of Earned Time Off

ETO can be used for vacation, illness, personal or family reasons. One-half of the annual ETO will be protected in accordance with the California Employment Sick Leave Act (CESLA). ETO taken for Family Leave purposes will run concurrently with Family Leave. Employees who are ill or injured must use ETO during the ESL access waiting period, unless the ESL access period is running concurrently with Family Leave. Employee with ESL access periods running concurrent with Family Leave must provide advance notice, otherwise ETO will be applied.

ETO pay for employees will be at the base hourly rate of pay in effect at the time ETO is taken.

Any accrued but not used ETO hours will be paid out at the base rate of pay upon termination or retirement.

ETO hours may not be used to extend employment beyond the last day actually worked.

Employees may designate a beneficiary to receive accrued, but not used, ETO hours in the event of death.

Scheduling Earned Time Off

With the exception of emergencies or illnesses, ETO must be requested by employees in advance, and agreed to in advance by the Department Head or Supervisor. In cases of absences for emergencies or illnesses, the employee shall notify the Department Head or Supervisor as promptly as possible, but in any event not less than one and one-half (1^{1/2}) hours prior to the start of the shift. The Employer may require reasonable proof of illness or emergency when ETO is used as such.

Insofar as practicable and consistent with patient needs, ETO shall be granted at times most desired by employees. Among Employees who have submitted ETO requests (first and second choices) on or before February 1 of each calendar year, the Employer will formulate and post the vacation schedule by March 1 of each calendar year for the next ensuing twelve (12) month period.

Employees having the most seniority shall receive preference for ETO requests.

Employees, who transfer to a new department or to a new shift after February 1, shall not receive preference as to vacation times until the following calendar year. Department Head or Supervisor shall respond to an ETO request submitted after March 1 within ten (10) days.

Employees on vacation receiving ETO who becomes ill or is injured and qualify for access to the Extended Sick Leave (ESL) provisions of the Agreement, may request to be placed on ESL. It will be the employees' responsibility to notify the Department Head or Supervisor of such illness or injury and provide reasonable proof of illness or injury if requested.

In-service Cash Out (ETO Cash Out)

Eligible employees may make an irrevocable election to cash out a portion of their ETO during the annual election period in accordance with the existing Employer guidelines.

Section 3 – Extended Sick Leave Bank (ESL) 1021 Regular Full-Time Employees

Regular full-time employees shall accrue Extended Sick Leave at the rate of nine (9) days each year of continuous service. Regular part-time employees shall accrue Extended Sick Leave on a pro rata basis. There is no limit to the number of ESL days that may be accrued.

Regular Part-Time

Part-time and limited part-time employees will accrue Extended Sick Leave (ESL) monthly on a prorated basis up to a maximum of six (6) hours. Prorated hours will be based upon the number of straight time hours paid during the preceding two pay periods. There is no limit to the number of hours that employees can accumulate in their ESL bank.

Use of Extended Sick Leave

Employees may use ESL on the first day of hospitalization (inpatient or outpatient with physician prescribed time off) or after three (3) consecutive calendar days of illness or injury.

One-half of employees' annual ESL accrual will be protected in accordance with CESLA if used to care for an ill or injured family member, provided the first day of hospitalization or three consecutive days of illness access requirement is met. ESL taken for Family Leave purposes will run concurrent with Family Leave.

Employees may be required to provide certification of their own or their family members' illness and/or injury to justify the absence from work for the period claimed.

Employees who have an ESL balance of 250 or more hours and are vested in the pension plan, when they terminate employment or when they retire, will have all unused hours in their ESL Bank converted to Credited Service for pension plan calculation purposes.

ESL hours are not paid upon termination or retirement

Scheduling of Extended Sick Leave

Notification of the intended absence prior to the beginning of the shift is a condition to access ESL, unless the severity of the illness or injury, or circumstances surrounding the disability precludes the opportunity of notification of the absence to the Department Head or Supervisor. The Department Head or Supervisor may at any time request reasonable proof of illness or injury.

a. Appendix A

Appendix A is incorporated in the wage scale of this Agreement.

For Historical Purposes

SIDELETTER NO. 2

Initial Wage Placement Side Letter of Agreement

The Employer proposes the following for addressing these groups to determine the appropriate date to be used for wage placement:

1. Valley Health System (VHS) employees hired by Kaiser Permanente on June 20, 2008, will be given credit for their prior service (most recent Hire Date) with (VHS).
2. Employees with prior Kaiser Permanente Service will be placed at the appropriate rate based on VHS or current KP Moreno Valley service and will not be given credit for prior KP service.
3. The Employer will audit the records of the employees listed in Attachment A to determine the correct date for wage placement.
4. This agreement, to recognize prior (VHS) tenure, is only applicable to those employees hired by Kaiser Permanente on June 20, 2008

SIDELETTER NO. 11

Applicable to Former MVCH Employees Hired by Kaiser at the Moreno Valley Facility

For acquired employees at the Moreno Valley facility, all MVCH service will be recognized under KPSCEPP for vesting and eligibility (i.e. pension "Service") effective on their KP date of hire. Hence acquired MVCH employees who have five (5) years of employment as of their KP date of hire will be automatically vested in KPSCEPP. For example, if an employee's date of hire with MVCH was 1/20/2000, this employee would have eight years of service as of his/her KP date of hire. This employee would be automatically vested in the KPSCEPP.

Recognition of Credited Service, which determines monetary value, begins on the acquired MVCH employee's date of hire with KP. For example, if an employee's date of hire with MVCH was 1/20/2000 and his/her KP date of hire is 6/20/2008, this employee would have zero years of Credited Service of his KP date of hire. However, as of 12/31/2008, this employee will receive partial years of Credited Service as he/she would have received pay for less than 2,000 hours for that year.

SCAL APPENDIX B

KP HEALTHCONNECT/SEIU-UHW EFFECTS BARGAINING – SCAL TENTATIVE AGREEMENT

October 1, 2005

This Agreement is entered into by Kaiser Permanente and UHW with the intent that the KP Health Connect initiative will transform the way Kaiser Permanente delivers healthcare. KP members will experience this transformation in the way they receive care and service. KP staff will experience this transformation in the way they are supported in providing care, the way they work with each other and their opportunities for personal growth and development.

Our goal is to create an environment where all staff has the opportunity and support to freely engage in the transformation effort. The following work and the work of the National KP HealthConnect Agreement demonstrates our joint commitment to the successful implementation of KP HealthConnect and the full realization of its benefits and provides guidance to the region to achieve this vision. In accomplishing this goal we will continue to make Kaiser Permanente the model for healthcare delivery.

It is also the intent of the parties that the implementation of KP HealthConnect will include the involvement of its employees in a true LMP setting.

I. KPHC Project Temporary Employees.

a. Vacancies Not Filled--Attrition.

Beginning six (6) months prior to the go-live date of the facility's Ambulatory suite, or as soon as practicable, vacancies that occur in the Out-Patient Medical Records (OPMR) department will not be filled on a permanent basis, except as provided below.

b. Offering of Available Work.

Because the Employer generally wishes to avoid the use of intermittent and temporary personnel it will seek to offer available work in the OPMR to existing employees. After additional, available hours are offered once by seniority to qualified current employees in the OPMR, positions will be posted. KPHC Project Temporary positions will be posted as benefited positions despite their temporary nature.

(i.) Postings Within the Department.

Hours, which become available due to a vacancy, will be posted as a complete set of hours for the three (3) days expedited posting period within the Department. A "complete set of hours" means that a vacancy will be offered and granted with its full complement of hours, e.g. twenty (20) hours, thirty-two (32) hours etc. The hours will not be broken into segments, unless otherwise mutually agreed upon.

As a result, a part-time, short-hour, or on call employee may bid on the available benefited position provided that, in the case of the short hour or part-time employee, the hours of the position must not conflict with her/his current predetermined schedule. In the case of conflict with her/his schedule, and by mutual agreement of the parties, s/he will have the option of either remaining in her/his current position or taking the posted position.

An employee within the OPMR department at the time of notification of go-live, who is subsequently awarded a position with more hours within the department, will only maintain her/his rights to employment and income security based on her/his former PAR level.

(ii.) **Postings During the Seven (7) Day Period.**

If no employee in the Department successfully bids for the available position, the benefited vacancy will be made available and posted as a KPHC Project Temporary position.

(iii.) **On Call Employees Awarded KP HealthConnect Temporary Positions.**

Because of the temporary nature of the positions, employees outside the OPMR Department, only on call employees may bid for KPHC Project Temporary positions.

While in the KPHC Project Temporary position, they will be treated as such for purposes of the Collective Bargaining Agreement and this Agreement, e.g. their bidding rights in their former Department will be affected while they remain in the Project Temporary position.

(iv.) **Acknowledgement of Status.**

On Call employees outside the OPMR Department who are awarded KPHC Project Temporary positions will be required to sign a form that acknowledges that they understand that their status has changed and will affect their rights to bid into positions in their former department while in the KPHC Project Temporary position. The form will acknowledge that they have done this in exchange for the temporary benefited status they will enjoy.

c. **KPHC Project Temporary Employee (Hired from the Outside)**

A KPHC Project Temporary employee is defined as an employee that in all ways is the same as a temporary employee described in the current Collective Bargaining Agreement, except such KPHC Project Temporary employee:

- (i.) Will be in benefited positions;
- (ii.) Will exercise her/his seniority after all other temporary employees in the order of application contained in the current Collective Bargaining Agreement.

- (iii.) May have her/his period of temporary status extend beyond ninety (90) days but, in no case, beyond twelve (12) months, unless mutually agreed by the Union, the Employer, and the employee;
- (iv.) May not use her/his employment to claim over utilization, except if there is a suspected violation of c (i.) above;
- (v.) Is not subject to the Employment and Income Security Agreement while in such status; and
- (vi.) Will be released from her/his employment upon termination of temporary work in the OPMR, provided s/he has not successfully bid on another position.

d. **Agreement's Application to Other Classifications.**

The provisions of this entire Agreement are not intended to apply exclusively to OPMR but also to other employees whose classification is similarly impacted by KPHC.

II. **Available Positions and Training Opportunities.**

a. **Notice of KP HealthConnect.**

Employees whose position will be affected by KP HealthConnect will be given notice of at least four (4) months prior to the go-live date, or earlier if practicable, of the suite, which will impact their positions. The Employer will provide adequate introduction to the new system, including employee meetings where employees will have the opportunity to ask questions.

(i.) **PC Skills Assessment.**

At least three (3) months prior to the deployment of personal computers (PCs) or three (3) months prior to the applications training for the KP HealthConnect suites, the Shirley Ware Education Center (SWEC), in conjunction with the Employer, will conduct PC skills' assessments for employees who will be using the new applications and the employees in the OPMR.

(ii.) **Employee Confidentiality.**

To guarantee employees' confidentiality in determining PC skills, the Employer will provide PC assessments from a mutually agreed upon source for its employees impacted by the implementation of KP HealthConnect.

(iii.) **Career Counseling.**

At least three (3) months prior to the go-live of the Ambulatory suite of KP HealthConnect, SWEC or another mutually agreed upon provider will conduct career counseling for employees in OPMR with a short term focus of expeditious placement of employees in Primary Level positions and counseling for long term goals for Advanced Level positions. If there is a

difference between an employee's short term and long-term goals, it is understood that the short-term goals will take precedence for the purposes of this Agreement. Other employees may participate in career counseling as currently provided in the facility. To ensure that adequate career counseling and subsequent case management is available, employer and union representatives will jointly review both internal and external resources and select, by mutual agreement, a provider that meets the defined needs at a competitive cost.

b. **Bidding Rights of OPMR Employees.**

Once it has been determined that certain positions will be displaced, the employees in those positions will be provided skills assessment, career counseling and training, as well as appraisal of their reduction in force in the order of application contained in the Collective Bargaining agreement.

c. **Training:**

Provide the training necessary to place an employee in a position within their current pay structure or in a position in the next higher pay structure

d. **Capturing Vacancies:**

Designated positions identified as potentially suitable for retrained displaced employees will be reserved for displaced employees who could be trained to qualify within a reasonable period of time.

(i.) **On The Job Training.** For those positions requiring only on the job training, the Employer will provide on the job training/orientation.

(ii.) **Support for Training.** It is the intent of the parties that all employees wishing to remain with the organization will be successful in that endeavor.

i. **Enhanced Benefits.** The Employer will provide the necessary training to successfully re-deploy workers displaced by KP HealthConnect.

In addition, the Employer will offer enhanced training opportunities; tuition reimbursement benefits, scheduling accommodations, and education leave benefits to assist employees in career development. These enhanced opportunities apply to all displaced employees and those in positions most likely to provide opportunities for placement of displaced employees. Specifically, the Labor and Management agree that:

A. **Tuition Reimbursement.** Work Force planning teams will assess, in a safe environment, the educational needs of displaced employees and those in positions most likely to provide opportunities for placement of displaced employees. This assessment will identify opportunities for employees to utilize their existing Tuition Reimbursement benefit in order to gain skills and/or knowledge to

allow them to qualify for another position. The Work Force Planning team will augment the tuition reimbursement benefit to assist the employee in qualifying for an available position.

- B. Education Leave. Workforce Planning Teams will be empowered to utilize and be creative in utilizing existing Education Leave policies and resources, in order to address the training needs of displaced employees and those in positions most likely to provide opportunities for placement of displaced employees. This includes, but is not limited to, allowing Education Leave to be used in conjunction with existing Tuition Reimbursement.

Scheduling Changes and Flexibility:

Efforts will be made to accommodate people's ability to pursue education through scheduled changes and related flexibility. While normally, these types of scheduled changes and flexibility might create conflicts with existing practices (e.g. seniority); Labor and Management agree that such conflicts will not occur, due to the temporary nature of this current situation.

- e. Comparable Positions. For purposes of this Agreement, it is intended that the Employer, in conformance with the wishes of the employee who faces displacement or potential displacement, will assist such employee in obtaining a position that offers the same or higher wage rate as s/he previously enjoyed in her/his former classification and at a minimum will comply with all of the terms and conditions of the Employment and Income Security Agreement.
- f. Training.
 - (i.) Positions Modified as a Result of KP HealthConnect. An employee who will need to use KP HealthConnect applications for her/his job will be given classification specific training. Training at the time of implementation will be uniform in content throughout the Region and will be sufficient for the employee's satisfactory performance of her/his job. Additional training will be offered on an as needed basis.
 - (ii) Because individuals learn at different rates, some may require additional training, including repeating training if necessary. Following additional training, if the appropriate group made up of the supervisor, steward, and one additional individual selected jointly by the supervisor and steward determines an employee is unable to achieve proficiency, using agreed upon criteria, they will notify a joint Labor Management committee. This joint Labor Management committee will determine additional steps such as customized training, on-the-job training, mentoring, on-going feedback, encouragement to succeed, English as a Second Language, etc. to address issues such as language barriers, learning styles, or disabilities.

III. **Unanticipated Effects.**

At the request of either party, representatives of the Employer selected by the Employer and representatives of the Union selected by the Union will meet on a facility basis to work out issues or effects that were not anticipated by this Agreement.

IV. **Jobs Created by KP HealthConnect.**

The parties agree to abide by the following language agreed to in the National KP HealthConnect Agreement:

a. **Alignment:**

The parties agree that where the basic skills, experience, knowledge, and abilities required for the new positions are found in bargaining unit positions, the new position will be included in the bargaining unit. If significant elements of the new position are ones that are not traditionally included in bargaining unit positions, some non-traditional flexibility in selection criteria and employment conditions may be required.

b. **Selection:**

Selection for traditional jobs will be in accordance with the collective bargaining agreement. Selection for non-traditional position will be done jointly by Labor and Management. Competency will be determined by assessing the candidates against the expected job requirements and competencies. Seniority will be deciding factor from among those candidates deemed to be fully competent.

c. **Flexibility for Non-Traditional Positions:**

The parties recognize the critical nature of such positions to respond efficiently and effectively to certain organizational and systems needs. These positions may require greater independent judgment, less direct supervision and more flexible scheduling. Flexibility of work distribution, location of assignments, client support, jurisdictional lines, and scheduling of work are essential for these positions to be successful.

d. **Temporary Assignments:**

The parties understand that some positions created by KP HealthConnect may be temporary assignments. Employees bidding on these positions will understand that they will not be covered by the Employment and Income Security Agreement. At the end of the assignment, they may only use their accrued seniority to bid on open positions, for which they are qualified; otherwise employment will end with the completion of the assignment. Offers covering the conditions of such temporary assignments will be made in writing to the selected candidates.

e. **Agreements:**

Joint agreements regarding the rates of pay and conditions for positions placed in the bargaining unit will be documented in side letters of agreement to the existing Collective Bargaining Agreement.

f. **Process for Reviewing KP HealthConnect Related Positions:**

- (i) The Employer will notify Union leaders of new positions created by KP HealthConnect within sixty (60) days prior to posting. The Employer and the Union will schedule a joint meeting to review the new position within fifteen (15) days of notification. Those positions already established and populated will be jointly evaluated as soon as practicable. The process for transitioning such positions into the bargaining unit will be subject to bargaining.
- (ii) The Employer will provide the KP HealthConnect need for the role. Labor and management present their interests and recommendations for representation status.
- (iii) If the job is determined to be represented, then the region will follow the current job evaluation process.
- (iv) If the job is determined to be non-represented, then the Region will follow the current job evaluation process.
- (v) If there is disagreement about bargaining unit status, then the matter will be referred to the Expedited Issue Resolution Process as outlined in section VII of the National KP Health Connect Agreement.

V. **Vacancies during Transition to KP HealthConnect.**

Until the implementation of KP Health Connect is complete region-wide, employees may apply for vacancies for which training in KP HealthConnect is required. If such employees would be considered qualified except for the KP HealthConnect training, then they will be considered to be qualified for the position.

VI. **Changes in Duties of Certain Classifications.**

The Employer and the Union will agree to assess whether jobs have changed enough to warrant an increase in pay. Such assessments will occur as soon as practicable and by mutual agreement. Disputes will be ultimately resolved by the grievance procedure.

VII. **Severance**

Severance will be offered to all employees within the affected unit. Severance will be granted by seniority up to the number of positions being eliminated. Severance will be offered in accordance with the Voluntary Departure Benefit Table, which is provided in the Appendix on page 16 of the National KPHC Agreement.

Within 90 days following the initial 30-day period after notice, the employee will make his/her decision to remain with KP and take advantage of retaining opportunities or sever his/her employment

Employees may be required to sign a standard waiver in accordance with the regional policy.

Termination of Employment and Rehire

1. Once an employee has made a decision to sever his/her employment, employment will terminate.
2. At any point prior to the formal decision to sever employment, employees may take advantage of job opportunities as provided in this agreement, local agreement or the local Collective Bargaining Agreement.
3. Any employee, who has severed his/her employment as provided in this agreement, may not be rehired for a period of twelve (12) months from the date of termination.

VIII. **Relief for Employees Who Are Being Trained or Who Are Absent to Train Other Employees**

The Employer may utilize various methods of replacing employees while such employees are being trained for KP HealthConnect or are delivering KP HealthConnect training to other employees, depending on the length of such training, the method of training, the expertise required for training and regularity or frequency of training.

Options for backfill employees who are being trained, or who are delivering KP HealthConnect training to other employees, will be considered, such as:

- Additional Hours for short-hour, part-time or PRN employees
- Adjusted Schedules
- Team(s) Flexibility
- Float Pool
- Temporary Assignments
- Overtime
- Temporary Agencies
- Sub-Contracting
- Etc.

The application of these options will vary by classification. The decision will be determined jointly by regional management and the bargaining unit representative. As noted in Section III above, there will be joint planning and oversight for KP HealthConnect training to minimize excessive costs; balance employees training and operational needs; and minimize increased workload post-training.

- a. If the Employer wishes to deviate from the provisions of this Agreement or the Collective Bargaining Agreement in order to provide replacements for training employees, the Employer will discuss the matter with the appropriate Union representative(s). If the Employer wishes to deviate from the provisions of this Agreement or the Collective Bargaining Agreement, such action will only be by mutual agreement between the Employer and the Union.
- b. Among those methods of replacing employees that the Employer may consider would be the use of current employees by classification, specifically for inter-facility relief (a defined geography or region-wide) or intra-facility and department relief.

IX. **Biller Training Pool:**

By mutual agreement the Employer may create a pool of regular full-time Biller positions that will serve as replacements (backfill) for employees who are being trained in billing throughout the region.

X. **Email**

Depending on factors such as server capacity, licenses, etc., each facility will examine its ability to provide an e-mail address to all employees.

XI. **Alternate Arrangements.**

Because every possibility that might arise could not be anticipated by this Agreement or by the guarantees of the Employment and Income Security provisions of the National Agreement, the Union and the Employer may mutually agree to alternate arrangements, with the understanding that such arrangements will be consistent throughout the region as much as is operationally feasible.

XII. **National Agreement**

It is agreed that this Agreement serves as a complement to the National KP HealthConnect Agreement. If any provision of the National KP HealthConnect Agreement or agreement other LMP Unions provides a better benefit, such better benefit will be extended to employees represented by UHW.

This Agreement relates solely to the initial implementation of KP HealthConnect in Southern California. This Agreement shall not constitute precedence for either party, nor shall either party use this Agreement in any pending or future case, unless the application of this Agreement is at issue. Additionally, those provisions contained in the National KPHC agreement but not contained in this agreement still apply.

ATTACHMENT 1

Union	Employer	Covered Bargaining Units/Recognition/Scope
SEIU-UHW-WEST (North)	Kaiser Foundation Hospitals; Kaiser Foundation Health Plan; The Permanente Medical Group	<p>KPPACC (Para. 9, 11, 16) Appendix A Registered Dietitians (para. 3, 5, 7) Appendix B & C 250 (Para.5, 7, 14) Appendix B & D; <u>Appendix G (ECS unit (Desktop Support)); Appendix FF (Optical).</u></p> <p>The Employer recognizes the Union as the exclusive bargaining agency of the Employees covered by this Agreement for the purposes of collective bargaining with respect to rates of pay, hours of work, and working conditions. Excluded: RN's, Supervisors, Confidential Employees, Stationary Engineers Scope: Employees in classifications covered by this Agreement in any new facility in California north of the Tehachapi line; provided, however, that the Master Agreement Provisions dealing with wages and benefits covering the Employees of such new facilities shall not apply and such matters shall be subject to negotiations between the Employer and the Union.</p> <p>Employees in existing facilities not presently represented by any Union in the event a majority of such employees in any appropriate bargaining unit in any individual facility express a desire to be represented by the Union; provided, however that any such employees who at the time do not desire to become members of the Union shall be exempted from the provisions of Article ____, Section ____ hereof.</p>

Union	Employer	Covered Bargaining Units/Recognition/Scope
SEIU-UHW-WEST (North)	Kaiser Foundation Hospitals; Kaiser Foundation Health Plan; The Permanente Medical Group	In the event a new facility is opened which is connected to or is adjacent to an existing facility where employees are represented by another Union or in the event there is a combination of present facilities where employees in one of the combining existing facilities are represented by another Union, an appropriate procedure shall be agreed upon by which the matter of representation of such employees can be resolved.
SEIU-UHW-WEST (South)	Kaiser Foundation Hospitals; Kaiser Foundation Health Plan; Southern California Permanente Medical Group	<p>SEIU-UHW (Para. 202, 302, 303) Appendix A & B The Employer recognizes the Union as the exclusive bargaining agent of the Employees covered by the Agreement for the purpose of collective bargaining with respect to rates of pay, hours of work and working conditions</p> <p>Scope: The term "Employee" or "Employees" as and whenever used in this Agreement, shall mean and include all Employees of the Employer at the medical offices, hospitals, and business offices of the Employer located in Los Angeles and Orange Counties in the State of California, but specifically excluding Medical Doctors, Registered Nurses, Registered Pharmacists, Optometrists, Pharmacy Cashiers, Supervisory Employees, and Confidential Secretaries at the Employer's facilities in the counties above specified. <u>The term Employee also includes Employees performing ECS (Desktop Support), Employees performing work in the Inland Empire and Employees performing work at Moreno Valley Medical Center.</u></p>

Union	Employer	Covered Bargaining Units/Recognition/Scope
SEIU-UHW-WEST (South)	Kaiser Foundation Hospitals; Kaiser Foundation Health Plan; Southern California Permanente Medical Group	In the event the Employer's signatory to this Agreement establishes or operates any medical office in Ventura County which serves as a satellite medical office to an existing Medical Center in Los Angeles County, Employees represented and covered by this Agreement who are transferred to said facilities shall continue to be represented by SEIU-UHW, and wages, terms and conditions of the Union membership requirements as set forth in Paragraph 161. It should also be noted that Employees in the classification of Physical Therapists, Speech Therapists, and Occupational Therapists shall not be required to become members of the Union as a condition of continued employment; however, such Therapists who have become or shall hereafter become members of the Union shall be required to maintain membership in the Union hereafter as a condition of continued employment.
SEIU-UHW Medical Social Workers Northern California	Kaiser Foundation Hospitals; The Permanente Medical Group	Para. 2 & 3 The Employer recognizes the Union as the exclusive bargaining agency of the Employees covered by this Agreement for the purposes of collective bargaining with respect to rates of pay, hours of work and working conditions. Scope: This Master Agreement covers all Medical Social Workers employed by the Employer in covered positions. Excluded from this agreement is a Medical Social Worker assigned to be Director of Social Services at any of the Employer's facilities or to whom the Employer has given authority to hire, promote, discipline, discharge, or otherwise change status or effectively recommend such action.

Union	Employer	Covered Bargaining Units/Recognition/Scope
SEIU-105 Colorado	Kaiser Foundation Health Plan of Colorado	<p>Get NLRB Certification #27 RC 4420 Article 2, 3, Section 1</p> <p>The Employer recognizes the Union as the exclusive bargaining agent of the Employees coming under the jurisdiction of the Union for the purpose of collective bargaining with respect to rates of pay, hours of work and working conditions.</p> <p>This Agreement shall cover all of the Employer's Employees represented by the Union as certified by the NLRB in Case No. 27-RC-4420. This Agreement covers Employees in classifications covered by this Agreement in any new facility.</p>
SEIU-49 Oregon/Washington	Kaiser Foundation Health Plan of the Northwest Kaiser Foundation Hospitals	<p>Articles 2.1, 2.2</p> <p>The Employer recognizes the Union as the exclusive bargaining agent of the Employees covered by this Agreement for the purposes of collective bargaining with respect to rates of pay, hours of work and working conditions.</p> <p>Scope: the term "Employee" or "Employees" as and whenever used in this Agreement shall mean and include Employees of the Employer employed in the classifications set forth in Schedule A attached hereto at the Employer's Kaiser Permanente facilities, including but not limited to facilities located in Multnomah, Clackamas, Washington and Marion Counties in the State of Oregon, Clark County and Cowlitz County in the State of Washington. This Agreement shall also apply to Employees performing work in the classifications set forth in Schedule A as appropriate in any new facility operated by the Employer.</p> <p>See also Exclusions: 2.3, 2.4 Schedule A</p>

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