

# Kaiser – USW, Local 7600

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**LABOR – MANAGEMENT AGREEMENT BETWEEN**

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**Kaiser Permanente Medical Care Programs**

**And**

**United Steel, Paper and Forestry, Rubber, Manufacturing,**

**Energy Allied Industrial and Service Workers International**

**Union, AFL-CIO-CLC (USW, Local 7600)**

**2021-2025**

**Provisions of the local Collective Bargaining Agreement and the National Agreement should be interpreted and applied in the manner most consistent with each other and the principles of the Labor Management Partnership. If a conflict exists between specific provisions to a local Collective Bargaining Agreement and the National Agreement, the dispute shall be resolved pursuant to the Partnership Agreement Review Process in Section 3.D of the National Agreement.**

**If there is a conflict, unless expressly stated otherwise, the National Agreement shall supersede the local Collective Bargaining Agreement; however, in cases where local Collective Bargaining Agreements contain explicit terms which provide a superior wage, benefit or condition, or where it is clear that the parties did not intend to eliminate and/or modify the superior wage, benefit or condition of the local Collective Bargaining Agreements, the National Agreement shall not be interpreted to deprive the employees of such wage, benefit or condition. It is understood that it is not the intent of the parties to inadvertently enrich or compound wages, fringe benefits or other conditions or to create opportunities for “cherry picking,” “double dipping,” etc.**

## TABLE OF CONTENTS

	<b>Page</b>
Article I – Purpose of Agreement .....	1
Article II – Recognition and Coverage .....	1
Recognition .....	1
Definition of Employees .....	1
Local Working Conditions .....	2
Article III – Management .....	3
Supervisory Employees .....	3
Personnel File Inspection .....	3
Article IV – Union Security and Representation .....	3
Union Shop .....	3
Checkoff .....	4
Indemnity .....	4
Nondiscrimination because of Union Membership .....	4
Nondiscrimination .....	5
Union Representation .....	5
Grievance Committee .....	5
Assistant Grievance Committee .....	5
Preferential Seniority .....	5
Union Business Leave .....	5
Safety Committee Representatives .....	6
Human Rights Committees .....	6
Quarterly Meeting .....	6
Volunteers .....	6
Special Job Training Programs .....	7
Article V – No Strike and No Lockout .....	7
Article VI – Classifications and Rates of Pay .....	7
Schedule of Rates .....	7
Wage Structures .....	7
Clerical .....	7
Equipment Services .....	8
Patient Care .....	8
Support Services .....	8
Technical .....	8
Base Hourly Rate .....	8
Longevity Differentials .....	8
<b><u>Transfers</u></b> to a Higher Rated Classification .....	9
<b><u>Transfers to a Lower Rated Classification</u></b> .....	9

Standby Pay.....	9
Reporting Pay.....	9
Minimum Call-In Pay.....	10
Travel Allowance.....	10
Work Performed Above Classification.....	10
Witness Pay.....	11
Miscellaneous Compensation.....	11
Jury Duty.....	11
Bereavement Leave.....	11
Uniform Allowance.....	12
Payroll Errors.....	12
Paycheck Records.....	12
Paycheck Distribution.....	13
Article VII – Hours of Work and Overtime.....	13
Normal Workday.....	13
Paid Meal Periods.....	13
Normal Workweek.....	14
Shift Schedules.....	14
Shift Differential.....	14
Schedules.....	14
Every Other Weekend Off Scheduling.....	15
Forty Hour/Six Day Work Schedules.....	16
Additional Non-Overtime Hours.....	16
Split Shift.....	16
Overtime.....	16
Time and One-Half.....	16
Overtime Equalization.....	16
Double Time.....	17
Two and One-Half.....	17
Sunday Premium.....	17
No Pyramiding of Overtime.....	17
Thirty-Hour Rule.....	17
Sixth and Seventh-Day Exceptions.....	18
Bilingual Differential.....	18
Article VIII – Community Disaster.....	18
Article IX – Paid Time Off Program.....	19
Life Balance/Flexible Personal Days.....	19
Designated Holidays.....	20
Holiday Schedule.....	20
Designated Holiday Worked and Holiday Payment.....	20

Requirements for Holiday Pay.....	20
Holiday Work Schedule and Notification.....	21
Designated Holiday Falling on Employee's Day Off .....	22
Unworked Holiday Pay .....	22
Holiday Pay.....	22
Holiday Falling During Vacation, Sick Leave or Life Balance Usage .....	22
Vacation .....	22
Vacation Eligibility Date .....	22
Vacation Schedule.....	23
Use of Vacation.....	23
Vacation Pay .....	23
Vacation Longevity Pay .....	23
Vacation Accumulation and Donation.....	24
Vacation at Termination or Retirement .....	24
Cash Out/Irrevocable Election.....	24
Requesting Vacation .....	24
Life Balance Days in Conjunction with Vacation.....	25
Sick Leave and Income/Extended Income Protection.....	25
Income Protection and Extended Income Protection.....	26
Integration of Compensation Benefits and Sick Leave .....	27
Article X – Seniority.....	27
Seniority Factors .....	27
Probationary Employees.....	27
Full-Time Employees.....	28
Part-Time and On-Call Employees.....	28
Floating .....	28
Reduction in Force and Recall .....	29
Posting and Filling of Permanent Job Vacancies.....	32
Awarding of Permanent Job Vacancies .....	33
Lines of Progression .....	33
Lateral Moves .....	34
Transfer Procedure.....	34
Application of Super Seniority .....	36
Transfer and Lateral Move Restrictions.....	36
Posting and Filling of Temporary Job Vacancies .....	36
Rights on Refusal of Lower-Rated Jobs .....	37
Employment in Another Job Classification After Layoff .....	37
Seniority Committee.....	38
Seniority Lists .....	38
Determination of Seniority Within a Classification.....	38

Bargaining Unit Seniority.....	39
Tiebreaker.....	39
Loss of Seniority .....	39
Notice of Termination/Resignation.....	40
Personnel Records Controlling.....	40
Notice of Vacancies .....	40
Absenteeism .....	40
Days Off and Shift Preference.....	41
On-call Seniority Provisions .....	41
Retention of Certain Employee Benefits by Transferees .....	41
Automation and/or Technological Change.....	42
Return to Bargaining Unit.....	42
Article XI - Grievances and Arbitration .....	42
Grievance Procedure .....	42
Step One .....	42
Step Two .....	43
Step Three.....	43
Step Four – Arbitration.....	45
General .....	46
Article XII – Discharge Cases.....	46
<u>Corrective Action</u> .....	48
Article XIII – Leaves of Absence .....	48
Eligibility .....	48
Personal Leave of Absence .....	48
Medical Leave of Absence.....	48
Occupational Injury or Illness Leave of Absence .....	49
Military Leave of Absence .....	50
Personal Time Off.....	50
Family Leave of Absence .....	51
Return from Leave of Absence.....	51
Benefits While on Medical Leave.....	52
Benefits While on Occupational Injury or Illness Leave .....	52
Benefits While on Family Leave .....	52
Benefits While on Personal Leave .....	52
Education Leave/Home Study Leave.....	53
Tuition Reimbursement.....	53
Article XIV – Health Plan, Insurance, Dental and Pension.....	53
Employee Health Plan Coverage.....	54
Health Plan .....	54
Retiree Health Plan Coverage.....	55

Early Retirement .....	55
<b><u>Medicare Part B Reimbursements</u></b> .....	56
Disability Retirement .....	56
<b><u>Medicare Part B Reimbursements</u></b> .....	56
Normal Retirement .....	56
Postponed Retirement.....	57
Retiree Health Plan Modification.....	58
Health Plan Coverage Coordinated with Medicare .....	58
(On or After November 1, 1989)	
Health Plan Coverage Coordinated with Medicare .....	58
(Prior to November 1, 1989)	
Dental Plan .....	58
Pre-paid Dental Plans .....	59
Orthodontia Benefit.....	59
Group Life Insurance.....	60
Optional Life Insurance.....	60
Pension Plan .....	61
Limitations .....	61
Tax Deferred Retirement Savings Plan .....	61
Survivor Benefit .....	61
Article XV – Part-time, On-call and Temporary Employees.....	61
Limitations of Benefits .....	61
Definitions.....	62
Non-Benefited Positions .....	62
<b><u>Per Diem Employee</u></b> .....	62
Temporary Employees.....	62
Temporary Agency Workers .....	63
Limitations .....	63
Benefits .....	63
Holiday Pay.....	63
On-call Employees Work Allocation.....	63
Article XVI – New or Revised Jobs.....	63
Job Description and Rate .....	64
Trial Period .....	64
Permanent Rate.....	64
Job Evaluation.....	65
Article XVII – Safety and Health.....	65
Article XVIII – Confidential Medical <u>Records</u> .....	65
Article XIX – Saving Clause .....	65
Article XX – Bulletin Boards .....	66

Article XXI – Termination Date and Notice ..... 66  
Termination Date ..... 66  
Notice ..... 66  
Appendix A – Job Family Definitions ..... 70  
Appendix B – Wage Scales ..... 72  
Appendix C – Lines of Progression ..... 121  
Appendix D – Letters of Understanding/Letters of Agreement..... 126  
Index..... 141





## AGREEMENT

This Agreement, made and entered into this first (1st) day of October 2021, by and between Kaiser Foundation Hospitals, Southern California Permanente Medical Group, and Kaiser Foundation Health Plan, hereinafter collectively referred to as the Employer or their successor(s) and the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (USW) AFL-CIO-CLC, hereinafter referred to as the Union.

### 100 ARTICLE I – PURPOSE OF AGREEMENT

101 It is the intent of the parties and the purpose of this Agreement to preserve and continue the harmonious relations existing between the parties; to ensure peaceful adjustment and settlement of grievances, claims, disputes, and differences which may arise between the Employer and its employees represented by the Union; to prevent stoppages or interruptions of work, strikes and lockouts, and to establish wages, hours, and working conditions which shall prevail during the term hereof for the employees covered by this Agreement.

102 The Employer and the Union agree to encourage all personnel, regardless of position or profession, to perform and communicate in an efficient, courteous, respectful, dignified, and trustworthy manner when such individuals interact with fellow employees, patients, and the public.

### 200 ARTICLE II – RECOGNITION AND COVERAGE

#### 201 Recognition

202 The Employer recognizes the Union as the exclusive bargaining agency for the employees covered by this Agreement.

#### 203 Definition of Employees

204 The term “employee” or “employees” as and wherever it is used in this Agreement, shall mean and include the employees of the Employer at its hospitals, clinics, and business offices in the Counties of San Bernardino and Riverside and any clinics in localities immediately adjacent to the County of San Bernardino, but specifically excluding the Counties of Los Angeles and Orange, who are assigned to classifications and rates set forth in the Appendix of this Agreement, and to any other classifications which may be established within the scope of the duties now included within these classifications; provided, however, that supervisory employees and the classifications of registered nurse, registered pharmacist, confidential secretary, assistant laboratory technologist, laboratory technologist, medical librarian, x-ray technician, physical therapist, nurse anesthetist, medical research secretary, optician, optometrist, orthoptic technician, Administrative

Staffing Clerk, and all members of the Human Resources Office are excluded from the Bargaining Unit.

205 Local Working Conditions

206 The term “local working conditions” as used herein means specific practices or customs which reflect detailed application of the subject matter of this Agreement within the scope of wages, hours of work or other conditions of employment and includes local agreements, written or oral, on such matters, subject to the following provisions of this Article. It is recognized that it is impractical to set forth in this Agreement all local working conditions. The following paragraphs provide general principles and procedures which explain the status of these matters and furnishes necessary guideposts for the parties hereto:

207 It is recognized that during the term of this Agreement, an employee does not have the right to have a local working condition established in any given situation where such condition has not existed, or to have an existing local working condition changed or eliminated, except to the extent necessary to require the application of a specific provision of this Agreement.

208 In no case shall local working conditions be effective to deprive any employee of rights under this Agreement. Should any employee believe that a local working condition is depriving them of the benefits of this Agreement, they shall have recourse to grievance procedure and arbitration, if necessary, to require that the local working condition be changed or eliminated to provide the benefits established by this Agreement.

209 Should there be any local working conditions in effect which have been heretofore reduced to writing and executed on behalf of the Employer and the Union by persons respectively certified by the Union and the Employer to each other to have the authority to bind the respective parties to such agreement, which provide benefits that are in excess of or in addition to the benefits established by this Agreement they shall remain in effect for the term of this Agreement, except as they are changed or eliminated by mutual agreement or in accordance with Paragraph 210.

210 The Employer shall have the right to change or eliminate any local working condition if, as the result of action taken by the Employer under Article III, Management, the basis for the existence of the local working condition is changed or eliminated, thereby making it unnecessary to continue such local working condition; provided, however, that when such a change or elimination is made by the Employer, any affected employee shall have recourse to the grievance procedure and arbitration if necessary, to have the Employer justify its action.

211 No local working condition shall hereafter be established or agreed to which changes or modifies any of the provisions of this Agreement. In the event such a

local working condition is established or agreed to, it shall not be enforceable to the extent that it is inconsistent with or goes beyond the provisions of this Agreement, except as it is in writing and approved by an International Representative of the Union and the Labor Relations Representative representing the Employer.

212 Subject to the provisions of Paragraph 211, immediately preceding any local working condition hereafter agreed to between any supervisory employee or other representative of the Employer with any individual employee, group of employees, local or International Representatives of the Union shall be only a temporary agreement, subject to termination on twenty-four (24) hour notice by either the Labor Relations Representative representing the Employer, or the International Representative of the Union, unless and until the same is reduced to writing and executed on behalf of the Employer and the Union by either the Labor Relations Representative representing the Employer or the International Representative of the Union. However, such agreement shall be observed by the Employer and the Union prior to termination as aforesaid.

300 ARTICLE III – MANAGEMENT

301 The management of the Employer's facilities and the direction of the working forces, including the right to hire, discipline, suspend or discharge for just cause, or transfer, and the right to relieve employees from duty because of lack of work, or for other legitimate reasons, is vested exclusively with the Employer, provided that this will not be used for purposes of discrimination against any employee.

302 Supervisory Employees

303 The Employer recognizes the fact that bona fide supervisory employees are only those who have the authority to hire, promote, discipline, discharge or otherwise effect changes in the status of employees or effectively recommend such action. Supervisory employees will not normally 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.

304 Personnel File Inspection

305 The Employer recognizes the right of any employee to inspect his or her personnel file and will allow such inspection during normal business hours upon request of the employee.

400 ARTICLE IV – UNION SECURITY AND REPRESENTATION

401 Union Shop

402 All employees covered by this Agreement shall, as a condition of employment, within thirty (30) days after beginning of such employment, or the effective date of this Agreement, whichever is later, acquire and maintain membership in the Union to the extent of paying the periodic dues and the initiation fees uniformly required of all Union members; provided, however, that the Employer shall not be obliged to discharge any employee for failure to apply for, or continue membership in the Union until such time as the Union notifies the Employer in writing and can supply or the Employer can hire, a competent replacement. A list of new hire and terminations shall be provided monthly by the Employer.

403 Checkoff

404 The Employer will checkoff original new hire initiation fees, monthly dues, and special assessments, each as designated and notified by the International Treasurer of the Union as membership dues in the Union on the basis of and for the term of individual signed voluntary checkoff authorization cards, as submitted to the Employer. The Employer shall promptly remit any and all amounts deducted to the International Treasurer of the Union and shall furnish to the Financial Secretary of the local Union a list of the employees from whom the deductions were checked off. Checkoff authorization card will be supplied to the Employer by the local Union.

405 Dues for a given month shall be deducted from each paycheck which an employee receives in the succeeding month; deductions on the basis of authorization cards submitted to the Employer shall commence with respect to dues for the month in which the Employer receives such authorization cards.

406 Upon notification from the Union, specific exceptions may be made to individual employee checkoff requirements.

407 As provided by Federal law, employees of health care institutions are eligible to claim a religious exemption. Such cases shall be separately handled, and any agency of the employees local United Way, City of Hope, or American Heart Association shall be used in compliance.

408 Indemnity

409 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 be 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.

410 Nondiscrimination Because of Union Membership

411 There shall be no discrimination, restraint, or coercion against any employee because of membership in the Union.

412 Nondiscrimination

413 The Union and Employer agree there shall be no discrimination by either of the parties because of race, religion, national origin, color, creed, gender, gender identity, age, sex, physical or mental disability, veteran status, sexual orientation, ancestry, marital status, or medical condition as defined by company policy, federal and state laws.

414 Union Representation

415 Grievance Committee

416 The Grievance Committee shall be those employees, designated by the Union who shall be afforded time off without pay as required, to take up any matter pertaining to this Agreement.

417 Assistant Grievance Committee

418 The Union may designate employees as Assistant Grievance Committeepersons to aid the Grievance Committee. The Union may appoint as many Assistant Grievance Committeepersons as necessary but not more than one (1) per shift per department or unit. Exceptions may be made by mutual agreement of the parties. After obtaining permission from their immediate supervisor, Assistant Grievance Committeepersons shall be afforded time off without pay to assist the Grievance Committee.

419 Preferential Seniority

420 Grievance Committeepersons and elected local Union officers shall have "super" or preferential seniority in the event of a layoff resulting from a reduction in force.

421 Grievance Committeepersons and elected local Union officers may refuse a promotion from the day shift to another shift without losing seniority over another employee entering the position waived by the Grievance Committeeperson and/or elected local Union officer.

422 It shall be the duty of the Union to provide the names of employees serving as officers or Grievance Committeepersons to the Employer, and to maintain this information whenever changes occur.

423 Union Business Leave

424 An employee who becomes a full-time Union Representative may request and receive a leave of absence for union business for one (1) year, subject to renewal. No Employer paid benefits will apply to any part of a union business leave of absence. The employee shall continue to accrue continuous service during the union business leave. (Refer to September 7, 2004, Letter of Understanding for additional information.)

425 Safety Committee Representatives

426 There shall be up to three (3) members and three (3) alternates of the Union selected to serve as representatives on the Employer's established Safety Committee. Union Safety Committee Representatives shall receive their regular rate of pay for time spent at Safety Committee meetings. In scheduling such meetings, the Employer shall give reasonable consideration to the preferences of the Union members of the Committee.

427 Human Rights Committee

428 There shall be one (1) committee for the San Bernardino Service Area and one (1) committee for the Riverside Service Area and one (1) committee for other locations represented by the United Steelworkers, Local 7600. The San Bernardino and Riverside Service Areas Committees will be comprised of up to three (3) members of the Union selected from each facility to serve as representatives on the Employer's Human Rights Committee (HRC). The committee for other locations represented by United Steelworkers, Local 7600 (such as Corona Call Center, Ontario Regional Records Retention Center and the Corona Data Center) will be comprised of two (2) members of the Union selected from each facility to serve as representatives on the Employer's Human Rights Committee. Union Human Rights Committee representatives shall receive their regular rate of pay for time spent at Human Rights Committee meetings. In scheduling such meetings, the Employer shall give reasonable consideration to the preferences of the Union members of the Committee and the committees shall meet jointly once a year.

429 Quarterly Meeting

430 The Employer representatives and the Union Committee shall meet on a quarterly basis, or more often as necessary upon notice of either party. Subjects for discussion shall be submitted in agenda form before the meeting is scheduled. The agenda shall not include items in the grievance procedure. Minutes of the proceedings will be recorded. The date for subsequent quarterly meetings will be determined at the end of each quarterly meeting.

431 Volunteers

432 The volunteers' role in the Medical Centers and other locations represented by United Steelworkers, Local 7600 is to provide services to patients/members that

may not otherwise be offered. Volunteers will not be assigned to replace or be used in lieu of Union personnel in the performance of the typical duties of their classification.

433 Special Job Training Programs

434 The use of job training program participants (e.g., Summer Youth Employment Program) will not cause a reduction of hours for bargaining unit employees or be used to fill positions previously occupied by bargaining unit employees.

500 ARTICLE V – NO STRIKE AND NO LOCKOUT

501 The parties recognize that a hospital renders vital services to the community and for humanitarian reasons, they agree that there shall be no lockouts, no strikes, nor interruptions or impeding of work during the term of this Agreement. No officer or representative of the Employer or the Union shall authorize, instigate, aid or condone any such activities. No employee shall participate in any such activities.

502 All disputes arising between the parties to this Agreement will be settled as provided through the grievance procedure.

600 ARTICLE VI – CLASSIFICATIONS AND RATES OF PAY

601 Schedule of Rates

602 The Schedule of Rates shall prevail during the term of this Agreement, and the base hourly rate to be paid to any employee covered hereunder shall be determined by such schedule.

603 Wage Scale

604 All employees will be paid in accordance with the Job Family Definitions and Wage Scale which appear as Appendix A and Appendix B to this Agreement and shall be effective October 1, 2021.

605 New hire employees will be hired into the following Wage Scale. Employees on the old Service and Maintenance Wage Structure will be placed on the new Support Services Wage Scale in the following manner:

CLERICAL STRUCTURE

Start Rate	6 Month Rate	1 Year Rate	2 Year Rate	3 Year Rate	5 Year Rate (Maximum)
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EQUIPMENT SERVICES STRUCTURE

Start Rate	6 Month Rate	1 Year Rate	2 Year Rate	3 Year Rate	5 Year Rate (Maximum)
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PATIENT CARE STRUCTURE

Start Rate	6 Month Rate	1 Year Rate	2 Year Rate	3 Year Rate	5 Year Rate (Maximum)
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SUPPORT SERVICES STRUCTURE

Old Structure (Frozen Structure Still Applicable)

			Start Rate	90 Day Rate	1 Year Rate
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New Structure (Community Based Structure)

Start Rate	6 Month Rate	1 Year Rate	2 Year Rate	3 Year Rate	5 Year Rate (Maximum)
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TECHNICAL STRUCTURE

Start Rate	6 Month Rate	1 Year Rate	2 Year Rate	3 Year Rate	5 Year Rate (Maximum)
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606 Utilizing advanced hiring criteria as set out in the wage structures is optional and at the sole discretion of the Employer. Further, the parties agree that this decision is not subject to the grievance and arbitration procedure.

607 Base Hourly Rate

608 The base hourly rate of pay shall mean the monetary rate which the employee receives for each hour of work performed, and upon which overtime or premium pay is to be computed.

609 Longevity Differentials

610 A longevity differential of thirty cents (\$.300) per hour is provided to all employees who have completed ten (10) to fifteen (15) years of service. A longevity differential

of forty cents (\$.400) per hour is provided to all employees who have completed fifteen (15) or more years of service. Effective October 1, 2000, a longevity differential of fifty cents (\$.500) per hour is provided to all employees who have completed twenty (20) or more years of service, and a longevity differential of sixty cents (\$.600) per hour is provided to all employees who have completed twenty-five (25) or more years of service.

611 **Transfers to a Higher Rated Classification**

612 In the event an employee transfers to a higher-rated classification after having completed the probationary period, the rate will be adjusted to the appropriate rate of the same tenured step for the new classification as of the date the employee first assumes the duties of said higher rated classification.

613 **Transfers to a Lower Rated Classification**

614 In the event an employee transfers to a lower-rated classification, the rate will be adjusted to the appropriate rate of the same tenured step for the new classification as of the date the employee first assumes the duties of said lower rated classification.

615 **Standby Pay**

616 Effective July 3, 2006, employees on standby will be paid one-half (1/2) their regular hourly rate of pay up to a maximum of ten dollars (\$10.00) for each hour spent in standby. Effective October 1, 2007 or the beginning of the pay period closest to October 1, 2007, employees on standby will be paid one-half (1/2) of their regular rate of pay up to a maximum of twelve dollars (\$12.00) for each hour on standby. Actual work time shall begin when the employee arrives at the facility, and shall end when the employee leaves, provided however, that the employee shall be guaranteed a minimum of two (2) hour's work or pay for each time called in. An employee shall receive time and one-half (1 1/2) the regular rate of pay, rather than the standby allowance, for all hours actually worked or guaranteed during the standby period.

617 **Reporting Pay**

618 Regular scheduled employees who report to work or employees who are notified and do report for work shall be paid two (2) hours at their base hourly rate in the event no work becomes available.

619 At the Employer's discretion, the employee(s) who report may be assigned to other work of the same general level of work for which qualified in lieu of their being released. Employees who refuse the alternate assignment will not receive reporting pay.

- 620 In the event no alternate work is available, reporting time may be determined as being allowed time (no work performed) and the two (2) hours will be paid. Any allowed time hours paid shall not be counted as hours worked during the normal workday or normal workweek and shall not count toward overtime.
- 621 Hours actually worked under this provision shall count toward the payment of overtime.
- 622 The provisions of this section do not apply in the event that:
- 623 Strikes, work stoppages in connection with labor disputes, or failure of utilities, or acts of God interfere with work being provided: or
- 624 An employee is not put to work or is laid off after having been put to work, either at his/her own request or due to his/her own fault; or
- 625 The Employer gives such reasonable notice, as determined by the Employer and the Union, of a change in schedule or reporting time and that the employee scheduled or notified to report for work need not report.
- 626 Minimum Call-In Pay
- 627 An employee called in to work on a regular day off will receive a minimum of four (4) hours call-in pay at the base hourly rate. Should work become unavailable, at the Employer's discretion, the employee may be assigned to work of the same general level for which qualified. Employees who refuse alternate assignments will receive pay for those hours actually worked.
- 628 Call-in hours shall count toward the determination of overtime.
- 629 Travel Allowance
- 630 Employees required to travel during work hours will be paid a mileage allowance equal to the Employer's prevailing mileage allowance.
- 631 Employees who are required to report to a work location other than their regular work location will be paid such mileage allowance for all miles exceeding their normal home to regular work travel distance. This provision is not applicable to employees whose regular work schedule involves reporting to more than one location as a condition of employment.
- 632 Work Performed Above Classification
- 633 Employees who work four (4) or more hours on a higher rated classification during a shift shall be paid the applicable rate of the higher rated classification for the full shift. It is Management's right to utilize qualified employees from out of

classification to perform work prior to overtime being offered within classification. An employee performing work of a lower rated classification would not suffer a reduction in wages.

634 Witness Pay

635 Employees shall be paid as time worked under the terms of this Agreement for time spent at appearances or standby in legal proceedings arising out of the course and scope of employment.

636 Miscellaneous Compensation

637 Jury Duty

638 An employee called for jury service will be excused from work on days which he/she serves and shall receive his/her regular straight time day's pay. Employees shall receive paid leave for jury duty for duration of jury service. On any day an employee is summoned for jury service, such employee shall be excused from their work shift for that entire day even though released early from jury service, provided however, there shall be no objection if an employee returns to work upon their early release on their own accord. The employee must show proof of jury service. There shall be no offset to employees' pay nor collection of jury duty pay provided by the courts.

639 Bereavement Leave

640 Effective the first day of the month following eligibility, all health and welfare benefit-eligible employees are eligible for bereavement leave, unless the bereavement leave has been waived by participation in an Alternate Compensation Program. Upon the death of an immediate family member,

- spouse/domestic partner who is registered with the state/local government or has a KP affidavit of domestic partnership, and the family members listed below of the employee or his/her spouse or domestic partner
- parent, step-parent, step-parent-in-law, parent in-law, in loco parentis parent
- 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
- in loco parentis child, legal ward, legal guardian, foster child, adopted child
- grandparent, step grandparent, grandparent-in-law, step grandparent-in-law
- grandchildren, step grandchildren
- and any relative living in the same household as the employee

employees may request up to three (3) days paid bereavement leave to be taken on scheduled days of work. Bereavement leave may be divided due to timing of services and related circumstances and need not be taken on consecutive days.

641 For deaths of immediate family members whose home or place of burial is over three hundred (300) miles distance from the employee's home, up to two (2) additional days of paid bereavement leave may be taken for travel purposes. Such additional days when combined with bereavement leave provided in Paragraph 640 will be taken on scheduled days of work. Upon the death of an employee's spouse, parent, or child, an additional one (1) week leave of absence, without pay, will be granted upon request. The above notwithstanding, should an employee request to be paid a forty (40) hour increment of his/her accrued Vacation, such request will not be denied. However, it is understood that the payment of such forty (40) hour increment will result in the cancellation of an approved/scheduled one (1) week Vacation. Such cancellation will not occur if the employee had one (1) week of accrued Vacation that was banked but not scheduled.

642 Eligible part-time and on-call employees will receive bereavement leave of three (3) calendar days for deaths in the area and five (5) calendar days for deaths out of the area and will receive pay for scheduled work hours within such three (3) or five (5) day periods.

643 Scheduled work hours applicable to Paragraph 642 herein shall mean actual hours scheduled prior to the commencement of bereavement leave, or hours that would have been scheduled by application of Paragraphs 1505, 1506, 1507, 1508 and 1522 except for such bereavement leave. In determining the appropriate compensation, the supervisor will review each leave on an individual basis.

644 Uniform Allowance

645 Within the first quarter of the calendar year, Dietary Department, Housekeeping Department, Lift Team and Transportation Department employees shall receive an annual uniform allowance of two hundred and fifty dollars (\$250.00) regardless of status (i.e., full-time, part-time or on-call).

646 Payroll Errors

647 Correction of payroll errors will be made if brought to the attention of the department manager or designee within a period of one (1) year from the date for which the incorrect computation was paid.

648 Paycheck Records

649 Current Vacation, Sick Leave, and Life Balance Day accruals will be recorded on the employee's earnings statement (pay slip).

650 Paycheck Distribution

651 Employees shall receive their normal paycheck on payroll Friday.

652 Paychecks containing retroactive pay will be issued in a timely manner.

700 ARTICLE VII – HOURS OF WORK AND OVERTIME

701 This Article defines the normal hours of work and shall not be construed as a guarantee of hours of work per day, or of hours or days of work per week. This Article also defines the provisions, calculations, and methods of payment of overtime.

702 Normal Workday

703 The normal workday shall be eight (8) hours of work in a twenty-four (24) hour period which shall begin with the first hour of the employee's regularly assigned shift. In the event an employee's work schedule is modified so as to cause him/her to commence work earlier than in the preceding day, the overtime rate set forth in the Collective Bargaining Agreement shall be applicable only if more than two (2) hours are involved.

704 Recognized rest periods shall be deemed to be time worked.

705 The normal work shift shall have a thirty (30) minute unpaid lunch period which shall be excluded from the normal workday. Meal and rest periods will be provided in accordance with applicable Wage and Hour laws.

706 Paid Meal Periods

A. Paragraph 705 shall not apply.

B. The following understanding will apply:

All hours shall be worked consecutively except for a one-half (1/2) hour meal period, which shall be unpaid and excluded from the normal workday. Employees scheduled to work six (6) consecutive hours or more on a workday shall receive an unpaid meal period. When, in the judgement of the Employer, the employee cannot be relieved of duty during the meal period, the meal period will be rescheduled at another time during the shift. If the Employer is unable to reschedule, the meal period will be paid as time worked. The employer may advance the work period ending time in such circumstances to eliminate the payment of overtime. Employees scheduled less than six (6) hours may receive an unpaid meal period at the discretion of the Employer.

707 Normal Workweek

708 The Employer will exercise its efforts in good faith, subject to the requirements of efficient operations, to the end that employees will be scheduled on a basis of a normal workweek of five (5) consecutive workdays followed by a rest period of two (2) days within a period of seven (7) consecutive days.

709 The payroll week shall consist of a seven (7) consecutive calendar day period beginning at 12:01 a.m. Monday, or the shift changing hour nearest to that time. The payroll week may or may not coincide with the workweek.

710 Shift Schedules

711 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:

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

712 Employees who begin a normal workday shift schedule other than described above will receive the shift differential only for actual hours worked between 4:00 p.m. and 8:00 a.m.

713 Shift Differential

714 Effective November 1, 1992, the shift differential for employees working the evening (2nd) shift will be increased by ten cents (\$.100) per hour to ninety cents (\$.900) per hour; and the shift differential for employees working the night (3rd) shift will be increased by fifteen (\$.150) per hour to one dollar and thirty-one cents (\$1.310) per hour.

715 A day shift employee who completes their regular scheduled shift and continues to work into the following shift(s) in excess of four (4) hours, shall be paid the applicable shift differential for all hours worked during the subsequent shift(s).

716 Employees called in for work on the evening or night shifts shall receive the shift differential.

717 Shift differentials for overtime hours shall be computed at applicable overtime rates.

718 Schedules

719 Should it be necessary, in the interest of efficient operations, to establish the schedules departing from the normal workweek, the Grievance Committee person

and the Employer, at the request of either, may confer to determine whether, based upon the facts of the situation(s), mutually satisfactory modified schedules can be arranged, but the final right to arrange working schedules rests with the Employer in order to avoid adversely affecting operation of the Employer's Facilities.

720 Determination of the starting time of the daily and weekly work schedules shall be made by the Employer and such schedules may be changed by the Employer from time to time to suit varying conditions of the Employer; provided, however, that any changes made after Thursday of the week preceding the week in which the changes are to be effective shall be explained as soon as practicable to the Grievance Committee person of the employees affected; and provided further that the Employer will make no changes in such schedules after Thursday, except for matters beyond the control of the Employer or because of the requirements for the orderly operation of the hospital and the safety of the patients. To the maximum extent feasible, the Employer will give on-call employees at least two (2) hours advance notice when canceling previously scheduled hours.

721 Every Other Weekend Off Scheduling

**When the interest presents from either party, upon mutual agreement, the parties may include other classifications throughout the service areas to the list of those identified below as being included in weekend rotational opportunities.**

722 Every full-time employee in the Fontana Medical Center Hospital Nursing Department in the classification of Licensed Vocational Nurse, Patient Care Assistant, and Unit Secretary; and in the Fontana Medical Center Respiratory Department in the classification of Respiratory Care Practitioner shall be regularly scheduled so that they are assured every other weekend off on a unit and shift basis.

723 To the extent practicable and reasonable, part-time, and on-call employees in the classifications identified in Paragraph 722 will be scheduled every other weekend off on a unit and shift basis.

724 Should individual affected employees desire not to be regularly scheduled with every other weekend off, they should so advise the Employer. Subject to staffing requirements, the Employer may grant this individual request.

725 The definition of a weekend shall be, for day and evening shifts, Saturday, and Sunday, and for the night shift, Friday night for Saturday and Saturday night for Sunday.

726 It is recognized that split days off will be scheduled.



727 At the Employer's discretion the workweek may begin at 12:01 a.m. Sunday, or the shift changing hour nearest that time, in those departments, units, or classifications subject to every other weekend off scheduling.

728 Forty Hour/Six Day Work Schedules

729 It is agreed that the scheduling of one-half (1/2) days off during the week and requiring the employee to work the sixth day of the week will be limited to those instances where it is essential, in the opinion of the Employer, to the efficient operation of the Medical Care Facilities. A periodic review of such schedules may be requested by the Union.

730 Additional, Non-Overtime Hours

731 Provided full-time and part-time employees have received their scheduled hours, additional, non-overtime hours will be allocated to on-call employees. It is the intent of the parties that full-time and part-time employees who have not received their scheduled hours be offered additional, non-overtime/non-premium hours before such hours are allocated to on-call employees. It is the intent of the parties that overtime hours available on scheduled days off be allocated based on seniority. (Cross reference Article XV, Paragraph 1523)

732 Split Shift

733 It shall be the policy of the Employer to avoid split shifts. However, split shifts may be scheduled when in the Employer's opinion it is necessary because of the requirements of efficient operations.

734 Overtime

735 Overtime premium rates shall be paid as follows:

736 Time and One-Half

737 One and one-half (1 1/2) times the base hourly rate of pay shall be paid for:

738 All hours worked in excess of eight (8) hours during a normal workday.

739 All hours worked in excess of forty (40) hours in a payroll week; and

740 All hours worked on the sixth (6th) consecutive day of work.

741 Overtime Equalization

742 Available overtime will be offered within each seniority section unit or department by classification. Overtime will be offered to full-time employees first and will be

equalized to as great a degree as possible. If not filled by full-time employees, then overtime will be offered to part-time employees and equalized to as great a degree as possible. If not filled by part-time employees, then overtime will be offered to on-call employees and equalized to as great a degree as possible. Should all employees exercise their seniority for non-assignment of overtime in an attempt to prevent a draft situation, the Employer will offer available hours to qualified employees outside the job classification and then outside the seniority section, unit or department, by bargaining unit seniority. Should qualified employees outside the job classification and outside the seniority section, unit or department be unavailable (not volunteer), then the Employer will assign overtime by inverse seniority beginning with the least senior employee first among the entire section, unit or department based on classification seniority. Overtime rosters will be accessible to the affected unit and/or department employees.

743 Double Time

744 Two (2) times the base hourly rate of pay shall be paid for:

745 All hours worked in excess of twelve (12) hours during any day of work.

746 All hours worked on the seventh (7th) consecutive day of work.

747 Two and One-Half

748 Two and one-half (2 1/2) times the base hourly rate of pay shall be paid for:

749 All hours worked on a recognized paid holiday. No employee shall receive more than two and one-half (2 1/2) times the regular rate of pay for hours worked on a holiday.

750 Sunday Premium

751 Straight-time hours worked on a Sunday will be compensated an additional \$1.875 per hour, to a maximum of fifteen dollars (\$15.00) per shift. Sunday premium will not be pyramided.

752 No Pyramiding of Overtime

753 Payment of overtime rates shall not be duplicated for the same hours worked. Premium hours compensated under one overtime provision shall not be compensated under any other provision except where two (2) or more premium provisions apply, the greater will be paid. Time paid for, but not worked, shall not count toward the calculation of any overtime or premium payments.

754 Thirty-Hour Rule

755 A lapsed period of thirty (30) consecutive hours or more from the time an employee last worked until the employee commences work again shall constitute a day off for purposes of interrupting consecutive days.

756 Sixth and Seventh-Day Exceptions

757 Where a sixth (6th) or seventh (7th) workday application occurs due to rearrangement of a work schedule at the employee's request, such overtime may be waived by mutual written agreement between the employee and the employee's supervisor, provided there is no conflict with applicable Wage and Hour laws.

758 Where a sixth (6th) or seventh (7th) workday application occurs due to absence on the first scheduled day of the employee's normal workweek the provisions of this paragraph will not be applicable.

<b>Example</b>	M	T	W	T	F	S	S	M	T	W	T	F	S	S	M	T
Scheduled	W	W	W	W	W	W	O	W	W	W	W	W	W	O	W	W
Worked	Abs	W	W	W	W	W	O	W*	W	W	W	W	W	O	W	W

\*This could result in repeating overtime payments on succeeding Mondays and it is agreed payment of such overtime will not be applicable.

759 Bilingual Differential

760 Designated employees who work at least eighty (80) hours per month, and who are required to translate other languages (to include sign language for the hearing impaired), shall receive a Bilingual Differential in the amount of sixty-five dollars (\$65.00) for that month.

761 The Employer will determine how many employees are necessary to satisfy the normal translation requirement and will designate by department, by shift, by qualification and seniority, the individuals who will perform the function. Following implementation, openings will be filled through job postings.

762 The parties agree that it may be necessary for a non-designated individual to translate, should a designated translator not be available. Should such limited translation occur, then said individual would qualify for Bilingual Differential pay on a pro-rated basis if the translation required more than one (1) hour to complete.

800 ARTICLE VIII – COMMUNITY DISASTER

801 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 the facilities far beyond those normally provided. In the event of such a disaster, and in recognition of our obligation to the community, all provisions in Paragraphs 615 and 616 - Standby Pay, Paragraphs 617 through 620 - Reporting Pay, Paragraphs 626 through 628 - Minimum Call-In Pay and Article VII - Hours or Work and

Overtime, 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 non-members as well as members of the Kaiser Foundation Health Plan.

900 ARTICLE IX – PAID TIME OFF PROGRAM

*Note: The language below is supplemented by the provisions of the National Agreement as long as the National Agreement is in effect. See Time Off Benefit Enhancement section.*

901 Effective January 1, 2006, the Paid Time Off Program shall provide paid time off for legal holidays, vacation, sick leave, and Life Balance Days based upon the negotiated and agreed upon schedule and provisions contained in this Agreement.

902 The Employer has a Paid Time Off Program which has four (4) components as follows:

- Life Balance Days
- Designated Holidays
- Vacation
- Sick Leave

903 Section 1 – Life Balance Days

904 Effective January 1, 2006, and January 1 of each year thereafter, full-time employees shall receive five (5) Life Balance Days per year. (i.e., forty (40) hours per year.)

905 Part-time and on-call employees will receive Life Balance Days on a pro-rated basis based on hours scheduled (up to a maximum of eighty (80) hours per pay period) in the preceding two pay periods.

906 Full-time, part-time, and on-call employees hired after January 1st of each year or who become newly eligible due to a change of scheduled hours will receive a pro-rated allotment of Life Balance Days.

907 Life Balance Days may be used for any reason the employee chooses without restriction and may be used for less than a full day. In the event an employee elects to utilize Life Balance Days in conjunction with vacation, those Life Balance Days may be granted only after the vacation selection process outlined in this Article. The Life Balance Days will, insofar as possible, be granted on the day(s) most desired by the employee.

908 Requests for non-emergency Life Balance Day(s) must be made in advance (not including days that a department or work area is closed) for the employee to obtain approval to utilize Life Balance Days. Life Balance Days requests will be

considered for anytime of the calendar year and shall be granted in an emergency situation.

909 Timely requests submitted for Life Balance Days will be granted on a first come, first serve basis, and take priority over timely requests for single vacation days (Cross Reference paragraph 965).

910 Timely requests for single vacation days will be determined by using bargaining unit seniority (Cross Reference paragraph 967).

911 Life Balance Days may be donated to another benefited employee in accordance with the Employer's prevailing policy.

912 Section 2 – Designated Holidays

913 Employees shall be eligible for paid designated holidays upon completion of the probationary period. The following days shall be recognized as paid designated holidays:

New Year's Day	Independence Day
<u>Martin Luther King Jr Day</u>	Labor Day
Memorial Day	Thanksgiving Day
	Christmas Day

914 Part-time and on-call employees will receive a prorated amount based upon an average of straight time hours paid during the preceding two (2) pay periods.

915 Holiday Schedule

916 All holidays will be observed on the actual calendar day they fall, and all conditions and benefits applying to such holiday will be in effect on that day.

917 Designated Holiday Worked and Holiday Payment

918 Authorized time worked by an employee on a designated holiday listed in Paragraph 913 or on a substitute holiday as provided in Paragraph 929, shall be compensated two and one-half (2 1/2x) times the regular rate of pay, plus any applicable premium shift differential for all hours worked on the holiday.

919 Requirements for Holiday Pay

920 An employee shall be eligible to receive holiday pay having met the following qualifications:

921 Must have performed work during the payroll week in which the holiday falls.

- 922 Must have completed the new hire probationary period.
- 923 Must have worked both the last scheduled shift prior to the holiday and the next scheduled shift following the holiday, unless an absence from one or both of such shifts is due to sickness, or because of death in the employee's immediate family (Paragraph 925), or because of a similar good cause. Employees repeatedly being absent from work on the day before, day of, or day after a holiday, may be required to furnish a written certification for such absences.
- 924 No holiday pay shall be paid to an employee for any holiday which occurs during a period of layoff or leave of absence or which occurs following the effective date of termination of employment.
- 925 No holiday pay shall be paid to an employee who is scheduled to work on a holiday and fails to do so, unless such absence is because of sickness or because of death in the immediate family

- spouse/domestic partner who is registered with the state/local government or has a KP affidavit of domestic partnership, and the family members listed below of the employee or his/her spouse or domestic partner
- parent, step-parent, parent in-law, in loco parentis parent
- 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
- in loco parentis child, legal ward, legal guardian, foster child, adopted child
- grandparent, step grandparent, grandparent-in-law, step grandparent-in-law
- grandchildren, step grandchildren
- relative living in the same household as the employee

or because of similar good cause. Employees who are absent on a holiday because of personal injury or illness may be required to provide a medical certification. Employees with good attendance records will not be required to provide medical certification unless the employee gives cause to suspicion of the absence.

926 Holiday Work Schedule and Notification

- 927 An employee who is normally scheduled to work on a day on which a holiday falls may not be displaced by a more senior employee. Employees in a section may request assignment or non-assignment to work a 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 first among the entire section, based on classification seniority within said section to work the holiday.

928 Designated Holiday Falling on Employee's Day Off

929 If an employee's regularly scheduled day off falls on a holiday, he/she shall receive a substitute day off of his/her choice, subject to the efficiency of operations, within (90) days preceding or ninety (90) days following the holiday with full pay. Such substitute day off shall be considered as the holiday for pay purposes.

930 Unworked Holiday Pay

931 Unworked holiday pay for full-time employees shall be calculated at the employee's straight time hourly rate times eight (8) hours. Paid unworked holidays shall not be considered as time worked for the purposes of calculating overtime.

932 Holiday Pay

933 A non-full-time employee who works five (5) or more days in a payroll period in which a holiday falls and who meets the eligibility qualifications shall receive the same holiday pay as a full-time employee. Vacation, Sick Leave and Life Balance days utilized will be considered as time worked for the purposes of counting toward the five (5) days.

934 A non-full-time employee who works less than five (5) days in a payroll period in which a holiday falls and who meets the eligibility qualifications shall receive holiday pay on the basis of the total hours worked in the pay period in which the holiday is observed divided by ten (10) and multiplied by the employee's average straight-time hourly rate of earnings in the pay period. An unworked holiday, Vacation, Sick Leave and Life Balance will count as a day worked in computing such pay.

935 Holiday Falling During Vacation, Sick Leave or Life Balance Usage

936 If a holiday occurs during an authorized Vacation, Sick Leave, Life Balance period or if a holiday falls within an authorized paid leave, the employee shall receive eight (8) hours of unworked holiday pay for that designated holiday.

937 Section 3 – Vacation

938 Vacation Eligibility Date

939 The Vacation eligibility date determines the employee's accrual rate and it is their 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.

940 An employee shall not forfeit any accrued rights earned prior to the commencement of the leave during an authorized leave of absence without pay.

941 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 the leave of absence due to industrial illness or injury and Union Leave.

942 Vacation Schedule

943 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	6.66	.83	10.00
5-8 Years	10.00	1.25	15.00
9-11 Years	13.33	1.66	20.00
11 Years or more	16.66	2.08	25.00

944 Part-time and on-call employees will accrue Vacation hours in accordance with the above schedules prorated on the basis of an average of straight time hours paid during the preceding two (2) pay periods.

945 Use of Vacation

946 The primary use for Vacation will be for leisure time away from work. Employees must provide prior notice in accordance with departmental policy in order to take Vacation. Vacation may be used, at the employee's option, during an approved Family Leave.

947 Vacation Pay

948 Employees shall not receive their shift differential with Vacation pay. Vacation pay shall be at the base hourly wage rate the employee is receiving on the date time off is taken.

949 Vacation shall not be considered as time worked for the purposes of calculating overtime.

950 A non-full-time employee shall receive Vacation, Sick Leave, Life Balance pay for time taken off in less than weekly increments based upon prescheduled hours (hour for hour) on that day(s). For Vacation and Sick Leave taken in weekly increments, non-full-time employees shall receive pay based upon the total hours compensated (not to exceed forty (40) hours per week) in the two (2) pay periods immediately preceding the time off, divided by four (4).

951 Vacation Longevity Pay



- 952 Employees with fifteen (15) years to twenty (20) years of continuous service shall be entitled to vacation longevity pay of twenty-five dollars (\$25) per each vacation week in addition to their regular vacation pay. For employees utilizing vacation bank days, longevity pay will be prorated.
- 953 Employees with twenty (20) or more years of service shall be entitled to vacation longevity pay of forty-five dollars (\$45) per each vacation week in addition to their regular vacation pay. For employees utilizing vacation bank days, longevity pay will be prorated.
- 954 Non-full-time employees with fifteen (15) years to twenty (20) years of continuous service, and twenty (20) or more years of continuous service shall be entitled to prorated vacation longevity pay. Such proration shall be as set forth in Paragraph 944, and will be based on the twenty-five dollar (\$25.00) and the forty-five dollar (\$45.00) per each applicable vacation week.
- 955 Vacation Accumulation and Donation
- 956 Employees may accumulate up to a maximum of twice their annual Vacation accrual.
- 957 Employees may donate Vacation hours to eligible co-workers in accordance with the Employer's prevailing policy.
- 958 Vacation at Termination or Retirement
- 959 An employee who terminates employment or retires will receive payment for all accrued and unused Vacation at the base hourly wage rate the employee is receiving on that date.
- 960 Cash Out – Irrevocable Election
- 961 Employees may elect to cash out vacation during the annual election period in accordance with the employer's guidelines.
- 962 Requesting Vacation
- 963 Vacation requests for increments of one (1) week or more must be submitted, in writing, each year to the employee's immediate supervisor by 5:00 p.m. on January 31. However, employees on temporary transfers or temporary lateral moves must submit their annual vacation request to their home department. Employees are entitled to bid up to their total annual vacation accrual in accordance with the vacation schedule (reference Paragraph 943). The approved Vacation schedule shall be posted by February 28, each year and shall apply from March 1 through the last day of February of the following year. Should a conflict arise in Vacation requests received, the supervisor and/or department head shall use the

employee's seniority as a basis for granting Vacation requests only if such requests were submitted in a timely manner. Vacations shall be scheduled within each seniority section by classification. Vacation preferences will be awarded by seniority, applying Local 7600 bargaining unit seniority. During the vacation granting process, should an employee's vacation slot be denied, he/she will be placed on a cancellation list for the denied weeks. Employees who accept permanent transfers and permanent lateral moves between sections must reschedule their vacation year utilizing available open weeks. However, those employees who accept a temporary transfer or temporary lateral move may be awarded open vacation weeks in the department to which they transferred or accepted a lateral move, provided the annual vacation granting process is completed in said department. Nothing in this Paragraph shall preclude the Employer from posting the schedule earlier if possible. If accrued Vacation has been exhausted, previously approved Vacation increments may be canceled. If extraordinary circumstances occur which cause an employee to exhaust his/her vacation bank before a scheduled vacation occurs, such situations will be evaluated on a case-by-case basis.

964 Life Balance Days in Conjunction With Vacation

965 An employee may utilize Life Balance in conjunction with vacation. The granting of Life Balance in conjunction with vacation shall occur only after the annual vacation granting has occurred (cross reference paragraph 909).

966 Insofar as practicable, Vacation will be granted at the time desired by employees regardless of the time of year and will not be unreasonably denied. However, when efficient operation of the facility does not permit granting of Vacation requests, the Employer retains the final right to schedule Vacation.

967 Requests for Vacation in increments of less than five (5) days must be made a minimum of fourteen (14) calendar days before a desired date. The employee may request and receive an available existing date, subject to staffing needs and efficiency of operations (Cross Reference paragraph 910).

968 Section 4 – Sick Leave and Income/Extended Income Protection Plan

969 Sick Leave shall be granted to an employee who becomes ill or injured. Sick Leave shall commence with the first (1st) day of any illness or injury. Certification may be required beginning the third (3rd) consecutive day or whenever it appears to be justified. Sick Leave may be used for medical or dental appointments.

970 Sick Leave hours will be earned on the basis of ten (10) hours per month of each calendar month of employment. In accordance with the above schedule, part-time and on-call employees will accrue based on an average of straight time hours paid in the preceding two (2) pay periods.

- 971 Sick Leave time off for which pay is received shall not be considered an interruption of continuous service.
- 972 Sick Leave shall not be considered as time worked for computing overtime.
- 973 Sick Leave pay shall not include shift differential for employees.
- 974 Employees with a Sick Leave Bank of two-hundred fifty (250) or more at the time of termination or retirement will have all unused hours in their Sick Leave Bank converted to Credited Service for Basic Pension Plan calculation purposes, provided they are vested in the Pension Plan.
- 975 Income Protection and Extended Income Protection
- 976 Employees who are scheduled to work twenty (20) or more hours per week or on-call employees compensated at least 260 hours per quarter shall be provided with Income Protection and Extended Income Protection Plan. Whether the employee is eligible for Income Protection and Extended Income Protection is based on length of service.
- 977 Employees with less than two (2) years of service, Income Protection benefits shall be payable upon the exhaustion of sick leave for the duration of one (1) year from the date the employee first (1st) became disabled or when no longer disabled, whichever is less. Vacation and Life Balance Days may be converted to Sick leave immediately prior to the exhaustion of Sick Leave.
- 978 Employees with two (2) or more calendar years of service, Extended Income Protection benefits shall be payable after the exhaustion of sick leave or three (3) months of disability, whichever is later, and shall continue for the duration of five (5) years from the date the employee becomes disabled or is no longer disabled or if over age sixty (60) according to the Duration of Benefits schedule, whichever is less. The Extended Income Protection benefits due to psychological related disabilities and/or alcohol/drug abuse are limited to a maximum of three (3) years from the date of disability, unless the employee was institutionalized at the end of the three (3) year period. In this event, benefits would continue to three (3) months after release from the institution. Vacation and Life Balance Days may be converted to Sick Leave immediately prior to the exhaustion of Sick Leave.
- 979 Income Protection and Extended Income Protection benefits are payable at a level of fifty percent (50%) of base hourly rate times scheduled hours per month, sixty percent (60%) with integration with other statutory plans or seventy percent (70%) with an approved rehabilitation employment program (prorated for employees less than full-time). The minimum integrated benefit (prorated for employees less than full-time) provided by the program during the first (1st) year of disability will not be less than one-thousand dollars (\$1,000.00) per month.

980 Income Protection and Extended Income Protection coverage terminates at the end of employment or upon transfer to an ineligible status.

981 The intent of the above Income Protection and Extended Income Protection language is to provide a summary of benefits available. Income Protection and Extended Income Protection benefits are governed by the Employer's contract with the insurance company.

982 Section 5 – Integration of Compensation Benefits and Sick Leave

983 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 totals normal straight time salary. The reduced amount of Sick Leave payment shall then be charged against the employee's Sick Leave Bank. 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 said seven (7) calendar day period, the option of non-integration will not be available. In the payment to employees on Sick Leave, Disability or Workers' Compensation, the Employer will deduct taxes in accordance with Federal and State laws.

984 It is the employee's responsibility to promptly file claims for any eligible compensation benefits; and to report the amount of such benefits to the Employer's Human Resources.

1000 ARTICLE X – SENIORITY

1001 Seniority Factors

1002 In the application of seniority, in all cases of transfer or reduction in forces, the following factors listed below shall be considered. However, only where both factors b and c are relatively equal shall continuous service be the determining factor:

- a. Continuous service;
- b. Meets requirements of job posting;
- c. Physical fitness.

1003 Probationary Employees

1004 Full-time Employees

1005 Probationary employees shall be new employees and those hired after a break in continuity of service and shall be engaged for a trial period of ninety (90) calendar days which shall not include a formalized training/orientation period mutually agreed upon, in writing, by union and management, by department /area / classification. For purposes of this paragraph only, training/orientation periods are those scheduled days during which instruction and/or on-the-job training take place. Training periods will not exceed twenty-five (25) working days, and training periods can be extended upon mutual consent of the parties. A probationary employee who is absent in the aggregate more than ten (10) workdays for any reason shall have the excess of ten (10) working days added to his/her probationary period. During such probationary period, an employee may be transferred, laid off, or terminated at the exclusive discretion of the Employer. Probationary employees continued in the service of the Employer subsequent to the successful completion of the probationary period shall receive full continuous service credit from date of original hiring.

1006 Part-time and On-Call Employees

1007 Probationary employees shall be new employees and those hired after a break in continuity of service and shall be engaged for a trial period of seventy-five (75) working days which shall not include a formalized training/orientation period agreed upon, in writing, by union and management, by department/area/ classification. For purposes of this paragraph only, training/orientation periods are those scheduled days during which instruction and/or on-the-job training take place. Training periods will not exceed twenty-five (25) working days and training periods can be extended upon mutual consent of the parties. Any work performed on a given day will constitute a full workday under the terms of this provision. During this period, these employees may be transferred, laid off, or terminated at the exclusive discretion of the Employer. Probationary employees continued in the service of the Employer subsequent to the successful completion of the probationary period shall receive full continuous service credit from date of original hiring.

1008 The parties agree that requests for extensions to the probationary period would occur through mutual agreement between an International Union Representative or designee and a Regional Labor Relations Representative or designee. Further, the parties agree that such requests should not be unreasonably denied.

1009 Floating

1010 Management and the Union will meet to determine a mutually acceptable method of floating within departments/sections/modules/ units.

1011 Reduction in Force and Recall

(cross reference Item 12 in Letter of Understanding in Appendix D)

- 1012 Reduction in Force shall be accomplished by job classification within each entity and medical center.
- 1013 A full-time employee whose position has been eliminated due to a force reduction may exercise seniority, applying classification date, to displace a less senior full-time employee in the same classification within the entity, if qualified to perform the work.
- 1014 A full-time employee who is unable to retain a full-time position in the same classification within the entity may exercise seniority rights as provided in Paragraphs 1051 and 1057 or may elect to be placed into part-time or on-call status displacing a less senior part-time or on-call employee. Whether said employee will continue to be employed will depend upon available part-time or on-call work and said employee's relative part-time or on-call seniority.
- 1015 A full-time employee who is unable to retain a part-time or on-call position within the medical center will be laid off.
- 1016 Prior to displacing an employee as a result of a closing of an entire medical office facility which results in the elimination of an entire classification, the Employer will seek to place the affected employee(s) into vacant positions for which they qualify.
- 1017 The above notwithstanding, the following language shall only apply in the event of a reduction in force caused by the closing of an entire medical office facility which results in the elimination of an entire classification. Where a full-time employee cannot displace the least senior employee in his/her current classification/entity and said employee cannot displace a part-time or on-call employee per Paragraph 1014, then such employee may displace the least senior employee in any former classification (former department) covered by this Agreement. For the purposes of this paragraph only, an employee may use bargaining unit seniority to determine displacement rights. An employee must also satisfy all current job requirements before such displacement may occur.
- 1018 A part-time employee who has been displaced or whose position has been eliminated due to a reduction in force may exercise seniority (applying job classification service) to displace the least senior part-time employee on the same shift in the same classification within the entity.
- 1019 A part-time employee who is unable to retain a part-time position on the same shift within the same job classification and entity, may exercise seniority (applying job classification service) to displace the least senior part-time employee in the same classification within the entity.

- 1020 A part-time employee who is unable to retain a part-time position in the same job classification within the entity may exercise seniority rights as provided in Paragraphs 1051 and 1057 or may elect to be placed into on-call status displacing a less senior on-call employee. Whether said employee will continue to be employed will depend upon available on-call work and said employee's relative on-call seniority.
- 1021 A part-time employee who is unable to retain an on-call position within the medical center will be laid off.
- 1022 An on-call employee who has been displaced or whose position has been eliminated due to a reduction in force may exercise seniority (applying job classification service) to displace the least senior on-call employee on the same shift in the same classification within the entity.
- 1023 An on-call employee who is unable to retain an on-call position on the same shift within the same classification and entity, may exercise seniority (applying job classification service) to displace the least senior on-call employee in the same classification within the entity.
- 1024 An on-call employee who is unable to retain an on-call position in the same classification within the entity may exercise seniority rights as provided in Paragraph 1051 and 1057.
- 1025 An on-call employee who is unable to retain any position within the medical center will be laid off.
- 1026 Prior to displacing an employee as a result of closing of an entire medical office facility which results in the elimination of an entire classification, the Employer will seek to place the affected employee(s) into vacant positions for which they qualify.
- 1027 The above notwithstanding, the following language shall only apply in the event of a reduction in force caused by the closing of an entire medical office facility which results in the elimination of an entire classification. An on-call employee who is unable to retain a position in the same classification per Paragraph 1023 may displace the least senior on-call employee in any former classification (former department) covered by this Agreement. For the purposes of this paragraph only, an employee may use bargaining unit seniority to determine displacement rights. An employee must also satisfy all current job requirements before such displacement may occur.
- 1028 An employee who is displaced by a more senior employee during the course of a reduction in force may exercise seniority as provided in this reduction in force procedure.

1029 An employee holding recall rights will have first right of recall to the job classification within the entity and medical center from which displaced. Recall rights for active employees shall be limited to a period of time equal to said employee's continuous service, or two (2) years, whichever occurs first.

1030 When it becomes necessary to reduce force on a temporary basis because of a reduced workload, force will be reduced by shift and department, or units where departments are subdivided into units.

1031 Employees will be reduced in order of inverse seniority and notified of nonavailability of work in the following order:

First: Employees on overtime.

Second: On-call float pool employees.

Third: On-call employees from other departments/units.

Fourth: On-call employees from said department/unit not on set schedules.

Fifth: On-call employees from said department/unit on set schedules.

Sixth: Temporary part-time employees from other departments/units.

Seventh: Temporary full-time employees from said department/unit.

Eighth: Part-time employees from other departments/units or part-time floats.

Ninth: Part-time employees from said department/unit.

Tenth: Full-time employees from other departments/units or full-time floats.

Eleventh: Full-time employees from said department/unit.

A. Employees identified in steps one (1) through seven (7) of the order of displacement shall not have displacement rights in other departments/units when affected by involuntary cancellation.

B. Employees affected by involuntary cancellation identified in steps eight (8) through eleven (11) in the order of displacement shall have the right to exercise seniority to displace the least senior employee on the same shift within established modules.

C. Involuntary cancellation modules will be established by the Employer. Any modification of these involuntary cancellation modules will require a thirty



(30) calendar day notice to the Union. Upon receipt of said notice the Union may request a meeting with the Employer to discuss the effects of said change. The Employer agrees that said changes will not be arbitrary or capricious.

D. Involuntary cancellations will be based upon inverse seniority and qualifications. Involuntary cancellations of part-time, on-call and other personnel will be performed consistent with the provisions of Paragraph 1031.

1032 Employees on layoff status with active recall rights may submit a written application (transfer request) (as required by Paragraph 1033) to any job vacancy a location represented by United Steelworkers, Local 7600, and if otherwise qualified for the position, will be preferred over outside applicants. An employee who changes Medical Centers by application of this provision will forfeit recall rights to said employee's former Medical Center.

1033 Posting and Filling of Permanent Job Vacancies

1034 Notice of all permanent full-time, part-time, and/or on-call job vacancies will be posted for a period of seven (7) calendar days on the **KP employee career website**.

1035 During this period, it will be the responsibility of interested employees to submit a transfer request for consideration to such permanent vacancy to the **KP employee career website**.

1036 Member Service Area (MSA) on-call positions will be posted by Medical Center. In addition to MSA positions, volunteers within classification may be utilized at locations throughout the MSA.

1037 Absence of transfer request for consideration to permanent job vacancy on the part of an employee will imply non-interest in the vacancy.

1038 Employees who may be absent for justifiable reasons (vacation, sick leave, personal leaves of absence, etc.) may submit a transfer request in writing to the Human Resources Office for a specific job vacancy at the beginning or during the period of their absence. Such transfer requests will be date and time stamped in accordance with Paragraph 1035. Should such a vacancy occur, the employee will be considered for such, based on their seniority. Failure to submit a transfer request would indicate that the employee is waiving all rights to any vacant position that occurs during their absence. In cases where the employee has indicated an interest in multiple positions and more than one such position is posted at the same time, the Employer will attempt to contact the employee to determine which applicable position would be their primary choice. Employees who are granted transfers and lateral moves must be available for work within sixty (60) calendar

days after the transfer or lateral move is awarded. Union and Management may meet to discuss reducing or extending time limits based on mutual agreement.

1039 Awarding of Permanent Job Vacancies

1040 Permanent job vacancies will be awarded on the basis of seniority and qualifications in the following order except as provided in Paragraph 1044.

A. Lateral Moves

B. Transfers

1041 If permanent job vacancies remain after exhausting the provisions of Paragraph 1040, then qualified employees who have submitted a timely Transfer Request from **San Bernardino County, Riverside County, Regional services areas and any other service area represented by USW, Local 7600** will be preferred over applicants not covered by this Collective Bargaining Agreement. Should two (2) or more employees apply, seniority shall prevail by bargaining unit service.

1042 Lines of Progression

1043 Lines of progression have been established in departments as identified in Appendix D. Either party may request establishing additional lines of progression. Such lines of progression shall first be reviewed by the Seniority Committee and may then be implemented after approval of the International Staff Representative and the Manager of Labor Relations (or designee).

1044 Permanent job vacancies in departments with lines of progression will be awarded on the basis of seniority and qualifications in the following order:

A. Employees within the classification and department (using classification seniority).

B. Employees in identified classifications within the department (using bargaining unit seniority).

1045 An employee, who is in a Line of Progression classification and who has previously held status in the classification where the vacancy exists, may submit a transfer request for bid on such vacancy without loss of classification seniority.

1046 For purposes of job bids only, Lead classification and the classification they lead will have integrated seniority and will be considered a line of progression.

1047 Employees within a Line of Progression may transfer to another position within a Line of Progression more than once within a calendar year.

- 1048 For a temporary reduction in force, the provisions in Article X, Paragraphs 1030 and 1031 shall apply.
- 1049 Procedures for the filling of daily “move-ups” will be established for each department on an individual basis. The Employer will establish these procedures, giving consideration to, the input of the employees within the department. Established procedures will be reviewed with the Seniority Committee prior to implementation.
- 1050 If permanent job vacancies remain after exhausting the provisions of Paragraph 1044, then the provisions of Paragraphs 1040 and 1041 apply.
- 1051 Lateral Moves
- 1052 A lateral move is defined as a change in job assignment within a classification, such as a change in medical center, department, entity, location, shift, scheduled days off, status, or combinations thereof **within the service area.**
- 1053 When a permanent job vacancy involving a lateral move occurs, the senior most qualified employee in the job classification, who submits a **Job Interest Submission** for consideration shall be entitled to the permanent vacancy, however, all employees holding recall rights to such job will have first right of recall.
- 1054 An employee will be entitled to return to their former job assignment within seven (7) working days or fourteen (14) calendar days whichever occurs first at the employee’s discretion, when granted a job opening within the same classification.
- 1055 Where an employee in the classifications of Medical Assistant I, Medical Assistant II, Hospital LVN, Clinic LVN or Lead classification for any of these previously mentioned classifications, makes a lateral move involving a change in department, facility, or unit, the Employer may, for justifiable reasons, return said employee to their former job assignments within a thirty (30) calendar day period. Employees in these specific job classifications will also be entitled to return to their former job assignment within thirty (30) calendar days.
- 1056 Where there are other qualified bidders for any vacated position, it will not be reposted but will be assigned to the next senior qualified bidder. In those cases where there is only one bidder, the job will be reposted in accordance with Paragraph 1034.
- 1057 Transfer Procedure
- 1058 A transfer is defined as any change in job classification **or change in a service area.** Employees desiring a transfer must follow the provisions of Paragraph 1033.

- 1059 Upon completion of six (6) months' service in the original hiring department, employees will be considered for transfer to job vacancies based on seniority (applying bargaining unit service) and qualifications.
- 1060 A permanent vacancy within a seniority section shall be posted on the **KP employee career website. Qualified and** interested USW employees may apply for the vacancy by submitting **a timely Job Interest Submission**. The transfer opportunity will be awarded by seniority, applying the measure of service outlined below in the following order:
- A. Employees in the same classification within the Service Area, applying classification seniority earned within said classification at the Service Area. Seniority shall be calculated from most recent date of entry into the classification in the Service Area.
  - B. Employees in other classifications within the Service Area applying 7600 bargaining unit seniority.
- 1061 A permanent vacancy which has not been filled after exhausting Paragraph 1060 of this Transfer Procedure will be offered to other bargaining unit employees outside of the Service Area, applying classification seniority first. If not filled, then using bargaining unit seniority before each vacancy is offered to outside applicants.
- 1062 Within the first sixty (60) days after transfer, the Employer may return the employee to the former job for just reason, or the employee may return to the previous job upon personal request. For part-time and on-call employees, the time frame will be ninety (90) calendar days. The return period for all employees will be automatically extended by any absences of one (1) week or more. Where there are other qualified bidders for the vacated position, it will not be reposted but will be assigned to the next senior qualified bidder. In those cases, where there are no other qualified bidders, the job will be reposted in accordance with Paragraph 1034. Any resultant vacancies will be considered contingent permanent assignment pending completion of the probationary period by the original transferring employee. If said employee returns or is returned to the former job within the probationary period, all employees holding contingent permanent assignments shall return to their former positions and status. This same procedure shall apply to any employee who is awarded a resultant vacancy.
- 1063 An employee transferred for their own convenience, or for the convenience of the Employer, from one job classification to another job classification and who is subsequently laid off or displaced from all jobs in the second job classification shall have the right to return to the prior job classification with accumulated seniority to the job from which originally transferred. The returned employee will be entitled to displace the less senior employee in the original job where qualified and must have seniority over any incumbent. Such employee shall hold seniority rights only in the

job classification from which, and the job classification to which the transfer is made, and seniority rights in any previous job classification shall terminate upon such transfer.

1064 Should a transferred employee elect to take a voluntary layoff from the new job classification rather than exercise seniority to take another job in that job classification, the employee's seniority rights in the original job classification shall continue; such employee shall have only the right to be called back to openings in the job classification from which the voluntary layoff occurred.

1065 Should an employee exercise all seniority rights but still be laid off, the employee shall be entitled to be recalled by seniority to the jobs for which qualified, and for which valid recall rights are held in either job classification.

1066 Application of Super Seniority

1067 Should an employee submit **Job Interest Submission** to more than one (1) position and be denied an opportunity to transfer to any of the applied for positions because of undue dilution, said employee shall be granted super seniority to all positions applied for which he/she would have been the prevailing applicant. Once said employee exercises super seniority to any position, the super seniority benefit to other positions shall terminate.

1068 Transfer and Lateral Move Restrictions

1069 Employees will be eligible to change job assignments or permanent transfers no more than once within a one (1) calendar year period (except where lines of progression are in place) and lateral moves no more than twice within a one (1) calendar year period.

1070 Instances in which the employee accepts a transfer or lateral move and thereafter withdraws request or voluntarily returns to their former position will count for purposes of Paragraph 1067, but instances in which the employee is returned by the Employer will not.

1071 Employees who have a current Final Warning – Three (3) Day Suspension disciplinary action may be denied a transfer and/or lateral move until expiration of said disciplinary action. (This language applicable to the time period prior to April 1, 2002.)

1072 Posting and Filling of Temporary Job Vacancies

1073 Any temporary full-time or part-time vacancy shall be filled from on-calls within the job classification, except for full-time employees within job classification bidding for shift or days off preference. If such temporary full-time vacancy will be for an anticipated duration of more than thirty (30) calendar days, such vacancy will be

filled according to Paragraph 1033. All temporary on-call vacancies shall be filled from the on-call list regardless of duration.

1074 Employees shall be eligible for temporary transfers and temporary lateral moves no more than twice within any one (1) calendar year. An employee who has accepted a temporary transfer or temporary lateral move may not bid on another temporary transfer or temporary lateral move until the employee has fulfilled the initial posted temporary position timeframe. However, such employee may bid on a permanent position. Notice of extension of the posted timeframe for temporary positions is to be made to the Union in writing.

1075 New hire employees shall not be eligible for a temporary or permanent lateral move outside of the original hiring department until completion of their initial probationary period.

1076 The requirement to fill a temporary vacancy according to Paragraph 1033 applies only to the original vacancy.

1077 Rights on Refusal of Lower-Rated Jobs

1078 An employee who is displaced from his/her job classification shall not be obligated to exercise seniority rights to take a downgrade but may elect to take a layoff from said job classification. An employee taking layoff shall have the right to exercise recall seniority rights to any permanent job vacancies in said job classification. Said laid off employee shall be entitled to displace any employee who continues to be employed in said job classification or who becomes employed thereafter.

1079 If the employee on voluntary layoff is later offered a lower-rated job than the job from which laid off, but refuses to accept the lower job, the employee shall not lose recall rights to the job from which laid off.

1080 In the event such laid off employee later accepts a lower-rated job, there shall be no loss of recall rights to the higher rated job from which he/she was laid off. Thereafter, the employee shall be entitled to exercise seniority rights whenever a vacancy occurs in his/her job classification.

1081 Employment in Another Job Classification After Layoff

1082 An employee who is laid off from a job does not lose recall rights to vacancy in such job to which the employee is entitled through seniority and qualifications, by reason of acceptance of another job. However, if the employee is notified of a vacancy/recall in a job to which entitled, by seniority and ability, the employee shall elect within two (2) working days either to take such vacancy or to remain in the job as then assigned. If the employee elects to remain in the job, then all seniority rights in the job from which laid off and any prior job in which the employee may hold seniority rights shall terminate.

1083 If an employee, having been laid off, is employed in another job classification and is laid off from the latter job classification, the employee shall maintain seniority and recall rights only in the job classification from which first laid off, and shall have no recall rights in the job classification from which the latter layoff occurred.

1084 If an employee, having been laid off from one job classification is employed in another job classification, but resigned from the latter job classification, or is discharged there from by reason of inability to perform the work, or lack of physical fitness, the employee shall maintain seniority rights in the job classification from which first laid off.

1085 Seniority Committee

1086 A Seniority Committee, comprised of representatives of the Union (two (2) from Riverside **Service Area**, two (2) from **San Bernardino Service Area** and two (2) from other locations represented by United Steelworkers, Local 7600,) and six (6) representatives of the Employer (two (2) from Riverside **Service Area**, two (2) from **San Bernardino Service Area**, and two (2) from other locations represented by United Steelworkers, Local 7600, such as the Corona Call Center, Corona Data Center, and Ontario Regional Records Retention Center ) shall be established for the purpose of reviewing as necessary any seniority related issues as presented by either party with the objective of resolving such issues. The Committee will not consider grievances. The Committee shall have no authority to modify existing seniority practices, but may jointly recommend such changes to the Employer's Manager of Labor Relations, or designee, and the International Union for final approval.

1087 Seniority Lists

1088 Each November 1, a seniority list will be published for each seniority section indicating each employee's company seniority date (i.e., original, continuous Kaiser service date), bargaining unit seniority, classification seniority and status in the classification (full-time, part-time, on-call) within the **Service Areas** and at all locations represented by United Steelworkers, Local 7600. The Employer shall establish seniority sections within the **Service Areas** in which seniority shall apply. Once established, seniority sections may be changed by agreement between the parties. Failing agreement, the Employer may implement a change in sections, however, the Union may challenge any unilateral change by the Employer through the grievance procedure.

1089 Determination of Seniority Within a Classification

1090 Unless established elsewhere in this Agreement, an employee's measure of continuous service for purposes of seniority shall be determined on the basis of job classification seniority within the Service Area or another location represented

by United Steelworkers, Local 7600. An employee's job classification seniority date shall mean the continuous period of employment measured from the date the employee assumes the duties of the classification. A more senior employee will not be disadvantaged in classification seniority because of an involuntary delay in start date.

1091 Bargaining Unit Seniority

1092 Bargaining Unit Seniority is defined as the continuous period of employment measured from the date the employee last entered the Local 7600 Bargaining Unit.

1093 Where two (2) or more employees hold the same **Classification seniority** date and the same **Bargaining Unit** seniority date, the employee with the earliest company seniority date (i.e., original, continuous Kaiser service date) shall be determined as having the earlier job seniority date.

1094 Tiebreaker

1095 In the event, two (2) or more employees have the same employment application date, the employee having the earliest time stamp on the employment application shall be considered as having the greater bargaining unit seniority for further tiebreaking purposes.

1096 In the event the preceding steps are insufficient to determine a relative seniority date, the parties agree **the employee ID number will be used as the tie breaker lowest to highest. The employee with the lowest employee number will have the greater seniority.**

1097 Loss of Seniority

1098 There shall be no deduction of seniority for any time lost which does not constitute a break in continuous service. Continuous service is broken by:

A. Voluntary termination of employment.

B. Discharge for cause.

C. Failure to report for work within ten (10) days after written notice, by registered mail to the employee's last known address, upon recall from layoff. The ten (10) days shall commence to run on the day the written notice to return to work is mailed to employee's last known address.

D. Absence due to a compensable disability incurred during the course of employment, which continues more than thirty (30) days beyond the termination of the period of which the statutory compensation is payable, or beyond the period used in calculating a lump sum payment. The Employer



agrees to notify the employee by registered mail one (1) week prior to such termination.

- E. Absence from work due to layoff which exceeds a period of time equal to said employee's continuous service, or two (2) years, whichever occurs first.
- F. Absence from work due to a personal disability which exceeds the time limits specified in Paragraph 1328.
- G. Retirement.
- H. Transfer out of the bargaining unit.
- I. Failure to report to work as scheduled following an authorized leave of absence.

1099 Notice of Termination/Resignation

10100 In recognition of the difficulties that may be imposed on the Employer to obtain and train replacements, employees covered by this Agreement who plan to terminate their employment should submit written notice of their intended resignation to the Employer as far in advance as possible, allowing at least two (2) weeks' notice.

10101 Personnel Records Controlling

10102 The records of Human Resources shall be controlling and shall be accepted as correct by both the Employer and the Union in the determination of pertinent dates. The records of the Payroll Department shall be resorted to only as it is necessary.

10103 Notice of Vacancies

10104 The Human Resources Office will advise the local Union president and/or a member of the local Grievance Committee in writing of all job vacancies, permanent, part-time, on-call and temporary. Such notice will be given within a reasonable period of time depending on the circumstances. In the event the position is not posted within thirty (30) days, the Employer will notify the Union and Human Resources in writing of the reason for the delay. Dialogue between the Union and the Employer/Manager is encouraged.

10105 Absenteeism

10106 In recognition of the difficulties imposed upon the Employer through failure of employees to comply with working schedules, any employees reporting late for, or absenting themselves from work without just cause, may be subject to the Corrective Action Process by the Employer subject to the provisions of this

Agreement or the National Agreement. Employees shall give prior notice to the Employer when they either report late or are absent from work.

10107 Days Off and Shift Preference

10108 Classification seniority will be used in pre-scheduling days off, start times by shift, and for shift preference, but only to the extent that it will not adversely affect or impair the efficiency of the operation.

10109 On-call Seniority Provisions

10110 The following seniority provisions shall be applicable to on-call employees:

10111 On-call employees shall have rights to permanent and temporary full-time and part-time vacancies within their job classifications on the basis of seniority, meets the requirements of the job posting and physical fitness in accordance with the Seniority Provisions.

10112 Employees involuntarily transferring from full-time and part-time to on-call status will be placed on the on-call list on the basis of their job classification seniority.

10113 Employees unable to continue in a full-time or part-time status due to extenuating circumstances will be considered for on-call status on an individual basis subject to review and determination by the Employer and the Union.

10114 Retention of Certain Employee Benefits by Transferees

10115 The Employer agrees that employees transferring to a location represented by United Steelworkers, Local 7600, such as the Corona Call Center, Corona Data Center, and Ontario Regional Records Retention Center from other Kaiser Permanente Medical Care Programs will be entitled to retain their length of service, from most recent date of hire, for purposes of accruing vacation and accumulating sick leave.

10116 The Employer agrees that employees who transfer from one of the Employer's facilities, who are provided pension benefits under an Employer's Pension Fund, to the Employer Fontana Pension Fund without interruption of continuous service with the Employer, will receive full service credit to determine retirement eligibility. Employees who transfer from the Employer's Fontana Pension Fund without interruption of continuous service, to one of the other Employer's facilities, who are provided pension benefits under another Employer's Pension Fund will receive full-service credit to determine retirement eligibility. The employees' pension benefit will be calculated upon the amount of credited service and level of benefit in effect at the time of retirement under each appropriate Employer's Pension Fund.

10117 The above pertains only to bona fide prearranged transfers.

10118 Automation and/or Technological Change

10119 The Employer and the Union will carefully review the status of any employees displaced by automation and/or technological change. The Employer will review the status of employees affected by such changes in order to provide suitable retraining or alternate employment wherever practicable. Any mutually agreed placement shall not be construed to violate this Agreement.

10120 Return to Bargaining Unit

10121 Employees who are promoted or transferred out of the bargaining unit to a non-bargaining position within an area represented by the United Steelworkers, Local 7600, shall have full return rights to their formerly held job and lower rated jobs in the bargaining unit, provided such return occurs within a thirty (30) calendar day period.

10122 Returns may be made for any reason.

10123 Seniority will continue to accrue to the promoted or transferred employee for up to thirty (30) calendar days after leaving the bargaining unit.

1100 ARTICLE XI – GRIEVANCES AND ARBITRATION

1101 This Article, which shall be available to both the Union and the Employer, is to provide for the presentation and equitable adjustment of grievances. Should any difference(s) arise between the Employer and the Union relating to wages, hours of work, or other conditions of employment of any employee or group of employees, the dispute shall be disposed of in accordance with the provisions of this Article. **The parties should make every reasonable effort in “good faith” to resolve grievances at the lowest level of the process.**

1102 Grievance Procedure

1103 A grievance must be presented within twenty-one (21) calendar days after the occurrence of the grievance in order to be considered timely.

1104 Step One

1105 An employee who believes that a justifiable request or complaint exists will first discuss the request or alleged complaint in a meeting with the immediate supervisor in an attempt to resolve the problem. The Grievance Committee person may be present as the employee wishes. The supervisor shall give the aggrieved employee a verbal answer within twenty-four (24) hours of the initial complaint meeting.

- 1106 In the event the complaint is not adjusted to the satisfaction of the employee, the grievance shall be reduced to writing within five (5) calendar days on forms provided by the Employer, and signed by the employee and the Grievance Committee person. The completed grievance will be dated, and delivered to the supervisor by the Grievance Committee person.
- 1107 The supervisor must then answer, sign and date the grievance and return the Union's copies to the Grievance Committee person within seven (7) calendar days following the date the issue was presented in writing to Step One.
- 1108 Step Two
- 1109 In the event the grievance is not settled in Step One, a written notice of appeal to Step Two shall be served within seven (7) calendar days following the Step One answer. The appeal shall state the subject matter of the grievance, give the identifying number, and the objections of the appealing party to the previous answer.
- 1110 A Step Two grievance hearing will be held on a mutually agreeable date usually not more than fifteen (15) calendar days following the appeal. The Step Two hearing must include the Hospital Administrator or designee and/or Clinics Administrator or designee, the Human Resources Department Representative, and the Grievance Committee, the grievant and any others the parties feel are knowledgeable toward the full presentation of information.
- 1111 Minutes may be kept on Step Two meetings by the respective parties at their discretion.
- 1112 Unless mutually extended, the Employer will have ten (10) calendar days in which to give its answer to the Step Two hearing.
- 1113 Step Three
- 1114 If the grievance is not settled in Step Two, a written notice of appeal to Step Three shall be served within seven (7) calendar days following answer of the grievance in Step Two. The appeal notice shall again state the subject matter of the grievance, give the identifying number, and the objections of the appealing party to the previous answer.
- 1115 A Step Three grievance hearing shall be held upon a mutually agreeable date usually not more than fifteen (15) calendar days after appeal. Representatives of the Employer's Regional offices and representatives of the International Union, or their designees, shall conduct a hearing with the purpose of attempting to settle the grievance.

1116 In addition to the International Union Representatives who participate in Step Three of the grievance procedure, the Grievance Committee will be permitted to participate. Other Company and/or Union witnesses who may participate in this step will do so only to the extent of the presentation of evidence pertinent to resolving the problem.

1117 Either party may request a further statement of facts to be made available not later than five (5) calendar days preceding the date for the Step Three meeting.

1119 Unless mutually extended, the Employer will have fifteen (15) calendar days following the final hearing in which to give its answer to the Step Three hearing.

1120 Mediation

1121 The parties agree to the utilization, for selected grievances, of the following mediation procedure. Such process should occur following the Employer's Step Three response and prior to Union submission to arbitration.

A. A grievance may only be referred to mediation by mutual agreement of the parties following a timely appeal to arbitration.

B. The mediator shall be selected by mutual agreement of the parties. The mediator shall serve for a one-day session and is thereafter subject to removal by either party. In the event the parties are unable to agree upon the selection of a mediator, this mediation procedure shall not be effective. The parties may select more than one (1) mediator to serve in future sessions, and if such is done, the mediators will rotate one-day assignments, unless removed.

C. The expenses and fees of the mediator shall be shared equally by the parties.

D. Attendance at mediation sessions shall be limited to the following:

UNION: Spokesperson  
Grievance Chairperson  
Grievant

EMPLOYER: Spokesperson  
Human Resources Representative

OBSERVERS: Either party may invite observers limited to a reasonable number who shall not participate in the mediation process.

E. Neither attorneys nor court reporters nor any other type of note takers shall be allowed to be present at the proceedings.

- F. The mediation proceedings shall be entirely informal in nature. The relevant facts shall be elicited in a narrative fashion by each party's spokesperson to the extent possible, rather than through the examination of witnesses. The rules of evidence will not apply and no record of the proceedings will be made.
- G. Either party may present documentary evidence to the mediator, which shall be returned to the parties at the conclusion of the proceedings.
- H. The primary effort of the mediator should be to assist the parties in settling the grievance in a mutually satisfactory manner. In attempting to achieve a settlement, the mediator is free to use all of the techniques customarily associated with mediation, including private conferences with only one party.
- I. If settlement is not achievable, the mediator will provide the parties with an immediate opinion, based on the Collective Bargaining Agreement, as to how the grievance would be decided if it went to arbitration. Said opinion would not be final and binding, but would be advisory; the mediator's opinion shall be given orally together with a statement of reasons for such.
- J. The mediator's verbal opinion shall be given strong consideration, and should be used as a basis for further settlement discussion, or for withdrawal or granting of the grievance. The mediator, however, shall have no authority to compel the resolution of the grievance.
- K. If the grievance is not settled, withdrawn, or granted pursuant to these procedures, the parties are free to arbitrate.
- L. If the grievance is arbitrated, the mediator shall not serve as the arbitrator, and nothing said nor done during the mediation process, either by the parties or the mediator, shall be used during arbitration.
- M. The grievant will be permitted time off from work subject to staffing availability to attend mediation proceedings and without loss of pay.

1122 Step Four - Arbitration

- 1123 If the grievance is not satisfactorily settled at Step Three, a written notice of appeal to arbitration shall be made within fifteen (15) calendar days of the Step Three answer. The appeal notice shall once again state the subject matter of the grievance, give identifying number, and objections of the appealing party to the previous answer.
- 1124 By separate agreement the parties have selected a panel of nine (9) arbitrators.
- 1125 In the event the panel is discontinued, an arbitrator may be appointed by mutual agreement of the parties. If mutual agreement cannot be reached on the selection

of an arbitrator, it is agreed that the parties will jointly make request to the Federal Mediation and Conciliation Service for a panel of arbitrators.

1126 The expenses and salary of the Arbitrator shall be shared equally by the Employer and the Union.

1127 The Arbitrator shall have no authority to add to, subtract from, or to change any of the terms or conditions of this Agreement.

1128 The decision of the Arbitrator shall be final and binding on the parties. The Arbitrator shall render a decision within thirty (30) calendar days after the matter has been finally submitted, unless the parties mutually extend such time limits.

1129 General

1130 Grievances by the Employer, and grievances of a general nature by the Union shall be initiated directly in Step Two. Grievances involving the administration of the pension or other insured fringe benefits shall be initiated at Step Two.

1131 Steps One or Two may be waived by mutual agreement of parties.

1132 Failure of either of the parties to comply with the existing time limits in answering any step of the grievance procedure will result in automatic appeal of the grievance to the next higher step of the grievance procedure. The above does not exclude mutual agreement to waive time limits at any of the steps of the grievance procedure in the event there are extenuating circumstances affecting either of the parties.

1133 Problems which may arise from time to time regarding workload shall be brought by the employee or the Union on such employee's behalf to the appropriate department head or supervisor for discussion and resolution. In the event the matter is not resolved it may be introduced into the grievance procedure at Step Two.

1134 The President of the Local, or designee, and the Grievance Committee Chairperson, or designee, shall not lose pay through their participation in grievance or disciplinary meetings with Management. For Step Two and Step Three grievance meetings one (1) additional Union representative will not lose pay as a result of their participation in the grievance meeting.

1200 ARTICLE XII – DISCHARGE CASES

1201 The Employer may conclude that an employee's conduct justifies discharge. If the employee believes that the discharge is unjust, the employee may request a discharge hearing by filing a Step Two grievance. The hearing will take place within seven (7) calendar days from the date the grievance is filed.

- 1202 Nothing shall preclude the employee from discussing the discharge with the immediate supervisor or department head, with or without the Grievance Committee person present prior to the filing of such grievance.
- 1203 At the discharge hearing, the facts concerning the case shall be made available to both parties. Following the hearing, the Employer will render a decision in accordance with the regular procedure of Step Two of the Grievance Procedure. The decision may be to reverse the discharge, depending upon the facts of the case.
- 1204 If the discharge is revoked, the employee shall be returned to employment and receive full compensation at his/her regular rate of pay for the time lost less any disciplinary suspension. In the event the Employer does not revoke the discharge, the employee may within seven (7) calendar days, appeal the grievance to Step Three.
- 1205 Additional decisions and appeals may be made in accordance with the remaining steps of the Grievance Procedure. Should it be determined by the Employer in Step Two or Three, or by the Arbitrator at Step Four, that the employee has been discharged without just and sufficient cause, the employee shall be reinstated. Such reinstatement may be with full back pay, no back pay or partial back pay as mutually agreed to by the parties or as determined by the Arbitrator.
- 1206 The Employer and Union agree that investigatory suspension will only take place when the Employer has reason to believe that the employee should be removed from the working environment in order to ensure employee, patient and visitor health, safety and well-being, or to protect the assets of the Organization. Under normal circumstances, the investigatory suspension shall be no longer than seven (7) calendar days.
- 1207 The Employer must notify the Union when an investigatory suspension is likely to exceed seven (7) calendar days.
- 1208 The foregoing shall not preclude a compromise settlement of a discharge case mutually agreed upon by the Employee and the Union.
- 1209 Corrective Action
- 1210 The Employer agrees to remove from an employee's personnel records, or any other file, any Corrective Action for which there has been no recurrence of the same nature for up to one (1) year. (Corrective Action may be removed earlier by mutual consent). Corrective Action will automatically be extended by any absences of sixty (60) consecutive calendar days or more for a period of time equal to the duration of said absence.



1211 Employees will be made aware of counseling notes and other memorandum which pertain to Corrective Action(s).

1212 Corrective Action shall be administered in a timely manner.

### 1300 ARTICLE XIII – LEAVES OF ABSENCE

#### 1301 Eligibility

1302 Leaves of absence without pay may be granted to full-time, part-time and on-call employees at the discretion of the Employer. All requests for leaves of absence by employees shall be requested via the current KP online platform/system. In order to be eligible for a leave of absence (not to include Family Leave of Absence), an employee must have at least six (6) calendar months of continuous service. 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.

#### 1303 Personal Leave of Absence

1304 Personal Leaves of Absence without pay may be granted for justifiable reasons, subject to the eligibility requirements, for specific time periods not to exceed thirty (30) calendar days. Under extenuating circumstances, the Employer shall give consideration to extending Personal Leaves of Absences. However, such extensions shall be granted at the discretion of the Employer and shall not exceed thirty (30) calendar days. Personal leaves of absence for situations covered by Family Leave will not be considered until the provisions described in the Family Leave Section have been exhausted.

#### 1305 Medical Leave of Absence

1306 Upon the exhaustion of accrued sick leave, Medical Leaves of Absence, without pay, for non-occupational related disabilities, including conditions related to pregnancy, shall be granted subject to the eligibility requirements for the period of disability, provided the employee furnishes a physician's certification setting forth the necessity for such a leave and the anticipated duration of the disability. Physician recertification will be required at the expiration of each previous certification for continued eligibility.

1307 Employees with six (6) months or more but less than one (1) year of continuous service shall be eligible for a Medical Leave of Absence for a specific period of time not to exceed ninety (90) calendar days. Employees with one (1) year or more but less than three (3) years of continuous service shall be eligible for a Medical Leave of Absence for a specific period of time not to exceed one hundred eighty (180) calendar days. Employees with three (3) or more years of continuous service shall be eligible for a Medical Leave of Absence for a specific period of time not to exceed three hundred sixty-five (365) calendar days.

- 1308 Under extenuating circumstances, an employee may request and the Employer may grant an extension to the maximum period of Medical Leave of Absence. However, the granting of such an extension is at the sole discretion of the Employer.
- 1309 No employee will be compelled by the Employer to take vacation time during a period of Medical Leave. However, prior to the exhaustion of the employee's sick leave account during an extended medical absence of more than thirty (30) calendar days, accrued vacation hours may be converted to sick leave hours, in forty (40) hour increments, at the request of the employee. In extenuating circumstances, the Employer may waive the prior notification requirement. Such vacation hours are considered converted sick leave hours rather than accrued sick leave hours.
- 1310 Occupational Injury or Illness Leave of Absence
- 1311 Commencing on the first (1st) day of employment, for those absences covered by Workers' Compensation, employees will be eligible for an Occupational Injury or Illness Leave of Absence for up to a maximum period of two (2) years. The two (2) year calculation period shall commence on the date the employee exhausts Sick Leave benefits. Such leaves shall be continuous, provided the employee furnishes a physician's certification, until the employee is released by the attending physician.
- 1312 The Employer will place employees released to return to work from an occupational injury or illness without medical restrictions, to their former position at their regular rate of pay as soon as reasonable, not to exceed seven (7) days.
- 1313 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 position in light of the medical restrictions or, if said restriction(s) relate to a disability protected by the Americans With Disabilities Act, as a reasonable accommodation, in an appropriate alternate position at their regular rate of pay. Other bargaining unit employees shall not be displaced in the accommodation process. The Union will be notified of any such temporary assignments out of job classification.
- 1314 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 provided the employee is physically capable of performing the essential functions of the position. If the employee is unable to perform the essential functions of their former job, that employee may then exercise seniority rights as provided in this Agreement. Where appropriate, the Employer will provide all reasonable accommodations and necessary vocational/rehabilitation training program benefits as approved by the Division of Industrial Accidents/Workers' Compensation Appeals Board pursuant to the administration of the California Labor Code.

- 1315 An Occupational Injury or Illness Leave of Absence shall be extended throughout any period of temporary disability or permanent disability for a period not to exceed thirty (30) days after the employee has been awarded a permanent disability by the Workers' Compensation Appeals Board.
- 1316 Upon release by 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, and date released to return to work, within sufficient time to enable the Employer to conduct an analysis of essential functions and reasonable accommodations, if any.
- 1317 Military Leave of Absence
- 1318 All employees will be afforded the opportunity to take a Military Leave of Absence in accordance with the provisions of USERRA, as amended and other applicable statutes. Any alleged violation of this paragraph must be pursued under the provisions of that Act.
- 1319 Commencing on the first day of employment, employees called for training duty in the National Guard or any of the reserve units of the United States Armed Forces, after furnishing the Employer with a certificate of evidence of such service, shall be granted a Military Leave of Absence without pay. In those cases where employees are in a reserve status and serve an annual two (2) week commitment, employees may request and receive pay per the KP Military Leave policy for the period of absence, if otherwise eligible. Prior to the granting of Military Leave of Absence as referred to herein, the Employer may require an employee to submit a copy of the appropriate military orders.
- 1320 The Employer shall accord to each employee who applies for reemployment, after conclusion of his/her military service, such reemployment rights as he/she shall be entitled to under the then existing statutes. It is understood that the employee must make application for reemployment within the time limits specified under the law.
- 1321 The Employer agrees that employees on extended military duty will have their Vacation, Life Balance Days, Sick Leave and other benefits restored upon reinstatement in accordance with the above-named statutes.
- 1322 Military leaves of Absence will be granted in accordance with the Employer's Military Leave Policy or State and Federal Law.
- 1323 Personal Time Off
- 1324 Commencing on the first day of employment, where circumstances warrant, an employee may request and may receive Personal Time Off without pay for short periods of time not to exceed five (5) work days. 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 a momentary notice and, such employees will be released from duty as soon as possible. It shall not be a condition of 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 or Sick Leave. The Employer considers critical illness of immediate family members to be a justifiable reason to request Personal Time Off or Leave of Absence, and that unpaid time off will be granted if staffing considerations permit. Requests for paid time off will be granted prior to non-emergency requests for Personal Time Off.

1325 Family Leave of Absence

1326 The Employer will comply with the provisions of the California Family Rights Act of 1991, as amended, and with the provisions of the Federal Family and Medical Leave Act of 1993, as amended. Any alleged violations of this Paragraph must be pursued under the procedures of those Acts.

1327 Leaves for situations which are covered by Family Leave and other contractual leave provisions will be considered to run concurrently when determining the maximum duration for both types of leave.

1328 Return from Leave of Absence

1329 Employees shall give as much notice as possible of their intent to return from an authorized leave of absence. The Employer will reinstate employees returning from an authorized leave of absence on their next available shift unless business reasons necessitate otherwise. Such employees will be reinstated to their former job in which they were employed prior to the leave of absence. If the former job is no longer available, the employee may exercise his/her seniority rights as they existed at the time the job was modified or deleted had the employee not been on a leave of absence.

1330 Employees on non-occupational Medical Leave of Absence who are unable to return to work at the expiration of the authorized leave of absence period shall be placed on medical layoff with the following understandings:

- a. Employees with six (6) months or more but less than one (1) year of continuous service will retain full seniority rights to his/her job for ninety (90) calendar days, and recall rights to said job classification for an additional ninety (90) calendar days thereafter. If said employee has not returned to work within such nine (9) month period, he/she will be terminated.
- b. Employees with one (1) year or more but less than three (3) years of continuous service will retain full seniority rights to his/her job for ninety (90) calendar days, and recall rights to said job classification for an additional

ninety (90) calendar days thereafter. If said employee has not returned to work within such one (1) year period, he/she will be terminated.

- c. Employees with three (3) or more years of continuous service will retain full seniority rights to his/her job for one hundred eighty (180) calendar days, and recall rights to said job classification for an additional one hundred eighty (180) calendar days thereafter. If said employee has not returned to work within such two (2) year period, he/she will be terminated.

1331 Benefits While on Medical Leave

1332 Premiums for continued Health Plan coverage (including vision benefit, Mental Health and prepaid prescription drug), Dental Plan coverage and Employer-paid Group Life Insurance coverage during an authorized Medical Leave and, in the case of disabilities due to pregnancy, will be paid by the Employer for a period of the leave, providing three (3) calendar months elapse between incidents of application. For this purpose, an initial incident of application will be considered to end when the maximum period of the initial authorized Medical Leave expires, according to an employee's eligibility for Medical Leave.

1333 Employees on a Medical Leave are eligible for benefit accruals of accrued Vacation, Sick Leave, and Life Balance Days for one (1) month.

1334 Benefits While on Occupational Injury or Illness Leave

1335 Premiums for continued Health Plan coverage (including vision benefit, Mental Health and prepaid prescription drug), Dental Plan coverage and Employer-paid Group Life Insurance coverage during an authorized Occupational Injury or Illness Leave will be paid by the Employer during the entire period of leave.

1336 Employees on an Occupational Injury or Illness Leave are eligible for benefit accruals of accrued Vacation and Sick Leave and Life Balance Days for one (1) month.

1337 Benefits While on Family Leave

1338 Premiums for continued Health Plan coverage (including vision benefit, Mental Health and prepaid prescription drug), Dental Plan coverage and Employer-paid Group Life Insurance coverage during an authorized Family Leave will be paid by the Employer during the entire period of leave.

1339 Employees on a Family Leave are eligible for benefit accruals of accrued Vacation, Sick Leave, and Life Balance Days for one (1) month.

1340 Benefits While on Personal Leave

- 1341 Premiums for continued Health Plan coverage (including vision benefit, Mental Health and prepaid prescription drug), Dental Plan coverage and Employer-paid Group Life Insurance coverage during an authorized Personal Leave will be paid by the Employer during the entire period of leave not to exceed thirty (30) calendar days.
- 1342 Employees on a Personal Leave are eligible for benefit accruals of accrued Vacation, Sick Leave and Life Balance Days for one (1) month.
- 1343 Education Leave/Home Study Leave
- 1344 Education Leave/Home Study Leave, for the purpose of maintaining and upgrading professional skills, shall be granted to those employees in classifications where a license or certificate are required for employment.
- 1345 Such leave or Home Study Leaves will be granted up to five (5) workdays per year for full-time employees and three (3) workdays per year for part-time and on-call employees after the completion of two (2) full years of continuous service. Pay for such leave will be at straight time. Education Leave or Home Study will not be cumulative from year to year. For the purpose of pay for Home Study, a minimum of six (6) CEU's is necessary to qualify for eight (8) hours straight time pay and an employee will not receive such pay until after they evidence that the CEU's have been credited.
- 1346 Request for such leave should be submitted to local management sufficiently in advance of the program to enable scheduling for the employee's absence. Consistent with the purposes set forth above, final approval for attendance must be obtained from local management.
- 1347 In addition, management consideration for paid leave shall be given any employee in any classification who requests permission to attend classes, seminars, workshops, etc., which shall enhance the quality of medical care and medical care support services provided at the facility.
- 1348 Those employees directed by the Employer to attend an education program shall have all costs of the program paid by the Employer and shall be compensated for all hours they would have been scheduled to work.
- 1349 Tuition Reimbursement
- 1350 The Employer's standard education tuition reimbursement program will apply to employees who are regularly scheduled to work at least twenty (20) hours a week, and who have at least six (6) months of service, and who successfully complete approved courses.
- 1400 ARTICLE XIV – HEALTH PLAN, INSURANCE, DENTAL AND PENSION

1401 The basic provisions for Employer provided health plan coverage, life insurance coverage, dental coverage and the pension plan are defined as provided for in the Local Agreement.

1402 Employee Health Plan Coverage

1403 **All employees who are regularly scheduled to work 20 or more hours per week or are an on-call employee compensated for at least 260 hours per quarter are eligible for medical benefit coverage – Kaiser Foundation Health Plan Medical** Health Plan Coverage for all newly hired employees and their eligible dependents will become effective on the first (1st) day of the calendar month following the employee's date of hire. Eligible terminated employees will continue to receive Health Plan Coverage until the last calendar day of the month in which the termination occurs.

1404 **HEALTH PLAN**

1405 An eligible employee and such employee's eligible dependents will be entitled to Employer-paid Kaiser Foundation Health Plan (**KFHP**) Coverage, **is a comprehensive medical plan covering** inpatient, outpatient, mental health benefits, vision care, prepaid prescriptions and a **Coordination of Benefits (COB)** provision. In addition, Health Plan Coverage will cover reconstructive surgery, postsurgical prosthetic devices for mastectomies and a Durable Medical / Prosthetics and Orthotics benefit consistent with benefits provided to other groups.

1406 **\$10.00 Copay Program Beginning January 1, 2020- Ten-dollar (\$10.00)** co-payment for each doctor's office visit. Office visits for mental health will have a **ten-dollar (\$10.00)** co-payment per visit. The Employer will reimburse the **ten-dollar (\$10.00)** co-payment for the first twenty (20) mental health visits per calendar year **by contacting HealthPlan Services.**

1407 All non-full-time employees shall be eligible to become a member of the Kaiser Foundation Health Plan, and to purchase coverage at the established rates. Eligibility for Employer-paid coverage shall be based on actual hours worked during each calendar quarter. Calendar quarters shall be designated as follows:

January, February and March	1st Calendar Quarter
April, May and June	2nd Calendar Quarter
July, August and September	3rd Calendar Quarter
October, November and December	4th Calendar Quarter

1408 Any non-full-time employee who actually works two-hundred sixty (260) hours during any calendar quarter shall be eligible for Employer-paid coverage, including eligible dependents, in the following calendar quarter.

- 1409 Non-full-time employees who do not complete two-hundred sixty (260) hours of actual work in a calendar quarter will be billed through payroll deduction for Health Plan Coverage for themselves and eligible dependents on a monthly basis during the calendar quarter of ineligibility. Such monthly payments will be for coverage during the same month in which the deduction is made. Hours worked during a quarter of ineligibility will be used to determine eligibility in the following calendar quarter.
- 1410 Newly hired non-full-time employees shall become eligible for Health Plan Coverage on the first of the month following employment. Any non-full-time employee who actually works forty (40) hours during a payroll period shall be eligible for Employer-paid Health Plan Coverage, including spouse and eligible dependent children, for that payroll period. This method of eligibility shall continue until the employee has been employed for a full calendar quarter or completes two-hundred sixty (260) hours of work by the end of the calendar quarter of hire.
- 1411 Eligible dependents will include spouse or domestic partner, and the children of the Employee or of his/her spouse or domestic partner, up to the limiting age of twenty **six (26). Coverage may be extended past regular age limits for enrolled dependent child(ren) who is/are incapable of self-support due to mental or physical disability. The disability must have begun before the dependent child(ren) reached age twenty-six (26). Proof of dependent's disability is required when you enroll them, and you are required to provide annual certification of continuing disability upon request to continue coverage for disabled dependent over the regular age limit.**
- 1412 Retiree Health Plan Coverage
- 1413 Early Retirement
- 1414 Kaiser Foundation Health Plan Coverage, Employer-paid, shall be provided at age sixty-five (65) to each eligible employee who retires prior to age sixty-five (65) and has fifteen (15) years or more of service with the Kaiser Permanente Medical Care Program. Grandfathered employees who have ten (10) years of service prior to January 1, 1990 will be eligible for Employer-paid Health Plan at their Early retirement date. Coverage will also be extended to the spouse/domestic partner of the eligible retiree and for eligible dependent children until they reach limiting age. "Special dependent" children who meet the eligibility requirements will also receive health care coverage for the life of the retiree. Upon attaining age sixty-five (65), the retiree and/or spouse/domestic partner must enroll in Medicare Parts A, B, **and D, enroll in Kaiser Permanente Senior Advantage and assign all Medicare benefits to Kaiser Permanente.** in order to be eligible for continued Health Plan coverage. Once enrolled in Medicare, the retiree and/or spouse/domestic partner will thereafter be provided Employer-paid Health Plan Coverage coordinated with Medicare. Premiums for the cost of Part B **and part D** of Medicare shall be the responsibility of the retiree and/or spouse/domestic partner.



1415 **Medicare Part B Reimbursements**

1416 Employees hired prior to November 1, 1986, the Employer will reimburse the retiree and/or spouse/domestic partner the standard cost of Part B of Medicare on a quarterly basis.

1417 **Disability Retirement**

1418 Kaiser Foundation Health Plan Coverage, Employer-paid, shall be provided to each eligible employee who retires under disability provisions prior to age sixty-five (65). Coverage will also be extended to the spouse/domestic partner of the eligible retiree and for eligible dependent children until they reach limiting age. "Special dependent" children who meet the eligibility requirements will also receive health care coverage for the life of the retiree. Upon reaching eligibility for Medicare benefits or attaining age sixty-five (65), whichever is earlier, the retiree and/or spouse must enroll in Parts A, B and D, and also enroll in Kaiser Permanente Senior Advantage and assign all Medicare benefits to Kaiser Permanente in order to be eligible for continued Health Plan Coverage. Once enrolled in Medicare, the retiree and/or spouse will thereafter be provided Employer-paid Health Plan Coverage coordinated with Medicare. Premiums for the cost of Part B **and D** of Medicare shall be the responsibility of the retiree.

1419 **Medicare Part B Reimbursement**

1420 Employees hired prior to November 1, 1986, the Employer will reimburse the retiree and/or spouse/domestic partner the **standard** cost of Part B of Medicare on a quarterly basis. **Employees are required to pay any Medicare Part B Income-Related Monthly Adjusted Amount (IRMAA) surcharge, if applicable.**

1421 **Normal Retirement**

1422 Kaiser Foundation Health Plan Employer-paid Coverage coordinated with Medicare shall be provided to each eligible employee who retires at age sixty-five (65) and has fifteen (15) years or more of service with the Kaiser Permanente Medical Care Program, provided the employee enrolls in Parts A, and B, **and D** of Medicare when first eligible. Coverage will also be extended to the spouse/domestic partner of the eligible retiree provided the spouse/domestic partner enrolls in Parts A, B, **and D** of Medicare when first eligible or at the spouse's or domestic partner's time of retirement. Coverage shall continue for eligible dependent children until they reach limiting age. "Special dependent" children who meet the eligibility requirements will also receive health care coverage for the life of the retiree. An employee and/or spouse/domestic partner who does not enroll in Parts A, B, **and D** of Medicare when eligible, will not receive retiree health care benefits. Premiums for the cost of Part B **and D** of Medicare shall be the responsibility of the retiree and/or spouse/domestic partner. Employees hired prior to November 1, 1986, the Employer will reimburse the cost of Part B of Medicare

on a quarterly basis. The preceding fifteen (15) year service requirement shall apply to employees hired on or after November 1, 1986.

1423 Postponed Retirement

1424 Kaiser Foundation Health Plan Employer-paid Coverage coordinated with Medicare shall be provided to each eligible employee who retires beyond age sixty-five (65) and has fifteen (15) years or more of service with the Kaiser Permanente Medical Care Program and who enrolls in Parts A, B, **and D** of Medicare at the time of retirement. Coverage will also be extended to the spouse/domestic partner of the eligible retiree provided the spouse enrolls in Parts A, B, **and D** of Medicare at time of spouse's/domestic partner's retirement or when first eligible. Coverage shall continue for eligible dependent children until they reach limiting age. "Special Dependent" children who meet the eligibility requirements will also receive health care coverage for the life of the retiree. An employee and/or spouse/domestic partner who does not enroll in Parts A, and B, **and D** of Medicare at retirement will not receive health care benefits. Premiums for the cost of Part B **and D** of Medicare shall be the responsibility of the retiree. Employees hired prior to November 1, 1986, the Employer will reimburse the retiree and/or spouse/domestic partner the cost of Part B of Medicare on a quarterly basis. The preceding fifteen (15) year service requirement shall apply to employees hired on or after November 1, 1986.

1425 Upon the death of the retiree, who at the time of retirement had fifteen (15) or more years of service, Employer-paid coverage shall continue according to the deceased retiree's Health Plan eligibility for the spouse until remarriage or death and for eligible dependent children until they reach limiting age. The preceding fifteen (15) year service requirement shall apply to employees hired on or after November 1, 1986.

1426 In the event an employee who has fifteen (15) or more 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 and eligible dependent children when said retiree would have been eligible for coverage, provided the spouse has not remarried and will continue until remarriage 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 coverage. The preceding fifteen (15) year service requirement shall apply to employees hired on or after November 1, 1986.

1427 The Employer will make available an alternate medical plan to all eligible retirees and eligible dependents who reside outside of the Southern California Health Plan service area. Retirees who reestablish residence within the service area will be returned to the available Kaiser Foundation Health Plan Coverage within sixty (60) days of written notification of return to the Southern California Health Plan service

area. Premiums for the alternate medical plan will not exceed the premiums for Kaiser Foundation Health Plan Coverage.

1428 Retiree Health Plan Modification

1429 Employees who retire and/or become eligible for Kaiser Foundation Health Plan Coverage on or after March 15, 1996, will have a five dollar (\$5.00) co-pay for each doctor's office visit and each prescription. Effective January 1, 2002, the Employer will reimburse the five dollar (\$5.00) co-payment fee for the first twenty (20) Mental Health visits per calendar year.

1430 Health Plan Coverage Coordinated with Medicare (On or After November 1, 1989)

1431 Effective November 1, 1989, the Employer will provide Kaiser Foundation Health Plan Coverage coordinated with Medicare to all eligible retirees and/or spouses who become eligible for Medicare on or after November 1, 1989 at the time of Normal or Postponed retirement or when first eligible after Early or Disability retirement. Should the retiree and/or spouse elect nonenrolment 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.

1432 Health Plan Coverage Coordinated with Medicare (Prior to November 1, 1989)

1433 The 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 November 1, 1989. 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 dis-enroll, 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.

1434 Dental Plan

1435 Full-time and non-full-time employees who meet the eligibility requirements set forth for Health Plan Coverage and employee's dependents will be provided with an Employer-paid dental plan on the first (1st) of the month following six (6) months of employment.

1436 Effective January 1, 2001, Eligible dependents will include spouse or domestic partner, and the children of the Employee or of his/her spouse or domestic partner, up to the limiting age of twenty-six (26). Coverage may be extended past regular age limits for enrolled dependent child who is incapable of self-support due to mental or physical disability. The disability must have begun

**before the dependent child reached age 26.** Annual certification of incapacity and dependency may be required by the Kaiser Foundation Health Plan.

1437 All newly hired employees who are eligible or become eligible for dental during their first (1st) three (3) years of employment must elect a prepaid dental program. Upon completion of three (3) years of service, an employee may elect to continue coverage in the prepaid dental or elect a Dental Plan during any subsequent open enrollment period.

1438 Pre-paid Dental Plans

1439 The Employer will offer pre-paid dental plans to all eligible employees. Any cost for the optional plan which exceeds the Employer's monthly cost for the Dental Plan shall be borne by the employee. To determine the cost of the Dental Plan, prior to April 1 of each year, the Employer will compute the monthly premium amount paid for the Dental Plan by dividing the previous calendar year cost by the number of employees covered in that year, divided by twelve (12) months.

1440 After three (3) years of service, eligible employees have the option of Dental. Dental coverage for basic services provides payment of **ninety percent (90%)** and for major services, of the usual, customary, and reasonable (UCR) charges. The UCR applies to **the** Dental insurer's member dentists only. Non- **insurer** dentists will be paid for basic services and major services of the Table of Allowances.

1441 **Please note: Non Dental insurer dentists, require the employee to pay the difference between the dentist's fees and the standard dental negotiated rate in addition to the plan's coinsurance payment**

1442 The dental plan includes diagnostic and preventative benefit which pays 100% of the usual, customary, and reasonable dentist's fees for the following procedures:

1. Prophylaxis (twice each year).
2. Prophylaxis with fluoride treatment.
3. Examinations.
4. Full mouth x-rays (once every three (3) years).
5. Bite-wing x-rays (every six (6) months).
6. Space maintainers (for patients under eighteen (18) in the event of a lost tooth).

This benefit applies only to Delta Dental member dentists..

1443 Orthodontia Benefit

- 1444 An orthodontia benefit is available for dependent children. Work must start before the child's eighteenth (18th) birthday. The benefit provides for a payment of 50% of covered services to a maximum payment of **\$1,500** per child per lifetime. This maximum is in addition to the maximum allowed for other services. Non-member Dental Orthodontists will be paid in accordance with a Table of Allowances for Orthodontia.
- 1445 Group Life Insurance
- 1446 Employees regularly scheduled to work **twenty (20)** or more hours per week **are eligible for Basic Life Insurance.**
- 1447 **Basic Life Insurance provides \$50,000 in employer-paid Basic Life insurance coverage. Basic Life insurance also includes a \$10,000 Total and Permanent Disability (T&PD) and is bundled with** six thousand dollars (\$6,000) in Accidental Death and Dismemberment (AD&D) coverage. These policies will be effective on the date of hire, and the premiums will be paid by the Employer.
- 1448 Employees who retire with Life Insurance under the provisions of the Kaiser Permanente Fontana Pension Plan will receive Employer-paid life insurance of three thousand dollars (\$3,000) and AD&D of three thousand dollars (\$3,000).
- 1449 Except for coverages continued under total and permanent disability provisions, all coverages which apply to active employees cease upon retirement or other termination of employment, subject to the provisions for conversion to individual policies.
- 1450 Optional Life Insurance
- 1451 **Employees regularly scheduled to work thirty-two (32) or more hours per week are eligible for Optional Life Insurance.** An eligible employee may choose to purchase one of the following optional life insurance programs at the employee's cost.

Program	Basic 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

The employee must elect to purchase the optional life insurance at time of hire. Coverage will be effective on the date of hire. Full-time employees who elect coverage at a future date must provide proof of insurability.

1452 If an employee who has elected an optional life insurance program becomes totally and permanently disabled, \$10,000 in basic life coverage will be paid out in monthly installments under a total and permanent disability provision. If the employee has elected Program 2, Program 3 or Program 4, the remainder of his or her basic life coverage, not subject to the total and permanent disability provisions, would remain in force in accordance with the duration of benefit schedule or until the employee returns to work.

1453 Pension Plan

1454 The provisions of the Pension Agreement between the parties shall be part of this Agreement. The Pension Agreement shall be under separate cover.

1455 Limitations

1456 Coverages, limitations and exclusions of the foregoing Health Insurance Plan, Dental Plan and Life Insurance Plan are established by the Employer's Agreement with the insurance carrier.

1457 Tax Deferred Retirement Savings Plan

1458 The Employer has established the Kaiser Permanente 401k **Retirement Plan (KP401K)** to provide eligible USW bargaining unit members with a tax deferred retirement savings plan. The future of the Plan and its provisions will be determined by the Employer.

1459 Survivor Benefit

1460 Each active full-time, part-time in and regularly scheduled on-call employee will be provided 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.

1500 ARTICLE XV – PART-TIME, ON-CALL AND TEMPORARY EMPLOYEES

1501 Limitations of Benefits

1502 Part-time, on-call, and temporary personnel may be scheduled to work on a basis other than the normal and regular workweek in a particular department. The purpose of this Article is to specify limitations of benefits covering such employees under this Agreement.

1503 Definitions

1504 Part-time employee shall mean an employee who is regularly scheduled to work less than full-time on a pre-determined/fixed basis. All part-time positions, unless mutually agreed upon by the Union and Employer will be posted a minimum of twenty (20) hours per week. Part-time employees who volunteer for additional hours outside their posted positions will be given as much advance notice as possible of available hours; part-time employees will not be required to volunteer for or to accept additional hours.

1505 An on-call employee is an employee who is scheduled to work a minimum of twenty (20) hours per week but not more that forty (40) hours per week.

1506 On-call variable employees are those employees that are scheduled at least twenty (20) hours per week but may be called in as needed to fill vacancies or to assist where additional work is necessary.

1507 On-call set employees are those employees who are regularly scheduled to work a specific schedule.

1508 All on-call employees are expected to accept and work additional hours. Overtime shall be awarded in accordance with Paragraph 741.

1509 Non-Benefited Positions

1510 Based upon mutual agreement with the Union, confirmed in writing, non-benefited positions of less than twenty (20) hours per week may be posted.

1511 Per Diem Employee

**During the 2021 local negotiations, the Union and Management agreed to form a joint committee to develop a Per Diem minimum commitment and parameters agreement (e.g. seasonal and shifts in hard to fill classifications). Such agreement will apply to all Per Diem employees and must be signed off by the USW International Representative and the Senior Labor Relations Representative.**

1512 Temporary Employees

**1513** Temporary employees shall mean those external employees hired for a specific period of time, not to exceed one hundred and eighty (180) calendar days to cover a vacancy for a specific employee. Temporary employees will not be extended beyond one hundred and eighty (180) calendar days. **If it appears the need for the Temporary employee will exceed the 180-days, the parties will meet and explore options. (To repost or agree to extend).** Temporary employees shall not accumulate seniority for any purpose. The employer will provide written

notification to the Union when temporary employees are hired. Temporary employees are excluded from Paragraph 1003 (Probationary Employees).

1514 Temporary Agency Workers

1515 Temporary agency workers shall mean those workers who are selected by the Employer from a third party vendor for a specific period of time to fill temporary needs not filled by other collective bargaining agreement processes. **(Refer to 14 Step Process Letter of Agreement in Appendix D).**

1516 Limitations

1517 The limitations of benefits as specified, contain all limitations indicated and intended by the parties, and all other provisions of this Agreement apply to all non-full-time employees.

1518 Benefits

1519 Holiday Pay

1520 A non-full-time employee who works five (5) or more days in a payroll period in which a holiday falls and who meets the eligibility qualifications shall receive the same holiday pay as full-time employees.

1521 A non-full-time employee who works less than five (5) days in a payroll period in which a holiday falls and who meets the eligibility qualifications shall receive holiday pay on the basis of the total hours worked in the pay period in which the holiday is observed, divided by ten (10) and multiplied by the employee's average straight-time hourly rate of earnings in the pay period. An unworked holiday will count as a day worked in computing such pay.

1522 On-call Employees Work Allocation

1523 Under normal circumstances, and if sufficient work is available, the more senior employee in a unit or department shall be given first opportunity to perform such work. The parties agree that there may be situations wherein less senior on-call employees will be given first opportunity to perform such work in order to maintain an ample force of qualified on-call employees. (Cross Reference Article VII, Paragraph 731)

1600 ARTICLE XVI – NEW OR REVISED JOBS

1601 At such time as the Employer establishes a new job, or changes the job content of an existing job, a job description shall be written, and a rate established for such new or changed job in accordance with the following procedure.



1602 Job Description and Rate

- 1603 When a new job description is established or an existing job is to be revised, the Employer will advise the Union of such job prior to the assignment of an employee to the position. The Employer will prepare a job description setting forth the duties of the new or revised job.
- 1604 Job Descriptions will be signed and dated by Senior Labor Relations Representative and United Steelworkers International Representative. A job description not signed by both the Company and Union Representatives will not be considered as an official job description for any purpose.
- 1605 The Employer will also prepare a proposed rate to be applied to said job. Such rate shall be based upon the requirements of the job under consideration, its relation to the Employer's rate structure and to existing jobs as evaluated utilizing the Job Evaluation Manual agreed upon by the parties. A change in job duties shall not necessarily require a change in rate.
- 1606 Such description and proposed rate shall be presented to the Union in writing prior to the assignment of any employee to the job, or as soon thereafter as is possible, but not later than thirty (30) days after the job is established or revised. The purpose of this action will be to reach agreement with the Union concerning the content of the job description and the proposed rate.
- 1607 Should agreement be reached with the Union subject to the approval of the International Representative of the Union, the job and rate shall be placed in effect on a permanent basis and the rate shall not be subject to change except upon a subsequent revision of the job duties.

1608 Trial Period

- 1609 In the event no agreement is reached on the rate, the Employer may place the proposed rate into effect, and the Union may use the grievance procedure in objecting to the permanent rate for the job. Any such grievance shall be based upon the Job Evaluation Manual.
- 1610 No grievance shall be filed until a forty-five (45) calendar day trial period has elapsed from the date the proposed rate first became effective. Any such grievance shall be filed within a twenty-one (21) calendar day period following the trial period. If no grievance is filed, the proposed rate shall become a permanent rate.

1611 Permanent Rate

- 1612 When the rate has been fixed by mutual agreement, or has become permanent under one of the above provisions, the permanent rate shall be paid from the date the job was established or revised, which shall, unless otherwise agreed, be

deemed to be the date the job description and proposed rate were placed in effect by the Employer.

1613 Should the Union believe that a job has been changed or a new job established without use of the above procedure, the Union shall be entitled to file a grievance to secure an agreement regarding such change, in which event any change in rate shall be effective from the date such grievance is filed.

1614 The Employer will advise the Union of the implementation of all future non-bargaining unit jobs except those deemed by the Employer to be supervisory or managerial. Such notification will consist of a synopsis of the duties of the subject job.

1615 Job Evaluation

1616 The existing job evaluation program as defined in the job evaluation manual and agreed upon by both parties will be continued.

1700 ARTICLE XVII – SAFETY AND HEALTH

1701 The Employer shall make reasonable provisions for the safety and health of the employees during the hours of their employment, and to review unsafe conditions brought to its attention for any corrective action which may be necessary. The Employer and the Union and the employees recognize their obligations and/or right under existing Federal and State laws with respect to safety and health.

1800 ARTICLE XVIII – CONFIDENTIAL MEDICAL RECORDS

1801 The Employer does not condone the review and/or disclosure of contents of employee or other patient medical **records** by any employee authorized access to contents of such medical **records** in performance of their job duties. Supervisors will not initiate calls to physicians to discuss employee's medical problems or off-work orders.

1802 Employees whose job duties do not require any need for handling or having access to contents of medical **records** will not and shall not, handle or have access to such medical **records**. Any variation from this policy is a violation of confidentiality of medical records, medical ethics, and specific agreement reached by the parties.

1900 ARTICLE XIX – SAVING CLAUSE

1901 If any Article, Section, Paragraph, Clause, or Phrase of this Agreement shall by any State, Federal or other law, or by decision of any Court, be declared or held illegal, void, or unenforceable, the remaining portions of this Agreement shall continue to be valid and in full force and effect.

2000 ARTICLE XX – BULLETIN BOARDS

2001 The Employer will provide bulletin board(s) for the posting of Union material. When new facilities are opened, the location and number of said bulletin board(s) will be determined by mutual consent. The Employer will also provide a key to the Union for all new bulletin boards that are enclosed.

2100 ARTICLE XXI – TERMINATION DATE AND NOTICE

2101 Termination Date

2102 The terms and conditions of this Agreement shall continue in effect until 12:01 a.m., October 1, **2025**, unless extended or modified by mutual agreement of the parties hereto. Notice to terminate the terms and conditions of this Agreement shall be in writing and shall be given at least ninety (90) days prior to the above date by either of the parties of this Agreement. During the ninety (90) day period, the parties shall meet for the purpose of negotiating a new Agreement concerning wages, rate of pay, hours of work, and other conditions of employment.

2103 Notice

2104 Any notice to be given under this Agreement shall be given by registered mail, and if by the Employer, be addressed to the United Steelworkers, **100 N. Citrus Street, Suite 640, West Covina, California 91791**, and if by the Union, to the Employer at 393 East Walnut Street, Pasadena, California 91188. Either party may by like written notice, change the address.

In witness whereof, the parties hereto affix their signatures.

KAISER FOUNDATION HOSPITALS,  
KAISER FOUNDATION HEALTH PLAN,  
and SOUTHERN CALIFORNIA PERMANENTE MEDICAL GROUP

/S/Leonard Prymus  
Leonard Prymus

/S/ Jeff Distelberg  
Jeff Distelberg

/S/ Julie Miller-Phipps  
Julie Miller-Phipps

/S/ Kim Pritchard  
Kim Pritchard

/S/ Sylvia Everroad  
Sylvia Everroad

/S/ George Velasco  
George Velasco

/S/ Frank Hurtarte  
Frank Hurtarte

/S/ Scholastica Ogomaka  
Scholastica Ogomaka

/S/ Richard Rosas  
Richard Rosas

/S/ Anthony Godlewski  
Anthony Godlewski

/S/ Berninia Bradley  
Berninia Bradley

/S/ Logan Saito  
Logan Saito

/S/ Meredith Asch  
Meredith Asch

/S/ Serena Maldonado  
Serena Maldonado

/S/ Joyce Ablett  
Joyce Ablett

In witness whereof, the parties hereto affix their signatures.

UNITED STEEL, PAPER AND FORESTRY, RUBBER,  
MANUFACTURING, ENERGY ALLIED INDUSTRIAL AND SERVICE  
WORKERS INTERNATIONAL UNION, AFL-CIO-CLC

/S/ D.R. McCall  
D.R. McCall  
International President

/S/ John E. Shinn  
John E. Shinn  
International Secretary/Treasurer

/S/ Emil Ramirez  
Emil Ramirez  
International Vice President  
(Administration)

/S/ Kevin Mapp  
Kevin Mapp  
International Vice President  
(Human Affairs)

/S/ Gaylan Prescott  
Gaylan Prescott  
Director, District 12

/S/ Shig Cash Noguchi  
Shig Cash Noguchi  
Staff Representative

In witness whereof, the parties hereto affix their signatures.

NEGOTIATING COMMITTEE

/S/ Jim Killborn

Jim Killborn

/S/ Norberto Gomez

Norberto Gomez

/S/ Tamara Lefcowitz

Tamara Lefcowitz

/S/ Melissa Borgia

Melissa Borgia

/S/ Micheal Barnett

Micheal Barnett

/S/ Tammi Requejo

Tammi Requejo

/S/ Maria Solano

Maria Solano

/S/ Walter Castro

Walter Castro

## **Appendix A**

### **KAISER PERMANENTE MEDICAL CARE PROGRAM UNITED STEELWORKERS LOCAL 7600**

#### **JOB FAMILY DEFINITIONS**

##### **SUPPORT SERVICE**

THE SUPPORT SERVICE JOB FAMILY IS RESPONSIBLE FOR PROVIDING PHYSICAL ENVIRONMENT FOR MEMBERS, EMPLOYEES, MEDICAL STAFF, AND THE GENERAL PUBLIC. THIS GROUP OF CLASSIFICATIONS INCLUDES, BUT IS NOT LIMITED TO ENVIRONMENTAL SERVICES, MATERIAL MANAGEMENT, AND FOOD SERVICES.

##### **PATIENT CARE**

THE PATIENT CARE JOB FAMILY IS RESPONSIBLE FOR THE PROVISION OF SAFE AND APPROPRIATE PATIENT CARE. THIS GROUP OF CLASSIFICATIONS ROUTINELY ASSIST PHYSICIANS AND PROVIDERS CHARGED WITH THE CARE OF A PARTICULAR MEMBER.

##### **CLERICAL**

THE CLERICAL JOB FAMILY IS RESPONSIBLE FOR THE PERFORMANCE OF GENERAL OR SPECIALIZED CLERICAL SUPPORT ACTIVITIES FOR A DEPARTMENT OR SERVICE. THIS GROUP OF CLASSIFICATIONS UTILIZES KNOWLEDGE OF POLICIES AND/OR PROCEDURES TO SUPPORT THE BUSINESS OPERATIONS OF THE MEDICAL CENTER OR FACILITY.

##### **TECHNICAL**

THE TECHNICAL JOB FAMILY IS RESPONSIBLE FOR THE PROVISION OF OR SUPPORT TO THE APPROPRIATE DIAGNOSTIC AND/OR THERAPEUTIC SERVICES AS REQUIRED IN EXAMINATION, CARE, AND TREATMENT OF MEMBERS. THIS GROUP OF CLASSIFICATION PROVIDES SERVICE TO MEMBERS AND THEIR FAMILIES AS DIRECTED BY THE MEDICAL STAFF.

## EQUIPMENT SERVICES

THE EQUIPMENT SERVICES JOB FAMILY IS RESPONSIBLE FOR THE PROVISION OF MAINTENANCE OF NON-PATIENT AND PATIENT RELATED EQUIPMENT. THIS GROUP OF CLASSIFICATIONS SUPPORTS THE EFFICIENT PLANT AND FACILITY OPERATIONS AT THE MEDICAL CENTER AND/OR FACILITY.

## INFORMATION TECHNOLOGY

THE INFORMATION TECHNOLOGY JOB FAMILY IS RESPONSIBLE FOR THE PROVISION OF PRINT, TAPE, DISTRIBUTION, AND OPERATIONAL SUPPORT.



**Appendix B  
Wage Scale**

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
CHART ROOM CLERK	20324	10/4/2021	21.485	22.565	23.698	24.889	26.136	27.684	27.984	28.084	28.184	28.284
CLERK TYPIST	24094	10/3/2022	22.130	23.242	24.409	25.636	26.920	28.515	28.815	28.915	29.015	29.115
DOCUMENT SCANNER	21044	10/2/2023	22.573	23.707	24.897	26.149	27.458	29.085	29.385	29.485	29.585	29.685
INFORMATION CLERK I	24100	9/30/2024	23.024	24.181	25.395	26.672	28.007	29.667	29.967	30.067	30.167	30.267
LAB CLERK	20501											
UNIT SECRETARY TRAINEE	24934											
<hr/>												
DEACTIVATION CLERK	24521	10/4/2021	21.836	22.944	24.096	25.304	26.584	28.146	28.446	28.546	28.646	28.746
DEPARTMENT CLERK I	24092	10/3/2022	22.491	23.632	24.819	26.063	27.382	28.990	29.290	29.390	29.490	29.590
FILE CLERK	20037	10/2/2023	22.941	24.105	25.315	26.584	27.930	29.570	29.870	29.970	30.070	30.170
HOME HEALTH CLERK I	20132	9/30/2024	23.400	24.587	25.821	27.116	28.489	30.161	30.461	30.561	30.661	30.761
OHS CLERK	20504											
PARKING CASHIER	43351											
SAFETY AND SECURITY CLERK	27541											
SCREENING CLERK	24104											
<hr/>												
AREA CLAIMS CLERK	24135	10/4/2021	22.205	23.315	24.487	25.716	27.006	28.610	28.910	29.010	29.110	29.210
CENTREX OPERATOR	24796	10/3/2022	22.871	24.014	25.222	26.487	27.816	29.468	29.768	29.868	29.968	30.068
LEAD CHART ROOM CLERK	24609	10/2/2023	23.328	24.494	25.726	27.017	28.372	30.057	30.357	30.457	30.557	30.657
PRE-OP CLERK	24131	9/30/2024	23.795	24.984	26.241	27.557	28.939	30.658	30.958	31.058	31.158	31.258
RECEPTIONIST I	20511											
RECORDS CLERK I	20253											
<hr/>												
ADMIN SERVICES CLERK	24021	10/4/2021	22.565	23.698	24.889	26.143	27.447	29.077	29.377	29.477	29.577	29.677
ANESTHESIA CLERK	24915	10/3/2022	23.242	24.409	25.636	26.927	28.270	29.949	30.249	30.349	30.449	30.549
CANCER REGISTRY CLERK	24434	10/2/2023	23.707	24.897	26.149	27.466	28.835	30.548	30.848	30.948	31.048	31.148
CLERK PLANT SERVICES	25159	9/30/2024	24.181	25.395	26.672	28.015	29.412	31.159	31.459	31.559	31.659	31.759
CONSTRUCTION LIAISON CLERK	20067											
DATA ENTRY CLERK	20326											
DEPARTMENT CLERK II	24093											
DIETARY SYSTEMS CLERK	24921											
DPST DATA ENTRY CLERK	20205											
INSURANCE RECEPTIONIST	20183											

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
CASHIER II (PBS)	20994	10/4/2021	22.565	23.698	24.889	26.143	27.447	29.077	29.377	29.477	29.577	29.677
INDEXING CLERK	21042	10/3/2022	23.242	24.409	25.636	26.927	28.270	29.949	30.249	30.349	30.449	30.549
INTERMEDIATE CLERK TYPIST	20029	10/2/2023	23.707	24.897	26.149	27.466	28.835	30.548	30.848	30.948	31.048	31.148
LAB/PATHOLOGY DEPARTMENT CLERK	35594	9/30/2024	24.181	25.395	26.672	28.015	29.412	31.159	31.459	31.559	31.659	31.759
LD DEACTIVATION CLERK	24522											
LEAD PARKING CASHIER	43360											
MEDICAL LIBRARY CLERK	20623											
OPTICAL CUSTOMER HOST	20620											
RECEPTIONIST II	20516											
RECEPT RADIDODOLOGY, PSYCHIATRY	24341											
RECORDS CLERK II	20266											
REGIONAL RECORDS DEPARTMENT CLERK	21056											
SOCIAL SERVICES CLERK	24987											
SUBPOENA CLERK	20296											
SURGERY SCHEDULING CLERK	20196											
ADMITTING CLERK	20117	10/4/2021	23.046	24.209	25.421	26.700	28.042	29.698	29.998	30.098	30.198	30.298
ADMITTING CLERK (PBS)	21012	10/3/2022	23.737	24.935	26.184	27.501	28.883	30.589	30.889	30.989	31.089	31.189
ADULT OBSERVATION UNIT CLERK	20622	10/2/2023	24.212	25.434	26.708	28.051	29.461	31.201	31.501	31.601	31.701	31.801
ALCOHOLISM CLERK	24986	9/30/2024	24.696	25.943	27.242	28.612	30.050	31.825	32.125	32.225	32.325	32.425
BUSINESS SERVICES COLLECTIONS CLERK	20954											
BUSINESS OFFICE CLERK	24256											
EMERGENCY DEPARTMENT CLERICAL ASST	21065											
EMERGENCY ROOM CLERK	24095											
HOME HEALTH CLERK II	20134											
LABORATORY ASSISTANT	35581											
MEDICAL LIBRARY TECH	20624											
WELLNESS RESOURCE STORE CLERK	24861											
ORTHOPAEDIC SURGERY SCHEDULING CLERK	21019											
OUTSIDE CASE MGMT CLERK	24913											
RESPIRATORY CARE CLERK	24914											
DIAGNOSTIC IMAGING SCHEDULING COORDINATOR	20091											
SENIOR CENTREX OPERATOR	24799											
VOLUNTEER SERVICES CLERK	24527											

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
A/P LIAISON CLERK	20083	10/4/2021	23.405	24.579	25.818	27.112	28.475	30.161	30.461	30.561	30.661	30.761
CLERK TYPIST/PEDS	24035	10/3/2022	24.107	25.316	26.593	27.925	29.329	31.066	31.366	31.466	31.566	31.666
CUSTOMER SERVICES REPRESENTATIVE	24762	10/2/2023	24.589	25.822	27.125	28.484	29.916	31.687	31.987	32.087	32.187	32.287
DIAGNOSTIC IMAGING SCHEDULING COORD I	20957	9/30/2024	25.081	26.338	27.668	29.054	30.514	32.321	32.621	32.721	32.821	32.921
DIAGNOSTIC IMAGING FILE CLERK	20494											
DPST CLAIMS ADJUSTER	20207											
HOME HEALTH CLERK III	20136											
INSURANCE CLERK	20148											
LD RECEP (RAD/PSY)	24342											
LEAD ADMIN SERVICES CLERK	20649											
LEAD CLERK PLANT SERVICES	24027											
LEAD DATA ENTRY CLERK	24629											
LEAD RECEP II/CASH APPT CLERK	25127											
LEAD SURGERY SCHEDULING CLERK	24411											
MEDICAL AUDIT CLERK	20307											
MEDICAL TRANSCRIPTIONIST	24578											
MEMBERSHIP SERVICES COORD	24344											
<sup>1</sup> REVENUE ACCOUNTABILITY REP	21064											
TOOL CRIB ATTENDANT	40161											

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
BILLER I (PBS)	20992	10/4/2021	23.876	25.079	26.337	27.656	29.054	30.764	31.064	31.164	31.264	31.364
CLINICAL SERVICES SECRETARY	20704	10/3/2022	24.592	25.831	27.127	28.486	29.926	31.687	31.987	32.087	32.187	32.287
DIAGNOSTIC IMAGING SCHEDULING COORD II	20958	10/2/2023	25.084	26.348	27.670	29.056	30.525	32.321	32.621	32.721	32.821	32.921
DURABLE MEDICAL EQUIPMENT CLERK	21072	9/30/2024	25.586	26.875	28.223	29.637	31.136	32.967	33.267	33.367	33.467	33.567
EDUCATION AND RESEARCH SECRETARY	20397											
EDUCATION/RESEARCH TRANSCRIBER	24858											
INDUSTRIAL BILLER	20154											
INSURANCE BILLER	20151											
INSURANCE CLERK II	20176											
ADMITTING REP	21095											
LEAD ADMITTING CLERK (PBS)	20991											
LEAD HOME HEALTH CLERK	24294											
OHS CLAIM PROCESSOR I	24435											
RECORDS CLERK IV	24515											
RECORDS TECHNICIAN I	20262											
REGIONAL WAREHOUSE CHARTROOM CLERK	24590											
REVENUE SUPPORT CLERK	20157											
SENIOR ADMITTING CLERK	24269											
POINT OF SERVICE CASHIER	24259											
SENIOR MEMBERSHIP SERVICES CLERK	24769											
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SERVICE REP-AMBULATORY SVCS	21103	10/4/2021	23.129	24.292	25.510	26.795	28.137	29.803	30.103	30.203	30.303	30.403
		10/3/2022	23.823	25.021	26.275	27.599	28.981	30.697	30.997	31.097	31.197	31.297
		6/26/2023	24.290	25.512	26.790	28.140	29.549	31.299	31.599	31.699	31.799	31.899
		10/2/2023	24.776	26.022	27.326	28.703	30.140	31.925	32.225	32.325	32.425	32.525
		9/30/2024	25.272	26.542	27.873	29.277	30.743	32.564	32.864	32.964	33.064	33.164

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
LEAD SERVICE REP-AMBULATORY SVCS	21104	10/4/2021	23.990	25.193	26.465	27.790	29.188	30.915	31.215	31.315	31.415	31.515
		6/27/2022	24.207	25.421	26.705	28.042	29.453	31.195	31.495	31.595	31.695	31.795
		10/3/2022	24.933	26.184	27.506	28.883	30.337	32.131	32.431	32.531	32.631	32.731
		6/26/2023	25.422	26.698	28.045	29.449	30.932	32.761	33.061	33.161	33.261	33.361
		10/2/2023	25.930	27.232	28.606	30.038	31.551	33.416	33.716	33.816	33.916	34.016
		9/30/2024	26.449	27.777	29.178	30.639	32.182	34.084	34.384	34.484	34.584	34.684
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ABSTRACT CLERK	20225	10/4/2021	24.360	25.586	26.871	28.216	29.634	31.383	31.683	31.783	31.883	31.983
LEAD ADMITTING REP	21096	10/3/2022	25.091	26.354	27.677	29.062	30.523	32.324	32.624	32.724	32.824	32.924
LEAD DIAGNOSTIC IMAGING FILE CLERK	25019	10/2/2023	25.593	26.881	28.231	29.643	31.133	32.970	33.270	33.370	33.470	33.570
LEAD RECORDS CLK III	24520	9/30/2024	26.105	27.419	28.796	30.236	31.756	33.629	33.929	34.029	34.129	34.229
MEDICAL TRANSCRIPTIONIST II	20312											
MORD PROCESSING CLERK	21071											
QUALITY ASSURANCE SECRETARY	24525											
QUALITY CONTROL CLERK	21043											
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CUSTOMER SERVICES REPRESENTATIVE I	21121	10/4/2021	23.639	24.824	26.077	27.383	28.761	30.463	30.763	30.863	30.963	31.063
		10/3/2022	24.348	25.569	26.859	28.204	29.624	31.377	31.677	31.777	31.877	31.977
		10/2/2023	24.835	26.080	27.396	28.768	30.216	32.005	32.305	32.405	32.505	32.605
		9/30/2024	25.332	26.602	27.944	29.343	30.820	32.645	32.945	33.045	33.145	33.245

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
CUSTOMER SERVICES REPRESENTATIVE II	21122	10/4/2021	24.576	25.809	27.110	28.467	29.899	31.669	31.969	32.069	32.169	32.269
		10/3/2022	25.313	26.583	27.923	29.321	30.796	32.619	32.919	33.019	33.119	33.219
		10/2/2023	25.819	27.115	28.481	29.907	31.412	33.271	33.571	33.671	33.771	33.871
		9/30/2024	26.335	27.657	29.051	30.505	32.040	33.936	34.236	34.336	34.436	34.536
CUSTOMER SERVICES REPRESENTATIVE III	21123	10/4/2021	25.747	27.036	28.400	29.823	31.323	33.176	33.476	33.576	33.676	33.776
		10/3/2022	26.519	27.847	29.252	30.718	32.263	34.171	34.471	34.571	34.671	34.771
		10/2/2023	27.049	28.404	29.837	31.332	32.908	34.854	35.154	35.254	35.354	35.454
		9/30/2024	27.590	28.972	30.434	31.959	33.566	35.551	35.851	35.951	36.051	36.151
BILLER II (PBS)	20993	10/4/2021	24.850	26.099	27.405	28.783	30.234	32.017	32.317	32.417	32.517	32.617
DPST BILLER	21059	10/3/2022	25.596	26.882	28.227	29.646	31.141	32.978	33.278	33.378	33.478	33.578
DPST REVENUE BILLER	20952	10/2/2023	26.108	27.420	28.792	30.239	31.764	33.638	33.938	34.038	34.138	34.238
INTERNAL CLAIMS PROCESSOR	21068	9/30/2024	26.630	27.968	29.368	30.844	32.399	34.311	34.611	34.711	34.811	34.911
LEAD DIAGNOSTIC IMAGING SCHEDULING COORD	20959											
MEDICAL TRANSCRIPTIONIST II/PATHOLOGY	20947											
OHS CLAIMS PROCESSOR II	20683											
RECORDS TECHNICIAN II	20232											
REVENUE BILLER	20159											
LEAD MEDICAL TRANSCRIPTIONIST II (SEE MSP)	20604	10/4/2021	25.346	26.623	27.956	29.358	30.834	32.382	32.682	32.782	32.882	32.982
		10/3/2022	26.106	27.422	28.795	30.239	31.759	33.353	33.653	33.753	33.853	33.953
		10/2/2023	26.628	27.970	29.371	30.844	32.394	34.020	34.320	34.420	34.520	34.620
		9/30/2024	27.161	28.529	29.958	31.461	33.042	34.700	35.000	35.100	35.200	35.300

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
DPST COLLECTOR	21021	10/4/2021	25.856	27.155	28.526	29.951	31.459	33.033	33.333	33.433	33.533	33.633
FINANCIAL COUNSELOR	20177	10/3/2022	26.632	27.970	29.382	30.850	32.403	34.024	34.324	34.424	34.524	34.624
FINANCIAL COUNSELOR II (PBS)	20995	10/2/2023	27.165	28.529	29.970	31.467	33.051	34.704	35.004	35.104	35.204	35.304
LEAD MEDICAL TRANSCRIPTIONIST II/PATHOLOGY	20948	9/30/2024	27.708	29.100	30.569	32.096	33.712	35.398	35.698	35.798	35.898	35.998
LEAD RECORDS TECHNICIAN	20605											
REG LD INTERNAL CLAIMS PROCESSOR	21083											
ACCUMULATIONS RESEARCH SPEC	21127											
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CERTIFIED HC INTERPRETER (MULTI LINGUAL)	21058	10/4/2021	27.803	29.193	30.669	32.212	33.820	35.516	35.816	35.916	36.016	36.116
		10/3/2022	28.637	30.069	31.589	33.178	34.835	36.581	36.881	36.981	37.081	37.181
		10/2/2023	29.210	30.670	32.221	33.842	35.532	37.313	37.613	37.713	37.813	37.913
		9/30/2024	29.794	31.283	32.865	34.519	36.243	38.059	38.359	38.459	38.559	38.659
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HEALTH INFO CODER TRAINEE	20663	10/4/2021	27.803									
		10/3/2022	28.637									
		10/2/2023	29.210									
		9/30/2024	29.794									
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CANCER REGISTRAR	24581	10/4/2021	33.188	34.874	36.613	39.618	42.622	44.764	45.064	45.164	45.264	45.364
		10/3/2022	34.184	35.920	37.711	40.807	43.901	46.107	46.407	46.507	46.607	46.707
		10/2/2023	34.868	36.638	38.465	41.623	44.779	47.029	47.329	47.429	47.529	47.629
		9/30/2024	35.565	37.371	39.234	42.455	45.675	47.970	48.270	48.370	48.470	48.570

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
LEAD CANCER REGISTRAR	20656	10/4/2021	34.719	36.460	38.280	41.493	45.432	48.342	48.642	48.742	48.842	48.942
		10/3/2022	35.761	37.554	39.428	42.738	46.795	49.792	50.092	50.192	50.292	50.392
		10/2/2023	36.476	38.305	40.217	43.593	47.731	50.788	51.088	51.188	51.288	51.388
		9/30/2024	37.206	39.071	41.021	44.465	48.686	51.804	52.104	52.204	52.304	52.404
PROFESSIONAL SERVICES CODER I	21027	10/4/2021	29.096	30.553	32.082	33.693	35.393	38.094	38.394	38.494	38.594	38.694
		10/3/2022	29.969	31.470	33.044	34.704	36.455	39.237	39.537	39.637	39.737	39.837
		10/2/2023	30.568	32.099	33.705	35.398	37.184	40.022	40.322	40.422	40.522	40.622
		9/30/2024	31.179	32.741	34.379	36.106	37.928	40.822	41.122	41.222	41.322	41.422
PROFESSIONAL SERVICES CODER II EMERGENCY DEPARTMENT CODER	21028 21029	10/4/2021	35.522	37.301	39.170	41.134	43.204	46.498	46.798	46.898	46.998	47.098
		10/3/2022	36.588	38.420	40.345	42.368	44.500	47.893	48.193	48.293	48.393	48.493
		10/2/2023	37.320	39.188	41.152	43.215	45.390	48.851	49.151	49.251	49.351	49.451
		9/30/2024	38.066	39.972	41.975	44.079	46.298	49.828	50.128	50.228	50.328	50.428
ADMIN SPEC I	18635	10/4/2021	20.766	21.486	22.248	23.033	23.612	24.189	24.489	24.589	24.689	24.789
		10/3/2022	21.389	22.131	22.915	23.724	24.320	24.915	25.215	25.315	25.415	25.515
		10/2/2023	21.817	22.574	23.373	24.198	24.806	25.413	25.713	25.813	25.913	26.013
		9/30/2024	22.253	23.025	23.840	24.682	25.302	25.921	26.221	26.321	26.421	26.521



**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
ADMIN SPEC II	18636	10/4/2021	22.816	23.622	24.450	25.323	25.955	26.608	26.908	27.008	27.108	27.208
		10/3/2022	23.500	24.331	25.184	26.083	26.734	27.406	27.706	27.806	27.906	28.006
		10/2/2023	23.970	24.818	25.688	26.605	27.269	27.954	28.254	28.354	28.454	28.554
		9/30/2024	24.449	25.314	26.202	27.137	27.814	28.513	28.813	28.913	29.013	29.113
ADMIN COORD I	18638	10/4/2021	23.372	24.200	25.050	25.932	26.848	27.786	28.086	28.186	28.286	28.386
		10/3/2022	24.073	24.926	25.802	26.710	27.653	28.620	28.920	29.020	29.120	29.220
		10/2/2023	24.554	25.425	26.318	27.244	28.206	29.192	29.492	29.592	29.692	29.792
		9/30/2024	25.045	25.934	26.844	27.789	28.770	29.776	30.076	30.176	30.276	30.376
POP MGMT SUP COORD HEALTHPLAN REP	18644 18220	10/4/2021	24.864	25.748	26.652	27.600	28.298	29.007	29.307	29.407	29.507	29.607
		10/3/2022	25.610	26.520	27.452	28.428	29.147	29.877	30.177	30.277	30.377	30.477
		10/2/2023	26.122	27.050	28.001	28.997	29.730	30.475	30.775	30.875	30.975	31.075
		9/30/2024	26.644	27.591	28.561	29.577	30.325	31.085	31.385	31.485	31.585	31.685
ADMIN SPEC III ADMIN SVCS COORD II	18637 18639	10/4/2021	26.554	27.492	28.462	29.464	30.499	31.568	31.868	31.968	32.068	32.168
		10/3/2022	27.351	28.317	29.316	30.348	31.414	32.515	32.815	32.915	33.015	33.115
		10/2/2023	27.898	28.883	29.902	30.955	32.042	33.165	33.465	33.565	33.665	33.765
		9/30/2024	28.456	29.461	30.500	31.574	32.683	33.828	34.128	34.228	34.328	34.428

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
ADMIN SPEC IV	18634	10/4/2021	26.707	27.656	28.625	29.650	30.391	31.144	31.444	31.544	31.644	31.744
		10/3/2022	27.508	28.486	29.484	30.540	31.303	32.078	32.378	32.478	32.578	32.678
		10/2/2023	28.058	29.056	30.074	31.151	31.929	32.720	33.020	33.120	33.220	33.320
		9/30/2024	28.619	29.637	30.675	31.774	32.568	33.374	33.674	33.774	33.874	33.974
LD ACCUMULATIONS RESEARCH SPEC	21128	10/4/2021	26.890	28.241	29.666	31.149	32.717	34.355	34.655	34.755	34.855	34.955
		10/3/2022	27.697	29.088	30.556	32.083	33.699	35.386	35.686	35.786	35.886	35.986
		10/2/2023	28.251	29.670	31.167	32.725	34.373	36.094	36.394	36.494	36.594	36.694
		9/30/2024	28.816	30.263	31.790	33.380	35.060	36.816	37.116	37.216	37.316	37.416
APPOINTMENT CLERK	21022	10/4/2021	22.565	23.698	24.889	26.143	27.447	29.077	29.377	29.477	29.577	29.677
		6/27/2022	22.956	24.109	25.320	26.596	27.923	29.581	29.881	29.981	30.081	30.181
		10/3/2022	23.645	24.832	26.080	27.394	28.761	30.468	30.768	30.868	30.968	31.068
		6/26/2023	24.172	25.385	26.661	28.004	29.402	31.147	31.447	31.547	31.647	31.747
		10/2/2023	24.655	25.893	27.194	28.564	29.990	31.770	32.070	32.170	32.270	32.370
		9/30/2024	25.148	26.411	27.738	29.135	30.590	32.405	32.705	32.805	32.905	33.005
PHARMACY ASSISTANT	20563	10/4/2021	22.565	23.698	24.889	26.143	27.447	29.077	29.377	29.477	29.577	29.677
		6/27/2022	22.700	23.840	25.038	26.300	27.611	29.251	29.551	29.651	29.751	29.851
		10/3/2022	23.381	24.555	25.789	27.089	28.439	30.129	30.429	30.529	30.629	30.729
		6/26/2023	23.922	25.123	26.386	27.716	29.097	30.826	31.126	31.226	31.326	31.426
		10/2/2023	24.400	25.625	26.914	28.270	29.679	31.443	31.743	31.843	31.943	32.043
		9/30/2024	24.888	26.138	27.452	28.835	30.273	32.072	32.372	32.472	32.572	32.672

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
INVENTROY CONTROL ASSISTANT	20621	10/4/2021	22.565	23.698	24.889	26.143	27.447	29.077	29.377	29.477	29.577	29.677
		6/27/2022	23.436	24.613	25.850	27.152	28.507	30.200	30.500	30.600	30.700	30.800
		10/3/2022	24.139	25.351	26.626	27.967	29.362	31.106	31.406	31.506	31.606	31.706
		6/26/2023	24.640	25.877	27.178	28.547	29.971	31.751	32.051	32.151	32.251	32.351
		10/2/2023	25.133	26.395	27.722	29.118	30.570	32.386	32.686	32.786	32.886	32.986
		9/30/2024	25.636	26.923	28.276	29.700	31.181	33.034	33.334	33.434	33.534	33.634
PSYCHIATRIC SOCIAL CLERK	20487	10/4/2021	23.046	24.209	25.421	26.700	28.042	29.698	29.998	30.098	30.198	30.298
		6/27/2022	25.551	26.840	28.184	29.602	31.090	32.926	33.226	33.326	33.426	33.526
		10/3/2022	26.318	27.645	29.030	30.490	32.023	33.914	34.214	34.314	34.414	34.514
		6/26/2023	26.741	28.089	29.496	30.980	32.537	34.459	34.759	34.859	34.959	35.059
		10/2/2023	27.276	28.651	30.086	31.600	33.188	35.148	35.448	35.548	35.648	35.748
		9/30/2024	27.822	29.224	30.688	32.232	33.852	35.851	36.151	36.251	36.351	36.451
SCHEDULING COORD	24153	10/4/2021	23.046	24.209	25.421	26.700	28.042	29.698	29.998	30.098	30.198	30.298
		6/27/2022	23.721	24.918	26.165	27.482	28.863	30.567	30.867	30.967	31.067	31.167
		10/3/2022	24.433	25.666	26.950	28.306	29.729	31.484	31.784	31.884	31.984	32.084
		10/2/2023	24.922	26.179	27.489	28.872	30.324	32.114	32.414	32.514	32.614	32.714
		9/30/2024	25.420	26.703	28.039	29.449	30.930	32.756	33.056	33.156	33.256	33.356

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
HEALTH EDUCATION CLERK	24859	10/4/2021	23.046	24.209	25.421	26.700	28.042	29.698	29.998	30.098	30.198	30.298
		6/27/2022	23.136	24.304	25.520	26.804	28.152	29.814	30.114	30.214	30.314	30.414
		10/3/2022	23.830	25.033	26.286	27.608	28.997	30.708	31.008	31.108	31.208	31.308
		6/26/2023	24.385	25.616	26.898	28.251	29.673	31.424	31.724	31.824	31.924	32.024
		10/2/2023	24.873	26.128	27.436	28.816	30.266	32.052	32.352	32.452	32.552	32.652
		9/30/2024	25.370	26.651	27.985	29.392	30.871	32.693	32.993	33.093	33.193	33.293
MEDICAL SECRETARY	20549	10/4/2021	23.876	25.079	26.337	27.656	29.054	30.764	31.064	31.164	31.264	31.364
		6/27/2022	25.489	26.773	28.116	29.524	31.017	32.842	33.142	33.242	33.342	33.442
		10/3/2022	26.254	27.576	28.959	30.410	31.948	33.827	34.127	34.227	34.327	34.427
		6/26/2023	26.746	28.093	29.502	30.980	32.547	34.461	34.761	34.861	34.961	35.061
		10/2/2023	27.281	28.655	30.092	31.600	33.198	35.150	35.450	35.550	35.650	35.750
		9/30/2024	27.827	29.228	30.694	32.232	33.862	35.853	36.153	36.253	36.353	36.453
SENIOR PSYCHIATRIC CLERK PHYSCHIATRIC SOCIAL CLERK II	24989 20962	10/4/2021	23.876	25.079	26.337	27.656	29.054	30.764	31.064	31.164	31.264	31.364
		6/27/2022	26.471	27.805	29.200	30.662	32.212	34.108	34.408	34.508	34.608	34.708
		10/3/2022	27.265	28.639	30.076	31.582	33.178	35.131	35.431	35.531	35.631	35.731
		6/26/2023	27.703	29.099	30.559	32.089	33.711	35.695	35.995	36.095	36.195	36.295
		10/2/2023	28.257	29.681	31.170	32.731	34.385	36.409	36.709	36.809	36.909	37.009
		9/30/2024	28.822	30.275	31.793	33.386	35.073	37.137	37.437	37.537	37.637	37.737
SENIOR APPOINTMENT CLERK	24399	10/4/2021	23.405	24.579	25.818	27.112	28.475	30.161	30.461	30.561	30.661	30.761
		6/27/2022	23.811	25.005	26.265	27.582	28.969	30.684	30.984	31.084	31.184	31.284
		10/3/2022	24.525	25.755	27.053	28.409	29.838	31.605	31.905	32.005	32.105	32.205
		6/26/2023	25.394	26.667	28.011	29.415	30.895	32.724	33.024	33.124	33.224	33.324
		10/2/2023	25.902	27.200	28.571	30.003	31.513	33.378	33.678	33.778	33.878	33.978
		9/30/2024	26.420	27.744	29.142	30.603	32.143	34.046	34.346	34.446	34.546	34.646

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
SENIOR MEDICAL SECRETARY	25179	10/4/2021	24.850	26.099	27.405	28.783	30.234	32.017	32.317	32.417	32.517	32.617
		6/27/2022	26.529	27.862	29.256	30.727	32.276	34.180	34.480	34.580	34.680	34.780
		10/3/2022	27.325	28.698	30.134	31.649	33.244	35.205	35.505	35.605	35.705	35.805
		6/26/2023	27.837	29.236	30.699	32.242	33.867	35.865	36.165	36.265	36.365	36.465
		10/2/2023	28.394	29.821	31.313	32.887	34.544	36.582	36.882	36.982	37.082	37.182
		9/30/2024	28.962	30.417	31.939	33.545	35.235	37.314	37.614	37.714	37.814	37.914
LD PHARMACY ASST	20565	10/4/2021	23.405	24.579	25.818	27.112	28.475	30.161	30.461	30.561	30.661	30.761
		6/27/2022	23.545	24.726	25.973	27.274	28.646	30.342	30.642	30.742	30.842	30.942
		10/3/2022	24.251	25.468	26.752	28.092	29.505	31.252	31.552	31.652	31.752	31.852
		6/26/2023	25.767	27.060	28.424	29.848	31.349	33.205	33.505	33.605	33.705	33.805
		10/2/2023	26.282	27.601	28.992	30.445	31.976	33.869	34.169	34.269	34.369	34.469
		9/30/2024	26.808	28.153	29.572	31.054	32.616	34.546	34.846	34.946	35.046	35.146
REG RELEASE OF INFO REP	21076	10/4/2021	25.856	27.155	28.526	29.951	31.459	33.033	33.333	33.433	33.533	33.633
		6/27/2022	28.438	29.867	31.375	32.942	34.601	36.332	36.632	36.732	36.832	36.932
		10/3/2022	29.291	30.763	32.316	33.930	35.639	37.422	37.722	37.822	37.922	38.022
		6/26/2023	29.778	31.274	32.853	34.494	36.232	38.044	38.344	38.444	38.544	38.644
		10/2/2023	30.374	31.899	33.510	35.184	36.957	38.805	39.105	39.205	39.305	39.405
		9/30/2024	30.981	32.537	34.180	35.888	37.696	39.581	39.881	39.981	40.081	40.181

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID 01 STEP 1 START</b>	<b>PAY ID 03 STEP 2 6 MO</b>	<b>PAY ID 05 STEP 3 1 YR</b>	<b>PAY ID 08 STEP 4 2 YR</b>	<b>PAY ID 09 STEP 5 3 YR</b>	<b>PAY ID 11 STEP 6 5 YR</b>	<b>10 YR LNG</b>	<b>15 YR LNG</b>	<b>20 YR LNG</b>	<b>25 YR LNG</b>
REGL HOS OUTPATIENT CODER	21124	10/4/2021	35.522	37.301	39.170	41.134	43.204	46.498	46.798	46.898	46.998	47.098
		6/27/2022	36.672	38.508	40.438	42.465	44.602	48.003	48.303	48.403	48.503	48.603
		10/3/2022	37.772	39.663	41.651	43.739	45.940	49.443	49.743	49.843	49.943	50.043
		6/26/2023	38.572	40.503	42.533	44.665	46.913	50.490	50.790	50.890	50.990	51.090
		10/2/2023	39.343	41.313	43.384	45.558	47.851	51.500	51.800	51.900	52.000	52.100
		9/30/2024	40.130	42.139	44.252	46.469	48.808	52.530	52.830	52.930	53.030	53.130
SR HEALTHPLAN REP	18221	10/4/2021	26.707	27.656	28.625	29.650	30.391	31.144	31.444	31.544	31.644	31.744
		6/27/2022	28.077	29.074	30.093	31.171	31.950	32.741	33.041	33.141	33.241	33.341
		10/3/2022	28.919	29.946	30.996	32.106	32.909	33.723	34.023	34.123	34.223	34.323
		6/26/2023	29.622	30.674	31.749	32.886	33.709	34.543	34.843	34.943	35.043	35.143
		10/2/2023	30.214	31.287	32.384	33.544	34.383	35.234	35.534	35.634	35.734	35.834
		9/30/2024	30.818	31.913	33.032	34.215	35.071	35.939	36.239	36.339	36.439	36.539
DIETARY CASHIER	20524	10/4/2021	21.836	22.944	24.096	25.304	26.584	28.146	28.446	28.546	28.646	28.746
DIET CLERK	20421	10/3/2022	22.491	23.632	24.819	26.063	27.382	28.990	29.290	29.390	29.490	29.590
		6/26/2023	22.681	23.832	25.029	26.283	27.613	29.235	29.535	29.635	29.735	29.835
		10/2/2023	23.135	24.309	25.530	26.809	28.165	29.820	30.120	30.220	30.320	30.420
		9/30/2024	23.598	24.795	26.041	27.345	28.728	30.416	30.716	30.816	30.916	31.016

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
MEMBER HEALTH EDUCATION CLERK	24860	10/4/2021	23.046	24.209	25.421	26.700	28.042	29.698	29.998	30.098	30.198	30.298
		10/3/2022	23.737	24.935	26.184	27.501	28.883	30.589	30.889	30.989	31.089	31.189
		6/26/2023	24.390	25.621	26.904	28.257	29.677	31.430	31.730	31.830	31.930	32.030
		10/2/2023	24.878	26.133	27.442	28.822	30.271	32.059	32.359	32.459	32.559	32.659
		9/30/2024	25.376	26.656	27.991	29.398	30.876	32.700	33.000	33.100	33.200	33.300
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ORTHOPEDIC LIAISON	20625	10/4/2021	23.405	24.579	25.818	27.112	28.475	30.161	30.461	30.561	30.661	30.761
PATIENT SUPPORT REPRESENTATIVE I	20677	10/3/2022	24.107	25.316	26.593	27.925	29.329	31.066	31.366	31.466	31.566	31.666
PROCUREMENT CLERK	20951	6/26/2023	24.406	25.630	26.923	28.271	29.693	31.451	31.751	31.851	31.951	32.051
RECORDS CLERK III	20255	10/2/2023	24.894	26.143	27.461	28.836	30.287	32.080	32.380	32.480	32.580	32.680
		9/30/2024	25.392	26.666	28.010	29.413	30.893	32.722	33.022	33.122	33.222	33.322
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MASTER SCHEDULER	20002	10/4/2021	23.876	25.079	26.337	27.656	29.054	30.764	31.064	31.164	31.264	31.364
		10/3/2022	24.592	25.831	27.127	28.486	29.926	31.687	31.987	32.087	32.187	32.287
		6/26/2023	25.566	26.854	28.202	29.615	31.112	32.942	33.242	33.342	33.442	33.542
		10/2/2023	26.077	27.391	28.766	30.207	31.734	33.601	33.901	34.001	34.101	34.201
		9/30/2024	26.599	27.939	29.341	30.811	32.369	34.273	34.573	34.673	34.773	34.873
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PATIENT SUPPORT REPRESENTATIVE II	20678	10/4/2021	24.850	26.099	27.405	28.783	30.234	32.017	32.317	32.417	32.517	32.617
		10/3/2022	25.596	26.882	28.227	29.646	31.141	32.978	33.278	33.378	33.478	33.578
		6/26/2023	25.913	27.215	28.577	30.013	31.527	33.387	33.687	33.787	33.887	33.987
		10/2/2023	26.431	27.759	29.149	30.613	32.158	34.055	34.355	34.455	34.555	34.655
		9/30/2024	26.960	28.314	29.732	31.225	32.801	34.736	35.036	35.136	35.236	35.336

**U.S.W.A., LOCAL 7600**

**CLERICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01	03	05	08	09	11				
			STEP 1 START	STEP 2 6 MO	STEP 3 1 YR	STEP 4 2 YR	STEP 5 3 YR	STEP 6 5 YR				
CERTIFIED HC INTERPRETER (ONE LANGUAGE)	21057	10/4/2021	25.856	27.155	28.526	29.951	31.459	33.033	33.333	33.433	33.533	33.633
		10/3/2022	26.632	27.970	29.382	30.850	32.403	34.024	34.324	34.424	34.524	34.624
		6/26/2023	30.876	32.427	34.064	35.766	37.567	39.446	39.746	39.846	39.946	40.046
		10/2/2023	31.494	33.076	34.745	36.481	38.318	40.235	40.535	40.635	40.735	40.835
		9/30/2024	32.124	33.738	35.440	37.211	39.084	41.040	41.340	41.440	41.540	41.640
MSCC DEPARTMENT CLERK UNIT SECRETARY	21062 20475	10/4/2021	23.046	24.209	25.421	26.700	28.042	29.698	29.998	30.098	30.198	30.298
		10/3/2022	23.737	24.935	26.184	27.501	28.883	30.589	30.889	30.989	31.089	31.189
		6/26/2023	23.917	25.124	26.383	27.710	29.102	30.821	31.121	31.221	31.321	31.421
		10/2/2023	24.395	25.626	26.911	28.264	29.684	31.437	31.737	31.837	31.937	32.037
		9/30/2024	24.883	26.139	27.449	28.829	30.278	32.066	32.366	32.466	32.566	32.666
LEAD REGIONAL WAREHOUSE CHARTROOM CLERK	24591	10/4/2021	24.850	26.099	27.405	28.783	30.234	32.017	32.317	32.417	32.517	32.617
		10/3/2022	25.596	26.882	28.227	29.646	31.141	32.978	33.278	33.378	33.478	33.578
		6/26/2023	26.007	27.314	28.680	30.122	31.641	33.508	33.808	33.908	34.008	34.108
		10/2/2023	26.527	27.860	29.254	30.724	32.274	34.178	34.478	34.578	34.678	34.778
		9/30/2024	27.058	28.417	29.839	31.338	32.919	34.862	35.162	35.262	35.362	35.462
REG ABSENCE DOC SVCS REP	21092	10/4/2021	25.856	27.155	28.526	29.951	31.459	33.033	33.333	33.433	33.533	33.633
		10/3/2022	26.632	27.970	29.382	30.850	32.403	34.024	34.324	34.424	34.524	34.624
		6/26/2023	29.920	31.423	33.009	34.658	36.403	38.224	38.524	38.624	38.724	38.824
		10/2/2023	30.518	32.051	33.669	35.351	37.131	38.988	39.288	39.388	39.488	39.588
		9/30/2024	31.128	32.692	34.342	36.058	37.874	39.768	40.068	40.168	40.268	40.368



**U.S.W.A., LOCAL 7600**

**EQUIPMENT SERVICES  
COMMUNITY BASED STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID 01 STEP 1 START</b>	<b>PAY ID 03 STEP 2 6 MO</b>	<b>PAY ID 05 STEP 3 1 YR</b>	<b>PAY ID 08 STEP 4 2 YR</b>	<b>PAY ID 09 STEP 5 3 YR</b>	<b>PAY ID 11 STEP 6 5 YR</b>	<b>10 YR LNG</b>	<b>15 YR LNG</b>	<b>20 YR LNG</b>	<b>25 YR LNG</b>
LOCKSMITH	47935	10/4/2021	26.231	27.086	28.990	31.028	33.209	35.544	35.844	35.944	36.044	36.144
		10/3/2022	27.018	27.899	29.860	31.959	34.205	36.610	36.910	37.010	37.110	37.210
		10/2/2023	27.558	28.457	30.457	32.598	34.889	37.342	37.642	37.742	37.842	37.942
		9/30/2024	28.109	29.026	31.066	33.250	35.587	38.089	38.389	38.489	38.589	38.689
MAINTENANCE ATTENDANT	47936	10/4/2021	27.009	28.369	29.788	31.291	33.479	35.527	35.827	35.927	36.027	36.127
		10/3/2022	27.819	29.220	30.682	32.230	34.483	36.593	36.893	36.993	37.093	37.193
		10/2/2023	28.375	29.804	31.296	32.875	35.173	37.325	37.625	37.725	37.825	37.925
		9/30/2024	28.943	30.400	31.922	33.533	35.876	38.072	38.372	38.472	38.572	38.672
PLANT ENGINEER I	47938	10/4/2021	28.772	30.211	31.728	33.325	35.791	38.115	38.415	38.515	38.615	38.715
		10/3/2022	29.635	31.117	32.680	34.325	36.865	39.258	39.558	39.658	39.758	39.858
		10/2/2023	30.228	31.739	33.334	35.012	37.602	40.043	40.343	40.443	40.543	40.643
		9/30/2024	30.833	32.374	34.001	35.712	38.354	40.844	41.144	41.244	41.344	41.444
BIOMEDICAL EQUIPMENT TECH (BMET)	40165	10/4/2021	36.472	38.297	40.222	42.243	45.358	47.840	48.140	48.240	48.340	48.440
PLANT ENGINEER II	40162	10/3/2022	37.566	39.446	41.429	43.510	46.719	49.275	49.575	49.675	49.775	49.875
		10/2/2023	38.317	40.235	42.258	44.380	47.653	50.261	50.561	50.661	50.761	50.861
		9/30/2024	39.083	41.040	43.103	45.268	48.606	51.266	51.566	51.666	51.766	51.866

**U.S.W.A., LOCAL 7600**

**EQUIPMENT SERVICES  
COMMUNITY BASED STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID 01 STEP 1 START</b>	<b>PAY ID 03 STEP 2 6 MO</b>	<b>PAY ID 05 STEP 3 1 YR</b>	<b>PAY ID 08 STEP 4 2 YR</b>	<b>PAY ID 09 STEP 5 3 YR</b>	<b>PAY ID 11 STEP 6 5 YR</b>	<b>10 YR LNG</b>	<b>15 YR LNG</b>	<b>20 YR LNG</b>	<b>25 YR LNG</b>
CERT BIOMED EQUIP TECH (CBMET)	40167	10/4/2021	37.951	39.860	41.856	43.950	47.153	49.676	49.976	50.076	50.176	50.276
PLANT ENGINEER III	40163	10/3/2022	39.090	41.056	43.112	45.269	48.568	51.166	51.466	51.566	51.666	51.766
		10/2/2023	39.872	41.877	43.974	46.174	49.539	52.189	52.489	52.589	52.689	52.789
		9/30/2024	40.669	42.715	44.853	47.097	50.530	53.233	53.533	53.633	53.733	53.833
LD BIOMED EQUIP TECH	40169	10/4/2021	41.058	43.118	45.285	47.552	51.009	53.738	54.038	54.138	54.238	54.338
LEAD PLANT ENGINEER	40164	10/3/2022	42.290	44.412	46.644	48.979	52.539	55.350	55.650	55.750	55.850	55.950
		10/2/2023	43.136	45.300	47.577	49.959	53.590	56.457	56.757	56.857	56.957	57.057
		9/30/2024	43.999	46.206	48.529	50.958	54.662	57.586	57.886	57.986	58.086	58.186

**U.S.W.A., LOCAL 7600**

**TECHNICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
LABORATORY AIDE	30039	10/4/2021	22.044	23.160	24.320	25.545	26.826	29.057	29.357	29.457	29.557	29.657
		10/3/2022	22.705	23.855	25.050	26.311	27.631	29.929	30.229	30.329	30.429	30.529
		10/2/2023	23.159	24.332	25.551	26.837	28.184	30.528	30.828	30.928	31.028	31.128
		9/30/2024	23.622	24.819	26.062	27.374	28.748	31.139	31.439	31.539	31.639	31.739
EKG TECHNICIAN I MONITOR TECHNICIAN	30174 30172	10/4/2021	22.414	23.539	24.723	25.962	27.264	29.524	29.824	29.924	30.024	30.124
		10/3/2022	23.086	24.245	25.465	26.741	28.082	30.410	30.710	30.810	30.910	31.010
		10/2/2023	23.548	24.730	25.974	27.276	28.644	31.018	31.318	31.418	31.518	31.618
		9/30/2024	24.019	25.225	26.493	27.822	29.217	31.638	31.938	32.038	32.138	32.238
CENTRAL PROCESSING AIDE CENTRAL SERVICE TECH OPERATING ROOM AIDE PATHOLOGY ASSISTANT	30490 36850 36890 35591	10/4/2021	22.779	23.919	25.122	26.381	27.706	29.972	30.272	30.372	30.472	30.572
		10/3/2022	23.462	24.637	25.876	27.172	28.537	30.871	31.171	31.271	31.371	31.471
		10/2/2023	23.931	25.130	26.394	27.715	29.108	31.488	31.788	31.888	31.988	32.088
		9/30/2024	24.410	25.633	26.922	28.269	29.690	32.118	32.418	32.518	32.618	32.718
MORGUE ATTENDANT	36802	10/4/2021	23.259	24.437	25.655	26.950	28.299	30.727	31.027	31.127	31.227	31.327
		10/3/2022	23.957	25.170	26.425	27.759	29.148	31.649	31.949	32.049	32.149	32.249
		10/2/2023	24.436	25.673	26.954	28.314	29.731	32.282	32.582	32.682	32.782	32.882
		9/30/2024	24.925	26.186	27.493	28.880	30.326	32.928	33.228	33.328	33.428	33.528

**U.S.W.A., LOCAL 7600**

**TECHNICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
HISTOLOGY TECHNICIAN	30058	10/4/2021	23.621	24.811	26.058	27.375	28.745	31.184	31.484	31.584	31.684	31.784
LEAD CENTRAL SERVICE TECH	36849	10/3/2022	24.330	25.555	26.840	28.196	29.607	32.120	32.420	32.520	32.620	32.720
SR. OPERATING RM AIDE	36889	10/2/2023	24.817	26.066	27.377	28.760	30.199	32.762	33.062	33.162	33.262	33.362
STERILE PROCESSING TECH	30491	9/30/2024	25.313	26.587	27.925	29.335	30.803	33.417	33.717	33.817	33.917	34.017
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OUTPATIENT PHARM TECH	40176	10/4/2021	24.000	25.201	26.470	27.797	29.195	31.639	31.939	32.039	32.139	32.239
		6/27/2022	25.026	26.278	27.601	28.985	30.443	32.991	33.291	33.391	33.491	33.591
		10/3/2022	25.777	27.066	28.429	29.855	31.356	33.981	34.281	34.381	34.481	34.581
		6/26/2023	26.304	27.619	29.010	30.465	31.997	34.675	34.975	35.075	35.175	35.275
		10/2/2023	26.830	28.171	29.590	31.074	32.637	35.369	35.669	35.769	35.869	35.969
		9/30/2024	27.367	28.734	30.182	31.695	33.290	36.076	36.376	36.476	36.576	36.676
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LEAD STERILE PROCESSING TECH	30492	10/4/2021	24.360	25.583	26.873	28.218	29.634	32.108	32.408	32.508	32.608	32.708
PATHOLOGY TECH	35575	10/3/2022	25.091	26.350	27.679	29.065	30.523	33.071	33.371	33.471	33.571	33.671
		10/2/2023	25.593	26.877	28.233	29.646	31.133	33.732	34.032	34.132	34.232	34.332
		9/30/2024	26.105	27.415	28.798	30.239	31.756	34.407	34.707	34.807	34.907	35.007
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RADIOLOGY PROCESSOR SERV TECH	30120	10/4/2021	24.725	25.967	27.268	28.646	30.078	32.561	32.861	32.961	33.061	33.161
RESPIRATORY CARE TECHNICIAN	35734	10/3/2022	25.467	26.746	28.086	29.505	30.980	33.538	33.838	33.938	34.038	34.138
UROLOGY TECHNICIAN	30204	10/2/2023	25.976	27.281	28.648	30.095	31.600	34.209	34.509	34.609	34.709	34.809
		9/30/2024	26.496	27.827	29.221	30.697	32.232	34.893	35.193	35.293	35.393	35.493

**U.S.W.A., LOCAL 7600**

**TECHNICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
INPATIENT PHARMACY TECHNICIAN	40175	10/4/2021	25.590	26.875	28.223	29.639	31.122	33.817	34.117	34.217	34.317	34.417
		6/27/2022	25.750	27.043	28.399	29.824	31.316	34.028	34.328	34.428	34.528	34.628
		10/3/2022	26.523	27.854	29.251	30.719	32.255	35.049	35.349	35.449	35.549	35.649
		6/26/2023	27.135	28.497	29.926	31.428	33.000	35.858	36.158	36.258	36.358	36.458
		10/2/2023	27.678	29.067	30.525	32.057	33.660	36.575	36.875	36.975	37.075	37.175
		9/30/2024	28.232	29.648	31.136	32.698	34.333	37.307	37.607	37.707	37.807	37.907
CARDIAC EXERCISE TECHNICIAN	36994	10/4/2021	26.332	27.652	29.040	30.496	32.029	34.739	35.039	35.139	35.239	35.339
AMBULATORY ONCOLOGY PHARM TEC	30808	10/3/2022	27.122	28.482	29.911	31.411	32.990	35.781	36.081	36.181	36.281	36.381
		10/2/2023	27.664	29.052	30.509	32.039	33.650	36.497	36.797	36.897	36.997	37.097
		9/30/2024	28.217	29.633	31.119	32.680	34.323	37.227	37.527	37.627	37.727	37.827
CERTIFIED ANESTHESIA TECH	30801	10/4/2021	26.703	28.046	29.453	30.934	32.490	35.201	35.501	35.601	35.701	35.801
		6/27/2022	31.196	32.765	34.409	36.139	37.957	41.124	41.424	41.524	41.624	41.724
		10/3/2022	32.132	33.748	35.441	37.223	39.096	42.358	42.658	42.758	42.858	42.958
		6/26/2023	32.535	34.171	35.886	37.690	39.587	42.889	43.189	43.289	43.389	43.489
		10/2/2023	33.186	34.854	36.604	38.444	40.379	43.747	44.047	44.147	44.247	44.347
		9/30/2024	33.850	35.551	37.336	39.213	41.187	44.622	44.922	45.022	45.122	45.222

**U.S.W.A., LOCAL 7600**

**TECHNICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
PULMONARY FUNCTION TECH	30467	10/4/2021	36.221	38.038	39.944	43.218	46.011	48.315	48.615	48.715	48.815	48.915
		10/3/2022	37.308	39.179	41.142	44.515	47.391	49.764	50.064	50.164	50.264	50.364
		10/2/2023	38.054	39.963	41.965	45.405	48.339	50.759	51.059	51.159	51.259	51.359
		9/30/2024	38.815	40.762	42.804	46.313	49.306	51.774	52.074	52.174	52.274	52.374
SENIOR PULMONARY FUNCTION TECH	30468	10/4/2021	37.230	39.093	41.052	44.401	45.211	49.632	49.932	50.032	50.132	50.232
		10/3/2022	38.347	40.266	42.284	45.733	46.567	51.121	51.421	51.521	51.621	51.721
		10/2/2023	39.114	41.071	43.130	46.648	47.498	52.143	52.443	52.543	52.643	52.743
		9/30/2024	39.896	41.892	43.993	47.581	48.448	53.186	53.486	53.586	53.686	53.786
OUTPATIENT PHAR TECH TRAINEE	40177	10/4/2021	22.565	25.201	26.468							
		10/3/2022	23.242	25.957	27.262							
		6/26/2023	24.989	27.619	29.010							
		10/2/2023	25.489	28.171	29.590							
		9/30/2024	25.999	28.734	30.182							
PATHOLOGY TISSUE TECH	30829	10/4/2021	32.031	33.524	35.096	36.735	38.472	41.558	41.858	41.958	42.058	42.158
		6/27/2022	35.853	37.524	39.283	41.118	43.062	46.516	46.816	46.916	47.016	47.116
		10/3/2022	36.929	38.650	40.461	42.352	44.354	47.911	48.211	48.311	48.411	48.511
		6/26/2023	37.498	39.246	41.085	43.005	45.038	48.649	48.949	49.049	49.149	49.249
		10/2/2023	38.248	40.031	41.907	43.865	45.939	49.622	49.922	50.022	50.122	50.222
		9/30/2024	39.013	40.832	42.745	44.742	46.858	50.614	50.914	51.014	51.114	51.214

**U.S.W.A., LOCAL 7600**

**TECHNICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
CERT ANES TECHNOLOGIST	30917	10/4/2021	27.504	28.887	30.337	31.862	33.465	36.257	36.557	36.657	36.757	36.857
		6/27/2022	31.461	33.043	34.702	36.446	38.280	41.474	41.774	41.874	41.974	42.074
		10/3/2022	32.405	34.034	35.743	37.539	39.428	42.718	43.018	43.118	43.218	43.318
		6/26/2023	32.857	34.509	36.242	38.063	39.978	43.314	43.614	43.714	43.814	43.914
		10/2/2023	33.514	35.199	36.967	38.824	40.778	44.180	44.480	44.580	44.680	44.780
		9/30/2024	34.184	35.903	37.706	39.600	41.594	45.064	45.364	45.464	45.564	45.664
EKG TECHNICIAN I	30174	10/4/2021	22.414	23.539	24.723	25.962	27.264	29.524	29.824	29.924	30.024	30.124
		6/27/2022	25.714	27.005	28.363	29.785	31.278	33.871	34.171	34.271	34.371	34.471
		10/3/2022	26.485	27.815	29.214	30.679	32.216	34.887	35.187	35.287	35.387	35.487
		10/2/2023	27.015	28.371	29.798	31.293	32.860	35.585	35.885	35.985	36.085	36.185
		9/30/2024	27.555	28.938	30.394	31.919	33.517	36.297	36.597	36.697	36.797	36.897
		DIAGNOSTIC IMAGING ASSISTANT PHLEBOTOMIST	30122 30049	10/4/2021	23.259	24.437	25.655	26.950	28.299	30.727	31.027	31.127
6/27/2022	24.183			25.408	26.675	28.021	29.424	31.948	32.248	32.348	32.448	32.548
10/3/2022	24.908			26.170	27.475	28.862	30.307	32.906	33.206	33.306	33.406	33.506
6/26/2023	25.423			26.711	28.043	29.459	30.934	33.587	33.887	33.987	34.087	34.187
10/2/2023	25.931			27.245	28.604	30.048	31.553	34.259	34.559	34.659	34.759	34.859
9/30/2024	26.450			27.790	29.176	30.649	32.184	34.944	35.244	35.344	35.444	35.544

**U.S.W.A., LOCAL 7600**

**TECHNICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
ANESTHESIA TECH	30313	10/4/2021	23.621	24.811	26.058	27.375	28.745	31.184	31.484	31.584	31.684	31.784
		6/27/2022	30.757	32.307	33.930	35.645	37.429	40.605	40.905	41.005	41.105	41.205
		10/3/2022	31.680	33.276	34.948	36.714	38.552	41.823	42.123	42.223	42.323	42.423
		6/26/2023	31.864	33.469	35.151	36.927	38.776	42.066	42.366	42.466	42.566	42.666
		10/2/2023	32.501	34.138	35.854	37.666	39.552	42.907	43.207	43.307	43.407	43.507
		9/30/2024	33.151	34.821	36.571	38.419	40.343	43.765	44.065	44.165	44.265	44.365
LEAD EKG TECHNICIAN	36709	10/4/2021	24.000	25.201	26.470	27.797	29.195	31.639	31.939	32.039	32.139	32.239
		6/27/2022	29.360	30.830	32.382	34.006	35.716	38.706	39.006	39.106	39.206	39.306
		10/3/2022	30.241	31.755	33.353	35.026	36.787	39.867	40.167	40.267	40.367	40.467
		6/26/2023	30.531	32.060	33.673	35.362	37.140	40.249	40.549	40.649	40.749	40.849
		10/2/2023	31.142	32.701	34.346	36.069	37.883	41.054	41.354	41.454	41.554	41.654
		9/30/2024	31.765	33.355	35.033	36.790	38.641	41.875	42.175	42.275	42.375	42.475
HEMODIALYSIS TECH	30206	10/4/2021	24.725	25.967	27.268	28.646	30.078	32.561	32.861	32.961	33.061	33.161
		6/27/2022	30.713	32.255	33.871	35.583	37.362	40.446	40.746	40.846	40.946	41.046
		10/3/2022	31.634	33.223	34.887	36.650	38.483	41.659	41.959	42.059	42.159	42.259
		6/26/2023	31.907	33.510	35.189	36.967	38.816	42.019	42.319	42.419	42.519	42.619
		10/2/2023	32.545	34.180	35.893	37.706	39.592	42.859	43.159	43.259	43.359	43.459
		9/30/2024	33.196	34.864	36.611	38.460	40.384	43.716	44.016	44.116	44.216	44.316



**U.S.W.A., LOCAL 7600**

**TECHNICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
AMBULATORY ONCOLOGY PHARM TEC	30808	10/4/2021	26.332	27.652	29.040	30.496	32.029	34.739	35.039	35.139	35.239	35.339
		6/27/2022	26.496	27.824	29.221	30.686	32.229	34.956	35.256	35.356	35.456	35.556
		10/3/2022	27.291	28.659	30.098	31.607	33.196	36.005	36.305	36.405	36.505	36.605
		10/2/2023	27.837	29.232	30.700	32.239	33.860	36.725	37.025	37.125	37.225	37.325
		9/30/2024	28.394	29.817	31.314	32.884	34.537	37.460	37.760	37.860	37.960	38.060
EKG TECHNICIAN II	30176	10/4/2021	23.259	24.437	25.655	26.950	28.299	30.727	31.027	31.127	31.227	31.327
		6/27/2022	27.900	29.313	30.774	32.328	33.946	36.859	37.159	37.259	37.359	37.459
		10/3/2022	28.737	30.192	31.697	33.298	34.964	37.965	38.265	38.365	38.465	38.565
		6/26/2023	29.048	30.519	32.040	33.659	35.343	38.376	38.676	38.776	38.876	38.976
		10/2/2023	29.629	31.129	32.681	34.332	36.050	39.144	39.444	39.544	39.644	39.744
		9/30/2024	30.222	31.752	33.335	35.019	36.771	39.927	40.227	40.327	40.427	40.527
LEAD OUTPATIENT PHARM TECH	40238	10/4/2021	24.725	25.967	27.268	28.646	30.078	32.561	32.861	32.961	33.061	33.161
		6/27/2022	25.782	27.077	28.433	29.870	31.363	33.953	34.253	34.353	34.453	34.553
		10/3/2022	26.555	27.889	29.286	30.766	32.304	34.972	35.272	35.372	35.472	35.572
		6/26/2023	27.098	28.459	29.884	31.395	32.964	35.687	35.987	36.087	36.187	36.287
		10/2/2023	27.640	29.028	30.482	32.023	33.623	36.401	36.701	36.801	36.901	37.001
		9/30/2024	28.193	29.609	31.092	32.663	34.295	37.129	37.429	37.529	37.629	37.729

**U.S.W.A., LOCAL 7600**

**TECHNICAL  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
OPTOMETRIC ASST	37043	10/4/2021	24.725	25.967	27.268	28.646	30.078	32.561	32.861	32.961	33.061	33.161
		10/3/2022	25.467	26.746	28.086	29.505	30.980	33.538	33.838	33.938	34.038	34.138
		6/26/2023	25.555	26.839	28.183	29.607	31.087	33.654	33.954	34.054	34.154	34.254
		10/2/2023	26.066	27.376	28.747	30.199	31.709	34.327	34.627	34.727	34.827	34.927
		9/30/2024	26.587	27.924	29.322	30.803	32.343	35.014	35.314	35.414	35.514	35.614

**U.S.W.A., LOCAL 7600**

**SUPPORT SERVICES  
COMMUNITY BASED STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID 01 STEP 1 START</b>	<b>PAY ID 03 STEP 2 6 MO</b>	<b>PAY ID 05 STEP 3 1 YR</b>	<b>PAY ID 08 STEP 4 2 YR</b>	<b>PAY ID 09 STEP 5 3 YR</b>	<b>PAY ID 11 STEP 6 5 YR</b>	<b>10 YR LNG</b>	<b>15 YR LNG</b>	<b>20 YR LNG</b>	<b>25 YR LNG</b>
LAB ATTENDANT	35580	10/4/2021	18.142	19.054	20.011	21.019	22.166	23.188	23.488	23.588	23.688	23.788
SUPPLY ATTENDANT	47841	10/3/2022	18.686	19.626	20.611	21.650	22.831	23.884	24.184	24.284	24.384	24.484
		10/2/2023	19.060	20.019	21.023	22.083	23.288	24.362	24.662	24.762	24.862	24.962
		9/30/2024	19.441	20.419	21.443	22.525	23.754	24.849	25.149	25.249	25.349	25.449
DIETARY AIDE	45444	10/4/2021	18.455	19.383	20.364	21.388	22.464	23.594	23.894	23.994	24.094	24.194
HOUSEKEEPING ATTENDANT	40140	10/3/2022	19.009	19.964	20.975	22.030	23.138	24.302	24.602	24.702	24.802	24.902
KITCHEN PORTER	45422	10/2/2023	19.389	20.363	21.395	22.471	23.601	24.788	25.088	25.188	25.288	25.388
LINEN ROOM ATTENDANT	40145	9/30/2024	19.777	20.770	21.823	22.920	24.073	25.284	25.584	25.684	25.784	25.884
APPAREL ATTENDANT	47857	10/4/2021	18.768	19.714	20.702	21.746	22.840	23.988	24.288	24.388	24.488	24.588
DIETARY STOREROOM WORKER	45442	10/3/2022	19.331	20.305	21.323	22.398	23.525	24.708	25.008	25.108	25.208	25.308
		10/2/2023	19.718	20.711	21.749	22.846	23.996	25.202	25.502	25.602	25.702	25.802
		9/30/2024	20.112	21.125	22.184	23.303	24.476	25.706	26.006	26.106	26.206	26.306
LEAD DIETARY AIDE	45445	10/4/2021	19.090	20.050	21.056	22.118	23.225	24.397	24.697	24.797	24.897	24.997
LEAD LINEN ROOM ATTENDANT	47859	10/3/2022	19.663	20.652	21.688	22.782	23.922	25.129	25.429	25.529	25.629	25.729
STOREROOM CLERK	40050	10/2/2023	20.056	21.065	22.122	23.238	24.400	25.632	25.932	26.032	26.132	26.232
		9/30/2024	20.457	21.486	22.564	23.703	24.888	26.145	26.445	26.545	26.645	26.745

**U.S.W.A., LOCAL 7600**

**SUPPORT SERVICES  
COMMUNITY BASED STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID 01 STEP 1 START</b>	<b>PAY ID 03 STEP 2 6 MO</b>	<b>PAY ID 05 STEP 3 1 YR</b>	<b>PAY ID 08 STEP 4 2 YR</b>	<b>PAY ID 09 STEP 5 3 YR</b>	<b>PAY ID 11 STEP 6 5 YR</b>	<b>10 YR LNG</b>	<b>15 YR LNG</b>	<b>20 YR LNG</b>	<b>25 YR LNG</b>
LEAD DIETARY STOREROOM WORKER	45443	10/4/2021	19.401	20.379	21.401	22.476	23.609	24.788	25.088	25.188	25.288	25.388
LEAD ROP DIETARY AIDE	40250	10/3/2022	19.983	20.990	22.043	23.150	24.317	25.532	25.832	25.932	26.032	26.132
PATIENT SERVICE DRIVER	40127	10/2/2023	20.383	21.410	22.484	23.613	24.803	26.043	26.343	26.443	26.543	26.643
		9/30/2024	20.791	21.838	22.934	24.085	25.299	26.564	26.864	26.964	27.064	27.164
STOREROOM WORKER	40045	10/4/2021	19.716	20.713	21.747	22.846	23.989	25.194	25.494	25.594	25.694	25.794
TRANSPORTATION AIDE	40124	10/3/2022	20.307	21.334	22.399	23.531	24.709	25.950	26.250	26.350	26.450	26.550
		10/2/2023	20.713	21.761	22.847	24.002	25.203	26.469	26.769	26.869	26.969	27.069
		9/30/2024	21.127	22.196	23.304	24.482	25.707	26.998	27.298	27.398	27.498	27.598
PERIOPERATIVE ASSISTANT	20953	10/4/2021	20.143	21.155	22.216	23.339	24.505	25.739	26.039	26.139	26.239	26.339
		10/3/2022	20.747	21.790	22.882	24.039	25.240	26.511	26.811	26.911	27.011	27.111
		6/26/2023	21.549	22.633	23.767	24.969	26.216	27.536	27.836	27.936	28.036	28.136
		10/2/2023	21.980	23.086	24.242	25.468	26.740	28.087	28.387	28.487	28.587	28.687
		9/30/2024	22.420	23.548	24.727	25.977	27.275	28.649	28.949	29.049	29.149	29.249
LEAD ROP COOK	40249	10/4/2021	20.454	21.484	22.559	23.696	24.895	26.146	26.446	26.546	26.646	26.746
LEAD TRANSPORTATION AIDE	47711	10/3/2022	21.068	22.129	23.236	24.407	25.642	26.930	27.230	27.330	27.430	27.530
OPERATING ROOM CORE ASST	36896	10/2/2023	21.489	22.572	23.701	24.895	26.155	27.469	27.769	27.869	27.969	28.069
PHARMACY STOCK CLERK	20564	9/30/2024	21.919	23.023	24.175	25.393	26.678	28.018	28.318	28.418	28.518	28.618

**U.S.W.A., LOCAL 7600**

**SUPPORT SERVICES  
COMMUNITY BASED STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID 01 STEP 1 START</b>	<b>PAY ID 03 STEP 2 6 MO</b>	<b>PAY ID 05 STEP 3 1 YR</b>	<b>PAY ID 08 STEP 4 2 YR</b>	<b>PAY ID 09 STEP 5 3 YR</b>	<b>PAY ID 11 STEP 6 5 YR</b>	<b>10 YR LNG</b>	<b>15 YR LNG</b>	<b>20 YR LNG</b>	<b>25 YR LNG</b>
REGIONAL TRUCK DRIVER	47712	10/4/2021	21.082	22.142	23.258	24.430	25.653	26.948	27.248	27.348	27.448	27.548
		10/3/2022	21.714	22.806	23.956	25.163	26.423	27.756	28.056	28.156	28.256	28.356
		10/2/2023	22.148	23.262	24.435	25.666	26.951	28.311	28.611	28.711	28.811	28.911
		9/30/2024	22.591	23.727	24.924	26.179	27.490	28.877	29.177	29.277	29.377	29.477
SUPPLY CHAIN TECH	40246	10/4/2021	23.629	24.816	26.066	27.379	28.753	30.199	30.499	30.599	30.699	30.799
		10/3/2022	24.338	25.560	26.848	28.200	29.616	31.105	31.405	31.505	31.605	31.705
		10/2/2023	24.825	26.071	27.385	28.764	30.208	31.727	32.027	32.127	32.227	32.327
		9/30/2024	25.322	26.592	27.933	29.339	30.812	32.362	32.662	32.762	32.862	32.962
MAIL ROOM MESSENGER	24072	10/4/2021	18.768	19.714	20.702	21.746	22.840	23.988	24.288	24.388	24.488	24.588
		6/27/2022	20.350	21.375	22.447	23.579	24.765	26.010	26.310	26.410	26.510	26.610
		10/3/2022	20.961	22.016	23.120	24.286	25.508	26.790	27.090	27.190	27.290	27.390
		6/26/2023	21.330	22.404	23.527	24.714	25.957	27.262	27.562	27.662	27.762	27.862
		10/2/2023	21.757	22.852	23.998	25.208	26.476	27.807	28.107	28.207	28.307	28.407
		9/30/2024	22.192	23.309	24.478	25.712	27.006	28.363	28.663	28.763	28.863	28.963

**U.S.W.A., LOCAL 7600**

**SUPPORT SERVICES  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
COURIER	20048	10/4/2021	19.401	20.379	21.401	22.476	23.609	24.788	25.088	25.188	25.288	25.388
		6/27/2022	20.305	21.329	22.398	23.524	24.709	25.943	26.243	26.343	26.443	26.543
		10/3/2022	20.914	21.969	23.070	24.230	25.450	26.721	27.021	27.121	27.221	27.321
		6/26/2023	22.010	23.120	24.279	25.500	26.783	28.121	28.421	28.521	28.621	28.721
		10/2/2023	22.450	23.582	24.765	26.010	27.319	28.683	28.983	29.083	29.183	29.283
		9/30/2024	22.899	24.054	25.260	26.530	27.865	29.257	29.557	29.657	29.757	29.857
SHIPPING/RECEIVING CLERK	40053	10/4/2021	20.143	21.155	22.216	23.339	24.505	25.739	26.039	26.139	26.239	26.339
		6/27/2022	20.890	21.940	23.040	24.205	25.414	26.694	26.994	27.094	27.194	27.294
		10/3/2022	21.517	22.598	23.731	24.931	26.176	27.495	27.795	27.895	27.995	28.095
		6/26/2023	21.966	23.069	24.226	25.451	26.722	28.068	28.368	28.468	28.568	28.668
		10/2/2023	22.405	23.530	24.711	25.960	27.256	28.629	28.929	29.029	29.129	29.229
		9/30/2024	22.853	24.001	25.205	26.479	27.801	29.202	29.502	29.602	29.702	29.802
LEAD STOREROOM WORKER	40239	10/4/2021	20.454	21.484	22.559	23.696	24.895	26.146	26.446	26.546	26.646	26.746
		6/27/2022	20.560	21.595	22.676	23.818	25.024	26.281	26.581	26.681	26.781	26.881
		10/3/2022	21.177	22.243	23.356	24.533	25.775	27.069	27.369	27.469	27.569	27.669
		10/2/2023	21.601	22.688	23.823	25.024	26.291	27.610	27.910	28.010	28.110	28.210
		9/30/2024	22.033	23.142	24.299	25.524	26.817	28.162	28.462	28.562	28.662	28.762

**U.S.W.A., LOCAL 7600**

**SUPPORT SERVICES  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
GRILL COOK	40117	10/4/2021	19.401	20.379	21.401	22.476	23.609	24.788	25.088	25.188	25.288	25.388
		6/27/2022	19.496	20.479	21.506	22.586	23.725	24.909	25.209	25.309	25.409	25.509
		10/3/2022	20.081	21.093	22.151	23.264	24.437	25.656	25.956	26.056	26.156	26.256
		6/26/2023	20.547	21.583	22.666	23.804	25.005	26.252	26.552	26.652	26.752	26.852
		10/2/2023	20.958	22.015	23.119	24.280	25.505	26.777	27.077	27.177	27.277	27.377
		9/30/2024	21.377	22.455	23.581	24.766	26.015	27.313	27.613	27.713	27.813	27.913
FIRST COOK	40110	10/4/2021	20.143	21.155	22.216	23.339	24.505	25.739	26.039	26.139	26.239	26.339
		6/27/2022	22.120	23.232	24.397	25.630	26.910	28.265	28.565	28.665	28.765	28.865
		10/3/2022	22.784	23.929	25.129	26.399	27.717	29.113	29.413	29.513	29.613	29.713
		6/26/2023	23.165	24.330	25.550	26.841	28.181	29.600	29.900	30.000	30.100	30.200
		10/2/2023	23.628	24.817	26.061	27.378	28.745	30.192	30.492	30.592	30.692	30.792
		9/30/2024	24.101	25.313	26.582	27.926	29.320	30.796	31.096	31.196	31.296	31.396
STOREROOM WORKER/DRIVER	40121	10/4/2021	20.143	21.155	22.216	23.339	24.505	25.739	26.039	26.139	26.239	26.339
		6/27/2022	20.247	21.264	22.331	23.460	24.632	25.872	26.172	26.272	26.372	26.472
		10/3/2022	20.854	21.902	23.001	24.164	25.371	26.648	26.948	27.048	27.148	27.248
		6/26/2023	21.338	22.410	23.535	24.725	25.960	27.267	27.567	27.667	27.767	27.867
		10/2/2023	21.765	22.858	24.006	25.220	26.479	27.812	28.112	28.212	28.312	28.412
		9/30/2024	22.200	23.315	24.486	25.724	27.009	28.368	28.668	28.768	28.868	28.968

**U.S.W.A., LOCAL 7600**

**SUPPORT SERVICES  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
LEAD HOUSEKEEPING ATTENDANT	47849	10/4/2021	19.090	20.050	21.056	22.118	23.225	24.397	24.697	24.797	24.897	24.997
		10/3/2022	19.663	20.652	21.688	22.782	23.922	25.129	25.429	25.529	25.629	25.729
		6/26/2023	19.796	20.792	21.835	22.936	24.084	25.299	25.599	25.699	25.799	25.899
		10/2/2023	20.192	21.208	22.272	23.395	24.566	25.805	26.105	26.205	26.305	26.405
		9/30/2024	20.596	21.632	22.717	23.863	25.057	26.321	26.621	26.721	26.821	26.921
RESPIRATORY CARE AIDE	35732	10/4/2021	19.090	20.050	21.056	22.118	23.225	24.397	24.697	24.797	24.897	24.997
		10/3/2022	19.663	20.652	21.688	22.782	23.922	25.129	25.429	25.529	25.629	25.729
		6/26/2023	23.349	24.524	25.754	27.053	28.407	29.840	30.140	30.240	30.340	30.440
		10/2/2023	23.816	25.014	26.269	27.594	28.975	30.437	30.737	30.837	30.937	31.037
		9/30/2024	24.292	25.514	26.794	28.146	29.555	31.046	31.346	31.446	31.546	31.646



**U.S.W.A., LOCAL 7600**

**PATIENT CARE  
COMMUNITY BASED STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID 01 STEP 1 START</b>	<b>PAY ID 03 STEP 2 6 MO</b>	<b>PAY ID 05 STEP 3 1 YR</b>	<b>PAY ID 08 STEP 4 2 YR</b>	<b>PAY ID 09 STEP 5 3 YR</b>	<b>PAY ID 11 STEP 6 5 YR</b>	<b>10 YR LNG</b>	<b>15 YR LNG</b>	<b>20 YR LNG</b>	<b>25 YR LNG</b>
JUNIOR ORTHOPEDIC TECH	30221	10/4/2021	22.779	23.919	25.122	26.381	27.706	29.972	30.272	30.372	30.472	30.572
		10/3/2022	23.462	24.637	25.876	27.172	28.537	30.871	31.171	31.271	31.371	31.471
		10/2/2023	23.931	25.130	26.394	27.715	29.108	31.488	31.788	31.888	31.988	32.088
		9/30/2024	24.410	25.633	26.922	28.269	29.690	32.118	32.418	32.518	32.618	32.718
MEDICAL ASSISTANT I	30164	10/4/2021	22.458	23.587	24.767	26.012	27.317	29.598	29.898	29.998	30.098	30.198
		10/3/2022	23.132	24.295	25.510	26.792	28.137	30.486	30.786	30.886	30.986	31.086
		10/2/2023	23.595	24.781	26.020	27.328	28.700	31.096	31.396	31.496	31.596	31.696
		9/30/2024	24.067	25.277	26.540	27.875	29.274	31.718	32.018	32.118	32.218	32.318
PATIENT CARE ASST TRAINEE PHYSICAL THERAPY AIDE II	36323 30028	10/4/2021	24.437	25.660	26.954	28.303	29.729	32.225	32.525	32.625	32.725	32.825
		10/3/2022	25.170	26.430	27.763	29.152	30.621	33.192	33.492	33.592	33.692	33.792
		10/2/2023	25.673	26.959	28.318	29.735	31.233	33.856	34.156	34.256	34.356	34.456
		9/30/2024	26.186	27.498	28.884	30.330	31.858	34.533	34.833	34.933	35.033	35.133

**U.S.W.A., LOCAL 7600**

**PATIENT CARE  
COMMUNITY BASED STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID 01 STEP 1 START</b>	<b>PAY ID 03 STEP 2 6 MO</b>	<b>PAY ID 05 STEP 3 1 YR</b>	<b>PAY ID 08 STEP 4 2 YR</b>	<b>PAY ID 09 STEP 5 3 YR</b>	<b>PAY ID 11 STEP 6 5 YR</b>	<b>10 YR LNG</b>	<b>15 YR LNG</b>	<b>20 YR LNG</b>	<b>25 YR LNG</b>
EMERGENCY ROOM TECHNICIAN	46770	10/4/2021	25.093	26.345	27.675	29.057	30.522	33.021	33.321	33.421	33.521	33.621
SURGICAL TECH	30845	10/3/2022	25.846	27.135	28.505	29.929	31.438	34.012	34.312	34.412	34.512	34.612
		10/2/2023	26.363	27.678	29.075	30.528	32.067	34.692	34.992	35.092	35.192	35.292
		9/30/2024	26.890	28.232	29.657	31.139	32.708	35.386	35.686	35.786	35.886	35.986
HOME HEALTH AIDE	36930	10/4/2021	25.181	26.439	27.775	29.168	30.632	33.163	33.463	33.563	33.663	33.763
PATIENT CARE ASST	30169	10/3/2022	25.936	27.232	28.608	30.043	31.551	34.158	34.458	34.558	34.658	34.758
REHABILITATION TECHNICIAN	36920	10/2/2023	26.455	27.777	29.180	30.644	32.182	34.841	35.141	35.241	35.341	35.441
TRAINED AIDE	36318	9/30/2024	26.984	28.333	29.764	31.257	32.826	35.538	35.838	35.938	36.038	36.138
MEDICAL ASSISTANT II	36320											
EMERGENCY CARE ASST	24929	10/4/2021	25.552	26.835	28.183	29.598	31.083	33.618	33.918	34.018	34.118	34.218
HEALTH APPRAISAL ASST	30318	10/3/2022	26.319	27.640	29.028	30.486	32.015	34.627	34.927	35.027	35.127	35.227
LIFT TECHNICIAN	30727	10/2/2023	26.845	28.193	29.609	31.096	32.655	35.320	35.620	35.720	35.820	35.920
MOBILITY TECH I	30827	9/30/2024	27.382	28.757	30.201	31.718	33.308	36.026	36.326	36.426	36.526	36.626
SENIOR TRAINED AIDE	36319											

**U.S.W.A., LOCAL 7600**

**PATIENT CARE  
COMMUNITY BASED STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID 01 STEP 1 START</b>	<b>PAY ID 03 STEP 2 6 MO</b>	<b>PAY ID 05 STEP 3 1 YR</b>	<b>PAY ID 08 STEP 4 2 YR</b>	<b>PAY ID 09 STEP 5 3 YR</b>	<b>PAY ID 11 STEP 6 5 YR</b>	<b>10 YR LNG</b>	<b>15 YR LNG</b>	<b>20 YR LNG</b>	<b>25 YR LNG</b>
MOBILITY TECH II	30828	10/4/2021	26.703	28.046	29.453	30.935	32.489	35.203	35.503	35.603	35.703	35.803
		10/3/2022	27.504	28.887	30.337	31.863	33.464	36.259	36.559	36.659	36.759	36.859
		10/2/2023	28.054	29.465	30.944	32.500	34.133	36.984	37.284	37.384	37.484	37.584
		9/30/2024	28.615	30.054	31.563	33.150	34.816	37.724	38.024	38.124	38.224	38.324
SENIOR ORTHOPEDIC TECH	30226	10/4/2021	25.960	27.260	28.632	30.062	31.576	34.275	34.575	34.675	34.775	34.875
LEAD MOBILITY TECH I	30833	10/3/2022	26.739	28.078	29.491	30.964	32.523	35.303	35.603	35.703	35.803	35.903
		10/2/2023	27.274	28.640	30.081	31.583	33.173	36.009	36.309	36.409	36.509	36.609
		9/30/2024	27.819	29.213	30.683	32.215	33.836	36.729	37.029	37.129	37.229	37.329
COGNITIVE REHAB TECHNICIAN	30730	10/4/2021	26.060	27.374	28.743	30.194	31.701	34.436	34.736	34.836	34.936	35.036
DIET TECHNICIAN	40088	10/3/2022	26.842	28.195	29.605	31.100	32.652	35.469	35.769	35.869	35.969	36.069
PODIATRY TECHNICIAN	40188	10/2/2023	27.379	28.759	30.197	31.722	33.305	36.178	36.478	36.578	36.678	36.778
		9/30/2024	27.927	29.334	30.801	32.356	33.971	36.902	37.202	37.302	37.402	37.502

**U.S.W.A., LOCAL 7600**

**PATIENT CARE  
COMMUNITY BASED STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID 01 STEP 1 START</b>	<b>PAY ID 03 STEP 2 6 MO</b>	<b>PAY ID 05 STEP 3 1 YR</b>	<b>PAY ID 08 STEP 4 2 YR</b>	<b>PAY ID 09 STEP 5 3 YR</b>	<b>PAY ID 11 STEP 6 5 YR</b>	<b>10 YR LNG</b>	<b>15 YR LNG</b>	<b>20 YR LNG</b>	<b>25 YR LNG</b>
LVN - OUTPATIENT (IV CERT)	30916	10/4/2021	28.850	30.011	31.214	32.468	34.105	36.667	36.967	37.067	37.167	37.267
		10/3/2022	29.716	30.911	32.150	33.442	35.128	37.767	38.067	38.167	38.267	38.367
		10/2/2023	30.310	31.529	32.793	34.111	35.831	38.522	38.822	38.922	39.022	39.122
		9/30/2024	30.916	32.160	33.449	34.793	36.548	39.292	39.592	39.692	39.792	39.892
LVN RETAIL	30862	10/4/2021	30.329	31.550	32.817	34.133	35.855	38.545	38.845	38.945	39.045	39.145
		6/27/2022	30.350	31.572	32.840	34.157	35.880	38.572	38.872	38.972	39.072	39.172
		10/3/2022	31.261	32.519	33.825	35.182	36.956	39.729	40.029	40.129	40.229	40.329
		6/26/2023	31.996	33.284	34.621	36.010	37.825	40.664	40.964	41.064	41.164	41.264
		10/2/2023	32.636	33.950	35.313	36.730	38.582	41.477	41.777	41.877	41.977	42.077
		9/30/2024	33.289	34.629	36.019	37.465	39.354	42.307	42.607	42.707	42.807	42.907
CHEMICAL DEPENDENCY RECOVERY COUNSELOR	36992	10/4/2021	29.805	31.300	32.872	34.511	36.245	39.333	39.633	39.733	39.833	39.933
		10/3/2022	30.699	32.239	33.858	35.546	37.332	40.513	40.813	40.913	41.013	41.113
		10/2/2023	31.313	32.884	34.535	36.257	38.079	41.323	41.623	41.723	41.823	41.923
		9/30/2024	31.939	33.542	35.226	36.982	38.841	42.149	42.449	42.549	42.649	42.749

**U.S.W.A., LOCAL 7600**

**PATIENT CARE  
COMMUNITY BASED STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID 01 STEP 1 START</b>	<b>PAY ID 03 STEP 2 6 MO</b>	<b>PAY ID 05 STEP 3 1 YR</b>	<b>PAY ID 08 STEP 4 2 YR</b>	<b>PAY ID 09 STEP 5 3 YR</b>	<b>PAY ID 11 STEP 6 5 YR</b>	<b>10 YR LNG</b>	<b>15 YR LNG</b>	<b>20 YR LNG</b>	<b>25 YR LNG</b>
RESPIRATORY CARE PRACT	30476	10/4/2021	32.530	34.164	35.880	38.820	41.330	43.398	43.698	43.798	43.898	43.998
		10/3/2022	33.506	35.189	36.956	39.985	42.570	44.700	45.000	45.100	45.200	45.300
		10/2/2023	34.176	35.893	37.695	40.785	43.421	45.594	45.894	45.994	46.094	46.194
		9/30/2024	34.860	36.611	38.449	41.601	44.289	46.506	46.806	46.906	47.006	47.106
ORTHOPEDIC TECHNO I	46776	10/4/2021	25.093	26.345	27.675	29.057	30.522	33.021	33.321	33.421	33.521	33.621
		6/27/2022	30.696	32.228	33.855	35.546	37.338	40.395	40.695	40.795	40.895	40.995
		10/3/2022	31.617	33.195	34.871	36.612	38.458	41.607	41.907	42.007	42.107	42.207
		6/26/2023	31.920	33.513	35.205	36.963	38.827	42.006	42.306	42.406	42.506	42.606
		10/2/2023	32.558	34.183	35.909	37.702	39.604	42.846	43.146	43.246	43.346	43.446
		9/30/2024	33.209	34.867	36.627	38.456	40.396	43.703	44.003	44.103	44.203	44.303
LVN-HH/HOSPICE/PALLIATIVE CARE	30797	10/4/2021	28.850	30.011	31.214	32.468	34.105	36.667	36.967	37.067	37.167	37.267
LVN - OUTPATIENT- LVL II	30135	6/27/2022	29.255	30.432	31.652	32.924	34.584	37.182	37.482	37.582	37.682	37.782
LVN - NEWBORN HEARING COORD.	30136	10/3/2022	30.133	31.345	32.602	33.912	35.622	38.297	38.597	38.697	38.797	38.897
LVN - INPATIENT	30134	6/26/2023	30.812	32.051	33.336	34.676	36.424	39.159	39.459	39.559	39.659	39.759
		10/2/2023	31.428	32.692	34.003	35.370	37.152	39.942	40.242	40.342	40.442	40.542
		9/30/2024	32.057	33.346	34.683	36.077	37.895	40.741	41.041	41.141	41.241	41.341

**U.S.W.A., LOCAL 7600**

**PATIENT CARE  
COMMUNITY BASED STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID 01 STEP 1 START</b>	<b>PAY ID 03 STEP 2 6 MO</b>	<b>PAY ID 05 STEP 3 1 YR</b>	<b>PAY ID 08 STEP 4 2 YR</b>	<b>PAY ID 09 STEP 5 3 YR</b>	<b>PAY ID 11 STEP 6 5 YR</b>	<b>10 YR LNG</b>	<b>15 YR LNG</b>	<b>20 YR LNG</b>	<b>25 YR LNG</b>
LVN - OUTPATIENT- LVL I ENTRY	30945	5/1/2023	29.746	30.942	32.183	33.476	35.164	37.805	38.105	38.205	38.305	38.405
LVN - OUTPATIENT- LVL I	30946	6/26/2023	30.415	31.638	32.907	34.229	35.955	38.656	38.956	39.056	39.156	39.256
		10/2/2023	31.023	32.271	33.565	34.914	36.674	39.429	39.729	39.829	39.929	40.029
		9/30/2024	31.643	32.916	34.236	35.612	37.407	40.218	40.518	40.618	40.718	40.818
LVN - OUTPATIENT- LVL III	30948	5/1/2023	31.290	32.549	33.854	35.214	36.990	39.768	40.068	40.168	40.268	40.368
		6/26/2023	32.025	33.314	34.650	36.042	37.859	40.703	41.003	41.103	41.203	41.303
		10/2/2023	32.666	33.980	35.343	36.763	38.616	41.517	41.817	41.917	42.017	42.117
		9/30/2024	33.319	34.660	36.050	37.498	39.388	42.347	42.647	42.747	42.847	42.947

**U.S.W.A., LOCAL 7600**

**\*MARKET SENSITIVE  
CLERICAL**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
MEDICAL TRANSCRIPTIONIST II / PATH	21089	10/4/2021	27.144	28.505	29.936	32.424	34.887	36.639	36.939	37.039	37.139	37.239
		10/3/2022	27.958	29.360	30.834	33.397	35.934	37.738	38.038	38.138	38.238	38.338
		10/2/2023	28.517	29.947	31.451	34.065	36.653	38.493	38.793	38.893	38.993	39.093
		9/30/2024	29.087	30.546	32.080	34.746	37.386	39.263	39.563	39.663	39.763	39.863
MEDICAL TRANSCRIPTIONIST II	24575	10/4/2021	27.144	28.505	29.936	32.424	34.887	36.639	36.939	37.039	37.139	37.239
		10/3/2022	27.958	29.360	30.834	33.397	35.934	37.738	38.038	38.138	38.238	38.338
		6/26/2023	31.191	32.756	34.400	37.259	40.090	42.102	42.402	42.502	42.602	42.702
		10/2/2023	31.815	33.411	35.088	38.004	40.892	42.944	43.244	43.344	43.444	43.544
		9/30/2024	32.451	34.079	35.790	38.764	41.710	43.803	44.103	44.203	44.303	44.403
LD MEDICAL TRANSCRIPTIONIST II	24580	10/4/2021	27.957	29.359	30.833	33.399	35.936	37.738	38.038	38.138	38.238	38.338
		10/3/2022	28.796	30.240	31.758	34.401	37.014	38.870	39.170	39.270	39.370	39.470
		10/2/2023	29.372	30.845	32.393	35.089	37.754	39.647	39.947	40.047	40.147	40.247
		9/30/2024	29.959	31.462	33.041	35.791	38.509	40.440	40.740	40.840	40.940	41.040

**U.S.W.A., LOCAL 7600**

**\*MARKET SENSITIVE  
CLERICAL**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
HEALTH INFORMATION CODER I	20664	10/4/2021	40.556	42.416	44.492	47.197	49.556	52.036	52.336	52.436	52.536	52.636
		10/3/2022	41.773	43.688	45.827	48.613	51.043	53.597	53.897	53.997	54.097	54.197
		10/2/2023	42.608	44.562	46.744	49.585	52.064	54.669	54.969	55.069	55.169	55.269
		9/30/2024	43.460	45.453	47.679	50.577	53.105	55.762	56.062	56.162	56.262	56.362
HEALTH INFORMATION CODER II	20665	10/4/2021	45.075	47.148	49.445	52.451	55.076	57.832	58.132	58.232	58.332	58.432
		10/3/2022	46.427	48.562	50.928	54.025	56.728	59.567	59.867	59.967	60.067	60.167
		10/2/2023	47.356	49.533	51.947	55.106	57.863	60.758	61.058	61.158	61.258	61.358
		9/30/2024	48.303	50.524	52.986	56.208	59.020	61.973	62.273	62.373	62.473	62.573
HEALTH INFORMATION CODER III	20666	10/4/2021	48.465	50.695	53.163	56.400	59.215	62.176	62.476	62.576	62.676	62.776
		10/3/2022	49.919	52.216	54.758	58.092	60.991	64.041	64.341	64.441	64.541	64.641
		10/2/2023	50.917	53.260	55.853	59.254	62.211	65.322	65.622	65.722	65.822	65.922
		9/30/2024	51.935	54.325	56.970	60.439	63.455	66.628	66.928	67.028	67.128	67.228



**U.S.W.A., LOCAL 7600**

**\*MARKET SENSITIVE  
CLERICAL**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
REGL HOS OUTPATIENT SPEC CODER	21125	10/4/2021	45.075	47.148	49.445	52.451	55.076	57.832	58.132	58.232	58.332	58.432
		6/27/2022	46.981	49.141	51.535	54.668	57.404	60.277	60.577	60.677	60.777	60.877
		10/3/2022	48.390	50.615	53.081	56.308	59.126	62.085	62.385	62.485	62.585	62.685
		6/26/2023	49.381	51.652	54.168	57.461	60.337	63.357	63.657	63.757	63.857	63.957
		10/2/2023	50.369	52.685	55.251	58.610	61.544	64.624	64.924	65.024	65.124	65.224
		9/30/2024	51.376	53.739	56.356	59.782	62.775	65.916	66.216	66.316	66.416	66.516
REGL HOS INPATIENT CODER	21126	10/4/2021	48.465	50.695	53.163	56.400	59.215	62.176	62.476	62.576	62.676	62.776
		6/27/2022	50.506	52.830	55.401	58.775	61.708	64.794	65.094	65.194	65.294	65.394
		10/3/2022	52.021	54.415	57.063	60.538	63.559	66.738	67.038	67.138	67.238	67.338
		10/2/2023	53.061	55.503	58.204	61.749	64.830	68.073	68.373	68.473	68.573	68.673
		9/30/2024	54.122	56.613	59.368	62.984	66.127	69.434	69.734	69.834	69.934	70.034

**U.S.W.A., LOCAL 7600**

**\*MARKET SENSITIVE  
EQUIPMENT SERVICES**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR	15 YR	20 YR	25 YR
			01	03	05	08	09	11				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	LNG	LNG	LNG	LNG
			START	6 MO	1 YR	2 YR	3 YR	5 YR				
BIOMED EQUIP TECH (BMET)	40166	10/4/2021	36.941	38.799	40.744	42.782	45.943	48.452	48.752	48.852	48.952	49.052
PLANT ENGINEER II	47939	10/3/2022	38.049	39.963	41.966	44.065	47.321	49.906	50.206	50.306	50.406	50.506
		10/2/2023	38.810	40.762	42.805	44.946	48.267	50.904	51.204	51.304	51.404	51.504
		9/30/2024	39.586	41.577	43.661	45.845	49.232	51.922	52.222	52.322	52.422	52.522
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CERT BIOMED EQUIP TECH (CBMET)	40168	10/4/2021	38.503	40.434	42.458	44.589	47.837	50.399	50.699	50.799	50.899	50.999
PLANT ENGINEER III	47941	10/3/2022	39.658	41.647	43.732	45.927	49.272	51.911	52.211	52.311	52.411	52.511
		10/2/2023	40.451	42.480	44.607	46.846	50.257	52.949	53.249	53.349	53.449	53.549
		9/30/2024	41.260	43.330	45.499	47.783	51.262	54.008	54.308	54.408	54.508	54.608
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LD BIOMED EQUIP TECH	40170	10/4/2021	42.898	45.048	47.308	49.678	53.342	56.257	56.557	56.657	56.757	56.857
LD PLANT ENGINEER	47942	10/3/2022	44.185	46.399	48.727	51.168	54.942	57.945	58.245	58.345	58.445	58.545
		10/2/2023	45.069	47.327	49.702	52.191	56.041	59.104	59.404	59.504	59.604	59.704
		9/30/2024	45.970	48.274	50.696	53.235	57.162	60.286	60.586	60.686	60.786	60.886

**U.S.W.A., LOCAL 7600**

**\*MARKET SENSITIVE  
PATIENT CARE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	10 STEP 6 **4 YR	11 STEP 7 5 YR				
SURGICAL TECH I	30289	10/4/2021	29.144	30.600	32.144	33.750	35.451		38.337	38.637	38.737	38.837	38.937
		10/3/2022	30.018	31.518	33.108	34.763	36.515		39.487	39.787	39.887	39.987	40.087
		10/2/2023	30.618	32.148	33.770	35.458	37.245		40.277	40.577	40.677	40.777	40.877
		9/30/2024	31.230	32.791	34.445	36.167	37.990		41.083	41.383	41.483	41.583	41.683
SURGICAL TECH II CARDIAC SURGICAL TECHNOLOGIST- TRAINEE	30856 30859	10/4/2021	30.311	31.825	33.430	35.101	36.870		39.873	40.173	40.273	40.373	40.473
		10/3/2022	31.220	32.780	34.433	36.154	37.976		41.069	41.369	41.469	41.569	41.669
		10/2/2023	31.844	33.436	35.122	36.877	38.736		41.890	42.190	42.290	42.390	42.490
		9/30/2024	32.481	34.105	35.824	37.615	39.511		42.728	43.028	43.128	43.228	43.328
PHYSICAL THERAPY ASST	30019	10/4/2021	35.607	37.394	39.270	41.239	43.305		46.999	47.299	47.399	47.499	47.599
		10/3/2022	36.675	38.516	40.448	42.476	44.604		48.409	48.709	48.809	48.909	49.009
		10/2/2023	37.409	39.286	41.257	43.326	45.496		49.377	49.677	49.777	49.877	49.977
		9/30/2024	38.157	40.072	42.082	44.193	46.406		50.365	50.665	50.765	50.865	50.965
CARDIAC SURGICAL TECHNOLOGIST III	30858	10/4/2021	36.373	38.190	40.115	42.121	44.243		47.847	48.147	48.247	48.347	48.447
		10/3/2022	37.464	39.336	41.318	43.385	45.570		49.282	49.582	49.682	49.782	49.882
		10/2/2023	38.213	40.123	42.144	44.253	46.481		50.268	50.568	50.668	50.768	50.868
		9/30/2024	38.977	40.925	42.987	45.138	47.411		51.273	51.573	51.673	51.773	51.873

**U.S.W.A., LOCAL 7600**

**\*MARKET SENSITIVE  
PATIENT CARE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	10 STEP 6 **4 YR	11 STEP 7 5 YR				
SR. ORTHOPEDIC TECH	30227	10/4/2021	37.816	39.720	41.713	43.802	45.995		49.921	50.221	50.321	50.421	50.521
		10/3/2022	38.950	40.912	42.964	45.116	47.375		51.419	51.719	51.819	51.919	52.019
		10/2/2023	39.729	41.730	43.823	46.018	48.323		52.447	52.747	52.847	52.947	53.047
		9/30/2024	40.524	42.565	44.699	46.938	49.289		53.496	53.796	53.896	53.996	54.096
RESPIRATORY CARE I PRACTITIONER	30882	10/4/2021	42.985	44.060	45.138	47.629	50.257	53.022	55.950	56.250	56.350	56.450	56.550
		10/3/2022	44.275	45.382	46.492	49.058	51.765	54.613	57.629	57.929	58.029	58.129	58.229
		10/2/2023	45.161	46.290	47.422	50.039	52.800	55.705	58.782	59.082	59.182	59.282	59.382
		9/30/2024	46.064	47.216	48.370	51.040	53.856	56.819	59.958	60.258	60.358	60.458	60.558
RESPIRATORY CARE PRACTITIONER II	30073	10/4/2021	44.314	45.423	46.534	49.101	51.809	54.660	57.680	57.980	58.080	58.180	58.280
		10/3/2022	45.643	46.786	47.930	50.574	53.363	56.300	59.410	59.710	59.810	59.910	60.010
		10/2/2023	46.556	47.722	48.889	51.585	54.430	57.426	60.598	60.898	60.998	61.098	61.198
		9/30/2024	47.487	48.676	49.867	52.617	55.519	58.575	61.810	62.110	62.210	62.310	62.410
RESPIRATORY CARE PRACTITIONER III	30883	10/4/2021	44.536	45.652	46.767	49.346	52.069	54.934	57.968	58.268	58.368	58.468	58.568
		10/3/2022	45.872	47.022	48.170	50.826	53.631	56.582	59.707	60.007	60.107	60.207	60.307
		10/2/2023	46.789	47.962	49.133	51.843	54.704	57.714	60.901	61.201	61.301	61.401	61.501
		9/30/2024	47.725	48.921	50.116	52.880	55.798	58.868	62.119	62.419	62.519	62.619	62.719

**U.S.W.A., LOCAL 7600**

**\*MARKET SENSITIVE  
PATIENT CARE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	10 STEP 6 **4 YR	11 STEP 7 5 YR				
LEAD RESPIRATORY CARE PRACTITIONER	30788	10/4/2021	44.739	45.861	46.982	49.577	52.309	55.190	58.234	58.534	58.634	58.734	58.834
		10/3/2022	46.081	47.237	48.391	51.064	53.878	56.846	59.981	60.281	60.381	60.481	60.581
		10/2/2023	47.003	48.182	49.359	52.085	54.956	57.983	61.181	61.481	61.581	61.681	61.781
		9/30/2024	47.943	49.146	50.346	53.127	56.055	59.143	62.405	62.705	62.805	62.905	63.005

**RESPIRATORY CARE PRACTITIONER  
ADVANCED HIRING CRITERIA AGREEMENT  
INLAND EMPIRE SERVICE AREA**

<u>Years of Experience</u>	<u>Step Placement</u>
Less than 2	Start Rate
2 but less than 3	6 Month Rate
3 but less than 4	1 Year Rate
4 or more	2 Year Rate

**U.S.W.A., LOCAL 7600**

**KPIT - CORONA  
COMMUNITY BASED STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	10 YR LNG	15 YR LNG	20 YR LNG	25 YR LNG
			01 STEP 1 START	03 STEP 2 6 MO	05 STEP 3 1 YR	08 STEP 4 2 YR	09 STEP 5 3 YR	11 STEP 6 5 YR				
PERIPHERAL CONTROL CLERK	23655	10/4/2021	27.985	28.810	30.260	31.627	33.216	35.184	35.484	35.584	35.684	35.784
		10/3/2022	28.825	29.674	31.168	32.576	34.212	36.240	36.540	36.640	36.740	36.840
		10/2/2023	29.402	30.267	31.791	33.228	34.896	36.965	37.265	37.365	37.465	37.565
		9/30/2024	29.990	30.872	32.427	33.893	35.594	37.704	38.004	38.104	38.204	38.304
DISTRIBUTION CONTROL CLERK	23656	10/4/2021	24.734	25.481	26.762	28.086	29.490	31.627	31.927	32.027	32.127	32.227
		10/3/2022	25.476	26.245	27.565	28.929	30.375	32.576	32.876	32.976	33.076	33.176
		10/2/2023	25.986	26.770	28.116	29.508	30.983	33.228	33.528	33.628	33.728	33.828
		9/30/2024	26.506	27.305	28.678	30.098	31.603	33.893	34.193	34.293	34.393	34.493
COURIER	23657	10/4/2021	19.830	20.430	21.443	22.126	23.245	25.376	25.676	25.776	25.876	25.976
		10/3/2022	20.425	21.043	22.086	22.790	23.942	26.137	26.437	26.537	26.637	26.737
		10/2/2023	20.834	21.464	22.528	23.246	24.421	26.660	26.960	27.060	27.160	27.260
		9/30/2024	21.251	21.893	22.979	23.711	24.909	27.193	27.493	27.593	27.693	27.793

**U.S.W.A., LOCAL 7600**

**SERVICE AND MAINTENANCE**

**FROZEN STRUCTURE**

JOB TITLE	JOB CODE	YEAR	PAY ID	PAY ID	PAY ID	PAY ID	PAY ID	LNG	LNG	LNG	LNG
			51	52	55	58	59				
			STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	10 YR	15 YR	20 YR	25 YR
			START	3 MO	1 YR	2 YR	3 YR				
DIETARY AIDE	40085	10/4/2021	20.732	21.776	22.875	24.187	25.294	25.594	25.694	25.794	25.894
HOUSEKEEPING ATTENDANT	40139	10/3/2022	21.354	22.429	23.561	24.913	26.053	26.353	26.453	26.553	26.653
KITCHEN PORTER	40065	10/2/2023	21.781	22.878	24.032	25.411	26.574	26.874	26.974	27.074	27.174
LINEN ROOM ATTENDANT	40144	9/30/2024	22.217	23.336	24.513	25.919	27.105	27.405	27.505	27.605	27.705
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APPAREL ATTENDANT	40142	10/4/2021	21.083	22.148	23.258	24.591	25.681	25.981	26.081	26.181	26.281
DIETARY STOREROOM WORKER	40083	10/3/2022	21.715	22.812	23.956	25.329	26.451	26.751	26.851	26.951	27.051
MAIL ROOM MESSENGER	20051	10/2/2023	22.149	23.268	24.435	25.836	26.980	27.280	27.380	27.480	27.580
		9/30/2024	22.592	23.733	24.924	26.353	27.520	27.820	27.920	28.020	28.120
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LEAD DIETARY AIDE	40086	10/4/2021	21.440	22.521	23.651	25.009	26.062	26.362	26.462	26.562	26.662
LEAD HOUSEKEEPING ATTENDANT	40141	10/3/2022	22.083	23.197	24.361	25.759	26.844	27.144	27.244	27.344	27.444
LEAD LINEN ROOM ATTENDANT	40147	10/2/2023	22.525	23.661	24.848	26.274	27.381	27.681	27.781	27.881	27.981
RESPIRATORY CARE AIDE	30072	9/30/2024	22.976	24.134	25.345	26.799	27.929	28.229	28.329	28.429	28.529
STOREROOM CLERK	40049										

**U.S.W.A., LOCAL 7600**

**SERVICE AND MAINTENANCE**

**FROZEN STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID</b>	<b>PAY ID</b>	<b>PAY ID</b>	<b>PAY ID</b>	<b>PAY ID</b>	<b>LNG</b>	<b>LNG</b>	<b>LNG</b>	<b>LNG</b>
			<b>51</b>	<b>52</b>	<b>55</b>	<b>58</b>	<b>59</b>				
			<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>10 YR</b>	<b>15 YR</b>	<b>20 YR</b>	<b>25 YR</b>
			<b>START</b>	<b>3 MO</b>	<b>1 YR</b>	<b>2 YR</b>	<b>3 YR</b>				
COURIER	20047	10/4/2021	21.791	22.887	24.038	25.414	26.453	26.753	26.853	26.953	27.053
GRILL COOK	40116	10/3/2022	22.445	23.574	24.759	26.176	27.247	27.547	27.647	27.747	27.847
LEAD DIETARY STOREROOM WKR	40084	10/2/2023	22.894	24.045	25.254	26.700	27.792	28.092	28.192	28.292	28.392
PATIENT SERVICE DRIVER	40126	9/30/2024	23.352	24.526	25.759	27.234	28.348	28.648	28.748	28.848	28.948
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STOREROOM WORKER	40044	10/4/2021	22.148	23.259	24.432	25.414	26.836	27.136	27.236	27.336	27.436
TRANSPORTATION AIDE	40123	10/3/2022	22.812	23.957	25.165	26.176	27.641	27.941	28.041	28.141	28.241
		10/2/2023	23.268	24.436	25.668	26.700	28.194	28.494	28.594	28.694	28.794
		9/30/2024	23.733	24.925	26.181	27.234	28.758	29.058	29.158	29.258	29.358
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FIRST COOK	40109	10/4/2021	22.625	23.758	24.952	26.381	27.559	27.859	27.959	28.059	28.159
SHIPPING/RECEIVING CLERK	40052	10/3/2022	23.304	24.471	25.701	27.172	28.386	28.686	28.786	28.886	28.986
STOREROOM WORKER/DRIVER	40120	10/2/2023	23.770	24.960	26.215	27.715	28.954	29.254	29.354	29.454	29.554
		9/30/2024	24.245	25.459	26.739	28.269	29.533	29.833	29.933	30.033	30.133



**U.S.W.A., LOCAL 7600**

**SERVICE AND MAINTENANCE  
FROZEN STRUCTURE**

<b>JOB TITLE</b>	<b>JOB CODE</b>	<b>YEAR</b>	<b>PAY ID</b>	<b>PAY ID</b>	<b>PAY ID</b>	<b>PAY ID</b>	<b>PAY ID</b>	<b>LNG</b>	<b>LNG</b>	<b>LNG</b>	<b>LNG</b>
			<b>51</b>	<b>52</b>	<b>55</b>	<b>58</b>	<b>59</b>				
			<b>STEP 1</b>	<b>STEP 2</b>	<b>STEP 3</b>	<b>STEP 4</b>	<b>STEP 5</b>	<b>10 YR</b>	<b>15 YR</b>	<b>20 YR</b>	<b>25 YR</b>
			<b>START</b>	<b>3 MO</b>	<b>1 YR</b>	<b>2 YR</b>	<b>3 YR</b>				
OPERATING ROOM CORE ASSISTANT	30280	10/4/2021	22.974	24.139	25.346	26.800	27.952	28.252	28.352	28.452	28.552
PHARMACY STOCK CLERK	20547	10/3/2022	23.663	24.863	26.106	27.604	28.791	29.091	29.191	29.291	29.391
LEAD TRANSPORTATION AIDE	40129	10/2/2023	24.136	25.360	26.628	28.156	29.367	29.667	29.767	29.867	29.967
TRUCK DRIVER	40130	9/30/2024	24.619	25.867	27.161	28.719	29.954	30.254	30.354	30.454	30.554
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LEAD STOREROOM WORKER	40047	10/4/2021	22.974	24.139	25.346	26.800	27.952	28.252	28.352	28.452	28.552
		6/27/2022	23.093	24.264	25.477	26.938	28.096	28.396	28.496	28.596	28.696
		10/3/2022	23.786	24.992	26.241	27.746	28.939	29.239	29.339	29.439	29.539
		10/2/2023	24.262	25.492	26.766	28.301	29.518	29.818	29.918	30.018	30.118
		9/30/2024	24.747	26.002	27.301	28.867	30.108	30.408	30.508	30.608	30.708

**Appendix C**

**Lines of Progression At  
The San Bernardino County Service Area**

**APPOINTMENT SERVICES:**

Appointment Clerk  
Master Scheduler

**CARDIOLOGY:**

EKG Technician I  
EKG Technician II  
Senior EKG Technician

**FOOD AND NUTRITION:**

Diet Aide  
**Dietary Store Room Worker**  
**Lead Food Services Worker I**  
**Grill Cook**  
**First Cook**  
**Lead Food Services Worker II**  
**Diet Clerk**  
Dietary Cashier  
Dietary Storeroom Clerk

**HOME HEALTH:**

Home Health Clerk I  
Home Health Clerk II

**HOSPITAL HEALTH INFORMATION MANAGEMENT:**

File Clerk  
Records Clerk I  
Records Clerk II  
Records Clerk III  
**Records Clerk IV**  
**Lead Record Clerk**  
Records Technician II

**MEDICAL OFFICE RECORDS DEPARTMENT:**

Mail Room Messenger  
Courier

## **Appendix C (Continued)**

### **MATERIALS MANAGEMENT STOREROOM:**

Storeroom Worker  
Shipping and Receiving Clerk  
Storeroom Worker/Driver  
Lead Storeroom Worker

### **MEDICAL REQUEST:**

Records Clerk I  
Records Clerk III  
Records Clerk IV

### **OCCUPATIONAL MEDICINE:**

OHS Receptionist  
OHS Transcriptionist  
OHS Support Clerk  
OHS Claims Processor I  
OHS Claims Processor II

### **PATIENT BUSINESS SERVICES:**

#### **Point of Service Business Line**

Business Services Collection Clerk  
Revenue Support Clerk  
Financial Counselor

#### **Billing Business Line**

Revenue Support Clerk (Biller I)  
Revenue Biller (Biller II)

### **PATIENT SUPPORT SERVICES:**

Patient Support Representative I  
Patient Support Representative II

### **SURGICAL SERVICES CALL CENTER**

Appointment Clerk  
Master Scheduler

**Appendix C**

**LINES OF PROGRESSION AT THE  
RIVERSIDE COUNTY SERVICE AREA**

**APPOINTMENT SERVICES:**

Appointment Clerk  
Master Scheduler

**CARDIOLOGY:**

EKG Technician I  
EKG Technician II  
Senior EKG Technician

**FOOD & NUTRITION:**

Diet Aide  
Diet Clerk  
Dietary Cashier  
Dietary System Clerk  
Dietary Storeroom Worker  
Grill Cook  
First Cook

**HOSPITAL HEALTH INFORMATION MANAGEMENT:**

File Clerk  
Records Clerk I  
Records Clerk II  
Records Clerk III  
Lead Records Clerk IV  
Records Technician I  
Records Technician II  
Lead Records Technician

**INSURANCE DEPARTMENT:**

Patient Support Representative I  
Patient Support Representative II

**Appendix C (Continued)**

**MATERIALS MANAGEMENT STOREROOM:**

Storeroom Worker  
Shipping and Receiving Clerk  
Storeroom Worker/Driver  
Lead Storeroom Worker

**MEDICAL OFFICE RECORDS DEPARTMENT:**

Mail Room Messenger  
Courier

**PATIENT BUSINESS SERVICES: Point of Service Business Line**

Revenue Support Clerk  
Financial Counselor

**Billing Business Line**

Revenue Support Clerk (Biller I)  
Revenue Biller (Biller II)

## **Appendix C**

### **LINES OF PROGRESSION AT THE CORONA DATA CENTER**

Distribution Control Clerk  
Peripheral Control Clerk

## Appendix D

September 20, 2021

Ms. Rosie Gonzalez  
USW International Staff Representative, Local 7600  
16855 Arrow Blvd.  
Fontana CA 92335

VIA FAX and US CERTIFIED MAIL

### Re: Temporary Agency Workers

Dear Ms. Gonzalez:

During the 2005 local bargaining the parties agreed to work together to create a process designed to improve communication when considering utilization of outside temporary agency workers. This became known as a "14 Step Process." This Letter is to document the understanding reached during those discussions and reaffirm the employer's commitment to the improved communication.

During the 2021 local bargaining the Parties re-affirmed the understanding that this process was not intended to act as a barrier to obtaining additional resources, but to ensure all avail internal options were exhausted before Agency workers were secured. Local Managers must ask themselves.

HAVE YOU...

1. Contacted your Labor Partners?
2. Offered overtime according to the CBA?
3. Rearranged employee schedules to accommodate the requirement?
4. Reviewed on-call staff's availability?
5. Scheduled available on-call employees?
6. Offered hours outside of the classification?
7. Offered hours across the Service Area?
8. Ensured more desirable shift preferences, days off, and start time have been offered to employees?
9. Ensured that the temporary worker will be filling the vacated position as scheduled?
10. Discussed with the Union partner available options to identify alternatives to hiring temporary agency workers?
11. Reviewed department attendance issues?
12. Engaged front-line staff for potential solutions?
13. Reviewed, filled, vacated and posted positions?
14. Reviewed requirement for temporary agency worker periodically with Union Partner?

The Parties understand that these considerations encourage open communications regarding the use of Temporary Agency workers. In the event of unforeseen or extraordinary circumstances, it is understood that Management may need to deviate from this process and will notify the Union to discuss as soon as possible.

Sincerely,

/S/ Leonard R Prymus  
Leonard R. Prymus  
Sr. Labor Relations Representative

Agreed:

/S/ Rosie Gonzalez  
Rosie Gonzalez, USW Local 7600  
Staff Representative

Date Sept 20, 2021

cc: Kim Labiaga

October 1, 2005

Mr. Wayne Clary  
Sub District Director  
United Steelworkers, Local 7600  
927 S. Village Oaks Drive, Suite 100  
Covina, California 91724

Dear Mr. Clary:

The purpose of this letter is to set forth the understandings reached during the recently concluded contract negotiations which are to run concurrently with the present Labor Agreement, effective October 1 2005, and are as follows:

1) Cafeteria Food Prices

The Employer will continue a food pricing policy for employees' food prices consistent with the Regional policy.

2) New Collective Bargaining Agreement Communication and Distribution

Labor and Management are jointly committed to have the new 2005 Collective Bargaining Agreement printed and distributed to managers and employees as quickly as possible. Unforeseen/unanticipated delays will be communicated to all parties. Education and communication regarding the new CBA will be jointly coordinated and accomplished in partnership.

3) Operating Room Technicians' Sleeping Room

The Employer agrees to provide a sleeping room, for use by the Operating Room Technicians, upon completion of Phase IV construction at the Medical Center.

4) Hospital Nursing Payroll Office

To allow greater accessibility to the staff, the Hospital nursing payroll office hours on Friday paydays will be extended to 4:30 p.m. The normal employee weekday office hours will be available to employees working any shift.



5) Confidentiality of Medical Records

The contents of an employee's/patient's medical record are of a highly private nature. The use of this record is thus restricted to the relationship between the physician and his/her patient.

It is the organization's policy, therefore, that access to the contents of all patient records be restricted to this use. All other uses are unauthorized.

Employees who believe the confidentiality of their medical record has been violated may bring this issue to the attention of the facility Administrator in writing. The Administrator will provide a response to the employee in writing within thirty (30) days.

- 6) The Employer agrees that if any other Union with a collective bargaining agreement with the Employer is granted, as a contractual change, any increase in health plan coverage for laid off employees, the same increase will be provided to employees represented by the United Steelworkers (USW). The Employer agrees to meet with the Union in any future layoffs, and will give consideration to providing health plan coverage to affected employees.
- 7) An employee with seven (7) or more years of service with the Employer who is unable to continue in a full-time status due to a work related disability as certified by a physician, must submit to the Human Resources Office within seven (7) calendar days from the date of this determination, a request to be considered for an alternative job at the Medical Center. This matter will be referred to the seniority committee for evaluation. The committee will, in their best judgment, make a recommendation within fourteen (14) calendar days from the date of referral, of a maximum of two (2) job classifications in which the employee is capable and qualified to perform. Should the committee be unable to agree on a classification(s), the matter shall be closed and not subject to further review. The Employer will evaluate the medical/physical capabilities of the employee to perform in the recommended classification(s). Should the determination be made that the employee is medically/physically unable to perform in the

recommended classification(s), the matter shall be closed and not subject to further review. Should the determination be made that the employee is medically/physically capable to perform in the recommended classification(s), said employee shall have a ninety (90) calendar day period in which to be considered for job placement into an open vacancy within the classification(s) in question. The employee must accept the first position offered. Failure to do so shall constitute a waiver of further consideration under the terms of this paragraph. Should the vacancy offered be a full-time job, the employee will be placed in the job only if all full-time employees currently in the pertinent classification(s) have exercised seniority rights and the job is open for on-call consideration. Should this process result in the employee being placed in an on-call position, said employee shall be placed at the top of the on-call list within the job classification only for the purpose of obtaining the next available full-time position within such job classification. Should the employee refuse to accept the next available full-time position, preferential consideration for this purpose shall cease. Seniority for purposes of being offered available on-call work will be most recent date in the employee's previous classification. Should any of the time limits outlined be exceeded, the matter shall be considered closed and not subject to further review. Furthermore, an employee may exercise the provisions of this paragraph only once for any given injury/occurrence. Employees who, prior to November 1, 1986, are being offered consideration under Paragraph 1068 of the 1983-1986 Collective Bargaining Agreement will be grandfathered under those provisions. Any Workers' Compensation claims subsequent to November 1, 1986 will be considered under the provisions of this paragraph. If the terms of this paragraph are disapproved by the Division of Industrial Accidents/Workers' Compensation Appeals Board pursuant to the administration of the California Labor Code, this paragraph and all provisions therein, shall become null and void and such employee shall be offered vocational rehabilitation services pursuant to the provisions of the California Labor Code. If the terms of this paragraph are altered in any way by the Division of Industrial Accidents/Workers' Compensation Appeals Board pursuant to the administration of the California Labor Code, the parties will meet in an attempt to reach agreement on modifications to this paragraph and the provisions therein. Absent agreement, this paragraph and all provisions therein shall become null and void and subject to the grievance procedure.

- 8) In the event an on-call employee works forty (40) hours a week for twenty-six (26) consecutive weeks on the same shift in the same department/unit, a Step II Grievance may be initiated. Should it then be determined that all of the hours worked were non-replacement hours, a full-time position will be posted and filled under the terms and provisions of Article X.
- 9) It is agreed that when an employee requests a review of his/her job for possible reclassification, the following process shall occur:
  - A. The Union shall submit a "Request for Reclassification" form, completed by the requesting employee, to the Chairperson of Job Evaluation Committee. The Chairperson, or designee will review the form for completeness and, if complete, will date stamp the form.
  - B. The Job Evaluations Committee will meet once a month to review all "Requests for Reclassification". The Committee will determine whether or not the request should be submitted for the Job Evaluation process. If the request is determined inappropriate by the Committee, then the affected employee will be notified by the Union, and no further action will occur. If the request is submitted to the Committee, then the review must occur within sixty days (60) calendar days of the date stamped submission. If the Committee can not agree on the appropriate disposition of the submission, then the issue will be submitted by the Union to a Step III of the grievance process, and such submission must occur (in writing) within ten (10) working days of the Job Evaluation Committee meeting.
  - C. The Job Evaluation Committee will complete a review of said job, and such review will be conducted in the following manner:
    - The Employer will audit the job and revise or prepare a new job description.

- The Employer and Union will collaboratively evaluate the job, utilizing the Job Evaluation Manual.
- The Employer and Union will submit the evaluation to the monthly Job Evaluation Committee for review.

If the parties agree on the evaluation, then any warranted upgrade will be retroactive to the date stamped on the Request for Reclassification form.

If the parties can not agree on the evaluation findings, then such dispute must be submitted by the Union to Step III of the grievance process and such submission must occur (in writing) within ten (10) work days of the Committee meeting date.

Should such dispute occur, the Employer reserves the right to implement any reclassification indicated by its study.

The parties also agree that neither the Union nor the Employer will have the basis for resubmitting a reclassification request under this provision more than once in a twelve (12) month period from the date the evaluation occurred. The notwithstanding, the parties may agree to waive the twelve (12) month limitation if a classification has undergone a significant change in job content.

Finally, the parties agree that all time limits for review by the Job Evaluation Committee may be extended by mutual agreement. However, for such extension to be binding they must be submitted and approved in writing by both parties.

- 10) The parties agree to abide by the National Agreement with regard to joint staffing.
- 11) The Parties agree that the Employer may post part-time positions. Part-time positions are those scheduled less than full-time on a pre-determined/fixed basis.

- It is the Employer's intent to maintain as many full time positions as possible. It is not the Employer's intent to reduce the number of full-time positions in favor of on-call or part-time positions.
  - All Part-time positions will be posted and will be fixed schedules
  - The expectation is that part-time positions will create more hours for variable on-call employees.
  - Acceptance of all geographic assignments beyond posted positions will be voluntary. Mileage will be paid in accordance with current policy.
  - Item #8 of this letter only applies to on-call employees; it does not apply to part-time employees.
  - Employees who volunteer for additional hours outside their posted position will be given as much advance notice as possible of available hours.
  - It is not the Employer's intent to allow on-call employees to work outside their home departments thereby disadvantaging employees within that department.
- 12) The Parties agree it is their intent to make a greater number of set schedules available for on-call employees.
- 13) All positions, unless mutually agreed upon by the Union and the Employer, will be posted a minimum of twenty (20) hours per week.
- 14) Alternate Compensation Program

#### Section 1-Eligibility

All current and future employees scheduled to work at least twenty (20) hours per week or more who have individual and/or group medical coverage through other means (e.g., spouse or domestic

Mr. Wayne Clary  
October 1, 2005  
Page 7

partner coverage) shall have the option of participating in the Alternate Compensation Program (ACP). It is the intent of the parties that any benefit eligible employees would be eligible to participate in the ACP.

Verification Process-Prior to enrolling in ACP and sometime during the open enrollment period noted below, an employee will have to show proof of medical coverage for himself/herself in order for the Employer to process the ACP request. Likewise, the employee will have to provide yearly proof of medical coverage during every open enrollment period. If an enrolled employee fails to provide such proof of coverage, the Employer will automatically disenroll him/her from ACP.

Policy Statement-This provision is included to ensure that no member finds himself/herself without medical coverage which can potentially devastate the member's health, welfare and financial well-being.

#### Section 2-Enrollment Dates

First Year of Program-Between September 1 and September 30, 2006, all current benefit eligible bargaining unit members shall be informed of the ACP and their right to participate in the Program. Employees shall have the option to elect to participate in the ACP Program during the November 2006 open enrollment period with an effective date of the first day of the first pay period of the 2007 payroll calendar year.

Future Years-The enrollment period for existing employees shall be between November 1 and November 30 for future years. The effective date shall be the first day of the first pay period of the following payroll calendar year.

New Hires-All bargaining unit employees who are benefit eligible who hired after the November 2006 open enrollment period shall have the option of enrolling in the ACP within thirty-one (31) days of their date of hire by completing the ACP enrollment form. The enrollment in ACP shall be effective beginning the first day of the first pay period following the receipt of the completed "ACP Enrollment" form.

Mr. Wayne Clary  
October 1, 2005  
Page 8

Duration of Non-Revocable Election-Any employee who elects to participate in the ACP must remain in the Program for that entire payroll calendar year. All employees must re-enroll in the ACP on a yearly basis during the annual open enrollment period and must document compliance with all elements of the Program (e.g., proof of medical coverage). If the employee loses medical coverage during the calendar year, he/she may withdraw from the ACP within thirty-one (31) days from the date he/she became ineligible for coverage.

#### ACP Pay/Benefits

An employee who elects to enroll in the ACP Program will receive a twenty (20) percent wage differential while participating in the ACP Program. The differential is in lieu of receiving the following benefits which the employee would otherwise be entitled to:

- Company-paid Health Plan
- Company-paid Dental Plan
- Company-paid Life Insurance
- Life Balance/Flexible Personal Day Time Off Program (including, Vacation, Sick Leave and Life Balance/Flexible Personal Days and Holiday pay for not working on designated holiday)
- Disability Plan
- Other Paid Time Off (such as Bereavement Leave and Education Leave, etc.)

Paid Time Off Benefits-Vacation Days and Life Balance/Flexible Personal Days accrued up to the effective date of the employee's enrollment in the ACP will be paid off at his/her regular hourly rate of pay upon entering ACP. For the duration of the employee's enrollment in the ACP, he/she will not accrue additional time off.

Sick Leave-Those sick leave days already accrued up to the effective date of the employee's enrollment in the ACP shall be frozen and restored if and when the employee opts out of the ACP and begins participating in the regular Benefits Program.

#### Eligible Benefits

Employees participating in the ACP Program shall be eligible for the following benefits:

- Pension-Employees will continue to accrue pension and credited service for pension purposes. Final average pay for calculating the employee's pension shall be based on the employee's base hourly rate (minus the twenty percent ACP differential).
  - Unpaid Time Off-Employees participating in the ACP shall be able to exercise their seniority to request via the bidding process up to two (2) unpaid weeks off per year. Awarding of such unpaid time off shall be done in the same manner as awarding of paid time off. In one (1) week increments, the unpaid leave may be accumulated up to a maximum of four (4) unpaid weeks.
  - Holidays-Employees enrolled in the ACP Program shall be entitled to receive straight time Holiday Pay at the ACP rate only if they work on the designated holiday.
  - Jury Service-Employees enrolled in the ACP Program shall be paid at their hourly rate of pay less the ACP differential if called to jury service.
  - Employee purchased Life Insurance
  - Dependent Care Plan
  - Commuter Choice Plan
  - Survivor Assistance-Benefit paid at the base hourly rate not the ACP rate.
  - Tuition Reimbursement
  - Unpaid Leaves
  - Parent Medical Coverage
- 15) The parties agree that current Letters of Agreement will run concurrently with the term of the Local Collective Bargaining Agreement.



Mr. Wayne Clary  
October 1, 2005  
Page 10

If the above reflects your understanding, please sign in the space provided.

Sincerely,

/S/ Barbara Gilkerson  
Barbara Gilkerson  
Senior Labor Relations Representative

<u>/S/ Wayne Clary</u>	<u>October 1, 2005</u>
Wayne Clary	Date
Sub District Director	
United Steelworkers	

April 22, 2002

Mr. Wayne Clary, Sub District Director  
USWA, Local 7600  
127 S. Village Oaks Dr., Ste. 100  
Covina, CA

Dear Mr. Clary:

**RE: SIDE LETTER OF UNDERSTANDING-RESTRUCTURE/REDESIGN/RIF**

USWA, Local 7600 and Kaiser Permanente have agreed that we share a joint commitment to develop and implement processes and clarification concerning restructure/redesign/reduction in force. As a result, the following Side Letter of Understanding was jointly developed and will run concurrently with the present Collective Bargaining Agreement. Additionally, the parties agree this Side Letter of Understanding regarding Restructure/Redesign/Reduction In Force may not be all inclusive and issues that are not addressed herein will be resolved jointly by the Union, Management and Human Resources.

**Restructures/Redesigns/Reduction in Force:**

Restructures/redesigns/reductions in force shall be accomplished by job classifications within each Department, and/or Section/Unit, as applicable.

Should it be necessary, in the interest of efficient operations, to restructure/redesign existing filled and unfilled position(s) to reflect change(s) in the numbers of positions (including reduction in force), hours of work, shifts and/or days off within a Department and/or Section/Unit, the Employer will notify and confer with the Union prior to the restructure/redesign. The final right to effect restructures/redesigns/reductions in force rests with the Employer in order to avoid adversely affecting operations of the Company.

Shift changes that are within a two (2) hour window (i.e., a change of two hours or less before or after the current shift) will not be subject to be bid or included in the restructure/redesign process. Changes in the hours of work, shifts or days off within a Department and/or Section/Unit, impacting only the least senior employee within the Department and/or Section/Unit will not be subject to restructure/redesign process.

**Bid Throughs/Round Robins:**

Restructures/redesigns will be accomplished by using an internal bid through/round robin process that includes Union, Management and Human Resources representatives.

Mr. Wayne Clary

April 22, 2002

Page Two

Employees will be provided reasonable advance notice (preferably thirty (30) days) of the date and time of the bid through/round robin process and of their responsibility to be available for contact during the process. Management will provide employees with an opportunity to submit their first and second choices in writing in advance of the date scheduled for the bid through/round robin; however, the employees' submission of a first and second choice does not guarantee that the employee will be granted their first or second choice. Additionally, the employees' submission of their first and second choices in writing does not change their responsibility to be available by phone during the actual bid through/round robin process. Employees who are on leaves of absence, vacation, etc. will receive notification of the bid through/round robin via certified mail, return receipt. Written and verbal advance notice to employees of a bid through/round robin should stress that if Union, Management and Human Resources Representatives are unable to contact an employee during a bid through/round robin, the process will continue.

Employees are encouraged to provide Management with a telephone number where they can be reached during the bid through/round robin process. Management should provide the employees with the telephone number for the room where the bid through/round robin process is scheduled to take place. For those employees who do not submit their first and second choices in writing, the Union, Management and Human Resources representatives will make a maximum attempt of three (3) documented telephone calls in an effort to contact the employee by telephone. If, after three documented attempts to telephone the employee, the Union, Management and Human Resources Representatives are unable to contact the employee during a bid through/round robin process, the process will continue.

Individual employee elections to waive or exercise job classification seniority in a restructure/redesign will be documented and signed by the employee and by representatives of the Union, Management and Human Resources. If the employee is participating in the restructure/redesign process by phone, the signatures of Union, Management and Human Resources representatives will be acceptable.

**Exercising Seniority During a Restructure/Redesign/Reduction in Force:**

A full-time employee whose position has been changed due to a restructure/redesign/reduction in force may exercise job classification seniority to displace a less senior full-time position in the same classification within the Department and/or Section/Unit, if qualified to perform the work.

A full-time employee whose position has been changed due to a restructure/redesign/reduction in force may exercise job classification seniority to be placed in a vacant full-time position in the same classification within the Department and/or Section/Unit, if qualified to perform the work.

A full-time employee who is unable to retain a full-time position as the result of a restructure/redesign/reduction in force may elect to be placed into part-time or on-call status displacing a less senior part-time or on-call employee (as provided in Paragraphs 1011 and 1044 of the current Collective Bargaining Agreement).

A part-time employee whose position has been changed due to a restructure/redesign/reduction in force may exercise job classification seniority to displace a less senior part-time position in the same classification within the Department and/or Section/Unit, if qualified to perform the work.

A part-time employee whose position has been changed due to a restructure/redesign/reduction in force may exercise job classification seniority to be placed in a vacant part-time position in the same classification within the Department and/or Section/Unit, if qualified to perform the work.

Mr. Wayne Clary  
April 22, 2002  
Page Three

A part-time employee who is unable to retain a part-time position as the result of a restructure/redesign may elect to be placed into on-call status displacing a less senior on-call employee (as provided in Paragraph 1044 of the current Collective Bargaining Agreement).

An on-call employee whose position has been changed due to a restructure/redesign/reduction in force may exercise job classification seniority to displace a less senior on-call employee in the same classification within the Department and/or Section/Unit, if qualified to perform the work.

An on-call employee who is unable to retain an on-call position as a result of a restructure/redesign/reduction in force may elect to exercise job classification seniority to displace the least senior on-call employee in the same classification within the Department and/or Section/Unit (as provided in Paragraphs 1016 and 1044 of the current Collective Bargaining Agreement).

In order for an employee to exercise his/her seniority in a restructure/redesign/reduction in force, the employee must satisfy all current job requirements before such displacement as that outlined above may occur.

**Recall Rights:**

Recall rights for an employee who is unable to retain a position as a result of a restructure/redesign/reduction in force will be in accordance with Paragraphs 1022, 1049 and 1050 of the current Collective Bargaining Agreement.

**Employment Security Agreement/Principles:**

The provisions of the Labor-Management National Agreement, Employment Security Principles, Redeployment and Transition Status, will be followed for an employee who is displaced as a result of a restructure/redesign/reduction in force and who cannot secure a position in the same classification and status previously held. Joint Labor-Management comprehensive workforce planning will occur including, but not limited to, the development of retraining opportunities and the identification and harvesting of vacancies (e.g., placing vacant jobs on hold). Reference the Labor-Management National Agreement, Employment Security Principles, Redeployment and Transition Status for greater detail.

An employee who is subject to the provisions of the Labor-Management National Agreement, Employment Security Principles, Redeployment and Transition Status, will elect, in writing, to participate in the transition process or to waive their right to participate. The employee's election to participate in the process includes the requirement for his/her active participation in the process and mutual accountability with the Employer to monitor vacancies/opportunities for potential placement. The employee who elects to waive his/her rights under the Agreement will forfeit the benefits and privileges of transition status.

An employee who receives retraining and changes classifications as a result of the retraining opportunity will have a new/different class date.

An employee who receives retraining under the provisions of the Labor-Management National Agreement, Employment Security Principles, Redeployment and Transition Status and who is not successful in the retraining opportunity, will be required to bid for other jobs just as all other employee are. If, as a result of such a bid, the employee changes classifications, the employee will have a new/different classification date.

Mr. Wayne Clary  
April 22, 2002  
Page Four

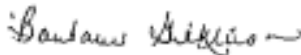
An employee, who is subject to the provisions of the Labor-Management National Agreement, Employment Security Principles and who accepts a transfer opportunity during this period, may elect to waive his/her rights under the Employment Security Agreement contingent upon successful completion of the probationary period in the transfer opportunity. Should the employee return to his/her previous status under the Employment Security Agreement and in accordance with Article X, Paragraph 1047 of the current Collective Bargaining Agreement, the employee's rights will be restored only for the then remaining duration of the Employment Security Agreement (i.e., not retroactively to the date of transfer).

Application of Super Seniority: Should an employee submit Transfer Requests to more than one (1) position and be denied an opportunity to transfer to any of the applied for positions because of undue dilution (e.g., position is cancelled by Management), said employee should be granted super seniority to all positions applied for which he/she would have been the prevailing applicant. Once said employee exercises super seniority to any position the super seniority benefit to other positions shall terminate.

If this letter is acceptable, please sign and date below and return a copy to my attentions.

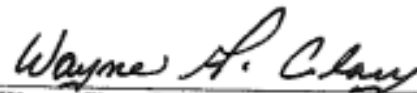
Thank you.

Sincerely,



Barbara Gilkerson  
Senior Labor Relations Representative

**AGREED:**



Wayne Clary, Sub District Director  
USWA, Local 7600

5-24-02  
Date

Cc: Roy Wiles, President, Local 7600  
Rosie Gonzalez, Vice-President, Local 7600  
Mike Lynd, Human Resources Leader  
Kim Labiaga, Recruitment Manager  
Human Resources Consultants  
Fontana Human Resources  
Riverside Human Resources  
Labor Relations

## INDEX

<b>SUBJECT</b>	<b>PARAGRAPH</b>	<b>PAGE</b>
Absence, Leaves of	1300	47
Absenteeism	10105	40
Agreement		1
Agreement, Purpose of	100	1
Agreement, Riverside Medical Center	Appendix C	123
Allowance, Travel	629	10
Allowance, Uniform	644	12
Alternate Compensation Program	Appendix D	132
Arbitration, Grievances and	1100	42
Arbitration, Step Four	1122	45
Assistant Grievance Committee	417	5
Application of Super Seniority	1066	36
Automation and/or Technological Change	10118	42
Bargaining Unit, Return to	10120	42
Bargaining Unit Seniority	1091	39
Base Hourly Rate	607	8
Benefits While on Family Leave	1337	52
Benefits While on Medical Leave	1331	52
Benefits While on Occupational Injury or Illness Leave	1334	52
Benefits While on Personal Leave	1340	52
Bereavement Leave	639	11
Bilingual Differential	759	18
Bulletin Boards	2000	66
Business Leave, Union	423	5
Call-In Pay, Minimum	626	10
Checkoff	403	4
Classification, Determination of Seniority Within a	1089	38
Classifications and Rates of Pay	600	7
Base Hourly Rate	607	8
Longevity Differentials	609	8
Minimum Call-In Pay	626	10
Miscellaneous Compensation	636	11
Bereavement Leave	639	11
Jury Duty	637	11
Uniform Allowance	644	12
Paycheck Distribution	650	13
Paycheck Records	648	12
Reporting Pay	617	9
Schedule of Rates	601	7

<b>SUBJECT</b>	<b>PARAGRAPH</b>	<b>PAGE</b>
Standby Pay	615	9
Structure, Wage	603	7
Clerical	605	7
Equipment Services	605	8
Patient Care	605	8
Service and Maintenance	605	8
Technical	605	8
Travel Allowance	629	10
Wage Structures	603	7
Witness Pay	634	11
Work Performed Above Classification	632	10
Clerical Structure	605	7
Committee, Assistant Grievance	417	5
Committee, Grievance	415	5
Committee Representatives, Safety	425	6
Committees, Human Rights	427	6
Committee, Seniority	1085	38
Community Disaster	800	18
Compensation Benefits, Integration of Sick Leave	982	27
Compensation, Miscellaneous	636	11
Confidential Medical Records	1800	65
Coverage, Recognition and	200	1
Days Off and Shift Preference	10107	41
Dental and Pension, Health Plan, Insurance	1400	53
Dental Plan	1434	58
Differential, Bilingual	759	18
Differential, Shift	713	14
Differentials, Longevity	609	8
Disaster, Community	800	18
Discharge Cases	1200	46
Corrective Action	1209	47
Distribution, Paycheck	650	13
Education Leave/Home Study Leave	1343	53
Employees, Definition of	203	1
Employees, Supervisory	302	3
Equalization, Overtime	741	16
Equipment Services Structure	605	8
Errors, Payroll	646	12
Evaluation, Job	1615	65
Every Other Weekend Off Scheduling	721	15
Family Leave, Benefits While on	1337	52

<b>SUBJECT</b>	<b>PARAGRAPH</b>	<b>PAGE</b>
Floating	1009	28
Family Leave of Absence	1325	51
Forty Hour/Six Day Work Schedules	729	16
Grievance Committee	415	5
Grievances and Arbitration	1100	42
General	1129	46
Grievance Procedure	1102	42
Mediation	1120	44
Step Four – Arbitration	1122	45
Step One	1104	42
Step Three	1113	43
Step Two	1108	43
Health Plan, Insurance, Dental and Pension	1400	53
Dental Plan	1434	58
Employee Health Plan Coverage	1402	54
Group Life Insurance	1445	60
Health Plan Coverage Coordinated with Medicare (On or After November 1, 1989)	1430	58
Health Plan Coverage Coordinated with Medicare (Prior to November 1, 1989)	1432	58
Limitations	1455	61
Optional Life Insurance	1450	60
Orthodontia Benefit	1443	59
Pension Plan	1453	61
Pre-paid Dental Plans	1438	59
Retiree Health Plan Coverage	1412	55
Disability Retirement	1417	56
Early Retirement	1413	55
Normal Retirement	1421	56
Postponed Retirement	1423	57
Retiree Health Plan Modification	1428	58
Survivor Benefit	1459	61
Tax Deferred Retirement Savings Plan	1457	61
Health, Safety and	1700	65
Holidays, Designated	912	20
Home Study Leave, Education Leave/	1343	53
Hourly Rate, Base	607	8
Hours of Work and Overtime	700	13
Additional, Non-Overtime Hours	730	16
Bilingual Differential	759	18



<b>SUBJECT</b>	<b>PARAGRAPH</b>	<b>PAGE</b>
Every Other Weekend Off Scheduling	721	15
Forty Hour/Six Day Work Schedules	729	16
No Pyramiding of Overtime	752	17
Normal Workday	702	13
Normal Workweek	707	14
Overtime	734	16
Paid Meal Periods	706	13
Time and One-Half	736	16
Overtime Equalization	741	16
Double Time	743	17
Two and One-Half	747	17
Schedules	718	14
Shift Differential	713	14
Shift Schedules	710	14
Sixth and Seventh Day Exceptions	755	18
Split Shift	732	16
Sunday Premium	750	17
Thirty-Hour Rule	754	17
Human Rights Committee	427	6
Income Protection and Extended Income Protection	975	26
Indemnity	408	4
Insurance, Dental and Pension, Health Plan,	1400	53
Insurance, Group Life	1445	60
Insurance, Optional Life	1450	60
Integration of Compensation Benefits and Sick Leave	982	27
Job Description and Rate	1602	64
Job Evaluation	1615	65
Job Family Definitions	Appendix A	70
Jobs, New or Revised	1600	63
Job Vacancies, Awarding of Permanent	1039	33
Job Vacancies, Posting and Filling of Permanent	1033	32
Job Vacancies, Posting and Filling of Temporary	1072	36
Jury Duty	637	11
Lateral Move Restrictions, Transfer and	1068	36
Lateral Moves	1051	34
Layoff, Employment in Another Job Classification After	1081	37
Leave, Bereavement	639	11
Leaves of Absence	1300	47
Benefits While on Family Leave	1337	52
Benefits While on Medical Leave	1331	52

<b>SUBJECT</b>	<b>PARAGRAPH</b>	<b>PAGE</b>
Benefits While on Occupational Injury or Illness Leave	1334	52
Benefits While on Personal Leave	1340	52
Education Leave/Home Study Leave	1343	53
Eligibility	1301	48
Family Leave of Absence	1325	51
Medical Leave of Absence	1305	48
Military Leave of Absence	1317	50
Occupational Injury or Illness Leave of Absence	1310	49
Personal Leave of Absence	1303	48
Personal Time Off	1323	50
Return from Leave of Absence	1328	51
Tuition Reimbursement	1349	53
Leave, Union Business	423	5
Letter of Understanding	Appendix D	126
Life Balance	903	19
Life Insurance, Group	1445	60
Life Insurance, Optional	1450	60
Lines of Progression	1042	33
Lockout, No Strike and No	500	7
Longevity Differentials	609	8
Loss of Seniority	1097	39
Lower-Rated Jobs, Rights on Refusal of	1077	37
Management	300	3
Supervisory Employees	302	3
Mediation	1120	44
Medical Records, Confidential	1800	65
Medical Leave, Benefits While on	1331	52
Medical Leave of Absence	1305	48
Medicare, Health Plan Coverage Coordinated with (On or After November 1, 1989)	1430	58
Medicare, Health Plan Coverage Coordinated with (Prior to November 1, 1989)	1432	58
Meeting, Quarterly	429	6
Military Leave of Absence	1317	50
Military Leave Policy	1322	50
Minimum Call-In Pay	626	10
Miscellaneous Compensation	636	11
New or Revised Jobs	1600	63
Job Description and Rate	1602	64
Job Evaluation	1615	65
Permanent Rate	1611	64

<b>SUBJECT</b>	<b>PARAGRAPH</b>	<b>PAGE</b>
Trial Period	1608	64
Non-Benefited Position	1509	62
Nondiscrimination Because of Union Membership	410	4
No Pyramiding of Overtime	752	17
Normal Workday	702	13
Normal Workweek	707	14
No Strike and No Lockout	500	7
Notice of Vacancies	10103	40
Notice, Termination Date and	2100	66
Occupational Injury or Illness Leave, Benefits While on	1334	52
Occupational Injury or Illness Leave of Absence	1310	49
On-call Seniority Provisions	10109	41
Orthodontia Benefit	1443	59
Overtime	734	16
Time and One-Half	736	16
Overtime Equalization	741	16
Double Time	743	17
Two and One-Half	747	17
Overtime, Hours of Work and	700	13
Overtime, No Pyramiding of	752	17
Paid Time Off Program	900	19
Cash Out - Irrevocable Election	960	24
Designated Holidays	912	20
Designated Holiday Falling on Employee's Day Off	928	22
Designated Holiday Worked and Holiday Payment	917	20
Holiday Falling During Vacation, Sick Leave or Life Balance Usage	935	22
Holiday Pay	1520	63
Holiday Schedule	915	20
Holiday Work Schedule and Notification	926	21
Income Protection and Extended Income Protection	975	26
Integration of Compensation Benefits and Sick Leave	982	27
Life Balance Days	903	19
Life Balance Days in Conjunction with Vacation	964	25
Requirements for Holiday Pay	919	20
Sick Leave Bank and Income/ Extended Income Protection Plan	968	25
Unworked Holiday Pay	930	22
Vacation Accumulation and Donation	955	24
Vacation at Termination or Retirement	958	24
Vacation Eligibility Date	938	22

<b>SUBJECT</b>	<b>PARAGRAPH</b>	<b>PAGE</b>
Vacation Longevity Pay	951	23
Vacation Pay	947	23
Vacation, Requesting	962	24
Vacation Schedule	942	23
Vacation, Use of	945	23
Part-time Employees	1504	62
Part-time, On-call and Temporary Employees	1500	61
Non-Benefited Positions	1509	62
Definitions	1503	62
Holiday Pay	932	22
Limitations	1455	61
Limitations of Benefits	1501	61
On-call Employees Work Allocation	1522	63
Patient Care Structure	605	8
Paycheck Distribution	650	13
Paycheck Records	648	12
Pay, Classifications and Rates of	600	7
Pay, Holiday	932	22
Pay, Minimum Call-In	626	10
Pay, Reporting	617	9
Pay, Requirements for Holiday	919	20
Payroll Errors	646	12
Pay, Standby	615	9
Pay, Unworked Holiday	930	22
Pay, Witness	634	11
Pension Plan, Health Plan, Insurance, Dental and	1400	53
Permanent Job Vacancies, Awarding of	1039	33
Permanent Rate	1611	64
Personal Leave, Benefits While on	1340	52
Personal Leave of Absence	1303	48
Personnel File Inspection	304	3
Personnel Records Controlling	10101	40
Posting and Filling of Permanent Job Vacancies	1033	32
Posting and Filling of Temporary Job Vacancies	1072	36
Preferential Seniority	419	5
Pre-Paid Dental Plans	1438	59
Probationary Employees	1003	27
Full-time Employees	1004	28
Part-time and On-Call Employees	1006	28
Progression, Lines of	1042	33
Purpose of Agreement	100	1
Pyramiding of Overtime, No	752	17
Quarterly Meeting	429	6

<b>SUBJECT</b>	<b>PARAGRAPH</b>	<b>PAGE</b>
Rate, Base Hourly	607	8
Rate, Job Description and	1602	64
Rate, Permanent	1611	64
Rates of Pay, Classifications and	600	7
Rates, Schedule of	601	7
Rates, Wage	Appendix B	72
Recall, Reduction in Force	1011	29
Recognition and Coverage	200	1
Definition of Employees	203	1
Local Working Conditions	205	2
Recognition	201	1
Records Controlling, Personnel	10101	40
Records, Paycheck	648	12
Reduction in Force and Recall	1011	29
Refusal of Lower-Rated Jobs, Rights on	1077	37
Reimbursement, Tuition	1349	53
Reporting Pay	617	9
Representation, Union	414	5
Representation, Union Security and	400	3
Representatives, Safety Committee	425	6
Retention of Certain Employee Benefits by Transferees	10114	41
Retiree Health Plan Coverage	1412	55
Disability Retirement	1417	56
Early Retirement	1413	55
Normal Retirement	1421	56
Postponed Retirement	1423	57
Retiree Health Plan Modification	1428	58
Retirement Savings Plan, Tax Deferred	1457	61
Return from Leave of Absence	1328	51
Return to Bargaining Unit	10120	42
Rights on Refusal of Lower-Rated Jobs	1077	37
Riverside Medical Center Agreement	Appendix C	123
Rule, Thirty-Hour	754	17
Safety and Health	1700	65
Safety Committee Representatives	425	6
Saving Clause	1900	65
Schedule of Rates	601	7
Schedules	710	14
Schedules, Forty Hour/Six Day Work	729	16
Schedules, Shift	710	14
Schedules, Job Family Definitions/Wage	Appendix A	70
Scheduling, Every Other Weekend Off	721	15
Seniority	1000	27
Absenteeism	10105	40

<b>SUBJECT</b>	<b>PARAGRAPH</b>	<b>PAGE</b>
Application of Super Seniority	1066	36
Automation and/or Technological Change	10118	42
Awarding of Permanent Job Vacancies	1039	33
Bargaining Unit Seniority	1091	39
Days Off and Shift Preference	10107	41
Determination of Seniority Within a Classification	1089	38
Employment in Another Job Classification After Layoff	1081	37
Lateral Moves	1051	34
Loss of Seniority	1097	39
Notice of Vacancies	10103	40
On-Call Seniority Provisions	10109	41
Personnel Records Controlling	10101	40
Posting and Filing of Permanent Job Vacancies	1033	32
Posting and Filing of Temporary Job Vacancies	1072	36
Probationary Employees	1003	27
Full-time Employees	1004	28
Part-time and On-call Employees	1006	28
Reduction in Force and Recall	1011	29
Retention of Certain Employee Benefits by Transferees	10114	41
Return to Bargaining Unit	10120	42
Rights on Refusal of Lower-Rated Jobs	1077	37
Seniority Committee	1085	38
Seniority Factors	1001	27
Transfer and Lateral Move Restrictions	1068	36
Transfer Procedure	1057	34
Seniority, Preferential	419	5
Service and Maintenance Structure	605	7
Seventh Day Exceptions, Sixth and	756	18
Shift Differential	713	14
Shift Preference, Days Off and	10107	41
Shift Schedules	710	14
Shift, Split	732	16
Shop, Union	401	3
Sick Leave Bank, and Income/Extended Income Protection Plan	968	25
Six Day Work Schedules, Forty Hour/	729	16
Sixth and Seventh Day Exceptions	757	18
Special Job Training Programs	433	7
Split Shift	732	16
Standby Pay	615	9
Strike and No Lockout, No	500	7
Structure	603	7

<b>SUBJECT</b>	<b>PARAGRAPH</b>	<b>PAGE</b>
Clerical	605	7
Equipment Services	605	8
Patient Care	605	8
Service and Maintenance	605	7
Technical	605	8
Structure, Wage	603	7
Sunday Premium	750	17
Supervisory Employees	302	3
Survivor Benefit	1459	61
Tax Deferred Retirement Savings Plan	1457	61
Technical Structure	605	8
Technological Change, Automation and/or	10118	42
Temporary Agency Workers	1515	63
Temporary Employees, Part-time, On-call and	1500	61
Termination Date and Notice	2100	66
Notice	2103	66
Termination Date And Notice	2100	66
Thirty-Hour Rule	754	17
Time Off, Personal	1323	50
Transfer and Lateral Move Restriction	1068	36
Travel Allowance	629	10
Trial Period	1608	64
Tuition Reimbursement	1349	53
Understanding, Letter of	Appendix D	126
Uniform Allowance	644	12
Union Security and Representation	400	3
Human Rights Committee	427	6
Assistant Grievance Committee	417	5
Checkoff	403	4
Grievance Committee	415	5
Indemnity	408	4
Preferential Seniority	419	5
Quarterly Meeting	429	6
Safety Committee Representatives	425	6
Union Business Leave	423	5
Union Representation	414	5
Union Shop	401	3
Vacancies, Awarding of Permanent Job	1039	33
Vacancies, Notice of	10103	40
Vacancies, Posting and Filling of Permanent Job	1033	32
Vacancies, Posting and Filling of Temporary Job	1072	36

<b>SUBJECT</b>	<b>PARAGRAPH</b>	<b>PAGE</b>
Volunteers	431	6
Wage Rates	Appendix B	72
Clerical Job Family	Appendix A	70
Equipment Services Job Family	Appendix A	71
Information Technology	Appendix A	71
Patient Care Job Family	Appendix A	70
Support Services Job Family	Appendix A	70
Technical Job Family	Appendix A	70
Wage Structures	603	7
Weekend Off Scheduling, Every Other	721	15
Witness pay	634	11
Work Allocation, On-call Employees	1522	63
Work and Overtime, Hours of	700	13
Workday, Normal	702	13
Working Conditions, Local	205	2
Work Performed Above Classification	632	10
Work Schedules, Forty Hours/Six Day	729	16
Workweek, Normal	707	14