

MEMORANDUM OF
UNDERSTANDING

BETWEEN

SEIU LOCAL 1021
(San Leandro Unit)

AND

ALAMEDA HEALTH SYSTEM

April 1, 2020 to May 31, 2024

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WEINGARTEN RULES AND RIGHTS

A worker who is called to an interview with his or her employer which may lead to some disciplinary action is entitled to Union representation.

In NLRB v. Weingarten and its companion case ILGWU v. Quality Mfg. Co., the Supreme Court agreed with the NLRB that an employee has the right to Union representation at an investigatory interview the employee reasonably believes will result in disciplinary action.

The following rules apply when an investigatory interview occurs:

- The worker must make a clear request for Union representation before or during the interview.
- Worker's right to representation may not interfere with Employer's right to conduct an interview without undue delay (in certain circumstances.)
- The Steward has a right to consult with the worker before the interview.
- When the worker requests Union representation, the Employer has 3 options:
 1. Grant the request and delay questioning until the Union representative is available.
 2. Deny the request and end the interview.
 3. Give the worker a choice of:
 - (a) Having the interview without representation or
 - (b) Ending the interview.

It is the Steward's right and the Steward's duty to assist and counsel workers during investigatory interviews. Steward's right during investigatory interviews include:

- The right to be informed of the subject matter of the interview (i.e., the charges).
- The right to consult with the worker before the questioning begins.
- The right to speak during the interview.
- The Steward can request the Supervisor clarify a question.
- After a question is asked, the Steward can give advice on how to answer.
- When the questioning ends, the Steward can provide additional information to the Supervisor.

If Weingarten rules are complied with, stewards have no right to tell workers not to answer questions, or to give false answers.

Stewards should explain Weingarten rights to co-workers. The following statement is useful for workers who may be asked to attend an investigatory meeting:

“I request to have a Union representative present on my behalf during this meeting because I believe it may lead to disciplinary action being taken against me. If I am denied my right to have a Union representative present, I will refuse to answer accusational questions and any I believe may lead to discipline.”

PREAMBLE:

AHS and the Union recognize the basic function of a hospital is to provide care for the sick. The Union’s basic purpose is to advance the standards of practice for its members. The Union acknowledges its responsibility for fostering high standards of practice among the employees it represents. AHS seeks to achieve the highest level of employee performance and productivity consistent with safety, good health, and sustained effort. AHS and the Union are committed to the highest level of patient care, promoting patient’s health and safety as well as the long term sustainability of the institution. The parties agree that an employee will not be required to practice in a manner that is unsafe, unlawful, or inconsistent with applicable regulations. The parties agree to use their best efforts to effectuate these objectives.

Toward these ends, the parties agree that patients, employees, managers, and their representatives will treat each other, regardless of position or profession, with dignity, respect, and courtesy. It is understood and agreed that the foregoing principles apply to providing service to patients, visitors, and other customers within AHS community.

ARTICLE 1. RECOGNITION

- A. Alameda Health System (AHS) recognizes SEIU Local 1021 as the exclusive bargaining representative for full-time, part-time, short hour, and services-as-needed (SAN) classifications listed in Appendix A and any other classification which may be established substantially within the scope of the duties now included within the listed classifications.
- B. New Classifications. When AHS creates any new classification or title substantially within the scope of duties now included within the bargaining unit, AHS will notify the Union of the bargaining unit assignment, if any, of such classification. Notice will be provided via email to the SEIU Local 1021 Area Director and the Chapter President. The Union shall have thirty (30) calendar days after such notice has been sent to contest the AHS assignment of the newly created classification/title to a bargaining unit, or to an employee grouping which has not been assigned to a bargaining unit. The Union shall provide, in writing, the contact information for the SEIU 1021 Area Director and Chapter President to Labor Relations. The Union shall notify Labor Relations in writing of any changes to this information.

1. If the Union contests the bargaining unit assignment of the newly created classification/title within the 30 (thirty) day calendar notice period, AHS and the Union shall meet and confer in an effort to reach agreement on the bargaining unit assignment for the classification. If the parties are unable to reach agreement regarding the bargaining unit assignment of the title/classification, the dispute shall be submitted to PERB for resolution.
2. If the Union does not contest the bargaining unit assignment of the newly created position within the 30 (thirty) calendar day notice period, the unit assignment of the new classification shall be deemed agreeable to the parties.

ARTICLE 2. NO DISCRIMINATION

- A. AHS shall not discriminate against or harass employees on the basis of race, color, religion, marital status, national origin, ancestry, sex (including gender, pregnancy, child birth, medical conditions related to pregnancy and childbirth, breastfeeding, and medical conditions related to breastfeeding), sexual orientation, gender expression, gender identity, physical or mental disability, medical condition (cancer related or genetic characteristics), genetic information (including family medical history), HIV status, status as a covered veteran or any other veteran who served on active duty during a war or in the uniformed services (including service in the uniformed services as defined by the Uniformed Services Employment and Reemployment Act of 1994 (USERRA), as well as state military and naval service), political affiliation or political opinion, age, citizenship, union activity or union affiliation. This provision is intended to be consistent with the provisions of applicable state and federal law and AHS policies.
- B. No Discrimination On Account Of Union Activity. Consistent with the law, neither AHS nor the Union shall interfere with, intimidate, restrain, coerce, or discriminate against employees because of the exercise of rights to engage in Union activity.
- C. Whistleblowing/Retaliation. AHS will comply with all applicable federal, state and local legislation that protects employees who disclose information concerning their employment or any aspect of the workplace.
- D. Union Representation in Cases of Workplace Harassment. An employee who reports that they are being harassed in the workplace may choose to have a shop steward or union representative in the meeting with management wherein management is investigating the claims being made.

ARTICLE 3. UNION SECURITY, BULLETIN BOARDS, AND ACCESS

A. Payroll Deduction

1. The Union shall certify to AHS in writing the dues required for Union membership. Any changes in the dues rate amounts to be deducted for Union dues shall be certified to AHS, in writing, at least thirty (30) calendar days prior to the effective date of such change.

2. Deductions for dues, COPE or other Union-sponsored program shall start the pay period after AHS receives notification from the Union of the authorization to make such deductions.
 3. AHS shall transmit such payments to the Union through electronic funds transfer no later than thirty (30) days after the deduction from the employee's earnings occurs.
 4. C.O.P.E. Consistent with this Article, AHS will honor assignment of wages to the Union's Committee on Political Education (C.O.P.E.) fund, when such assignments are submitted by the Union to AHS, and AHS will remit such contribution to the Union. It is understood by all parties that such contribution will be on an individual and voluntary basis.
 5. Requests made by represented employees to authorize dues/other deduction(s), or requests to change status regarding such deductions, shall be directed to the Union rather than AHS. AHS shall rely on the Union's representations regarding deductions that are submitted by a representative of the Union.
 6. Indemnification. The Union shall indemnify and hold AHS harmless against any claims, actions or proceedings obligation which may be made by any person or entity by reason of the deduction of Union dues herein, including the cost of defending against any such claim or obligation. The Union will have no monetary claim against AHS by reason of failure to perform under this Section.
- B. New Employee Orientation.** When conducting group orientation session for new employees, the Department Head shall permit a union representative or shop steward to meet with the new bargaining unit employees for a period of time not to exceed 30 minutes. A steward who attends an orientation session shall be permitted release time for this purpose.
- C. Employee Lists.** Thirty days following the ratification of this Agreement, and on a weekly basis thereafter, AHS will provide the Union with an electronic list of: Full Name, Employee ID, Bargaining Unit, Job Title, Status, Department, Work Location, Work Email Address, Home Address, Home/Cell Phone Number, Personal email if maintained by AHS, Date of Hire, Seniority Date, FTE, Rate of Pay, and Pay Step.

D. Union Bulletin Board, Meetings and Access to Employees

1. **Bulletin Boards.** Reasonable space shall be allowed on bulletin boards as specified by mutual agreement for use by the Union to communicate with employees. Posted materials shall not be obscene, defamatory, or of a partisan political nature. Where a Department policy permits an employee to post materials in their workplace for personal convenience, union materials shall be treated on the same basis as other materials so posted.
2. **Use of Hospital facilities.** Hospital facilities may be made available upon timely application for use by off-duty employees and the Union. Application for such use shall be made to the management person under whose control the facility is placed.
3. **Access.** Any authorized representative of the Union shall have the right to contact individual employees working within the representation unit at San Leandro Hospital during business hours on matters within the scope of representation. This shall not disrupt the work of employees. When contact in the work location is precluded by confidentiality of records or of work situation, health and safety of employees or the public, or by disturbance to others, the Department Head shall make other arrangements for a contact location removed from the work area during the same workday or the following workday.

E. Shop Stewards.

1. **Purpose.** AHS recognizes the need and affirms the right of the Union to designate shop stewards from among employees in the unit. It is agreed that the Union in appointing such shop stewards, does so for the purpose of promoting an effective relationship between supervisors and employees by helping to settle problems at the lowest level of supervision.
2. **Role of Steward and Supervisor.** The shop steward recognizes the fact that the supervisor is the key person in the department and, as such, is responsible to higher management for the quality and quantity of work. As the supervisor is the key person for management, the shop steward is the key person for the Union. They must promote and maintain good morale and friendly relations and must be willing to meet in good faith to settle grievances as they arise, exercising a positive approach. There must be mutual respect on both sides in these relations. The shop steward understands that their stewardship function does not relieve them from conforming to all rules of conduct and standards of performance established by law, regulation, or department policy or Memorandum of Understanding.
3. **Selection of Stewards.** The Union shall reserve the right to designate the method of selection of shop stewards. The Union shall notify the Department Head and Labor Relations in writing of the names of the stewards and the units they represent. If a change

in stewards is made, the Department Head and Labor Relations shall be advised in writing of the steward being replaced and the steward named to take their place. The number of stewards shall be mutually agreed upon and a list of stewards shall be submitted to each department concerned. AHS and SEIU will meet no earlier than six months after the ratification of this agreement to determine the number of shop stewards allowed and what units they come from.

4. **Duties & Responsibilities of Stewards.** The following functions are understood to constitute the complete responsibilities of shop stewards. After obtaining supervisory permission, shop stewards will be permitted to leave their regular work area during on-duty time. Permission may be denied depending on work flow but shall not be unreasonably withheld. If initially denied, every effort will be made to grant permission within 24 hours from time of denial.
5. **Attendance at Meetings.** Shop Steward functions shall also include attendance at meetings of the AHS Board of Trustees, AHS Human Resources Committee, Executive Committee or other mutually agreed upon meetings.
6. **One Steward Released to Conduct Investigation.** Only one shop steward shall be entitled to release time to conduct an investigation at any one time.
7. **Permission to Investigate While on Duty.** To obtain permission to investigate a grievance on on-duty time, the steward shall advise the supervisor of the grievant of their investigation of the facts and the general nature of the grievance.
8. **Discussion of Problem with Employees.** The shop steward is permitted to discuss the problem with all employees immediately concerned, and, if appropriate, to attempt to achieve settlement with the supervisory personnel involved. Agencies, wards, clients, detainees and outside interested parties will not be contacted by stewards as part of the grievance process. The employee may be represented by a steward at such times as a grievance is reduced to writing.
9. **Conduct of Meetings.** Any meeting of shop stewards and supervisors will be held in a quiet, dignified manner. Management personnel will agree to recognize and work with Union stewards in a conscientious effort to settle problems at the earliest possible step of the grievance procedure.
10. **Limitations of Time Off.** Stewards shall not be permitted time off from their work assignment for the purpose of conducting general Union business.

ARTICLE 4. MANAGEMENT RIGHTS

AHS reserves and retains solely and exclusively all of its same inherent rights to manage the business as it existed prior to the execution of this Agreement with the Union. Without limiting the generality of the foregoing, the sole and exclusive rights of management which are not limited by this Agreement include, but are not limited to, these rights:

To determine, and from time to time re-determine, the number and location of its facilities, and the methods, processes, staffing arrangements, equipment, programs and materials to be employed; to discontinue the use of any processes, operations, staffing arrangements, equipment or programs or discontinue their use or performance by Employees of AHS; to contract out any processes, programs or operations or portions thereof; to determine the number of hours per day or per week operations shall be carried on; to select and determine the number, qualifications and types of employees required.

Nothing in this section is intended to limit any other rights of AHS not specifically and expressly covered above unless AHS violates the express terms of this MOU.

ARTICLE 5. EMPLOYMENT CATEGORIES AND PROBATION

A. Regular Full-Time Employees

The regular full-time Employee is one who is regularly employed to work a predetermined work schedule of 40 hours per week for 8 and 10 hour shifts, and 36 hours per week for 12 hour shifts.

B. Regular Part-Time Employees

A regular part-time Employee is one who is regularly employed to work a predetermined work schedule of at least twenty (20) hours per week, but less than forty (40) hours per week.

C. Short-Hour Employees

A short hour employee is one who works less than twenty (20) hours per week.

D. Service As Needed (SAN)

A service-as-needed employee is one who is employed to work a non-predetermined schedule and works intermittently, as needed. The SAN employee shall be available to work eight (8) shifts in a twenty-eight (28) day scheduling period including four (4) weekend shifts.

E. Temporary Employee

A temporary employee hired as an interim replacement or for temporary work on a predetermined schedule which does not extend beyond three (3) calendar months.

F. Probationary Period

A probationary period of six (6) months from date of commencement of employment shall apply, during which an Employee may be terminated for any reason which in the judgment of AHS is good and sufficient, other than for reasons set forth in Article 2 – Non-Discrimination of this Agreement.

ARTICLE 6. HOLIDAYS

This Article is effective the first pay period of 2022. See Appendix B for implementation information and the effective language prior to the first pay period of 2022.

A. Holidays Defined. Paid Holidays shall be:

January 1 - New Year's Day
Third Monday in January - Dr. Martin Luther King, Jr. Birthday
Third Monday in February — Presidents' Day
Last Monday in May - Memorial Day
July 4 - Independence Day
First Monday in September - Labor Day
November 11 - Veterans' Day
Fourth Thursday in November — Thanksgiving Day
The Day after Thanksgiving
December 25th — Christmas

All other days appointed by the President of the United States or the Governor of the State of California as a nationwide or statewide public holiday, day of fast, day of mourning, or day of thanksgiving, provided that observance of the day as a paid holiday is approved in writing by the Board of Trustees.

Two (2) floating holidays are to be scheduled by mutual agreement of the employee and their Department Head and taken within the fiscal year. When a written request for a floating holiday is submitted, the Department Head shall respond in writing within fourteen (14) calendar days or shall schedule the floating holidays as requested by the employee. Employees hired on or after April 1 of any fiscal year are not eligible to receive the floating holidays in that fiscal year. Less than full-time eligible employees shall be entitled to prorated floating holidays based upon a proration of the hours the employee is regularly scheduled to work.

- B. **Services as Needed (SANs) and Short Hour:** Services-as-Needed and Short Hour employees are not entitled to holidays or floating holidays. However, Services-as-Needed and Short Hour employees shall be compensated only for hours worked on holidays as defined in this section at one and one-half (1.5) times the normal hourly rate plus applicable differentials.
- C. **“Holiday Shift” Defined** - When an assigned shift overlaps two (2) calendar days, a “holiday shift” occurs when the majority of work, excluding overtime, is performed or scheduled on the holiday.
- D. **Value of A Holiday.** The value of a holiday which falls during a pay period is 1/10th of an employee’s time spent in paid status during such pay period, excluding overtime. The maximum value of a holiday is eight (8) hours for a classification normally scheduled to work eighty (80) hours per pay period and eight (8) hours per days. The maximum value for an employee scheduled to work ten (10) hours a day is ten (10) hours and the maximum value of a holiday for an employee scheduled to work twelve (12) hours a day is twelve (12) hours.
- E. **Holidays to Be Observed on Work Days.** In the event that January 1st, July 4th; November 11th, known as “Veterans Day”; or December 25th shall fall on a Saturday, said holiday shall be observed on the preceding Friday. In the event that any of said holidays enumerated in this subparagraph shall fall on a Sunday, said holiday shall be observed on the following Monday. A day proclaimed as a nationwide or statewide public holiday, day of fast, day of mourning, or day of thanksgiving and approved in writing by the Board of Trustees, shall be granted only to those employees who are regularly scheduled to work on the day for which such holiday is proclaimed.

Notwithstanding the observance of holidays specified this Article, when December 25th, January 1st or July 4th occur in the calendar year on a Saturday or Sunday and a weekend worker is scheduled on said day, the employee shall celebrate the Christmas holiday on December 25th, the New Year’s holiday on January 1st and July 4th on the actual day.

- F. **Holiday Compensation.** For Full-Time Employees:
 - 1. Holidays not worked by full-time employees shall be compensated at straight time.
 - 2. Full time employees working on a recognized holiday will receive one and one half (1-1/2) times the straight-time hourly rate for any time worked plus applicable differentials.

G. Holiday Compensation for Part-time Employees:

1. For part-time employees, the compensation for holidays not worked shall be at straight time, prorated each pay period in which a holiday occurs, based upon a proration of the hours which would have been worked within the pay period, but for the holiday, to the normal full-time period for the job classification.
2. Such an employee may, in writing, with a minimum of seven (7) calendar days' notice to their Department Head elect to use accrued PTO to replace a decrease experienced in the employee's regular biweekly salary due to a prorated holiday.
3. Part-time employees working on a recognized holiday will receive one and one-half (1-1/2) time the straight time of the hourly rate for each hour worked plus applicable differentials.

H. Holiday Compensation For Services-As-Needed and Short Hour Employees

Services-as-needed and Short Hour employees shall be compensated only for hours worked on holidays as defined in this section at one and one-half (1 1/2) times the normal hourly rate.

I. In-Lieu Day Off

1. When a holiday as set forth in this Article hereof, other than a day proclaimed by the President of the United States or the Governor of the State of California as a nationwide or statewide public holiday, day of fast, day of mourning, or day of thanksgiving and approved in writing by the Board of Trustees, falls on an employee's regularly scheduled day off, such employee may be given an in-lieu day off (a less than full-time employee will receive a prorated in-lieu day off) within twenty-six (26) pay periods to be scheduled by mutual agreement of the employee and the Department, or the Department Head may compensate the employee in straight time including applicable differentials. Should an in-lieu day off not be taken within twenty-six (26) pay periods, the employee shall be compensated in straight time including applicable differentials.
2. When AHS determines that it will be necessary to fill a position on a holiday, the incumbent employee shall be offered such work before it is offered to another employee, provided that the holiday occurs on the incumbent employee's regular workday. If the employee chooses to work the holiday, they shall receive an in-lieu day off in conjunction with their regularly scheduled day(s) off within twenty-six (26) pay periods to be scheduled by mutual agreement of the employee and the Department Head or by mutual agreement of the employee and Department Head the employee may be compensated in straight time including applicable differentials. Should an in-lieu day off not be taken within twenty-six (26) pay periods, the employee shall be compensated in straight time including applicable differentials.

- J. **Eligibility for Holiday Pay.** To be eligible for holiday pay, except pay for a floating holiday, an employee must be on paid status the scheduled workday before and the scheduled workday after the holiday.
- K. **Exempt Work Situations.** Time spent in study courses, seminars and meetings of professional groups is exempt from the provisions of this section.

ARTICLE 7. PAID LEAVE

This Article is effective the first pay period of 2022. See Appendix B for implementation information and effective language prior to the first pay period of 2022.

A. Paid Time Off (PTO).

1. Full-time regular Employees shall accrue Paid Time Off, commencing with their date of hire and for such periods in regular status, in accordance with the schedule below. Regular part-time Employees shall accrue paid time off commencing with their date of hire, on a pro-rated basis in accordance with the schedule below.

Pay Period Cycles	Years of Service	Number of Days per Year	Number of Hours Per Pay Period
CYCLES 0 up to 26	0 up to 1 year of service	20	6.15
CYCLES 26 up to 130	1 up to 5 years of service	25	7.70
CYCLES 130 up to 312	5 up to 12 years of service	30	9.23
CYCLES 312 up to 520	12 up to 20 years of service	35	10.77
CYCLES 520 +	20 years and up	40	12.31

This accrual chart goes into effect the first pay period after ratification.

2. Paid Time Off (PTO) days or hours may be used for vacation, short-term illness, family emergencies, religious observances, preventative health care, dental care, personal business and other excused elective absences. Educational leave, bereavement leave and jury duty are paid in addition to PTO days and the PTO account is not charged with this time off.
3. PTO days begin accruing on the day of employment and then continue to accrue on the basis of hours worked and the length of service; and may be used without a waiting period.

4. PTO hours may be used as soon as they are earned but may not be used in advance.
5. With the exception of emergencies or illnesses, PTO must be requested by the Employee in advance and agreed to in advance by the Department Head or Employee Manager. In cases of absences for emergencies or illnesses, the Employee shall notify the Department Head or Employee Manager as promptly as possible.
6. An Employee desiring to take PTO in blocks of five (5) days or more must make a request for the days by January 15th of each year. AHS shall post the resulting vacation schedule by March 15th of each year. Vacations requested during this request period are granted on the basis of seniority.
7. When written submission of a PTO request is required, the department head or designee shall respond within 15 calendar days in writing or shall schedule the PTO requested by the employee.
8. PTO must be used for all time off, except educational leave, bereavement leave, jury duty, military leave, holidays, and additional leave. Additional leave without pay can be granted only when all PTO has been exhausted.
9. Twice each calendar year, the employee may elect to convert into cash the PTO time accumulated, subject to any necessary deductions taken as provided by AHS policy. PTO hours not used or converted will be accumulated into the next year. However, PTO hours accumulated in excess of the maximum accumulation permitted shall be cashed out to an Employee in April and October of each year. The maximum accumulation of PTO shall be 500 hours.
10. Upon termination of employment with AHS or upon changing to SAN or Short Hour status, all unused PTO hours will be paid off at the current hourly rate of pay including any shift differential in effect.
11. PTO hours may not be used to extend employment with AHS beyond the last day actually worked.

B. Extended Sick Leave

1. Each employee will accrue 3 days (.92 hours per pay period) extended sick leave per year. This is in addition to PTO hours. This accrual starts the first pay period after ratification. A bank of 32 hours of Extended Sick Leave will be established for each 1.0 FTE after ratification of this agreement. The 32 hours will be prorated by base FTE for part time employees.
2. Extended sick leave may be used for periods of illness of the employee or a family member that exceed one (1) week worth of core scheduled shifts. The first one (1)

weeks of such an illness will be covered by PTO. Family member is the same definition as used in Bereavement Leave.

3. Employees on approved Workers Compensation leaves for the first three days and FMLA may use extended sick leave from the first day out. This does not apply to intermittent FMLA. If the employee is admitted to the hospital for one or more days during that first week, that employee may use ESL from the first day the employee is out. Also, if an employee undergoes surgery that requires them to be off work three or more days, ESL may be used in commencing the first day of absence. If the employee becomes ill or injured within five (5) calendar days of having used Extended Leave, for the same illness/injury/condition that originally caused the employee to use ESL as established by medical documentation, FMLA or workers compensation paperwork, then ESL may be used commencing the first day of absence.
4. **Days or Fractions of Days.** Paid leave may be granted only for those days or fractions thereof on which an employee would have been regularly scheduled to work and would have worked but for the sick leave.

C. **Industrial Sick Leave**

1. **Industrial Sick Leave Supplement.** If an employee is incapacitated by sickness or injury received in the course of their employment by AHS, such employee shall be entitled to pay as provided herein.
2. **Amount and Duration of Payment.** Full-time employees shall be entitled to receive supplemental industrial sick leave wage continuation commencing with the fourth (4th) calendar day of the incapacity except in cases where the employee is incapacitated for more than fourteen days or hospitalized, paid leave starts on the first day of incapacity. The industrial sick leave wage continuation shall be equal to the difference between 70% of their regular or base salary including differentials ~~footnotes~~ and the amount of any Worker's Compensation temporary disability payments to which such employee is entitled during such incapacity. This period shall not exceed one hundred eighty (180) calendar days from the date of sickness or injury resulting in the disability. Net regular or base salary shall be defined as the average of the preceding four (4) pay periods resulting in the incapacity. Following one hundred eighty (180) calendar days, accrued sick leave may be granted to supplement temporary disability payments to provide the disabled employee up to no more than the net regular or base salary received at the time of the injury.
3. **Part-time Employees.** This section applies to part-time employees, but shall be on a prorated basis.
4. **On the Job Assault.** In the event that the employee is injured as a result of assault on the employee's person, the industrial supplemental pay period shall not exceed one (1)

calendar year from the date of injury. Assault shall be defined as a physical attack upon the person of the employee that results in the actual physical injury to the body of the employee. The injury must be certified by a medical professional after a physical examination of the employee.

5. **When Payments Shall be Denied.** Payments shall not be made to an employee:
 - Who does not apply for or who does not receive temporary disability benefits under the Worker’s Compensation Law;
 - Whose injury or illness has become permanent, and stationary;
 - Whose injury or illness, although continuing to show improvement, is unlikely to improve sufficiently to permit the employee to return to work in their usual and customary position, and the employee has been declared a “Qualified Injured Worker” (QIW) and referred to vocational rehabilitation;
 - Who is retired on permanent disability and/or disability retirement pension;
 - Who unreasonably refuses to accept other AHS employment for which they are not substantially disabled;
 - Whose injury or illness is the result of failure to observe AHS health or safety regulations or the commission of a criminal offense;
 - Whose injury or illness has been aggravated or delayed in healing by reasons of the failure of the employee to have received medical treatment or to have followed medical advice, except where such treatment or advice has not been sought or followed by reason of the religious beliefs of the employee; and,
6. **Fringe Benefit Entitlement During Industrial Injury Leave.** Employees receiving Workers’ Compensation temporary disability benefits and supplementing such payments with accrued paid leave or Workers Compensation Supplemental Leave shall maintain and accrue all benefits to which they are entitled under this Memorandum of Understanding at 100% of their regularly scheduled biweekly hours immediately preceding an industrial illness or injury.
7. **Leave for Medical Treatment.** Employees with an approved Workers’ Compensation claim who have returned to work and are required by their physician to undergo therapy diagnostic tests or treatment due to an industrial injury/illness shall receive Industrial Leave with pay under the following conditions:
 - a) Treatments are being paid under Workers’ Compensation;

- b) The therapy diagnostic tests or treatment falls within the employee's normal working hours;
- c) The leave applies only to the actual treatment time and reasonable travel time not to exceed 30 minutes to and 30 minutes from the medical facility. Such leave shall be granted for up to six (6) months following date of injury or original return to work date whichever is later but shall not be granted once an employee has been declared permanent and stationary. In no event shall leave under this subsection and the employee's actual work time exceed the employee's normally scheduled workday.

8. **Services-As-Needed and Short Hour:** Employees in classes designated Services-As-Needed and Short Hour ~~or~~ who are absent from work due to an industrial injury or illness, who had been receiving health and dental benefits, and who would otherwise have worked and continued to received such benefits but for the industrial illness or injury, shall continue to be eligible to receive health and dental benefits.

D. **Catastrophic Sick Leave Donation Program**

An employee may be eligible to receive donations of paid leave to be included in the employee's PTO or extended sick leave balance if she/he has suffered a catastrophic illness or injury which prevents the employee from being able to work and if they have passed the probation period. Catastrophic illness or injury is defined as a critical medical condition considered to be terminal, or a long term major physical impairment or disability.

Eligibility:

- The recipient employee, the family of the recipient employee, or other person designated in writing by the recipient employee must submit a request to the AHS Human Resources Department.
- The recipient employee is not eligible so long as they have paid leaves available; however, the request may be initiated prior to the anticipated date leave balances will be exhausted.
- A medical verification including diagnosis and prognosis must be provided by recipient employee.
- A recipient employee is eligible to receive up to one hundred eighty (180) working days of donated time per employment.
- Donations shall be made in full day increments for full-time employees, and in increments equal to half a full-time shift for less than full-time employees. Employees may donate unlimited amounts of time. All donations are irrevocable. (Employees with PTO balances that exceed the amount that can be paid off, may donate unlimited amounts of PTO to an AHS catastrophic sick leave pool).

- The donor employee may donate PTO or in lieu holiday time which shall be converted to recipient employee's extended sick leave balance and all extended sick leave provisions will apply. Time donated in any pay period may be used in the following pay periods. No retroactive donations will be permitted.
- The donor's hourly value will be converted to the recipient's hourly value and then added to the recipient's extended sick leave balance on a dollar-for-dollar basis.
- The recipient employee's entitlement to personal disability leave will be reduced by the number of hours added to the recipient's extended sick leave balance.
- The determination of the employee's eligibility for Catastrophic Sick Leave donation shall be at AHS's sole discretion and shall be final and non-grievable.
- Recipient employees who are able to work but are working less than their regular schedule will integrate Catastrophic Sick Leave donations with time worked and their own paid leaves, which must be used first, not to exceed 100% of the employee's gross salary.

ARTICLE 8. JURY DUTY

- A. A regular Employee who is required to serve on a jury will be granted leave with pay for actual time spent on jury duty service and in related travel, not to exceed the number of hours in the employee's normal workday and the employee's normal work week. As a condition of the paid leave, the Employee must notify AHS as soon as reasonably possible after receiving notice to report to jury duty and must produce a receipt from the Court that they have been called or served. If a night shift Employee on telephone standby calls the court in the evening as instructed, and is further instructed to call the next morning for possible jury service that day, they will not be required to report to work the intervening night shift. Employees will be excused from regularly scheduled hours of work, and jury duty pay will be applicable, as follows:
- B. Day Shift -An Employee scheduled for a day shift shall return to work if jury duty on that day is for less than three (3) hours; if jury duty exceeds that span of time, the Employee shall be excused for the entire shift.
- C. P.M Shift -An Employee scheduled for a p.m. shift shall be excused for the entire shift if jury duty on that day is for three (3) or more hours. If jury duty is for less than three (3) hours, the Employee will qualify for jury duty pay by working a shift that day reduced by the time spent on the jury duty.
- D. Night Shift -An Employee called for jury duty on the same day in which the Employee is scheduled to conclude working a night shift shall be excused for the entire shift. If the jury duty on that day is for three (3) hours or more, the Employee shall also be excused for the entire shift

commencing the same night if the jury duty on that day is for less than three (3) hours, the Employee shall work for the entire shift commencing that same night.

ARTICLE 9. MODIFIED DUTY

- A. Workers Compensation Injuries: AHS will exercise its best efforts to provide an assignment to workers with temporary injuries who are capable of performing modified duty for a period of up to ninety (90) days. If the employee's condition is improving per the employee's workers compensation doctor and is able to demonstrate that improvement relative to the expectations of the usual job duties, the modified duty shall be extended up to an additional ninety (90) days.
- B. Non-work related health conditions. AHS will exercise its best efforts to provide an assignment to workers with temporary health conditions who are capable of performing modified duties for a period of up to ninety (90) days. If the employee's condition is improving per the employee's treating physician and is able to demonstrate that improvement relative to the expectations of the usual job duties, the modified duty shall be extended up to an additional ninety (90) days.

ARTICLE 10. FMLA AND ADDITIONAL LEAVES

Leaves of Absence

Leaves of absence shall be provided as described within this article and AHS policy, unless Federal, State, or local law provides a greater benefit, in which case AHS will provide the greater benefit.

Application for a leave of absence shall be made in writing by an employee requesting leave and the leave of absence, if granted, will be approved in writing. Authorized leave of absence for any purpose shall not affect previously accumulated paid time off or tenure. An Employee on leave of absence will continue to accrue PTO as long as there is a balance in the Employee's PTO account and as long as they are in pay status. Unless otherwise required by law, an Employee's anniversary date will not be adjusted for AHS authorized leaves of one year or less.

A. Medical Leave

Medical leaves of absence shall be granted in accordance with AHS policy and applicable law.

B. Return from Leave

- 1. When an Employee returns from an approved medical, maternity or family or Union leave of absence not exceeding six months total time, or an approved personal leave, including discretionary and additional leaves, not exceeding ninety days total time, in compliance with the approved terms of the leave, such Employee shall be assigned to the same classification, position, unit and shift the Employee held before the leave.

2. If the approved medical, maternity or family leave is in excess of six months total time and the Employee returns in compliance with the approved terms of the leave, AHS will use their best efforts to, and will not unreasonably deny, return of the Employee to the same classification, position, unit and shift the Employee held before the leave unless otherwise required by law. Such employees shall have preference on posted SEIU positions if they qualify for the job.
3. The procedures for an Employee to obtain clearance for return to work from an approved medically related leave of absence shall comply with applicable law. Such procedures may include, where allowed by law, clearance to return to work by AHS's medical provider. AHS will notify the Employee in writing of such a referral for clearance to return to work.

C. Maternity Leave

Maternity leave of up to six (6) months shall be granted to Employees with one (1) or more years' service. This leave may be extended in particular cases up to an additional six (6) months upon mutual agreement between AHS and the Employee, and AHS will not unreasonably withhold its agreement. Unless so extended, the Employee shall return to work no later than three (3) months after delivery, unless they are prevented from doing so by physical disability.

D. Family Care Leave

1. AHS shall grant up to twelve (12) work weeks per year of unpaid leave, as required by the federal Family Medical Leave Act ("FMLA") and California Family Rights Act ("CFRA"), to regular and Services-as-Needed Employees who have completed one year of service during which they have worked at least one thousand two hundred fifty (1,250) hours, for the birth or adoption or foster care of a child or for the serious health condition of the Employee or the Employee's child, spouse or parent for whom the Employee is needed to give care. A serious health condition is as defined by the FMLA and CFRA. AHS shall continue to provide the Employee with the group health benefits to which the Employee would have been entitled had they continued to work during the twelve-week period. FMLA/CFRA leave may be granted in increments as required by law and shall be granted in increments of at least one hour for recurring medical treatments, such as chemotherapy or kidney dialysis. There shall be no change in an Employee's anniversary date as a result of taking FMLA/CFRA leave. Where possible, the Employee shall give AHS thirty (30) calendar days advance written notice of the need for FMLA/CFRA leave. An Employee shall make a reasonable effort to schedule leave so as not to unduly interfere with AHS's operations. AHS shall require a medical certification as permitted by law for a leave requested for a serious health condition.
2. In the event an Employee has accrued PTO, AHS shall require the Employee to utilize the accumulated PTO for the leave.

E. Additional Leave

Unpaid leave of one week worth of core scheduled shifts per year shall be granted to Employees with one or more years of continuous service, who request such leave. Additional Leave without pay can be granted only when all PTO has been exhausted.

F. Discretionary Leave

Leave may be authorized for longer periods or for other reasons at AHS's discretion.

G. Paternity and Adoptive

A prospective father or adoptive parent is entitled to 12 weeks of paternity or adoptive leave pursuant to California statutes. Employees may use PTO to cover such leave.

H. Bereavement Leave

Bereavement leave up to five (5) days shall be granted to regular Employees after ninety (90) days of employment for bereavement leave in case of death in the employee's immediate family. "Immediate Family" is defined as spouse, mother, father, daughter, son, sister, brother, grandparent, grandchild, legal guardian during employee's minority, or mother and father of a present spouse. This leave benefit shall include the domestic partner of an Employee covered by this Agreement.

Payment for scheduled workdays, which would have been worked, shall be made for the day of the funeral, or bereavement service and the days before and after the funeral or bereavement service. In addition to receiving the above paid leave, the Employee shall, on request, be granted an additional unpaid workday off if the funeral is in California or an additional unpaid week (5 workdays) when the funeral is more than 350 miles from San Leandro or out-of-state. An Employee claiming a bereavement leave absence will sign a statement giving the date and place of funeral or bereavement service, relationship of decedent, and whether or not the Employee attended the funeral or bereavement service.

I. Military Leave.

Effective the ratification of the Agreement, if any single period of military leave exceeds one month, the employee will be entitled to receive paid military leave for the shifts he or she would have normally been scheduled up to a maximum of 30 shifts for the fiscal year. If the military leave exceeds 3 months, the employee may subsidize his or her military pay by using accrued holiday in lieu pay ESL or PTO.

ARTICLE 11. HOURS OF WORK

A. Shifts

1. Shifts shall continue as is the practice of the parties. If AHS changes shift start times for more than three employees in a department over a six (6) month period of time, AHS shall notify the union in writing. The union may request a meeting concerning the change; such discussion will last no longer than thirty (30) calendar days from the date of the notice.
2. AHS shall prepare a schedule showing the hours each employee is to work; a preliminary schedule shall be posted at least fourteen (14) calendar days prior to the first date shown on the schedule.
3. Except under unforeseeable circumstances, AHS shall make every reasonable effort to assure that no employee shall have more than one change of shift in any workweek. Full time employees shall be off duty no less than twelve (12) hours prior to working the next regular core shift. Employees may waive this provision; however, if it is not waived, full time employees shall be paid time and one half (1 ½) for any part of the core shift that overlaps the twelve (12) hour rest period. AHS will make every effort to eliminate these situations as they exist. Except in cases of emergency, employees at AHS shall be given fourteen (14) calendar days' notice of any change in shift schedule.
4. When any involuntary change in shift schedule is operationally required, AHS shall select the employee with the least seniority in the impacted work location, classification, and department, providing the employee possesses the skills and abilities to perform the work.
5. Except in cases of emergency or unforeseeable circumstances, employees who are reassigned to a different work location shall be given fourteen (14) calendar days' notice of any change in work location.
6. When any involuntary change in work location is operationally required, AHS shall select the employee with the least seniority in the same shift, classification, and department who is scheduled to work, providing the employee possesses the skills and abilities to perform the work.
7. Regular permanent employees who are floated to another position for the first time shall be oriented to the new department; the length of orientation is at the manager's discretion and shall depend on the differences in duties between the employee's permanent assignment and the float assignment.
8. **Reporting Pay.** Any Employee who begins their regularly-scheduled shift will be provided with at least four hours of work or pay.

9. Employer Initiated Changes in Hours of Work. Pursuant to Government Code Section 3500, the employer has the obligation to meet and confer with the Union regarding proposed changes to hours of work.

B. Shift Differentials

1. Shifts for the purposes of differentials are defined as follows:

- a. PM Shift: begins at 3:00 p.m. and concludes at 11:30 p.m.

PM Shift Differential: Employees who work a PM shift will be paid a minimum of \$1.50 per hour for all hours worked. Employees earning above the minimum will continue to receive that differential in effect upon signing of this agreement

- b. Night Shift: begins at 11:00 p.m. and concludes at 7:30 a.m.

Night Shift Differential: Employees who work a Night shift will be paid a minimum of \$2.25 per hour for all hours worked. Employees earning above the minimum will continue to receive the Night shift differential in effect upon signing of this agreement.

- c. Weekend Shift: begins at 11:00 p.m. Friday and concludes at 11:00 p.m. Sunday

Employees hired prior to the implementation date of this Agreement (April 1, 2020 – May 31, 2024) who work during a weekend shall be paid the greater of \$15.00 per shift or a differential of 5% over the base rate of pay calculated on all hours worked, not paid for, between the weekend hours defined above. Weekend differential is not paid for overtime hours and only up to two shifts per weekend are eligible for weekend differential. Employees who work shifts shall be paid the differential in effect at the time this agreement is ratified.

Employees hired on or after the implementation date of this Agreement (April 1, 2020 – May 31, 2024) shall receive the 5% weekend differential rate as described above

2. Shift differentials will be paid when the majority of hours worked in a shift are within one that provides for a differential. Where the hours in a shift are evenly split between shifts with different differentials, then the differential(s) will apply according to the actual hours worked within that shift with a shift differential.

Notwithstanding the foregoing, an employee assigned to the night shift who has completed their assignment and who continues to work into the day shift shall

receive the night shift differential for all such day shift hours worked for the purpose of computing overtime.

3. Differential Pay

Type of Differential	Amount
“PM Shift”	\$1.50 per hour
“Night Shift”	\$2.25 per hour
Weekend	5% per shift

- a. Weekend differential is not paid for overtime hours.
- b. Only up to two shifts per weekend are eligible for the weekend differential.

C. Meal Period and Payment for Meal Time Worked

Employees who are scheduled to work at least eight (8) consecutive hours within a spread of eight and one-half hours shall receive not less than one-half (1/2) hour meal period. Meal periods are neither time worked nor time on pay status. Whenever AHS permits an employee to perform work, including directing an employee to carry a pager or phone during their meal break and be available to work upon being contacted, the meal break period shall be paid as time worked and deemed time worked for the purpose of computing overtime.

When an Employee does not receive an alternative off-duty meal period, the Employee shall report the meal period as work time. An Employee who does not receive both a thirty (30) minute duty-free meal period and one rest period shall receive time and one half pay and 1-hour additional compensation at straight time pay.

D. Rest Periods

AHS shall continue to provide rest periods for Employees covered by this Agreement of at least fifteen (15) minutes. Breaks are not to be taken during the first or last hour of the employee’s shift nor are they to be taken in conjunction with lunch breaks.

1. Employees assigned to a shift of at least eight (8) hours shall be granted two (2) rest periods.
2. Employees assigned to a shift of ten (10) or more hours shall be granted three (3) rest periods.

E. Schedules

1. Applying the factors customarily used by AHS, AHS shall assign shifts to employees on the schedule to meet core staffing levels in the following order:
 - a. Regular full and part time employees working up to their FTE;
 - b. Regular full and part time employees requesting extra non-premium pay or non-overtime shifts;
 - c. Short Hour and SAN employees requesting non-premium pay or non-overtime shifts;
 - d. Registry and Travelers.
 - e. Mandatory assignment of extra shifts to regular part time employees in rotating inverse seniority order. Employees will be paid time and a quarter (1.25) for such shifts worked.
2. Seniority shall be a primary factor in assigning shifts, assuming appropriate competency requirements are met. Requested schedules may be modified to meet core staffing needs and skill mix. It is not the intent of the parties that this provision change the existing procedures regarding the preparation of schedules including the granting of requested days off.

F. Straight Time and Overtime

1. Hours worked in excess of an employee's scheduled shift, with a shift being a minimum of eight (8) hours, or hours worked in excess of forty (40) hours in a single workweek shall be paid at one and one half (1 ½) the employee's base rate.
2. All hours worked in excess of twelve (12) consecutive hours in any one workday, excluding a meal period, shall be paid at two (2) times the employee's base rate of pay.
3. Overtime shall be offered to Employees working within the unit and shift where the overtime is available. Overtime will only be offered after extra shifts or hours have been offered to any eligible employees on a straight time basis. Overtime shall first be offered to eligible employees on a voluntary, rotating basis, beginning with the most senior employee within the work unit capable of performing the work required. A list will be maintained in each scheduling unit with the names of employees interested in overtime. Employee may be added to or removed from this list every six months. In the event there are no volunteers, existing practice of covering vacant hours or shifts shall be followed.

In accordance with AHS practice, there shall be no mandatory overtime except during a state of emergency declared by city, county, state or federal authorities.

4. Authorization of Overtime

All overtime worked by an Employee should be authorized in advance if possible, otherwise the claim for overtime shall be subject to review. If it is not possible on the day overtime is worked to secure authorization in advance, the Employee shall record the overtime on the day overtime as worked and the reasons therefore on a record made available by AHS, and give the same to the Employee Manager at the earliest opportunity. Employees who work unauthorized overtime may be subject to disciplinary action.

5. Weekends Off

- a. Definition of Weekend. For the purpose of this section, weekend worked shall mean any shift worked between the hours of 11:00 p.m. Friday and 11:00 p.m. Sunday.
- b. Weekends Off. AHS will use its best efforts to grant each regular full and part-time Employee every other weekend off but may have employees work more weekends on a fixed schedule depending on the legitimate business needs of the unit.

G. Stand-By and Call Back Pay

1. Personnel assigned to take call will meet criteria specific to labor contracts and job responsibilities. Call assignments not addressed in this Article or the MOU, will follow the guidelines outlined in San Leandro Hospital policy titled "Personnel Taking Call" dated 9/1/2012.
2. Stand-By Duty. Staff assigned to stand-by in any area of the Hospital shall be paid at the rate of one-half ($\frac{1}{2}$) the straight time rate when on stand-by. Staff on stand-by on recognized holidays shall be paid $\frac{3}{4}$ the straight time rate when on stand-by.
3. Call-Back. If called to work when on stand-by, Staff shall be compensated at time and a half ($1 \frac{1}{2}$) the straight time rate as total compensation for all time worked when on call-back. The Staff shall also receive the shift differential for the hours paid for call-back on the evening (p.m.) or night stand-by shifts. If called to work when on stand-by, Staff shall be guaranteed three hours of work or payment in lieu thereof.
4. Extra Call Shifts. Additional Call Shifts, not assigned as a Staffs core shift requirement, shall be assigned to staff requesting the extra shift(s) on rotation by seniority and tracked by type of shift on a calendar year basis.

H. Alternative Shift Schedules

1. The parties agree to discuss other shift combinations depending on need. Per the practice of AHS and previous SLH employers, 12 hour-shifts will continue unless otherwise agreed by the parties.

2. **Every-Weekend Positions**

AHS may establish and post every-weekend benefited positions of twelve (12) hours per shift. Likewise, AHS may establish and post every-weekend benefited positions of twelve (12) hours per shift for two (2) consecutive shifts (Friday and Saturday, Saturday and Sunday or Sunday and Monday). The Employees in these weekend benefited positions shall be compensated at one and one-tenth (1.10) times the Employee's hourly base_rate of pay for the first twelve hours worked.

- a. **Weekends Off.** One (1) out of every eight (8) weekends worked, an Employee who requests time off shall be granted one weekend off on PTO to be scheduled by mutual agreement. AHS will use its best efforts to grant the Employee the weekend off.

This section does not require the Employee to take the time off, nor does it preclude the Employee from requesting additional weekends off during the eight-week period. The practice and any contract language concerning every other weekend off is waived by employees in the every weekend schedule.

- b. **Holidays Off for Employees in Every-Weekend Positions.** Employees in every-weekend positions may take up to four (4) holidays off on weekend shifts in a calendar year.

3. **Twelve (12) Hour Shifts**

This section establishes the conditions which apply when an employee works a twelve (12) hour shift.

- a. It is understood that in most units twelve (12) hour positions would be created in pairs to provide 24-hour coverage. It is also understood that, in order to minimize staffing disruptions, AHS, at its discretion, may establish twelve (12) hour shifts in units in which more than 50% of the affected Employees are willing to work 12-hour shifts.
- b. AHS may implement schedules that mix twelve (12) hour and other kinds of shifts. In this case, only employees who volunteer will be put into 12 hour shifts.
- c. The parties may agree on alternate twelve (12) hour shift arrangements.
- d. Unit Vote

When the Employer decides twelve (12) hour shifts are feasible for an entire unit, AHS will notify the Union and the parties will discuss the specific schedule. These meetings will last no longer than thirty (30) calendar days at which point the Union will hold a vote of its membership. The twelve (12) hour shift change must be approved by a majority of full-time and part-time employees voting from the units affected in a secret ballot, with each Employee entitled to one vote. Determination on adopting twelve (12) hour shifts shall be on a unit by unit basis. SEIU shall conduct the secret ballot vote.

e. **SHIFT DIFFERENTIAL:**

i. Shift differential will be paid as follows:

- a) 7 a.m. to 7:30 p.m. = eight (8) hours day shift rate and four (4) hours p.m. shift rate.
- b) 7 p.m. to 7:30 a.m. = four (4) hours p.m. shift rate and eight (8) hours night shift rate.
- c) It is understood that in some units 12-hour shift start times may be other than 7 a.m. and 7p.m. When shift start times other than 7 a.m. and 7 p.m. are utilized, shift differential shall be paid on all hours worked on the p.m. and/or night shift.
- d) **WEEKEND DIFFERENTIAL:** 12 Hour Employees shall be entitled to a weekend differential of \$30.00 per shift for each shift worked on a weekend.

f. **REST BETWEEN SHIFTS.** Rest between shifts for twelve (12) hour positions will be 11.5 hours.

g. **PTO/ESL.** Full time twelve (12) hour employees shall accrue PTO at the full-time rate and shall be charged twelve (12) hours of PTO for a twelve (12) hour shift taken off.

4. Ten-hour Shift

This section establishes the conditions which apply when an employee works a ten (10)-hour shift.

- a. AHS, at its discretion, may to agree to new ten (10) hour shifts in units in which more than 50% of the affected Employees are willing to work ten (10) hour shifts.

- b. AHS may also implement schedules that mix ten (10) hour and other kinds of shifts. In this case, only employees who volunteer will be put into ten (10) hour shifts.
- c. The parties may agree on alternate ten (10) hour shift arrangements.
- d. Unit Vote

When the Employer decides ten (10) hour shifts are feasible for an entire unit, AHS will notify the union and the parties will discuss the specific schedule. These meetings will last no longer than thirty (30) calendar days at which point the Union will hold a vote of its membership. The ten (10) hour shift change must be approved by a majority of full-time and part-time employees voting from the units affected in a secret ballot, with each Employee entitled to one vote. Determination on adopting ten (10) hour shifts shall be on a unit by unit basis. SEIU shall conduct the secret ballot vote.

- e. SHIFT DIFFERENTIAL:

Shift differential will be paid as follows:

- i. Shift differential shall be paid on all hours worked on the p.m. and/or night shift as is currently the practice.
- ii. WEEKEND DIFFERENTIAL

10 Hour Employees shall be entitled to a weekend differential of \$30.00 per shift for each shift worked on a weekend.

- f. REST BETWEEN SHIFTS:

Rest between shifts for ten (10) hour positions will be 12 hours.

- g. PTO/ESL:

Full time ten (10) hour employees shall accrue PTO at the full-time rate and shall be charged ten (10) hours of PTO for a ten (10) hour shift taken off.

I. Status Conversions

- 1. Part-time and Short-Hour Employees Increasing FTE. If a short hour, part-time employee works in excess of their FTE for sixteen (16) consecutive weeks, upon their written request to the Department Head, or their designee, their FTE will be adjusted to reflect the extra work. The FTE adjustment shall not be made if the extra hours were worked to backfill for a position or a vacancy created by an employee on an approved leave.

2. SAN to Short Hour or Regular Status. Any Services-as-Needed (SAN) employee who is regularly scheduled or permitted to work a 2/5ths weekly schedule or more, for a period of sixteen (16) consecutive weeks will, upon written request to their Department Head or their designee, be converted to a short hour, regular part-time or regular full-time status. Conversion will not occur if the SAN is filling a position or a vacancy created by an employee on an approved leave.

ARTICLE 12. COMPENSATION

- A. The minimum rates of pay and the respective classifications are set forth in Appendix A of this Agreement.

- B. Wage Increases

AHS agrees to a retro-active wage increase from the pay period beginning July 12, 2020: 3% across-the-board increase. To qualify for the retro payment an employee must be employed in the bargaining unit on the date the payment is made. Payment to be made within 60 days of ratification.

1. Effective the pay period that includes April 18, 2021, AHS agrees to pay an across-the-board wage increase of 3.0% for all classifications covered by this agreement
2. Effective the second full pay period of April 2022, AHS agrees to pay an across-the-board wage increase of 3.0% for all classifications covered by this agreement.
3. Effective the second full pay period of April 2023, AHS agrees to pay an across-the-board wage increase of 3.0% for all classifications covered by this agreement.

- C. Step Increases

1. Employees shall move to the next highest step in accordance with the provisions below.
2. One year of service within each step is required before the employee is eligible to promote to the next step.
3. For the purposes of this §C.2., only, a year is based on a complete twelve months of continuous employment, without a break in service, in the same classification and step from which the employee will promote.
4. Employees at the top step for their job title are not eligible for a step increase.

- D. OUT-OF-CLASS PAY

When an employee is specifically assigned to work out of classification to temporarily cover vacant regular positions or absences of other employees in higher level positions, the

employee shall receive out of class pay of five percent (5%) above the rate they are receiving in the lower-level classification. Such compensation shall be provided when the following conditions are met:

1. Out-of-class pay shall apply to actual hours worked to cover the higher-level position. This provision shall apply to employees in all employment categories.
2. The employee must be assigned or regularly expected to cover the duties of the higher-level position with the exception of preparation of performance evaluations.
3. The employee must possess all required licensure, certifications and competencies for the higher-level position.
4. Out-of-Class pay shall not apply to training or orientation to higher-level position.

ARTICLE 13. PAYROLL ERRORS

- A. Employees will report all payroll errors to their managers as soon as possible. Payroll errors resulting from AHS recording errors will be corrected within three (3) business days of receipt of written notification to the Payroll Department. Payroll errors resulting from employee errors, e.g., not recording correct clock-in/clock-out time, will be paid by the next payroll cycle.
- B. AHS is responsible for ensuring that work time is accurately and contemporaneously recorded. Employees will cooperate with AHS to accurately and contemporaneously record their work time. Depending upon the capabilities of the payroll and timekeeping software being utilized, AHS will make daily timekeeping records available to employees within two business days (excluding holidays and weekends) of a written or electronic request by the employee or the Union. Prior to the issuance of a paycheck or the electronic deposit of an employee's pay, AHS will notify the employee of any variance to the employee's normal or regularly scheduled work time and of any changes to the employee's normal and regular rate of pay. AHS will endeavor to notify the employee of such variances in sufficient time to allow for the correction of an error prior to the payday. AHS may satisfy the requirements of this provision by providing the employee access to their electronic time and pay record prior to the applicable payday.

ARTICLE 14. EDUCATIONAL LEAVE & CONTINUING EDUCATION

A. Educational Leave

1. Purpose: To encourage employees to take time off to attend conferences, workshops or seminars of a job-related educational nature to promote staff development and learning and to be used to help employees meet their "continuing education" requirements for licensure and certification.

2. Accrual: Each non-exempt, regular full-time or part-time employee, at AHS - San Leandro hospital is entitled to forty (40) paid hours of leave, or a paid pro-rated portion thereof (based on Standard hours), each calendar year. An employee may roll over the unused portion of their paid educational leave, which was requested, but which AHS was unable to grant. The maximum amount of roll over is (ten) 10 days.
3. Guidelines: Employees must apply for leave time in advance of the Program by filling out an “educational leave request” form and submitting it to the department director or manager.

The employee will be required to submit verification of Attendance/completion immediately following the Educational program.

Education programs must be a minimum of four (4) hours in Length to qualify as an educational leave paid day.

Unverified use of educational leave time will be charged as PTO and inappropriate, unverified time off charged to Educational leave may lead to disciplinary action.

Home study coursework and short (i.e. two hour) seminars can be combined to create a six (6) hour block, which can then be used as an education day.

Educational leave requests shall not unduly interfere with staffing. Permission for such job- related educational leave will not be unreasonably denied.

Requests for educational leave that fall on scheduled days off work may be honored, and a substitute day off arranged.

Educational leave requests shall not unduly interfere with staffing.

Employees must provide documentation to the manager for calculation of time.

4. Procedure:
 - h. Employee completes Educational Leave Request form, listing name of program, date and length of program, etc.
 - i. Employee submits form to the Director or Manager of the department for approval.
 - j. Department Director or manager completes Educational Leave request form and approves or denies request.
 - k. Department Director or Manager returns a copy of the form to the employee as notification that leave request has been approved or why it has been denied.

- l. Department Director or Manager retains original copy of request form for the employee's file.
- m. Receipt of verification of attendance is noted on the bottom portion of the form by the Department Manager.

NOTE: Verification can be documented by Continuing Education Certification or other signed Certificate of Completion.

5. Educational Leave Pay

- a. Time cards are coded as Educational Leave Pay.
- b. Educational Leave Pay is paid at base rate including shift premium when applicable.

B. Education Fund

Ed Fund Terms: The employer hereby agrees to contribute .22% (twenty-two hundredths of one percent) of the collective bargaining unit's annual payroll, in each year of the Agreement, to the SEIU United Healthcare Workers West and Joint Employer Education Fund. Said contribution payments shall be payable each February 28th, and shall be based on the W-2's for the prior year. In the event that the employer initially joins the Education Trust Fund after the February 28th due date for the current year, a pro rata contribution of the annual contribution of .22% for the remaining portion of the current calendar year will be paid. Upon said payment, covered employees will be eligible for benefits during the current calendar year. The Employer further agrees to be bound by the term of the Trust Agreement, the Plan Document, and the rules and regulations adopted by the Trustees of the Fund.

ARTICLE 15. HEALTH AND WELFARE BENEFITS

A. Health Plans.

1. AHS shall contribute toward the monthly provider's charge for a comprehensive group health plan for eligible full-time employees, as well as their spouses/domestic partners and eligible dependents. The current co-pays for office visits, services and prescriptions will be clearly described in the summary of each health plan made available to SEIU employees during open enrollment.
2. Employees shall be notified of changes and/or modifications of plans during open enrollment each year.
3. AHS's contribution toward the provider's charge shall be the full-time contribution provided that the employee is on full-time paid status. If the employee is on paid status on less than a full-time basis, AHS's contribution shall be negotiated below.

4. Those employees who are on the payroll as .50 FTE and higher but have not worked enough hours to have an average FTE .50 or higher will pay 100% of their health and welfare premiums. FMLA, Workers Compensation Disability leave and other paid leaves will be included in the calculation of hours worked.
5. There will be no employee charge for the Freedom of Choice or HSA Independence Plan for calendar years 2020, 2021, 2022. If there are major changes in medical plans and costs that are beyond the scope of regular cost or plan changes, the Union agrees to meet and confer with management to discuss these changes and cost structure. This discussion does not represent a waiver of Union rights outlined in this agreement including utilizing the grievance and arbitration clause.
6. **Kaiser HMO Health Plans.** Eligible employees may select among the Kaiser HMO health plans which are subject to cost sharing as described in the open enrollment documents provided to employees. Eligible employees may select a Kaiser HMO health plans beginning the open enrollment period in 2021.
7. **Services as Needed Employees.** Services as needed employees will be eligible for Medical, Dental and Vision benefits if they work on average 30 hours or more per week during the annual benefit look back period or as ACA dictates.
8. **Duplicative Coverage.** This applies to married AHS employees and employees in domestic partnerships both employed by AHS. The intent of this section limits AHS employees who are married or in a domestic partnership from both covering each other within the same health plan. Married AHS employees and employees in domestic partnerships, both employed by AHS, shall be entitled to one (1) choice from plans offered through AHS.
9. Share the savings will be a flat \$250 per month for opting out of the health plan altogether. Employees will be able to opt out of the Dental Plan as well for \$20 per month; again, they would have to opt completely out. Married couples or domestic partners who both work for AHS will not be eligible for either share the savings or double health and/or dental coverage.
10. **Effect of Authorized Leave Without Pay on Health Plan Coverage.** Employees who were absent on authorized leave without pay, and whose health plan coverage was allowed to lapse for a duration of three (3) months or less, will be able to re-enroll as a continuing member in the same plan under which they had coverage prior to the authorized leave by completing the appropriate enrollment cards within thirty (30) calendar days of the date they return to work. The deductibles, maximums, and waiting periods shall be applied as though the employee had been continuously enrolled. The effective date of coverage will be based on guidelines established by AHS.

Those whose health plan coverage was allowed to lapse for a duration greater than three (3) months will be able to re-enroll within thirty (30) calendar days of the date they return to work in the same manner as is allowed for new hires.

11. **Open Enrollment.** Eligible employees may choose among available options during an Open Enrollment period in the fall of each year.

B. Dental Plans.

1. AHS shall contribute the full cost of the provider's charge for a dental plan for full-time employees and their dependents, including domestic partners and their dependents, provided that the employee is on paid status at least 50 percent of the normal full time pay period for the job classification. Eligible full-time employees may elect any one of the dental plan options provided through AHS.
2. The dental plan for part-time employees shall provide the same benefit coverage as in effect for full-time employees. To participate, an employee must have a calculated FTE of .50 or higher in the prior benefit look back period.
3. **Dental Plan Premium Payment on Final Paycheck Before Authorized Leave Without Pay or Employee Separation.** AHS shall make a dental plan premium payment on a final paycheck for employees who are on paid status at least forty (40) hours in the last biweekly pay period.
4. **Effect of Authorized Leave Without Pay.** Employees who are granted a leave of absence without pay, whose dental plan coverage has lapsed for a period of ten (10) pay periods or less, and who return to work on paid status of at least forty (40) hours per pay period shall retain dental plan eligibility as further provided:
5. **Full-time and Part-time employees.** Full time and part time employees regularly scheduled to work 50% or more per pay period who were absent on authorized leave without pay, and whose dental plan coverage lapsed for a duration of ten pay periods or less, will be re-enrolled in the dental plan as a continuing member with respect to the application of deductibles, maximums and waiting periods. Those whose dental plan coverage lapsed for duration greater than ten (10) pay periods will be re-enrolled in the same manner as is allowed for new hires with respect to the application of deductibles, maximums and waiting periods. Coverage begins at the effective date of coverage will be based on guidelines established by AHS.
6. **AHS Open Enrollment.** Eligible employees may choose from among the options available during the annual Open Enrollment period. Premiums of all AHS dental options will be paid according to dependent status (single, two-party, or family).

- C. Vision Reimbursement Plan.** Employees shall be eligible for vision care reimbursement subject to the following criteria: The employee is eligible for reimbursement after six (6)

months of continuous employment working at least fifty percent (50%) time or more each pay period. The employee shall be reimbursed for the cost of either lenses and frames or contact lenses specifically prescribed for the employee only, up to a maximum reimbursement of \$200.00 each twenty-four (24) month period beginning on September 1 of odd numbered years. Reimbursement will be made subject to applicable Finance Office procedures and requirements.

- D. The SEIU-San Leandro Unit will participate in a joint labor management committee with the purpose of exploring ways of reducing and/or holding down the cost of employee health, vision and dental plans for both the Center and the employees. The Healthcare Cost Containment Labor Management Committee will meet monthly and will include no more than three SEIU-San Leandro Unit representatives. Other bargaining units will be invited to participate. The parties may mutually agree to add other members and/or bring in others inside and outside the organization on an ad hoc basis to assist in the Committee's mission.
- E. **Effect of Mandated Fringe Benefits.** In the event that State or Federal law shall mandate the granting to employees of benefits or other terms and conditions of employment which duplicate, supplement, or otherwise impinge upon benefits or other terms and conditions of employment set forth herein, the provisions of this Memorandum of Understanding so duplicated, supplemented, or impinged upon shall be void and of no further effect as of the date the mandated benefit or term and condition of employment becomes effective, but the parties hereto shall then meet and confer with regard to such benefit or other term and condition of employment in order to assure that the State or Federal mandate does not result in an overall loss of benefits to employees.
- F. **Dependent Care Salary Contribution.** Subject to the applicable provisions of the Internal Revenue Service, employees may contribute up to \$5,000 each calendar year from their salaries for approved dependent care. (Eligible employees may only contribute a portion of their salary for such expenses; there is no AHS contribution for dependent care.) SAN employees are not eligible for this benefit.

Reimbursements are made on a monthly basis subject to submission of itemized statements, adequate accumulation of the salary contribution, proof of payment, and applicable AHS administrative procedures.

ARTICLE 16. DISABILITY INSURANCE BENEFITS

- A. **Participation.** AHS shall continue to participate under the State Disability Insurance (SDI) Program.
- B. **Payment Of SDI Premiums.** SDI premiums shall be shared equally by the employee and AHS.

- C. **Employee Options.** There are two (2) options available to an employee who is otherwise eligible for disability insurance benefits which are as follows:
1. **Option 1.** Not applying for disability insurance benefits and using accrued PTO and ESL, or;
 2. **Option 2.** Applying for disability insurance benefits and integrating accrued paid leaves with the SDI benefits. Such accrued paid leaves shall include PTO leave, unless the employee provides written notice to the Department Head to limit the integration to accrued PTO only with SDI benefits. The choice to integrate accrued PTO and extended sick leave only with SDI benefits may not be waived by the employee or AHS.
 3. **Amount of Supplement.** The amount of the supplement provided in this section for any hour of any normal workday, shall not exceed the difference between 100% of the employee's normal net, not gross salary rate, including premium conditions specified in Section 15.3 or any other provision of this MOU, and the "weekly benefit amount" multiplied by two (2) and divided by 80.
- D. **How a Supplement to SDI is Treated.** Hours, including fractions thereof, charged against the employee's accrued PTO as a supplement to disability insurance benefits will be regarded as hours of paid leave of absence.
- E. Paid Time Off shall be accrued based upon the proportion of the hours charged against the employee's PTO leave balances to the regular pay period.
- F. **Health and Dental Plan Coverage in Conjunction with SDI:** For purposes of determining eligibility for AHS's hospital and medical care contributions and dental coverage, employees who are receiving a supplement to disability insurance benefits paid from and charged to accrued PTO leave shall be regarded as on paid status for their regular work schedules with regard to the days for which such supplement is paid.
- G. The group health care providers will permit employees who are dropped from health and/or dental plan coverage because of exhaustion of their accrued PTO leave, to re-enter the group plans upon returning to their former work schedules, if the employee is otherwise eligible pursuant to Article 12 herein.

ARTICLE 17. LONG TERM DISABILITY INSURANCE

A long-term disability insurance policy will be made available for the employee only. Coverage can be purchased through payroll deduction. This policy is subject to premium costs, eligibility requirements, age limitations, coverage exclusions, conversion rights, and all other provisions set forth in the applicable insurer contract.

ARTICLE 18. LIFE INSURANCE

Except for per diem employees and any employee who is regularly scheduled to work less than half the regular work week for the job classification, basic group life insurance coverage of \$9,000 will be provided to each employee who meets the enrollment requirements. AHS shall continue to pay necessary premiums for two (2) pay periods after the employee goes on approved leave without pay. This coverage reduces by 33% at age 65. This reduction will apply to the amount in force just prior to each reduction interval. The reduced amounts will be rounded in accordance with the existing schedule.

ARTICLE 19. PENSION BENEFITS

Pension benefits are provided to regular Full-Time and regular 0.50 FTE or higher Part-time staff through the Alameda Health System Enhanced Defined Contribution Plan and Alameda Health System Hybrid Plan. Eligible staff shall be provided an opportunity to choose which of the two plans they elect to participate in, at their time of hire into an eligible position. All plan elections are irrevocable once made. For plan eligibility purposes, Part-Time FTE status is based on official AHS Human Resources records and not the number of hours actually worked by an employee in a given pay-period or range of pay periods. Participation in one of the two plans is mandatory for all eligible staff. Terms and conditions of plan benefits and eligibility to participate are governed by plan rules.

The parties agree to support any modifications to State law necessary to allow San Leandro Hospital employees to join ACERA. In the event State law is changed such that San Leandro Hospital employees could join ACERA, the parties agree to re-open negotiations with sixty (60) days written notice by either party to implement that change.

ARTICLE 20. SENIORITY AND REDUCTION IN FORCE

A. Seniority

1. Seniority for regular part-time and full-time employees is the total length of unbroken service with San Leandro Hospital commencing with the employee's most recent date of hire in a bargaining unit position. Those employed by San Leandro Hospital prior to October 31, 2013 shall have their length of service based on original date of hire with San Leandro Hospital prior to that date credited to their seniority.

Short Hour and Services-as-Needed (SAN) employees' seniority will be based on the original date of hire.

2. Regular status employees' seniority shall be separate from Short Hour and SAN status employees.
3. Rehire, Breaks and Adjustments in Seniority:

- a. Seniority will be broken by dismissal for just cause, voluntary resignation, indefinite layoff, or transferring out of the bargaining unit.
 - b. If an employee returns to a position with the same status they held prior to leaving within the bargaining unit within twelve (12) months following the event triggering the break in seniority, the employee shall have their seniority restored, but adjusted for the period when not in the bargaining unit.
 - c. In cases where seniority is broken, the Employee shall, upon re-employment, be assigned a new seniority date.
4. **Seniority List.** AHS shall maintain seniority lists. An updated master and unit seniority list shall be provided to all units and the Union upon written request to Labor Relations.

B. Indefinite Layoff

1. **Notice.** In the event of a reduction in force AHS will notify SEIU in writing no fewer than forty-five (45) calendar days prior to the effective date of the reduction in force. This notice will include a justification for the reduction in force. AHS is committed to promote transparency, accountability, and full communications in compliance with its obligations under state and local laws. The parties will meet and confer over impact of, and alternatives to such layoffs during the notice period described in this Section.

The subjects of these impact negotiations shall not include the decisions behind the layoffs. By mutual agreement, the parties may agree to extend the notice period.

The parties can meet at the request of one side or the other any time during the notice period in order to discuss subjects related to the reduction in force.

2. **Order of Displacement.** Displacement within all affected classifications shall be based on inverse SLH seniority.

Before any regular full-time or part-time employee is displaced, first all temporary, probationary, SAN, and short-hour employees within the affected classifications and layoff-unit will be displaced. In addition, AHS will cease using registry employees within the affected classifications and layoff unit prior to any displacement. AHS shall review traveler contracts in classifications and layoff units where employees have been displaced upon expiration of the contract.

3. **Bumping Rights.** Bumping rights within the impacted classification are at the discretion of the Chief Human Resources Officer, or their designee and depend on unit needs. Reorientation and training for a period of up to three (3) months can be provided for the displaced employee(s) in order to develop the necessary skills and competencies for a successful transition to the new assignment. Before considering bumping rights to a filled

position, the CHRO, or their designee shall determine if there are any vacant posted positions that would be appropriate for the laid off employee to fill.

AHS and SEIU can mutually agree on an alternate bumping process during the notice period described in this Section.

4. **Exceptions to Seniority for Displacement.** When specific positions within a classification require special skill, knowledge, or abilities, the Chief Human Resources Officer may designate specialties within a classification and treat such approved specialty as a separate classification for the purpose of displacement and demotion in lieu of displacement.
5. **Process for Layoffs.** Affected employees will be sent notices of layoff forty-five (45) calendar days prior to the effective date of the layoff.
6. All affected employees have the right to apply for posted positions if they are qualified and will be given preference in those open positions after an interview. By mutual agreement, employees may be placed into vacant bargaining unit positions for which they qualify, including SAN positions.
7. **Severance.** Employees who will be laid off at the end of the notice period described in §B.1 shall receive severance as follows:
 - a. From six (6) months to less than five (5) years of employment = Four (4) weeks base pay
 - b. From five (5) years to less than ten (10) years of employment = six (6) weeks base pay
 - c. From ten (10) years to less than fifteen (15) years of employment = nine (9) weeks base pay
 - d. From fifteen (15) years to less than twenty (20) years of employment = fourteen (14) weeks base pay
 - e. More than twenty (20) years of employment = sixteen (16) weeks base pay

Years of service for purposes of severance are determined using the employee's seniority.

Short Hour and SAN status employees are not eligible for severance.

Employees who accept severance are ineligible for rehire for the number of weeks they are paid severance after layoff.

8. The Chief Human Resources Officer, or their designee will offer more senior employees in the job classification the severance package unless the CHRO, or their designee decides to limit the offer based on specialized needs. If more employees respond than there are positions to be vacated, seniority will prevail. In no event is AHS obligated to pay severance to more employees or equivalent FTEs than were proposed to be laid off.
9. AHS and SEIU can mutually agree on alternate ways of offering this severance package for certain titles during the meeting process noted in §B above.
10. **Regular Employees' Rights to SAN Positions.** A regular employee who is not able to secure a regular position as a result of the above process will be offered a SAN position in the affected classification, if the classification is one that has SAN positions.
11. **Rehire Process.** Employees shall be rehired, by seniority for two (2) years from the date of the displacement. Employees exercising their rehire rights shall have preference for hire before other candidates when applying for open positions within their most recently held classification subject to the following:
 - a. Employees must follow the direction in their layoff packet identifying them as displaced employees in their application on the AHS website.
 - b. Employees who are exercising their rehire rights must notify the recruiter.
 - c. Displaced employees seeking to be rehired are subject to all requirements of the new hire process.
 - d. Displaced employees may exercise their rehire rights for an open position so long as AHS has not already offered the position to another applicant.
12. **Alternate Procedure.** The Union and AHS agree that they may meet and confer on an alternate procedure to be used in lieu of the foregoing, provided that there is mutual agreement on the procedure to be used. In any case, all such agreements as well as the alternatives described above must be accomplished within the notice period as described in §B.1.

C. Low Census Procedure

AHS will provide employment security to bargaining unit employees by making every effort to avoid displacing employees (e.g., reduction in force, reduction in hours, elimination on a temporary, indefinite, or permanent basis, etc.) insofar as it is feasible. There shall be no daily cancellations except that nothing herein shall preclude AHS from canceling shifts of SANs and extra shifts.

1. During times of low patient census in which less staff is required, AHS shall apply the following procedure:

- a. Cancel any employee who is working an overtime shift on a rotating basis using inverse seniority;
 - b. Cancel contract registry/travelers within the affected job classification and affected department/unit;
 - c. Cancel SAN employees within the affected job classification and department/unit on a rotating basis using inverse seniority;
 - d. Offer eligible employees an education day in order to complete CEUs or other educational requirements pursuant to Article 14 (Educational Leave and Continuing Education) on a rotating basis beginning with the most senior employee; employees must provide documentation to the manager; for calculation of time, one continuing education contact hour will be equal to one hour of Education Leave up to the balance of the shift being cancelled;
 - e. Solicit volunteers on a rotating basis beginning with the most senior employee from among employees in the affected department who are presently at work and, if time permits, among those scheduled to arrive for the upcoming shift. Employees who volunteer to be canceled may take the shift as unpaid or PTO time if accrued and available;
 - f. Float employees within department provided the employee has the skill and ability to perform the work assigned;
 - g. If an employee declines to float, then the employee shall be considered to have opted to voluntarily be canceled pursuant to 'E' above.
2. AHS agrees that in the implementation of this policy, it shall continue to give first priority to the delivery of high quality patient care for reasonably projected increases in

ARTICLE 21. TERMINATION NOTICE

A regularly employed Employee shall give no less than fourteen (14) calendar days' notice of intended resignation; and AHS shall give to a regularly scheduled Employee no less than fourteen (14) calendar days' notice or ten (10) paid days' salary in lieu of notice of termination in a reduction of staff. The latter provisions shall not apply to Employees dismissed for just cause.

ARTICLE 22. VACANCY POSTING

- A. Permanent vacancies will be posted for seven (7) calendar days in the unit where the vacancy exists, and are sent electronically to all employees in the classification. After the seven (7) calendar

days the vacancy will be posted on AHS HR recruitment website. Internal applicants in this bargaining unit shall be considered prior to outside candidates.

- B. Internal Bids. Vacant positions will be awarded by seniority to employees in the same classification after the seven (7) day internal posting in the following order: regular status employees, Short-Hour employees covered by this Agreement, then SAN employees covered by this Agreement.
- C. If the position is not filled through the internal bid process, all internal applicants who apply through the AHS website shall be given preference over external candidates provided such internal applicants meet the minimum qualifications for the position, and that AHS has not offered the position to another applicant.
- D. This does not prevent AHS from filling a posted vacancy on a temporary basis not to exceed sixty (60) days prior to filling the position. The foregoing sixty (60) day limit shall not apply to situations where AHS is filling a position temporarily vacant because of a leave of absence.

ARTICLE 23. PERFORMANCE IMPROVEMENT

- A. In order for AHS to attract and retain patients and be financially viable in the future, the Union and AHS agree that employees must be productive, competent and well-disciplined to perform their assigned responsibilities. Both the Union and AHS agree that employees are deserving of being treated with dignity and respect.
- B. Coaching. This is part of the supervisor's ordinary day-in and day-out responsibilities for managing people. These coaching sessions may be casual or formal in nature aimed at recognizing best practice performance and behaviors that align with expected standards as well as coaching to expectations that drive performance; they should be face to face conversations that occur during the shift. These conversations MAY be documented at the request of either the manager or employee but WILL NOT be placed in the employee's personnel file.
- C. Performance Improvement Plan (PIP). When a problem continues, the supervisor may schedule a more serious discussion to let the employee know that immediate change is needed. At this point, that matter is still between the employee and the supervisor. As long as the employee solves the problem, it goes no further. There is no official record of the PIP in the personnel file. PIPs may involve further training, orientation or mentoring and can have timelines for completion of tasks. PIPs will require documentation, but again WILL NOT be placed in the employee's personnel file. PIPs are intended to last for no more than three (3) months. The employee and supervisor may agree to extend the PIP for up to a maximum of six (6) months. The employee may submit a written rebuttal to be attached to the PIP.

**ARTICLE 24. DISCIPLINE WITHOUT PUNISHMENT /NOTICE OF TERMINATION
/PERSONNEL FILES**

A. AHS agrees to the principles of progressive discipline, where appropriate, and to due process as set forth in this Article. It is the intent that disciplinary action be corrective in nature and will only be administered for just cause. Waiver of an employee's right to Union representation during a disciplinary meeting or step meeting will be in writing.

1. All problems employees have are divided into three categories or tracks:

a. **Attendance-** violations of the attendance and other related policies

b. **Performance**

i. **Neglect of duties-** generally knowing how to do the work but just not doing or finishing it.

ii. **Incompetence-** not knowing how to do work which is reasonably in the job description. Training or retraining should be offered initially. Because progressive discipline does not make an employee competent, disciplinary steps may have to be skipped should retraining prove ineffective.

c. **Behavior-** conduct inconsistent with the employee's job description, the law, and/or AHS standards and policies.

2. Disciplinary actions generally follow one of these tracks. Progressive discipline applies separately to each track or tracks although there could be occasions when the offenses cover two or even three tracks.

B. **Progressive Discipline Steps.** The following are the progressive disciplinary steps; they will be followed where appropriate. They should be initiated as soon as the continuation of the problem is evident, but in any event no later than 3 months after the performance improvement stages have been followed. The employee may have union representation at each of these steps. The step in the process is determined by factors including but not limited to severity of the offense, impact on patients, other employees and/or operations, date of the last discipline, and other mitigating or aggravating factors.

1. **Reminder One.** At this step in the disciplinary process, the employee will be reminded of the policy standard or performance/behavioral expectation and their responsibility to meet it. The employee will be asked to make a commitment to correct the issue and once that commitment is made, a memorandum memorializing the meeting and commitment will be jointly prepared and shared with both parties to the conversation. The memorandum will be placed in the employee's personnel file. If the Employee does not want to accept the Reminder and instead wants to contest it, they will have the right

to grieve Reminders up to Step 3. In this case the Supervisor/Manager will write the memorandum and that will be the basis for the grievance. In no event will supervisors, managers or HR be involved in, or recommend whether employees elect to accept a Reminder or appeal it. If the reminder is contested and upheld in the grievance process, it will be entered into the employee's personnel file and counted as a progressive step in the disciplinary process.

2. **Reminder Two.** This process is the same as Reminder One.
 3. **Decision Making Leave.** If the issue persists, another meeting will be held with the employee. They will be told of the pending problems that have continued and then be told to take a day off with pay to think whether they could commit to change and continue employment. If, on return, the employee commits in a second meeting, they return to work. If the employee does not commit, they resign, or is issued an intent to terminate notice as described below, and the Skelly process is followed.
 4. **Final Step.** If after the Decision Making Leave and commitment, the problem again persists, the employee is sent an intent to terminate notice as described below and the Skelly process is followed.
- C. **Intent to Terminate Notice.** An intent to terminate notice must be served on the employee in person or mailed. The notice should include:
1. A statement of the nature of the disciplinary action.
 2. A statement of the cause of the action.
 3. A statement in ordinary and concise language of the act or omission upon which the action is based.
 4. A statement of the employee's right to respond either orally at a meeting requested by the employee, or in writing and timeframes for responding.
- D. **Notice of Termination.** In the event of termination of an employee subject to this Memorandum of Understanding for a cause other than intoxication on the job, gross insubordination, dishonesty, or conviction of a felony which relates to the employee's job, the Department Manager or Designee shall give to such employee a written notice of termination no less than ten (10) working days prior to the effective date of said termination. In the event, however, that such employee is not on the job on the date they would be entitled to such notice, it shall be mailed to them on such date. Time spent on the job during such ten (10) day notice period by a probationary employee shall not be counted toward completion of the probationary period. AHS agrees to furnish a copy of any such notice to the Union, unless the employee requests otherwise, but failure to receive such notice shall not invalidate such termination.

- E. **Skelly Hearings.** Upon request of the Union Scheduling of hearings will occur within ten (10) business days from the date of the issuance of the recommended termination unless mitigating circumstances such as illness prevent the employee from attending the hearing within ten (10) business days. Scheduling will be continued based on the Union's reasonable estimate of the amount of time it will take to investigate and prepare their case. Hearings will be presided over by one Skelly Officer and shall be scheduled by mutual consent of the parties. Cancellations will only be by mutual consent unless there are emergency circumstances beyond either the Union's or the employee's control. The Skelly officer will make the final determination if a hearing should be rescheduled because of an emergency circumstance or order an alternate remedy. The Union will make reasonable, timely requests for information and AHS will comply in a reasonable, timely manner.
- F. **Appeal of Skelly Decision.** The Union or the employee shall have ten (10) business days after receipt of the written Skelly decision in which to submit a written appeal of the discipline. Any appeal shall be pursued under Article 25, Grievance Procedure, by filing a grievance at the Step 3 level.
- G. **Weingarten Rights.**
1. AHS will perform an investigation of allegations as needed, including employee interviews.
 2. **Rights Described.** AHS shall permit employees to be represented during investigatory meetings consistent with the principles established by the United States Supreme Court in the matter *Weingarten vs. NLRB*, as modified by the courts and the NLRB.
 3. **Failure to Grant Weingarten Rights.** If an employee is denied Weingarten Rights during an investigatory meeting, the Employer must hold an additional meeting in which the employee is provided such rights and no disciplinary action shall take place until after the meeting is held.
- H. **Personnel Files.**
1. **Review of Personnel (H.R.) Files.** An employee, alone or accompanied by a Union Representative, shall have the right to review their personnel (H.R.) file or authorize their Union Representative in writing to conduct such a review. Third party reference material shall not be made available. Such inspections shall be arranged in advance with Human Resources. Employees may make an appointment with Human Resources to inspect their personnel files, but they are limited to asking for copies of only twenty (20) pages of documents in the file per calendar year.
 2. **Placement and Removal of Disciplinary Material in Personnel (H.R.) File.** No disciplinary material shall be inserted in an employee's personnel (H.R.) file

without their prior notice. Discipline will be removed from an employee's official personnel (H.R.) file upon written request of the employee after two (2) years from the date of the Skelly Decision or Settlement Agreement. Discipline older than two (2) years will not be relied upon for future disciplinary action, provided that no discipline of a similar nature has taken place for 2 years. Failure of the Employee to have the discipline removed does not grant permission for AHS to continue to utilize the materials in subsequent actions; materials that are greater than 2 years old are considered stale and unusable. This does not apply to disciplines for patient abuse.

ARTICLE 25. GRIEVANCE AND ARBITRATION

- A. **Purpose and Definitions.** The purpose of the Grievance Procedure is to resolve disputes as expeditiously as possible. If an employee or the Union has a grievance or complaint, it shall be taken up in the manner set forth in this paragraph. References to an AHS manager or officer shall include their designee. A grievance is an allegation by an employee, group of employees or the Union that AHS has violated written AHS policies and procedures or interpretation or application of a provision of this MOU provided that the issue is within the scope of representation as defined in Government Code Section 3504.
- B. **Grievance Steps.**
1. **STEP 1.** Informal Meeting with Supervisor. As a preliminary step, the employee shall first confer with their supervisor, or other appropriate manager, to attempt to resolve the matter prior to filing a written grievance. If the matter is not resolved pursuant to this informal meeting, or if the supervisor/manager refuses to meet informally, a written grievance may be initiated at Step 2, as provided below. No grievance shall be processed unless the employee or Union has attempted to meet with and/or notified the supervisor/manager. This preliminary step shall not apply to Union Grievances under Article 25, Section C below
 2. **STEP 2.** Submission of Written Grievance to Labor Relations. A grievance by an employee or groups of employees that remains unresolved after the informal meeting is to be submitted in writing via email to Grievance@AlamedaHealthSystem.org within sixty (60) calendar days of the date upon which the grievant(s) or the Union knew the facts that gave rise to the grievance. The grievance shall state:
 - a. The section of the MOU or written policy or procedure violated;
 - b. The detailed facts upon which it is based;
 - c. The remedy that is sought;
 - d. The date of the informal meeting with the supervisor/manager.

3. **Upon receipt of a Step 2 grievance**, AHS shall meet with the grievant(s) and the Union Shop Steward and/or Union Representative within ten (10) calendar days of the receipt of the grievance. The AHS representative shall respond to the Step 2 grievance in writing within ten (10) business days of the Step 2 meeting. If the AHS representative denies the requested remedy, the Union may appeal the matter to Step 3 within ten (10) business days of receipt of the written Step 2 or, if there is no response, within twenty two (22) calendar days of the filing of the grievance at Step 2, the Union may advance the grievance to Step 3.
4. **STEP 3. Meeting.** Within ten (10) business days of receiving the request via email to Grievance@AlamedaHealthSystem.org, there shall be a Step 3 meeting with Labor Relations. AHS shall provide the Union with its final written response within ten (10) business days of the conclusion of the Step 3 meeting. If the response is not issued within this time limit, or if the grievance is not resolved at Step 3, the Union may appeal the grievance to arbitration.
5. **STEP 4. Arbitration.**
 - a. **Appeals to Arbitration.** An appeal to arbitration may be made only by the Union. The appeal to arbitration must be filed with the Labor Relations department via email to Grievance@AlamedaHealthSystem.org within twenty (20) business days of the issuance of AHS's response to the Step 3 grievance, or when the Step 3 grievance response would have been due to the Union.
 - b. **Selection of an Arbitrator.** The arbitrator will be selected by mutual agreement of representatives of AHS and the Union. If the parties are unable to agree on the selection of an arbitrator, they shall jointly request a list of arbitrators provided by the State Mediation and Conciliation Services. AHS and the Union shall alternately strike names from the list until only one name remains. The name of the person that remains on the list shall serve as arbitrator. The party that strikes the first name shall be determined by a coin toss.
 - c. **Authority of Arbitrator.** The arbitrator's award shall be final and binding on the parties. The arbitrator's authority shall be limited to the interpretation and application of specific provisions of this MOU or written AHS policies and procedures, and they shall have no authority to add to, subtract from or to change of terms or provisions of this MOU. The award shall be based upon the joint agreed submission of the parties, or the absence of an agreed submission, the questions raised by the parties in respect to the specific interpretation and application of the Agreement. The arbitrator shall have the authority to subpoena documents and to require the attendance of witnesses upon the request of either party but not upon their own motion.
 - d. **Expenses of Arbitration.** AHS and the Union shall each pay one-half (1/2) of the costs of arbitration, including the fees of the arbitrator and other expenses

of the arbitration proceeding, including a reporter, but not including compensation of costs of representation, advocacy or witnesses for either party.

- C. **Union Grievances.** Grievances by the Union over disputes arising from the Recognition Article of this MOU may be filed at Step 3 of the Grievance Procedure.
- D. **Time Limits.** The time limits established in the grievance procedure may only be waived by the mutual written agreement of the parties. On no account shall any grievance include a claim for money relief for more than one hundred and twenty (120) days prior to the date the grievance was submitted in writing at Step 2 and until the violation is corrected and/or the grievance remedy is implemented.
- E. **Disciplinary Actions.** Appeals of disciplinary actions are covered under Article 24.

ARTICLE 26. JOINT COMMITTEES

- A. The Union and San Leandro Hospital agree to set up Patient Care Committees to improve patient care as well as communications and understanding between the parties. The scope of discussion includes but is not limited to:

- Safety
- Patient Flow
- Standards of Practice-behavior
- Staffing and skill mix
- Acuity
- Education
- Scheduling issues

- B. The parties agree that grievances shall be handled in accordance in Article 25 (Grievance and Arbitration) of the MOU.

- C. **Hospital Wide Care Committee.**

The hospital-wide Patient Care Committee will include SEIU Local 1021 represented members. The Union will select eight (8) committee members to participate.

1. Nursing, Respiratory Care, Sterile Processing, Radiology. Materials Management. EVS - 4 Representatives
2. Medical Records. Admitting- 2 Representatives
3. Pharmacy - 1 Representative
4. Dietary - 1 Representative

The parties can agree to additional committees depending on need.

- D. **Frequency of Meetings.** It is the joint responsibility of both labor and management to schedule meetings. The SLH Patient Care Committee will meet every other month and the Center-wide Committee will meet quarterly. The parties may agree on other schedules for meetings.
- E. **Agendas.** Each side will present the other with agenda items at least one week prior to the meeting; items that are not discussed will be carried over to the next meeting. It is expected that departmental representatives will report to the center-wide committee on departmental committee activities and discussions; they will also report back on the Center-wide discussions and activities at the departmental committee meetings.
- F. AHS agrees that SLH-SEIU employees are allowed to have one (1) seat on the Environment of Care Committee for members of the union's choice. One represented employee and one alternate will be designated as members. The employee participating in a meeting of the Committee will be released for attending. The Union will determine the method of selection of the participants.

QUALITY PATIENT CARE

- G. The highest standards of quality patient care and patient service is the mutual goal of AHS and the Union.
- H. It is understood that the staffing plan in any department can be modified as a result of factors including but not limited to changes in patient acuity, patient care or service delivery system, technology, departmental geography, or other reasonable factors. Proposed changes may be discussed prior to a decision in the appropriate Patient Care Committee (PCC) or in a separate meeting with SEIU representatives as agreed upon. Excluding matters of emergency, the PCC shall have one month to meet at least twice on the subject. AHS shall notify SEIU of the proposed change to negotiate over impact for up to 45 days from the date the matter is submitted to SEIU. At the end of these discussions management reserves the right to make the final decision on staffing. The staffing plan is the plan to determine core staffing needs of the unit or department and is distinct from other issues such as schedule changes.
- I. SLH and the Union embrace a collaborative review and evaluation process between management and employees in the Patient Care Committees to identify issues and specific recommendations to improve patient care and patient satisfaction. The parties further share a commitment to an evidence-based approach to such ongoing review and evaluation based on research, data collection and ongoing employee input. In order to facilitate this approach information, including but not limited to the following shall be reviewed in the Patient Care Committees:
- Departmental Staffing Plan and relevant formula, if any
 - Patient Census Numbers

- Compliance with California State Nurse Staffing Ratios
- Agency usage records
- Overtime work records
- Patient satisfaction data
- Employee satisfaction data
- Employee vacancy and turnover rates including the time taken to fill each vacancy
- Patient Acuity
- Information and reports related to sentinel events
- Information submitted to the Joint Commission and state or federal regulatory agencies

ARTICLE 27. SAFETY

- A. **Goals and Functions.** It is the responsibility of AHS to maintain a safe working environment. AHS will maintain facilities in accordance with standards established by the State Division of Occupational Safety and Health and in compliance with the Occupational Safety and Health Act, other applicable safety and health regulations, and the Safety Committee.
- B. **AHS Safety Committee.** The Hospital shall meet with the Union upon written request to the Hospital Vice President, or their designee to discuss concerns such as: workplace violence prevention, patient and visitor safety, and the safety of employees. The parties shall meet up to six (6) times per year.
1. **Process**
 - a. The parties will mutually agree on a time and agenda items for the meeting.
 - b. These meetings shall be scheduled no fewer than fourteen (14) calendar days in advance, unless otherwise mutually agreed to by the parties.
 - c. The Hospital will secure a meeting space.
 2. **Participation**
 - a. No more than three (3) represented employees may be released from work to participate in such a meeting, unless otherwise mutually agreed to by the parties. The Union members of the Committee may invite the union representative to attend the meetings.
 - b. These represented employees shall not be from the same job title and shift.
 - c. Employees will be released from work with pay to participate in such a meeting, if the meeting occurs during the employees scheduled Safe Patient Handling Program

C. Safe Patient Handling Program

1. AHS will maintain a Safe Patient Handling Program in all appropriate units. That Program will include the following:
2. A written Patient Protection and Health Care Worker Back and Musculoskeletal Injury Prevention Plan and safe patient handling policy in accordance with California Labor Code Section 6403.5; and
3. The designation of three (3) clinical staff with demonstrated lift competency per shift, per unit; and
4. Require proper use of available lift equipment; and
5. Timely repairs of and preventative maintenance on lift equipment; and
6. Powered patient transfer and/or lifting devices will replace current transfer and lift devices through future purchasing; and
7. Unit-specific new hire orientation, which includes safe lifting practices and proper use of lift equipment for appropriate employees; and
8. Annual competency reviews for appropriate employees, which include remedial safe lifting practices and proper use of lift equipment training; and

D. Workplace Violence Guidelines AHS shall ensure compliance with AHS' workplace violence guidelines. AHS will initiate strong violence and abuse prevention programs including:

1. AHS will ensure that all employees receive de-escalation training. Certified instructors will schedule and provide training based on assessment of needs — high, medium, low. Annual refresher training will also be provided and documented. AHS will also implement active shooter training and education.
2. AHS will report any injury or illness stemming from workplace safety or workplace violence to the appropriate agencies i.e., CAL-OSHA, Dept of Health, etc;
3. AHS will provide the assaulted employees(s) with medical and psychological services.
4. AHS will immediately develop and implement policies and procedures relating to the detection, removal, storage and disposition of any weapons or dangerous instruments found on patients, family members, visitors or others;
5. AHS will provide security cameras that are recording 24/7 and other surveillance of entrances and exits including all parking areas. Upon request, AHS will provide escorts to cars and physical protection to workers.

6. If a visitor or family member at any facility becomes abusive or violent, the security personnel will remove them straightaway;
7. AHS will increase random security patrols unit and add a camera in the lounge area and curved mirrors in hallways, as needed, as well as duress alarms where necessary.
8. AHS will assure that all employees have the right to call 911 when requested if an assault is being/has been committed. AHS will support the employee throughout the police/court process.
9. Assure that all affected employees are provided with copies upon their request of any documents relating to any incident of violence that affects them whether as victims or witnesses of the incident, as appropriate;
10. Staffing: If a patient is at any AHS facility with a history of violence or on a 5150 the attending physician or psychiatrist can determine to staff that patient with 1:1 or 2:1, including during transports, by the appropriate personnel.

ARTICLE 28.NO STRIKE/LOCKOUT

There shall be no strike, slowdown or other stoppage of work by Employees represented by the Union and no lockout by AHS during the life of this Agreement.

ARTICLE 29.CONTRACTING OUT SERVICES

The Union recognizes that the Employer has the obligation to provide effective health care in as efficient a manner as possible. The Employer recognizes that the Union has the obligation to protect the rights of Union members.

AHS reserves the right to meet immediate day-to-day operational needs by contracting for services, for example, through registry, temporary services and similar temporary health agencies. Prior to any subcontracting that does not meet the definition of day-to-day operational needs, AHS shall provide a 15-calendar day notice to the Union of the proposal to subcontract. Said notice shall include all bargaining unit classifications impacted and justification for the proposed subcontracting which may be in the form of a proposal submitted by a possible contractor. Upon request of the Union, AHS shall meet with SEIU to meet to:

- A. Review the proposal and answer questions and concerns about the proposal.
- B. Explore how the Union might present a counter proposal that could be presented to the Board of Trustees for consideration and mutually explore other ways to avoid contracting out the service.
- C. Meet and confer over the impact of the contracting out proposal. This meet and confer can be delayed by mutual agreement of the parties until after the Board of Trustees considers and votes

on a union counter proposal, or, in the absence of a counter from the Union, the proposed contract

- D. The Union reserves the right to present a position paper to the appropriate committee of the Board of Trustees.

These meetings are to last no longer than 60 calendar days after which the Board of Trustees can make a final decision on contracting out the service.

ARTICLE 30. UNION OFFICE

AHS agrees to provide the union with an office on the San Leandro Hospital campus.

ARTICLE 31. SAVINGS /SEVERABILITY

In the event that a court of competent jurisdiction rules that any provision of the Agreement is illegal or otherwise unenforceable, the remaining provisions of the Agreement shall remain in effect, and upon the request of either party, the parties shall meet and confer regarding the consequences, if any, of the court's ruling.

ARTICLE 32. TERM OF MEMORANDUM

This Memorandum of Understanding shall become effective upon the approval of the Board of Trustees and shall remain in full effect to and including May 31, 2024.

For AHS:

DocuSigned by:
Lorna Jones
160AE55234C142E...
Lorna Jones

DocuSigned by:
Michael Askin
149AE095D9F6487...
Michael Askin

For SEIU Local 1021:

DocuSigned by:
David Canham
35487423365A4B2...
David Canham

DocuSigned by:
Peter Masiak
4AEEF13FB5D2410...
Peter Masiak

DocuSigned by:
Nato Green
D48C50B94507404...
Nato Green

DocuSigned by:
Evangeline Kinsey
CB7C8E5F4185485...
Evangeline Kinsey

DocuSigned by:
Susan Sandoval
9FC65D0C1C544CB...
Susan Sandoval

DocuSigned by:
Takiyah Vaughn
83637F98696C493...
Takiyah Vaughn

DocuSigned by:
Ariana Casanova
5B42DAD4B37F431...
Ariana Casanova

APPENDIX A. WAGE SCALES

Effective July 12, 2020

Job Code	Job Title - Rates Effective 07/12/2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
72025	SLH ACCOUNT REPRESENTATIVE I	\$ 26.7311	\$ 27.6228	\$ 28.5823	\$ 29.5151	\$ 30.5421	\$ 31.5828	\$ 32.6502	\$ 33.7719	\$ 34.9072	\$ 36.0829
72025	SLH ACCOUNT REPRESENTATIVE I (SAN)	\$ 27.7311	\$ 28.6228	\$ 29.5823	\$ 30.5151	\$ 31.5421	\$ 32.5828	\$ 33.6502	\$ 34.7719	\$ 35.9072	\$ 37.0829
72030	SLH ACCOUNT REPRESENTATIVE II	\$ 30.7313	\$ 31.7718	\$ 32.8529	\$ 33.9611	\$ 35.1234	\$ 36.2993	\$ 37.5560	\$ 38.8263	\$ 40.1642	\$ 41.4752
72030	SLH ACCOUNT REPRESENTATIVE II (SAN)	\$ 31.7313	\$ 32.7718	\$ 33.8529	\$ 34.9611	\$ 36.1234	\$ 37.2993	\$ 38.5560	\$ 39.8263	\$ 41.1642	\$ 42.4752
72124	SLH ADMINISTRATIVE ASSISTANT-RADIOLOGY	\$ 26.5786	\$ 27.5288	\$ 28.5593	\$ 29.5898	\$ 30.6203	\$ 31.6509	\$ 32.6814	\$ 33.6716		
72124	SLH ADMINISTRATIVE ASSISTANT-RADIOLOGY (SAN)	\$ 27.5786	\$ 28.5288	\$ 29.5593	\$ 30.5898	\$ 31.6203	\$ 32.6509	\$ 33.6814	\$ 34.6716		
62301	SLH Billing Tech I	\$ 24.5271	\$ 25.6677	\$ 26.6157	\$ 27.8331	\$ 29.0762	\$ 29.6577				
62301	SLH Billing Tech I (SAN)	\$ 25.5271	\$ 26.6677	\$ 27.6157	\$ 28.8331	\$ 30.0762	\$ 30.6577				
62302	SLH Billing Tech II	\$ 26.0137	\$ 27.1796	\$ 28.3716	\$ 29.5889	\$ 30.8923	\$ 31.5102				
62302	SLH Billing Tech II (SAN)	\$ 27.0137	\$ 28.1796	\$ 29.3716	\$ 30.5889	\$ 31.8923	\$ 32.5102				
62303	SLH Billing Tech III	\$ 28.1279	\$ 29.3965	\$ 30.7421	\$ 32.0748	\$ 33.3444	\$ 34.0114				
62303	SLH Billing Tech III (SAN)	\$ 29.1279	\$ 30.3965	\$ 31.7421	\$ 33.0748	\$ 34.3444	\$ 35.0114				
64360	SLH CARE MANAGEMENT SPECIALIST	\$ 32.2448	\$ 33.9206	\$ 35.6776	\$ 37.5424	\$ 39.5289					
64360	SLH CARE MANAGEMENT SPECIALIST (SAN)	\$ 33.2448	\$ 34.9206	\$ 36.6776	\$ 38.5424	\$ 40.5289					
62837	SLH CHART ANALYST	\$ 28.1711	\$ 29.1079	\$ 30.0314	\$ 30.9817	\$ 31.9185	\$ 32.8417	\$ 33.7920	\$ 34.7288	\$ 35.6524	
62837	SLH CHART ANALYST (SAN)	\$ 29.1711	\$ 30.1079	\$ 31.0314	\$ 31.9817	\$ 32.9185	\$ 33.8417	\$ 34.7920	\$ 35.7288	\$ 36.6524	
62838	SLH CHART ANALYST LEAD	\$ 29.5035	\$ 30.6966	\$ 31.9020	\$ 33.1944	\$ 34.5116	\$ 35.8913	\$ 37.3204	\$ 38.8366		
62838	SLH CHART ANALYST LEAD (SAN)	\$ 30.5035	\$ 31.6966	\$ 32.9020	\$ 34.1944	\$ 35.5116	\$ 36.8913	\$ 38.3204	\$ 39.8366		
53119	SLH CLS	\$ 51.3495	\$ 52.9377	\$ 54.5749	\$ 56.2628	\$ 58.0029	\$ 59.7968	\$ 61.6462	\$ 63.5528		
53119	SLH CLS (SAN)	\$ 59.0520	\$ 60.8783	\$ 62.7611	\$ 64.7022	\$ 66.7033	\$ 68.7663	\$ 70.8931	\$ 73.0857		
53121	SLH CLS, SR	\$ 56.1186	\$ 57.8542	\$ 59.6435	\$ 61.4882	\$ 63.3899	\$ 65.3504	\$ 67.3715	\$ 69.4552		
53121	SLH CLS, SR (SAN)	\$ 64.5364	\$ 66.5323	\$ 68.5900	\$ 70.7114	\$ 72.8983	\$ 75.1529	\$ 77.4772	\$ 79.8734		
63302	SLH CODER I	\$ 36.9943	\$ 40.0553	\$ 43.0758	\$ 46.1236	\$ 49.1307					
63302	SLH CODER I (SAN)	\$ 37.9943	\$ 41.0553	\$ 44.0758	\$ 47.1236	\$ 50.1307					
63304	SLH CODER II (ART I)	\$ 37.1292	\$ 39.9539	\$ 42.7921	\$ 45.6300	\$ 48.4409					
63304	SLH CODER II (ART I) (SAN)	\$ 38.1292	\$ 40.9539	\$ 43.7921	\$ 46.6300	\$ 49.4409					
63516	SLH COOK	\$ 28.9875	\$ 29.6835	\$ 30.3792	\$ 31.0754						
63516	SLH COOK (SAN)	\$ 29.9875	\$ 30.6835	\$ 31.3792	\$ 32.0754						
63517	SLH COOK LEAD	\$ 30.4464	\$ 31.0754	\$ 31.7041	\$ 32.3333	\$ 32.9757					
63517	SLH COOK LEAD (SAN)	\$ 31.4464	\$ 32.0754	\$ 32.7041	\$ 33.3333	\$ 33.9757					
62321	SLH DATA CONTROL SPECIALIST	\$ 26.7311	\$ 27.6228	\$ 28.5823	\$ 29.5151	\$ 30.5421	\$ 31.5828	\$ 32.6502	\$ 33.7719	\$ 34.9072	\$ 36.0829
62321	SLH DATA CONTROL SPECIALIST (SAN)	\$ 27.7311	\$ 28.6228	\$ 29.5823	\$ 30.5151	\$ 31.5421	\$ 32.5828	\$ 33.6502	\$ 34.7719	\$ 35.9072	\$ 37.0829
63540	SLH DIET CLERK	\$ 28.1443	\$ 29.0144	\$ 29.8708	\$ 30.7542	\$ 31.6777					
63540	SLH DIET CLERK (SAN)	\$ 29.1443	\$ 30.0144	\$ 30.8708	\$ 31.7542	\$ 32.6777					
64330	SLH DISCHARGE PLANNING ASSISTANT	\$ 32.2448	\$ 33.9206	\$ 35.6776	\$ 37.5424	\$ 39.5289	\$ 41.5157	\$ 43.5968	\$ 45.7862		
64330	SLH DISCHARGE PLANNING ASSISTANT (SAN)	\$ 33.2448	\$ 34.9206	\$ 36.6776	\$ 38.5424	\$ 40.5289	\$ 42.5157	\$ 44.5968	\$ 46.7862		
72308	SLH ELIGIBILITY SPECIALIST	\$ 30.4798	\$ 31.4224	\$ 32.3942	\$ 33.3660	\$ 34.3671					
72308	SLH ELIGIBILITY SPECIALIST	\$ 31.4798	\$ 32.4224	\$ 33.3942	\$ 34.3660	\$ 35.3671					
53665	SLH EMT	\$ 31.3564	\$ 32.0523	\$ 32.8687	\$ 33.6314	\$ 35.2776					
53665	SLH EMT (SAN)	\$ 32.3564	\$ 33.0523	\$ 33.8687	\$ 34.6314	\$ 36.2776					
72521	SLH ENVIRONMENTAL SVCS WORKER	\$ 27.3681	\$ 27.9436	\$ 28.5058	\$ 29.0677						
72521	SLH ENVIRONMENTAL SVCS WORKER (SAN)	\$ 28.3681	\$ 28.9436	\$ 29.5058	\$ 30.0677						

Job Code	Job Title - Rates Effective 07/12/2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
72522	SLH ENVIRONMENTAL SVCS WORKER LEAD	\$ 30.1135	\$ 30.7348	\$ 31.3560	\$ 31.9771						
72522	SLH ENVIRONMENTAL SVCS WORKER LEAD (SAN)	\$ 31.1135	\$ 31.7348	\$ 32.3560	\$ 32.9771						
73526	SLH FOOD SERVICE WORKER	\$ 27.1541	\$ 27.7162	\$ 28.2516	\$ 28.8269						
73526	SLH FOOD SERVICE WORKER (SAN)	\$ 28.1541	\$ 28.7162	\$ 29.2516	\$ 29.8269						
73318	SLH HIM TECHNICIAN II	\$ 28.1711	\$ 29.1079	\$ 30.0314	\$ 30.9817	\$ 31.9185	\$ 32.8417	\$ 33.7920	\$ 34.7288	\$ 35.6524	
73318	SLH HIM TECHNICIAN II (SAN)	\$ 29.1711	\$ 30.1079	\$ 31.0314	\$ 31.9817	\$ 32.9185	\$ 33.8417	\$ 34.7920	\$ 35.7288	\$ 36.6524	
72323	SLH INSURANCE VERIFIER	\$ 26.5786	\$ 27.6894	\$ 28.8806	\$ 30.0715	\$ 31.2626	\$ 32.4538	\$ 33.6716			
72323	SLH INSURANCE VERIFIER (SAN)	\$ 27.5786	\$ 28.6894	\$ 29.8806	\$ 31.0715	\$ 32.2626	\$ 33.4538	\$ 34.6716			
63535	SLH LEAD DIET CLERK	\$ 29.5515	\$ 30.4650	\$ 31.3644	\$ 32.2917	\$ 33.2616					
63535	SLH LEAD DIET CLERK (SAN)	\$ 30.5515	\$ 31.4650	\$ 32.3644	\$ 33.2917	\$ 34.2616					
63226	SLH LEAD INSTRUMENT TECH	\$ 30.7791	\$ 31.5316	\$ 32.3091	\$ 33.0618	\$ 33.8520					
63226	SLH LEAD INSTRUMENT TECH (SAN)	\$ 31.7791	\$ 32.5316	\$ 33.3091	\$ 34.0618	\$ 34.8520					
53452	SLH LVN	\$ 35.8713	\$ 36.8984	\$ 37.9378	\$ 38.9771	\$ 40.0041					
53452	SLH LVN (SAN)	\$ 41.2520	\$ 42.4332	\$ 43.6285	\$ 44.8237	\$ 46.0047					
53451	SLH LVN (IV CERTIFIED)	\$ 37.1111	\$ 38.1415	\$ 39.1718	\$ 40.2158	\$ 41.2465					
53451	SLH LVN (IV CERTIFIED) (SAN)	\$ 42.6778	\$ 43.8627	\$ 45.0476	\$ 46.2482	\$ 47.4335					
73225	SLH MATERIAL HANDLER	\$ 24.6328	\$ 25.7889	\$ 26.9399	\$ 28.0910	\$ 29.2418	\$ 30.3659				
73225	SLH MATERIAL HANDLER (SAN)	\$ 25.6328	\$ 26.7889	\$ 27.9399	\$ 29.0910	\$ 30.2418	\$ 31.3659				
73330	SLH MEDICAL RECORDS CLERK	\$ 26.2842	\$ 27.0739	\$ 27.8767	\$ 28.7198	\$ 29.5766	\$ 30.4595	\$ 31.3831	\$ 32.3199	\$ 33.2969	
73330	SLH MEDICAL RECORDS CLERK (SAN)	\$ 27.2842	\$ 28.0739	\$ 28.8767	\$ 29.7198	\$ 30.5766	\$ 31.4595	\$ 32.3831	\$ 33.3199	\$ 34.2969	
63335	SLH MEDICAL RECORDS TECHNICIAN	\$ 30.8861	\$ 31.8034	\$ 32.7630	\$ 33.7500	\$ 34.7371	\$ 35.7787	\$ 36.8617	\$ 37.9858	\$ 39.1098	\$ 40.2751
63335	SLH MEDICAL RECORDS TECHNICIAN (SAN)	\$ 31.8861	\$ 32.8034	\$ 33.7630	\$ 34.7500	\$ 35.7371	\$ 36.7787	\$ 37.8617	\$ 38.9858	\$ 40.1098	\$ 41.2751
53667	SLH NOC UNIT CLK / MONITOR TECH / PCA	\$ 29.5884	\$ 31.0964	\$ 32.6048	\$ 34.1129	\$ 35.6212	\$ 37.1292	\$ 38.5964			
53667	SLH NOC UNIT CLK / MONITOR TECH / PCA (SAN)	\$ 32.5884	\$ 34.0964	\$ 35.6048	\$ 37.1129	\$ 38.6212	\$ 40.1292	\$ 41.5964			
73609	SLH OR TRANSPORTER	\$ 28.6662	\$ 29.3089	\$ 29.9512	\$ 30.6070						
73609	SLH OR TRANSPORTER (SAN)	\$ 29.6662	\$ 30.3089	\$ 30.9512	\$ 31.6070						
72318	SLH REP - PATIENT ADMITTING LEAD	\$ 26.8971	\$ 28.0647	\$ 29.2325	\$ 30.4005	\$ 31.5683	\$ 32.7358	\$ 33.9168			
72318	SLH PATIENT ADMITTING LEAD (SAN)	\$ 27.8971	\$ 29.0647	\$ 30.2325	\$ 31.4005	\$ 32.5683	\$ 33.7358	\$ 34.9168			
72317	SLH PATIENT ADMITTING REP	\$ 25.1868	\$ 26.2842	\$ 27.4085	\$ 28.5325	\$ 29.6567	\$ 30.7808	\$ 31.9050			
72317	SLH PATIENT ADMITTING REP (SAN)	\$ 26.1868	\$ 27.2842	\$ 28.4085	\$ 29.5325	\$ 30.6567	\$ 31.7808	\$ 32.9050			
62345	SLH PATIENT CARE ASSISTANT	\$ 27.9973	\$ 28.6396	\$ 29.2818	\$ 29.9378						
62345	SLH PATIENT CARE ASSISTANT (SAN)	\$ 28.9973	\$ 29.6396	\$ 30.2818	\$ 30.9378						
73020	SLH PBX OPERATOR	\$ 23.9740	\$ 25.2399	\$ 26.5301	\$ 27.8203	\$ 29.0984	\$ 30.3645				
73020	SLH PBX OPERATOR (SAN)	\$ 24.9740	\$ 26.2399	\$ 27.5301	\$ 28.8203	\$ 30.0984	\$ 31.3645				
73204	SLH PHARMACY BUYER	\$ 30.0556	\$ 30.9610	\$ 31.8935	\$ 32.8529	\$ 33.8393	\$ 34.8531	\$ 35.8937	\$ 36.9749	\$ 38.0829	\$ 39.2318
73204	SLH PHARMACY BUYER (SAN)	\$ 31.0556	\$ 31.9610	\$ 32.8935	\$ 33.8529	\$ 34.8393	\$ 35.8531	\$ 36.8937	\$ 37.9749	\$ 39.0829	\$ 40.2318
53714	SLH PHARMACY TECH	\$ 29.2868	\$ 30.1642	\$ 31.0692	\$ 32.0015	\$ 32.9611	\$ 33.9484	\$ 34.9630	\$ 36.0051	\$ 37.1020	\$ 38.2126
53714	SLH PHARMACY TECH (SAN)	\$ 33.6798	\$ 34.6888	\$ 35.7296	\$ 36.8017	\$ 37.9053	\$ 39.0407	\$ 40.2075	\$ 41.4059	\$ 42.6673	\$ 43.9445
53117	SLH PHLEBOTOMIST	\$ 28.1624	\$ 29.0124	\$ 29.8762	\$ 30.7674	\$ 31.6861	\$ 32.6460	\$ 33.6193	\$ 34.6341	\$ 35.6760	\$ 36.7456
53117	SLH PHLEBOTOMIST (SAN)	\$ 32.3868	\$ 33.3643	\$ 34.3576	\$ 35.3825	\$ 36.4390	\$ 37.5429	\$ 38.6622	\$ 39.8292	\$ 41.0274	\$ 42.2574
53116	SLH PHLEBOTOMIST LEAD	\$ 32.3855	\$ 33.3588	\$ 34.3460	\$ 35.3881	\$ 36.4438	\$ 37.5408	\$ 38.6652	\$ 39.8304	\$ 41.0234	\$ 42.2572
53116	SLH PHLEBOTOMIST LEAD (SAN)	\$ 37.2433	\$ 38.3626	\$ 39.4979	\$ 40.6963	\$ 41.9104	\$ 43.1719	\$ 44.4650	\$ 45.8050	\$ 47.1769	\$ 48.5958

Job Code	Job Title - Rates Effective 07/12/2020	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
54141	SLH PHYSICAL THERAPY ASST	\$ 33.4548	\$ 35.1276	\$ 36.8962	\$ 38.7337	\$ 40.6668	\$ 43.6695				
54141	SLH PHYSICAL THERAPY ASST (SAN)	\$ 38.4730	\$ 40.3967	\$ 42.4306	\$ 44.5438	\$ 46.7668	\$ 50.2199				
54111	SLH RCP	\$ 40.7629	\$ 43.2446	\$ 45.7262	\$ 48.2078	\$ 50.6897	\$ 53.1851				
54111	SLH RCP (SAN)	\$ 46.8773	\$ 49.7313	\$ 52.5851	\$ 55.4390	\$ 58.2932	\$ 61.1629				
54112	SLH RCP II	\$ 43.3679	\$ 46.0140	\$ 48.6604	\$ 51.3065	\$ 53.9527	\$ 56.5853				
54112	SLH RCP II (SAN)	\$ 49.8731	\$ 52.9161	\$ 55.9595	\$ 59.0025	\$ 62.0456	\$ 65.0731				
54113	SLH RCP II - PFT CERTIFIED	\$ 45.0955	\$ 47.8513	\$ 50.6074	\$ 53.3632	\$ 56.1191	\$ 58.8476				
54113	SLH RCP II - PFT CERTIFIED (SAN)	\$ 51.8598	\$ 55.0290	\$ 58.1985	\$ 61.3677	\$ 64.5370	\$ 67.6747				
54114	SLH RCP III	\$ 47.7005	\$ 50.6211	\$ 53.5278	\$ 56.4344	\$ 59.3548	\$ 62.2479				
54114	SLH RCP III (SAN)	\$ 54.8556	\$ 58.2143	\$ 61.5570	\$ 64.8996	\$ 68.2580	\$ 71.5851				
54119	SLH Respiratory Care Practitioner	\$ 47.7005	\$ 50.6211	\$ 53.5278	\$ 56.4344	\$ 59.3548	\$ 62.2479				
54119	SLH Respiratory Care Practitioner (SAN)	\$ 54.8556	\$ 58.2143	\$ 61.5570	\$ 64.8996	\$ 68.2580	\$ 71.5851				
72111	SLH SECRETARY II	\$ 26.5786	\$ 27.5288	\$ 28.5593	\$ 29.5898	\$ 30.6203	\$ 31.6509	\$ 32.6814	\$ 33.6716		
72111	SLH SECRETARY II (SAN)	\$ 27.5786	\$ 28.5288	\$ 29.5593	\$ 30.5898	\$ 31.6203	\$ 32.6509	\$ 33.6814	\$ 34.6716		
54176	SLH SPEECH PATHOLOGIST I	\$ 47.8796	\$ 50.0931	\$ 52.3067	\$ 54.8941	\$ 57.6108					
54176	SLH SPEECH PATHOLOGIST I (SAN)	\$ 55.0615	\$ 57.6071	\$ 60.1527	\$ 63.1282	\$ 66.2524					
54177	SLH SPEECH PATHOLOGIST II	\$ 51.8014	\$ 54.3859	\$ 56.9845	\$ 59.7624	\$ 62.1960	\$ 63.4398	\$ 64.7085			
54177	SLH SPEECH PATHOLOGIST II (SAN)	\$ 59.5716	\$ 62.5438	\$ 65.5322	\$ 68.7268	\$ 71.5254	\$ 72.9558	\$ 74.4148			
64320	SLH SPIRITUAL CARE COORDINATOR (SAN)	\$ 35.8818	\$ 37.0234	\$ 38.2002	\$ 39.4136	\$ 40.6644					
64320	SLH SPIRITUAL CARE COORDINATOR (SAN)	\$ 36.8818	\$ 38.0234	\$ 39.2002	\$ 40.4136	\$ 41.6644					
62816	SLH STAFFING COORDINATOR	\$ 29.5035	\$ 30.6966	\$ 31.9020	\$ 33.1944	\$ 34.5116	\$ 35.8913	\$ 37.3204	\$ 38.8366		
62816	SLH STAFFING COORDINATOR (SAN)	\$ 30.5035	\$ 31.6966	\$ 32.9020	\$ 34.1944	\$ 35.5116	\$ 36.8913	\$ 38.3204	\$ 39.8366		
63240	SLH SUPPLY COORDINATOR	\$ 29.4160	\$ 30.3258	\$ 31.2637	\$ 32.2306	\$ 33.2274					
63240	SLH SUPPLY COORDINATOR	\$ 30.4160	\$ 31.3258	\$ 32.2637	\$ 33.2306	\$ 34.2274					
73203	SLH SURGURY SCHEDULER / BUYER	\$ 30.6636	\$ 32.1772	\$ 33.7855	\$ 35.4477	\$ 37.1911	\$ 39.0424	\$ 40.9749	\$ 43.0023		
73203	SLH SURGURY SCHEDULER / BUYER (SAN)	\$ 31.6636	\$ 33.1772	\$ 34.7855	\$ 36.4477	\$ 38.1911	\$ 40.0424	\$ 41.9749	\$ 44.0023		
73230	SLH TECH - CENTRAL SUPPLY, LEAD	\$ 30.0180	\$ 30.6872	\$ 31.9584	\$ 34.4877	\$ 35.7326	\$ 37.0040	\$ 38.2620			
73230	SLH TECH - CENTRAL SUPPLY, LEAD (SAN)	\$ 31.0180	\$ 31.6872	\$ 32.9584	\$ 35.4877	\$ 36.7326	\$ 38.0040	\$ 39.2620			
54017	SLH TECH - EKG	\$ 30.3974	\$ 32.0288	\$ 33.7017	\$ 35.4842	\$ 37.3488	\$ 39.2957				
54017	SLH TECH - EKG (SAN)	\$ 34.9570	\$ 36.8331	\$ 38.7570	\$ 40.8068	\$ 42.9511	\$ 45.1901				
63225	SLH TECH - INSTRUMENT	\$ 29.3134	\$ 30.0302	\$ 30.7706	\$ 31.4874	\$ 32.2399					
63225	SLH TECH - INSTRUMENT (SAN)	\$ 30.3134	\$ 31.0302	\$ 31.7706	\$ 32.4874	\$ 33.2399					
53616	SLH TECH - OR	\$ 40.1354	\$ 43.0665	\$ 45.9707	\$ 48.9149	\$ 51.8456					
53616	SLH TECH - OR (SAN)	\$ 46.1557	\$ 49.5265	\$ 52.8663	\$ 56.2521	\$ 59.6224					
73306	SLH TRANSCRIPTIONIST II	\$ 31.5972	\$ 32.5475	\$ 33.5109	\$ 34.5282	\$ 35.5586	\$ 36.6291	\$ 37.7265	\$ 38.8508	\$ 40.0286	
73306	SLH TRANSCRIPTIONIST II (SAN)	\$ 32.5972	\$ 33.5475	\$ 34.5109	\$ 35.5282	\$ 36.5586	\$ 37.6291	\$ 38.7265	\$ 39.8508	\$ 41.0286	
73608	SLH TRANSPORTER	\$ 27.9973	\$ 28.6396	\$ 29.2818	\$ 29.9378						
73608	SLH TRANSPORTER (SAN)	\$ 28.9973	\$ 29.6396	\$ 30.2818	\$ 30.9378						
53666	SLH UNIT CLERK / MONITOR TECH	\$ 29.5884	\$ 31.0964	\$ 32.6048	\$ 34.1129	\$ 35.6212	\$ 37.1292	\$ 38.5964			
53666	SLH UNIT CLERK / MONITOR TECH (SAN)	\$ 32.5884	\$ 34.0964	\$ 35.6048	\$ 37.1129	\$ 38.6212	\$ 40.1292	\$ 41.5964			
72132	SLH UNIT CLERK EMERGENCY DEPT	\$ 24.3095	\$ 25.5574	\$ 26.7913	\$ 28.0253	\$ 29.2731	\$ 30.5070	\$ 31.7136			
72132	SLH UNIT CLERK EMERGENCY DEPT (SAN)	\$ 27.3095	\$ 28.5574	\$ 29.7913	\$ 31.0253	\$ 32.2731	\$ 33.5070	\$ 34.7136			

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Job Code	Job Title - Rates Effective 04/18/2021	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
72025	SLH ACCOUNT REPRESENTATIVE I	\$ 27.5330	\$ 28.4515	\$ 29.4398	\$ 30.4006	\$ 31.4584	\$ 32.5303	\$ 33.6297	\$ 34.7851	\$ 35.9544	\$ 37.1654
72025	SLH ACCOUNT REPRESENTATIVE I (SAN)	\$ 28.5330	\$ 29.4515	\$ 30.4398	\$ 31.4006	\$ 32.4584	\$ 33.5303	\$ 34.6297	\$ 35.7851	\$ 36.9544	\$ 38.1654
72030	SLH ACCOUNT REPRESENTATIVE II	\$ 31.6532	\$ 32.7250	\$ 33.8385	\$ 34.9799	\$ 36.1771	\$ 37.3883	\$ 38.6827	\$ 39.9911	\$ 41.3691	\$ 42.7195
72030	SLH ACCOUNT REPRESENTATIVE II (SAN)	\$ 32.6532	\$ 33.7250	\$ 34.8385	\$ 35.9799	\$ 37.1771	\$ 38.3883	\$ 39.6827	\$ 40.9911	\$ 42.3691	\$ 43.7195
72124	SLH ADMINISTRATIVE ASSISTANT-RADIOLOGY	\$ 27.3760	\$ 28.3547	\$ 29.4161	\$ 30.4775	\$ 31.5389	\$ 32.6004	\$ 33.6618	\$ 34.6817		
72124	SLH ADMINISTRATIVE ASSISTANT-RADIOLOGY (SAN)	\$ 28.3760	\$ 29.3547	\$ 30.4161	\$ 31.4775	\$ 32.5389	\$ 33.6004	\$ 34.6618	\$ 35.6817		
62301	SLH Billing Tech I	\$ 25.2629	\$ 26.4377	\$ 27.4142	\$ 28.6681	\$ 29.9485	\$ 30.5474				
62301	SLH Billing Tech I (SAN)	\$ 26.2629	\$ 27.4377	\$ 28.4142	\$ 29.6681	\$ 30.9485	\$ 31.5474				
62302	SLH Billing Tech II	\$ 26.7941	\$ 27.9950	\$ 29.2227	\$ 30.4766	\$ 31.8191	\$ 32.4555				
62302	SLH Billing Tech II (SAN)	\$ 27.7941	\$ 28.9950	\$ 30.2227	\$ 31.4766	\$ 32.8191	\$ 33.4555				
62303	SLH Billing Tech III	\$ 28.9717	\$ 30.2784	\$ 31.6644	\$ 33.0370	\$ 34.3447	\$ 35.0317				
62303	SLH Billing Tech III (SAN)	\$ 29.9717	\$ 31.2784	\$ 32.6644	\$ 34.0370	\$ 35.3447	\$ 36.0317				
64360	SLH CARE MANAGEMENT SPECIALIST	\$ 33.2121	\$ 34.9382	\$ 36.7479	\$ 38.6687	\$ 40.7148					
64360	SLH CARE MANAGEMENT SPECIALIST (SAN)	\$ 34.2121	\$ 35.9382	\$ 37.7479	\$ 39.6687	\$ 41.7148					
62837	SLH CHART ANALYST	\$ 29.0162	\$ 29.9811	\$ 30.9323	\$ 31.9112	\$ 32.8761	\$ 33.8270	\$ 34.8058	\$ 35.7707	\$ 36.7220	
62837	SLH CHART ANALYST (SAN)	\$ 30.0162	\$ 30.9811	\$ 31.9323	\$ 32.9112	\$ 33.8761	\$ 34.8270	\$ 35.8058	\$ 36.7707	\$ 37.7220	
62838	SLH CHART ANALYST LEAD	\$ 30.3886	\$ 31.6175	\$ 32.8591	\$ 34.1902	\$ 35.5469	\$ 36.9680	\$ 38.4400	\$ 40.0017		
62838	SLH CHART ANALYST LEAD (SAN)	\$ 31.3886	\$ 32.6175	\$ 33.8591	\$ 35.1902	\$ 36.5469	\$ 37.9680	\$ 39.4400	\$ 41.0017		
53119	SLH CLS	\$ 52.8900	\$ 54.5258	\$ 56.2122	\$ 57.9507	\$ 59.7430	\$ 61.5907	\$ 63.4956	\$ 65.4593		
53119	SLH CLS (SAN)	\$ 60.8235	\$ 62.7047	\$ 64.6440	\$ 66.6433	\$ 68.7044	\$ 70.8293	\$ 73.0199	\$ 75.2782		
53121	SLH CLS, SR	\$ 57.8021	\$ 59.5898	\$ 61.4328	\$ 63.3328	\$ 65.2916	\$ 67.3109	\$ 69.3927	\$ 71.5388		
53121	SLH CLS, SR (SAN)	\$ 66.4725	\$ 68.5283	\$ 70.6477	\$ 72.8327	\$ 75.0853	\$ 77.4075	\$ 79.8016	\$ 82.2696		
63302	SLH CODER I	\$ 38.1041	\$ 41.2570	\$ 44.3681	\$ 47.5073	\$ 50.6046					
63302	SLH CODER I (SAN)	\$ 39.1041	\$ 42.2570	\$ 45.3681	\$ 48.5073	\$ 51.6046					
63304	SLH CODER II (ART I)	\$ 38.2431	\$ 41.1525	\$ 44.0759	\$ 46.9989	\$ 49.8941					
63304	SLH CODER II (ART I) (SAN)	\$ 39.2431	\$ 42.1525	\$ 45.0759	\$ 47.9989	\$ 50.8941					
63516	SLH COOK	\$ 29.8571	\$ 30.5740	\$ 31.2906	\$ 32.0077						
63516	SLH COOK (SAN)	\$ 30.8571	\$ 31.5740	\$ 32.2906	\$ 33.0077						
63517	SLH COOK LEAD	\$ 31.3598	\$ 32.0077	\$ 32.6552	\$ 33.3033	\$ 33.9650					
63517	SLH COOK LEAD (SAN)	\$ 32.3598	\$ 33.0077	\$ 33.6552	\$ 34.3033	\$ 34.9650					
62321	SLH DATA CONTROL SPECIALIST	\$ 27.5330	\$ 28.4515	\$ 29.4398	\$ 30.4006	\$ 31.4584	\$ 32.5303	\$ 33.6297	\$ 34.7851	\$ 35.9544	\$ 37.1654
62321	SLH DATA CONTROL SPECIALIST (SAN)	\$ 28.5330	\$ 29.4515	\$ 30.4398	\$ 31.4006	\$ 32.4584	\$ 33.5303	\$ 34.6297	\$ 35.7851	\$ 36.9544	\$ 38.1654
63540	SLH DIET CLERK	\$ 28.9886	\$ 29.8848	\$ 30.7669	\$ 31.6768	\$ 32.6280					
63540	SLH DIET CLERK (SAN)	\$ 29.9886	\$ 30.8848	\$ 31.7669	\$ 32.6768	\$ 33.6280					
64330	SLH DISCHARGE PLANNING ASSISTANT	\$ 33.2121	\$ 34.9382	\$ 36.7479	\$ 38.6687	\$ 40.7148	\$ 42.7612	\$ 44.9047	\$ 47.1598		
64330	SLH DISCHARGE PLANNING ASSISTANT (SAN)	\$ 34.2121	\$ 35.9382	\$ 37.7479	\$ 39.6687	\$ 41.7148	\$ 43.7612	\$ 45.9047	\$ 48.1598		
72308	SLH ELIGIBILITY SPECIALIST	\$ 31.3942	\$ 32.3651	\$ 33.3660	\$ 34.3670	\$ 35.3981					
72308	SLH ELIGIBILITY SPECIALIST	\$ 32.3942	\$ 33.3651	\$ 34.3660	\$ 35.3670	\$ 36.3981					
53665	SLH EMT	\$ 32.2971	\$ 33.0139	\$ 33.8548	\$ 34.6403	\$ 36.3359					
53665	SLH EMT (SAN)	\$ 33.2971	\$ 34.0139	\$ 34.8548	\$ 35.6403	\$ 37.3359					
72521	SLH ENVIRONMENTAL SVCS WORKER	\$ 28.1891	\$ 28.7819	\$ 29.3610	\$ 29.9397						
72521	SLH ENVIRONMENTAL SVCS WORKER (SAN)	\$ 29.1891	\$ 29.7819	\$ 30.3610	\$ 30.9397						

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72522	SLH ENVIRONMENTAL SVCS WORKER LEAD	\$ 31.0169	\$ 31.6568	\$ 32.2967	\$ 32.9364						
72522	SLH ENVIRONMENTAL SVCS WORKER LEAD (SAN)	\$ 32.0169	\$ 32.6568	\$ 33.2967	\$ 33.9364						
73526	SLH FOOD SERVICE WORKER	\$ 27.9687	\$ 28.5477	\$ 29.0991	\$ 29.6917						
73526	SLH FOOD SERVICE WORKER (SAN)	\$ 28.9687	\$ 29.5477	\$ 30.0991	\$ 30.6917						
73318	SLH HIM TECHNICIAN II	\$ 29.0162	\$ 29.9811	\$ 30.9323	\$ 31.9112	\$ 32.8761	\$ 33.8270	\$ 34.8058	\$ 35.7707	\$ 36.7220	
73318	SLH HIM TECHNICIAN II (SAN)	\$ 30.0162	\$ 30.9811	\$ 31.9323	\$ 32.9112	\$ 33.8761	\$ 34.8270	\$ 35.8058	\$ 36.7707	\$ 37.7220	
72323	SLH INSURANCE VERIFIER	\$ 27.3760	\$ 28.5201	\$ 29.7470	\$ 30.9736	\$ 32.2005	\$ 33.4274	\$ 34.6817			
72323	SLH INSURANCE VERIFIER (SAN)	\$ 28.3760	\$ 29.5201	\$ 30.7470	\$ 31.9736	\$ 33.2005	\$ 34.4274	\$ 35.6817			
63535	SLH LEAD DIET CLERK	\$ 30.4380	\$ 31.3790	\$ 32.3053	\$ 33.2605	\$ 34.2594					
63535	SLH LEAD DIET CLERK (SAN)	\$ 31.4380	\$ 32.3790	\$ 33.3053	\$ 34.2605	\$ 35.2594					
63226	SLH LEAD INSTRUMENT TECH	\$ 31.7025	\$ 32.4775	\$ 33.2784	\$ 34.0537	\$ 34.8676					
63226	SLH LEAD INSTRUMENT TECH (SAN)	\$ 32.7025	\$ 33.4775	\$ 34.2784	\$ 35.0537	\$ 35.8676					
53452	SLH LVN	\$ 36.9474	\$ 38.0054	\$ 39.0759	\$ 40.1464	\$ 41.2042					
53452	SLH LVN (SAN)	\$ 42.4895	\$ 43.7062	\$ 44.9373	\$ 46.1684	\$ 47.3848					
53451	SLH LVN (IV CERTIFIED)	\$ 38.2244	\$ 39.2857	\$ 40.3470	\$ 41.4223	\$ 42.4839					
53451	SLH LVN (IV CERTIFIED) (SAN)	\$ 43.9581	\$ 45.1786	\$ 46.3991	\$ 47.6356	\$ 48.8565					
73225	SLH MATERIAL HANDLER	\$ 25.3718	\$ 26.5626	\$ 27.7481	\$ 28.9337	\$ 30.1191	\$ 31.2769				
73225	SLH MATERIAL HANDLER (SAN)	\$ 26.3718	\$ 27.5626	\$ 28.7481	\$ 29.9337	\$ 31.1191	\$ 32.2769				
73330	SLH MEDICAL RECORDS CLERK	\$ 27.0727	\$ 27.8861	\$ 28.7130	\$ 29.5814	\$ 30.4639	\$ 31.3733	\$ 32.3246	\$ 33.2895	\$ 34.2958	
73330	SLH MEDICAL RECORDS CLERK (SAN)	\$ 28.0727	\$ 28.8861	\$ 29.7130	\$ 30.5814	\$ 31.4639	\$ 32.3733	\$ 33.3246	\$ 34.2895	\$ 35.2958	
63335	SLH MEDICAL RECORDS TECHNICIAN	\$ 31.8127	\$ 32.7575	\$ 33.7459	\$ 34.7625	\$ 35.7792	\$ 36.8521	\$ 37.9676	\$ 39.1254	\$ 40.2831	\$ 41.4834
63335	SLH MEDICAL RECORDS TECHNICIAN (SAN)	\$ 32.8127	\$ 33.7575	\$ 34.7459	\$ 35.7625	\$ 36.7792	\$ 37.8521	\$ 38.9676	\$ 40.1254	\$ 41.2831	\$ 42.4834
53667	SLH NOC UNIT CLK / MONITOR TECH / PCA	\$ 30.4761	\$ 32.0293	\$ 33.5829	\$ 35.1363	\$ 36.6898	\$ 38.2431	\$ 39.7543			
53667	SLH NOC UNIT CLK / MONITOR TECH / PCA (SAN)	\$ 33.4761	\$ 35.0293	\$ 36.5829	\$ 38.1363	\$ 39.6898	\$ 41.2431	\$ 42.7543			
73609	SLH OR TRANSPORTER	\$ 29.5262	\$ 30.1882	\$ 30.8497	\$ 31.5252						
73609	SLH OR TRANSPORTER (SAN)	\$ 30.5262	\$ 31.1882	\$ 31.8497	\$ 32.5252						
72318	SLH PATIENT ADMITTING LEAD	\$ 27.7040	\$ 28.9066	\$ 30.1095	\$ 31.3125	\$ 32.5153	\$ 33.7179	\$ 34.9343			
72318	SLH PATIENT ADMITTING LEAD (SAN)	\$ 28.7040	\$ 29.9066	\$ 31.1095	\$ 32.3125	\$ 33.5153	\$ 34.7179	\$ 35.9343			
72317	SLH PATIENT ADMITTING REP	\$ 25.9424	\$ 27.0727	\$ 28.2308	\$ 29.3885	\$ 30.5464	\$ 31.7042	\$ 32.8622			
72317	SLH PATIENT ADMITTING REP (SAN)	\$ 26.9424	\$ 28.0727	\$ 29.2308	\$ 30.3885	\$ 31.5464	\$ 32.7042	\$ 33.8622			
62345	SLH PATIENT CARE ASSISTANT	\$ 28.8372	\$ 29.4988	\$ 30.1603	\$ 30.8359						
62345	SLH PATIENT CARE ASSISTANT (SAN)	\$ 29.8372	\$ 30.4988	\$ 31.1603	\$ 31.8359						
73020	SLH PBX OPERATOR	\$ 24.6932	\$ 25.9971	\$ 27.3260	\$ 28.6549	\$ 29.9714	\$ 31.2754				
73020	SLH PBX OPERATOR (SAN)	\$ 25.6932	\$ 26.9971	\$ 28.3260	\$ 29.6549	\$ 30.9714	\$ 32.2754				
73204	SLH PHARMACY BUYER	\$ 30.9573	\$ 31.8898	\$ 32.8503	\$ 33.8385	\$ 34.8545	\$ 35.8987	\$ 36.9705	\$ 38.0841	\$ 39.2254	\$ 40.4088
73204	SLH PHARMACY BUYER (SAN)	\$ 31.9573	\$ 32.8898	\$ 33.8503	\$ 34.8385	\$ 35.8545	\$ 36.8987	\$ 37.9705	\$ 39.0841	\$ 40.2254	\$ 41.4088
53714	SLH PHARMACY TECH	\$ 30.1654	\$ 31.0691	\$ 32.0013	\$ 32.9615	\$ 33.9499	\$ 34.9669	\$ 36.0119	\$ 37.0853	\$ 38.2151	\$ 39.3590
53714	SLH PHARMACY TECH (SAN)	\$ 34.6902	\$ 35.7295	\$ 36.8015	\$ 37.9057	\$ 39.0424	\$ 40.2119	\$ 41.4137	\$ 42.6481	\$ 43.9474	\$ 45.2629
53117	SLH PHLEBOTOMIST	\$ 29.0073	\$ 29.8828	\$ 30.7725	\$ 31.6904	\$ 32.6367	\$ 33.6254	\$ 34.6279	\$ 35.6731	\$ 36.7463	\$ 37.8480
53117	SLH PHLEBOTOMIST (SAN)	\$ 33.3584	\$ 34.3652	\$ 35.3884	\$ 36.4440	\$ 37.5322	\$ 38.6692	\$ 39.8221	\$ 41.0241	\$ 42.2582	\$ 43.5252
53116	SLH PHLEBOTOMIST LEAD	\$ 33.3571	\$ 34.3596	\$ 35.3764	\$ 36.4497	\$ 37.5371	\$ 38.6670	\$ 39.8252	\$ 41.0253	\$ 42.2541	\$ 43.5249
53116	SLH PHLEBOTOMIST LEAD (SAN)	\$ 38.3607	\$ 39.5135	\$ 40.6829	\$ 41.9172	\$ 43.1677	\$ 44.4671	\$ 45.7990	\$ 47.1791	\$ 48.5922	\$ 50.0536

Job Code	Job Title - Rates Effective 04/18/2021	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
54141	SLH PHYSICAL THERAPY ASST	\$34.4584	\$36.1814	\$38.0031	\$39.8957	\$41.8868	\$44.9796				
54141	SLH PHYSICAL THERAPY ASST (SAN)	\$39.6272	\$41.6086	\$43.7036	\$45.8801	\$48.1698	\$51.7265				
54111	SLH RCP	\$41.9858	\$44.5419	\$47.0980	\$49.6540	\$52.2104	\$54.7807				
54111	SLH RCP (SAN)	\$48.2837	\$51.2232	\$54.1627	\$57.1021	\$60.0420	\$62.9978				
54112	SLH RCP II	\$44.6689	\$47.3944	\$50.1202	\$52.8457	\$55.5713	\$58.2829				
54112	SLH RCP II (SAN)	\$51.3692	\$54.5036	\$57.6382	\$60.7726	\$63.9070	\$67.0253				
54113	SLH RCP II - PFT CERTIFIED	\$46.4484	\$49.2868	\$52.1256	\$54.9641	\$57.8027	\$60.6130				
54113	SLH RCP II - PFT CERTIFIED (SAN)	\$53.4157	\$56.6798	\$59.9444	\$63.2087	\$66.4731	\$69.7050				
54114	SLH RCP III	\$49.1315	\$52.1397	\$55.1336	\$58.1274	\$61.1354	\$64.1153				
54114	SLH RCP III (SAN)	\$56.5012	\$59.9607	\$63.4036	\$66.8465	\$70.3057	\$73.7326				
54119	SLH Respiratory Care Practitioner	\$49.1315	\$52.1397	\$55.1336	\$58.1274	\$61.1354	\$64.1153				
54119	SLH Respiratory Care Practitioner (SAN)	\$56.5012	\$59.9607	\$63.4036	\$66.8465	\$70.3057	\$73.7326				
72111	SLH SECRETARY II	\$27.3760	\$28.3547	\$29.4161	\$30.4775	\$31.5389	\$32.6004	\$33.6618	\$34.6817		
72111	SLH SECRETARY II (SAN)	\$28.3760	\$29.3547	\$30.4161	\$31.4775	\$32.5389	\$33.6004	\$34.6618	\$35.6817		
54176	SLH SPEECH PATHOLOGIST I	\$49.3160	\$51.5959	\$53.8759	\$56.5409	\$59.3391					
54176	SLH SPEECH PATHOLOGIST I (SAN)	\$56.7134	\$59.3353	\$61.9573	\$65.0220	\$68.2400					
54177	SLH SPEECH PATHOLOGIST II	\$53.3554	\$56.0175	\$58.6940	\$61.5553	\$64.0619	\$65.3430	\$66.6498			
54177	SLH SPEECH PATHOLOGIST II (SAN)	\$61.3587	\$64.4201	\$67.4981	\$70.7886	\$73.6712	\$75.1445	\$76.6473			
64320	SLH SPIRITUAL CARE COORDINATOR	\$36.9583	\$38.1341	\$39.3462	\$40.5960	\$41.8843					
64320	SLH SPIRITUAL CARE COORDINATOR (SAN)	\$37.9583	\$39.1341	\$40.3462	\$41.5960	\$42.8843					
62816	SLH STAFFING COORDINATOR	\$30.3886	\$31.6175	\$32.8591	\$34.1902	\$35.5469	\$36.9680	\$38.4400	\$40.0017		
62816	SLH STAFFING COORDINATOR (SAN)	\$31.3886	\$32.6175	\$33.8591	\$35.1902	\$36.5469	\$37.9680	\$39.4400	\$41.0017		
63240	SLH SUPPLY COORDINATOR	\$30.2985	\$31.2356	\$32.2016	\$33.1975	\$34.2242					
63240	SLH SUPPLY COORDINATOR	\$31.2985	\$32.2356	\$33.2016	\$34.1975	\$35.2242					
73203	SLH SURGURY SCHEDULER / BUYER	\$31.5835	\$33.1425	\$34.7991	\$36.5111	\$38.3068	\$40.2137	\$42.2041	\$44.2924		
73203	SLH SURGURY SCHEDULER / BUYER (SAN)	\$32.5835	\$34.1425	\$35.7991	\$37.5111	\$39.3068	\$41.2137	\$43.2041	\$45.2924		
73230	SLH TECH - CENTRAL SUPPLY, LEAD	\$30.9185	\$31.6078	\$32.9172	\$35.5223	\$36.8046	\$38.1141	\$39.4099			
73230	SLH TECH - CENTRAL SUPPLY, LEAD (SAN)	\$31.9185	\$32.6078	\$33.9172	\$36.5223	\$37.8046	\$39.1141	\$40.4099			
54017	SLH TECH - EKG	\$31.3093	\$32.9897	\$34.7128	\$36.5487	\$38.4693	\$40.4746				
54017	SLH TECH - EKG (SAN)	\$36.0057	\$37.9382	\$39.9197	\$42.0310	\$44.2397	\$46.5458				
63225	SLH TECH - INSTRUMENT	\$30.1928	\$30.9311	\$31.6937	\$32.4320	\$33.2071					
63225	SLH TECH - INSTRUMENT (SAN)	\$31.1928	\$31.9311	\$32.6937	\$33.4320	\$34.2071					
53616	SLH TECH - OR	\$41.3395	\$44.3585	\$47.3498	\$50.3823	\$53.4010					
53616	SLH TECH - OR (SAN)	\$47.5404	\$51.0123	\$54.4523	\$57.9396	\$61.4112					
73306	SLH TRANSCRIPTIONIST II	\$32.5451	\$33.5239	\$34.5162	\$35.5640	\$36.6254	\$37.7280	\$38.8583	\$40.0163	\$41.2295	
73306	SLH TRANSCRIPTIONIST II (SAN)	\$33.5451	\$34.5239	\$35.5162	\$36.5640	\$37.6254	\$38.7280	\$39.8583	\$41.0163	\$42.2295	
73608	SLH TRANSPORTER	\$28.8372	\$29.4988	\$30.1603	\$30.8359						
73608	SLH TRANSPORTER (SAN)	\$29.8372	\$30.4988	\$31.1603	\$31.8359						
53666	SLH UNIT CLERK / MONITOR TECH	\$30.4761	\$32.0293	\$33.5829	\$35.1363	\$36.6898	\$38.2431	\$39.7543			
53666	SLH UNIT CLERK / MONITOR TECH (SAN)	\$33.4761	\$35.0293	\$36.5829	\$38.1363	\$39.6898	\$41.2431	\$42.7543			
72132	SLH UNIT CLERK EMERGENCY DEPT	\$25.0388	\$26.3241	\$27.5950	\$28.8661	\$30.1513	\$31.4222	\$32.6650			
72132	SLH UNIT CLERK EMERGENCY DEPT (SAN)	\$28.0388	\$29.3241	\$30.5950	\$31.8661	\$33.1513	\$34.4222	\$35.6650			

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72025	SLH ACCOUNT REPRESENTATIVE I	\$ 28.3590	\$ 29.3050	\$ 30.3230	\$ 31.3126	\$ 32.4022	\$ 33.5062	\$ 34.6386	\$ 35.8287	\$ 37.0330	\$ 38.2804
72025	SLH ACCOUNT REPRESENTATIVE I (SAN)	\$ 29.3590	\$ 30.3050	\$ 31.3230	\$ 32.3126	\$ 33.4022	\$ 34.5062	\$ 35.6386	\$ 36.8287	\$ 38.0330	\$ 39.2804
72030	SLH ACCOUNT REPRESENTATIVE II	\$ 32.6028	\$ 33.7068	\$ 34.8537	\$ 36.0293	\$ 37.2624	\$ 38.5099	\$ 39.8432	\$ 41.1908	\$ 42.6102	\$ 44.0011
72030	SLH ACCOUNT REPRESENTATIVE II (SAN)	\$ 33.6028	\$ 34.7068	\$ 35.8537	\$ 37.0293	\$ 38.2624	\$ 39.5099	\$ 40.8432	\$ 42.1908	\$ 43.6102	\$ 45.0011
72124	SLH ADMINISTRATIVE ASSISTANT-RADIOLOGY	\$ 28.1973	\$ 29.2053	\$ 30.2986	\$ 31.3918	\$ 32.4851	\$ 33.5784	\$ 34.6717	\$ 35.7222		
72124	SLH ADMINISTRATIVE ASSISTANT-RADIOLOGY (SAN)	\$ 29.1973	\$ 30.2053	\$ 31.2986	\$ 32.3918	\$ 33.4851	\$ 34.5784	\$ 35.6717	\$ 36.7222		
62301	SLH Billing Tech I	\$ 26.0208	\$ 27.2308	\$ 28.2366	\$ 29.5281	\$ 30.8470	\$ 31.4638				
62301	SLH Billing Tech I (SAN)	\$ 27.0208	\$ 28.2308	\$ 29.2366	\$ 30.5281	\$ 31.8470	\$ 32.4638				
62302	SLH Billing Tech II	\$ 27.5979	\$ 28.8349	\$ 30.0994	\$ 31.3909	\$ 32.7737	\$ 33.4292				
62302	SLH Billing Tech II (SAN)	\$ 28.5979	\$ 29.8349	\$ 31.0994	\$ 32.3909	\$ 33.7737	\$ 34.4292				
62303	SLH Billing Tech III	\$ 29.8409	\$ 31.1868	\$ 32.6143	\$ 34.0281	\$ 35.3750	\$ 36.0827				
62303	SLH Billing Tech III (SAN)	\$ 30.8409	\$ 32.1868	\$ 33.6143	\$ 35.0281	\$ 36.3750	\$ 37.0827				
64360	SLH CARE MANAGEMENT SPECIALIST	\$ 34.2085	\$ 35.9863	\$ 37.8503	\$ 39.8288	\$ 41.9362					
64360	SLH CARE MANAGEMENT SPECIALIST (SAN)	\$ 35.2085	\$ 36.9863	\$ 38.8503	\$ 40.8288	\$ 42.9362					
62837	SLH CHART ANALYST	\$ 29.8867	\$ 30.8805	\$ 31.8603	\$ 32.8685	\$ 33.8624	\$ 34.8418	\$ 35.8500	\$ 36.8438	\$ 37.8237	
62837	SLH CHART ANALYST (SAN)	\$ 30.8867	\$ 31.8805	\$ 32.8603	\$ 33.8685	\$ 34.8624	\$ 35.8418	\$ 36.8500	\$ 37.8438	\$ 38.8237	
62838	SLH CHART ANALYST LEAD	\$ 31.3003	\$ 32.5660	\$ 33.8449	\$ 35.2159	\$ 36.6133	\$ 38.0770	\$ 39.5932	\$ 41.2018		
62838	SLH CHART ANALYST LEAD (SAN)	\$ 32.3003	\$ 33.5660	\$ 34.8449	\$ 36.2159	\$ 37.6133	\$ 39.0770	\$ 40.5932	\$ 42.2018		
53119	SLH CLS	\$ 54.4767	\$ 56.1616	\$ 57.8986	\$ 59.6892	\$ 61.5353	\$ 63.4384	\$ 65.4005	\$ 67.4231		
53119	SLH CLS (SAN)	\$ 62.6482	\$ 64.5858	\$ 66.5834	\$ 68.6426	\$ 70.7656	\$ 72.9542	\$ 75.2106	\$ 77.5366		
53121	SLH CLS, SR	\$ 59.5362	\$ 61.3775	\$ 63.2758	\$ 65.2328	\$ 67.2503	\$ 69.3302	\$ 71.4745	\$ 73.6850		
53121	SLH CLS, SR (SAN)	\$ 68.4666	\$ 70.5841	\$ 72.7672	\$ 75.0177	\$ 77.3378	\$ 79.7297	\$ 82.1957	\$ 84.7378		
63302	SLH CODER I	\$ 39.2472	\$ 42.4947	\$ 45.6991	\$ 48.9325	\$ 52.1227					
63302	SLH CODER I (SAN)	\$ 40.2472	\$ 43.4947	\$ 46.6991	\$ 49.9325	\$ 53.1227					
63304	SLH CODER II (ART I)	\$ 39.3904	\$ 42.3871	\$ 45.3982	\$ 48.4089	\$ 51.3909					
63304	SLH CODER II (ART I) (SAN)	\$ 40.3904	\$ 43.3871	\$ 46.3982	\$ 49.4089	\$ 52.3909					
63516	SLH COOK	\$ 30.7528	\$ 31.4912	\$ 32.2293	\$ 33.9679						
63516	SLH COOK (SAN)	\$ 31.7528	\$ 32.4912	\$ 33.2293	\$ 33.9679						
63517	SLH COOK LEAD	\$ 32.3006	\$ 32.9679	\$ 33.6349	\$ 34.3024	\$ 34.9840					
63517	SLH COOK LEAD (SAN)	\$ 33.3006	\$ 33.9679	\$ 34.6349	\$ 35.3024	\$ 35.9840					
62321	SLH DATA CONTROL SPECIALIST	\$ 28.3590	\$ 29.3050	\$ 30.3230	\$ 31.3126	\$ 32.4022	\$ 33.5062	\$ 34.6386	\$ 35.8287	\$ 37.0330	\$ 38.2804
62321	SLH DATA CONTROL SPECIALIST (SAN)	\$ 29.3590	\$ 30.3050	\$ 31.3230	\$ 32.3126	\$ 33.4022	\$ 34.5062	\$ 35.6386	\$ 36.8287	\$ 38.0330	\$ 39.2804
63540	SLH DIET CLERK	\$ 29.8583	\$ 30.7813	\$ 31.6899	\$ 32.6271	\$ 33.6068					
63540	SLH DIET CLERK (SAN)	\$ 30.8583	\$ 31.7813	\$ 32.6899	\$ 33.6271	\$ 34.6068					
64330	SLH DISCHARGE PLANNING ASSISTANT	\$ 34.2085	\$ 35.9863	\$ 37.8503	\$ 39.8288	\$ 41.9362	\$ 44.0440	\$ 46.2518	\$ 48.5746		
64330	SLH DISCHARGE PLANNING ASSISTANT (SAN)	\$ 35.2085	\$ 36.9863	\$ 38.8503	\$ 40.8288	\$ 42.9362	\$ 45.0440	\$ 47.2518	\$ 49.5746		
72308	SLH ELIGIBILITY SPECIALIST	\$ 32.3360	\$ 33.3361	\$ 34.3670	\$ 35.3980	\$ 36.4600					
72308	SLH ELIGIBILITY SPECIALIST (SAN)	\$ 33.3360	\$ 34.3361	\$ 35.3670	\$ 36.3980	\$ 37.4600					
53665	SLH EMT	\$ 33.2660	\$ 34.0043	\$ 34.8704	\$ 35.6795	\$ 37.4260					
53665	SLH EMT (SAN)	\$ 34.2660	\$ 35.0043	\$ 35.8704	\$ 36.6795	\$ 38.4260					
72521	SLH ENVIRONMENTAL SVCS WORKER	\$ 29.0348	\$ 29.6454	\$ 30.2418	\$ 30.8379						
72521	SLH ENVIRONMENTAL SVCS WORKER (SAN)	\$ 30.0348	\$ 30.6454	\$ 31.2418	\$ 31.8379						

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72522	SLH ENVIRONMENTAL SVCS WORKER LEAD	\$31.9474	\$32.6065	\$33.2656	\$33.9245						
72522	SLH ENVIRONMENTAL SVCS WORKER LEAD (SAN)	\$32.9474	\$33.6065	\$34.2656	\$34.9245						
73526	SLH FOOD SERVICE WORKER	\$28.8078	\$29.4041	\$29.9721	\$30.5825						
73526	SLH FOOD SERVICE WORKER (SAN)	\$29.8078	\$30.4041	\$30.9721	\$31.5825						
73318	SLH HIM TECHNICIAN II	\$29.8867	\$30.8805	\$31.8603	\$32.8685	\$33.8624	\$34.8418	\$35.8500	\$36.8438	\$37.8237	
73318	SLH HIM TECHNICIAN II (SAN)	\$30.8867	\$31.8805	\$32.8603	\$33.8685	\$34.8624	\$35.8418	\$36.8500	\$37.8438	\$38.8237	
72323	SLH INSURANCE VERIFIER	\$28.1973	\$29.3757	\$30.6394	\$31.9028	\$33.1665	\$34.4302	\$35.7222			
72323	SLH INSURANCE VERIFIER (SAN)	\$29.1973	\$30.3757	\$31.6394	\$32.9028	\$34.1665	\$35.4302	\$36.7222			
63535	SLH LEAD DIET CLERK	\$31.3511	\$32.3204	\$33.2745	\$34.2583	\$35.2872					
63535	SLH LEAD DIET CLERK (SAN)	\$32.3511	\$33.3204	\$34.2745	\$35.2583	\$36.2872					
63226	SLH LEAD INSTRUMENT TECH	\$32.6536	\$33.4518	\$34.2768	\$35.0753	\$35.9136					
63226	SLH LEAD INSTRUMENT TECH (SAN)	\$33.6536	\$34.4518	\$35.2768	\$36.0753	\$36.9136					
53452	SLH LVN	\$38.0558	\$39.1456	\$40.2482	\$41.3508	\$42.4403					
53452	SLH LVN (SAN)	\$43.7642	\$45.0174	\$46.2854	\$47.5534	\$48.8063					
53451	SLH LVN (IV CERTIFIED)	\$39.3711	\$40.4643	\$41.5574	\$42.6650	\$43.7584					
53451	SLH LVN (IV CERTIFIED) (SAN)	\$45.2768	\$46.5339	\$47.7910	\$49.0648	\$50.3222					
73225	SLH MATERIAL HANDLER	\$26.1330	\$27.3595	\$28.5805	\$29.8017	\$31.0227	\$32.2152				
73225	SLH MATERIAL HANDLER (SAN)	\$27.1330	\$28.3595	\$29.5805	\$30.8017	\$32.0227	\$33.2152				
73330	SLH MEDICAL RECORDS CLERK	\$27.8849	\$28.7227	\$29.5744	\$30.4688	\$31.3778	\$32.3145	\$33.2943	\$34.2882	\$35.3247	
73330	SLH MEDICAL RECORDS CLERK (SAN)	\$28.8849	\$29.7227	\$30.5744	\$31.4688	\$32.3778	\$33.3145	\$34.2943	\$35.2882	\$36.3247	
63335	SLH MEDICAL RECORDS TECHNICIAN	\$32.7671	\$33.7402	\$34.7583	\$35.8054	\$36.8526	\$37.9577	\$39.1066	\$40.2992	\$41.4916	\$42.7279
63335	SLH MEDICAL RECORDS TECHNICIAN (SAN)	\$33.7671	\$34.7402	\$35.7583	\$36.8054	\$37.8526	\$38.9577	\$40.1066	\$41.2992	\$42.4916	\$43.7279
53667	SLH NOC UNIT CLK / MONITOR TECH / PCA	\$31.3904	\$32.9902	\$34.5904	\$36.1904	\$37.7905	\$39.3904	\$40.9469			
53667	SLH NOC UNIT CLK / MONITOR TECH / PCA (SAN)	\$34.3904	\$35.9902	\$37.5904	\$39.1904	\$40.7905	\$42.3904	\$43.9469			
73609	SLH OR TRANSPORTER	\$30.4120	\$31.0938	\$31.7752	\$32.4710						
73609	SLH OR TRANSPORTER (SAN)	\$31.4120	\$32.0938	\$32.7752	\$33.4710						
72318	SLH PATIENT ADMITTING LEAD	\$28.5351	\$29.7738	\$31.0128	\$32.2519	\$33.4908	\$34.7294	\$35.9823			
72318	SLH PATIENT ADMITTING LEAD (SAN)	\$29.5351	\$30.7738	\$32.0128	\$33.2519	\$34.4908	\$35.7294	\$36.9823			
72317	SLH PATIENT ADMITTING REP	\$26.7207	\$27.8849	\$29.0777	\$30.2702	\$31.4628	\$32.6553	\$33.8481			
72317	SLH PATIENT ADMITTING REP (SAN)	\$27.7207	\$28.8849	\$30.0777	\$31.2702	\$32.4628	\$33.6553	\$34.8481			
62345	SLH PATIENT CARE ASSISTANT	\$29.7023	\$30.3838	\$31.0651	\$31.7610						
62345	SLH PATIENT CARE ASSISTANT (SAN)	\$30.7023	\$31.3838	\$32.0651	\$32.7610						
73020	SLH PBX OPERATOR	\$25.4340	\$26.7770	\$28.1458	\$29.5145	\$30.8705	\$32.2137				
73020	SLH PBX OPERATOR (SAN)	\$26.4340	\$27.7770	\$29.1458	\$30.5145	\$31.8705	\$33.2137				
73204	SLH PHARMACY BUYER	\$31.8860	\$32.8465	\$33.8358	\$34.8537	\$35.9001	\$36.9757	\$38.0796	\$39.2266	\$40.4022	\$41.6211
73204	SLH PHARMACY BUYER (SAN)	\$32.8860	\$33.8465	\$34.8358	\$35.8537	\$36.9001	\$37.9757	\$39.0796	\$40.2266	\$41.4022	\$42.6211
53714	SLH PHARMACY TECH	\$31.0704	\$32.0012	\$32.9613	\$33.9503	\$34.9684	\$36.0159	\$37.0923	\$38.1979	\$39.3616	\$40.5398
53714	SLH PHARMACY TECH (SAN)	\$35.7310	\$36.8014	\$37.9055	\$39.0428	\$40.2137	\$41.4183	\$42.6561	\$43.9276	\$45.2658	\$46.6208
53117	SLH PHLEBOTOMIST	\$29.8775	\$30.7793	\$31.6957	\$32.6411	\$33.6158	\$34.6342	\$35.6667	\$36.7433	\$37.8487	\$38.9834
53117	SLH PHLEBOTOMIST (SAN)	\$34.3591	\$35.3962	\$36.4501	\$37.5373	\$38.6582	\$39.8293	\$41.0167	\$42.2548	\$43.5260	\$44.8309
53116	SLH PHLEBOTOMIST LEAD	\$34.3578	\$35.3904	\$36.4377	\$37.5432	\$38.6632	\$39.8270	\$41.0200	\$42.2561	\$43.5217	\$44.8306
53116	SLH PHLEBOTOMIST LEAD (SAN)	\$39.5115	\$40.6990	\$41.9034	\$43.1747	\$44.4627	\$45.8011	\$47.1730	\$48.5945	\$50.0500	\$51.5552

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54141	SLH PHYSICAL THERAPY ASST	\$ 35.4922	\$ 37.2668	\$ 39.1432	\$ 41.0926	\$ 43.1434	\$ 46.3290				
54141	SLH PHYSICAL THERAPY ASST (SAN)	\$ 40.8160	\$ 42.8568	\$ 45.0147	\$ 47.2565	\$ 49.6149	\$ 53.2784				
54111	SLH RCP	\$ 43.2454	\$ 45.8782	\$ 48.5109	\$ 51.1436	\$ 53.7767	\$ 56.4241				
54111	SLH RCP (SAN)	\$ 49.7322	\$ 52.7599	\$ 55.7875	\$ 58.8151	\$ 61.8432	\$ 64.8877				
54112	SLH RCP II	\$ 46.0090	\$ 48.8162	\$ 51.6238	\$ 54.4311	\$ 57.2384	\$ 60.0314				
54112	SLH RCP II (SAN)	\$ 52.9104	\$ 56.1386	\$ 59.3674	\$ 62.5958	\$ 65.8242	\$ 69.0361				
54113	SLH RCP II - PFT CERTIFIED	\$ 47.8419	\$ 50.7654	\$ 53.6894	\$ 56.6130	\$ 59.5368	\$ 62.4314				
54113	SLH RCP II - PFT CERTIFIED (SAN)	\$ 55.0182	\$ 58.3802	\$ 61.7428	\$ 65.1050	\$ 68.4673	\$ 71.7961				
54114	SLH RCP III	\$ 50.6054	\$ 53.7039	\$ 56.7876	\$ 59.8712	\$ 62.9695	\$ 66.0388				
54114	SLH RCP III (SAN)	\$ 58.1962	\$ 61.7595	\$ 65.3057	\$ 68.8519	\$ 72.4149	\$ 75.9446				
54119	SLH Respiratory Care Practitioner	\$ 50.6054	\$ 53.7039	\$ 56.7876	\$ 59.8712	\$ 62.9695	\$ 66.0388				
54119	SLH Respiratory Care Practitioner (SAN)	\$ 58.1962	\$ 61.7595	\$ 65.3057	\$ 68.8519	\$ 72.4149	\$ 75.9446				
72111	SLH SECRETARY II	\$ 28.1973	\$ 29.2053	\$ 30.2986	\$ 31.3918	\$ 32.4851	\$ 33.5784	\$ 34.6717	\$ 35.7222		
72111	SLH SECRETARY II (SAN)	\$ 29.1973	\$ 30.2053	\$ 31.2986	\$ 32.3918	\$ 33.4851	\$ 34.5784	\$ 35.6717	\$ 36.7222		
54176	SLH SPEECH PATHOLOGIST I	\$ 50.7955	\$ 53.1438	\$ 55.4922	\$ 58.2371	\$ 61.1193					
54176	SLH SPEECH PATHOLOGIST I (SAN)	\$ 58.4148	\$ 61.1154	\$ 63.8160	\$ 66.9727	\$ 70.2872					
54177	SLH SPEECH PATHOLOGIST II	\$ 54.9561	\$ 57.6980	\$ 60.4548	\$ 63.4020	\$ 65.9838	\$ 67.3033	\$ 68.6493			
54177	SLH SPEECH PATHOLOGIST II (SAN)	\$ 63.1995	\$ 66.3527	\$ 69.5230	\$ 72.9123	\$ 75.8814	\$ 77.3988	\$ 78.9467			
64320	SLH SPIRITUAL CARE COORDINATOR	\$ 38.0670	\$ 39.2781	\$ 40.5266	\$ 41.8139	\$ 43.1408					
64320	SLH SPIRITUAL CARE COORDINATOR (SAN)	\$ 39.0670	\$ 40.2781	\$ 41.5266	\$ 42.8139	\$ 44.1408					
62816	SLH STAFFING COORDINATOR	\$ 31.3003	\$ 32.5660	\$ 33.8449	\$ 35.2159	\$ 36.6133	\$ 38.0770	\$ 39.5932	\$ 41.2018		
62816	SLH STAFFING COORDINATOR (SAN)	\$ 32.3003	\$ 33.5660	\$ 34.8449	\$ 36.2159	\$ 37.6133	\$ 39.0770	\$ 40.5932	\$ 42.2018		
63240	SLH SUPPLY COORDINATOR	\$ 31.2075	\$ 32.1727	\$ 33.1676	\$ 34.1934	\$ 35.2509					
63240	SLH SUPPLY COORDINATOR	\$ 32.2075	\$ 33.1727	\$ 34.1676	\$ 35.1934	\$ 36.2509					
73203	SLH SURGURY SCHEDULER / BUYER	\$ 32.5310	\$ 34.1368	\$ 35.8431	\$ 37.6064	\$ 39.4560	\$ 41.4201	\$ 43.4702	\$ 45.6212		
73203	SLH SURGURY SCHEDULER / BUYER (SAN)	\$ 33.5310	\$ 35.1368	\$ 36.8431	\$ 38.6064	\$ 40.4560	\$ 42.4201	\$ 44.4702	\$ 46.6212		
73230	SLH TECH - CENTRAL SUPPLY, LEAD	\$ 31.8461	\$ 32.5560	\$ 33.9047	\$ 36.5880	\$ 37.9087	\$ 39.2575	\$ 40.5922			
73230	SLH TECH - CENTRAL SUPPLY, LEAD (SAN)	\$ 32.8461	\$ 33.5560	\$ 34.9047	\$ 37.5880	\$ 38.9087	\$ 40.2575	\$ 41.5922			
54017	SLH TECH - EKG	\$ 32.2486	\$ 33.9794	\$ 35.7542	\$ 37.6452	\$ 39.6234	\$ 41.6888				
54017	SLH TECH - EKG (SAN)	\$ 37.0859	\$ 39.0763	\$ 41.1173	\$ 43.2920	\$ 45.5669	\$ 47.9421				
63225	SLH TECH - INSTRUMENT	\$ 31.0986	\$ 31.8590	\$ 32.6445	\$ 33.4050	\$ 34.2033					
63225	SLH TECH - INSTRUMENT (SAN)	\$ 32.0986	\$ 32.8590	\$ 33.6445	\$ 34.4050	\$ 35.2033					
53616	SLH TECH - OR	\$ 42.5797	\$ 45.6893	\$ 48.7703	\$ 51.8938	\$ 55.0030					
53616	SLH TECH - OR (SAN)	\$ 48.9667	\$ 52.5427	\$ 56.0858	\$ 59.6779	\$ 63.2535					
73306	SLH TRANSCRIPTIONIST II	\$ 33.5215	\$ 34.5296	\$ 35.5517	\$ 36.6309	\$ 37.7242	\$ 38.8598	\$ 40.0240	\$ 41.2168	\$ 42.4664	
73306	SLH TRANSCRIPTIONIST II (SAN)	\$ 34.5215	\$ 35.5296	\$ 36.5517	\$ 37.6309	\$ 38.7242	\$ 39.8598	\$ 41.0240	\$ 42.2168	\$ 43.4664	
73608	SLH TRANSPORTER	\$ 29.7023	\$ 30.3838	\$ 31.0651	\$ 31.7610						
73608	SLH TRANSPORTER (SAN)	\$ 30.7023	\$ 31.3838	\$ 32.0651	\$ 32.7610						
53666	SLH UNIT CLERK / MONITOR TECH	\$ 31.3904	\$ 32.9902	\$ 34.5904	\$ 36.1904	\$ 37.7905	\$ 39.3904	\$ 40.9469			
53666	SLH UNIT CLERK / MONITOR TECH (SAN)	\$ 34.3904	\$ 35.9902	\$ 37.5904	\$ 39.1904	\$ 40.7905	\$ 42.3904	\$ 43.9469			
72132	SLH UNIT CLERK EMERGENCY DEPT	\$ 25.7900	\$ 27.1138	\$ 28.4229	\$ 29.7321	\$ 31.0558	\$ 32.3649	\$ 33.6450			
72132	SLH UNIT CLERK EMERGENCY DEPT (SAN)	\$ 28.7900	\$ 30.1138	\$ 31.4229	\$ 32.7321	\$ 34.0558	\$ 35.3649	\$ 36.6450			

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Job Code	Job Title - Rates Effective 04/16/2023	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
72025	SLH ACCOUNT REPRESENTATIVE I	\$ 29.2098	\$ 30.1842	\$ 31.2327	\$ 32.2520	\$ 33.3743	\$ 34.5114	\$ 35.6778	\$ 36.9036	\$ 38.1440	\$ 39.4288
72025	SLH ACCOUNT REPRESENTATIVE I (SAN)	\$ 30.2098	\$ 31.1842	\$ 32.2327	\$ 33.2520	\$ 34.3743	\$ 35.5114	\$ 36.6778	\$ 37.9036	\$ 39.1440	\$ 40.4288
72030	SLH ACCOUNT REPRESENTATIVE II	\$ 33.5809	\$ 34.7180	\$ 35.8993	\$ 37.1102	\$ 38.3803	\$ 39.6652	\$ 41.0385	\$ 42.4265	\$ 43.8885	\$ 45.3211
72030	SLH ACCOUNT REPRESENTATIVE II (SAN)	\$ 34.5809	\$ 35.7180	\$ 36.8993	\$ 38.1102	\$ 39.3803	\$ 40.6652	\$ 42.0385	\$ 43.4265	\$ 44.8885	\$ 46.3211
72124	SLH ADMINISTRATIVE ASSISTANT-RADIOLOGY	\$ 29.0432	\$ 30.0815	\$ 31.2076	\$ 32.3336	\$ 33.4597	\$ 34.5858	\$ 35.7119	\$ 36.7939		
72124	SLH ADMINISTRATIVE ASSISTANT-RADIOLOGY (SAN)	\$ 30.0432	\$ 31.0815	\$ 32.2076	\$ 33.3336	\$ 34.4597	\$ 35.5858	\$ 36.7119	\$ 37.7939		
62301	SLH Billing Tech I	\$ 26.8014	\$ 28.0477	\$ 29.0837	\$ 30.4139	\$ 31.7724	\$ 32.4077				
62301	SLH Billing Tech I (SAN)	\$ 27.8014	\$ 29.0477	\$ 30.0837	\$ 31.4139	\$ 32.7724	\$ 33.4077				
62302	SLH Billing Tech II	\$ 28.4258	\$ 29.6999	\$ 31.0024	\$ 32.3326	\$ 33.7569	\$ 34.4321				
62302	SLH Billing Tech II (SAN)	\$ 29.4258	\$ 30.6999	\$ 32.0024	\$ 33.3326	\$ 34.7569	\$ 35.4321				
62303	SLH Billing Tech III	\$ 30.7361	\$ 32.1224	\$ 33.5927	\$ 35.0489	\$ 36.4363	\$ 37.1652				
62303	SLH Billing Tech III (SAN)	\$ 31.7361	\$ 33.1224	\$ 34.5927	\$ 36.0489	\$ 37.4363	\$ 38.1652				
64360	SLH CARE MANAGEMENT SPECIALIST	\$ 35.2348	\$ 37.0659	\$ 38.9858	\$ 41.0237	\$ 43.1943					
64360	SLH CARE MANAGEMENT SPECIALIST (SAN)	\$ 36.2348	\$ 38.0659	\$ 39.9858	\$ 42.0237	\$ 44.1943					
62837	SLH CHART ANALYST	\$ 30.7833	\$ 31.8069	\$ 32.8161	\$ 33.8546	\$ 34.8783	\$ 35.8871	\$ 36.9255	\$ 37.9491	\$ 38.9584	
62837	SLH CHART ANALYST (SAN)	\$ 31.7833	\$ 32.8069	\$ 33.8161	\$ 34.8546	\$ 35.8783	\$ 36.8871	\$ 37.9255	\$ 38.9491	\$ 39.9584	
62838	SLH CHART ANALYST LEAD	\$ 32.2393	\$ 33.5430	\$ 34.8602	\$ 36.2724	\$ 37.7117	\$ 39.2193	\$ 40.7810	\$ 42.4379		
62838	SLH CHART ANALYST LEAD (SAN)	\$ 33.2393	\$ 34.5430	\$ 35.8602	\$ 37.2724	\$ 38.7117	\$ 40.2193	\$ 41.7810	\$ 43.4379		
53119	SLH CLS	\$ 56.1110	\$ 57.8464	\$ 59.6356	\$ 61.4799	\$ 63.3814	\$ 65.3416	\$ 67.3625	\$ 69.4458		
53119	SLH CLS (SAN)	\$ 64.5277	\$ 66.5234	\$ 68.5809	\$ 70.7019	\$ 72.8886	\$ 75.1428	\$ 77.4669	\$ 79.8627		
53121	SLH CLS, SR	\$ 61.3223	\$ 63.2188	\$ 65.1741	\$ 67.1898	\$ 69.2678	\$ 71.4101	\$ 73.6187	\$ 75.8956		
53121	SLH CLS, SR (SAN)	\$ 70.5206	\$ 72.7016	\$ 74.9502	\$ 77.2683	\$ 79.6580	\$ 82.1216	\$ 84.6615	\$ 87.2799		
63302	SLH CODER I	\$ 40.4246	\$ 43.7695	\$ 47.0701	\$ 50.4005	\$ 53.6864					
63302	SLH CODER I (SAN)	\$ 41.4246	\$ 44.7695	\$ 48.0701	\$ 51.4005	\$ 54.6864					
63304	SLH CODER II (ART I)	\$ 40.5721	\$ 43.6587	\$ 46.7601	\$ 49.8612	\$ 52.9326					
63304	SLH CODER II (ART I) (SAN)	\$ 41.5721	\$ 44.6587	\$ 47.7601	\$ 50.8612	\$ 53.9326					
63516	SLH COOK	\$ 31.6754	\$ 32.4359	\$ 33.1962	\$ 33.9569						
63516	SLH COOK (SAN)	\$ 32.6754	\$ 33.4359	\$ 34.1962	\$ 34.9569						
63517	SLH COOK LEAD	\$ 33.2696	\$ 33.9569	\$ 34.6439	\$ 35.3315	\$ 36.0335					
63517	SLH COOK LEAD (SAN)	\$ 34.2696	\$ 34.9569	\$ 35.6439	\$ 36.3315	\$ 37.0335					
62321	SLH DATA CONTROL SPECIALIST	\$ 29.2098	\$ 30.1842	\$ 31.2327	\$ 32.2520	\$ 33.3743	\$ 34.5114	\$ 35.6778	\$ 36.9036	\$ 38.1440	\$ 39.4288
62321	SLH DATA CONTROL SPECIALIST (SAN)	\$ 30.2098	\$ 31.1842	\$ 32.2327	\$ 33.2520	\$ 34.3743	\$ 35.5114	\$ 36.6778	\$ 37.9036	\$ 39.1440	\$ 40.4288
63540	SLH DIET CLERK	\$ 30.7540	\$ 31.7047	\$ 32.6406	\$ 33.6059	\$ 34.6150					
63540	SLH DIET CLERK (SAN)	\$ 31.7540	\$ 32.7047	\$ 33.6406	\$ 34.6059	\$ 35.6150					
64330	SLH DISCHARGE PLANNING ASSISTANT	\$ 35.2348	\$ 37.0659	\$ 38.9858	\$ 41.0237	\$ 43.1943	\$ 45.3653	\$ 47.6394	\$ 50.0318		
64330	SLH DISCHARGE PLANNING ASSISTANT (SAN)	\$ 36.2348	\$ 38.0659	\$ 39.9858	\$ 42.0237	\$ 44.1943	\$ 46.3653	\$ 48.6394	\$ 51.0318		
72308	SLH ELIGIBILITY SPECIALIST	\$ 33.3061	\$ 34.3362	\$ 35.3980	\$ 36.4599	\$ 37.5538					
72308	SLH ELIGIBILITY SPECIALIST	\$ 34.3061	\$ 35.3362	\$ 36.3980	\$ 37.4599	\$ 38.5538					
53665	SLH EMT	\$ 34.2640	\$ 35.0244	\$ 35.9165	\$ 36.7499	\$ 38.5488					
53665	SLH EMT (SAN)	\$ 35.2640	\$ 36.0244	\$ 36.9165	\$ 37.7499	\$ 39.5488					
72521	SLH ENVIRONMENTAL SVCS WORKER	\$ 29.9058	\$ 30.5348	\$ 31.1491	\$ 31.7630						
72521	SLH ENVIRONMENTAL SVCS WORKER (SAN)	\$ 30.9058	\$ 31.5348	\$ 32.1491	\$ 32.7630						

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72522	SLH ENVIRONMENTAL SVCS WORKER LEAD	\$ 32.9058	\$ 33.5847	\$ 34.2636	\$ 34.9422						
72522	SLH ENVIRONMENTAL SVCS WORKER LEAD (SAN)	\$ 33.9058	\$ 34.5847	\$ 35.2636	\$ 35.9422						
73526	SLH FOOD SERVICE WORKER	\$ 29.6720	\$ 30.2862	\$ 30.8713	\$ 31.5000						
73526	SLH FOOD SERVICE WORKER (SAN)	\$ 30.6720	\$ 31.2862	\$ 31.8713	\$ 32.5000						
73318	SLH HIM TECHNICIAN II	\$ 30.7833	\$ 31.8069	\$ 32.8161	\$ 33.8546	\$ 34.8783	\$ 35.8871	\$ 36.9255	\$ 37.9491	\$ 38.9584	
73318	SLH HIM TECHNICIAN II (SAN)	\$ 31.7833	\$ 32.8069	\$ 33.8161	\$ 34.8546	\$ 35.8783	\$ 36.8871	\$ 37.9255	\$ 38.9491	\$ 39.9584	
72323	SLH INSURANCE VERIFIER	\$ 29.0432	\$ 30.2570	\$ 31.5586	\$ 32.8599	\$ 34.1615	\$ 35.4631	\$ 36.7939			
72323	SLH INSURANCE VERIFIER (SAN)	\$ 30.0432	\$ 31.2570	\$ 32.5586	\$ 33.8599	\$ 35.1615	\$ 36.4631	\$ 37.7939			
63535	SLH LEAD DIET CLERK	\$ 32.2916	\$ 33.2900	\$ 34.2727	\$ 35.2860	\$ 36.3458					
63535	SLH LEAD DIET CLERK (SAN)	\$ 33.2916	\$ 34.2900	\$ 35.2727	\$ 36.2860	\$ 37.3458					
63226	SLH LEAD INSTRUMENT TECH	\$ 33.6332	\$ 34.4554	\$ 35.3051	\$ 36.1276	\$ 36.9910					
63226	SLH LEAD INSTRUMENT TECH (SAN)	\$ 34.6332	\$ 35.4554	\$ 36.3051	\$ 37.1276	\$ 37.9910					
53452	SLH LVN	\$ 39.1975	\$ 40.3200	\$ 41.4556	\$ 42.5913	\$ 43.7135					
53452	SLH LVN (SAN)	\$ 45.0771	\$ 46.3680	\$ 47.6739	\$ 48.9800	\$ 50.2705					
53451	SLH LVN (IV CERTIFIED)	\$ 40.5522	\$ 41.6782	\$ 42.8041	\$ 43.9450	\$ 45.0712					
53451	SLH LVN (IV CERTIFIED) (SAN)	\$ 46.6350	\$ 47.9299	\$ 49.2247	\$ 50.5368	\$ 51.8319					
73225	SLH MATERIAL HANDLER	\$ 26.9170	\$ 28.1803	\$ 29.4379	\$ 30.6958	\$ 31.9534	\$ 33.1817				
73225	SLH MATERIAL HANDLER (SAN)	\$ 27.9170	\$ 29.1803	\$ 30.4379	\$ 31.6958	\$ 32.9534	\$ 34.1817				
73330	SLH MEDICAL RECORDS CLERK	\$ 28.7214	\$ 29.5844	\$ 30.4616	\$ 31.3829	\$ 32.3191	\$ 33.2839	\$ 34.2931	\$ 35.3168	\$ 36.3844	
73330	SLH MEDICAL RECORDS CLERK (SAN)	\$ 29.7214	\$ 30.5844	\$ 31.4616	\$ 32.3829	\$ 33.3191	\$ 34.2839	\$ 35.2931	\$ 36.3168	\$ 37.3844	
63335	SLH MEDICAL RECORDS TECHNICIAN	\$ 33.7501	\$ 34.7524	\$ 35.8010	\$ 36.8796	\$ 37.9582	\$ 39.0964	\$ 40.2798	\$ 41.5082	\$ 42.7363	\$ 44.0097
63335	SLH MEDICAL RECORDS TECHNICIAN (SAN)	\$ 34.7501	\$ 35.7524	\$ 36.8010	\$ 37.8796	\$ 38.9582	\$ 40.0964	\$ 41.2798	\$ 42.5082	\$ 43.7363	\$ 45.0097
53667	SLH NOC UNIT CLK / MONITOR TECH / PCA	\$ 32.3321	\$ 33.9799	\$ 35.6281	\$ 37.2761	\$ 38.9242	\$ 40.5721	\$ 42.1753			
53667	SLH NOC UNIT CLK / MONITOR TECH / PCA (SAN)	\$ 35.3321	\$ 36.9799	\$ 38.6281	\$ 40.2761	\$ 41.9242	\$ 43.5721	\$ 45.1753			
73609	SLH OR TRANSPORTER	\$ 31.3244	\$ 32.0266	\$ 32.7285	\$ 33.4451						
73609	SLH OR TRANSPORTER (SAN)	\$ 32.3244	\$ 33.0266	\$ 33.7285	\$ 34.4451						
72318	SLH PATIENT ADMITTING LEAD	\$ 29.3912	\$ 30.6670	\$ 31.9432	\$ 33.2195	\$ 34.4955	\$ 35.7713	\$ 37.0618			
72318	SLH PATIENT ADMITTING LEAD (SAN)	\$ 30.3912	\$ 31.6670	\$ 32.9432	\$ 34.2195	\$ 35.4955	\$ 36.7713	\$ 38.0618			
72317	SLH PATIENT ADMITTING REP	\$ 27.5223	\$ 28.7214	\$ 29.9500	\$ 31.1783	\$ 32.4067	\$ 33.6350	\$ 34.8635			
72317	SLH PATIENT ADMITTING REP (SAN)	\$ 28.5223	\$ 29.7214	\$ 30.9500	\$ 32.1783	\$ 33.4067	\$ 34.6350	\$ 35.8635			
62345	SLH PATIENT CARE ASSISTANT	\$ 30.5934	\$ 31.2953	\$ 31.9971	\$ 32.7138						
62345	SLH PATIENT CARE ASSISTANT (SAN)	\$ 31.5934	\$ 32.2953	\$ 32.9971	\$ 33.7138						
73020	SLH PBX OPERATOR	\$ 26.1970	\$ 27.5803	\$ 28.9902	\$ 30.3999	\$ 31.7966	\$ 33.1801				
73020	SLH PBX OPERATOR (SAN)	\$ 27.1970	\$ 28.5803	\$ 29.9902	\$ 31.3999	\$ 32.7966	\$ 34.1801				
73204	SLH PHARMACY BUYER	\$ 32.8426	\$ 33.8319	\$ 34.8509	\$ 35.8993	\$ 36.9771	\$ 38.0850	\$ 39.2220	\$ 40.4034	\$ 41.6143	\$ 42.8697
73204	SLH PHARMACY BUYER (SAN)	\$ 33.8426	\$ 34.8319	\$ 35.8509	\$ 36.8993	\$ 37.9771	\$ 39.0850	\$ 40.2220	\$ 41.4034	\$ 42.6143	\$ 43.8697
53714	SLH PHARMACY TECH	\$ 32.0025	\$ 32.9612	\$ 33.9501	\$ 34.9688	\$ 36.0175	\$ 37.0964	\$ 38.2051	\$ 39.3438	\$ 40.5424	\$ 41.7560
53714	SLH PHARMACY TECH (SAN)	\$ 36.8029	\$ 37.9054	\$ 39.0426	\$ 40.2141	\$ 41.4201	\$ 42.6609	\$ 43.9359	\$ 45.2454	\$ 46.6238	\$ 48.0194
53117	SLH PHLEBOTOMIST	\$ 30.7738	\$ 31.7027	\$ 32.6466	\$ 33.6203	\$ 34.6243	\$ 35.6732	\$ 36.7367	\$ 37.8456	\$ 38.9842	\$ 40.1529
53117	SLH PHLEBOTOMIST (SAN)	\$ 35.3899	\$ 36.4581	\$ 37.5436	\$ 38.6633	\$ 39.8179	\$ 41.0242	\$ 42.2472	\$ 43.5224	\$ 44.8318	\$ 46.1758
53116	SLH PHLEBOTOMIST LEAD	\$ 35.3885	\$ 36.4521	\$ 37.5308	\$ 38.6695	\$ 39.8231	\$ 41.0218	\$ 42.2506	\$ 43.5238	\$ 44.8274	\$ 46.1755
53116	SLH PHLEBOTOMIST LEAD (SAN)	\$ 40.6968	\$ 41.9199	\$ 43.1604	\$ 44.4699	\$ 45.7966	\$ 47.1751	\$ 48.5882	\$ 50.0524	\$ 51.5515	\$ 53.1018

Job Code	Job Title - Rates Effective 04/16/2023	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8	Step 9	Step 10
54141	SLH PHYSICAL THERAPY ASST	\$ 36.5570	\$ 38.3848	\$ 40.3175	\$ 42.3254	\$ 44.4377	\$ 47.7189				
54141	SLH PHYSICAL THERAPY ASST (SAN)	\$ 42.0406	\$ 44.1425	\$ 46.3651	\$ 48.6742	\$ 51.1034	\$ 54.8767				
54111	SLH RCP	\$ 44.5428	\$ 47.2545	\$ 49.9662	\$ 52.6779	\$ 55.3900	\$ 58.1168				
54111	SLH RCP (SAN)	\$ 51.2242	\$ 54.3427	\$ 57.4611	\$ 60.5796	\$ 63.6985	\$ 66.8343				
54112	SLH RCP II	\$ 47.3893	\$ 50.2807	\$ 53.1725	\$ 56.0640	\$ 58.9556	\$ 61.8323				
54112	SLH RCP II (SAN)	\$ 54.4977	\$ 57.8228	\$ 61.1484	\$ 64.4736	\$ 67.7989	\$ 71.1071				
54113	SLH RCP II - PFT CERTIFIED	\$ 49.2772	\$ 52.2884	\$ 55.3001	\$ 58.3114	\$ 61.3229	\$ 64.3043				
54113	SLH RCP II - PFT CERTIFIED (SAN)	\$ 56.6688	\$ 60.1317	\$ 63.5951	\$ 67.0581	\$ 70.5213	\$ 73.9499				
54114	SLH RCP III	\$ 52.1236	\$ 55.3150	\$ 58.4912	\$ 61.6673	\$ 64.8586	\$ 68.0200				
54114	SLH RCP III (SAN)	\$ 59.9421	\$ 63.6123	\$ 67.2649	\$ 70.9174	\$ 74.5874	\$ 78.2230				
54119	SLH Respiratory Care Practitioner	\$ 52.1236	\$ 55.3150	\$ 58.4912	\$ 61.6673	\$ 64.8586	\$ 68.0200				
54119	SLH Respiratory Care Practitioner (SAN)	\$ 59.9421	\$ 63.6123	\$ 67.2649	\$ 70.9174	\$ 74.5874	\$ 78.2230				
72111	SLH SECRETARY II	\$ 29.0432	\$ 30.0815	\$ 31.2076	\$ 32.3336	\$ 33.4597	\$ 34.5858	\$ 35.7119	\$ 36.7939		
72111	SLH SECRETARY II (SAN)	\$ 30.0432	\$ 31.0815	\$ 32.2076	\$ 33.3336	\$ 34.4597	\$ 35.5858	\$ 36.7119	\$ 37.7939		
54176	SLH SPEECH PATHOLOGIST I	\$ 52.3194	\$ 54.7381	\$ 57.1570	\$ 59.9842	\$ 62.9529					
54176	SLH SPEECH PATHOLOGIST I (SAN)	\$ 60.1673	\$ 62.9488	\$ 65.7306	\$ 68.9818	\$ 72.3958					
54177	SLH SPEECH PATHOLOGIST II	\$ 56.6048	\$ 59.4289	\$ 62.2684	\$ 65.3041	\$ 67.9633	\$ 69.3224	\$ 70.7088			
54177	SLH SPEECH PATHOLOGIST II (SAN)	\$ 65.0955	\$ 68.3432	\$ 71.6087	\$ 75.0997	\$ 78.1578	\$ 79.7208	\$ 81.3151			
64320	SLH SPIRITUAL CARE COORDINATOR (SAN)	\$ 39.2090	\$ 40.4564	\$ 41.7424	\$ 43.0683	\$ 44.4350					
64320	SLH SPIRITUAL CARE COORDINATOR (SAN)	\$ 40.2090	\$ 41.4564	\$ 42.7424	\$ 44.0683	\$ 45.4350					
62816	SLH STAFFING COORDINATOR	\$ 32.2393	\$ 33.5430	\$ 34.8602	\$ 36.2724	\$ 37.7117	\$ 39.2193	\$ 40.7810	\$ 42.4379		
62816	SLH STAFFING COORDINATOR (SAN)	\$ 33.2393	\$ 34.5430	\$ 35.8602	\$ 37.2724	\$ 38.7117	\$ 40.2193	\$ 41.7810	\$ 43.4379		
63240	SLH SUPPLY COORDINATOR	\$ 32.1437	\$ 33.1379	\$ 34.1626	\$ 35.2192	\$ 36.3084					
63240	SLH SUPPLY COORDINATOR	\$ 33.1437	\$ 34.1379	\$ 35.1626	\$ 36.2192	\$ 37.3084					
73203	SLH SURGURY SCHEDULER / BUYER	\$ 33.5069	\$ 35.1609	\$ 36.9184	\$ 38.7346	\$ 40.6397	\$ 42.6627	\$ 44.7743	\$ 46.9898		
73203	SLH SURGURY SCHEDULER / BUYER (SAN)	\$ 34.5069	\$ 36.1609	\$ 37.9184	\$ 39.7346	\$ 41.6397	\$ 43.6627	\$ 45.7743	\$ 47.9898		
73230	SLH TECH - CENTRAL SUPPLY, LEAD	\$ 32.8015	\$ 33.5327	\$ 34.9218	\$ 37.6856	\$ 39.0460	\$ 40.4352	\$ 41.8100			
73230	SLH TECH - CENTRAL SUPPLY, LEAD (SAN)	\$ 33.8015	\$ 34.5327	\$ 35.9218	\$ 38.6856	\$ 40.0460	\$ 41.4352	\$ 42.8100			
54017	SLH TECH - EKG	\$ 33.2161	\$ 34.9988	\$ 36.8268	\$ 38.7746	\$ 40.8121	\$ 42.9395				
54017	SLH TECH - EKG (SAN)	\$ 38.1985	\$ 40.2486	\$ 42.3508	\$ 44.5908	\$ 46.9339	\$ 49.3804				
63225	SLH TECH - INSTRUMENT	\$ 32.0316	\$ 32.8148	\$ 33.6238	\$ 34.4072	\$ 35.2294					
63225	SLH TECH - INSTRUMENT (SAN)	\$ 33.0316	\$ 33.8148	\$ 34.6238	\$ 35.4072	\$ 36.2294					
53616	SLH TECH - OR	\$ 43.8571	\$ 47.0600	\$ 50.2334	\$ 53.4506	\$ 56.6531					
53616	SLH TECH - OR (SAN)	\$ 50.4357	\$ 54.1190	\$ 57.7684	\$ 61.4682	\$ 65.1511					
73306	SLH TRANSCRIPTIONIST II	\$ 34.5271	\$ 35.5655	\$ 36.6183	\$ 37.7298	\$ 38.8559	\$ 40.0256	\$ 41.2247	\$ 42.4533	\$ 43.7404	
73306	SLH TRANSCRIPTIONIST II (SAN)	\$ 35.5271	\$ 36.5655	\$ 37.6183	\$ 38.7298	\$ 39.8559	\$ 41.0256	\$ 42.2247	\$ 43.4533	\$ 44.7404	
73608	SLH TRANSPORTER	\$ 30.5934	\$ 31.2953	\$ 31.9971	\$ 32.7138						
73608	SLH TRANSPORTER (SAN)	\$ 31.5934	\$ 32.2953	\$ 32.9971	\$ 33.7138						
53666	SLH UNIT CLERK / MONITOR TECH	\$ 32.3321	\$ 33.9799	\$ 35.6281	\$ 37.2761	\$ 38.9242	\$ 40.5721	\$ 42.1753			
53666	SLH UNIT CLERK / MONITOR TECH (SAN)	\$ 35.3321	\$ 36.9799	\$ 38.6281	\$ 40.2761	\$ 41.9242	\$ 43.5721	\$ 45.1753			
72132	SLH UNIT CLERK EMERGENCY DEPT	\$ 26.5637	\$ 27.9272	\$ 29.2756	\$ 30.6241	\$ 31.9875	\$ 33.3358	\$ 34.6544			
72132	SLH UNIT CLERK EMERGENCY DEPT (SAN)	\$ 29.5637	\$ 30.9272	\$ 32.2756	\$ 33.6241	\$ 34.9875	\$ 36.3358	\$ 37.6544			

APPENDIX B. HOLIDAY & PTO / ESL IMPLEMENTATION

Implementation of Modified Holiday and Paid Time Off / Extended Sick Leave Articles

March 17, 2021

In the San Leandro Hospital – SEIU 1021 MOU effective April 1, 2020 the parties have agreed to modify the Holiday and Paid Time Off / Extended Sick Leave (ESL) articles. These articles, as contained in this MOU (April 1, 2020 – May 31, 2024) shall be effective the first pay period of 2022 (December 12, 2021).

At the time of implementation of the new PTO/ESL article employees who would accrue less PTO annual than their previous rate, shall have a onetime addition of one (1) day of PTO added to their banks.

Until the first pay period of 2022, the language from the MOU that expired on March 31, 2020 shall apply. Below is the language for Holidays and PTO/ESL from the MOU that expired on March 31, 2020.

ARTICLE 6. HOLIDAYS

- A. The following days shall be recognized by payment of the rates set forth below for work performed on such days:

New Year's Day
Martin Luther King, Jr. Birthday (third Monday in January)
President's Day
Memorial Day
Independence Day
Labor Day
Thanksgiving
Christmas
Two (2) Floating Holidays

- B. Any of the above holidays listed for Monday observance in the U.S. Public Holiday Act (5U.S.C. Section 6103) shall be observed on that date as prescribed in the Act.

- C. If any of the above holidays occur on a Sunday, the holiday shall be observed on such Sunday, except for eligible Employees regularly assigned to a Monday through Friday workweek for whom the day shall be observed on the following Monday.
- D. If an Employee is required to work any of the holidays above she/he shall receive time and one half for all hours worked on these days. A work shift shall be deemed to fall on these days when the major portion of the shift falls on such days.
- E. AHS reserves the right to reduce scheduling of personnel as needed for the aforementioned dates, with the exception of December 25th and January 1st, wherein one of these two (2) days is guaranteed off for each regular Employee.
- F. Floating holidays are to be used by the end of the calendar year or be lost. Floating Holidays must be pre-approved.

ARTICLE 7. PAID LEAVE

A. *Paid Time Off (PTO).*

- 1. Full-time regular Employees shall accrue Paid Time Off, commencing with their date of hire and for such periods in regular status, in accordance with the schedule below. Regular part-time Employees shall accrue paid time off commencing with their date of hire, on a pro-rated basis in accordance with the schedule below.

Pay Period Cycles	Years of Service	Number of Days per Year	Number of Hours Per Pay Period
CYCLES 0 up to 26	0 up to 1 year of service	26	8.000
CYCLES 26 up to 104	1 up to 4 years of service	31	9.54
CYCLES 104 up to 234	4 up to 9 years of service	36	11.08
CYCLES 234+	9 years of service +	41	12.62

This accrual chart goes into effect the first pay period after ratification.

- 2. Paid Time Off (PTO) days or hours may be used for vacation, holidays, short-term illness, family emergencies, religious observances, preventative health care,

dental care, personal business and other excused elective absences. Educational leave, bereavement leave and jury duty are paid in addition to PTO days and the PTO account is not charged with this time off.

3. PTO days begin accruing on the day of employment and then continue to accrue on the basis of hours worked and the length of service; and may be used without a waiting period.
4. PTO hours may be used as soon as they are earned but may not be used in advance.
5. With the exception of emergencies or illnesses, PTO must be requested by the Employee in advance and agreed to in advance by the Department Head or Employee Manager. In cases of absences for emergencies or illnesses, the Employee shall notify the Department Head or Employee Manager as promptly as possible.
6. An Employee desiring to take PTO in blocks of five (5) days or more must make a request for the days by January 15th of each year. AHS shall post the resulting vacation schedule by March 15th of each year. Vacations requested during this request period are granted on the basis of seniority.
7. When written submission of a PTO request is required, the department head or designee shall respond within 15 calendar days in writing or shall schedule the PTO requested by the employee.
8. PTO must be used for all time off, except educational leave, bereavement leave, jury duty, military leave, and additional leave. Additional leave without pay can be granted only when all PTO has been exhausted.
9. AHS reserves the right to determine lay-offs, in accordance with the provisions of this Agreement and such absences shall not require the use of PTO.
10. Twice each calendar year, the employee may elect to convert into cash the PTO time accumulated, subject to any necessary deductions taken as provided by AHS policy. PTO hours not used or converted will be accumulated into the next year. However, PTO hours accumulated in excess of the maximum accumulation permitted shall be cashed out to an Employee in April and October of each year. The maximum accumulation of PTO shall be 500 hours.
11. Upon termination of employment with AHS or upon changing to per diem status, all unused PTO hours will be paid off at the current hourly rate of pay including any shift differential in effect.
12. PTO hours may not be used to extend employment with AHS beyond the last day actually worked.
13. TLO and PTO- Both Parties agree to engage in discussions regarding TLO and its effects on PTO, to come to an agreement that will be entered into the MOU as a side letter. Discussions and Agreement to be finalized no longer than 60 (sixty) calendar days from September 5, 2017.

B. *Extended Sick Leave*

1. Each employee will accrue 3 days (.92 hours per pay period) extended sick leave per year. This is in addition to PTO hours. This accrual starts the first pay period after ratification. A bank of 32 hours of Extended Sick Leave will be established for each 1.0 FTE after ratification of this agreement. The 32 hours will be prorated by base FTE for part time employees.
2. Extended sick leave may be used for periods of illness of the employee or a family member that exceed one (1) week worth of core scheduled shifts. The first one (1) weeks of such an illness will be covered by PTO. Family member is the same definition as used in Bereavement Leave.
3. Employees on approved Workers Compensation leaves for the first three days and FMLA may use extended sick leave from the first day out. This does not apply to intermittent FMLA. If the employee is admitted to the hospital for one or more days during that first week, that employee may use ESL from the first day the employee is out. Also, if an employee undergoes surgery that requires them to be off work three or more days, ESL may be used in commencing the first day of absence. If the employee becomes ill or injured within five (5) calendar days of having used Extended Leave, for the same illness/injury/condition that originally caused the employee to use ESL as established by medical documentation, FMLA or workers compensation paperwork, then ESL may be used commencing the first day of absence.
4. **Days or Fractions of Days.** Paid leave may be granted only for those days or fractions thereof on which an employee would have been regularly scheduled to work and would have worked but for the sick leave.

SIDE LETTER OF AGREEMENT

Between

Alameda Health System (AHS)

And

SEIU 1021 – General Chapter and SLH Chapter (Union)

OPEN RANGE TO STEP SCHEDULE FOR ACCRETED CLASSIFICATIONS -

MARCH 17, 2021

A. Change to Step and Grade Step and Grade Salary Table

1. Incumbent employees in the following classifications shall be moved from open range to a step structures as described below in §C. These changes will be effective April 18, 2021. These new step structures shall be included in salary tables of the relevant MOUs.

B. Step Placement.

1. Incumbent employees will be placed on the new salary table steps that is nearest their current salary without resulting in a reduction in pay.
2. If the incumbent’s current rate of pay exceeds the new step structure, the incumbent shall be red circled. Their pay shall remain unchanged until the step structure is equal to or great than the incumbent’s rate of pay, at which time the employee will be placed on the highest step.

C. New Step Structures

1. General Unit Chapter

Job Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5
64310	System Care Management Project Coordinator	\$34.2781	\$36.0822	\$37.9813	\$39.8804	\$41.8744

Job Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7
53423	Employee Health LVN	\$ 34.2129	\$ 35.0343	\$ 35.8787	\$ 36.6913	\$ 37.6076	\$ 38.3481	\$ 39.1365

Job Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
72920	Employee Health Services Assistant	\$30.2775	\$31.7780	\$33.2148	\$35.0461	\$36.7256	\$37.4602

2. San Leandro Chapter

Job Code	Classification	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6
72308	SLH ELIGIBILITY SPECIALIST	\$28.5613	\$29.4446	\$30.3553	\$31.2660	\$32.2039	\$33.1701

Job Code	Classification	Step1	Step 2	Step 3	Step 4	Step 5
64320	SLH SPIRITUAL CARE COORDINATOR (SAN)	\$35.8367	\$36.9450	\$38.0876	\$39.2656	\$40.4800

Job Code	Classification	Step1	Step 2	Step 3	Step 4	Step 5	Step 6
63240	SLH SUPPLY COORDINATOR	\$27.7024	\$28.5592	\$29.4425	\$30.3531	\$31.2918	\$32.2596

D. Discontinued Job Classifications.

The parties agree the following job classifications will be discontinued.

1. SLH Charge Analyst, ED (Job Code 62839)
2. Sitter (Job Code 72815)